THE EXIT REPORT 2026





PREPARED FOR THE COMMUNITY OF MADISON, WI

PREPARED BY FORMER INTERIM INDEPENDENT POLICE MONITOR AEIRAMIQUE GLASS

> *This report is my account as the former Interim Independent Police Monitor. It is not a City of Madison publication. It is the record: not the City's version, not the version uploaded to Legistar, not the version handed to reporters on a Friday night. More of it will come out in court. I welcome it.*

01 Executive Summary

The office existed for nearly six years. In less than six months, it finally did what it was created to do. Then the City illegally removed the Monitor who made it work.

The Office of the Independent Police Monitor existed for almost 6 years, and in less than 6 months it was not only finally fully operational, it became highly effective. In my interview, I said Madison has one of the strongest police oversight ordinances in the country, and that I wanted to show this City what that work could actually look like. I was appointed for 6 to 9 months, but before I started, the HR Director asked me, on behalf of the PCOB, to stay 13 months so the Board could do robust community engagement over the summer and so I could train and onboard the permanent Monitor. I agreed before I ever started, and I changed my life to stay for 13 months. No extension or Common Council approval was discussed at the time of the 13-month agreement. There was no breach of contract, because I never had a contract, and this is all on record.

WHAT I WALKED INTO ON DAY ONE

On December 8, 2025, I walked into a meeting with the Chief and his Assistant Chiefs and learned MPD had stopped sharing records with the office. I raised my concern that Madison had no body cameras and what that means for reviews, investigations, transparency, and sustaining complaints. I later learned MPD had never complied with a prior committee's recommendation on cameras.

I walked into an office where the City Attorney represented the OIPM, the PCOB, the Common Council, the Mayor, and MPD, all at once. Worse, the Assistant City Attorney assigned to the OIPM, the PCOB, and MPD had worked for police associations for more than 20 years. I made it clear that was unacceptable and asked for a different attorney until independent counsel was appointed. Haas refused. I appointed independent legal counsel, which is within my authority.

I walked into a backlog of 18 cases and more than 100 internal affairs cases that had never come to or been reviewed by this office. There was no case management system. Everything was done manually. There was no case classification, and the intake process had to be recreated from scratch, because no internal affairs case had ever been fully reviewed, no independent investigation had ever been conducted, and no OIPM case had ever been completed or closed. There were no office policies, practices, or procedures. One of my staff had retained an employment attorney and was ready to pursue grievances against the City for how they had been treated while the office was under the HR Director. Within my first week, MPD arrested the Chair of the PCOB as well as a community leader, and both were mistreated by MPD.

And I walked in after the City had already tried to gut the office. The night before I was appointed, the Council tried to take the OIPM's budget and give it to MPD for body cameras. Before that, Alder Figueroa Cole had pushed measures to weaken oversight. The City Attorney had trained the prior Monitor, and when the PCOB wanted to remove the previous Monitor because nothing was getting done, City Attorney Mike Haas would not allow it. Six years, no closed cases, and the City protected that. The Mayor and Haas never wanted real oversight. In 2020 the community, who had been fighting for it for so long, finally got accountability. Or so they thought.

WHAT I DID ABOUT IT

I made a plan, a 3, 6, and 9 month plan, and for the first time in this office's history, the plan was carried out. I did it with one full-time staff member who does not work cases and one part-time data and forensics analyst. Records sharing with MPD was restored on day one. For the first time, this office closed cases, cut its backlog nearly in half, published findings, released and presented a comprehensive annual report, audited Disorderly Conduct and traffic stops, retained independent counsel, and wrote its own policies, practices, and procedures, and the PCOB released its first ever annual report. All in less than six months.

By the time I was illegally removed, this office had, for the first time, completed independent investigations, one that found targeting and excessive force and another major one that found MPD caused a death. It had used its subpoena power, petitioned a court to enforce it, and appointed an attorney for a complainant to represent their case before the Police and Fire Commission.

WHY THE SYSTEM CAME FOR ME

I am equity centered and community focused, and I understand how the system works, end to end. One stop, one arrest, one use of force can change a life. The City writes the laws, the police enforce them, and the District Attorney prosecutes based on what the police provide. Then come the courts, the juvenile system, and the police union and association protecting officers at every step. Police misconduct, a harmful policing policy, or an arrest that never should have happened can mean a record, lost work, lost housing, lost custody, a child pulled into the system, erosion of community trust, fear of the police, and in the worst cases, loss of life.

I saw people being policed for their tone. I saw police called for things police should never be called for, arriving with no procedural justice and escalating the situation. When officers escalate, they put everyone's life in danger: the officer, the person, and the community. Slowing down, using procedural justice, and explaining what you are doing and why is what helps keep people alive. I also saw officers skip a real investigation, and when the allegations proved unfounded, change or add charges instead of admitting they had arrested someone unlawfully. Then the District Attorney still made that person go through deferred prosecution, or offered to drop the charges only if they did community service. People pay for an arrest that never should have been made, to protect the officers who made it or to skew prosecution rates. That is why we conducted and released audits of Disorderly Conduct and resisting charges, the most discretionary charges police have.

In April, the City put false claims about me into the legislative record to pass amendments that would have gutted this office. The claims were proven false publicly. I asked for an independent investigation, and it never happened. I wrote the April 21 memo and put the receipts in the public record. It is deeply concerning when the Council, the Mayor, and their staff lie to get the votes to pass legislation. The amendments did not pass, and after Corey Ruiz was killed, the Council stopped pursuing them. But at every turn, they have continually tried to dismantle and dilute independent oversight through obstruction.

For months I had warned the Chief, monthly and sometimes weekly, that we were one incident away from someone being harmed or killed. Then Corey Ruiz was killed. MPD refused to give this office any evidence, and my requests for read-only system credentials were denied by the Chief and an Assistant Chief at the City Attorney's direction and never granted. On July 27, I used this office's subpoena power for the first time. MPD did not comply, relying on the weak opinions and bad legal advice of City Attorney Mike Haas, who represents MPD. We petitioned the court to enforce it, and it has still not been heard.

I also met at the Capitol with Dane County District Attorney Ismael Ozanne, City Attorney Mike Haas, Deputy City Attorney Patricia Lauten, DCI, and the Department of Justice. The District Attorney told me he had read the ordinance and agreed it is within my authority to receive the evidence in Corey's case, but said it was a matter of timing. I made it clear that he has no jurisdiction over this office and that his opinion carries no authority over how the OIPM does its work. In that same meeting, I asked him to walk me through the process of recusing himself.

In August, I was assaulted by officers after asking for a badge number. When the PCOB moved to hire an independent investigator for that incident, the City Attorney and HR blocked it. Instead, Chief Patterson allowed a former police union president from the Green Bay Police Department to investigate and refer charges against me. Then a restraining order was granted against me while I was out of town on a family emergency, after I had contacted the court. The judge was switched without my knowledge, and the judge himself has said publicly that he was not notified either. If the District Attorney attempts a political prosecution, it will be without any real investigation: without talking to eyewitnesses or anyone outside law enforcement, and without the video from the ground. MPD should release the full drone footage, unedited and unmanipulated.

For months I asked MPD for the files on Officer Matthew Kenny, who killed Tony Robinson. MPD set the release for October 19, the day before the vote to remove me, and nothing came. On October 1, the PCOB's survey on the next Monitor went out, listening sessions for the permanent hire were scheduled, and the community took its own stance and made it clear publicly that they wanted the PCOB to vote to keep me. The City went into action to make sure that could not happen. On October 2, the City Attorney's so-called "employment review" went to all alders and to reporters as breaking news. The City Attorney, who represents the police, and Council President Sabrina Madison orchestrated an illegal operation to remove me, outside of their authority

> The Council was warned. Many people told them what they were doing was not just and not fair, and outside attorneys told them it was illegal. They did it anyway, whether from the incompetence of their City Attorney, their own ignorance and disdain for me, or both. On October 21, with five months still left on my appointment, they illegally removed me: to make sure the PCOB could not appoint me as the permanent Monitor after the community overwhelmingly asked for it, to stop effective oversight from happening, to stop the courts from enforcing the release of evidence before the District Attorney announced his charging decision on the officer who killed Corey, and to time my removal so that I never received the Matthew Kenny records. Through all of it, no one has ever said that what I reported is untrue. They couldn't.

Madison didn't remove its Monitor because oversight failed. It removed her because oversight finally worked.

02 The Record at a Glance

WHAT I WALKED INTO

~6 yrs office existed	**18** OIPM cases in the backlog	**100+** internal affairs cases never reviewed	**0** cases ever closed
$1.62M sent back unspent	**$0** complainant legal fund ever used	**0** independent investigations	**1 + 1** one full-time staff, not on cases, and one part-time analyst

WHAT WE BUILT

~70 intakes	**~1,000** public inquiries	**7** independent investigations	**100+** recommendations to MPD

WHAT THEY DID

0 pieces of Corey Ruiz evidence produced	**$28,500** voted down to weaponize and politicize the budget	**Oct 19** Kenny files promised, the day before the vote	**14 to 6** vote to illegally remove me after a 12-hour meeting and hundreds of public comments

SIX YEARS BEFORE ME, LESS THAN ELEVEN MONTHS WITH ME

	Before me (2020 to 2025)	With me (Dec 2025 to Oct 2026)
Cases closed	0	formal, administrative, informal Cases closed and more at completion
Findings published	0	The first case summaries and the Johnson findings
Independent investigations	0	7
Subpoenas used	0	1, with a petition filed in court
Complainant legal fund used	$0	The first attorney appointed for a complainant $15,000
Budget returned unspent	$1.62 million	A request for a 1% floor in law

	Before me (2020 to 2025)	With me (Dec 2025 to Oct 2026)
Records sharing with MPD	Stopped	Restored on day one

3, 6, AND 9 MONTHS: FIRSTS IN THE HISTORY OF THE OFFICE

By	What happened for the first time
3 months	Records sharing with MPD restored on day one. A 3,6,9 plan was delivered and carried out. The City Attorney's Office removed as counsel. Multiple independent investigations opened. Every district and the Training Center visited with the Chief. Intake, classification, review, and investigation processes built. One on one meetings with each PCOB member. The first meeting on hiring the permanent Monitor. Advocacy for the budget, staffing, and the structural conflicts. The first comprehensive annual report released, with multiple audits and data analysis.
6 months	The first eight cases closed in OIPM history, and the backlog cut nearly in half. The annual report presented to the Mayor and Common Council. Independent counsel retained. One on one meetings with alders and the Mayor. The April 21 memo exposing the lies of the City Attorney and the Mayor's administration. The PCOB's first ever annual report, multi-year strategic plan, and rejection of amendments to weaken the office. An equitable hiring team was created. Challenging MPD, the City Attorney, and the District Attorney. Met with the Public defenders office.
9 months	The Richard Lee Johnson findings. The December 19 arrest investigation was completed. On scene after the killing of Corey Ruiz. Subpoena power used for the first time, and a petition filed in court to enforce it. The first survey of the unhoused community, with the PCOB. A budget with a 1 percent floor submitted. The protest response audit opened. The first case management system purchased. The Chief of Police evaluation metrics. Community engagement and awareness. A new job description for the permanent Monitor. A PCOB and OIPM working retreat and the first ever multi-year strategic plan. The Monitor evaluation tool. NEOGOV position requisition training and input for the permanent Monitor. 15+ community public events attended
Illegal removal	Seven independent investigations, about 70 intakes, nearly 1,000 inquiries, more than 100 recommendations to MPD, independent legal counsel, the first attorney for a complainant before the PFC, the use of force audit, and a PCOB evaluation finding high performance in every category as well as 1st award announced and to be received on Nov. 21st at MOSES Gala

WHAT THEY SAID, AND WHAT THE RECORD SHOWS

What they said	What the record shows
She broke City APMs.	No one has ever named one, because none were broken. HR and IT wrote in April that the concerns were about the prior office and called me "a good partner." Our independent counsel confirmed that where APMs and the ordinance conflict, the ordinance is law. APMs are the Mayor's policy, not law.
She breached her contract.	There was no contract. I was a City employee appointed by the PCOB. You cannot breach a contract that does not exist.

What they said	What the record shows
She stalled the permanent hire.	The PCOB owns the hiring. The Council has no authority over its timeline. Work began in January: the strategic plan, a new comprehensive job description, the Monitor evaluation tool, and the equitable hiring team were all done. The survey and listening sessions launched October 1. The removal launched October 2.
She was only hired for six months.	The HR Director asked me on the PCOB's behalf to serve 13 months before I moved here. I agreed. No one disputes it. She then asked me if I planned to go through the hiring process to stay as the permanent Monitor, because the PCOB could appoint me if they wanted to keep me. That is on record, and HR and the City Attorney were originally in disagreement about it
The City Attorney's "employment review."	At the Council meeting to illegally remove me, when Vice President Glenn asked, City Attorney Haas confirmed I was his peer and admitted it was not an employee review, even though he labeled it one. Only the PCOB has oversight of the Monitor and can appoint or remove the Monitor. His illegitimate, inappropriate, and deceitful counterfeit review went to reporters and alders, never to the Monitor or the PCOB.
She broke policy on her staff's remote work.	I had authority to approve it. IT approved it through City process only because of City equipment, and the APM gives HR review and tracking only. The violations were HR's: HIPAA and other privacy violations, sharing my employee's private medical information with alders and Board members without her permission.
There is no money.	Finance confirmed $28,500 was available. Alders voted it down, weaponizing and politicizing the budget, with language like they didn't want to reward me with money needed to do the work and support the PCOB.
She scolded the Mayor's office.	On April 3 and 4, the Mayor's Chief of Staff, Sam Munger, wrote to the alder sponsoring amendments against this office that I had repeatedly "scolded" the Mayor's office and thanked them for putting the amendments forward. I met him for the first time on April 8, when the Mayor introduced us. His email is still in the legislative record.
Her staff talked to the press.	City staff told Chief Patterson my data analyst gave the State Journal a sit-down interview. It never happened. The Chief gave an interview responding to it anyway, and the Wisconsin State Journal ran the headline.
The Johnson case.	The City Attorney was preparing the City's civil defense in the Johnson case while telling the public I would not cooperate, trying to get information from this office to build a counterattack and a case, and to leak information to the District Attorney and others. There was a contract with the hired
State law bars giving her the Corey Ruiz evidence.	I asked what law. No one has ever named one. MPD has produced nothing in Corey's case. They removed me before responding to the court petition, delaying a court date so the case is never heard before a judge before the District Attorney makes his charging decision on the officer who killed Corey.
The Monitor must be independent and protected to operate independently.	The Monitor must remain independent from the police, the City, and political influence. They illegally removed the Monitor and put the office under the Council's own Chief of Staff.

WHO DID WHAT

Who	What they did
City Attorney Mike Haas and Deputy City Attorney Patricia Lauten	Trained the prior Monitor and blocked the PCOB from removing them. Demanded a list of all open OIPM investigations. Told MPD to treat the OIPM as a public records requester and directed the stalling of our credentials. Worked on amendments against this office with their sponsor while calling himself our lawyer. Gave the Board of Public Works outside counsel for the same conflict he said we did not have. Routed the Corey Ruiz subpoena as a records request. Stopped the PCOB's independent investigation of my assault. Wrote the counterfeit review, gave it to the press, and orchestrated my illegal removal with the Council President. I am not sure if he is incompetent, an overt obstructionist, or both.
Mayor Satya Rhodes-Conway and her administration	Her Chief of Staff put false claims about me in the legislative record before we had met. Her HR and City Attorney appointees wrote the August 31 memo against this office. Sent police in riot gear into a memorial. Said I incited violence after I was assaulted. Never offered condolences to Corey's mother. Withdrew from reelection and gave her only sit-down interview to Channel 3000/3.
HR Director Erin Hillson (now Erin Stenson)	Served as interim before me, in violation of the ordinance. Gave the PCOB contradictory guidance. Threatened my staff member's equipment without authority. Shared her private medical information with alders and Board members. Helped stop the PCOB's independent investigation.
Council President Sabrina Madison	Sent ten questions built on the unauthorized review, with six days to answer. Led the illegal removal with the City Attorney. Pushed for police associations to get records before our legal counsel advised on releasing them, putting complainants, especially people of color, at risk. Created a President's working group to write the body camera policy, undermining the PCOB and the OIPM, and allowing officers to mute their cameras when talking to supervisors or discussing strategy.
Alder Yannette Figueroa Cole	Pushed to weaken oversight before I arrived. Is the subject of an informal complaint about her close personal ties to Chief Patterson. Pushed APM claims the APM's own language disproves. Put forward a resolution to suspend the PCOB after it appointed former Alder Rebecca Kemble, lead author of the ordinance, as interim.
Council Chief of Staff Karen Kapusta-Pofahl	Edited HR's "plain language" timeline. Was overheard at an event talking negatively about my office and one of my staff. Now supervises OIPM staff in violation of the ordinance.
The Common Council	Tried to defund the OIPM the night before I was appointed. Met the night before Corey was killed to discredit the annual report, the budget, and a stronger ordinance. Voted down $28,500. Illegally removed me and put the office under its own Chief of Staff.
Chief John Patterson and MPD	Stalled OIPM's credentials. Produced nothing on Corey Ruiz. Set the Kenny files for the day before the vote and delivered nothing. Gave the District Attorney privileged information. Let OIPM requests reach the District Attorney and the police association. Released partial drone footage with a made-up narrative. Let a former Green Bay police union president investigate the assault on me.
Police association and District Attorney	Association attorneys filed records requests on our complaints to build counterattacks. People with complaints in our office were politically prosecuted. At the Capitol, with Haas, Lauten, DCI, and DOJ in the room, the District Attorney admitted I have the authority to receive the Corey Ruiz evidence but wanted to negotiate the timing, which was outside his jurisdiction.

In Section 12, I speak to them directly.

I held the whole system accountable. Then the whole system came after me.

03 Why the PCOB, Not the City, Holds the Power

The Mayor's chain (City org chart, September 2026)	The independent chain
Mayor	Police Civilian Oversight Board
Chief of Staff and four Deputy Mayors	Independent Police Monitor
City Attorney, HR, Finance, IT, Civil Rights, Police Chief, and every other department head	OIPM staff, who answer only to the Monitor
Council Chief of Staff, under the Council	Nowhere on the City's org chart, by design

The Monitor is nowhere on the City's organizational chart, because the office sits outside the Mayor's structure. The PCOB appoints the Monitor, has oversight of the Monitor, and can remove the Monitor. Mike Haas was my peer, an advisory colleague. He had no authority over me. The PCOB appoints and oversees the Monitor so that everything that happened to me could not legally happen: the retaliation, the fake review, the illegal removal.

That structure exists so the Monitor can do the whole job, not just reviews and investigations: issue subpoenas, petition the courts, advocate, name the truth when no one else will, and protect the power of the ordinance and the PCOB. Naming the truth and ringing the alarm puts a target on your back. The Monitor needs protection for that. So do the staff, the officers who come forward, and the community members who file complaints, for the same reasons. Mike Haas, the HR Director, Sabrina Madison, and Figueroa Cole knew that. They worked around it anyway.

> **The office is in danger right now**
>
> Council Chief of Staff Karen Kapusta-Pofahl now supervises OIPM staff, in violation of the ordinance. She is not independent. She answers to the Council and is very close with the City Attorney. When the PCOB asks staff to do something, staff must do what she says, even when it blocks the work. Complainant files, records requests, and investigations now sit under someone who answers to the people this office is supposed to hold accountable. The office has never been more vulnerable.

Until the office is independent again, it is not safe to file a complaint there.

04 Why My Removal Had to Be an Emergency

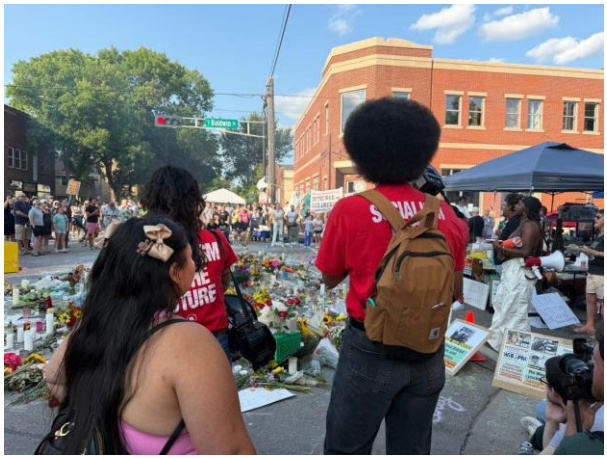
October 1, the survey went out and the community resoundingly said to keep me. On October 2, the City Attorney's counterfeit review went to reporters. October 21, I was illegally removed with five months left, before the subpoena got a court date and before the DA's charging decision. No one can explain that sequence away.

I still had five months left to hire and onboard a permanent Monitor. Nothing about the timeline was urgent. Then on October 1 the PCOB released its survey on the next Monitor, and the response was overwhelming and public, right on Facebook: the community resoundingly said they wanted to keep me. By the next day, the City was in motion to remove me immediately.

The moment the vote went through, they cut off my access to everything, immediately. There was no transition plan. There was nothing. They did not care about any of the work being done, the open investigations, the complainants waiting on findings, or the families waiting on answers. They operated as if getting rid of me was an emergency. Maybe for them it was.

What the rush accomplished	For whom
The subpoena petition never got its day before a judge	MPD and the City Attorney
The District Attorney's charging decision in Corey Ruiz's killing could come before the City ever had to hand me the evidence	MPD, the District Attorney, and the City
The PCOB lost any pathway to permanently hiring me, and the community's feedback asking for exactly that was thrown away	The City Attorney, the Council President, and the Mayor's administration
A clear message to the PCOB: we do not respect your authority or your power, and we will strip it away when we don't like the decisions you make, because they are independent and not in the best interest of our performative, counterfeit circus	Everyone who wants oversight in name only

05 When the City Disappeared



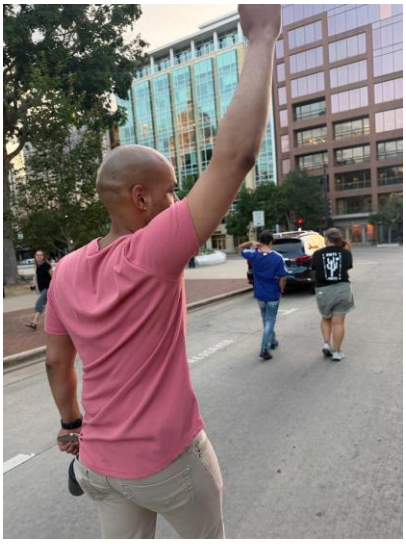
The memorial for Corey Ruiz at Williamson and Baldwin.



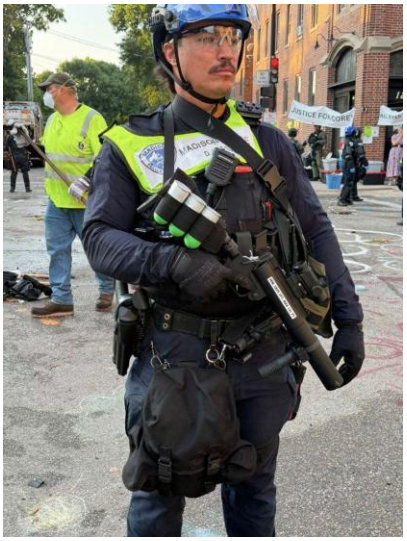
Holding each other through the grief.

When Corey Ruiz was killed, the Mayor never showed up. Most alders never showed up. The Chief was nowhere to be found. A community was grieving, and the people elected to serve it hid. So the OIPM and the PCOB showed up, in community and for community.

What we did	Why it mattered
On scene within the hour	Took eyewitness statements, assessed the perimeter, and coordinated rapid response for community safety.
Crisis intervention	Supported grieving families and community members, with crisis and mental health support.
Violence prevention	Coordinated violence prevention and intervention in real time.
Getting police out safely	When officers told me they could not get vehicles out of the crowds safely, I used the trust I had built to create a pathway out, for the safety of the crowd and the officers.
Protecting demonstrators	PCOB Chair Maia Pearson, Vice President Glenn, and I supported crowd safety, removed agitators who came to disrupt demonstrators, and de-escalated situations, including an agitator who came with a gun.



Community in the street.



MPD with a less-lethal launcher at the Justice for Corey memorial.

That is what independent oversight looks like in a crisis. There must now be a robust, independent audit of every MPD protest and demonstration response: tactics, tools, weapons, drones, surveillance, command decisions, and every agency MPD partners with. After every protest or demonstration where police respond, the OIPM must audit it and publicly post the report, including how many complaints came out of it.

06 How the System Exposes the People Who Come Forward

HOW A COMPLAINT MOVES

	Step	What happens
1	Complaint filed	With the OIPM or MPD's internal affairs unit (PSIA), through any of four intake channels.
2	Classification	The Monitor assigns a severity level (1 to 5) and chooses a pathway: an OIPM independent investigation, an OIPM review of PSIA's investigation, or mediation.
3	Investigation	On the independent pathway, the OIPM leads its own investigation and sets its own scope, findings, and recommendations. On the review pathway, PSIA investigates and the OIPM monitors.
4	Findings	Independent investigation: the OIPM releases a comprehensive public report and gives public statements. Review: PSIA sends its report to the Chief and Assistant Chiefs, the OIPM receives a copy, and the Monitor concurs, disagrees, or adds findings and recommends discipline.
5	Determination letters	The Chief gets a determination letter, and so does the complainant. Findings go on the public record through a summary.
6	Chief's decision	The Chief makes the final disciplinary decision and can take a case to the PFC for demotion or termination.
7	Police and Fire Commission	Termination matters go to the PFC. The OIPM can appoint a lawyer to represent the complainant.

TWO PATHWAYS, TWO KINDS OF REPAIR

	OIPM review of internal affairs	OIPM independent investigation
Who investigates	PSIA, MPD's own internal affairs unit	The OIPM, with its own investigators and experts
The OIPM's role	Watches the investigation, then agrees, disagrees, or adds findings	Sets the scope, gathers the evidence, and makes the findings
What the public sees	A summary of the findings	A full public report and public statements
When it fits	Lower-level cases where PSIA can be checked	Serious harm, patterns, conflicts of interest, or cases where trust in MPD is broken

	Mediation	Restorative justice
When	Before an investigation	Before an investigation, or as a result of one
What it does	Helps people be heard, face to face, with a neutral mediator	Repairs harm after the harm is named
Who decides	Both sides must agree. Never required.	Both sides must agree. Never required.

	Mediation	Restorative justice
Why both	Some people want to be heard and move on	Some people need the harm admitted and repaired

Today, internal affairs cases only reach the OIPM if a complaint is filed with the OIPM. That has to change. Every new internal affairs case must be sent to the OIPM automatically, through the case management system or an automatic alert from MPD's systems, and it must be written into the MOU. When a case is closed before the Monitor reviews it and more is found later, it creates a double jeopardy problem that protects the officer and fails the complainant.

WHERE COMPLAINANTS GET EXPOSED

What happens	Who it exposes	The harm
OIPM still has to request records from MPD	Complainants and witnesses	Officers have told the police association, the District Attorney, and others what the OIPM requested and what we were investigating.
The City Attorney sees OIPM requests	Complainants, staff, contractors	The office that defends the City gets a preview of the case against it.
Information reaches the association and DA	Complainants with open charges	Counterattacks, narratives built ahead of the findings, DARVO, criminal histories dug up, charges changed, cases that should be dismissed kept alive.
A complainant files a civil lawsuit	The investigation itself	MPD will not investigate a case in current litigation. I told complainants: finish your investigations before filing a civil case.
A complainant goes to the PFC alone	The case	The PFC does not investigate. It only reviews what the police union and association lawyers, or the complainant, bring. Most complainants have no lawyer.
The PFC is appointed by the Mayor	Independence	The PFC is not independent civilian oversight. The same administration the OIPM holds accountable chooses the people who decide whether an officer keeps his job.

In critical incidents, like an officer-involved death or shooting, DCI does not decide civil or criminal liability or make findings. It collects evidence for the District Attorney and MPD, and its file leaves out the full context needed to judge liability, as the Richard Lee Johnson case showed. District Attorneys prosecute with what the police give them. That is why an independent office matters.

The PFC is state mandated and decides discipline, demotion, and termination. The Chief has disciplinary power too, but the PFC is who the Chief has to go to for termination, if he ever had the courage to terminate an officer. When a complainant walks into a PFC hearing, the officer walks in with the police association behind him and its attorneys at his side. Most complainants walk in with nothing: no investigation, no evidence file, no lawyer. That is why the $50,000 fund for complainants' legal services matters. It is the only thing that puts the person who was harmed on equal footing with the officer who harmed them.

And every one of those cases starts with records. As long as the OIPM has to ask MPD for them, every request tells the people being investigated exactly what we are looking at. That is why the OIPM needs direct system access, so a request no longer tips anyone off.

07 Needs Assessment

RESOURCES

Need	What the office had	What it requires
Budget	$405,299, 0.41% of MPD	A floor of no less than 1% of MPD's budget, written into the ordinance. Other offices codify 1% to 5%.
Investigations	The Monitor alone	Contracted investigators and reviewers, and a Case Manager and Complaint Advocate
Data	One part-time analyst	A full-time Data and Forensics Manager
Operations	One staff member doing three jobs	Part-time administrative and Board liaison
Legal	One $50,000 line covering everything	Four protected lines: independent counsel, the complainant PFC fund, expert and contractor services, and technology
Experts	Donated or reduced-rate work	Paid experts. One pathology review runs $12,000 to $20,000. A 1% floor would meet the work's needs.

INDEPENDENCE AND PROTECTION

Need	Why
Independent counsel	Many oversight offices have independent general counsel or staff attorneys completely separate from the City Attorney, who represents MPD. The counsel is chosen and retained by the Monitor.
Independent consultants	Conflicts go far beyond investigations. The OIPM needs to hire independent consultants for any area that creates conflict, including areas the City calls "no conflict."
HR consultants	The PCOB can hire an HR consultant as needed for Monitor hiring and evaluation support. The Monitor can hire one as needed for staff matters. That way HR never compromises the PCOB, the OIPM, the Monitor, or the staff again.
OIPM policies, not APMs	I was open to MOUs with department heads. But even following the APMs created harm, including HIPAA violations and my staff's private information being used against the office. Blanket City policy cannot govern an office unique in structure, mandate, authority, resources, and political pressure.
Staff answer only to the Monitor	If the City cannot retaliate against the Monitor, it will go after the staff. Staff will be asked to do things the City does not like. They must be protected to do them.
No retaliation	Protection for staff, consultants, contractors, complainants, and officers who come forward. Complaint protocols so filing never leads to prosecution, which has been happening.
Direct system access	View-only credentials to MPD systems and automatic internal affairs alerts.

WHAT MPD NEEDS

Need	What must change
De-escalation	Make it a policy violation when an officer escalates and gives up de-escalation and procedural justice.
Fewer arrests	Reform Disorderly Conduct and resisting charges, and tie it to Wisconsin's racial disparities in incarceration.
Early intervention	A real system that flags use of force rates, complaints, conduct patterns, and officers on high-volume or high-stress calls.
Brady lists	The District Attorney's Brady list of officers with credibility problems must go to the OIPM, with notice when an MPD officer is added. Brady status belongs in early intervention, in lateral hiring decisions, and in a statewide and national database so officers cannot quietly move departments. The OIPM should keep the list public on its website for all of Dane County, and MPD policy should be not to hire anyone on the Brady list.
Drones and surveillance	I saw profiling and surveillance from MPD command centers at large events, and surveillance of apartment complexes, and had concerns about surveillance of me. There was no strong drone policy. All drone footage must go to the OIPM within the shift it was used, with a summary.
Pursuits	I defended Chief Patterson's pursuit policy to other chiefs who disagreed with him. Nationally, departments are moving away from traffic pursuits because of the danger. This seems to be the only strong stance the Chief chooses to take, and I still support his position on it. MPD should have a strong policy of not assisting in pursuits at all.
Protest response	An independent audit of every protest response, publicly posted, with complaint counts.
Officer identification	Every officer gives a card with name, badge number, district, and how to file with the OIPM or PSIA at every stop, citation, and arrest, on arrival or directly after transport.
Prosecution	An MPD and District Attorney MOU on charging, and a channel for OIPM unlawful-arrest findings to reach the prosecutor.
Recommendations dashboard	A public dashboard of more than 300 recommendations to MPD: the PCOB creates it, MPD leadership is responsible for compliance, the OIPM monitors it, on both websites.
Restructuring	Restructuring and a new policing model. Proactive policing feels like over-policing, and we see in the data it is not contributing to crime solving rates.

A DEPARTMENT IN CRISIS

There are seasons in this work. There is a season to be collaborative and restorative, and I was. I visited all six districts with the Chief, named each district's strengths, advocated for officer wellness, and looked for the places where oversight and the department could work together. Many officers and leaders truly want change. But many do not, and they are furious at anyone who names what needs to change. Think of it like cancer. At different stages there are different treatments, and when it has spread this far, you have to treat it aggressively: name the harm fast and address it fast. This is the season of radical change.

ALTERNATIVES, MEDIATION, AND RESTORATIVE JUSTICE

When you create public health, you create public safety. I advocated in the annual report and publicly to expand community-led alternatives to law enforcement, and to invest more in CARES and

the Fire Department, whose approach looks more like how people want to be treated. CARES needs a separate unit for higher-level crises, including violent situations without a gun, staffed with more training and with people who bring lived experience, including formerly incarcerated people and people in recovery. The OIPM complaint process has two separate options, mediation and restorative justice, both voluntary. Mediation helps people be heard. Restorative justice repairs harm. Neither is a lesser outcome.

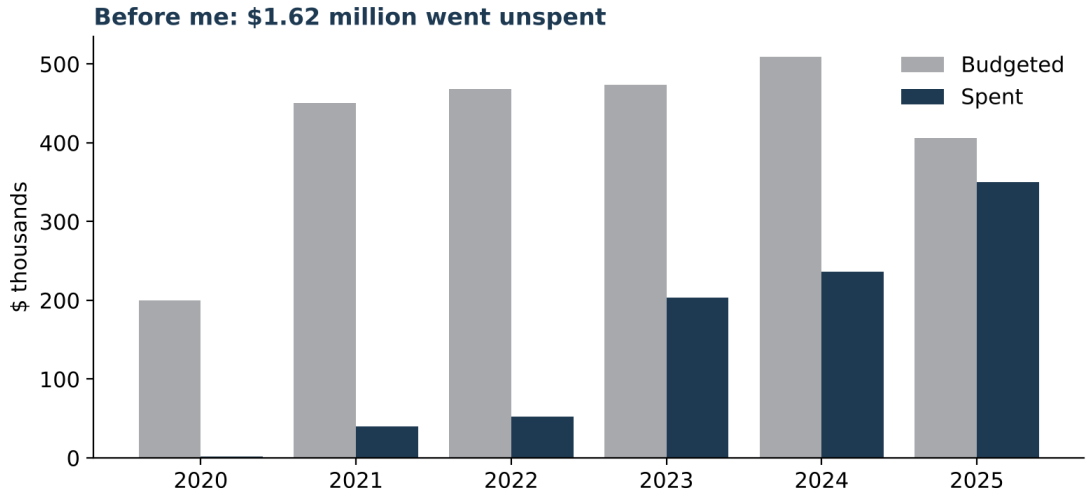
BODY-WORN CAMERAS: BOTH, NOT EITHER

I initiated the push for body cameras and stood by it when it was not popular in community, and in some places still is not, because of the harm in MPD's culture. MPD will have them in 2027. MPD did not comply with prior recommendations and did not put full policy in place during the pilot. During the pilot, officers muted cameras during an unlawful arrest and charges were changed. The stop and frisk violations were sustained, but muting was allowed under the pilot policy, so it could not be. And it is happening again. Council President Sabrina Madison created a President's working group that is now writing MPD's body camera policy, undermining the work of the PCOB, which was creating the policy, and the OIPM, which was providing recommendations. The working group's policy allows officers to mute their cameras to talk to supervisors and whenever they are discussing strategy. That is dangerous and harmful. Those conversations are exactly where decisions about arrests, charges, and force get made, and exactly what the community and the OIPM need to see. Under a strong policy, muting during those moments would be a violation that gets sustained. Under this one, it will be within policy, and no one can be held accountable for what the camera did not record. That is why people are afraid. And now MPD and the City want to use cameras as a substitute for oversight. It is not one or the other. It is both. Cameras help accountability and some level of justice. Sustained complaints will go up under strong, independent oversight. Policy first, OIPM direct access, and the people directly involved, or their families, viewing footage at the OIPM within 24 hours of a request.

THE BUDGET WAS WEAPONIZED



This independent oversight office ran on $405,299, 0.41 percent of MPD's budget. Finance confirmed $28,500 was available for this office's immediate needs in a crisis, and alders voted it down because they saw it as a reward for the Monitor. When the budget is not set in the ordinance, it becomes punishment and reward. A Monitor should never have to trade independence for the resources the office needed in the first place. The budget should never be a political weapon.



08 One of the Strongest Ordinances in the Country

I said it from my interview to the day I was illegally removed: Madison's ordinance is one of the strongest in the country. The authors, including Rebecca Kemble, who the PCOB has now appointed as Interim Monitor, researched oversight models across the country and wrote it. Different models exist because of state mandates and because of the unique culture and equity needs of each city and county. Maryland has a state mandate with local control. California has no statewide mandate, but independent oversight covers most law enforcement agencies at the county and city level. Some places are still fighting for what Madison already has. Madison took the most powerful pieces and put them in one place: independent investigations, audits, unfettered access, subpoenas, independent counsel, a civilian appointing board, and lawyers for complainants, built for Wisconsin, where the PFC exists and the police have union lawyers but complainants had nobody.

That is why the attack was so fierce. In the history of Wisconsin, there has never been a government agency with this much power and authority, beholden to no one but the community most impacted by policing and the criminal justice system. Locally, the fight is about personal politics, liability, and control. At the state level, those who are pro-police no matter what, and those who uphold white supremacy, want to make sure no other city or county in Wisconsin gets a Monitor. If Madison could be a model for the state and the country, they need it to look dysfunctional.

> Some people say they believe in oversight, but only if it is presented in a way that people of privilege are willing to allow it to exist: in name only, as a performative symbol only, and with a Black woman only if she is willing to dilute the truth to make everyone comfortable. As long as she is willing to be policed.

Area	What happened	The fix (full language in Attachment B)
Appointment and removal	The Council illegally removed the PCOB's Monitor	Only the PCOB appoints, evaluates, and removes the Monitor, for cause
Budget	$28,500 voted down	A 1% floor in law, protected lines, unspent funds carry forward

Area	What happened	The fix (full language in Attachment B)
Records	OIPM treated as a public requester	Direct access and automatic internal affairs alerts
Critical incidents	No evidence for Corey Ruiz	All evidence to the OIPM before or at the same time as any third party
Subpoenas	MPD ignored the first one	Court enforcement, with fees paid by the City
Independence	Violated all year with no penalty	Penalties, discipline, and independent investigation
Vacancy and staff	Office placed under the Council's Chief of Staff	Staff answer to the Monitor, or to the PCOB Chair if there is none. Never a City official.
Counsel	City Attorney fought independent counsel	The Monitor chooses the office's counsel
APMs	Used as points of control	OIPM and PCOB policies govern, not the Mayor's APMs
Cameras and drones	Muting and partial footage with a false narrative	OIPM access, family viewing in 24 hours, drone footage within the shift
Recommendations	300+ with no tracking	A public compliance dashboard

The new MOU between MPD and the OIPM, which must be put in place, is Attachment C.

09 What Madison Needs in Its Next Monitor

People who are pro-police no matter what, who uphold white supremacy, or who have a record of supporting police no matter the harm, do not belong in this work. Madison needs a Monitor not just with legal knowledge and lived experience, but someone who has been in this work a long time and understands both the spirit and the letter of the law. Someone who is an independent thinker and prioritizes accountability no matter the cost. Someone unapologetic in the pursuit of truth, fairness, and justice, and in advocacy for the most impacted. Someone with career experience in police reform and criminal justice reform, who understands how public health and alternatives to police create true public safety, and every part of oversight: investigations, audits, policy, data, community, and the courts.

And Madison needs a structure that protects that person. What happened to me can never happen again. If the next Monitor does the job the way the job requires, if they are effective, they will face the same attacks. They need to be so secure that their protection is never compromised.

10 Use of Force Audit

The headline

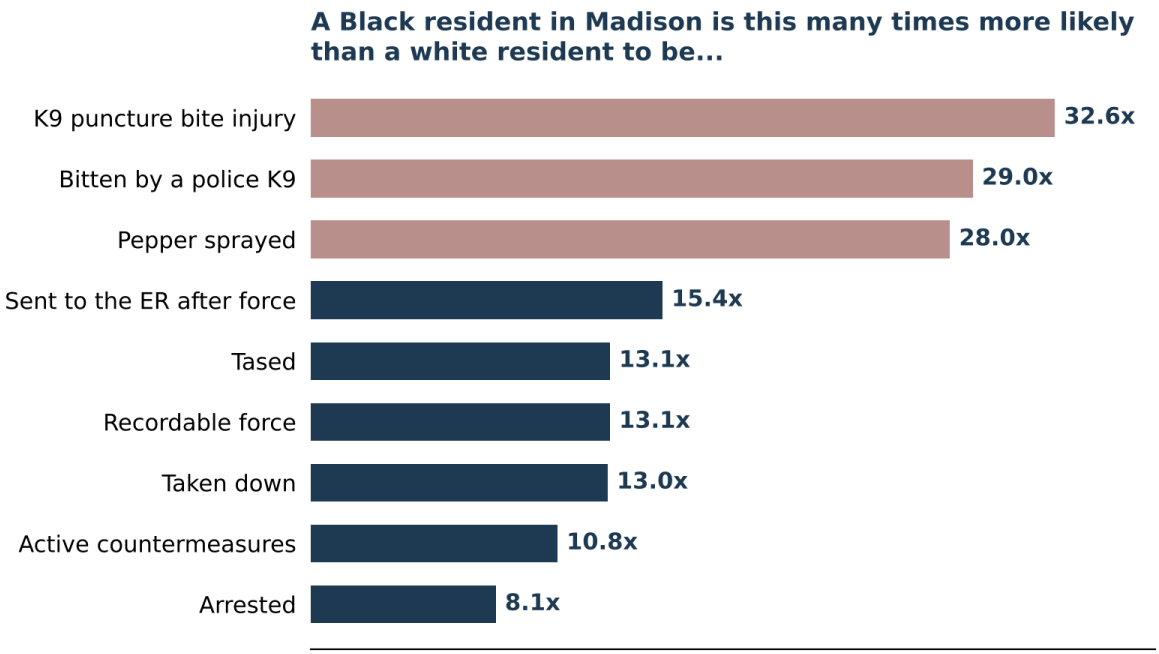
Black residents in Madison are 29 times more likely than white residents to be bitten by a police K9 and 28 times more likely to be pepper sprayed. A small group of officers uses force about 4 to 7.5 times more often than the department average. No one outside the OIPM has seen this until now.

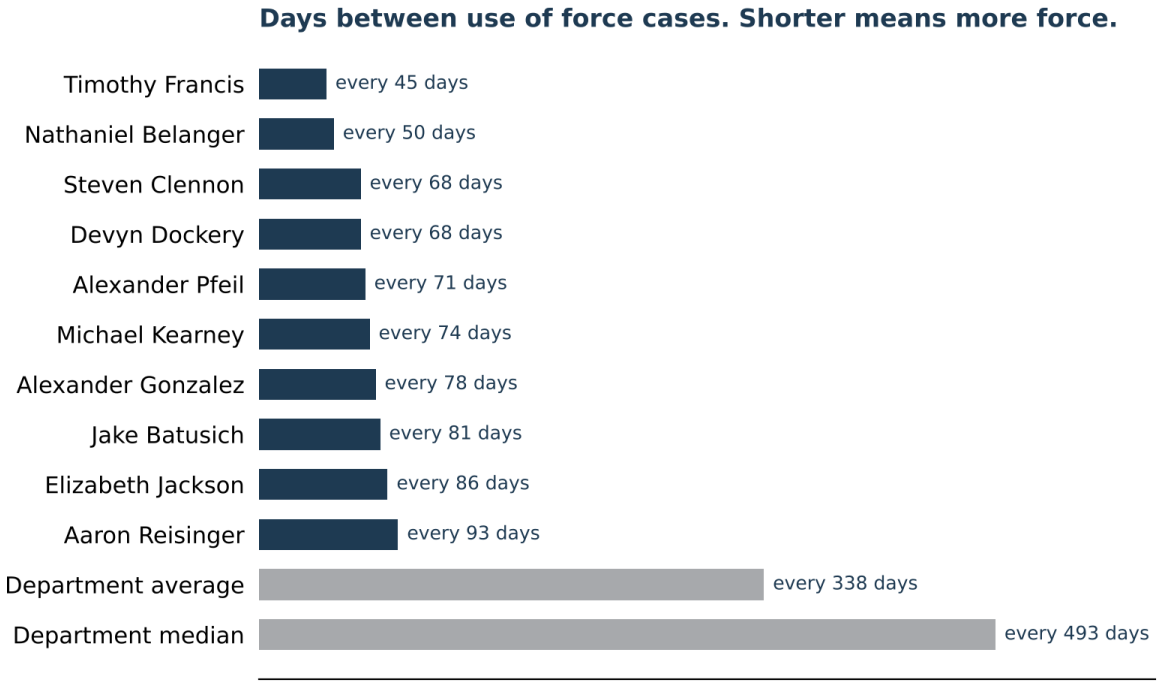
This audit was completed before I left, and it belongs here because it shows the culture and what must be done. These cases were never reviewed, not because the problems did not exist, but because no complaint was filed. Many people did not know this office existed, and many do not trust police to review themselves.

When the audit was done, I recognized many of the names. Many on these lists have complaints against them, including sustained complaints. Some are in leadership, including sergeants. Officers had come to me with anonymous, informal complaints about some of these same officers: how they conduct themselves and how they let the officers under them conduct themselves. It did not surprise me. It was still disappointing. It is more evidence of what I said publicly and raised with the Chief on multiple occasions.

WHAT THE CATEGORIES MEAN

Category	What it means
Recordable force	Force MPD requires officers to report. It leaves out pain compliance, most restraints, and pointing a gun.
Takedown (decentralization)	Forcing a person to the ground.
Active countermeasures	Strikes, such as punches, kicks, or knee strikes, used to stop resistance.
Taser	Firing or drive-stunning a person with an electronic control weapon.
OC spray	Pepper spray.
K9 bite	A police dog biting a person.
K9 puncture bite injury	A police dog bite that breaks the skin.





Method

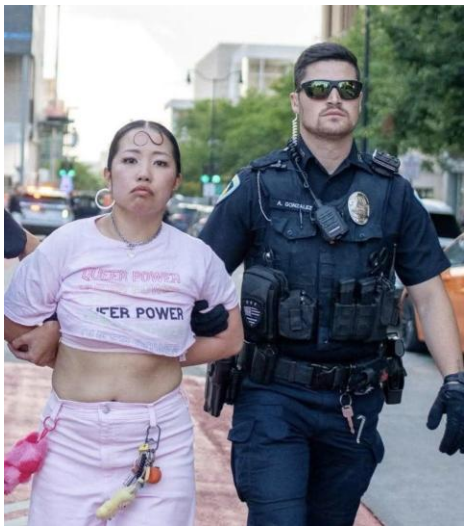
MPD's own "recordable" use of force data, January 1, 2017 to present, analyzed by the OIPM's doctoral-level data analyst. Disparities compare against U.S. Census population. Officer rates are force cases per day employed. Officers with fewer than 7 cases are not named. Recordable force leaves out pain compliance, most restraints, and pointing a firearm, so it understates what residents experience. In one OIPM case, three officers recorded a young Black man's injury as a contusion and none recorded his trip to the hospital.

THE OFFICERS

The average officer uses recordable force about once every 338 days and the median officer about once every 493 days. The officers below use force about 4 to 7.5 times as often. Per-officer rate is the single best metric this City has for identifying problem officers.

Active officer	Force cases	Days employed	One force case every
Timothy Francis	38	1,718	45 days
Nathaniel Belanger	44	2,214	50 days
Steven Clennon	38	2,578	68 days
Devyn Dockery	11	751	68 days
Alexander Pfeil	49	3,455	71 days
Michael Kearney	15	1,115	74 days
Alexander Gonzalez	19	1,479	78 days
Jake Batusich	32	2,578	81 days
Elizabeth Jackson	13	1,115	86 days
Aaron Reisinger	14	1,299	93 days

Alexander Gonzalez is the officer whose force on Richard Lee Johnson was captured on his own dashcam and left out of every official report. His rank fell only because he was on administrative suspension for most of 2025. The full list is in Attachment A.



Officer Alexander Gonzalez making an arrest.



Sgt. G. Sosoka on duty. Note the flag patch at his waist.

Culture shows up in uniforms. Sgt. G. Sosoka wore a flag patch on duty that violates MPD's uniform policy and is a symbol carried alongside white supremacist movements. Other officers were seen wearing the same patch. He and every officer under his leadership need to be audited not just because of the uniform violation but the complaints he and officers under him are associated with.

WHO THEY USE FORCE ON

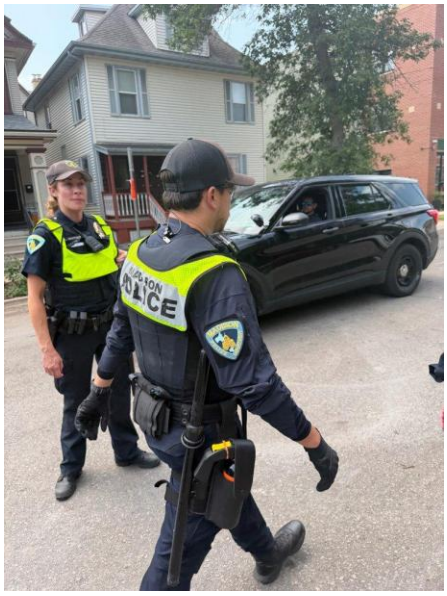
Across the department, when an officer uses force on a Black or white person, that person is Black 57.5 percent of the time. For each of the fourteen officers below, that share is much higher. The last column shows the odds that the gap is just chance. The smaller the number, the less likely it is luck. Anything under 0.05 means it is not chance. Every officer on this list is under 0.05.

Officer	Black subjects	White subjects	Odds it is chance (p-value)
Morgan Youngquist (resigned)	15	1	0.002
Justin Nelsen	15	2	0.007
William Rentmeester	12	1	0.008
Anthony Ciufo	19	4	0.010
Richard Wipperfurth	11	1	0.013
Jake Batusich	22	6	0.017
Eric Disch	14	3	0.030
Steven Clennon	26	9	0.031
Christopher Keys	9	1	0.033
Zulma Franco	6	0	0.036
Jane Preston	6	0	0.036
Jesse Harman	6	0	0.036
Emilie Cochran	6	0	0.036
Kaylin Hall	6	0	0.036

Morgan Youngquist resigned from MPD, was hired by West Allis, and now faces three excessive force lawsuits there. He received an MPD Medal of Valor for shooting at a Black person in a homeless shelter. Jake Batusich and Steven Clennon appear on both lists. Male officers use force at a significantly higher rate than female officers, driven by takedowns and OC spray. Black and white officers use force at similar rates, and both use it more against Black residents. This is evidence of a deeply concerning department culture.

The complaint data in the OIPM annual report I released this year points the same way. In that reporting period, 54 officers appeared in 2 or more complaint cases, 18 officers had at least one sustained allegation, and 3 officers had 7 complaint cases each.

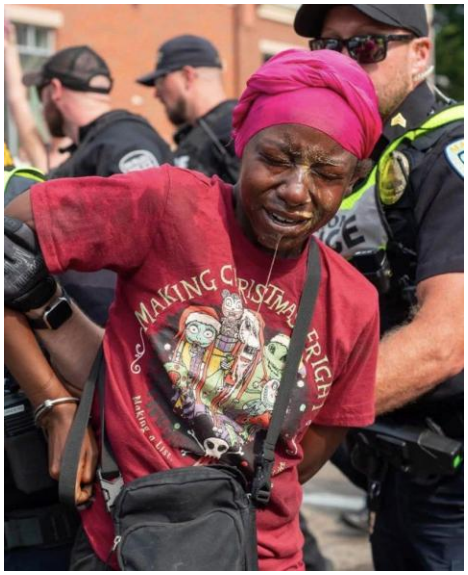
WHAT IT LOOKED LIKE ON THE STREET



MPD officer Javier Salazar, summer 2026, refusing to give their badge numbers to the Independent Police Monitor. These are the same two officers caught on camera: the female officer, Lieutenant Livia Novitzke who pushed Council Vice President Glenn, and Officer Javier Salazar, who assaulted me and tried to slam me to the ground.



MPD officer, summer 2026, threatening to spray the Independent Police Monitor.



A Black woman, pepper sprayed and arrested by MPD.



Officer D. Hodgson during an arrest. Dustin Hodgson is on the use of force list in Attachment A.

Black residents are 28 times more likely to be pepper sprayed. That number has a face. Officer Dustin Hodgson is on the use of force list with 9 force cases, one every 124 days. Officer Javier Salazar is also on the use of force list, with the same 9 force cases, one every 124 days. The officers in these pictures did this to the Independent Police Monitor, in public, on camera, in front of an alder. Imagine what happens when no one is watching.

WHAT MUST HAPPEN NOW

Open every one of these use of force incidents and audit them case by case. Audit every sergeant and lieutenant, starting in the districts with the highest misconduct and complaint rates, and name the subcultures that produce these numbers. Look at whether officers were trained by field training officers with high force rates. Put officers on a real early intervention list with training. Take the findings to the Police and Fire Commission for discipline up to removal of officers who need to be removed. Post a list on the PCOB website of officers with these patterns, so they cannot quietly leave one department and be hired by the next, the way one officer on this list already did.

This is not the time to let a harmful policing culture keep festering. It is the time to send a message and create a standard about what is expected of police, and that nothing less will be tolerated in our communities.

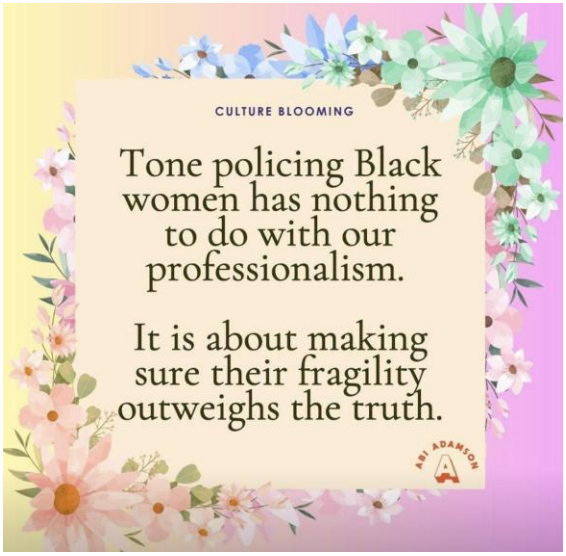
11 The Media

The Wisconsin State Journal showed bias at every turn. A State Journal reporter was part of how City staff told Chief Patterson my staff gave an interview that never happened, which got the Chief to respond on the record to a lie. Another State Journal reporter, Chris Rickert, made it clear he had it out for me and for former PCOB Chair Maia Pearson. He ran biased stories and pushed to the point of harassment, until I called him out. He backed off for a while, then came back. In my view, his coverage of us was racist.

Channel 3000 / News 3 Now has always run biased stories, online and on TV. In the months and weeks before I was illegally removed, it worked hand in hand with the City to destroy my name, my reputation, and my livelihood. It ran the City Attorney's so-called review as documents "exclusively obtained," when he never sent it to me and the PCOB had never seen it. It reported claims without confirming them, quoted my words after I was assaulted with no context, and refused to correct the record at the level it put the falsehoods out.

When an officer filed a counterattack restraining order after officers assaulted me, and put falsehoods in that order, Channel 3000/3 built a deceptive narrative around it. The judge was switched without my knowledge. Only Madison365 reported that I was not even at the hearing, and that the order was granted by default because I was out of state dealing with a family emergency. That was never the headline. People were allowed to believe it was granted because it had merit. It had none.

The obsession did not stop. When the Mayor released her budget, Channel 3000/3 found a way to include me and the OIPM. And it is no coincidence that when the Mayor withdrew from reelection, Channel 3000/3 is where she gave her only sit-down interview. Channel 3000/3 should know that every story, every source, and every correction it refused is documented, and that I am reviewing my options.



Graphic by Abi Adamson.

They policed my tone instead of examining the truth. Seven officers put their hands on the Independent Police Monitor for asking for a badge number, and all this City wanted to talk about was how I responded. Instead of being outraged that I was assaulted by officers, they cared more about my response to what was done to me. Black women have been punished for our reactions for generations, so that no one ever has to answer for the harm. I will not shrink so they can stay comfortable.

12 Open Letter to the Mayor, the Common Council, the Chief, and the City of Madison

Do not hire me to come into your city to fight for justice, to clean up your police department, to look at the issues, to ask the hard questions, to see every hole, every gap, every disparity, every harm, and think that a paycheck and relationships will ever make me harm the most vulnerable or compromise my integrity and my independence. Do not ever think threatening me with felony charges will make me back down. Do not ever think police unions and associations, using biased media and political connections, will ever scare me.

You illegally removed me. But you cannot remove the impact. You cannot remove the reality that for the first time, this city had a government agency and an official who were independent and uncompromised, willing to show what is possible and to make real what so many people fought long and hard for: what true independent oversight and accountability look like. So many people said they believe in independent civilian police oversight, but they did not believe Madison was ready for me. Just because people are not ready for something does not mean we do not enforce it, especially when people's lives are attached to that change, and especially when people are being harmed at an alarming rate.

You removed the proof that this ordinance works when someone has the courage to use it. The proof is still in this report.

MAYOR SATYA RHODES-CONWAY

I warned you about the condition of your police department and what would happen if nothing changed. Instead of acting, your administration protected itself: risk mitigation, liability, and covering up harm that has still not fully come to light. I will bring it forward. You only ever wanted oversight to be performative. When you could not control me, your administration built a political campaign of lies to get rid of me. Your Chief of Staff lied about me in the legislative record before we had ever met. A man was killed, and you could not offer condolences to his mother. You sent police in riot gear into a memorial and let them hurt people for days. Then you turned a public debriefing into a hearing about me. After I was assaulted by your officers, you said I incited violence and put a racist and dangerous target on my back.

You announced you were running, then withdrew, and sat down with the same station that helped the City destroy my name. Your withdrawal was never about threats. It was your own conduct catching up with you, and you tried to make me your scapegoat. This is your legacy: the City that finally had real police oversight under your watch, and the Mayor who made sure it did not last. You

will leave office, and the record you built will stay. History will remember which side of independent oversight you stood on, and that you never once stood with the families.

CITY ATTORNEY MIKE HAAS AND DEPUTY CITY ATTORNEY PATRICIA LAUTEN

You represent the police. You represent the Council. You trained the last Monitor and contributed to their failure. You blocked the Board from removing them. When this office finally worked, you went over and beyond to create a public spectacle, a political lynching, to send a message to anyone who dares to do this work for real. You advised MPD to treat this office like a member of the public. You directed the stalling of our credentials. You demanded the names of our investigators instead of producing evidence. You stopped the PCOB from investigating the assault on me. You wrote a review you had no authority to write. At the Council meeting you admitted that, as another department head, I was your peer and it was not an employment review, and that you had never done a review on someone who does not work under, for, or with you until me. And yet you gave it to the press anyway and put it in the legislative record. That is an ethics issue. You are not just unethical, you are unfit to be City Attorney, and you should leave with your boss, the Mayor. You have put this City in the worst legal position in its history. That is your legacy.

HR DIRECTOR ERIN HILLSON (STENSON)

You gave the PCOB one answer and then another. You threatened my staff member's equipment and shared her private medical information with people who had no right to it. Those were HIPAA and privacy violations, and they put my staff in danger. You did not protect City employees. You used them to attack me, and you caused this office to announce it was working in a limited capacity. You insinuated policy violations but could never name one.

You asked me if I would stay 13 months, and I agreed. Then you made sure you were on vacation during the Council meeting that led to my termination. You told the PCOB there was a pathway for me to stay permanently if they wanted to keep me. I never came to you asking to stay. I told you I would not be pursuing the permanent role, even though you said I could, and the former Chair told you I would not be pursuing it through the current process. You and the City Attorney were in disagreement. You told people I made you cry. You constantly switched your position, and many times you did not have clarity yourself, because you were forcing City norms onto a completely independent, unique, and equitable process. You never disputed the truth. You admitted it to alders, and yet you chose not to show up to answer questions.

COUNCIL CHIEF OF STAFF KAREN KAPUSTA-POFAHL

You are supervising OIPM staff in violation of the ordinance. You were upset I would not fire a staff member the City did not like, and now you supervise him. You are not independent. You answer to the Council and stand close to the City Attorney. You are compromised in every way. You gave skewed information and misinformation to NACOLE, you have manipulated information sharing, and you have operated within your loyalties and outside the interest of the ordinance. Every day you sit over that office, complainants and staff are less safe. I urge the community to stay far away from the office as long as it is compromised by Karen and the Council.

COUNCIL PRESIDENT SABRINA MADISON

You told me the office had become about one case, Tony Robinson's. You built ten questions on an unauthorized review and gave me six days, and the personnel questions you asked were inappropriate in the first place. Private employee information was shared with you in violation. You led my illegal removal with the City Attorney. You operated as a token for the City, the police, and the Mayor.

The only thing you have done for the community lately is announce you are not running for reelection, or even better, for Mayor, because there was no pathway back or forward for you. You are a Black woman who betrayed her own community, and because of your ignorance you do not even understand the harm you caused complainants and families. You don't have to be white to uphold white supremacy, and you don't have to be Black or a person of color to help dismantle it. Your patterns show you are willing to keep upholding it just to belong. What you attempted to do to me will follow you. I hope you find peace, so you can stop hurting people who look like you.

ALDER YANNETTE FIGUEROA COLE

You pushed to weaken oversight before I ever arrived. You defended the police no matter what they did. You wanted my staff gone. You are the subject of an informal complaint that you and Chief Patterson are so close, your families vacation out of the country together. If true that could explain your votes, beyond your vindictive and manipulative behavior. At the removal meeting, you could not even comprehend a City policy. You accused me of violating an APM whose own language proves I did not, for the whole public to see. You should be embarrassed. You are retired, with time and influence, on a part-time Council where too many alders do not have time to research, so they simply follow one voice: follow the leader. You have used that to spread division and falsehoods. Recuse yourself from every police matter or resign. If you will not, I support your recall campaign.

CHIEF JOHN PATTERSON

I wrote that Madison got it right with you. At first I spent more time with you than anyone else in this City. We had a great working relationship. Yes, we argued, but I told you it would never be personal, until it became personal: when you shared information I told you not to share with the harmful District Attorney, and when, after your meetings with the police association, the District Attorney, or City Attorney Haas, your position on matters changed every time, or you conveniently forgot harm that matters.

I told you monthly, if not weekly, that we were one incident away from someone being harmed or killed. Weeks before Corey was killed, I requested a meeting at the Social Justice Center because I was concerned about how the most vulnerable, unhoused community was being treated in that neighborhood by your officers. I received questioning and some pushback before we could set a date. Then Corey Ruiz was killed. You stalled our credentials, which never came. You gave the District Attorney information I told you was privileged. You gave an interview responding to a staff interview that never happened. You watched how your officers treated demonstrators and let an Assistant Chief lie about it. You know your department has a culture issue, and yet you would not go down and show up in community yourself.

I have seen you in action and the good reputation you built in the community. But leadership is not just being the nice guy. It is naming the truth even when it is hard for others to hear it. It is understanding the power police have and snatching it away from anyone who abuses it. When people's lives are at stake, you cannot be meek. You have to stand on integrity. I took many hits so you did not have to, but your compliance caused so much harm.

You saw what happened to me. You have access to the full drone footage, and you allow a partial version to be released and a narrative to be put out. You could not care less about the harm done to me by officers who answer to you, and then you allowed politics to play. You said nothing when I was assaulted by seven of your officers for asking for a badge number. You let a former Green Bay police union president investigate the assault on me, knowing more than anyone else the politics at play. You were fine with felony charges against me, and you did not condemn a default restraining order with no merit, when so many victims of real harassment and harm cannot get one.

You are a nice, likable guy. That is not leadership. You hide behind the City Attorney and the politics, and you fold to the POA and the DA. Madison is not hurting for weak leaders. If you are unwilling to name the truth, condemn the political influences at play, and ensure department transformation, you should follow your boss, the Mayor's lead and resign. Madison is burning, and your complacency is fueling the fire.

THE COMMON COUNCIL

You said I broke rules but could not name one. You said there was no money, then voted down money that Finance said was available. You weaponized and politicized the budget. You compromised the independence of this office at every turn, and most of you should be ashamed. You showed the public what happens when independence and all the best practices of oversight are not protected. You created an extension in June to build an illegal termination pathway, and you illegally removed me in October. Like the Mayor, you only wanted oversight in name only: performative, not effective, and only if it was whitewashed. You have harmed so many people: complainants, me, the community, and yourselves. You have ended your public service careers, because you took a public service away from the people who needed it most. You refused to focus on what needed to change in MPD and focused only on how you could dismantle the OIPM, for personal and political reasons, and some of you simply because of your ignorance.

To Vice President Carmella Glenn: you took the time to understand. You were willing to receive the truth, and you fought for justice and accountability. You took off the armor that protects you as a Black woman in a city and state with some of the worst racial disparities in the country. You did not let me sit alone, not as a Black woman and not as a justice fighter. You did not hide behind the progressive cloak. You did not allow them to police you, intimidate you, or manipulate you. You showed up for community when most others would not, and you would not be swayed by respectability politics. You are what this City so desperately needs in leadership.

To Alder Julia Matthews and the alders who voted no: thank you. You named the removal as illegal. You asked the hard questions about whose way was really being served, and you actually heard the people you serve.

> **Here is what you owe this City now**
>
> Respect the PCOB's appointment of Rebecca Kemble. Get the office out from under your Chief of Staff. Fund it at no less than 1 percent of MPD. Pass the amendments in Attachment B. Execute the MOU in Attachment C. Comply with the subpoena. Release the Kenny records. Release the full drone footage of what happened to me. The next Monitor will face everything I faced unless you change the structure.

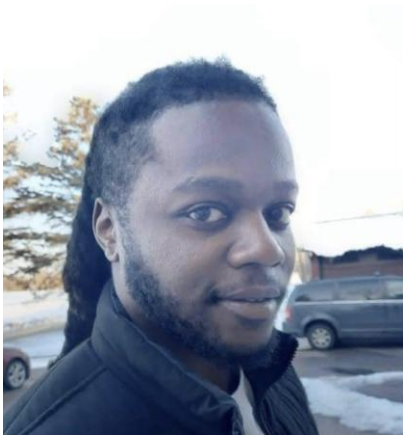
13 To the Madison Community



Tony Robinson, killed by Madison police.



Corey Ruiz, killed by Madison police.



Richard Lee Johnson, killed by Madison police.

This work was always yours, and it was always for them. You filed complaints at real personal risk. Officers came forward. Families refused to let their loved ones be reduced to a police narrative. You showed up for nearly 12 hours, with love and righteous rage in the same room, and the vote happened in front of you.





Community at the October 20 meeting.



Public comment, Dakota, October 20.



Public comment, Ayomi, October 20.



Standing with the family of Corey Ruiz and Ben Crump to make sure body cameras get strong policy.



Justice for Corey Ruiz.



Community conversations at the Social Justice Center.



Showing up, summer 2026.



PCOB Chair and Vice Chair, the OIPM staff Dr.Greg .

Please read this before you file a complaint

Until the OIPM is back under an independent Monitor the community trusts, and the PCOB is fully in control again, do not file complaints with the OIPM. Right now the office is under the Council's Chief of Staff. Filing exposes you to the City Attorney, MPD, the District Attorney, and the police unions getting your information, and your case may not be handled properly because of directives from the Chief of Staff, the Council, and the administration. Document everything. Get a lawyer. If you have an open investigation, finish it before filing any civil case or PFC case.

Many of the people who show up for a harmful policing culture no matter what will never use this office. If they ever do, it will be the first time they understand why it exists. Having a Monitor beholden to no one but justice made this community feel safe. Without that independence, you are vulnerable again.

I apologize to every complainant who has waited so long and may never get the clarity, accountability, and justice owed to them, and to every officer who may never be cleared by a government official the community actually trusts. The City caused it. I carry it anyway. To the PCOB, thank you for reclaiming your authority by appointing Rebecca Kemble. To my staff, I am sorry for what they put you through. To the officers who want to speak out but are afraid: if you do, I will have your back, as I have had the backs of many officers before you.

In order to get to peace, you must first go through justice, and in order to get to justice, you must first go through transparency and accountability. There is no shortcut around that. This work does not end with me.

14 Closing Statement

I came to Madison to show this City what its own ordinance could do. And for nearly a year, we showed them.

We closed cases. We sat with families. We demanded evidence. We pulled the data and ran the audits. We called a death what it was. We challenged narratives, exposed failures, and spoke the truth in rooms where the truth had too often been silenced.

For the first time, people had an independent office willing to confront the realities of policing, not just document complaints and move on. We demonstrated what real, independent police oversight could look like.

And the response from those in power was unmistakable.

Remember the sequence of events. October 1, the community resoundingly said they wanted to keep me. October 2, the City Attorney's so-called review was in the press. October 21, I was illegally removed, five months early.

Then remember the rush to remove me.

No transition. No meaningful consideration for the cases still open. No concern for the complainants who had trusted us. No consideration for the families still waiting for answers.

Just removal.

Because apparently, independent oversight was welcome in Madison until it became independent and effective enough to hold people accountable.

Madison did not have a problem understanding what independent oversight was supposed to do. It had a problem with what happened when we actually did it.

Let's talk about why this work matters.

Data does not create the injustice. It documents what communities have been telling us for generations. It puts numbers to experiences that Black, Brown, Indigenous, and the most vulnerable communities have never needed a spreadsheet to recognize.

In Wisconsin, one in every 36 Black adults is incarcerated. In Madison, Black residents are 29 times more likely to be bitten by a police dog and 28 times more likely to be pepper sprayed.

These are not abstract statistics. These are people's lives. These are families. These are communities being asked to accept conditions that no community should have to endure.

Equality gives everyone the same thing. Equity recognizes that people do not start from the same place and gives them what they need to have a fair chance.

Madison loves the language of equity. It displays it in its windows, puts it in its strategic plans, and writes it into its budget priorities.

But what does equity mean when you starve the very office responsible for measuring inequity? What does transparency mean when you obstruct the people demanding answers? What does accountability mean when you remove the person tasked with holding power accountable?

And what does independence mean when you take an independent office and hand it back to the very institution it was created to oversee?

You cannot preach racial equity while protecting the machinery that produces inequity. You cannot celebrate accountability while dismantling the institution designed to deliver it.

I know this work because I have lived the consequences of its absence.

I am a survivor of police brutality.

Years ago, police strangled me and dragged me until I turned purple. They only stopped because people recognized me, saw what was happening, and began screaming for help.

I survived because somebody spoke up.

And I have never stopped thinking about the people who do not have someone who recognizes them. The people whose names never make the news. The people whose families are left searching for answers. The people who are never given the benefit of the doubt.

Who is screaming for them?

I made a commitment to spend my life screaming for them the way those people screamed for me.

That commitment is not dependent on a title, a position, a paycheck, or the approval of City Hall.

And what happened in Madison makes that commitment even more necessary.

Let me be absolutely clear about something: I was not simply a protester standing in a crowd. I was the Independent Police Monitor, the official this City appointed to hold its police department accountable.

I asked an officer for a badge number.

Officers put their hands on me in broad daylight, on camera, in front of an elected alder.

No officer was disciplined.

Instead, I was investigated, referred for criminal charges, and ultimately removed from my position.

Read that again.

The person hired to monitor the police was subjected to police conduct that demanded accountability. And rather than demonstrate that accountability, the City turned its attention toward the Monitor.

If this is what happens to the person whose job is to watch the police, in broad daylight, on camera, with elected officials present, what do you think happens to the people who have no title, no platform, no cameras, and no one in the room to protect them?

Who is watching for them?

Who is fighting for them?

Who is screaming for them?

That is why I did not back down in Madison. And it is why I will not back down now.

The community showed up like never before. People organized, spoke out, demanded answers, and made their voices heard. The vote did not go the way they wanted. But a vote is not the end of a movement, and losing one political fight does not erase the truth.

There is now an opportunity to pursue meaningful change at the state level. There are no more excuses for pretending that the problems are isolated, that the solutions are impossible, or that the City simply needs more time.

The question is no longer whether Madison needs independent oversight. The question is whether Madison is willing to give independent oversight the authority, independence, and resources necessary to work.

Here is what must happen.

Protect independent oversight. Demand the necessary ordinance amendments. Put the funding and protections into law. Establish real independence, meaningful investigative authority, and the resources necessary to do the job.

Reject anything that does not come from the authority of the PCOB.

Hold every alder accountable for their vote, including those who are leaving office. Public service does not erase responsibility, and leaving office does not erase a public record.

And when the next mayoral election comes, there must be a clear standard.

No more political protection. No more convenient silence. No more pretending that endorsements and campaign money mean nothing.

If a mayoral or alder candidate accepts a police association endorsement, accepts police association campaign contributions, or actively seeks the political backing of police unions, they do not support independent police oversight, and voters deserve to know exactly where that candidate stands.

And the same standard applies to anyone who endorses, financially supports, campaigns for, or politically aligns themselves with the Mayor or the alders who voted against independent oversight.

Do not separate their political choices from their public records. Do not allow them to distance themselves from decisions they helped make when election season arrives.

I want every elected official who voted against independent oversight, and every political candidate who knowingly chooses to stand with them at the expense of accountability, held accountable at the ballot box. I do not want to see those individuals rewarded with another political appointment, another elected position, or another opportunity to exercise public power.

Make sure the people of Madison know who voted against oversight, who funded them, who endorsed them, and who stood beside them.

And then make your voices heard at the ballot box.

This is not about political parties. This is not about personal loyalty. This is about whether you believe public power should operate without independent accountability.

If you cannot stand for independent civilian oversight, you should not expect the community to stand behind your pursuit of public office.

Do not allow the conversation to be reduced to personalities or politics. This has always been bigger than me.

This is about whether the people of Madison have the right to independent accountability, whether families deserve answers, and whether the government is willing to hold itself to the same standards it demands of everyone else.

In the near future, I will lay out what can and must be done at the federal, state, county, and municipal levels.

Because this work is not over. It is evolving.

We are not in a season of retreat. We are in a season of organizing, strategizing, demanding, and building. And how we move forward matters just as much as how far we are willing to go.

I want to leave you with this:

> ***You cannot build peace on top of injustice. You cannot demand trust from communities you refuse to hear. And you cannot expect accountability from the public while exempting the institutions that wield the most power.***

The City may have illegally removed me, but it did not take away my voice. It did not take away the evidence. It did not take away the people who stood with us. And it certainly did not take away my commitment to the families and communities who deserve better.

I am committed. I am unapologetic. I am unwavering.

I am still standing.

I am still fighting.

And I am not done with Madison.

Love,

Aeiramique "Meeka" Glass
Former Interim Independent Police Monitor, illegally removed October 21, 2026

Attachment A: Use of Force by Officer

Rate of recordable use of force cases from January 1, 2017 to 5/25/2026. Officers with fewer than 7 cases are not named, because a small number of cases can make a rate look high by chance. Two unnamed officers with high rates are omitted.

Active officer	Force cases	Days employed	One force case every
Timothy Francis	38	1,718	45 days
Nathaniel Belanger	44	2,214	50 days
Steven Clennon	38	2,578	68 days
Devyn Dockery	11	751	68 days
Alexander Pfeil	49	3,455	71 days
Michael Kearney	15	1,115	74 days
Alexander Gonzalez	19	1,479	78 days
Jake Batusich	32	2,578	81 days
Elizabeth Jackson	13	1,115	86 days
Aaron Reisinger	14	1,299	93 days
Shafaq Choudhury	12	1,115	93 days
Karl Raddatz	12	1,115	93 days
Marcus Weaver	8	751	94 days
Andres Rivera	36	3,455	96 days
Anthony Vogel	29	2,942	101 days
Hugo Garcia	9	932	104 days
Nathan Becker	33	3,455	105 days
Joseph Sanders	21	2,214	105 days
Daniel Wipperfurth	30	3,203	107 days
Gabriel Joy	7	751	107 days
Jonathan Femrite	7	751	107 days
Anthony Ciufo	24	2,578	107 days
Michael Weidemann	27	2,942	109 days
Richard Carriveau	20	2,214	111 days
Carson Youngquist	19	2,214	117 days
Gerardo Vazquez	9	1,115	124 days
Dustin Hodgson	9	1,115	124 days
Javier Salazar	9	1,115	124 days

Former officers in the overall top 30: Dominic Schroeckenthaler (36 cases, one every 56 days), William Holtan (33, one every 71 days), Morgan Youngquist (16, one every 76 days), Mitchel Burkholder (23, one every 80 days), Peyton Reimer (27, one every 80 days), and Jason Trzebiatowski (8, one every 99 days). Marcus Weaver was on administrative suspension for much of his tenure, so his cases came in a much shorter time than his days employed show.

By officer group: male officers use force about 1.7 times as often as female officers, and that gap is statistically significant. It is driven by takedowns, where male officers use them about 3.5 times as often, and pepper spray, about 5.5 times as often. White and Black officers use force at almost the same rate.

Attachment B: Ordinance Amendments to MGO 5.19 and 5.20

1. BUDGET FLOOR (NEW MGO 5.19(10))

The annual operating budget of the OIPM shall be no less than one percent (1%) of the adopted operating budget of the Madison Police Department for the same fiscal year, increasing to no less than two percent (2%) by fiscal year 2029. The Common Council and the Mayor shall not reduce the OIPM appropriation below this floor, shall not condition any appropriation on the identity, conduct, or findings of the Monitor, and shall not subject the OIPM to any citywide reduction directive. The OIPM budget shall include four separate, protected lines that may not be used for one another without the Monitor's approval: independent counsel; complainant legal services under 5.19(7)(b)4; expert, investigator, and contractor services; and technology. Funds unspent at year end shall carry forward to an OIPM reserve and shall not revert to the general fund. The Monitor shall have sole authority over spending within the OIPM budget.

2. RECORDS ACCESS (AMEND MGO 5.19(7)(I))

The OIPM shall have unfettered access to all MPD records, policies, Standard Operating Procedures, data, computer databases, body-worn and dashboard camera recordings, and other information, including all records MPD has provided to any outside investigating agency, consistent with state and federal law. The OIPM is an oversight agency of the City and is not a requester under Wis. Stat. 19.31 to 19.39. MPD shall notify the OIPM automatically of every new internal affairs case, through the OIPM case management system or an automatic alert from MPD systems, so that no case is closed before the Monitor can review it. Notice under Wis. Stat. 19.356 applies only before public release by the OIPM and shall not delay OIPM access. MPD shall produce records within ten (10) business days of request and within seventy-two (72) hours for a critical incident. Any refusal shall be in writing, signed by the Chief, and shall cite the specific law relied on. A pending PSIA investigation or discipline process is not grounds to delay OIPM access.

3. SUBPOENA ENFORCEMENT (AMEND MGO 5.19(7)(J))

If any person, including any City department or employee, fails to comply with an OIPM subpoena, the Monitor, through independent counsel, may petition the Dane County Circuit Court for enforcement, and the City shall pay the OIPM's reasonable costs and fees. Noncompliance by a City employee is a violation of this ordinance subject to 5.19(6)(c).

4. ENFORCEMENT OF INDEPENDENCE (NEW MGO 5.19(6)(C))

Any City employee or official who violates 5.19(6)(b) shall be subject to a forfeiture for each violation, set by the Common Council, and to discipline. Each day of noncompliance with an OIPM records request or subpoena is a separate violation. Complaints of violation may be filed with the PCOB, which shall refer them to an independent investigator selected by the PCOB.

5. INDEPENDENT COUNSEL (AMEND MGO 5.19(7)(L))

The Monitor shall retain independent legal counsel of the Monitor's choice for the OIPM, without the approval of the City Attorney, the Mayor, or the Common Council, and such engagement is not subject to Administrative Procedure Memoranda. The PCOB may retain the same independent counsel or counsel of its own choosing to attend PCOB meetings and provide legal advice as requested by the Chair or the Executive Committee. The City Attorney's Office shall not represent or advise the OIPM or the PCOB.

6. CONFIDENTIAL CONTRACTING (AMEND MGO 5.19(7)(H))

Contracts for investigators, experts, and consultants engaged on specific investigations shall be executed by the Monitor under an OIPM contracting procedure adopted by the PCOB. The identity

and scope of any such contractor shall be confidential under 5.19(9) until the investigation is closed or the agreement is complete, and shall not be disclosed to any City official before that time. Payment shall be processed by Finance on submission of the completed agreement and invoice.

7. APPOINTMENT AND REMOVAL OF THE MONITOR (AMEND MGO 5.19 AND 5.20)

Only the PCOB may recruit, appoint, evaluate, discipline, and terminate the Monitor, including any interim or acting Monitor. The PCOB may terminate the Monitor only for cause, by a vote of the Board, after written notice of the reasons and a public hearing at which the Monitor may be represented by counsel. The Common Council shall confirm the PCOB's appointee unless the appointee has a disqualifying factor under 5.19(3), including employment by MPD, employment by or representation of a police union or police association, or a relationship barred by that section. No other City official or body may review, discipline, or remove the Monitor, and no City employee may prepare or distribute any review of the Monitor except at the written request of the PCOB.

8. VACANCY AND STAFF PROTECTION (NEW MGO 5.19(5)(C))

If the position of Monitor is vacant, OIPM staff shall report to the PCOB Chair and Executive Committee until the PCOB designates an acting Monitor, which it shall do within fourteen (14) days. The OIPM shall not be placed under the supervision of any employee of the Mayor's office, the Common Council, or any City department. OIPM staff report only to the Monitor or acting Monitor. No City employee or official shall retaliate against any OIPM employee, contractor, complainant, witness, or police officer who provides information to or works with the OIPM.

9. CRITICAL INCIDENT NOTIFICATION (NEW MGO 5.19(7)(M))

MPD shall notify the Monitor within one (1) hour of the Chief or an Assistant Chief being notified of any officer-involved shooting, death, in-custody death, use of force resulting in EMS response or hospitalization, Taser deployment, or K9 bite. MPD shall provide all evidence in any critical incident to the OIPM before or at the same time it is provided to any third party, including DCI or the District Attorney. All drone footage shall be sent to the OIPM within the shift in which it was recorded, with a written summary of its use. The Monitor or designee shall be permitted at the scene and at command posts consistent with scene safety.

10. ADMINISTRATIVE PROCEDURES (NEW MGO 5.19(7)(N))

Administrative Procedure Memoranda issued by the Mayor do not apply to the OIPM or the PCOB. The OIPM shall operate under policies, practices, and procedures (PPPs) adopted by the Monitor, and the PCOB under standard operating procedures it adopts by vote. Human Resources' role is limited to ensuring compliance with state and federal law in hiring and supporting payroll, at the direction of the Monitor or the PCOB. The PCOB may retain an independent HR consultant as needed for Monitor recruitment and evaluation, and the Monitor may retain an independent HR consultant as needed for staff matters. Because APMs are created by the Mayor and run through the Mayor's chain of command, every APM process runs through department heads who answer to the Mayor or the Common Council, which leaves the Monitor and staff vulnerable. OIPM staff are led and protected by the Monitor so that the chain of command leaves no room for that vulnerability.

11. BODY-WORN CAMERAS (NEW MGO 5.19(7)(O))

No MPD body-worn camera program shall be deployed or expanded unless its policy has been reviewed by the OIPM and the PCOB with public comment. The policy shall require activation for every enforcement contact, prohibit muting or deactivation during any arrest decision or charging discussion, require audit logs of every activation, mute, deactivation, and viewing, prohibit officers from viewing footage before writing reports in critical incidents, and prohibit facial recognition. The OIPM shall have direct, unredacted access to all footage and audit logs without request. Families of a person killed or seriously injured, and people directly involved, shall be allowed to view the footage

at the OIPM office within twenty-four (24) hours. Failure to record or unauthorized muting shall be investigated and disciplined, and the OIPM shall publish an annual compliance audit.

12. WHISTLEBLOWER PROTECTION (NEW MGO 5.19(6)(D))

Any MPD officer or City employee may report misconduct to the OIPM confidentially. Their identity shall be protected under 5.19(9), and any retaliation by MPD, a police association acting through MPD, or any City employee is a violation of 5.19(6)(c).

13. INTERIM AND ACTING ELIGIBILITY (AMEND MGO 5.19(3))

The eligibility requirements of 5.19(3) apply to any interim, acting, or temporary head of the OIPM. No City department head or employee of the Mayor's office, the Common Council, or Human Resources may supervise the OIPM or its staff in any capacity.

14. RECOMMENDATIONS COMPLIANCE DASHBOARD (NEW MGO 5.20(X))

The PCOB shall create and maintain a public dashboard of every recommendation made to MPD by the OIPM, the PCOB, and any City-created review body. MPD leadership is responsible for compliance and shall report the status, evidence, and timeline of each recommendation quarterly. The OIPM is responsible for monitoring and verifying compliance. The dashboard shall be published on the PCOB and OIPM websites, and any rejected recommendation shall include MPD's written reasons.

Attachment C: New Memorandum of Understanding Between MPD and OIPM

Governing Records Access, System Access, Operational Protocols, and Interagency Functioning

A. PURPOSE AND ESTABLISHMENT OF THE OIPM

The Office of the Independent Police Monitor ("OIPM") was created to provide civilian oversight of the Madison Police Department ("MPD"), ensuring that MPD is accountable and responsive to the needs and concerns of all segments of the community, building and strengthening trust in MPD throughout the community, and providing oversight and accountability of law enforcement to create true public safety. The OIPM is managed and directed by the Independent Police Monitor ("the Monitor"), appointed by the Police Civilian Oversight Board ("PCOB"). The Monitor is responsible for ensuring the duties of the OIPM are fulfilled in consultation and collaboration with the Board, per MGO 5.19(2). This MOU governs access to and release of MPD records and information, and the operational relationship, mutual obligations, and interagency functioning between MPD and the OIPM.

B. RIGHT TO LEGAL COUNSEL

Both parties have the right to independent legal representation during negotiation, drafting, review, and finalization of this MOU and any amendment. MPD may consult the City Attorney's Office or counsel of its choosing. The OIPM may consult independent counsel of its choosing. Neither party shall be required to sign any provision without adequate opportunity to seek legal advice, and exercising this right is not bad faith or obstruction.

C. OIPM AUTHORITY TO ACCESS MPD RECORDS AND SYSTEMS

The OIPM's authority derives from MGO 5.19(7)(i), which grants unfettered access to all MPD records, policies, Standard Operating Procedures, data, computer databases, and other information necessary to fulfill the duties of the OIPM. The OIPM shall not be treated as a public records requester. Its access is grounded in its ordinance oversight authority and is distinct from and superior to the public records process. The procedures in this MOU facilitate that access and do not limit it.

D. DIRECT SYSTEM ACCESS

MPD shall provide the Monitor with view-only credentials to IA Pro and to any system used to generate, store, or manage police and incident reports, body-worn camera footage, and dashboard camera footage. Access shall be read-only, provided within thirty (30) days of execution, maintained as systems change with reasonable notice to the OIPM, and extended to OIPM staff designated by the Monitor. If MPD and the OIPM implement a shared complaint integration system, it shall be an additional pathway and shall not replace or delay credential access unless both parties agree in writing.

E. TYPES AND CATEGORIES OF RECORDS

Attached is a list of records held by MPD. It may be updated without formal amendment, provided the OIPM is notified of each update.

F. RELEASE OF RECORDS BY CATEGORY

Green Flag, release for public disclosure with or without redaction: records the OIPM may disclose immediately without further review, with redactions consistent with Wis. Stat. 19.31 to 19.39. Examples: arrest information, anonymous crime data, MPD policies and agreements.

Red Flag, confidential records released only to the OIPM: records not publicly shared or that cannot be sufficiently redacted, including open MPD investigations. These shall be released to the OIPM unredacted, stamped CONFIDENTIAL, RELEASE TO OIPM ONLY, and shall not be distributed to the PCOB, other agencies, or the public. If the OIPM must make a portion public to fulfill its duties, it will provide that portion to MPD for statutory redaction before release. Examples: juvenile information, employee information under Wis. Stat. 19.36(10)(a), records under a court order of confidentiality.

Personnel records and PSIA investigations: MPD shall inform the OIPM of the status of any investigation, discipline, or PFC process. A pending PSIA investigation or labor process is not grounds to delay or deny OIPM access. The OIPM will contact MPD before any public release of a personnel record to allow statutory redaction and notice under Wis. Stat. 19.356. When the OIPM requests a personnel record for internal use only, no notice to the subject is required before OIPM access.

Records MPD possesses but is not custodian of: MPD shall notify the OIPM within seven (7) days of a request, provide a written explanation of any legal limitation including the custodial agency, and make reasonable efforts to facilitate access. Records MPD has provided to any outside investigating agency, including DCI, remain records in MPD's possession and shall be produced to the OIPM. MPD shall notify the OIPM automatically of every new internal affairs case, through the OIPM case management system or an automatic alert from MPD systems.

G. REAL-TIME NOTIFICATION OF CRITICAL INCIDENTS

The following trigger mandatory notification to the Monitor: officer-involved critical incidents, shootings, deaths, and in-custody deaths; use of force resulting in EMS response or hospitalization at any point during or after the incident; Taser deployments; and K9 bites. The Chief or Assistant Chief, or a designated on-call supervisor if neither can, shall notify the Monitor within one (1) hour of the Chief or Assistant Chief being notified, by telephone, text, and email at the same time. If the Monitor cannot be reached, MPD shall keep trying and notify the OIPM's designated backup. Failure to notify shall be documented and reported to the Chief and the OIPM.

H. ARREST OF THE MONITOR, OIPM STAFF, OR IMMEDIATE FAMILY

If the Monitor or any OIPM staff member is arrested by MPD or any agency, the Chief and Assistant Chiefs shall be notified immediately. MPD shall not investigate the underlying incident. The OIPM shall select an independent third-party investigator, and MPD may select its own; neither has approval over the other's selection, and both investigations proceed concurrently and are preserved. If an immediate family member of the Monitor or staff is arrested by MPD, the OIPM shall be notified promptly and each party shall independently retain a third-party consultant to review the matter. Immediate family means mother, father, brother, sister, husband, wife, and children, whether biological, adoptive, step, or legal.

I. CONFIDENTIALITY OF OIPM ACTIVITY

The OIPM is not obligated to share any information with MPD or its legal counsel related to a case until the case is closed, in protection of complainants, staff, contractors, and consultants. During a case, MPD shall not notify, discuss, or disclose to the City Attorney's Office, the District Attorney, any police union or association, or any news outlet the existence of an OIPM records request, the OIPM's view history or access, that a complaint has been filed with the OIPM, or that the OIPM has initiated an investigation or requested, accessed, or viewed records concerning any person. Any disclosure in violation of this section shall result in an automatic independent investigation and appropriate discipline up to and including demotion or termination.

J. BODY-WORN AND DASHBOARD CAMERA FOOTAGE

The OIPM shall have direct, unredacted, view-only access to all body-worn and dashboard camera footage and audit logs, including muting, deactivation, and viewing history, without request. Footage related to any critical incident shall be preserved and made available to the OIPM within twenty-four (24) hours, and families of a person killed or seriously injured, and people directly involved, may view it at the OIPM office within twenty-four (24) hours.

K. PROCEDURE FOR FORMAL RECORDS REQUESTS

Supplemental to direct access: the OIPM requests from the Executive Office or Records Custodian; MPD acknowledges within two (2) business days; MPD designates records Green or Red Flag and produces them within ten (10) business days, or seventy-two (72) hours if the Monitor designates the request time-sensitive or it concerns a critical incident. Reply letters are waived unless either party asks. Any refusal shall be in writing, signed by the Chief, citing the specific law relied on. An individual may sign an informed consent form for release of records about themselves or their minor children under Wis. Stat. 48.396 and 938.396(1)(c)2.

L. PUBLIC RELEASE OF ACTIVE INVESTIGATION INFORMATION

Release of information about open investigations of critical public interest may be coordinated between the Monitor and the Assistant Chief for Support and Community Outreach. The City Attorney's Office may attend to advise MPD, and OIPM independent counsel may attend to advise the OIPM. The OIPM will inform MPD before publicly releasing any MPD personnel record used in an OIPM report so statutory and protective redactions for complainants, victims, and witnesses can be reviewed.

M. DISPUTE RESOLUTION

The parties will meet regularly with the Assistant Chiefs of Investigative and Specialized Services and Field Operations, the MPD Director of Data, Reform and Innovation, and the Records Custodian on Law Enforcement Sensitive Information, and will work in good faith to resolve disagreements. Either party may invoke its right to counsel. Nothing in this MOU limits the OIPM's subpoena authority under MGO 5.19(7)(j) or its right to seek court enforcement.

N. AMENDMENTS AND SIGNATURES

This MOU may be amended only with the written consent of the Chief of Police and the Monitor, witnessed by the City Attorney as counsel to MPD and by OIPM independent counsel. This MOU is a record under Wis. Stat. 19.32(2).

Chief of Police, MPD _____ Date _____

Independent Police Monitor, OIPM _____ Date _____

Independent Legal Counsel, OIPM _____ Date _____

City Attorney, City of Madison _____ Date _____

Attachment D: PCOB Evaluation of the Interim Independent Police Monitor

Police Civilian Oversight Board statement, October 19, 2026

The Police Civilian Oversight Board (PCOB) has completed a comprehensive performance evaluation of interim Independent Police Monitor Aeiramique "Meeka" Glass. While the City's ordinance does not require the Board to evaluate an interim Independent Police Monitor, both the Board and Monitor Glass agreed that conducting an evaluation was appropriate and consistent with the Board's commitment to accountability and transparency.

Under Madison's police oversight ordinance, the PCOB is responsible for providing oversight and evaluation of the Independent Police Monitor. The Board takes its supervisory responsibilities seriously and believes that regular performance evaluation is a vital component of effective civilian oversight. The evaluation assessed performance across multiple areas, including statutory compliance, police oversight and accountability, racial equity and social justice, board partnership and governance support, community engagement, leadership, communication, and professional development. Board members provided both quantitative ratings and qualitative feedback.

Overall, the evaluation found that Monitor Glass performed at a high level across every category. Board members identified significant strengths in her leadership, communication, commitment to independent oversight, community engagement, and dedication to advancing the mission of civilian police oversight. Members highlighted her efforts to strengthen the operational capacity of the Office of the Independent Monitor, improve transparency, enhance communication with the Board, expand community outreach, and advocate for the independence of the office.

Board members also recognized Monitor Glass's work in increasing public awareness of the Office of the Independent Monitor, strengthening oversight processes, advancing racial equity and social justice initiatives, supporting staff development, and pursuing innovative approaches to accountability and governance. The evaluation also identified opportunities for continued growth, including rebuilding relationships with key stakeholders, expanding data-driven oversight efforts, strengthening public communication strategies, and continuing efforts to secure the resources necessary for the office to fully conduct its mission. Board members emphasized that many of these challenges arise within a complex environment involving multiple governmental agencies and institutional barriers.

"The Police Civilian Oversight Board remains committed to ensuring effective oversight, transparency, and accountability within the Office of the Independent Police Monitor," said PCOB Chair Devon Snyder. "Although an evaluation of an interim monitor was not required, the Board believed it was important to conduct one. We take our supervisory responsibilities seriously and believe accountability begins with ourselves. This evaluation reflects both the significant accomplishments of Monitor Glass and our commitment to continuous improvement in service to the Madison community."