



Police Civilian Oversight Board Completes Evaluation of Interim Independent Police Monitor.

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."

The Board will continue to work collaboratively with the Office of the Independent Monitor to strengthen civilian oversight, promote public trust, and advance the goals established under Madison's police oversight ordinance.



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