



City of Madison
Agenda – APPROVED
POLICE CIVILIAN OVERSIGHT BOARD
EXTERNAL POLICY & PROCEDURE
SUBCOMMITTEE

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

THURSDAY, February 12, 2026,

6:00 PM

VIRTUAL

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

The City of Madison is holding the **Police Civilian Oversight Board External Policy and Procedure Subcommittee** meeting in virtual format.

1. **Written Comments:** You can send comments on agenda items to PCOB@cityofmadison.com
2. **Register for Public Comment:**
 - Register to speak at the meeting.
 - Register to answer questions.
 - Register in support or opposition of an agenda item (without speaking).

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

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

4. **Listen by Phone:**

(877) 853-5257 (Toll Free)

Meeting ID: 829 3025 4377

If you need an interpreter, translator, materials in alternate formats or other accommodations to access this service, activity or program, please send an email to the address below.

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

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

For accommodations, contact: Chioma Njoku at pcob@cityofmadison.com

CALL TO ORDER / ROLL CALL

PUBLIC COMMENT

DISCLOSURES AND RECUSALS

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

ITEMS FOR CONSIDERATION

- 1. Approval of the 10/29/2025 Minutes.**
- 2. Committee Chair Open and Overview.**
- 3. Presentation: Prior work and progress update from former committee chair, Michelle Miller.**
- 4. Recap of MPD's Strategic Plan - Overview and next steps.**
- 5. Review of PCOB Manual.**
 - a. Share current manual
 - b. Establish plan to flag gaps
 - c. Develop approach for drafting updated and relevant language
- 6. Chief review rubrics – leadership and accountability focus areas.**
 - a. Leadership and management of training, policy, and SOP implementation
 - b. Oversight of use of force and de-escalation practice
 - c. Fostering departmental culture and accountability
 - d. Direction of mental health response strategy and partnerships
- 7. PCOB Annual Report Update.**

ADJOURNMENT