

Q4 What else do you want us to know as we search for the next police chief for Madison? (Response limit is 800 words)

Answered: 183 Skipped: 99

City of Madison Police Chief Search Community Survey

#	RESPONSES	DATE
1	I want Madison to be a national leader in true policing reform. I would like the police and the city to seriously consider having unarmed, accountable and social justice oriented teams respond to calls that are currently handled by police but which do not require police such as mental health crises, car accidents and other community needs. I want police to focus on serious crimes with a dramatic increase in accountability and ensuring that all members of the community are treated equitably.	9/9/2020 8:38 AM
2	Please don't let it be a white man.	9/9/2020 8:28 AM
3	Don't hire someone who thinks it's OK to use weapons of war against civilians.	9/9/2020 8:17 AM
4	I am a white upper middle class man, usually your target demographic. I'm sickened by what I have seen perpetuated by the police in my lifetime and I will work to stop it.	9/9/2020 8:05 AM
5	families work in/out of Madison. We need a new chief to understand that communication of his vision for a better dept. goes beyond the boundaries of Madison.	9/9/2020 6:23 AM
6	Some one who is incredibly tolerant.	9/9/2020 1:11 AM
7	The next chief needs to be transparent and honest, trust will follow. Genuine community conversations and listening sessions that result in something other than defensiveness would also build trust. I think this has to be an ongoing effort to understand the various facets of our community and what people want - not just the white west-siders and downtown business owners. We need a leader that can bring people together and have difficult conversations.	9/8/2020 6:00 PM
8	I think the most important thing is for the new leader to have a strong understanding systemic racism, and the history of the role that policing has played in upholding white supremacist ideology. At a minimum, this would mean that they would lead the police to operate in a way that prioritizes the lives and dignity of Black, Indigenous, and other Communities of Color. As a start, this would mean a minimization of the use of force, and transparent accountability processes when force is used. But longer term, the plan should be to collaboratively develop the systems that would need to be in place in order for the Community to have their needs met through other, more supportive, less punitive, and less militarized/dangerous entities such as mental health and crisis response units, restorative justice responses, and other community supports. In this way, we can move to defund the institution of policing.	9/8/2020 4:05 PM
9	There must be a priority on education of police chiefs based on anti-racist values and social/community work values. As an advocate and worker with a domestic violence agency, again and again, we hear of police officers doubting and victim-blaming women in domestic abuse allegations.	9/8/2020 2:55 PM
10	The chief has to know what he's doing. Chief can't be a puppet. Chief should have strong morals. Chief also can't refuse to learn and be willing to change. Chief should ideally have been living in the community in which they will be chief of and not be an outsider. Being a POC does not necessarily mean that person will do right by the POC community. That should not be the only criteria. That's political. The chief has to support his department and not do what is politically convenient or popular. Chief also has to listen to their department about what THEY think the issues are. They want better relationships with those in the community the serve, too.	9/8/2020 2:14 PM
11	I would like the next police chief to be open to feedback from the community. Someone who is willing to engage with community members from marginalized communities and openly hear feedback from their experiences. I would also like to know that they are supportive of the immigrant community and would not welcome ICE them into this community. I would also like someone who is openly aware police brutality and systemic racism is real.	9/8/2020 2:06 PM
12	Policing needs a complete overhaul in my opinion. Currently it's reactive and focuses more on "control of a situation" rather than de-escalation. This is dangerous both for the police officer and the person involved in the confrontation. When Mayor Rhodes-Conway asked all City depts. to take produce a budget with a cut of 5% given the current situation, Chief Wahl responded. He said that a 5% reduction would mean removing neighborhood officers and mental health officers, which is contrary to the current movement asking for better policing when it comes to racial disparities, policing of poor, substance abusers and mentally ill. That thought process is exactly why Madison PD is currently failing in the communities eyes. Their token programs, are just that. The skills taught to those officers in the token programs should be a standard of excellence among all police in MPD. We need a leader that understands that.	9/8/2020 2:01 PM

City of Madison Police Chief Search Community Survey

13	democrat	9/8/2020 1:57 PM
14	We need a very strong/confident leader who can listen and learn from the community. And then they need to be able to work well with others (constructively) to solve the issues before us as a community.	9/8/2020 1:56 PM
15	I would like to see a chief who is committed to demilitarization of the police and open to the idea of reforming what policing looks like.	9/8/2020 1:33 PM
16	I think the next police chief will have a huge task in both addressing the cultural challenges (inside and outside of the department) and safety issues. It must be someone who can make everyone feel that their opinions matter -- and have that be true.	9/8/2020 1:30 PM
17	I think it's necessary that the next police chief envision a new approach to policing in Madison. Re-think how to address unmet needs in our community (collaboratively with people/organizations doing the work) in hopes that it allows the police department the chance to get ahead of some of the gun violence issues we are seeing as of late.	9/8/2020 1:12 PM
18	An understanding that more oppression will not alleviate outrage over oppression. Just plain integrity. Willingness to go against the brotherhood of of policing.	9/8/2020 1:12 PM
19	Hire the most qualified applicant and then let that person do their job without micro-management by Mayor, City Council, new police over-sight group, and "flavor of the day" protesters.	9/8/2020 1:11 PM
20	I'd like the new police chief to represent all citizens, including seniors who are too often dismissed.	9/8/2020 1:10 PM
21	Madison is in need of a police chief dedicated to create a safe and reliable system for ALL community members - not just the white ones. Cultural competency is huge, especially in a city as racially divided (systemically) as Madison. The next chief needs to be willing to listen to the community and act accordingly.	9/8/2020 1:07 PM
22	I would like a Police Chief who calls for a refocus of funding when their officers are too busy addressing mental health and homelessness instead of saying the solution is more officers. The police are not appropriate for every encounter and I want a police chief who understands that and works to address that.	9/8/2020 1:01 PM
23	n/a	9/8/2020 12:59 PM
24	Culture change within an organization cannot occur without identifying and accepting the root causes. Pretending that there are not endemic problems with policing is akin to telling the community that they are not seeing what can clearly be seen. We need a leader who can receive feedback non-defensively, and create change from the inside.	9/8/2020 12:58 PM
25	Fire Matt Kenny. Apologize to communities of color for use of force and over policing. Hold all members of police force accountable for their racism and violence. stop criminalizing homelessness and poverty.	9/8/2020 12:51 PM
26	More jail cells means more prisoners. We need to continue to work on alternatives to jail. We need support for families of people charged or recently released. We need to stop criminalizing bail problems and get rid of bail requirements that penalize the poor. We should focus on community support for young people, especially those involved in gang activity and petty crime. More community supported jobs to pay people to stay out of crime might be worthwhile. We need to reduce HIPPA barriers in order to improve communication and share case management among police, health care professionals and staff working with homeless persons.	9/8/2020 11:30 AM
27	I would like to see increased collaboration with social service providers including identifying areas where non-police approaches may be more effective at meeting quality of life goals and using MPD's clout to advocate for increased resources for those alternative approaches.	9/8/2020 10:37 AM
28	Address the crime that matters. Violence, domestic abuse, car theft. Advocate for drug law reform.	9/7/2020 11:37 AM
29	Please consider "unconventional" candidates. Finding someone outside the world of the currently policing world/system could help lay the foundation for a true change to the way policing currently happens. Demilitarize Madison's police department and find a new chief who knows how to creatively resolve conflict without the use of violence (especially against	9/7/2020 11:35 AM

City of Madison Police Chief Search Community Survey

unarmed citizen). Find someone who is invested in the process of restorative justice. Thank you for leading this process and allowing the public to provide input.

30	I would like to see a Chief of Police who can acknowledge and process criticism without being defensive.	9/6/2020 6:28 PM
31	Our community is hurting right now and I think this police chief hire is an opportunity for the City to show that it is open to constructive change, to lead the way in reforming policing all over the country. Please don't bow to pressure to rush this process along. This is the time to be mindful and take responsible steps to bring in a new police leader with a vision for improving police/community relations and stop the national crisis of Black people being brutalized and murdered by members of law enforcement.	9/6/2020 6:05 PM
32	We need a police chief that is committed to nonviolence, diversity training with a specific focus on anti-racism, accountability for use of force including the immediate release of bodycam footage to the public upon request when force is used, commitment to community policing including the support of a CPAC, and a willingness and understanding of what police defunding and eventual community policing should look like (to name a few things).	9/6/2020 5:19 PM
33	The negative opinion of MPD that is voiced by many alders, community members and organizations is based on national events and distrust of the police. These opinions should not be attributed to Madison officers. The next chief needs to be able to advocate for the department and educate the public regarding current police policies, initiatives and community programs. S/he needs to expand community programs that will build trust with the community and defuse the current negativity. S/he needs the support of the mayor and common council.	9/6/2020 8:28 AM
34	I am most concerned about violent crime and gun violence,. including shots fired. I want the PD to have good community relations and treat everyone equally so as to promote trust in the police department.	9/5/2020 12:23 PM
35	I think that it's important that our police chief approaches community safety with a fundamental understanding of their position of power within the community, and that there is great responsibility associated with that. Accountability is the practice by which those with power demonstrate their commitment to responsibly discharging their duties. The police chief must lead by example in the arenas of responsibility and accountability.	9/4/2020 4:22 PM
36	I want a police chief that supports Black Lives Matter. I want the police to represent safety, not fear.	9/4/2020 3:31 PM
37	Please keep the people who will actually be affected by this decision in mind when you pick the person for this job	9/4/2020 2:45 PM
38	Someone who punishes racial discrimination shown by the police. Someone who stops the violence and doesn't bring in the military for peaceful protests.	9/4/2020 2:44 PM
39	In wake of the Community Oversight Ordinance, we need a chief willing to work with and respect civilian criticism and oversight. We need large cultural change and major demilitarization of police. We need to move beyond policing by force and move towards one of communication and diplomacy. For too long the madmen have run the asylum	9/4/2020 2:32 PM
40	Madison deserves a police chief that is willing to reduce the police department's budget and power. We have tried addressing city problems through policing, and this has led to shameful racial disparities and injustices. Today, we live in one of the most unequal cities and states in the country. Whoever is hired to lead the police force should make addressing—and eliminating—these inequalities a top priority.	9/3/2020 9:09 AM
41	I have been a resident of Madison for 21 years and I am extremely concerned about the rising homicides, shootings, and other crimes that have been on the rise. Madison PD has an excellent reputation among the nation's most respected and educated police departments. The corporate media are merchants of outrage and Madison PD is being caught-up in the national hurricane of disinformation. Please do not recruit a police chief who makes police officer's jobs even more difficult and dangerous as there will be dire consequences and the victims of crime (and the families of those who are killed by criminals) will have to be the ones who suffer because of overzealous political pressure.	9/2/2020 3:58 PM
42	The people who are the best qualified in selecting a new chief are the MPD themselves. In addition, the selection process should receive input from the sitting mayor who must work with the chief, the city council who must deal with related matters and a full representation of	9/2/2020 6:43 AM

City of Madison Police Chief Search Community Survey

people from the community. People from the community should be selected from all parts of the city.

43	I'd like a police chief that understands the black lives matters movement and can be open and honest about what that means for his/her department. I'd like someone who can admit mistakes and who is committed to caring for the community as a whole.	9/2/2020 6:41 AM
44	Find someone who is open and committed to non traditional forms of policing. Also, the ideal candidate would be someone who has experience positively working in ethnically diverse communities and does not display or promote intolerant behaviors.	9/2/2020 12:29 AM
45	The ability for the new leadership to run their department without their hands tied by the extreme requirements set forth by the council.	9/1/2020 9:12 PM
46	I strongly urge the search to prioritize independent candidates with a track record of transparency, refusal to participate in the blue wall of silence, and someone who is open to input and control from community.	9/1/2020 6:36 PM
47	I'm paying attention to how Madison is searching for the police chief—I value the opportunity to provide feedback, and will be looking forward to seeing this input in action!	9/1/2020 2:51 PM
48	I want to see fairness and impartiality - no us vs them mentality. I want the chief to hold officers accountable for their actions and not give them a pass like every other profession. I also think officers need to revamp their training programs to be longer and all encompassing (Extensive Trauma Informed, extensive de-escalation training, extensive Implicit Bias, cultural competency, etc). I want the next chief to let especially the BIPOC community know that they are there to help.	9/1/2020 1:06 PM
49	We need change and we need accountability. Madison needs systems and people to acknowledge their faults, grow and put money back into developing communities of trust rather than building policing departments that create fear. This position should be filled by someone who has thought, experienced and seen these disconnects.	9/1/2020 10:50 AM
50	Find ways to allocate resources to make an officer's job seem less burdensome.	9/1/2020 9:49 AM
51	It is vital that we address the implicit bias in policing (really we all have to do it), and train better how to handle situations with black and brown people. If we fail to do so, the protests we see now will only get worse. Thank you.	9/1/2020 8:54 AM
52	Choose someone who believes Black Lives Matter and is willing to hold their police force accountable if/when they use excessive force AFTER they've undergone extensive deescalation training techniques AND been psychologically evaluated following bias training prior to being given a badge.	8/31/2020 9:12 PM
53	I just want to live in a city where police are held to a higher standard and where police are held accountable just like everyone else (and no getting fired and rehired at a different department doesn't count as a punishment).	8/31/2020 8:37 PM
54	I urge you to consider applicants who don't have an adversarial mindset of the police and the community.	8/31/2020 4:29 PM
55	I want a Chief who backs his officers, whose policies reflect the will of the citizens, who will not be intimidated by special interest groups on ANY side of the spectrum of ideas. I am in favor of "broken windows" policing, in which all ordinances are enforced. Yesterday in my neighborhood a man urinated in the street, in front of a playground, in broad daylight. The speeding and reckless driving is seemingly increasingly exponentially, as well. I want police officers and the laws they enforce to be respected again.	8/31/2020 10:26 AM
56	We need someone truly dedicated to public safety in a holistic manner, who understands policing is one but not the only component of public safety. We need a leader who will help officers connect with the people they serve, not antagonize or intimidate them. We need a leader who is humble enough to listen, and strong enough to stand up to police unions when they work counter to holding officers accountable for actions. We aren't too broken in Madison, but we could be, if we don't get the right leader at this juncture.	8/30/2020 6:34 PM
57	We want the next police chief to have the best interest of the public in mind, not only that of his officers. We want he/she to pursue justice in a way that is fair and treats everyone in the community equally and respectfully. We want him/her to build trust between the police department and the community by clearly and transparently communicating about the	8/30/2020 6:09 PM

City of Madison Police Chief Search Community Survey

department's activities. As a UW-Madison student, it is important to me that our campus is kept safe for each individual student.

58	That Freedom Inc and Urban Triage have no role in oversight. They are anti-police and have tacitly been encouraging the rioting.	8/30/2020 4:56 PM
59	Madison is becoming a less comfortable place to be. We have to lock up everything immediately, and bullets are flying. I saw Detroit fall apart 35 years ago, and it feels the same. I feel that Madison is lost, and we are leaving.	8/30/2020 3:17 PM
60	I don't understand the division between the local government and enforcement. Unity is needed to make a strong community. If a committee is appointed to oversee the police department know that this is your agenda and thus you will not be able to blame the police any longer. This will be your team and your responsibility. I am not found of government layering in general, I think you make more work for yourself and increase costs. That's my 2 cents worth. I actually live in Verona but spend a lot of time in Madison. Thanks for listening, I liked many of the items on your list for next years budget.	8/30/2020 8:39 AM
61	I want the city council to support the new police chief and work together. This community has become divisive and I believe it's at the hands of the city council members. Support the chief.	8/30/2020 8:04 AM
62	The next police chief needs to be accountable to and invested in COMMUNITY CONTROL OF THE POLICE. They also need to be willing to reduce the police budget drastically in order to fund social services.	8/29/2020 11:23 PM
63	The MPD is an outstanding organization that is diverse and reflects the community it serves. I hope that you can find a well qualified chief-like Koval was and Wahl currently is.	8/29/2020 8:45 PM
64	I want you to know that I want community oversight of MPD that actually has the power to exercise oversight.	8/29/2020 6:46 PM
65	The Madison Police Department is one of the premier police departments in the nation; this is due to the quality, education, and commitment of the people who have committed to serving the public. The new chief should do whatever they need to do to retain this talented workforce and insure that the next generation of MPD officers are of as high a caliber	8/29/2020 4:39 PM
66	I would recommend consulting with David Couper, former MPD Police Chief, about his recommendations for the role. Also, this search should be PAUSED until the Independent Monitor and Community Accountability Board are in place and can play a major role in the process.	8/29/2020 2:12 PM
67	Stop politicizing the role of the police. They're here to restrain crime, enforce laws, and promote public safety. They're not the vehicle for every liberal public policy agenda that rolls down the pike. Furthermore, recent events tell us we've a long way to go in building bridges in our communities that have NOTHING to do with the police per se, though community policing isn't a bad step to building some trust. As a community, we need to work to build EQUALITY not various versions of preferential treatment. That's way more than the police department's job.	8/29/2020 9:07 AM
68	Find someone who is not afraid to stand up for their police force and isn't afraid to speak the truth!	8/29/2020 7:43 AM
69	Ideal candidate is BIPOC	8/29/2020 6:06 AM
70	Candidates must be committed to protecting and serving all people in the community and have a work history that shows that commitment. NO history of violence, racism, sexism. Candidates must have work history that demonstrates respect for all people in the community.	8/28/2020 8:00 PM
71	Madison has a professional and effective police department. Our goal needs to be continuous improvement in all aspects of policing. The selection of the next police chief must not be hijacked to a political agenda. There are many problems we need to address in Madison. The role of the police is to fairly and equitably enforce the law - nothing more and nothing less.	8/28/2020 7:23 PM
72	I think the city needs to hire more police officers!	8/28/2020 5:45 PM
73	Please don't defund the police. I believe we have a phenomenal police department. Let these officers be empowered to do their jobs. We need them and they serve an important role in building a thriving community.	8/28/2020 2:08 PM
74	Please provide strong leadership to reduce crime in Madison. Work toward a systemic change	8/28/2020 2:01 PM

City of Madison Police Chief Search Community Survey

in racial disparities, but we also need a solution to deter youth from multiple crimes.

75	Someone not afraid to enforce the law or give in to radical leftist ideals or the mayor.	8/28/2020 1:45 PM
76	I believe that a basic rethinking of what police should do is necessary. As a result, I think the next chief should not be someone with a background as a police officer but rather someone with administrative experience who recognizes the basic dignity of all human beings and is determined to end police brutality in all its forms, and they are many, as I know from personal experience. As a step toward demilitarizing the MPD, the new chief should take the lead in severing all ties with the Pentagon and its policy of handing out crumbs from its 700 billion dollar budget in order to create dependence and enhance its image in local communities. I note in conclusion that I am 79 and have lived in Madison since 2009, long enough to have a sense of how things work here.	8/28/2020 1:16 PM
77	Crime is crime, there is no fix until people of the community enabling them to do so fix it themselves UNTIL then we need STRONG police force and Prosecution for criminals. no slaps on the wrist...once the violent crime has vanished we can work on pet projects	8/28/2020 12:39 PM
78	I would like to see a leader who leads with integrity and compassion. I would like to see him/her surround themselves with subject matter experts and actively takes into account their guidance to make well rounded and grounded decisions.	8/28/2020 10:56 AM
79	Good luck.	8/28/2020 9:50 AM
80	The Chief should have the ability to coordinate with other local departments (City and County) to provide a safe living environment and have experience leading a growing metropolitan department.	8/28/2020 9:47 AM
81	Please have the mayor's office and city council work to find a way to work with the police and other city and county service providers to see if we can find the right mix of people to address issues we relegate to police, that really should be addressed in conjunction with social services, mental health services, housing, domestic violence etc.	8/28/2020 9:43 AM
82	The Chief needs to work closely with community organizations and neighborhoods to establish trust and a feeling that police are there to serve and protect and can be relied upon in a crisis. Might want to consider bringing back neighborhood policing where this is a greater sense of community and trust.	8/28/2020 9:36 AM
83	The next MPD police chief should fully embrace the thoughts and ideals of Sir Robert Peel (1829) when he laid out the following principles for policing when establishing the London Metropolitan Police Department (believed to be the first police department in a democracy): 1 - To prevent crime and disorder, as an alternative to their repression by military force and severity of legal punishment. 2 - To recognize always that the power of the police to fulfill their functions and duties is dependent on public approval of their existence, actions and behavior, and on their ability to secure and maintain public respect. 3-To recognize always that to secure and maintain the respect and approval of the public means also securing the willing co-operation of the public in the task of observance of laws. 4 - To recognize always that the extent to which the co-operation of the public can be secured diminishes proportionately the necessity of the use of physical force and compulsion for achieving police objectives. 5 - To seek and preserve public favor, not by pandering to public opinion, but by constantly demonstrating absolutely impartial service to law, in complete independence of policy, and without regard to the justice or injustice of the substance of individual laws, by ready offering of individual service and friendship to all members of the public without regard to their wealth or social standing, by ready exercising of courtesy and friendly good humor, and by ready offering of individual sacrifice in protecting and preserving life. 6 - To use physical force only when the exercise of persuasion, advice and warning is found to be insufficient to obtain public co-operation to an extent necessary to secure observance of law or to restore order, and to use the minimum degree of physical force which is necessary on any particular occasion for achieving a police objective. 7 - To maintain at all times a relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police, the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence. 8 - To recognize always the need for strict adherence to police-executive functions, and to refrain from even seeming to usurp the powers of the judiciary, of avenging individuals or the State, and of authoritatively judging guilt and punishing the guilty. 9 -To recognize always that the test of police efficiency is the absence of crime and disorder, and not the visible evidence of police action in dealing with them.	8/28/2020 9:35 AM

City of Madison Police Chief Search Community Survey

84	Please LISTEN TO THE BLACK COMMUNITY and reduce the size of the police department and the police budget, and invest in Black-owned businesses, affordable housing, public transit, and other public services that reduce crime. The new police chief's focus should be supporting a transitory period at the City that shifts budget and staff away from the police department, and to public services that address the systemic injustices that lead to crime.	8/28/2020 8:54 AM
85	Understanding that even people who consider themselves progressives like myself do not 100% align with very vocal local groups like Urban Triage and what I would consider their more extreme demands. Be open to having a structured dialogue with the community but demand complexity from the discussions and not simplicity.	8/28/2020 8:40 AM
86	De-prioritize policing minor offenses such as voluntary illegal sex work and minor drug charges, which disproportionately are used against minority groups.	8/28/2020 8:17 AM
87	De-escalation training!! Also, de-militarize, and use the money that would have been spent on such equipment and tactics to *increase* police officer's wages and benefits, ensuring competitive hiring and officer professionalism.	8/28/2020 7:51 AM
88	No more white male chiefs; it is time for the leader to be part of the diversity	8/28/2020 7:47 AM
89	Find a chief with experience ending gang and drug violence- which the current mayor and city council ignore as a major force behind most crime and violence in Madison. A chief that will end police calls for bad parenting, petty crime, and gender benders.	8/28/2020 7:47 AM
90	We need a non-combative chief who is actually going to listen to the community. Not just the police union. They need to be open to new ideas. They should be strongly anti-violence, and pro-justice in a class and racial justice sense. I realize this is likely impossible. That's kind of the point. After all the tear gas BS and the vote of no confidence, I think we need to defund the police, invest in restorative justice, abolish prisons as we can. Black lives matter, but Madison isn't acting like it. GOOD LUCK	8/28/2020 3:46 AM
91	Personable, available to general public, & require body cams be worn & ON 100% while on duty.	8/27/2020 11:06 PM
92	Take your time on this search. Get more community input.	8/27/2020 11:04 PM
93	Massively reduce the size, scale, and budget of the department and invest in services that can be provided by nonprofits, case managers, licensed therapists, and trained mental health specialists. It's cheaper, more effective, and bonus: they don't kill people extra-judiciously.	8/27/2020 9:44 PM
94	Need to retrain and adapt culture to adopt non violent policing, with force only as last resort and to the minimum necessary. Need accountability to communities and more transparency.	8/27/2020 9:31 PM
95	I would like for the police to be adequately funded so that they can resume community policing activities that might dissuade juveniles from engaging in criminal activities that have increasingly led to violence in our community. I'd like police to be adequately funded so that they can do their jobs. The Madison police force is currently understaffed. I do support efforts to engage behavioral health experts who can take some pressure off of the police for e, but I do not support taking money away from the police to do so. I support the use of body cameras. I support educational resource officers being returned to the schools.	8/27/2020 8:51 PM
96	Let the chief do the job that they were hired to do. The council should leave it up to professionals instead of them always trying to show boat with very little knowledge.	8/27/2020 8:10 PM
97	Please allow the police to do their job and support them. We have bad people in every profession. Deal with those individuals rather than demoralizing our police force. I have lived in Madison for 25 years and the crime is at an all time high. Please find a way to fully fund the Police and social services properly. Also for transparency purposes, please share the results of this survey so we know what the majority of Madisonians want.. Thank you.	8/27/2020 8:07 PM
98	reducing the scope the police job. Today they are expected to be able to handle all issues from traffic to domestic violence. They can't have expertise in everything.	8/27/2020 7:57 PM
99	I fully support having police, but the next chief needs to be focused on demilitarizing them and promoting Community Oriented Policing. Think back to the days of David Cooper.	8/27/2020 7:35 PM
100	The system is broken. We need to reinvent the way police do their job, and we need police to know they are accountable even if it means taking on the union. Start by narrowing policing duties down so that officers with guns are only present when real credible threats are active,	8/27/2020 7:28 PM

City of Madison Police Chief Search Community Survey

delegating mental health, social work and well-being checks to people who are armed only with the tools of mediation and deescalation.

101	I don't think the current mayor should be involved in the hiring process. Next police chief needs to be allowed to do their job.	8/27/2020 7:27 PM
102	The ability to articulate the big picture response of policing to individual events in a way that shows compassion and insight to victim perspectives. Lets contradictory views be voiced and engages in productive discussions. Admits when someone else has an insight that is different. Projects a confident manner, calm and assured, with open listening body language. Has enough experience to know when to stop talking.	8/27/2020 6:47 PM
103	The next police chief must move to ban chokes and strangleholds and to ban shooting at local vehicles	8/27/2020 6:39 PM
104	I would like a commitment from the City to significantly reduce the MPD budget and reallocate the funds to community programs. The selected police chief MUST support these efforts!!	8/27/2020 4:48 PM
105	Given the expectations of many alders and other leaders, not sure if I would want to wish this job on anyone. Why are we ignoring nightly shooting?	8/27/2020 3:24 PM
106	I think our current police department does a good job. I like its diversity and its focus on deescalation. I think recent chiefs have communicated department policy well. If media coverage is representative, some community relationships may need work.	8/27/2020 1:21 PM
107	Madison is out of control and no longer safe. A chief who has the support of his/her officers and 'has their backs.' Koval was driven out of town and Wahl doesn't want the job, and really, who would??! A chief who is not afraid to say respect and trust is a two/way street. MPD has bent over backwards to activist voices and communities of color. People need to start respecting the law and police. It breaks our hearts, but we will probably leave MSN after many many decades. That Freedom Inc has input into the police oversight committee is appalling	8/27/2020 1:01 PM
108	You are an independent body for a reason. You will have a very difficult and trying process to navigate. Please follow the purpose for what you are intended, finding the absolute best and experienced candidate that has the fortitude, wisdom, compassion and strength to do the job of leading one of the most diverse and progressive police forces whose current and unfortunate mission is to deal with the failure of a host of societal, educational, mental health and employment issues.	8/27/2020 10:47 AM
109	I want a police chief who is committed to demilitarizing the police; who is honest and does not play word games or misuse data; and who understands how racist our systems are and how that racism has led us to where we are today.	8/27/2020 10:18 AM
110	Generally, the Police Department is the arm of city government, which provides citizens with protection of the laws of the city, state and nation. Develop programs that will prevent criminal activities within Madison's scope of jurisdiction. Knowledge of police methods, administration and practices Knowledge of state codes, policies, protocols, ordinances, statutes, etc. Knowledge and expert level of skill in using firearms and other marshal equipment.	8/27/2020 9:05 AM
111	You have a tough job. The next police chief has an even tougher job. We must all work to be UNITED IN OUR DIFFERENCES. We have to work as a community and stop talking about and acting as if we have black and white, blue and red, them and us, we and they. WE ARE ONE people, the human race. ALL BLOOD RUNS RED.	8/27/2020 8:48 AM
112	I appreciate the opportunity to communicate the community's values to the MPD -- I deeply hope that our police force takes them to heart. I want very much for Madison (and all communities) to have a police force we can trust, and that we can believe are serving all of our neighbors. We have a long way to go.	8/27/2020 8:45 AM
113	Madison used to be relatively a safe place to live. Drug related crime has been out of control for years. Allow protesting, and Stop destructive rioting .Madison used to be a great city to move to, now it is a great place to move out of. Crime here is over the top and few feel safe in their homes. All of the community outreach programs have fallen to the wayside. Have news stations give accurate & non biased assessments such as when drug use is part of the equation so people understand need for solutions for serious change .	8/27/2020 8:45 AM
114	GET SOMEONE WHO IS COMPITENT	8/27/2020 8:21 AM
115	Community trust will be impossible without acknowledging wrongs of the past and holding	8/27/2020 6:53 AM

City of Madison Police Chief Search Community Survey

police accountable. I also believe the police should vocally support gun control to keep our streets safer!

116	There is already a great deal of diversity within MPD. They already participate in multiple trainings on unconscious bias and other way cultural bias impact policing. We have a few radical members on our city council who are clueless about what it takes to police our community. We've already spent tens of thousands of dollars to have independent group evaluate MPD and MPD received very high marks. Quit allowing the political agenda of city council members dictate this process and further divided our community. They are to partly to blame for the terrible shape our city is in. The ultra liberal council members are no better than ultra conservative members of our community who are standing up at the capital with guns. They are simply two heads of the same snake.	8/27/2020 6:37 AM
117	We need a leader willing to take a stand that crime is not to be tolerated and not send mixed messages which just encourage criminal behavior. They need to put the service to protecting the public above politics and agendas.	8/27/2020 5:49 AM
118	I want someone who prioritizes deescalation tactics, someone who restores trust.	8/27/2020 4:42 AM
119	I want someone willing to collaborate but not become a patsy for the left or right agendas. We someone with an open mind and very good communication skills.	8/27/2020 4:38 AM
120	The FBI indicated in 2006 White nationalists were actively infiltrating US police forces. What can be done to ferret out officers who are more aligned with White nationalists goals than public safety for everyone in Madison?	8/26/2020 11:05 PM
121	I'd like the next police chief to be trusted by the black lives matter community Organizations, and to recognize the impact that a racially motivated war on drugs has had on communities of color in Wisconsin and commit to righting those wrongs.	8/26/2020 10:44 PM
122	Please expect to start over, several times if necessary. -- Do refresher training to get rid of old ideas and habits, and to learn how to put self-control over instinct. Keep examining which old ideas and habits are hurting us all. -- Relearn how to handle confrontations: scan, defuse, disarm, disable: avoid escalation, avoid quick resort to lethal force. -- Our police need to learn to back off, to see people as people first, not as enemies. Even merited arrest is arrest of a human being just like yourself. Leave punishment to the courts. -- Expect officers to help each other stay in control of themselves, and to step in to stop wrongdoing by any officer under any circumstances. -- It may help to think of policing as more like fire-fighting: a dangerous occupation that has to put the public first. I never want to see a policeman injured or killed on duty, but that's a professional risk. Officer safety should never come ahead of public safety. It's a tough job. Well done, it will earn all the respect that has been lost, and more.	8/26/2020 10:17 PM
123	I do not think the police should be defunded in any capacity, and the new police chief should share that mentality. I think the police chief can improve officer training, but also stand up for rule and law.	8/26/2020 10:16 PM
124	The role of police in the 20th and 21st centuries, ie violently enforcing a racial hierarchy, is harmful to society. We need a chief who respects that the voices and needs of marginalized residents must dominate over the self interest of police. Also, the police should be completely disarmed, not just demilitarized.	8/26/2020 10:05 PM
125	I would like to see a police chief was honest and is willing to be transparent with the community. I also hope to see a chief who is willing to take enforcement action to address the issues currently found in Madison, gunfire, stolen vehicles, and traffic.I hope for police chief that will listen to the community, but not just to the loudest voices	8/26/2020 9:40 PM
126	The police force should be as small as possible. It is out of control in Madison.	8/26/2020 8:59 PM
127	We need someone that will stand behind their police officers. Someone that is willing to stand up to criminal behavior. Someone that will earn the respect of the community to help make Madison the city that it was, not what it has become.	8/26/2020 6:56 PM
128	The police chief should put the constitution above local and state officials. The police should avoid fundraising activities such as enforcing traffic violations. Protecting officers and improving morale should also be emphasized.	8/26/2020 5:42 PM
129	It is absolutely asinine that we now have to worry about personal safety and property damage due to the permissiveness of terrorists expressions like the BLM riots. Peaceful protest is an important right, but that is not what happens when property is destroyed, statues are torn	8/26/2020 4:06 PM

City of Madison Police Chief Search Community Survey

down, and people are assaulted on the street. The mob riots are way over the line and people need to be held accountable for their actions. We need someone with integrity who does not cave in to pressure by loud and angry folks. I've lived in Madison since 1997 and am getting pretty close to leaving due to the lack of law and order that was allowed to transpire this year. I hope that won't be necessary. Blue lives matter!

130	Currently, the Madison Police act as "social workers with badges." They have incorporated community policing as much as allowed by budget constraints. They do not act as an arm of the military. It would be helpful for all of us to provide the community with support workers - mental health, domestic abuse, child abuse, drug abuse - who can intervene before the police are needed or when the police are called. The police cannot solve all of society's ills alone. Also, I think policing is now twice as dangerous: first from the dangers of the job and second from the risk that the community will turn on you.	8/26/2020 3:34 PM
131	Defund the police. Prioritize community support other than policing: mental healthcare availability, low-income housing, rehab for nonviolent drug offenders, and other similar programs.	8/26/2020 2:36 PM
132	Accountability is key - we need police to be tough enough to crack down on crime, such as the armed trio breaking into garages across Madison right now, but open to change and community feedback as well. Holding citizens accountable to the law while holding officers accountable to the law and the community is of paramount importance.	8/26/2020 2:35 PM
133	Please get someone who is committed to community change to help combat the source of crime, not just the symptoms	8/26/2020 2:33 PM
134	We need a police chief (Male or Female) that will stand up to the Mayor and the Common Council	8/26/2020 2:26 PM
135	A person who has a strong social focused background A person without a military or federal law enforcement background A person with a proven track record of massive Organizational culture change A person who listens to and engages with the communities they impact A person who can take criticism and not "counter punch" A person who will hold subordinates who break rules accountable and impose significant impacts for violations	8/26/2020 2:18 PM
136	Changing police culture is so important to this city because some parts of the city really don't trust the police.	8/26/2020 1:51 PM
137	Police chief should reside in the City of Madison.	8/26/2020 12:37 PM
138	Crime has become rampant over the past year and the community is becoming scared by the lack of law enforcement for criminals.	8/26/2020 11:16 AM
139	The next police chief should be committed to forgiveness, compassion, and cultural competence. They should be committed to changing police culture, demilitarizing the police force, and ending racially biased policing. Ideally, the person would be Black, and either a woman or gender non-binary.	8/26/2020 11:11 AM
140	The new chief needs . courage to balance the politically charged culture clash between constituents who prefer punishment over positive reinforcement of public behavior. . to find an already established police protocol perhaps from another city or state or country that has a template of police responsibilities that relegate social issues such as domestic violence and hostage situations to trained social professionals responsible to deescalate tense confrontations . an equitable presence in the community, showing the humanness of police officers. This includes a diversity of personnel who will interact with residents on a personal basis . stamina to lead by an example of compassionate policing, yet having the courage to also uphold the letter of the law when crimes have been committed i.e. during the recent "riots," the face of protestors in Madison seems to change when the sun goes down. Peaceful turns to general criminal activity. It must STOP. . ways to involve the constituents of this city who to date feel a distrust toward police in general. This includes black, white, brown, yellow, native american. It's a tough balance to accomplish this, but there is a person out there who can make this city as strong and viable as it has always been! Thank you for the time to read these surveys	8/26/2020 10:20 AM
141	Ability to get along with other leaders in our city, it will be hard work but very rewarding for him/her	8/26/2020 10:14 AM
142	It would be nice if the city would stop tying the hands of the police department. We need a lot	8/26/2020 10:07 AM

City of Madison Police Chief Search Community Survey

more police to be effective. My tax dollars don't want a marshmallow snd cracker party. I want police, and their ability to Enforce them.

143	We need to defund MPD, and the new police chief needs to implement this process of drastically reducing the size of the department and positively transferring many tasks that are currently handled by MPD to non-police agencies.	8/26/2020 10:00 AM
144	We need someone who is willing to question/re-examine and move away from the accepted/traditional approaches to policing (many of which are just that - traditions - with no data supporting their efficacy or necessity) and develop and implement a new vision of how police can serve the needs of the community	8/26/2020 9:37 AM
145	You need a leader for the PD and someone who can work with the entire community, not just the people who make the most noise. You need a cop, not a politician. You need someone to stand-up to the politicians.	8/26/2020 8:57 AM
146	You're going to destroy Madison on the current path of PC BS you've taken. Hire a candidate, regardless of race or sex, that will CRACK DOWN ON VIOLENT CRIME. All these "teens" stealing vehicles HAS TO END. Are we going to break another record this month for shootings? SMH	8/26/2020 6:34 AM
147	Tough on criminals, enforce the law and don't kowtow to the radical activist terrorists in Madison. Do not listen to Gelembiuk, Konkol or the Mayor.	8/26/2020 6:14 AM
148	The crime statistics are sky rocketing. Madison has become a scary place. I know longer feel comfortable anywhere in the city. The shootings need to stop.	8/26/2020 4:26 AM
149	Fair and Just. Able to deal with internal cult like behavior that does not address implicit bias. Promote well qualified people of color in management position. Address discrimination and hold white staff accountable for their actions. Truly engage with the communities of color and the marginalized. Used harvard Implicit Bias as behavior tool or assent in the hiring process. Some people should never be hired in this profession. Especially if they are not capable of serving ALL PEOPLE EQUALLY.	8/26/2020 1:01 AM
150	I'd want someone who can inspire the existing force and speak their language as well as someone who is committed to building the police force of the future - demilitarized, culturally competent, and community focused - and can speak that language. You're going to want a bridge builder, someone who has a track record of not just walking the walk, but getting shit done. Do they have the capacity to lead through change, hold people accountable, and are visionary to know not just what needs to change but HOW to create that change successfully.	8/25/2020 10:02 PM
151	Madison is a diverse community, the people in power need to reflect the population in which they serve. They need to live in our community and hire officers that live and care about our community and the diversity that makes us MADISON!	8/25/2020 9:06 PM
152	A person who will be willing to act according to whatever issue he is confronted with, following his own judgement once all the evidence is quantified & certified to be accurate.	8/25/2020 8:34 PM
153	Get rid of our non-police supporting Mayor so we have a chance of survival. Sadly lost an awesome leader due to her lack of experience and ultra liberal views,	8/25/2020 8:16 PM
154	Hire a tough chief who can go toe to toe with the brain dead mayor, city council and school board	8/25/2020 8:04 PM
155	We need a law and order police chief, as we have neither in Madison at present. Our city has been taken over by radical, criminal, law breaking thugs, It has to stop. Rome is burning and the police aren't allowed to use anything more than a squirt gun, The entire council and mayor should be ashamed of themselves. All the focus is on the misdeeds of the whites. We're not the problem. I can only imagine what extraordinary skills the new chief will have. I don't really care, my wife and I, residents of Dane county for 60+ years are moving to Naples, FL, something we never considered until this year. It will get worse as the inmates are running the asylum.	8/25/2020 7:31 PM
156	Someone who cannot be bullied by the Mayor and the city council!	8/25/2020 7:07 PM
157	Need a person that will support their officers and the community. Need someone that will not be bullied by our current Mayor and Council.	8/25/2020 5:44 PM
158	It can't be police v. the city. The Police chief has to realize that the police are part of the city,	8/25/2020 5:33 PM

City of Madison Police Chief Search Community Survey

and solutions don't have to involve the police, or not always just the police. Alternatives are not anti-police, but enabling the police to do better at their job and primary goal of serving the public

159	Chief Koval was divisive and often demeaned those who disagreed with him. I am afraid he left factions. You need an outsider who would not be party to any of that.	8/25/2020 5:31 PM
160	It would be extremely helpful if this commission could hear from those of us with mental illnesses what is and what is not helpful when we are in crisis.	8/25/2020 4:23 PM
161	I think it's extremely important to support law enforcement personnel and to give them the tools to protect themselves, other people and property.	8/25/2020 2:32 PM
162	I would prefer if this individual was someone who wants to defund the department and places an emphasis on other social services rather than criminal action	8/25/2020 2:20 PM
163	We need a strong and experienced leader who will network with other departments across the country to learn and teach. One who can work with the community and officials to reduce the violence and crime in this city. It is far from the city I moved to a decade ago, and that is a great disappointment. This has become a very unsafe city for everyone.	8/25/2020 1:37 PM
164	Please pick a strong leader who will uphold the rule of law, and not let criminals run the streets.	8/25/2020 12:36 PM
165	Don't hire former military applicants More officers with a social work and mental healthcare background. Reduce # of officers in black and brown neighborhoods (overpoliced) -gun buy-back program -work with community to implement police policy reform (already underway) -the problems with police and the community will never be solved and mended until more resources and support are given to communities in need. -screen MPD Academy applicants for racism as best you can.	8/25/2020 11:54 AM
166	Focused effort to arrest those responsible for surge of gun violence and also vandalism re "protests" particularly on State Street,	8/24/2020 9:21 PM
167	I want someone who is willing to collaborate with social workers, case workers, mental health professionals, etc. and give up turf to departments and services better able to help people in certain circumstances. I want a chief who is very strict and humble about when use of force is allowed.	8/24/2020 7:18 PM
168	I want our chief to be courageous, not just in a traditional sense, but in having a willingness to have tough conversations with critics.	8/24/2020 5:12 PM
169	The leader should walk the walk and not just talk the talk.	8/24/2020 12:50 PM
170	Our current acting chief is fantastic. We need either him or someone like him who stays calm under extreme pressure and tells the truth even when some might want a different narrative pushed. There needs to be training through out the force that no one can be stopped on suspicion of committing a crime just based on skin color, but at least three things must match the suspect before a stop being made. The statistic that matters is "how many criminals have been caught" not "how many of what skin color have been apprehended". It is not systemic racism when criminals get caught. Racism is when innocent people of a certain color are apprehended for no reason. Stop this bogus narrative that incarceration percentages by race should match the percentages of city population. What matters is what percentage of people endangering our safety and destroying/stealing our property are being either deterred or caught. That is the job of the police. Social workers can do their job to help the population feel good.	8/24/2020 11:16 AM
171	I would like to see a chief that will enforce the laws but have compassion as well. Right now criminals are not being held accountable for crimes. The chief needs to be able to work with city government, but also stand up to the city council and mayor when needed.	8/24/2020 10:44 AM
172	The safety of Madison has been so compromised. Police need to be able to do their jobs and enforce the law.	8/24/2020 2:30 AM
173	Good leaders take u where u want to go. Great leaders take u where u ought to go. Let's hire a great leader.	8/23/2020 9:18 PM
174	Wish Koval would come back. The mayor needs to step aside and let our police department do their jobs. We don't need a yes man/woman for chief. Maybe we should hire Morales.	8/23/2020 8:57 PM
175	That the Mayor have nothing to do with it.	8/23/2020 6:53 PM

City of Madison Police Chief Search Community Survey

176	We need someone strong on punishment for crimes committed. Repeated offenders is ridiculous!! We need someone that will stand up for us, the citizens and not the criminals or what people think is politically correct. If they commit the crime there needs to be consequences!! Kepp the law abiding citizens safe or we will leave!	8/23/2020 6:46 PM
177	I would like a new chief who polices in the manner of retired chief Couper who managed from respect of his staff and citizens. I would also like a mayor who does NOT undermine the chief before the investigative work is completed. Investigations often take time and as a citizen all I want to know is that you have continued to work on the issue.	8/23/2020 6:19 PM
178	We need someone who can balance a trauma informed Approach with a high level of integrity without pandering to the liberal fear mongering of this completely delusional and lacking accountability leadership group that is pushing an agenda not representative of all Madisonians. The mayor is in over her head and she and this city council needs to realize that they are creating an unsafe environment not enhancing it with their misguided opinions and refusal to hold criminals accountable.	8/23/2020 6:12 PM
179	We need chiefs who are willing to abandon city leadership who won't support what's required for excellence, just like Koval.	8/23/2020 6:12 PM
180	stop pandering to radical far left anti police groups like Progressive Dane.	8/23/2020 6:01 PM
181	We need a chief who defends officers from unjust accusations.	8/23/2020 5:41 PM
182	Enforcer of the law, not a political social activist	8/23/2020 5:40 PM
183	I would like a chief who DOES NOT give in to political pressure from the mayor, council, OR residents.	8/23/2020 5:25 PM