

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Friday, July 24, 2020 2:38 PM
To: Jenna Rousseau
Subject: FW: New Police Chief

From: Maggie
Sent: Friday, July 24, 2020 2:37:34 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: New Police Chief

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

I read that a small part of this city sent the PFC a letter stating that they have no confidence in Interim Chief Wahl and demanding that the new police chief meet their own criteria for what a chief should be. I am writing to oppose their letter and request that you not take into consideration what they are claiming for the following reasons:

1. They HATED ex-Chief Koval. HATED. Now they hate Chief Wahl. They just hate THE POLICE and have more than made it known throughout the years. They only want a police chief that hates the police. Anyone that doesn't, and anyone that doesn't side with their beliefs, they will turn against even if they were the ones to hire the chief themselves. It is their way or the highway. They have NO middle ground and NO compromise. How can we base the city's new chief of such ignorant and impossible standards? We can't.
2. This city is seized with daily violence. I used to love this city. I moved here from New York. But now with the daily violence, I'm starting to see a duplicate of New York violence emerging and this scares me. I no longer feel safe here. I left New York for the better life that was shown I could have here. Now I'm starting to get a horrible feeling of Deja vu! We need a police chief that can handle this, and is willing to step up and take action to make our city safe once again, NOT just for one group of people, but for EVERYONE! That small organization has tunnel vision and is ONLY concerned about their group. They have absolutely no concern for anyone else. How can we let a group like that dictate who becomes our new chief? We can't.
3. The small group gave very few examples of what they were referring to as racism from the Madison Police Department. I believe they used 4. That's 4 out of THOUSANDS of people that the police deal with daily. Out of those 4, what they wrote about the police response is also taken out of context and manipulated to make it sound worse than it is. I implore you to get the police reports and talk to the involved officers and/or witnesses before making judgment on that. They choose to ignore important and vital information that would completely change your

view from their negative to the actual positive. Can we let a small group manipulate and lie their way to get a new chief? We can't.

4. Consider the sources. For example, Brenda Konkel. She is a die-hard police hater and will condemn the police no matter what they do. Yet, she is no angel herself. She has tried and FAILED to become a council member and the mayor of the city. She failed because most people see her for what she is. She got fired from her job for poor performance! Are we really going to let people like her decide who the next police chief is, especially at such a critical juncture when no one even wants the job due to such backlash against the police recently nationwide, at a juncture when we are dealing with increasing violence every single day, and at a juncture when we need strong leadership especially in the wake of many, many people looking to recall the mayor for her lack of leadership and are desperate seeking leadership in the new police chief? I CAN'T. YOU CAN'T. PLEASE DON'T!

Sincerely,

Maggie Mulroy

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Friday, July 24, 2020 11:56 PM
To: Jenna Rousseau
Subject: FW: Children Focus & Experience Essential & Lacking In Madison P.D.

From: Lauri Schwartz
Sent: Friday, July 24, 2020 11:55:42 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Cc: Lauri Schwartz
Subject: Children Focus & Experience Essential & Lacking In Madison P.D.

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

Good morning, I am a retired Madison Police Officer serving 1986-2013 and would like to give input that I believe speaks to what is missing for those inside the dept when I retired in 2013.

Background:

I was a neighborhood officer, Detective in Sensitive Crimes, helped found Safe Harbor with Judy Schwaemle of the DA's office and Amy Orlin of DCHS. Many people worked hard to get a child advocacy center in Madison for a long time before me, but I was fortunate to see the change happen. I was a forensic interviewer of children at Safe Harbor, and eventually a Sgt in the training team and patrol. I have and continue to live in Madison since 1986. I am a lesbian, adoptive parent of an African American girl through foster care, a foster parent to many other children.

I worked in Beloit WI as an officer in 1983 and in my small hometown of Orfordville, WI before coming to Madison in 1986, experiencing an environment where I was the only woman, and then watched carefully when 2 others joined, to see if we could handle the job. The sexism bias prevented male and female officers alike from being the professionals they should have been, and it was better for all, when woman officers were hired. The pornographic magazines in the glove box or in calendars at desk eventually went away.

While on Madison PD, as the Sgt of Training, I worked with Patricia Devine of UW Madison on Unconscious Bias research with Madison PD while the SGt. of Training. I presented the results and implicit bias research at the International Assoc of women police Conference in South Africa in 2013, "unconscious bias, the new racism", at Dr. Devine's encouragement. My children and family are multi-racial. I founded in 2011 and am the Co-Director of Madison Starlings volleyball, a local chapter of a national non-profit dedicated to providing quality club experience regardless of income, with over 95+ girls on competitive teams in Madison last year. Madison Starlings has been anti-racist and deconstructing racist practices in girls volleyball in Madison since 2011. Starlings is a national organization, named for the bird that protects all in their flock and stays together.

MY INPUT:

Much gender bias exists in Madison PD, reflective of a larger society but even more exacerbated in this militaristic organization. That bias is to those women who focus strongly on tactical and who would not need to set a boundary for family. Being available 24/7/365 or as close to that as possible, provides any officer an advantage to promotion, male or

female. Most men who must choose to be available that much to get promoted, have a wife to fall back on to allow that.

People often mixed me up with Cheri Maples, or ask me if I knew Cheri or Alex Olson. I was friends with them and many other qualified women on Madison PD who have been less visible and less known than those who became a part of SWAT or other more renowned tactical roles. I was at the Meditation Retreat for police officers as an attendee, but my meditation commitment is Hindu/Christian.

The Madison PD Union also has been non-family focused much of the time I was on Madison PD, such that they considered bargaining for working hours for shifts that would not have allowed single Mom's or Dad's to be police officers- 12 hours shifts, etc. Police work and required/mandatory overtime due to calls you can't end your shift on time for, finding a way to care for your child(ren) is extremely difficult if you are a single Mom, or don't have much extended family to support. During COVID19, this is likely even more challenging.

I know the union worked for benefits that appeared friendly to women, but most of the time that was pursued only because men became interested in those benefits as well. For example, long hair continued to be a policy discussion as recently as 2013. The safety and other excuses for these concerns were belied by the allowing of suspenders for officers, revealing that safety vs sexism was a motivator. Bias against women officers wasn't even addressed on that policy level, let alone more significant issues.

I feel very strongly that you should consider involving people in the hiring process who have done the job here despite many challenges, and who remained positive, and serving their community still to this day. Specifically, Pia Kinney James was the first African American woman on Madison PD. She was a single mom and successfully raised 4 girls to attend college and many grand children now. She faced discrimination and bias, in my opinion, in not being promoted to Lt by then Chief Richard Williams, an African American man from outside our community. It is time to respect the work, service, experience and value of our own local African American heroes. Pia Kinney James would have been a Lt, Capt or Assistant Chief in Madison PD were it not for the continued struggles of Madison PD with sexism, and with a lack of people who focus on children.

To me, one of the most blatant concerns that can be addressed is that leadership includes very few people who are Mom's or full time parents. The people in Madison PD who were promoted were people who were willing to put in 16+ hours and be on their phones non-stop on and off duty. Though this is helpful to work, it creates a pool of leadership that lacks understanding of families and the values associated with challenges of children.

My personal experience while working at Madison PD is that Randy Gaber, who was my classmate and .01 percent higher as #1 ranking in my class of 1986, valued that ranking in a way that reflected the male focused competitiveness of promotion with Madison P.D. Randy and I went similar routes for promotion, but our outcomes were very different, partially because of my choices for family and partly for bias towards promotion of those who were rising "tactical stars", proteges of Randy and other more "safety conscious" officers. Street officers in the past would talk about "safety consciousness" being a buzz word for those who were SWAT. SWAT wasn't there immediately. The street officers were and they were more immediately tactical out of necessity. Certainly SWAT was essential for longer term solutions, but the day to day majority of tactical work was done by individual street officers, which wasn't honored or recognized as valuable as SWAT work, for promotion.

I don't mean to sound bitter, as I feel I benefited in my personal life most from not being promoted and retiring as early as I could to focus on family. I just see Randy Gaber, my class mate of similar abilities to me and several others who sought promotion during our careers, ended up with very different ending titles. Randy moved positions from neighborhood to detective, to Sgt to LT to Capt to Assistant chief at a rate of approx 2 years for each in the beginning. Randy was praised for taking a non-traditional route of Detective to Sgt, which was unheard of during our era. I did the same thing after 10 years in the detective bureau, as I chose to stay in sensitive crimes and develop Safe Harbor and other child interviewing skills which I became an advanced trainer in. When I went for promotion to Sgt, I was given a quick opportunity to do so, given my 10 years as a Sgt. experience. However, the move from Sgt. to Lt never happened,

as numerous younger people who were in SWAT, Corey Nelson, Marianne Flynn Statz, were seen as more qualified, and were promoted from Detective to Lt despite never being a Sgt on the street.

Pia Kinney James experienced even more bias, being a highly qualified Investigator and Senior in that position. She was not promoted by Chief Williams while other younger, less qualified, more "tactical" people were promoted. Pia was a role model of diplomacy, hard work, AND tactics. She joined the men in shooting competitions and scored a record high to win. Pia did this to prove herself and fit in. Yet it did not earn her the promotion it got others.

I could list numerous other women officers who would have been higher promotions, had they been treated or valued the same as their male counterparts. However, often, women didn't value the promotional competitiveness the same way the men did, and did find value in the jobs that did more direct service.

IMPACT OF OFFICERS IN LEADERSHIP WHO HAVE MINIMAL ROUTINE EXPERIENCE WITH CHILDREN:

While running the Latino Youth Academy and assisting with the African American Youth academy, I heard some organizers and leadership complain significantly about the youth outside of the academy (not to the children). To me, their lack of experience with children demonstrated their intolerance and frustration.

I might add, I improved in my experience as a law enforcement officer after having children in my life. I know we can not nor should we counter balance by having only officers with children. However, the lack of leadership with significant family at the top impacts decisions that I feel would have different focus' and priorities, were they more children involved.

EXPERIENCE WITH MADISON PD AS A CUSTOMER:

My personal experience having to use the Madison Police dept since retirement, is that the officers who respond who have children, have a better understanding of what is needed to be done in many situations, than those officers who do not have a life filled with children.

RECOMMENDATIONS:

If an officer does not have children, their involvement in children's lives should be significant and positive. Also, Madison PD has never had a female police chief, as women and bias go against many women who do not have a SWAT or Aggressive perspective. This trap is not unique to Madison, nor to police work, but should nevertheless be addressed and changed.

VALUE AND PROMOTE THE OFFICERS YOU HAVE WITH CHILDREN

As of 2013 when I retired, Women and men who work in "soft crimes" were not seen as legitimate as people who worked in "tougher" crimes. Chief Kristen Roman could speak to some of these issues, as she had to fight people putting her down for having boundaries as a parent. She went on to become the Chief of UW Police, while Madison devalued her leadership values and style. By the way, I recruited Kristen Roman to become a police officer after meeting her on a prowler call when she was a UW Student and volleyball player. She was among many women and men I recruited to become police officers.

I believe Madison PD is filled with many officers who daily make the choice to actively be anti-racist, anti-sexist anti-homophobic with their lives. Deterrence and avoiding using force as well as actively refusing a culture of illegal use of force goes un-recognized by many of the men and women officers who continue to be the change we need in the world today.

I saw a sign on a car at the hilldale protest that said "good officers would quit". Good officers keep serving and moving to stand and protect, or if they see an abuse, they stop it or report it, on the inside. "We" includes the humans who take on the pledge and wear the police uniform. "They" thinking and language is what is wrong in any perspective.

We have many incredible human beings wearing a uniform right now. Value them as part of we. We need all of us to solve our human problems.

Thank you for taking on finding a leader for this next era of police work, as we defund/refund our refocused priorities towards our children and equity.

Respectfully,
Lauri Schwartz
4014 Birch Ave
Madison WI 53711
608 335-3953

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Monday, July 27, 2020 2:41 PM
To: Jenna Rousseau
Subject: FW: selecting a chief

From: Antone Kucera
Sent: Monday, July 27, 2020 2:40:51 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: selecting a chief

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

I wish to express my lack of confidence in the current mayor, the BLM leadership, the Madison School Board, and the City Counsel in the way they are approaching the issues facing the Madison police force.

We have an excellent police force that should be supported and improved with more resources and advanced training.

I would be happy to wear a Black Lives Matter shirt if three words were added: **BLACK LIVES MATTER AS DOES BEHAVIOR.**

Best wishes in carrying out your thankless task.

Antone Kucera

Jenna Rousseau

From: Sonja Ingebritsen <sonja@themcc.net>
Sent: Sunday, August 9, 2020 8:03 PM
To: Jenna Rousseau
Subject: Demands for Black Lives

Madison Police and Fire Commission
Staff Contact: Atty Jenna Rousseau

Dear Ms. Rousseau:

I am contacting you with a request to pass this letter along to those on the Police and Fire Commission. I was unable to find email contacts for all of them. Thank you.

To Madison Police and Fire Commission:

As a faith leader, I am called to speak out forcefully against injustice. I am called not only to trust that another way is possible, where everyone has what they need to thrive, but also to participate in building the conditions under which the humanity of all people is affirmed and valued. I write to you in this spirit.

I am immensely concerned about the violence against Black and brown people in Madison by law enforcement. Our children have been policed in schools, cited at several times the rate of white children, and disproportionately incarcerated. Black and brown communities as a whole are over-policed and arrested and incarcerated at egregiously higher rates. We've seen the forceful arrest of Genele Laird, the teen having a mental health crisis who was roughly taken into custody by police in his own home, and, of course, the murder of Tony Brown. There hasn't been justice for any of these individuals or their families. And after the police murders of George Floyd, when the Black community led the community in protests, we saw a militarized police response that only served to escalate what had been peaceful gatherings. Black and brown lives are criminalized simply for their existence, and for daring to say, "No more!" This must not continue; it is immoral. Resources must be reallocated, away from policing to that which will that allow our Black and brown residents to thrive. These communities have outlined what this means; it is now a matter of will.

This city is in the process of a search for a permanent Chief of Police. We need someone who recognizes the basic humanity of all residents, and understands the context of the Black and brown experience with law enforcement—in the U.S. in general, but specifically here in Madison. We need someone who is willing to lead a process of abolishing the department as we have known it.

In solidarity with my Black and brown neighbors, I make the following demands developed by Freedom Inc., Dane County TimeBank, and Transformative Action Network:

1. Remove all harmful punitive policies, practices, and people from school environments, including police, suspension, and expulsion. Do not support politicking or policy decisions that put property over black people's lives.
2. We want public institutions to engage in 360-degree accountability through abolitionist restorative justice.

3. Support and fund a Black-led committee with decision making and implementation power to remedy the deep patterns of harm caused by racist violence in all of its forms.
4. Using recommendations of said committee, invest in a campaign to decriminalize and humanize Black people.
5. Provide reparations to said committee to create educational initiatives for the Black community.
6. Provide reparations for Black land trusts and other remedies for gentrification and hyper-segregation.
7. Create a truth and reconciliation process to replace the punitive criminal justice system with abolitionist restorative justice.
8. Adopt the demands developed by the Movement for Black Lives.

I look forward to hearing how you will move forward with these critical priorities.

Sincerely,

Rev. Sonja L. Ingebritsen

she/her/hers

I respond to email Mon-Thurs. Friday is my sabbath day.

Community of Hope United Church of Christ

Madison Christian Community

7118 Old Sauk Road

Madison, WI 53717

(608)836-1455

<http://madisonchristiancommunity.org/>

Home address:

6913 Tottenham RD

Madison, WI 53711

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Thursday, August 13, 2020 11:35 AM
To: Jenna Rousseau
Subject: FW: Feedback on Next Police Chief for Madison Police Department from a member of the MPD

From: Cains, Alyssa
Sent: Thursday, August 13, 2020 11:34:43 AM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Feedback on Next Police Chief for Madison Police Department from a member of the MPD

Good morning,

I have been employed with the Madison Police Department for almost 7 years, all in the capacity of the Administrative Assistant for the Police Chief. When I first started I worked alongside Chief Noble Wray for approximately one month, Acting Chief Randall Gaber for approximately 6 months, Chief Michael Koval for a little over 5 years and now Acting Chief Victor Wahl for the past 10 months. I consider it a true honor and privilege to be in my position and believe I work for an amazing police department.

What I would like to see/hope to see in our next Police Chief:

- A person who is truly invested in our agency and in our community
- This person is not afraid to speak up and speak the truth
- Gets to know their department, both commissioned and civilian
- Open communication between themselves and the community by holding community listening sessions
- Open communication between themselves and the department (open door policy) – we currently have this and would like to see this continued
- The new Chief will start with the agency, be willing to learn who we are/what we stand for and observe before making any radical changes (if any)
- The new Chief will listen to ideas from the community and from members of our agency; utilize new ideas
- Will not be a “yes sir” or “yes ma’am” person to political figures; does what is right for the safety of their officers and community

If you have any questions for me I am happy to talk further. I wish you all the best of luck in finding our next Police Chief. We have a wonderful police department with truly gifted and committed commissioned and civilian personnel. I am blessed with my position and look forward to working with our next Chief of Police.

Alyssa A. Cains
Administrative Assistant to Acting Chief of Police Victor Wahl
City of Madison Police Department
211 South Carroll Street
Madison, Wisconsin 53703-3303
608-266-4664 (Direct)
608-266-4855 (Fax)
608-266-4022 (Office)
Acains@cityofmadison.com
www.madisonpolice.com/



Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Friday, August 14, 2020 9:33 PM
To: Jenna Rousseau
Subject: FW: Chief search

From: Coordinator
Sent: Friday, August 14, 2020 9:32:20 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Chief search

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

Dear Police and Fire Commission;

As an underlying principle, the Madison Police Chief search must be a reasoned, well thought out search and ***must not be compromised by Madison politics.***

If the PFC wants to make a radical departure from MPD's operations, then the police chief search must take a different focus. If not, the PFC must keep in mind that, **as the OIR Group noted, MPD is a model department that has developed and honed the pro-active part of policing. As an example, MPD's stated policy already includes the "Eight Can't-Wait" use of force principles.** The MPD is not like some other departments that need major issues addressed. Yes, there is always room for improvement; nobody is perfect, but we must not destroy what works. Thus, the new chief must be able to take that model department as a base and build/improve upon it using pro-active policing methods. To that end, the new chief must demonstrate the following talents:

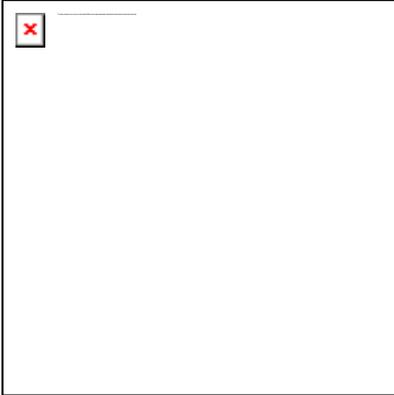
1. A chief who can lead and direct effectively.
2. A chief who is consistent in act and deed.
3. A chief who leads based on reasoned, well thought out decisions.
4. A chief who can contemplate all sides of an issue or builds a command staff who can help the chief to accomplish that task.
5. A chief who is articulate and can clearly communicate and state facts in the face of criticism
6. A chief who can build relationships with the mayor, alders, city staff, the city leaders of all groups and, most importantly, the public in general. This includes a focus on pro-active policing, listening to and understanding the needs of the public, and building relationships and trust with the community in general to solve those public needs.
7. A chief who is true to their word resulting in true transparency.
8. A chief who has a thick hide and can handle criticism gracefully and tactfully.
9. A chief who has worked/experienced many aspects of policing and, thus, has developed an understanding of what each officer must do and what real situations an officer may face.
10. A chief who can set the right tone at the top as did Chiefs Cooper, Wray, Koval, and Wahl. This means setting and following procedures and directives and not be swayed by changing public opinions.
11. A chief who directs officers to focus on the least restrictive alternatives when field decisions and arrests are made. This includes using Restorative Justice, using municipal citations instead of arrest, etc.
12. A chief who is unafraid to praise his/her officers
13. A chief who is unafraid to discipline officers when warranted

14. A chief who is unafraid to defend officers when warranted.
I understand there are many other municipalities conducting a police chief search at this time. That will make it more challenging for you to find a chief who has many or most of the talents delineated above. I wish you luck in your search. Your success will be our success.

Respectfully Submitted;

Kim I. Richman
1313 Droster Road
Madison, WI 53716

Buckeye-Grove Coordinator



8/19/20

Lasup (Latino Support Network) input

Fabiola Hamdan

Make Your Voice Heard” The Board of Police and Fire Commissioners is conducting the important task of searching for a new Chief of Police for our City. We need your input!

Police & Fire Commission Responsibilities - 5 Person Citizen Board

- Hire, Promote, Fire, Discipline Personnel
- The PFC has an e-mail address dedicated to the search process where community members may submit written comments: policechiefsearch@cityofmadison.com.
- The PFC has a phone number where community members can leave a message (608) 266-6574
- IF YOU HAVE MORE QUESTIONS AND COMMENTS MY PERSONAL EMAIL IS fabiolahamdan@gmail.com

Shiva:

- Track record in working with communities of color
- Vision of what LEA should look like that reflects demands of Black Lives Matter movement and the intersection of demands from folks working with undocumented community
- Accountability to Citizens Review Board and Independent Monitor
- Someone who is not going to employ divide and conquer tactics among BIPOC communities
 - We’ve seen this divisiveness from Police Chiefs who have tried to elevate Latinx communities as model minorities

Stephanie:

- Wondering if you could share a bit about how the PFC is talking about our current moment and the call from communities across the nation to defund police and how that intersects with the major qualifications and requirements you’re seeking in a new chief
- I would like to see the hiring of someone that is not deeply rooted in a Law Enforcement career but is rooted in leadership, equity, justice and community

Rosa:

- Responding to the increase in mental health situations--background, practices

Rodrigo:

- Ideally, a Citizens Review Board
- A Chief with a track record of work with BIPOC and separation from the current culture

Teresa:

- Someone with experience working with youth and mental health, since we see youth who have untreated mental health issues and little cultural/linguistic access to help, which leads to criminal behaviors

Clara:

- This is Clara here, I think a new Chief of Police besides the traditional qualifications should be: A member of a minority group. Be multiculturally competent. Be up-to-date on race issues, crime incidence, and the different needs in the various communities in the city. He/she should have a clear vision on legal and illegal gun control as a means to

reduce violent crimes. The new person should be sensitive, empathetic, compassionate, and courageous in order to firmly stand strong to achieve the change we need.

Niko:

- Completely demilitarize MPD
- Improve police accountability: this means, among other things, firing Matt Kenny
- Forbid local police officers from working with Immigration and Customs Enforcement (ICE)

Nancy:

- Someone grounded in racial equity
- There are plenty of resources for mental health support, so we need someone who has leadership expertise and can be a connector with community-based organizations, local agencies
- Increased police accountability
- PFC working with Civilian Oversight Committee
- (We need to better understand what the PFC does and its role)

Ciarra:

- Qualities and values that align with Restorative Justice goals and principles with regards to police accountability
 - Holding community safety and a vision of harm, and the leadership to create that culture among Police Officers

Sarah:

- Yes! More restorative justice in collaboration with Neighborhood Centers and JFF offices etc.!

Fernando:

- BIPOC Police Chief, particularly a Latinx, bilingual police chief, or an African-American police chief
- Willing and open to discuss limiting and delegating responsibilities away from MPD--an open mind to finding a way to send these services to other agencies
- Aware of issues of diversity, including LGBTQ+ issues

Karen M Coller:

- Ego and humility in listening to community
- Police Chief willing to listen to unions and engage in work of deep equity

Yesenia:

- Someone who has a positive track record in how they engage with community activists and an understanding of what tactics they would use
 - Harmful tactics, disproportionately against BIPOC in the community (tear-gassing, intimidation tactics)

Evelyn:

- Madison isn't currently in an agreement to work w/ ICE. Making sure this remains true is important. The formal name for the agreement is 287g and folks can learn more about it and where it is functioning at ilrc.org (Immigrant Legal Resource Center).

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Sunday, August 23, 2020 3:46 PM
To: Jenna Rousseau
Subject: FW: Qualities for Next Madison Police Chief

From: Keyes, Joe R.
Sent: Sunday, August 23, 2020 3:46:08 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Qualities for Next Madison Police Chief

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

Ms. Rousseau,

I am sending you my thoughts for the qualities and attributes for the next Madison police chief.

Respectfully Submitted,

Joseph R. Keyes
5117 Regent Street
Madison, WI 53705

Madison Police and Fire Commission
c/o Attorney Jenna Rousseau
205 Doty Street, Suite 201
Green Bay, WI 54301

RE: Madison Police Chief Search

Dear Ms. Rousseau,

As an underlying principle the Madison Police Chief search must be a reasoned, well thought out search and must not be compromised by politics. If the PFC wants to make a radical departure from Madison Police Department's (MPD) operations, then the police chief search must take a different focus. If not, the PFC must keep in mind that, as the OIR Group noted, MPD is a model department that has developed and honed the pro-active part of policing. As an example, MPD's stated policy already includes the "Eight Can't Wait" use of force principles. The MPD is not like some other departments who need major issues addressed. Yes, there is always room for improvement, but we must not rip down what works. Thus, the new chief must be able to take that model department as a base and build/improve upon it using pro-active policing methods. To that end, the new chief must demonstrate the following talents:

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8. A chief who has a thick hide and can handle criticism gracefully and tactfully.
9. A chief who has worked/experienced many aspects of policing and, thus, has developed an understanding of what each officer must do and what real situations an officer may face.
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13. A chief who is unafraid to discipline officers when warranted
14. A chief who is unafraid to defend officers when warranted.

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Respectfully Submitted,
Joseph R. Keyes
Madison Resident

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Tuesday, August 25, 2020 10:48 AM
To: Jenna Rousseau
Subject: FW: PFC something I would like to hear and see in 2021

From: Saiz, Nancy
Sent: Tuesday, August 25, 2020 10:48:07 AM (UTC-06:00) Central Time (US & Canada)
To: Hamdan, Fabiola; Police Chief Search
Subject: PFC something I would like to hear and see in 2021

Good Morning PFC Commisioners,

Thank you for your volunteer service in this committee. After this process, and as the PFC continues its work, I would like to hear more regarding the partnership and or collaboration the PFC and the Community Oversight Committee will have.

As stated on the first bullet point:

The PFC is responsible for hiring, promotions, and **major discipline** of police and fire personnel.

The major discipline part has been lacking or unclear to community, as we can see with the current environment. Moving forward it will be important to be clear and transparent to the City of Madison community of the PFC's role and that of the Community Oversight Committee.

In Community,
NSaiz

From: LaSup@yahoogroups.com <LaSup@yahoogroups.com> **On Behalf Of** 'Hamdan, Fabiola'
Hamdan@countyofdane.com [LaSup]
Sent: Thursday, August 20, 2020 11:45 AM
To: LaSup (Lasup@yahoogroups.com) <Lasup@yahoogroups.com>
Subject: [LaSup]

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Dear Lasup Members,

Thank you for allowing me get input from you on the process of hiring the new MPD Chief. It was very helpful to hear your feedback today on what we should be looking for in the next Chief of Police for the City of Madison. Some of you asked for more information about the City of Madison Police and Fire Commission (PFC) and our process. Here is the information:

- The PFC consists of five (5) citizens who are appointed to 5-year terms. It is governed by state statute and operates with substantial independence from the City. The PFC is responsible for hiring, promotions, and major discipline of police and fire personnel.

- In these unprecedented times, the PFC understands the important role Madison residents can play in assisting us to gather information about the professional experiences and characteristics that we should consider in hiring the next Chief of Police.
- As we continue our work with this important function of the PFC, we are committed to listening to all residents in the City of Madison, including those who have the greatest challenges to providing feedback.

Other Methods for Community Input

- The PFC continues to obtain public input at its meetings, including by individuals during the public comment period and by organizations that register for time slots.
- The PFC will be launching a Community Input Survey through survey monkey to allow Madison residents to provide their input during the search process.
- The PFC is working with Local Voices Network (LVN) to guide small group conversations. The dates can be found on the following webpage: <https://lvn.org/PFC>.
- The PFC will also be engaging with community members through call-in discussions on local radio shows, such as WORT, and webcasts. The WORT program is scheduled for September 1, 2020, from Noon-1:00 P.M. In addition, I will be conducting a radio program in Spanish through LaMovida for August 31st, from 9:00 -10:00AM.
- The PFC has an e-mail address dedicated to the search process where community members may submit written comments: policechiefsearch@cityofmadison.com.
- The PFC has a telephone number where voice messages can be left and will be placed into writing: (608) 266-6574.
- For more information, visit the PFC's webpage: <https://www.cityofmadison.com/city-hall/public-safety/police-and-fire-commission>

Tentative Timeline

- The PFC is working with an outside search firm to assist with the recruiting process, but the PFC is also handling many aspects of the process on its own, such as community input gathering.
- The PFC's timeline is not set in stone but is intended to serve as a basic framework.
- The position announcement is posted and has been shared with various organizations. The application period closes on September 14, 2020.
- The PFC anticipates that it will conduct the first round of interviews in approximately mid-October.
- The PFC anticipates that it will conduct finalist interviews in approximately mid-November.
- The PFC anticipates that it will select a final candidate in late November/early December.
- After completion of the background investigation, the PFC hopes to make a formal announcement prior to the end of the calendar year.

For the media you can connect with:

Attorney Jenna E. Rousseau
 Strang, Patteson, Renning, Lewis & Lacy, s.c.
 Green Bay Office: 205 Doty St., Suite 201, Green Bay, WI 54301
 Madison Office: 660 W. Washington Avenue, Suite 303, Madison WI 53703

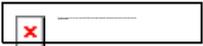
Ph. 844.833.0828
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jrousseau@strangpatteson.com
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Thanks,
Fabiola H.

Posted by: "Hamdan, Fabiola" <Hamdan@countyofdane.com>

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Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Friday, August 28, 2020 6:01 PM
To: Jenna Rousseau
Subject: FW: Hiring police chief

From: eric
Sent: Friday, August 28, 2020 6:00:42 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Hiring police chief

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1. Be wary of any candidate who had officers under command whose actions led to making payments to claimants.
2. Impose a 1 year probationary period on the new chief hire. This is standard in federal and state hiring.

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Monday, September 7, 2020 11:28 AM
To: Jenna Rousseau
Subject: FW: input on police chief search

From: cindy koepke
Sent: Monday, September 7, 2020 11:27:51 AM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: input on police chief search

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Hello,

It's time to bring our police force into the 21st century, century that's off to a VERY bumpy start but can lots better if we choose to make it so. We don't need to accept the biases and inequities that started in the past and continue to this day.

Let's choose a police chief who will be enthusiastic about putting true justice first. Who will give their officers the training and leadership all police forces need in de-escalation, trauma-informed care (for themselves and the community they serve), and the internal biases we all have from living in a racialized society. Who will not accept police violence but make a culture of both support and accountability within our police department, where officers truly can protect and serve us. Where police funding is not used for militarizing the force. Where the savings of the demilitarization is used to work with many community agencies to provide drug treatment, mental health interventions, welfare checks, and stronger families/communities of support.

thank you.

Cindy Koepke

Madison resident since 1990