

From: [Petzold, Sarah](#)
To: [Police Chief Search](#)
Cc: [Kemble, Rebecca](#)
Subject: The Short List of Police Chief Candidates
Date: Friday, December 4, 2020 2:40:22 PM

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

Good afternoon.

I am a lifelong Madison resident and retired in 2011 after 28 years as a Madison Police Department officer and detective. Obviously, I have a strong interest in seeing the Police Department, and Madison as a whole, continue the progressive traditions and the constant quest for excellence and inclusivity that this city has articulated as important as we move forward out of this fog of divisiveness and mistrust.

I was interested, therefore, to see the final list of candidates for Madison Police Chief. When it came out, I was more than appalled to see that there was NOT ONE WOMAN on the panel of candidates. I would like to know how this can possibly be the case, considering that women have been a part of the Madison Police Department for over 50 years, and considering the demographics of both the City of Madison and of the Madison Police Dept.

For my entire 28 year career at the MPD I, and all other women on the department experienced sexism from the very top of the department on down. From overt requests to have an affair with male officers, to seeing male officers mentored and encouraged to progress while female officers were excluded. Seeing male officers get away with behaviors that resulted in discipline of women for lesser behaviors, and seeing female officers excluded from specialty units and assignments. From having to endure sexist comments, speculation about sexual performance and preference, not to mention the comments and treatment of women in the community. And even the tendency of officers to underestimate the dangers of women as possible assailants, based solely on gender.

Much attention has been given to racism in policing, which clearly has had well-documented and horribly deadly consequences. But the prevailing and continuing attitude in policing towards women is as bad or worse, because it is hardly discussed and rarely explored to any depth at all. It is long overdue for policing to address all the "isms" in its culture.

So in circling back to the reason for this email, I would like to know from the committee and from the police union, why no women are included among the candidates. Any thinking Madisonian should be offended by the exclusion of an entire gender. Oh, and might there be any LGBTQ candidates on the panel? I didn't think so, The search committees made a grave error in not considering candidates from the diversity within the police department.

Sara Petzold, Detective (retired) Madison Police Department

From: [Samson, Emily](#)
To: [Samson, Emily](#)
Subject: Finalists for MPD's Police Chief vacancy
Date: Friday, December 4, 2020 3:31:21 PM

Good afternoon,

My name is Emily Samson and I am the Vice President of the Madison Professional Police Officers Association. I am a 20 year veteran of the Madison Police Department. I am writing to you this afternoon in response to your release of the names/biographies of the final four candidates for the position of Police Chief for the City of Madison.

I have fielded a considerable amount of feedback and concern today from members of my labor group as well as other commissioned and civilian employees of the Madison Police Department about the fact that none of the candidates who are advancing to the final stage of the hiring process are women. As I am sure you are all aware, MPD is considerably proud of the fact that 28% of our commissioned employees are female and, as a member of our Personnel and Training Team, I can tell you that we strive to further lessen the gender gap that plagues the law enforcement community through our recruitment efforts.

I understand the need for anonymity, to a certain extent, during this hiring process, but I am hopeful that you can answer some question for me about the final pool of applicants.

- What was done to attract female applicants to the position?
- How many of the applicants were women?
- How far in the process did the female applicants progress?
- For what reasons did the female applicants either retract themselves or become excluded from the process?
- Can you please explain further why there were not any female candidates in the final four?

I would greatly appreciate your feedback on this matter as soon as possible. You can reach me via email or call me directly at [REDACTED]

Thank you, in advance. I appreciate your time and your service.

Emily Samson

From: [Julia Levine](#)
To: [Police Chief Search](#)
Subject: Horrible pick for Police Chief
Date: Friday, December 4, 2020 7:07:41 PM

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

Hello,

My name is Julia Levine and I'm a resident in Madison, WI.

I'm writing today to express my shock and horror at your candidate pick of Chris Davis. A killer should even not be considered for MPD Chief, and it is a slap in the face for everyone in our community who has fought so hard for equity and no more police killings.

It has not gone unnoticed that you all have rushed this process and are offering no community input. This is disturbing and demeaning the democratic process.

Give the community enough time to voice their input on this process,
Julia

From: [Dan Fitch](#)
To: [Police Chief Search](#)
Subject: Please release the full interviews with candidates
Date: Saturday, December 5, 2020 6:18:06 PM

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

Please release the *full* interviews with candidates, and please allow the public at least a week to review the interviews for feedback.

The current plan makes it sound like you don't want public input or transparency.

Christopher Davis is the worst option, by far. He escalated use of force against protestors and would be a true disaster for Madison... Only choose him if you wish to keep escalating the distrust of our police department.

Ramon Batista currently looks like the best choice. But he should stand up to community scrutiny.

Thanks for reading and all the work you do,
Dan Fitch

From: molly.ginsberg
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: Police Chief Decision
Date: Sunday, December 6, 2020 5:32:21 AM

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

Dear Police and Fire Commissioners:

The PFC should not make a decision on a Police Chief on Wednesday, December 9. Give the community an opportunity to engage with the candidates and give informed feedback before deliberating. The OIR report and the MPD Policy and Procedure Review Ad Hoc Committee report recommended that the PFC should involve the Madison community in the selection process through community panels and interviews. Such community engagement with police chief finalists is a normal part of the hiring process in many cities across the U.S. This was also recommended by former MPD Chief David Couper, who had one of the most successful tenures of Madison Police Chiefs. Some Madison alders are taken aback that this apparently isn't happening. Police Civilian Oversight Board member Shadayra Kilfoy-Flores was interviewed about the issue by Channel3000, stating "Candidates providing a video is not going to be sufficient. There needs to be actual community exchange. The community needs to be given an opportunity to interact with these candidates so we can get an idea of who they are as people."

https://urldefense.proofpoint.com/v2/url?u=https-3A__www.channel3000.com_there-2Dneeds-2Dto-2Dbe-2Dactual-2Dcommunity-2Dexchange-2Dsome-2Dsay-2Dfinal-2Dinterview-2Dprocess-2Dfor-2Dmadison-2Dpolice-2Dchief-2Dlacks-2Dtransparency_&d=DwIFaQ&c=byefhD2ZumMFFQYPZBagUCDuBiM9Q9twmxaBM0hCgII&r=KMaZ8n5q6OdTfuacpddylXeAk1gN1AukVzx7eV6ZlcK0fkMf9xgqTV_bL1EbdUs&m=ELjMa810hR5PNdd6IEFmuPT14gJBsO_oQr78zcc20gM&s=smwgmQ9HxvWzjIRVSSq_R--lumAzVd0LnmW0uc9XCrQ&e=

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Sincerely,

Molly Ginsberg

Sent from my iPhone

From: [KRISTIN MATHEWS](#)
To: [Police Chief Search](#); jrousseau@strangpatteson.com
Subject: Police Chief hiring must take a step back!!
Date: Sunday, December 6, 2020 7:14:23 AM

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Dear Police and Fire Commissioners:

The PFC should not make a decision on a Police Chief on Wednesday, December 9. Give the community an opportunity to engage with the candidates and give informed feedback before deliberating. The OIR report and the MPD Policy and Procedure Review Ad Hoc Committee report recommended that the PFC should involve the Madison community in the selection process through community panels and interviews. Such community engagement with police chief finalists is a normal part of the hiring process in many cities across the U.S. This was also recommended by former MPD Chief David Couper, who had one of the most successful tenures of Madison Police Chiefs. Some Madison alders are taken aback that this apparently isn't happening. Police Civilian Oversight Board member Shadayra Kilfoy-Flores was interviewed about the issue by Channel3000, stating "*Candidates providing a video is not going to be sufficient. There needs to be actual community exchange. The community needs to be given an opportunity to interact with these candidates so we can get an idea of who they are as people.*"

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Sincerely,

Kristin Mathews Madison resident

From: [Jill Olig](#)
To: [Police Chief Search](#); jrousseau@strangpatteson.com
Subject: Police Chief Candidates
Date: Sunday, December 6, 2020 8:07:55 AM

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Dear Police and Fire Commissioners:

The PFC should not make a decision on a Police Chief on Wednesday, December 9. Give the community an opportunity to engage with the candidates and give informed feedback before deliberating. The OIR report and the MPD Policy and Procedure Review Ad Hoc Committee report recommended that the PFC should involve the Madison community in the selection process through community panels and interviews. Such community engagement with police chief finalists is a normal part of the hiring process in many cities across the U.S. This was also recommended by former MPD Chief David Couper, who had one of the most successful tenures of Madison Police Chiefs. Some Madison alders are taken aback that this apparently isn't happening. Police Civilian Oversight Board member Shadayra Kilfoy-Flores was interviewed about the issue by Channel3000, stating "*Candidates providing a video is not going to be sufficient. There needs to be actual community exchange. The community needs to be given an opportunity to interact with these candidates so we can get an idea of who they are as people.*"

<https://www.channel3000.com/there-needs-to-be-actual.../>

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community to properly engage, vet, and provide input on these finalists.

Sincerely,
Jill Olig

From: [Kris Moelter](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com; [Tierney, Michael](#)
Subject: Madison Police Chief search
Date: Sunday, December 6, 2020 9:24:19 AM

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

My name is Kris Moelter, and I live in District 16 on Madison's far east side.

I write to express my concern about the process the PFC is using to hire the new police chief, especially what appears to be the making of a decision without adequate community input. I understand you gave community members an opportunity to respond to a survey and to participate in the Local Voices Network, for which I commend you. However, that is only a small part of the process, and more community input is needed before you make the critically important decision that will impact Madison for years to come.

Community members should be given the opportunity to meaningfully engage with the four finalists and provide you with their opinions after that engagement. Your current plan appears to be to interview the finalists in closed session on December 8, release edited videos of the interviews on December 9, and then make a decision on December 9. It's December 6 and the agenda for December 9 is not yet posted, so I do not know if there will be an opportunity for public comment. And, even if the public is allowed to comment on December 9, that is hardly enough time for meaningful comment.

Instead, there should be a public forum where community members can ask questions of each of the finalists. This gives the community the ability to see how the finalists engage with diverse community members and react in a situation that requires responding in an impromptu setting. The process the Madison Metropolitan School District used when hiring the new superintendent is one model that could be used—having the finalists meet with selected stakeholders and then having each of them engage in a public question/answer session via Facebook. You could use a similar process and then allow community members time to send you comments before making a final decision.

Such a process would be more in line with the recommendations from the Madison Police Department Policy and Procedure Review ad hoc Committee that the Common Council adopted. Regarding the hiring of a police chief, it was recommended that the PFC involve the Madison community in the selection process through community panels and interviews. Meaningful community input is critical to the process because under Wisconsin law police chiefs have lifetime tenure, with very limited exceptions.

Please do not make a decision on the new police chief on December 9. Instead, slow down and allow meaningful community input in the selection process. Input is not meaningful in the theoretical, which is all you have at this point. I responded to the survey, and it's one thing to talk about the qualities one wants in a police chief. It's completely another thing to give an opinion on actual people after having the opportunity to engage with them. It's the latter that is meaningful and will give the community a sense of real buy-in and lead them to support the new police chief.

Thank you for considering my comments.

Respectfully,

Kris Moelter
1506 Woodvale Dr., Madison

From: [Frank Cushman](#)
To: [Police Chief Search](#); jrousseau@strangpatteson.com
Date: Sunday, December 6, 2020 9:44:14 AM

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Dear Police and Fire Commissioners:

The PFC should not make a decision on a Police Chief on Wednesday, December 9. Give the community an opportunity to engage with the candidates and give informed feedback before deliberating. The OIR report and the MPD Policy and Procedure Review Ad Hoc Committee report recommended that the PFC should involve the Madison community in the selection process through community panels and interviews. Such community engagement with police chief finalists is a normal part of the hiring process in many cities across the U.S. This was also recommended by former MPD Chief David Couper, who had one of the most successful tenures of Madison Police Chiefs. Some Madison alders are taken aback that this apparently isn't happening. Police Civilian Oversight Board member Shadayra Kilfoy-Flores was interviewed about the issue by Channel3000, stating "Candidates providing a video is not going to be sufficient. There needs to be actual community exchange. The community needs to be given an opportunity to interact with these candidates so we can get an idea of who they are as people."

<https://www.channel3000.com/there-needs-to-be-actual.../>

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operates in the dark as you currently appear to be seeking to do.

It amazes me that in the wake of massive protest and unrest in our city and across the world the selection process is being conducted in this way. More than demonstrating a contempt for concerned citizens and marginalized communities it demonstrates a stupidity I find staggering. Purely from a logistical frame of reference it would seem the obvious course of action to listen, engage with and involve the community. These are the most attainable requests of this summer's protests and ones which require little more than public zoom calls. This isn't defund the police, this isn't systematic restructuring, this is arrests and firings... it's a public zoom call - the most milk-toast demand to just fucking include the tax-paying people you're policing in the conversation. To carry on as you have been shows something perhaps less egregious but more embarrassing than cold-hearted evil: ineptitude. You people have no idea how to govern or keep peace because you can't even pay attention to the public when they are in the streets by the thousands shouting their demands at your front door.

Please allow the community to properly engage, vet, and provide input on these finalists.

Frank Cushman

314 S Mills Madison

From: [Darnisha Garbade](#)
To: [Police Chief Search](#); JRousseau@strangpatteson.com
Subject: Police Chief Hiring
Date: Sunday, December 6, 2020 11:24:05 AM

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

Dear Police & Fire Commissioners,

The PFC should not make a decision on a Police Chief on Wednesday, December 9th, 2020.

Give the community an opportunity to engage with the candidates and give informed feedback before deliberating. The OIR report and the MPD Policy and Procedure Review Ad Hoc Committee report recommended that the PFC should involve the Madison community in the selection process through community panels and interviews.

Such community engagement with police chief finalists is a normal part of the hiring process in many cities across the U.S. This was also recommended by former MPD Chief David Couper, who had one of the most successful tenures of Madison Police Chiefs. Some Madison alders are taken aback that this apparently isn't happening.

Police Civilian Oversight Board member Shadayra Kilfoy-Flores was interviewed about the issue by Channel 3000, stating "Candidates providing a video is not going to be sufficient. There needs to be actual community exchange. The community needs to be given an opportunity to interact with these candidates so we can get an idea of who they are as people." (<https://www.channel3000.com/there-needs-to-be-actual-community-exchange-some-say-final-interview-process-for-madison-police-chief-lacks-transparency/>).

As OIR pointed out, this is all the more important in Wisconsin cities since, unlike cities in most states, police chiefs here basically can have lifetime tenure, rather than serving fixed terms.

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This is what happens when a commission operates in the dark. Please allow the community to properly engage, vet, and provide input on these finalists.

Sincerely,

Darnisha Garbade
BCDR President

A black rectangular redaction box covering the signature area.

From: [Jill Annis](#)
To: [Police Chief Search](#); JRousseau@strangpatteson.com
Subject: police chief search
Date: Sunday, December 6, 2020 1:26:12 PM

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

Dear PFC,

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Sincerely,

Jill Annis
2518 Berkley Drive
Madison, WI

From: [Kathleen Harker](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: Madison Police Chief Search - Community Involvement
Date: Sunday, December 6, 2020 1:58:23 PM

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Dear Police and Fire Commissioners:

The PFC should not make a decision on a new Madison Police Chief on Wednesday, December 9. Give the community an opportunity to engage with the candidates and give informed feedback before deliberating. The OIR report and the MPD Policy and Procedure Review Ad Hoc Committee report recommended that the PFC should involve the Madison community in the selection process through community panels and interviews. Such community engagement with police chief finalists is a normal part of the hiring process in many cities across the U.S. This was also recommended by former MPD Chief David Couper, who had one of the most successful tenures of Madison Police Chiefs. Some Madison alders are taken aback that this apparently isn't happening. Police Civilian Oversight Board member Shadayra Kilfoy-Flores was interviewed about the issue by Channel3000, stating "Candidates providing a video is not going to be sufficient. There needs to be actual community exchange. The community needs to be given an opportunity to interact with these candidates so we can get an idea of who they are as people."

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Sincerely,

Kathleen Harker

350 S. Hamilton St.
Unit 704
Madison, WI 53703

From: [Jessica Whitley](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: A Chief should not be decided by the PFC
Date: Sunday, December 6, 2020 2:29:22 PM

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Dear Police and Fire Commissioners:

The PFC should not make a decision on a Police Chief on Wednesday, December 9. Give the community an opportunity to engage with the candidates and give informed feedback before deliberating. The OIR report and the MPD Policy and Procedure Review Ad Hoc Committee report recommended that the PFC should involve the Madison community in the selection process through community panels and interviews. Such community engagement with police chief finalists is a normal part of the hiring process in many cities across the U.S. This was also recommended by former MPD Chief David Couper, who had one of the most successful tenures of Madison Police Chiefs. Some Madison alders are taken aback that this apparently isn't happening. Police Civilian Oversight Board member Shadayra Kilfoy-Flores was interviewed about the issue by Channel3000, stating "Candidates providing a video is not going to be sufficient. There needs to be an actual community exchange. The community needs to be given an opportunity to interact with these candidates so we can get an idea of who they are as people." <https://www.channel3000.com/there-needs-to-be-actual.../>

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It's also shocking that you have selected Portland Deputy Police Chief Chris Davis as a finalist and believe him suitable to be Madison's Chief of Police. You should examine what a candidate has done, not just their pretty words to you. In 2002, Davis participated in a controversial officer-involved fatality, precipitating major protests by Portland's Latinx community and mental health and civil rights advocates. Later, when Davis headed the Portland Police Bureau Internal Affairs Department, it had a deserved reputation of covering up misconduct. Then in 2014, Portland Police Lieutenant Rachel Andrew filed a \$300,000 civil rights lawsuit against Davis, Chief Reese, and the Portland Police Bureau for retaliation after she investigated Davis for misconduct. More recently, under Deputy Chief Davis' leadership, the Portland Police Bureau became a poster child for brutal mishandling of protests and was found to be in direct violation of a federal restraining order regarding the use of force against protestors. Davis has advocated practices like police in riot gear charging at crowds of protesters to scare and disperse them, use of a wide variety of nonlethal munitions against protesters, slashing the tires of protester's cars, etc. His approach and mentality would never be accepted by Madison community members and would exacerbate unrest here. That you chose Davis as a finalist seems to show a fatally flawed process. The most charitable explanation is that you're not

doing adequate independent investigations into candidates but just relying on the materials submitted (i.e., how the candidates present themselves). This is what happens when a commission operates in the dark as you currently appear to be seeking to do.

If we as a society would really like to see changes in crime rates and how the police are perceived and interacted with we have to be willing to approach these situations differently. Continuing to hire individuals with long-established careers in not only law enforcement but also those willing to participate in obvious constitutional rights violations is not going to bring about these changes you claim to be hoping to achieve. The people in this community, and others, are not going to take you seriously when you claim you want us to trust you and yet you appear to ignore our requests for a public hiring process. It would be even better if you decided to allow the community to decide who the Chief should be. The community does have to rely on that individual, shouldn't they be the ones deciding who it should be.

Please allow the community to properly engage, vet, and provide input on these finalists.
Sincerely,

Jessica Whitley



From: [Gerald Sternberg](#)
To: [Police Chief Search](#); JRousseau@strangpatteson.com
Subject: Police Chief
Date: Sunday, December 6, 2020 2:38:34 PM

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

Dear PFC and Attorney Rousseau:

I am an attorney who appeared before the PFC to discuss the qualities I believed are critical to hiring the right kind of police chief.

You have some finalists whom you are considering. You should first permit community scrutiny of their qualifications.

The person you consider should be someone who believes in his or her very being in de-escalation strategies and less, not more force being utilized by police, except in unusual circumstances.

You need to consider someone who has genuine sensitivity to people of color, particularly African Americans.

You need to hire someone like David Couper, when he served as Police Chief, who had his priorities straight.

But I urge you to let there be full community transparency, such that the credentials and values of each candidate are seen and scrutinized by the community before the PFC makes its decision.

Any other process would be a disservice to the residents of the City of Madison.

Very Truly Yours,

Attorney Gerald C. Sternberg

From: [Aj Johnson](#)
To: [Police Chief Search](#)
Subject: Please reconsider your choice
Date: Sunday, December 6, 2020 2:38:59 PM

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

Dear Police and Fire Commissioners:

The PFC should not make a decision on a Police Chief on Wednesday, December 9. Give the community an opportunity to engage with the candidates and give informed feedback before deliberating. The OIR report and the MPD Policy and Procedure Review Ad Hoc Committee report recommended that the PFC should involve the Madison community in the selection process through community panels and interviews. Such community engagement with police chief finalists is a normal part of the hiring process in many cities across the U.S. This was also recommended by former MPD Chief David Couper, who had one of the most successful tenures of Madison Police Chiefs. Some Madison alders are taken aback that this apparently isn't happening. Police Civilian Oversight Board member Shadayra Kilfoy-Flores was interviewed about the issue by Channel3000, stating "Candidates providing a video is not going to be sufficient. There needs to be actual community exchange. The community needs to be given an opportunity to interact with these candidates so we can get an idea of who they are as people."

<https://www.channel3000.com/there-needs-to-be-actual-community-exchange-some-say-final-interview-process-for-madison-police-chief-lacks-transparency/>

As OIR pointed out, this is all the more important in Wisconsin cities since, unlike cities in most states, police chiefs here basically can have lifetime tenure, rather than serving fixed terms.

It's also shocking that you have selected Portland Deputy Police Chief Chris Davis as a finalist and believe him suitable to be Madison's Chief of Police. You should examine what a candidate has done, not just their pretty words to you. In 2002, Davis participated in a controversial officer-involved fatality, precipitating major protests by Portland's Latinx community and mental health and civil rights advocates. Later, when Davis headed the Portland Police Bureau Internal Affairs Department, it had a deserved reputation of covering up misconduct. Then in 2014, Portland Police Lieutenant Rachel Andrew filed a \$300,000 civil rights lawsuit against Davis, Chief Reese, and the Portland Police Bureau for retaliation after she investigated Davis for misconduct. More recently, under Deputy Chief Davis' leadership, the Portland Police Bureau became a poster child for brutal mishandling of protests, and was found to be in direct violation of a federal restraining order regarding use of force against protestors. Davis has advocated practices like police in riot gear charging at crowds of protester to scare and disperse them, use of a wide variety of nonlethal munitions against protesters, slashing the tires of protester's cars, etc. His approach and mentality would never be accepted by Madison community members, and would exacerbate unrest here. That you chose Davis as a finalist seems to show a fatally flawed process. The most charitable explanation is that you're not doing adequate independent investigations into candidates but just relying on the materials submitted (i.e., how the candidates present themselves). This is what happens when a commission operates in the dark as you currently appear to be seeking to do. Please allow the community to properly engage, vet, and provide input on these finalists.

Sincerely,
Alta and Tim Johnson

What does God ask of us? To act justly, to love mercy, and to walk humbly with God.

—Micah 6:8

From: [Christian Zielinski](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: Madison police chief search
Date: Sunday, December 6, 2020 4:26:43 PM

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

Dear Police and Fire Commissioners:

The PFC should not make a decision on a Police Chief on Wednesday, December 9. Give the community an opportunity to engage with the candidates and give informed feedback before deliberating. The OIR report and the MPD Policy and Procedure Review Ad Hoc Committee report recommended that the PFC should involve the Madison community in the selection process through community panels and interviews. Such community engagement with police chief finalists is a normal part of the hiring process in many cities across the U.S. This was also recommended by former MPD Chief David Couper, who had one of the most successful tenures of Madison Police Chiefs. Some Madison alders are taken aback that this apparently isn't happening. Police Civilian Oversight Board member Shadayra Kilfoy-Flores was interviewed about the issue by Channel3000, stating "Candidates providing a video is not going to be sufficient. There needs to be actual community exchange. The community needs to be given an opportunity to interact with these candidates so we can get an idea of who they are as people."

<https://www.channel3000.com/there-needs-to-be-actual-community-exchange-some-say-final-interview-process-for-madison-police-chief-lacks-transparency/>

As OIR pointed out, this is all the more important in Wisconsin cities since, unlike cities in most states, police chiefs here basically can have lifetime tenure, rather than serving fixed terms.

It's also shocking that you have selected Portland Deputy Police Chief Chris Davis as a finalist and believe him suitable to be Madison's Chief of Police. You should examine what a candidate has done, not just their pretty words to you. In 2002, Davis participated in a controversial officer-involved fatality, precipitating major protests by Portland's Latinx community and mental health and civil rights advocates. Later, when Davis headed the Portland Police Bureau Internal Affairs Department, it had a deserved reputation of covering up misconduct. Then in 2014, Portland Police Lieutenant Rachel Andrew filed a \$300,000 civil rights lawsuit against Davis, Chief Reese, and the Portland Police Bureau for retaliation after she investigated Davis for misconduct. More recently, under Deputy Chief Davis' leadership, the Portland Police Bureau became a poster child for brutal mishandling of protests, and was found to be in direct violation of a federal restraining order regarding use of force against protestors. Davis has advocated practices like police in riot gear charging at crowds of protester to scare and disperse them, use of a wide variety of nonlethal munitions against protesters, slashing the tires of protester's cars, etc. His

approach and mentality would never be accepted by Madison community members, and would exacerbate unrest here. That you chose Davis as a finalist seems to show a fatally flawed process. The most charitable explanation is that you're not doing adequate independent investigations into candidates but just relying on the materials submitted (i.e., how the candidates present themselves). This is what happens when a commission operates in the dark as you currently appear to be seeking to do. Please allow the community to properly engage, vet, and provide input on these finalists.

Sincerely,
Christian Zielinski

From: [DJH Photo](#)
To: [Police Chief Search](#); jrousseau@strangpatteson.com
Subject: Madison Police Chief finalists
Date: Sunday, December 6, 2020 4:28:37 PM
Importance: High

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

Attention Police and Fire Commissioners,

The Madison community needs real opportunities to vet the finalists and provide input! The PFC should not act to decide on a Chief on Wednesday! Give the whole community an opportunity to engage with the candidates and give informed feedback!

Also... We don't need or want an authoritarian killer cop – finalist Portland Deputy Police Chief Chris Davis – as Madison Police Chief! That would be utterly unacceptable to the Madison community.

Please stop trying to ram through a decision without allowing community engagement with candidates, especially at this point in history (given the [#BLM](#) protests this year, etc.), it is a slap in the face. It's politically tone deaf and has a high chance of leading to a trainwreck of a hire.

Again, the PFC should involve the Madison community in the selection process through community panels and interviews. Such community engagement with police chief finalists is a normal part of the hiring process in many cities across the U.S. This was also recommended by former MPD Chief David Couper, who had one of the most successful tenures of Madison Police Chiefs.

Respectfully,

DJ Haugen
111 West Wilson St.
Madison, WI 53703

From: [Michelle Kaiser](#)
To: [Police Chief Search](#); jrousseau@strangpatteson.com
Subject: Madison Police Chief Search
Date: Sunday, December 6, 2020 4:30:01 PM

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

Dear Police and Fire Commissioners,

I am writing to encourage you to allow the Madison community a real opportunity to help vet the finalists and provide input. There needs to be actual community exchange. The community needs to be given an opportunity to interact with these candidates so we can get an idea of who they are for ourselves. The PFC should not act to decide on a Chief on Wednesday, December 9, 2020. Please give the community an opportunity to engage with the candidates and give informed feedback. Allowing the community to engage in the decision process would be a good way to help show that law enforcement is an ally to those it is supposed to help protect. Around the country, I do not believe this year has always proved that. This would be a good way to allow the community to have an opinion and feel like they are being heard on a subject that does affect all of us. I would also like to take this moment to share my opinion on one of the four finalists. I am concerned about Portland Deputy Police Chief Chris Davis. In 2002, Mr. Davis participated in a controversial officer-involved fatality, precipitating major protests by Portland's Latinx community and mental health and civil rights advocates. Mr. Davis later headed the Portland Police Bureau Internal Affairs Department, which had a reputation of covering up misconduct. In 2014, Portland Police Lieutenant Rachel Andrew filed a \$300,000 civil rights lawsuit involving Mr. Davis and the Portland Police Bureau for retaliation after she investigated Mr. Davis for misconduct. More recently, under Deputy Chief Davis's leadership, the Portland Police Bureau became a poster child for brutal mishandling of protests, and was found to be in direct violation of a federal restraining order regarding use of force against protestors. Mr. Davis has advocated practices like police in riot gear charging at crowds of protesters to scare and disperse them, use of a wide variety of nonlethal munitions against protesters, slashing the tires of protester's cars, etc. His approach and mentality would never be accepted by Madison community members, and would exacerbate unrest here. It is concerning to me that either: A) the PFC is aware of Mr. Davis's history yet still feels it is ok to continue with him as a finalist or B) the PFC is not aware of his history which means there is not enough background checking taking place for the next potential police chief. Neither of these options give me faith in our law enforcement. I am asking for the PFC to be transparent to its community, allow us to engage, vet and provide input on the four finalists, and seriously rethink the option of Mr. Ward becoming Madison's next chief of police.

Thank you for your time.

Sincerely,
Michelle Kaiser
Madison, WI

From: [Esty Dinur](#)
To: [Police Chief Search](#); jrousseau@strangpatteson.com
Subject: The community must be involved in the Police Chief decision
Date: Sunday, December 6, 2020 4:56:50 PM

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

Dear Police and Fire Commissioners:

The PFC should not make a decision on a Police Chief on Wednesday, December 9. Give the community an opportunity to engage with the candidates and give informed feedback before deliberating. The OIR report and the MPD Policy and Procedure Review Ad Hoc Committee report recommended that the PFC should involve the Madison community in the selection process through community panels and interviews. Such community engagement with police chief finalists is a normal part of the hiring process in many cities across the U.S. This was also recommended by former MPD Chief David Couper, who had one of the most successful tenures of Madison Police Chiefs. Some Madison alders are taken aback that this apparently isn't happening. Police Civilian Oversight Board member Shadayra Kilfoy-Flores was interviewed about the issue by Channel3000, stating "*Candidates providing a video is not going to be sufficient. There needs to be actual community exchange. The community needs to be given an opportunity to interact with these candidates so we can get an idea of who they are as people.*"

<https://www.channel3000.com/there-needs-to-be-actual.../>

As OIR pointed out, this is all the more important in Wisconsin cities since, unlike cities in most states, police chiefs here basically can have lifetime tenure, rather than serving fixed terms.

It's also shocking that you have selected Portland Deputy Police Chief Chris Davis as a finalist and believe him suitable to be Madison's Chief of Police. You should examine what a candidate has done, not just their pretty words to you. In 2002, Davis participated in a controversial officer-involved fatality, precipitating major protests by Portland's Latinx community and mental health and civil rights advocates. Later, when Davis headed the Portland Police Bureau Internal Affairs Department, it had a deserved reputation of covering up misconduct. Then in 2014, Portland Police Lieutenant Rachel Andrew filed a \$300,000 civil rights lawsuit against Davis, Chief Reese, and the Portland Police Bureau for retaliation after she investigated Davis for misconduct. More recently, under Deputy Chief Davis' leadership, the Portland Police Bureau became a poster child for brutal mishandling of protests, and was found to be in direct violation of a federal restraining order regarding use of force against protestors. Davis has advocated practices like police in riot gear charging at crowds of protester to scare and disperse them, use of a wide variety of nonlethal munitions against protesters, slashing the tires of protester's cars, etc.

His approach and mentality would never be accepted by Madison community members, and would exacerbate unrest here. That you chose Davis as a finalist seems to show a fatally flawed process. The most charitable explanation is that you're not doing adequate independent investigations into candidates but just relying on the materials submitted (i.e., how the candidates present themselves). This is what happens when a commission operates in the dark as you currently appear to be seeking to do. Please allow the community to

properly engage, vet, and provide input on these finalists.

Sincerely,

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Esty Dinur

From: [David Sterken](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: Please have transparent interviews with community involvement before selecting a new police chief
Date: Sunday, December 6, 2020 5:24:01 PM

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

“Dear Police and Fire Commissioners,

The current process for choosing a new police chief does not adequately allow for community input, and therefore the PFC should not finalize its decision on a new chief on Wednesday, December 9th.

Specifically, conducting closed-door interviews in which community members cannot participate goes against the recommendations in the OIR Report and those of the Ad Hoc Committee. Releasing presumably edited 35-minute videos of each candidate answering canned questions is not the same as allowing the community to participate in interviews. And releasing these videos to the public on the very same day that the PFC will be finalizing its decision means that the public will not be able to voice their responses to these videos before the new chief is chosen. I have to assume that you already recognize this fact, however, and therefore that this timing was chosen intentionally in order to circumvent community input.

I ask that you delay the final decision on a new police chief and allow for transparent interviews to be conducted in which community members can directly participate and ask questions of the candidates. I am aware that I will not be the only person asking you to make this change. Although delaying the final decision would mean admitting that you made a mistake in the process you designed, I hope that the numerous messages you will be receiving about this will make it clear to you that we, the community, have already recognized the mistake you made. If you push forward with this decision as planned, the community will know that they were left out of the process at the most crucial point, and this will undermine the community's trust and the effectiveness of any new chief.

Sincerely,
David Sterken”

From: [leslie vanhierden](#)
To: [Police Chief Search](#)
Subject: Oh HELL NO!
Date: Sunday, December 6, 2020 6:23:38 PM

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

We don't need an authoritarian killer cop – Portland Deputy Police Chief Chris Davis – as Madison Police Chief!
That would be utterly unacceptable to the Madison community.

Leslie VanHierden

From: [Merle Sternberg](#)
To: JRousseau@strangpatteson.com; [Police Chief Search](#)
Subject: Comments before you make a final decision
Date: Sunday, December 6, 2020 8:08:35 PM

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

Hello,
My name is Merle Sternberg and I live in the city of Madison.

Before you make a decision about who you plan to hire as the new Police Chief, I strongly feel that the Madison public has a chance to weigh in on your decision.

We are interested in learning about the candidates backgrounds, outlook on policing and commitment to training police on de-escalation and stopping racial profiling of Blacks and people of color.

Equal treatment of citizens of all races must be a priority for the new chief.
I hope the new chief will be open to alternatives to how people with mental health issues are perceived and how such calls could better be addressed by mental health professionals.

This is an extremely important position and Madisonians should be able to learn about the candidates you are considering.

Sincerely,
Merle Sternberg

From: [Mary Vernon](#)
To: [Police Chief Search](#)
Subject: request for community input on the finalists before you select the next police chief
Date: Sunday, December 6, 2020 9:19:09 PM

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

I am among the many Madison residents who believe it's important that you seek community input and thorough vetting of the finalists before you select the next Madison Police Chief.

I have been a Madison resident, homeowner and taxpayer on the near west side since 1984. As a resident I believe it's critically important for our next Police Chief to have an impeccable record of earning the respect and admiration of ALL of the residents he serves. That's what will create the maximum security in our community, and it's also someone we can all be proud to support. As a longtime taxpayer who funds the police chief's salary, I also strongly object to a finalist who has a record of terrorizing peaceful protesters, covering up police misconduct, violating a federal restraining order, and being named in a civil rights lawsuit for retaliating against a fellow officer who investigated him for misconduct. A person with such a record is not someone deserving of my support. In my opinion, naming such a finalist calls into question whether the PFC has justice, fairness, equanimity and skillful policing as high priorities for our city police. If these are high priorities, you will select a new chief who exemplifies those qualities.

I urge you to provide the time and opportunity for the Madison community to engage, vet and provide input on the finalists for this key Madison Police Chief position. Such opportunity will be respectful of those footing the bill as well as helpful to your own careful and thorough consideration of which candidate will be the best choice.

Sincerely,
Mary Vernon

From: [Kenneth Felz](#)
To: [Police Chief Search](#)
Subject: Fwd: Police Chief
Date: Sunday, December 6, 2020 10:36:05 PM

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

To the PFC,
I have been a long time resident of Madison and have interests in the health and well being of our community.

At this time in our history it seems that the values of a police chief are more critical in shaping the philosophy and activity of our police department.

I am aware that the finalists names are public record and a modest amount of comments have been shared in the press. I suspect there is more to know through searching and reviewing their previous positions.

I appreciate that two groups of police activists have asked for a more transparent process.

It is my understanding that they are doing final interviews on Tuesday. It is my understanding that our last chief, Koval, resigned September of 2019. A year has passed. The process needs to be completed in a timely manner and could also be delayed for more transparency.

I have not followed the story closely and did hear that the PFC was running into trouble due to prolongation of the process.

It is my understanding that each will have a 35 minute interview that will be taped and made available to the public.

I wonder what can be done at this late stage in the process to make the process more public. In my administrative roles I have seen significant changes in the final days of a hiring process. I have seen clear reason prevail and at other times be ignored.

I applaud your attempt to be that clear voice of reason

Black lives do matter. People of color come in a variety of shades and suffer varying degrees of discrimination. I would hope our future police chief could manage the unique issues of all black and brown bodies.

The police are the front end of our "justice" system. They are part of our systemic racism and need to have all aspects of their being scrutinized. Hiring, training, discipline, promotion, procedures all need to be addressed.

When the leadership is "right" then we have a chance at getting the rest of it right.

Thank you for taking the time to address the system

Ken Felz

|