

Jenna Rousseau

From: Gregory Gelembiuk <gwgelemb@wisc.edu>
Sent: Monday, September 30, 2019 6:08 PM
To: Jenna Rousseau
Subject: Recommendation from OIR Report on selection of MPD Chiefs

Dear Jenna Rousseau,

If you could forward this e-mail to the members of the PFC, it would be greatly appreciated.

Thank you,

Dr. Gregory Gelembiuk

Dear PFC members,

It appears that you will soon be embarking on a search for a new Chief for the Madison Police Department.

I am a member of the Madison Police Department Policy & Procedure Review Ad Hoc Committee, and I thought I would write you to note a recommendation from the OIR Report (OIR recommendation #140) that becomes relevant at this juncture. The specific language below, conveying the recommendation and the rationale for the recommendation, has been adopted by the Ad Hoc Committee for inclusion in our final report (which should be coming out in a couple weeks).

Recommendation: While retaining the ultimate determination on select the Chief, the PFC should consider ways to involve the Madison community in the process for selecting the Chief through community panels and interviews. [OIR 140]

Discussion: President Obama's Task Force on 21st Century Policing recommends that law enforcement agencies establish civilian oversight mechanisms within their communities. Increasing community involvement is an important way to increase trust and reduce alienation and misunderstanding between the community and law enforcement.

There are several methods communities can use to promote community involvement, and one of those ways is to involve community members in the selection of the Chief of Police. Other recommendations in this report address other methods, such as the establishment of an independent monitor and a civilian review board, and community input into formulation of Departmental policy. Community input into such decisions is one of the defining characteristics of true community policing. For example, as Lincoln, NE Public Safety Director Tom Casady notes:

Ultimately, citizens should be involved in major decisions that a police department makes. For example, election of a police chief, major promotions, important policy questions and oversight of the police. That's what we practice here in Lincoln and I think that's what distinguishes us from other cities that claim to be practicing community policing.

The Madison Police and Fire Commission (PFC) is a five-person board whose members are appointed by the Mayor. Pursuant to state law, the PFC is responsible for selecting a Chief of Police when a vacancy occurs. The PFC controls the application process, which traditionally has involved interviews between the PFC members and candidates. Currently, there is little community input or effort to engage the community in the selection process. While the PFC is appointed to represent the community, the perspectives of PFC members may not fully represent the perspectives and knowledge of community members. Members of communities most impacted by policing are likely to be underrepresented in PFC appointments. Moreover, Chiefs exercise a great deal of power and autonomy, and the law requires a finding of cause to remove a Chief from office. The practical effect of the law is that a Chief can serve as long as s/he wants even if the community decides a Chief is not serving its best interests. Thus, an absence of community input during the selection process is problematic.

In selecting a new Chief, OIR suggests that the PFC should find a range of ways to solicit input from the broader Madison community. For example, the interview process can provide one opportunity for meaningful public input and engagement. As OIR notes: *"A number of jurisdictions have recently included a public component to the Chief selection process in which community panels are provided the opportunity to ask questions and engage with the final set of candidates."*

MPD takes no position on this recommendation. The PFC does not oppose this recommendation. The Ad Hoc Committee strongly endorses this OIR recommendation.

Here are some characteristics that I, personally, would like to see in a new Chief:

- Deep progressive vision for policing (and able to walk the walk on this, and not just talk the talk)
- An innovator
- Deep commitment to problem-oriented policing (someone who would tap the wisdom of Herman Goldstein and other experts in this area)
- Open to deep and honest two-way dialogue with the community, including listening and taking to heart the voices of those most impacted by policing
- Commitment to fundamental principles of true community policing (including community engagement as opposed to an overemphasis on public relations approaches)
- Deep commitment to public health approaches to addressing crime
- Commitment to embracing evidence-based practices
- Someone who would work to maintain accountability in the Department
- Someone with the character to serve as Chief of Police for all of Madison, rather than as Champion of Police
- Someone who would work to ameliorate negative impacts of policing
- Someone who would work to ameliorate racial disparities
- Someone who would seek to reduce use of force wherever feasible, and particularly use of deadly force
- Someone who would embrace civilian oversight (including the proposed Independent Monitor)
- Interested in learning from international models for public safety (e.g. Scotland, Finland, etc.)
- And of course, someone willing to implement, in full, the recommendations of the Madison Police Department Policy & Procedure Review Ad Hoc Committee

I also believe it would be beneficial to conduct an external search for the best talent (rather than confining the search to members of MPD).

Sincerely,

Dr. Gregory Gelembiuk

Jenna Rousseau

From: Sonja Markiewicz <noniej1949@gmail.com>
Sent: Tuesday, October 1, 2019 11:11 AM
To: Jenna Rousseau
Subject: Madison Police & Fire Commission

Good morning.

As a lifelong (70 years) resident of Madison I would like to express my concern over the management of our Police department. My city has changed radically during my lifetime and I am not confident that the Department has been run wisely. Our two most recent Chiefs of Police, Noble Wray and Mike Koval, are both superior human beings and both have effectively been driven out of their appointed positions. Both have been highly thought of, respected and appreciated for their contributions to our community. I admire them both and am heartsick that once again, due to lack of co-operation by the city, we have lost yet another precious asset. What will it take to end this travesty? What is the Commission able/willing to do to allow our Police Dept. to run effectively? Madison is nothing like it used to be and our safety and protective services must be updated. Our police and firefighters cannot function with their hands tied behind their backs.

Thank you for your time.

Sonja J Markiewicz

Jenna Rousseau

From: Angela Lei Cleary <angela.lei.cleary@gmail.com>
Sent: Thursday, October 3, 2019 2:38 PM
To: Jenna Rousseau; nia_trammell@yahoo.com; fabiolahamadan@gmail.com
Subject: PFC/search for a new chief

Attorney Rousseau, I would ask please if you could forward my letter to members of the PFC who do not have publicly available emails, thank you in advance.

Dear Madison Police and Fire Commission,

We are facing crisis world over, and today I am writing you about one of the most urgent- the crisis of leadership. I am writing you today, community leaders, to ask you to take many things into consideration as you are now harnessed with a decision which will affect the lives of hundreds of thousands of people. As a matter of fact your choice could have a ripple across the country and possibly even the world. Madison has long been a beacon of change, and unfortunately so much change in recent times has set our society back, not moved us forward. I am asking you, the five members of the Madison Police and Fire Commission, to please listen to the facts, please look to the future as you select a new chief of police.

Police Chief Koval announced his retirement this week. He became Chief in a time of crisis, and is departing leaving the department in the mire. The irony fell upon me as I was researching to write this letter, that the Madison Police Department is currently battling the same battles that it was fighting 50 years ago today- excessive use of force, discrimination, heavy handed leadership and disdain for community input. During the summer of 1969 our country was in crisis. War protests were everywhere, race relations were inflamed, former President Nixon would soon be impeached for corruption, as is our current president under investigation. The parallels are uncanny.

During those tumultuous times, Madison Police Chief Wilbur Emery felt that a the stronger the police force the better. In May of 1969 approximately 500 students gathered on Mifflin Street. What started as a noise complaint answered by three police escalated to 8 police returning in riot gear. It wasn't until after the police in riot gear arrived that an actual riot started, a riot that lasted for three days.

The following is an excerpt from "Madison In The Sixties, Topical tales of Madison's influential people and critical events from long ago," by Stu Levitan citing then Mayor Dykes three person panels' findings on the Mifflin Street Riot:

"The "greatest factor in causing the confrontations and disorders," it finds, was "the underlying antagonism which existed" between Mifflanders and the police. The fact that residents knew that police had allowed the "more conventionally dressed students of the Langdon-Gilman Street area" to have a block party just the week before "added to the prevalent belief of unfair discrimination." Police chief Wilbur Emery testified his policy is to respond immediately with overwhelming force, even before it's needed, as a deterrence. But that first Saturday in May, the report indicates, it might have been a provocation. While finding that police "did not resort to the use of tear gas until they had been pelted with missiles," the commission still implicates police policy in the Mifflin riot: "The second additional precipitating factor was the bringing of police attired in riot gear into the Mifflin Street area before there had been any actual violence." Once the violence began, the report states, "Training proved inadequate in the case of certain few officers, who during the disorders engaged in beatings, improper use of riot sticks and indiscriminate and improper use of tear gas. More and better training in this field is needed." A citizens' group issues its own report, warning that "Madison has cause for concern [over the] serious rift [that] exists" between youths and police. The mayor and city council take it all under advisement."

That report came out the last week of September 1969. On September 26th, 1969 a bomb broke the silence of the early morning at the National Guard Armory on Wright Street, damaging the Dane County Sheriffs gear- intended for 300 members of law enforcement to use in riot-control training. Also that week, Madison's Police Union got the first ever two year contract with the city, assuring Madison police would be the some of the highest paid officers in the country. Officers would also earn double pay for all shifts over twelve hours. Despite crime decreasing in Wisconsin's other large cities, crime was up 9% in Madison, in addition to the frequent protests.

Fast forward to 1972 -the Vietnam war was still being waged and Nixon had ordered the infamous break in at the Watergate building. In 1972, Madison would turn a page for the better, sealing its place in history as a city that truly wanted peace. Chief David Couper revolutionized policing in Madison, and instead of attacking protesters, he gave them safe spaces. He hired women, gays and people of color to bring balance to the force that had been historically white and male. Couper served Madison longer than any other Chief. The Mifflin Street Riot became the Mifflin Street Block Party. In 1979 another profound moment in policing was pioneered in Madison. UW professor Herman Goldstein developed a policing strategy called "Problem Oriented Policing," which is regaining steam as one of the best policing methods in modern times.

Madison remained mostly peaceful until 1996, when once again Mifflin Street became a riot. That year party had been mostly uneventful throughout the day, but into the evening a bonfire was lit in the street. The firetruck that came to put out the fire was pelted with bottles by the raucous crowd, and mayhem ensued. Soon another long time Madison Street party began to take the ire of the city, Halloween on State Street. The party hit its crescendo in 2005 with as many as 100,000 attendees, and it was absolutely out of control. Then Chief Noble Wray was lauded for getting the party back under control in the years after. This would not be the last big story of Wrays career. In 2007 Ronald Brandon was shot by Madison police Officer Matt Kenney, at the time it raised few eyebrows. Brandon had a pellet gun, he was suicidal at the time, and despite Matt Kenney having received that information via 911 forty seconds before- he still took Brandons life. It wasn't until November of 2012 that Madison was gripped by the police shooting of Paulie Heenan by officer Steven Heimsness. Chief Wray retired in 2014 mostly due to the controversy of the Heenan case.

During the search for a new chief to replace Wray, people wanted "More of Wray," despite others feeling that He had not been a good manager. Wray failed to make promised changes and did not promote women to meaningful positions. The selection of the new chief was arduous, while many citizens voiced their opinions and petitioned for Micheal Scott, the Police and Fire Commission chose to go with Mike Koval who had been training Madison police officers for years.

It would not be long until Koval encountered controversy in his new position as chief. Just short of a year into Koval's tenure Matt Kenney shot and killed another citizen in a questionable manner. Tony Robinson was killed on March sixth, 2014. This time officer involved shootings were on the national dashboard. This time Kenney's actions were much more suspect. This time the city had enough. On June 18, 2014 at Kovals first public meeting with citizens and activists Koval went from yelling to crying when presented with the fact that from 2003-2013 MPD had more deadly force incidents per capita than New York City. Three other people with known mental illness issues were shot by police under Kovals watch. I won't even get into the constant issues that Koval's behavior caused. His blog posts are unprofessional and unhinged. His demeanor was erratic and frightening for many citizens. I know I have mentioned many things you all are well aware of, I am not going to attempt to summarize his years of simply bizarre behavior.

In an interview with the Capital Times, Koval, regarding his abrupt retirement, still could not let go of his need to maintain power and control, his desire to hold the city captive. "Interestingly enough, some who would decry, "Well once we can get Koval out the door is a brand new ballgame," I got news for you. I've hired (every commissioned officer) but two. I would like to believe that since I'm committed to our mission, our goals and our values, that they too share a common mission, goal and values. The commanders I have put in place have been hand selected. The leadership of tomorrow is basically then all of my promotions."

The future is in your hands. What kind of leader do you want to be? What kind of legacy do you want to lead? What mark would you like to leave on Madison? Do you want to make the best decision for the black and brown kids growing up in Madison or do you want to continues Kovals mission of rank and file? Crime was dropping until Koval.

We do not want "more of Koval."

This is what we want:

- *Deep progressive vision for policing (and able to walk the walk on this, and not just talk the talk) *An innovator
- *Deep commitment to problem-oriented policing (someone who would tap the wisdom of Herman Goldstein and other experts in this area)
- *Open to deep and honest two-way dialogue with the community, including listening and taking to heart the voices of those most impacted by policing
- *Commitment to fundamental principles of true community policing (including community engagement as opposed to an overemphasis on public relations approaches)
- *Deep commitment to public health approaches to addressing crime
- *Commitment to embracing evidence-based practices
- *Someone who would work to maintain accountability in the Department
- *Someone with the character to serve a Chief of Police for all of Madison, rather than as Champion of Police
- *Someone who would work to ameliorate negative impacts of policing
- *Someone who would work to ameliorate racial disparities
- *Someone who would embrace civilian oversight (including the proposed Independent Monitor)
- *Interested in learning from international models for public safety (e.g. Scotland, Finland, etc.)
- *And of course, someone willing to implement, in full, the recommendations of the Madison Police Department Policy & Procedure Review Ad Hoc Committee (Thanks to Dr. Greg Gelembiuk for the talking points & tireless research) Thank you for taking the time to read my letter. The misconduct of MPD has deeply affected my life personally, the layers of trauma inflicted on myself and my family and friends are too many and too complicated to even attempt to express. This letter is about me in many ways, but mostly it is about my desire to prevent others from having their lives shattered by people who are supposed to serve and protect.

It is my belief that in order to have healthy communities we must have healthy police.

Respectfully,

Angela Lei Cleary

Jenna Rousseau

From: David Couper <davidccouper@gmail.com>
Sent: Friday, October 4, 2019 10:22 AM
To: Jenna Rousseau
Subject: Seeking a Chief of Police

Ms. Rousseau,

I would like to call the Board's attention to my recent blog in the subject of police Chief selection:

<https://improvingpolice.wordpress.com/2019/10/01/on-seeking-a-chief-of-police/>

I served as the city's chief of police for two decades and have actively watched, commented, and taught the importance of continuously improving our nation's (and city's) police.

I wrote "How to Rate Your Local Police" In the 1980s and updated it in 2015. A free download link is available on the above blogsite. If you want hard copies of the book and/or my 2012 book, "Arrested Development," which gives some history on the MPD, I would be happy to provide them to you and the Board. (<https://m.barnesandnoble.com/w/arrested-development-david-couper/1110839515>.)

When the time is appropriate for public input, I would like to address members of the Board. What I have to say, along with my colleague retired Chief Wray, may be of great help to you during this most important book public process and for the future health and safety of this great city.

--

The Rev. David Couper

5282 County Road K
Blue Mounds, WI 53517
Cell (608) 444-7207
Evenings (608) 924-9922

- *"Let justice roll down like waters, and righteousness like an ever-flowing stream."* -- Amos 5:24
- *"What is required? "To do justice, and to love kindness, and to walk humbly..."* -- Micah 6:8
- *"First they ignore you, then they laugh at you, then they fight you, then you win."* -- Gandhi

Jenna Rousseau

From: Police Chief Search <PoliceChiefSearch@cityofmadison.com>
Sent: Tuesday, December 10, 2019 12:39 PM
To: Jenna Rousseau
Subject: FW: Hello PFC

From: Bishop, Byron
Sent: Tuesday, December 10, 2019 12:38:30 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Hello PFC

Having served on the PFC for seven years, I understand what you are going through and sympathize with you on this journey. My thoughts are for the next Chief are these;

1. Recruit personality first – MPD needs a leader that is passionate for our community but also can show grace and compassion to the Dept. they will serve.
2. My thoughts for years is because of the difficulty policing is having nationwide, a person that understand the need to going back to more community relational policing that was done back in the 80's and prior might be one thing from the past that actually worked we can use again.
3. Recruiting diversity is always a value the City makes as a priority. We have failed in this in our leadership roles for many years. We no longer wish to fail at this and want to put our \$\$\$ where our mouth is, you all can help us be a leader in this process by looking at qualified women and people of color to lead this Dept.
4. This person should be a seasoned professional administrator, someone who has 5-7+ years of law enforcement executive management/leadership
5. Degree is policing, public safety, business, public administration w/ emphasis of personnel law personnel management a plus.
6. (NEW MPD BRAND) can heal relationships and rebuild trust within the community. We need a creative innovative thinker regarding policing, that is willing to engage the community whenever possible.

Good Luck – Let me know if you need my help or my staff.

Thank You,



Byron Bishop
City of Madison Department of Civil Rights
Equal Opportunities Division Manager
210 Martin Luther King, Jr. Blvd - Rm.523
Madison, Wisconsin 53703
Tel 608 266-4910 • Fax 608 266-6514

Email bbishop@cityofmadison.com

Web <http://www.cityofmadison.com/civil-rights>

Report A Problem <https://www.cityofmadison.com/civil-rights/contact/report-discrimination>

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Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Thursday, December 12, 2019 9:56 AM
To: Jenna Rousseau
Subject: FW: Public input

From: Lance Wilde
Sent: Thursday, December 12, 2019 9:55:24 AM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Public input

Hello, I believe you were soliciting my opinion.

I would hope that the next police chief will go easy on victimless crime (prostitution, marijuana, vagrancy).

I am a working class homeowner, so I am in favor of keeping costs down.

Instead of adding more police, I would encourage the next chief to involve the public more in neighborhood watches. I am also in favor of surveillance cameras in areas with gun violence.

Thems my 2 cents. Thanks, Lance W 4102 Drexel Ave Madison

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Thursday, December 12, 2019 9:56 AM
To: Jenna Rousseau
Subject: FW: Madison's New Police Chief - my suggestions
Attachments: Chief Of Police_questionnaire_PFC Public Statement.pdf

From: Bobbi Thornton
Sent: Thursday, December 12, 2019 9:55:34 AM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Madison's New Police Chief - my suggestions

RE: The Board also invites written comments from the community regarding what the Board should be looking for in the next Chief of Police

I will only say that I hope you choose an approachable chief. Mike Koval was a very special chief in my opinion. Whenever I contacted him about something that concerned me or whenever I thanked him for anything in particular, Mike always responded to me immediately. I was very sad when he resigned – he was great. I just hope someone equally as approachable as Mike was will be chosen. Much luck to you in your search. It's too bad Vic Wahl cannot be chosen but he told me at the last Coffee with a Cop session at Warner Park that he cannot be the full time chief as he does not reside in Madison.

Roberta (Bobbi) Thornton
1624 N. Golf Gln. Unit F
Madison, WI 53704
6058-249-1853

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Saturday, December 14, 2019 6:18 PM
To: Jenna Rousseau
Subject: FW: Thoughts from a Life-Long Madisonian

From: Maxwell Horne
Sent: Saturday, December 14, 2019 6:17:48 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Thoughts from a Life-Long Madisonian

Hello!

First of all, let me say I'm thrilled to see that my beloved city is considering the opinions of its constituents as they pertain to the important characteristics of a police chief. Though we are mostly, no doubt, misinformed about the nuance of choosing a great leader for our police force, my take, as a war veteran, observer, ardent traveler, and real estate investor in Madison/DeForest, is as follows:

We need a police chief who enforces the laws which matter most. While crime may or may not be on the rise in Madison (I'm sure it's declining, overall), it is no doubt the case that a growing amount of our violent/theft related crime can be associated with criminals from Chicago. I used to work as a maintenance technician in section 8 housing on the east side of Madison, Meadow Park off of Milwaukee St and Hwy 51, and Terrace East off of Cottage Grove Rd and Hwy 51. A disproportionate number of their residents are from Chicago, and an even more disproportionate number of the residents who threatened my life (ie: both times) were from Chicago.

Our city gets a reputation for being soft, because we are a calm, professional demographic of decent people who, by and large, are not familiar with violent, threatening adversity. If we want to keep it this way, and keep Madison from becoming as much of a shitshow as Chicago, Beloit, Janesville, Rockford, Racine, Kenosha, and Milwaukee, we need to either enforce the law, arrest and/or render incapacitated people who threaten our decent city, or get out of the way and let our residents do so for themselves.

Madison, as far as I'm concerned, is on the chopping block. If it goes the way of Chicago, or even begins to, it's only a matter of time before people like me jump ship (I want no part of a city which both inhibits my ability to defend myself and doesn't fulfill its obligation to defend me in lieu of self defense) investors and businesses jump ship or stop investing, property values go down, taxable wages and sales go down, and this once great city is reduced to a harbor for criminals, much like Chicago has become as of late.

Do it now preventatively, or do it later reactively. Enforce the law and the will of our people.

Thank you,

--

Maxwell Horne
608-515-9200

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Saturday, January 11, 2020 11:39 AM
To: Jenna Rousseau
Subject: FW: New chief

From: Sharon Irwin
Sent: Saturday, January 11, 2020 11:38:47 AM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: New chief

Hello:

the new chief of police has to be somebody who's geared toward the future and not the past. Who looks at transparency as a way to to get the community trust. Understands that the is a chief of police not only for the police force but the people of Madison as well. Was not afraid to stand for the changes that are coming even though he knows it's difficult to be a part of the community rather than to isolate and train to kill.

We are moving into change and we must do it together as a team. Assistant chief of police John Patterson is a prime example of the leadership we need. The officers themselves need to feel safe enough in their work environment to be able to express the stress without fear. The chief must foster that kind of respect.

Sincerely,

Sharon Irwin-Henry

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Tuesday, January 14, 2020 11:10 AM
To: Jenna Rousseau
Subject: FW: submitted input for police chief search criteria

From: Elizabeth Thompson
Sent: Tuesday, January 14, 2020 11:09:40 AM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Cc: Despain, Joel
Subject: submitted input for police chief search criteria

To whom it may concern,

I am providing input as to criteria that I would like to see applied in the search for a new police chief for Madison.

I am an informal member of the west side Madison Good Neighbor Group and have attended several of their activities featuring police speakers. I have also attended the MPD's mini academy in April 2019 and have read documents related to the MPD's recent audit and MPD's response. In my personal research, I have also read books on the history of policing in relation to the Chicago Police Department.

I have a strong background in communications, (including writing an online trade paper on evaluating and developing competencies), and so many of my preferred criteria reflect that. Related points are grouped together in the list below. I would like to point out that comfort with technology #14 and related legal issues is listed near the end but is actually quite important.

Should you need to contact me with any further questions, please feel free to e-mail me or contact me by phone. I have also CC'd Joel Despain on this e-mail. We have communicated in the past and he might find these points interesting.

Thank you for your time and good luck in your search for a new police chief.

Respectfully,

Elizabeth Thompson
318 Island Drive #16
Madison, WI 53705
608-231-2598 (phone)
608-335-6048 (cell phone)
indigo2u@att.net (e-mail)

MPD Police Chief Search – Competencies and Qualities

1. Integrity, honesty, and the ability to build trust on all levels through outstanding communication, transparent operations, and follow-through actions. A leader who understands and can cite experience in leading through his or her own example and has third-party references to such extent.

2. Accurate observation of details and facts. Ability to communicate facts objectively and without spin or rhetoric to fellow officers, elected officials, the media and the general public. Candidate has a grounded and balanced perception of reality and his or her role within the police department and the greater Madison community.
3. A leader who is seeking the challenge of this position because it is the natural next step in his or her career. This, as opposed to someone who is leaving their position because of unresolved issues or disputes (with the exception of budget and resources which is a common complaint). The MPD and especially the executive team need to have someone at the helm that they can trust and easily work with without a lot of baggage from past positions. The ideal candidate will be able to pass a five to ten-year background check on this item.
4. Strong background and expertise in conflict resolution and de-escalation techniques in police civilian interactions/altercations. Understanding of and training in modern social issues impacting policing including drug addiction, mental illness, homelessness, poverty, gang activity, lack of gun control and community policing. Complete support and commitment to advances MPD has already made in these areas and advocacy for continued funding of activities and training for police officers.
5. Continual self-awareness of emotional state. Knowledge of employee burnout and its preliminary signals. Understanding of how to focus on department objectives/priorities and avoid being overextended with secondary commitments (such as well-intentioned invitations from the public and media interviews). Engagement in practices to maintain emotional balance and reduce job stress. Examples might be effective delegation, daily meditation suited to the individual, exercise, cognitive behavioral therapy, tracking of hours outside of normal shift duty, taking necessary vacation time, etc.
6. Support of other officers engaging in practices mentioned in #5.
7. The ability to be fair and impartial in administering justice without bias and to be able to constructively receive feedback from elected officials and key community groups without being overly influenced, intimidated, or defensive about by their requests.
8. The ability to manage developing situations and walk back comments when new information becomes available. To promote the perception that the MPD takes responsibility and is accountable for its actions. The ability to respond in an emotionally appropriate manner including the ability to sincerely apologize or extend compassion. In Madison, it is important to understand what it means to “walk in another person’s shoes” and see things from their perspective.
9. The ideal candidate pays attention and follows the wisdom and advice of the MPD DPI and executive team in communicating with the public. He or she waits for appropriate data before responding to controversy. Understands the speed, power and influence of social media, and with the DPI, creates an enlightened strategy of response.
10. Steller record of service and leadership at a similar size or larger police department. The ability to learn from and build upon past experience and mistakes. The ability to transmit this knowledge/wisdom to other officers in an easy-to-absorb manner and facilitate communication and reflection so that policies are kept up to date and mistakes are avoided.

11. An understanding of how and when to administer discipline within the department. To put the department's reputation and trust above that of officers or employee whose actions are in question or being investigated regardless of the chief's emotional attachment to that individual or group of individuals. Understanding that the public's trust is paramount to being able to effectively police the community.

12. An understanding of mechanisms to eliminate police corruption and perceived police harassment. Open to routine auditing of the department and updating of policy when necessary.

13. The ability to steer the MPD to effectively evolve, adapt, and advance based on feedback from the MPD executive team, officers and employees from within the department, national trends of what other police departments of similar size are doing, and feedback from the general public and their elected officials.

14. The ideal candidate is a person who seeks and enjoys learning new technologies that can assist the department in improving its performance and quality of service to the public. He or she is comfortable in learning new computer skills and applications. Also: Understands the Dark Internet and its role in facilitating crime and vice. Understands and appreciates privacy and ethics issues in regard to surveillance and use of technologies including video footage, body-cameras, and communications/records. Has mastered constitutional and state law requirements of what is required to legally obtain records for use in investigation and evidence including online searches of private social media profiles. Has a willingness to stay on top of this issue.

15. Supports the MPD's past record of achievement and current endeavors in community education and outreach. Enjoys talking with the public including youth and children and answering their questions and concerns about policing.

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Wednesday, January 15, 2020 10:37 PM
To: Jenna Rousseau
Subject: FW:

From: Sven Midelfort
Sent: Wednesday, January 15, 2020 10:37:06 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject:

To whom it may concern, as a former mental health therapist for many years, and a Dane county crisis intervention worker for 4 years in the 70's, I would recommend that the future Chief of Police have had some therapy, counseling, mental health experience as well as conflict resolution experience. S/he should also, of course, have leadership experience within a law enforcement department in setting and realizing goals.

If you have further questions, please contact me.

Sven Midelfort

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Tuesday, February 25, 2020 11:01 PM
To: Jenna Rousseau
Subject: FW: Madison Chief of Police

From: kim.richman@outlook.com
Sent: Tuesday, February 25, 2020 11:00:57 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Madison Chief of Police

My name is Kim Richman. I'm a lifelong Madison resident (64 years) except for a few years away for school.

We've had some great Chiefs, but Chief Koval was the best the City of Madison has ever had. Due to politics in Madison, which is NOT supposed to be any part of law enforcement, Chief Koval left his position. The officers liked and respected him, yet the mayor didn't like his style because of political pressure.

For our next chief, we need somebody like Chief Koval. PROactive NOT Reactive. Somebody who will fight the mayor for more law enforcement officers and support. Somebody who will put officers in neighborhoods to meet people so they know them socially, not just professionally.

I trust the Commission will act in a professional NON-POLITICAL fashion and do the right thing.

Thank you.
Kim Richman
Madison

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Wednesday, March 25, 2020 8:58 AM
To: Jenna Rousseau
Subject: FW: Don't move forward

From: Konkel, Brenda
Sent: Wednesday, March 25, 2020 8:57:23 AM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Don't move forward

I can't believe after waiting 6 months and giving hardly any information to the public about what is going on with the police chief hire, you are moving forward among the chaos. Please wait 2 - 3 months more before moving forward with this search - allowing the public to adjust to our new reality and give yourselves a chance to break through the noise at the moment. If you do not wait, the search process will be suspect and many will be left out of this very important process.

The department is in much better hands with Acting Chief Wahl, than the former chief. There is no need to rush.

Brenda Konkel
Chair, Public Safety Committee

--

Yes, be kind. AND assume good intentions.

Questions are not criticisms, they are simply requests for information in a world where information is in short supply and often incorrect.

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Monday, June 1, 2020 10:00 PM
To: Jenna Rousseau
Subject: FW: Police Chief Criteria

From: Nicholas Davies
Sent: Monday, June 1, 2020 9:59:28 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Police Chief Criteria

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

Hi,
Madison residents' relationship with police has long been a complex one. People of different backgrounds have very different experiences with the department. All too often, police have used excessive force, resulting in injury and death. So the protests this past weekend haven't just been in response to murder of George Floyd in Minneapolis, they're about our police too.

Unfortunately, Madison officers under the leadership of acting chief Victor Wahl showed up to these protests in riot gear. Rather than deescalating tensions and cooperating with protesters to stop and address property damage, these officers escalated and prolonged the situation. They used chemical weapons upon Madison residents. Regardless of who these chemical weapons were "aimed" at--peaceful protesters or aggressive infiltrators--they hit bystanders, journalists, street musicians, people lawfully in their own homes, and so on.

These atrocities won't be forgotten anytime soon. The officers responsible--and commanders--have taken a fraught relationship with the community and outright broken it.

Therefore with that background in mind, I see these criteria as imperative in the search for a police chief:

1. It must not be Victor Wahl. I have yet to find out who authorized the use of chemical weapons, but ultimately he is responsible. The events of this weekend show little regard for human life, and that makes him unfit for the position.
2. Our next police chief must condemn the use of chemical weapons and reject paramilitary supplies. Our officers must in no way look or act like an occupying army.
3. Our next police chief must be trained in deescalation and be prepared to hold officers accountable when they choose to escalate a situation instead.
4. We must prioritize candidates from the backgrounds that have experienced the brunt of police violence in our community.

Thank you for listening to community input. I hope you find someone soon, because Victor Wahl doesn't deserve to continue acting as chief.

Sincerely,
Nick Davies
414 N Segoe Rd 58B

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Tuesday, June 2, 2020 9:31 PM
To: Jenna Rousseau
Subject: FW: New Police Chief

From: Natalie Punzel
Sent: Tuesday, June 2, 2020 9:30:42 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.

Hello-

I was told that you could submit feedback electronically in regards to fulfilling the new Police Chief position in Madison, WI.

I was wondering if there was any thought into keeping the current Interim Police Chief, Victor Wahl as the new police chief?

I believe he has handled the interim position with integrity, grace, and transparency, especially during a time of unrest. I would like to see him take the position indefinitely, is that something that is being considered?

Best,
Natalie

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Wednesday, June 10, 2020 8:04 PM
To: Jenna Rousseau
Subject: FW: Offering input to Madison's next police chief

From: Brian Lin
Sent: Wednesday, June 10, 2020 8:02:54 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Offering input to Madison's next police chief

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

To the Search Committee,
Hi,

As a Madison resident, I was hoping to offer some of my thoughts on what our community needs in our next police chief. These are trying times for police departments with global anti-police brutality protests amidst a pandemic and we'll need someone with vision to lead Madison with new, progressive policing paradigms.

Namely, our new police chief must be part of the solution to solving racial disparities as Madison is heavily segregated, affecting how frequently these communities interact with the police and justice system. The incoming police chief must be able to work with the community within a restorative justice framework and have demonstrated experience with de-escalation training and community policing. As part of their interview, I would expect candidates to be able to speak to how they would engage with the community and handle community input and/or control, particularly regarding accountability.

Additionally, the new police chief must be able to handle a reduced budget as reallocation of police funds to other social services is happening across the country and may become a reality in Madison.

Sincerely,
Brian

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Friday, June 12, 2020 8:20 AM
To: Jenna Rousseau
Subject: FW: Next Police Chief Search

From: Bryna Ebben
Sent: Friday, June 12, 2020 8:20:06 AM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Next Police Chief Search

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

Good Morning,

Before the last couple of weeks I was always someone who felt that the police were there to protect our community. I happened to be sitting out on a patio on State Street Saturday May 30th when that all changed. I saw a group of people come on to State Street and start protesting passionately but peacefully. Shortly after a large group of cops arrived in full riot gear to force them off the street and started shooting tear gas. Me along with many other people on the street were forced to run home because we could not breathe. Shortly after I started seeing reports saying that these "rioters" were violent and police had to take action. I know that is not true since I saw this with my own eyes. It was an aggressive over escalation and attack on what were at the time peaceful protestors.

Across the nation we have seen a variety of different responses from Police Chiefs. Some defend very clearly egregious acts by their personnel and some condemn those acts. It is extremely important to me as a member of this community that our new police chief be willing to speak up when people in their department do something that endangers rather than protects citizens. It is also extremely important that this chief uses the least amount of force necessary and does not escalate rather than deescalate situations.

Thank you for your time.

Bryna Ebben

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Monday, June 15, 2020 9:33 PM
To: Jenna Rousseau
Subject: FW: Fire Matt Kenny

From: Briley Thirion
Sent: Monday, June 15, 2020 9:33:13 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Fire Matt Kenny

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

Dear PFC,

As a citizen of this beautiful city, it makes me sick to my stomach that you are still allowing Matt Kenny to be in the police force. How are you going to allow someone who has two fatal shootings in his career to continue working for our city? How can you sleep at night knowing that a man who has already taken two lives on duty, gets to put that badge on and carry a gun?

If a civilian killed two people, they would be in jail. But since it was an officer of the law that makes him above it?

How are you going to try to promote a safe community when you not only didn't prosecute him- you let him keep his job.

I would strongly urge you to fire Matt Kenny, with loss of pension, immediately.
In the wake of George Floyd- your city demands justice.

Sincerely,
A concern citizen.
-Briley

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Friday, June 26, 2020 3:32 PM
To: Jenna Rousseau
Subject: FW: End Racist Police Violence in Madison

From: Olivia Barrow
Sent: Friday, June 26, 2020 3:31:36 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: End Racist Police Violence in Madison

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

Hello,

I've been a Madison resident for almost four years. I love this city and all of the opportunities it has given me. I love exercising on the steps of the Capitol early on Friday mornings with the November Project. I love stringing up a hammock in Law Park to swing in the breeze and watch the boats and the ducks. I love biking home on the bike path at night after hanging out with friends. I love doing all of these things without ever thinking twice about whether my presence is welcome in these public spaces.

I've come to understand that Black Madisonians don't have that same privilege. For them, Madison is one huge white space, and because of the racist prejudices of our police, Black Madisonians know that simply existing in those white spaces means risking harassment, unjust arrest, or death at the hands of cops.

Knowing all of this, I still would not have thought the answer was to abolish the police as an institution, if you'd asked me two months ago. When I first heard that proposal, I balked, like most middle class Whites did. Of course, the irony is that I already experience abolition every day. In my four years in Madison, I've never once interacted with police. I live in a neighborhood that has benefited from decades of investment in live-affirming community services and economic development. And the result is a community where police are not necessary.

However, the events of the last month have convinced me that the police only exist to keep one kind of Madisonian "safe" — and that is White people like me. And we are kept "safe" by a system built around the basic assumption that Black people are dangerous criminals.

In the 10 days between when I decided to write this letter and finally found the words to say, my conviction has only been strengthened by more examples of outright racism, negligence, and inappropriate decisions by the Madison Police Department.

-
- An 18-year-old Black woman was the
- [victim](#)
- [of an unfathomable hate crime](#) and an act of terrorism by a group of white men, and when she reported it to the police, they said they were
- too busy to take a statement because they were preparing to stand around and antagonize peaceful protesters.

-
-
- Another Black woman was struck by a pick-up truck in a hit-and-run incident near UW's campus, and when MPD arrived on the scene they used pepper spray on her friends and family.
-
-
- Police made the decision to arrest a Black man who was protesting at the Capitol because he made White people uncomfortable inside a restaurant. They brought in nine officers to apprehend a Black man who was "armed" with a bat, which he was not threatening to use in a violent way. And when the man asked why he was being arrested, the police
- provided no answer, but instead pinned him down in a humiliating way. Compare that to the response to dozens of White men who brought assault rifles to the Capitol a few months ago and were allowed to protest with no hassles. The situation proves that when
- it comes to dealing with the Black community in Madison, our police force only has one playbook: assume guilt, assume aggression, and prosecute to the absolute maximum.
-

We have an unjust police force, creating unjust outcomes for Black Madisonians. This is absolutely morally wrong.

I condemn the racist violence perpetuated by the Madison Police Department. It is not the work of a few racist cops. It is the result of a system that was built to oppress Black people in order to create a comfortable society for White people by removing Black people from public spaces.

I stand in solidarity with the Black community, and the courageous leaders of Freedom Inc., Urban Triage, and the Transformative Action Network.

As you evaluate candidates for Madison's next Chief of Police, I ask that you keep in mind the eight demands laid out in the Campaign to End Violence Against Black People in Madison (a collaboration between the Dane County TimeBank Transformative Action Network and Freedom Inc.)

1. Remove all harmful punitive policies, practices, and people from school environments, including police, suspension, and expulsion.
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.

Black Lives Matter. It's past time that the Madison community proved we believe that Black lives truly matter as much as White lives.

Respectfully,
Olivia Barrow

--

Olivia Barrow
Pronouns: She/Her/Hers
Cell: 919.599.6316
obarrow12@gmail.com
www.oliviabarrow.com

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Friday, June 26, 2020 10:40 PM
To: Jenna Rousseau
Subject: FW: End Violence Against Black People in Madison

From: Nicole Nietlisbach
Sent: Friday, June 26, 2020 10:40:05 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: End Violence Against Black People in Madison

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

To: PoliceChiefSearch@cityofmadison.com.

Good Evening,

My name is Dr. Nicole Nietlisbach and I have been a resident of Madison for the past five years. I came here to pursue a professional degree and stayed because I fell in love with this city for all the reasons Madison repeatedly tops "Best Cities to Live In" and "Best Cities for Young Professionals" lists. I love the size of the city, the well-cared for and plentiful bike paths, the massive Dane County Farmer's Market, amazing food and beer, lively music and arts culture, proximity to excellent county and state parks, and most of all the "liberal" atmosphere that makes a White, gay, middle-class woman like me comfortable.

What I've come to learn as I've finally paid attention and listened to the experience of Black Madisonians, is that the version of Madison they experience does not reflect the idealised Madison I've come to feel at home in. While Madison is one of the "Best Cities to Live In" for *white* residents benefiting from white privilege, Madison actually ranks as one of the very worst places for Black residents to live in the entire country. This stark contrast exists because Madison, and the country as a whole, was built to systemically keep Black communities oppressed and uphold White privilege. You can see this in Madison from the history of housing covenants that expressly excluded black residents from buying property in Madison's affluent neighborhoods, to health care outcomes for black versus white citizens, to the disproportionate representation of Black people in the Dane County Jail. Perhaps most disturbingly, you can see this when you look at the way Black youth are over-policed in school compared to their white peers.

In the past few weeks, I've been trying to notice the many ways I've benefited from white privilege throughout my life and what it would mean to not move through this world, in this community, with that privilege. How would it affect my sense of confidence and security to be automatically seen as "other" in the majority white spaces of Madison. How would it have affected my self-worth and hope for my future to know I was automatically seen as dangerous and labelled a criminal by police and many white citizens in my own community, even as a teenager? How much physical and emotional damage would I have suffered from the stress from seeing injustice after injustice committed against people that look like me, by institutions that are supposed to protect citizens, go excused or ignored?

The last month has made it clearer than ever that the Madison Police Department is destroying rather than uplifting black lives. It is not a matter of a few bad cops, but systemic racism that must be actively fought against. As you evaluate candidates for Madison's next Chief of Police, I ask that you read and take seriously

the eight demands laid out in the Campaign to End Violence Against Black People in Madison. This campaign is a collaboration between the Dane County TimeBank Transformative Action Network and Freedom Inc.

1. Remove all harmful punitive policies, practices, and people from school environments, including police, suspension, and expulsion.
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.

Please take real, tangible action and use your power and voice to make a real difference. Stand with and invest in Black communities, not the racist policing that supports the systems of white supremacy that are insidious and pervasive in Madison. Please show us that black lives matter in Madison.

Respectfully,

Dr. Nicole Nietlisbach

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Thursday, July 2, 2020 6:53 PM
To: Jenna Rousseau
Subject: FW: New Chief

From: Penny Richert
Sent: Thursday, July 2, 2020 6:52:54 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: New Chief

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

I am a life long Madison resident, a senior, recently widowed, living alone and feeling so very vulnerable. I can't imagine not funding the police and giving them the resources to keep our citizens safe. I can't imagine a Chief of Police not strong enough to do what is needed to keep us all safe. This is not a race issue, it is a safety issue. I live on the north side of Madison and hear of shootings and crimes regularly. Goodness.....why would we ever decrease the number of police?

In every profession, in every institution we have the good and the bad. Get rid of the bad and save the good for the safety of your citizens. I encourage all of you to put liberal, conservative, race, religion, LGBT, BLM....whatever the label.....alllllll in the one common group in your decision making: Citizens of Madison. Please, please focus on keeping our beloved city of Madison safe for all citizens .

You are now playing a role in a critical time in the history of Madison. You are Leaders and you need to take on that tough role of leadership: making the right decisions for all.

I pray that you are given wisdom and courage in your decision making.

Thank you for listening.

Sent from my iPad

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Friday, July 3, 2020 7:49 AM
To: Jenna Rousseau
Subject: FW: Police chief: the importance of diplomacy

From: Sue Ellingson
Sent: Friday, July 3, 2020 7:49:18 AM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Cc: Mayor
Subject: Police chief: the importance of diplomacy

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

To the Police and Fire Commission:

I was Alder in District 13 when Noble Wray retired. I wrote a letter of recommendation for Joe Balles to succeed him.

Noble Wray was exceptionally good at the *politics* of being police chief. He understood that he had to have good relations with the Common Council and the Mayor, even though he may not have officially reported to them.

Mike Koval certainly demonstrated that having a tin ear for the politics of the job is detrimental to the City as a whole.

When you look for a new police chief, I hope you will keep in mind that talk about “community policing” is critical, but insufficient. The new chief must have rapport with the political bodies in the City, too. That requires diplomacy and tact and not giving in to bursts of temper.

Sincerely,

Sue Ellingson

1922 Vilas Ave.
sue.ellingson@icloud.com
608-320-8206

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Friday, July 3, 2020 8:51 AM
To: Jenna Rousseau
Subject: FW: Police Chief Search

From: Ray Mendez
Sent: Friday, July 3, 2020 8:50:19 AM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Police Chief Search

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

To each individual responsible for hiring the next MPD chief:

1. Where do you stand?

Before asking us questions, define for yourself what you believe the police are here for. Know where you stand and let us know. Clarify and discuss the purpose of the MPD publicly. Is it to 'serve and protect' or to 'enforce the law'? I believe that the purpose of the MPD is to [Uphold the Law for the Wellbeing of the Community as a Whole.](#)

2. What's your vision for the MPD?

Do you see the police as a force or as a service? Or along a nuanced spectrum to be applied thoughtfully? Use your words carefully, openly and with conviction. How should a rich white woman feel, and how should a poor black man feel about the police? My vision of a police department is one that makes me feel safe not afraid. They should appreciate that their wellbeing is directly connected to my wellbeing. They should always remember that their salaries and kids' education are paid for by my taxes. They should know that they are accountable to me and every member of the community. They should no longer have automatic immunity. They should know that they are not above the law but that they have to uphold it. I appreciate that laws are made for idiots and crooks and that they have a hard job discerning the good guys from the bad. Help them do so. But I question which side you are on, because I don't know you and it's hard to trust a body like yours when your record isn't a shining example for the rest of the world.

3. How are you going to train the MPD and inform us on how to engage them?

Are they going to come in with guns drawn when someone calls 911 on a black man because she thinks he doesn't belong? Should that woman have called a new service e.g. 811? Or better still, how are you training your dispatchers to brief a police person? How are you training the individual policeman or woman to de-escalate or escalate in stages? How are you monitoring and training their responses to stress? Besides supplying them with weapons and aggressive physical-response training, are you going to teach them how to communicate without yelling? Are you teaching them what autism is and how to respond to people who may be suffering from mental illnesses? Are you going to periodically monitor their mental stability and ensure that they are educated about the fast evolving global community?

4. After you figure out all the above and let us know where you stand then act on hiring a police chief.

In my opinion, that person needs to be a leader who unites, is open to being accountable, will keep their colleagues accountable, will fight for changes to unfair and entrenched practices and policies, communicates openly and often, can empathize with the least advantaged amongst us, is a democratic, not an autocratic personality (this isn't political but a leadership definition). Will not bury misbehavior, will be brave enough to confront the often ugly majority.

The person also needs to be confident in his or her own skin and willing to support the application of physical force when force is necessary. There has been undue historical emphasis on force. Upholding the law takes nuance not either blunt force or kumbaya hand holding.

I would like you to stop using our taxes to hire aggressors who often seem to want to hurt the weak, then train them to amplify their aggression, supply them with weapons, equip them with military gear, then award them with badges and immunity to legally hurt the vulnerable.

I want my taxes put to work for mental health services, education and accountability. We need policing practices that connect our common purpose to hiring, training, law upholding and accountability. No more legal immunity and covering up behind a so-called blue line.

Please inspire and pressure everyone around you to improve.

Thanks,

Ray Mendez

Active Member, Community of Madison

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Wednesday, July 8, 2020 6:26 PM
To: Jenna Rousseau
Subject: FW: Police Chief

From: Lois Beauchaine
Sent: Wednesday, July 8, 2020 6:26:12 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Police Chief

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

Does Vic want the job?! I think he is doing a fantastic job!!

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Wednesday, July 8, 2020 8:22 PM
To: Jenna Rousseau
Subject: FW: Qualities of new police Chief

From: Ruth Sybers
Sent: Wednesday, July 8, 2020 8:21:49 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Qualities of new police Chief

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

Please emphasize the community policing atmosphere we now have.

Keep selection process focused on choosing candidates with various backgrounds that result in diversity.

Figure out if the excess mental health hours can be transferred to other mental health agencies.

Promote transparency.

Work to dismiss officers who do not conform to rules, such as waiting for a second officer to arrive.

Continue promoting the general neighborhood programs where the policeman is your friend.

Learn and listen to the diverse groups that have been peacefully protesting.

Promote into positions of power persons of color and ethnic groups that represent Madison's growing population. How can they get leadership experience unless they are given the opportunity? There is plenty of talent out there!

Minimize violence. Deescalate!

Keep the extensive recruit training as well as on the job training.

Equip the communication system with more efficient one.

We need a good police force that comes to us quietly, deescalates, and offers opportunity for perps to turn their lives around. And knows how to properly restrain those who need it.

Ruth Sybers
Speaking from white privilege.

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Friday, July 10, 2020 10:25 AM
To: Jenna Rousseau
Subject: FW: Input on Police Chief search

From: farah@kaiksow.net
Sent: Friday, July 10, 2020 10:24:20 AM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Input on Police Chief search

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

To whom it may concern,

I am a Madison native, having grown up here and returned to settle and raise my family here after finishing my education. I am a physician who does research in public and health policy. I am writing to encourage the Search Committee to select a person of color and/or a woman as our next Police Chief. This is a necessary, though of course not sufficient, next step for our city to move forward in a successful and progressive manner. In 2020 there is no reason at all that we should not be promoting people who are underrepresented minorities in law enforcement.

Thank you very much for your time and for your service to our city,
Farah Acher Kaiksow, MD, MPP
Madison

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Friday, July 10, 2020 11:10 AM
To: Jenna Rousseau
Subject: FW: Its time for transparency and change

From: Madhavi Krishnan
Sent: Friday, July 10, 2020 11:10:13 AM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Its time for transparency and change

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

Hello,

I do not support an internal hire or Cam McLay. We need new voices and new ideas in MPD. We want someone who will support transparency, willing to work with our community and support Independent Monitor position. Please expand your search and make it transparent. Hear our community on who will best serve us.

Thanks,
Madhavi

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Friday, July 10, 2020 1:10 PM
To: Jenna Rousseau
Subject: FW: Recommendation

From: Nancy Orr
Sent: Friday, July 10, 2020 1:09:24 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Recommendation

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

I recommend Jared Prado for the position.

He has unique qualifications.

He has been on the police force for years as a man of color.

He holds a law degree and worked for the D.A. before coming back for the sake of community impact, to be on the police force.

He was raised by a single mom so he understands that dynamic.

Please consider him as a viable candidate for the position of Chief of Police.

Nancy Orr

Pianist/Collaborative/Ensemble and Vocal Coach/Private Instruction

nancyorrpianist@gmail.com

608-658-6540

*The name of the Lord is a Strong Tower

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Friday, July 10, 2020 7:38 PM
To: Jenna Rousseau
Subject: FW: Mental Health Officers

From: Tyler Caraza-Harter
Sent: Friday, July 10, 2020 7:37:52 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Mental Health Officers

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

Hello PFC,

In Madison, we have a little over 300 sworn officers (not counting other positions like "detective" or "sergeant"). Of those, only about six are MHOs (mental health officers):

<https://www.cityofmadison.com/police/community/mentalhealth/>

I would love for our next chief to commit to greatly growing this team until they represent a significant portion of the force.

Thank you for considering and for your service on the PFC.

Tyler Caraza-Harter

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Friday, July 10, 2020 9:34 PM
To: Jenna Rousseau
Subject: FW: New police chief

From: Andy
Sent: Friday, July 10, 2020 9:33:54 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.

Hello,

As a long time citizen of Madison, I would like to see the follow characteristics in the next Madison Police Chief:

- a Chief that values and advocates for the police department
- a Chief that continues to foster the strengths of the department
- a Chief that will be independent of the mayors office and the common council
- a Chief that defends and champions the department in this climate
- a Chief that holds the department to a high standard and continues to fill the ranks with protectors

Thank you,
Andy Posselt
Madison WI

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Friday, July 10, 2020 10:16 PM
To: Jenna Rousseau
Subject: FW: City of Madison Police Chief input

From: Laurie S
Sent: Friday, July 10, 2020 10:15:29 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: City of Madison Police Chief input

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

Hello

I hope you are able to hire an individual in this position who is committed to a different style/form of policing that takes out the militaristic elements that currently exist in the current Madison system. The individual hired should also have shown a commitment to not targeting people of color in a way that perpetuates racial inequality. He or she needs to be in constant communication with city of Madison residents from all walks of life.

Thanks
Laurie Swimm

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Saturday, July 11, 2020 11:04 AM
To: Jenna Rousseau
Subject: FW: Chief of Police Position

From: Bonnie Roe
Sent: Saturday, July 11, 2020 11:03:46 AM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Chief of Police Position

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

To Whom it May Concern,

I really feel for the next Chief of Police of the MPD. I hope the right person will rise to the occasion soon, as it's so needed, but he/she has the deck stacked against them with the lack of support of the Mayor and City Council. Therefore, I believe one quality this person will need is the ability to continually push for what the Department needs in terms of budgeting and resources. This defunding the police business at a time when our great city is seeing a rise in gun violence like never before, in addition to violent rioting and looting of businesses and destruction of property and livelihoods is just ridiculous. It makes no sense.

I also hope the new Chief will uphold our current great policing policies and not be driven to support a community- oversight model. We want a city of law and order based on equity and fair treatment of all people. We believe our Police do a great job. If only the DA and Judges would follow through. We don't want the force of the Police undermined by further restrictions and pulled resources. We are for more funding of the MPD, not less.

The new Chief of Police will need an ability to be firm on his/her needs to protect the MPD and the City they serve, a spokesperson to the community, a bold negotiator with city officials, a commitment to excellence, an impeccable record, a person of strong character and integrity, and someone with enough grit to put up with a very difficult situation they're walking into, where they will not have much support.

Sincerely,
Bonnie Roe

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Sunday, July 12, 2020 10:08 PM
To: Jenna Rousseau
Subject: FW: Thoughts about Madison's new chief of police

From: Musholt, Mary
Sent: Sunday, July 12, 2020 10:08:05 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Thoughts about Madison's new chief of police

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

As a citizen of Madison for over forty years I hope the new chief of police will be a person willing to protect all people in madison. The community policing model of former chief cooper is a more humane way of policing. The chief must make sure white privilege does not make a difference in how people are arrested. Madison has changed in its demographics and the police must also change. Please do not consider someone like Mr McCray who has a history with the police. The chief must be someone who walks the neighborhoods where the guns are going off, who will meet with community leaders of neighborhoods where poverty and unemployment are high. How does Madison all keep al people safe?
Thank you. Mary Musholt zip 53705

Sent from my iPad

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Tuesday, July 14, 2020 8:42 AM
To: Jenna Rousseau
Subject: FW: Chief Search

From: David Westbury
Sent: Tuesday, July 14, 2020 8:42:05 AM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Cc: council
Subject: Chief Search

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

Sent from my iPad. The most important thing in the hiring of a Police Chief, is having a Chief who will be respected, supported and left alone to do his job.

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Tuesday, July 14, 2020 1:42 PM
To: Jenna Rousseau
Subject: FW: New Police Chief

From: merrilee pickett
Sent: Tuesday, July 14, 2020 1:42:14 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.

Dear Commissioners:

I have lived in Madison since being a student here from 1969-1972. I love this city and have volunteered for many of its causes as well as making financial contributions to many, many organizations and institutions.

Our past four Chiefs of Police (including Chief Wahl) have been outstanding. I hope you get someone similar to any one of these men. It saddens me deeply that I am actually considering moving out of Madison, my home for 51 years. Protests are fine, but the lack of respect shown by our city officials for our men and women in blue is disturbing and frightening. The City feels out of control and seems less safe. To hear voices cry to defund and abolish the PD is beyond my comprehension. I hope that you will listen to more moderate voices as you search for a new COP. Thank you for your time and good luck with your search. Merrilee Pickett, Madison, WI

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Wednesday, July 15, 2020 11:44 AM
To: Jenna Rousseau
Subject: FW: I'd like you to challenge the people to more inner work and outer service (vs. putting it all on MPD)

From: Carl Landsness
Sent: Wednesday, July 15, 2020 11:44:00 AM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Cc: Mayor; Wahl, Victor; Paul Fanlund
Subject: I'd like you to challenge the people to more inner work and outer service (vs. putting it all on MPD)

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

Dear PFC members,

I empathize with the very difficult position facing you and MPD in the wake of the recent protests and the increasing pressures to reform or defund police. I am very concerned by the increasing judgment and generalizations of police as "bad" or "brutal"... especially by those doing the least **self**-examination, **self**-improvement, **self**-policing or selfless service.

Rather than simply pamper the whims, whines and wants of such people, I'd like you and city leaders to challenge such people to inner work and outer service.

I asked county leaders to do such below.

Carl Landsness
Madison native son, prodigal son, grateful son, grieving son

From: Carl Landsness <weneedadream@yahoo.com>
To: County Board Recipients <county_board_recipients@countyofdane.com>
Cc: WSJEditor <jsmalley@madison.com>; CN WSJ Opinion <wsjopinion@madison.com>; Joseph Parisi <parisi@countyofdane.com>; Health <health@publichealthmdc.com>; MadisonMayor <mayor@cityofmadison.com>; All Alders <allalders@cityofmadison.com>; Rep. Taylor <rep.taylor@legis.wisconsin.gov>; Sen. Risser <sen.risser@legis.wisconsin.gov>
Sent: Friday, June 26, 2020, 7:10:45 AM CDT
Subject: County Supervisors: I ask you to introduce a bill declaring "addiction to ego narcotics" a public health crisis

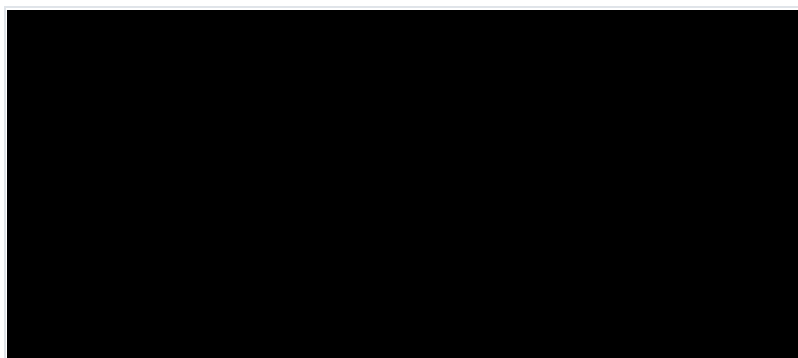
Dear County Supervisors,

I ask you to introduce a bill declaring "addiction to ego narcotics" (e.g. judgment, blame, punishment, avoidance, arrogance, indulgence, self-righteousness, attachment, guarantee, and victimhood) a public health crisis... instead of your proposed [bill declaring racism as public health crisis](#). If you do, I believe that you have a

much higher chance of healing and changing the core causes of what many call "racism"... as well as other "isms" seen as harmful by many or most (e.g. sexism and fascism).

Most such "isms" are symptoms of a much bigger issue that some (like Riane Eisler of the [Center for Partnership Studies](#)) call the dominator culture (or paradigm). While I hugely empathize with the pain, fear and rage of those feeling harmed by racism, I'm concerned that the common uses of the word "racism" (and "racist") tend to generalize, judge, blame, shame and intimidate in ways that increase or perpetuate the harm (e.g. "You're a racist!"). They often imply wrongness in black/white either/or ways... with little room for gradations, unique situations or perceptions... much less healing, connection, reconciliation or growth.

And when such loaded words are followed with demands and "shoulds"... the chances of connection and healing drop even more. When people are faced with demands or shoulds... they don't have many choices other than submit, rebel or avoid... where everybody eventually pays dearly for... even if appearing to gain a victory in the short term. Marshall Rosenberg of the [Center for Nonviolent Communication](#) demonstrates this quite effectively and impactfully in [this three hour video](#).



**FULL nonviolent-Communication-Workshop:
Marshall Rosenberg (Subtitles)**

I'm a walking example of such... where years of avoidance of discomfort and conflict in my marriage and career led to a massive mid-life meltdown (in 88). Only through many intense years of depression and searching have I found some semblance of sanity and serenity... and often... stunning synergy and serendipity.

I ask you to challenge *We The People* to face and embrace the hard humbling inner work of self-examination, self-improvement, self-discipline and selfless service (vs projecting inner shadows onto others or into abuse).

I personally have found such work well worth the pain... catalyzing extremely fulfilling ways of being, doing, relating, resolving, serving and stewarding.

[Carl Landsness](#)



Madison's municipal philosopher: Carl Landsness brings the moderation

Chris Rickert | Wisconsin State Journal

"When I put these ears on ... all I can hear is the language of the heart."

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Wednesday, July 15, 2020 4:19 PM
To: Jenna Rousseau
Subject: FW: New police chief

From: Larry Walker
Sent: Wednesday, July 15, 2020 4:19:04 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.

My input on selecting a new police chief may sound facetious, but it is actually quite serious:

I believe that the ideal candidate for police chief would be a former Navy Seal turned Buddhist nun: she can kick any ass that needs kicking in a heartbeat, but she has dedicated her life to never needing to do so again.

My second choice would be Rev. David Cooper.

Regardless of who you select as our new chief, I would recommend that you immediately hire Temple Grandin to redesign all police procedures for dealing with the public, especially those for dealing with violent individuals.

Starting with the premise that "pretty much everything we've been doing was wrong" and working backward from there should be your basic guideline in these times....

Larry Walker
3717 Busse St
Madison, WI. 63714

Sent from my iPad

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Thursday, July 16, 2020 8:24 AM
To: Jenna Rousseau
Subject: FW: New Chief selection

From: Tom Heine
Sent: Thursday, July 16, 2020 8:23:25 AM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: New Chief selection

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

First, thank you for serving on the Commision.

Our previous Chiefs have been very good choices and each in their own way effected positive change in the Department. I trust you will continue this positive trend and not be swayed by the politics of the moment. The only questionable Chief was during the Vietnam era protests, his successor, Chief Cooper, changed the Department for the good. Chief Koval was excellent, worked 80 hours a week, brought a tremendous skill set to the job, and perhaps took criticism too seriously.

It would be a good thing if the new Chief could meet with the community, be a leader like Nobel Wray, a good listener, and willing to make changes based on facts, not demands. They need to be creative problem solvers, for example suggest an alternative for some non violent police calls, reason for use of force or not. I don't believe we can take away the power from police by disarming them yet we can empower a new group of 'peace makers' who deal with mental health and similar problem folks under the direction of the Chief or the Fire Chief. I don't think local non profit agencies should be involved in public safety.

Riots cannot be addressed through passivity, violent folks need to be de-escalated or dealt with proportionally. You all know these things. I just ask that you ask your prospective candidates hard questions about dealing with these issues and others based on data, facts and police science not, a knee jerk reaction to a violent and vocal minority.

Peace, Tom Heine, resident since 1943

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Thursday, July 16, 2020 5:22 PM
To: Jenna Rousseau
Subject: FW: No New Chief

From: Deborah Elsas
Sent: Thursday, July 16, 2020 5:21:58 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: No New Chief

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

In my opinion it is long overdue to have direct oversight of police be by civilians. I believe that the city council or a committee/board of the city should be enlisted to serve as police chief/commissioner until such time as it is decided how to defund/disarm/dismantle and demilitarize policing in this city. No police officer will be appropriate for this purpose and will be determined to work against reform/dismantling. Please consider an interim system whereby the acting chief is removed and a civilian body is appointed to act in the capacity of governing the police. Thank you for your consideration. It's a radical approach but we need radical action and you are our elected representatives who have the responsibility of serving and protecting the people since the police have completely abdicated that role. The evidence is more than enough. Time for radical thinking.

Deborah Elsas
207 S Whitney Way
Madison, WI 53705

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Thursday, July 16, 2020 5:38 PM
To: Jenna Rousseau
Subject: FW: new chief

From: nancy Sundal
Sent: Thursday, July 16, 2020 5:37:45 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: new chief

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

Hi,

Thanks for seeking public input on this. First, I understand Chief Wahl is not interested in applying, which I think is a shame. I think he has done an excellent job exemplifying the qualities we need in a police chief. He has been calm, reasoned, thoughtful, compassionate, and a good listener to all voices, while still advocating for his team. That is what we need.

I am concerned about calls to defund the police, and to take away non lethal options for crowd control or individual violent behaviors. I think it is an excellent idea to have social workers and specially trained officers respond to mental health crises, but recognize that there are times when officer involved suicide is a real problem. One of my cousins, as well as the husband of a friend, both chose those ways to end their lives, and it is an awful thing for someone to put on a police officer, and for them to have to live with.

I am sorry that our mayor's message of support to the police was done privately and then she was shamed for having done it at all. I strongly support the Black Lives Matter cause, and equitable treatment of all, and examination of implicit bias, but I also believe individuals need to know what the boundaries for behavior are, and there need to be clear expectations that there will be consequences for destruction of property, burglary, stolen vehicles, violence, and other behaviors. I am disappointed that statues were destroyed, shops damaged and looted, individuals injured, and that there haven't been enough voices saying, black lives matter, and so do store owners, historic monuments, and public property.

A new chief needs to listen, be clear on what crimes are prosecuted, and how, and should expect to be respected and supported by elected officials and the public, while making sure the public feels respected when dealing with police. If a police officer behaves in a way that is wrong, the police chief needs to be clear and communicate that behavior is wrong, while still reinforcing and supporting the other officers who did nothing wrong.

Again, I would love to see Chief Wahl stay on. He has been wonderful!

Best wishes with your search. The Madison police force has many good people employed. I am sorry they have been painted with the same brush as officers who have used their power to intimidate and abuse others. I don't believe this is true of Madison police, and if there are individuals on the force about whom this is true, then hopefully they can find other employment.

Thanks.

Nancy Sundal

Sent from [Mail](#) for Windows 10

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Thursday, July 16, 2020 7:25 PM
To: Jenna Rousseau
Subject: FW: Community Comment on Chief of Police Search

From: Jaclyn Jacobson
Sent: Thursday, July 16, 2020 7:24:45 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Community Comment on Chief of Police Search

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

Good Evening -

I appreciate the board's invitation to the community for comments regarding the search for the next Chief of Police.

The Chief of Police ought to be someone with a deep understanding of social science and a commitment to dismantling discriminatory systems and attitudes. Furthermore, they ought to be dedicated to reducing funding for policing and redirecting to entrenched community need instead of enforcement without support.

Thank you,

Jaclyn Jacobson
207-747-9504
6076 Driscoll Drive
Madison, WI 53718

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Thursday, July 16, 2020 9:39 PM
To: Jenna Rousseau
Subject: FW: To Madison Police and Fire Commission - input on hiring Madison Police Chief

From: Dave Glomp
Sent: Thursday, July 16, 2020 9:39:12 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: To Madison Police and Fire Commission - input on hiring Madison Police Chief

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

July 17,2020

Dear Madison Police and Fire Commission:

My name is David Glomp, and I am the current President of a Dane County Public Safety Organization, SAFEDANE, Inc. I know that you are in the process of selection of a new Madison Police Chief. This communication is to provide you with simply information and thoughts in an outline form, of just some of the many key qualifications our group believes should be used to screen potential candidates. We provide these based upon our respectful review of the qualities that we believe are needed to insure overall community public safety, protection of the public and police, adherence to sound Policing policies and procedures, maintaining positive morale of all police personnel, promoting on-going continuing education of all personnel to keep them current on all approved policies and procedures.

Below are a preliminary list of qualities and things you might wish to consider:

1. Demonstrate history of applying the rule of law consistently and correctly, despite “populist” narratives of the day.
2. Proficient in understanding and applying “best practices” of policing.
3. Demonstrated ability to draft policy and procedures.
4. Provide examples that substantiate knowledge and support of community policing concepts and applications.
5. Has a track record that reflects a commitment to inclusive and diverse hiring practices.

6. Has taught/consulted as a subject matter expert in topical areas of contemporary policing.
7. Understands and can demonstrate creating and maintaining a culture of caring and service as “guardians” to the community.
8. The candidate can demonstrate alternatives to arrest, but understands the necessity for accountability and protecting victims from chronic offenders.
9. Understands and supports concepts of due process. This is true whether the context is criminal procedure or fundamental fairness in holding employees accountable for their actions.
10. Has demonstrated an ability to work with stakeholders from the community, elected officials, the media and victims.
11. Provides examples where the candidate has handled high profile case(s) with heightened media attention and/or community polarization.
12. Provide or demonstrate examples where the candidate displayed a knowledge and understanding that a Chief must be independent and committed to both the rule of law and policies of the MPD and did not capitulate to politics/media pressures.
13. Provide examples of community engagement.
14. Strong administrative skills with respect to writing, speaking, and budgetary acumen.
15. Provide examples of problem solving initiatives internally as well as in collaboration with constituent groups. Able to make independent tough decisions in a timely fashion.
16. Complete understanding of the total cost of policing including personnel costs, equipment, on going training, etc. Budgets and negotiations.
17. Must be a zealous advocate for both officers and the citizenry.
18. Demonstrate ability to be a spokesperson for the MPD before government, the media, citizens, and groups to explain the actions of the police in varied situations.

The above is not meant to be an all inclusive, or complete list, but rather as some of those things that should be a basic start to hiring criteria. We trust that with your wide scope of Knowledge and experience that you will do a comprehensive job of selecting the right person for every member of the citizenry in Madison.

Sincerely,

Dave Glomp, President of SAFEDANE, Inc.

Sent from my iPad

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Friday, July 17, 2020 11:32 AM
To: Jenna Rousseau
Subject: FW: Expectations

From: Rich Seaman
Sent: Friday, July 17, 2020 11:31:42 AM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Expectations

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

Police and Fire Commission,

Every candidate for chief should be asked:
"How would you establish trust between the community and the police department?"
That is the fundamental question. We all need to understand and accept what "good policing" is and we all must accept the authority of the police to do their job. There needs to be a consensus on qualifications of police officers, training of police officers, and pay of police officers. There needs to be an understanding that if three masked persons are holding up a bank and shooting people with AK-47s, the police reaction should not be to bring social workers to the scene. The police reaction should be to put out the fire with overwhelming force. And the police need to be staffed and equipped to do that all the time. There also needs to be an understanding that before you criticize a police officer, walk a thousand miles in his or her shoes. And every police officer needs to understand that his or her emotional, over the top reaction on just one occasion can destroy community trust that took years to gain. Training and the "How To" manual, as accepted by the community, are the keys. The media should lead the way toward achieving community acceptance. Tune out the dreadful noise on both sides of the issue and find harmony.
Good luck.
Richard Seaman

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Saturday, July 18, 2020 7:06 PM
To: Jenna Rousseau
Subject: FW: Police Chief Search

From: Sven Midelfort
Sent: Saturday, July 18, 2020 7:05:44 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search; Petra Ressler
Subject: Police Chief Search

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

I think the search should be led by the Rev Marcus Allen and the Rev David Cooper, together. The two combine deep connection with the local African American community (Allen) and extensive experience with progressive policing (Cooper), especially in Rev Cooper's case, his many years as Chief in Madison (1972-1993)---in fact, he published a book ("Arrested Development," 2012) about this and his later consultation experiences. They know intimately the community's needs, and with someone like Stacey Abrams' help (if available) they could secure the support of youth. This team would enlist the community, closely, all along in the process, and give Madison the best chance of finding a great Chief.

Thank you,
Sven Midelfort, 1112-C Mound St, Madison, WI 53715
608/251-8861

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Saturday, July 18, 2020 10:02 PM
To: Jenna Rousseau
Subject: FW: Chief of Police

From: Dominique Randolph
Sent: Saturday, July 18, 2020 10:01:45 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Chief of Police

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

The next Chief of Police should not be easy on officers who have been untruthful. The Chief should also push for more accountability by requiring body cams and audio recording for every civilian interaction.

I hope and expect better from Madison as I've chosen this city to be my home and have invested in this city. Feel free to contact me for more opinions I have on the matter.

Sincerely,
Dominique Randolph
(920) 277-3598

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Sunday, July 19, 2020 10:04 AM
To: Jenna Rousseau
Subject: FW: Citizen comments

From: Emily Dayton
Sent: Sunday, July 19, 2020 10:04:11 AM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Citizen comments

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

Hello,
I have lived in Madison for 7 years and currently live in the Greentree neighborhood.

In searching for a new Police Chief for Madison, the city should look for a candidate who:

- Will not overpolice our African American communities
- Understands protesting is a vital part of democracy and let people protest without harming them. Police should not use tear gas or other weapons on citizens
- Supports community/civilian oversight of the police
- Supports and will not actively resist movements to defund police
- Will not tolerate the murder of citizens at the hands of police. Will fire Matt Kenny

Thank you,
Emily Dayton

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Monday, July 20, 2020 10:27 PM
To: Jenna Rousseau
Subject: FW: input for choosing a new police chief

From: Linda Gerke
Sent: Monday, July 20, 2020 10:26:30 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Cc: lindaegerke@usfamily.net
Subject: input for choosing a new police chief

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

Please, please hire someone who will be strong enough to withstand the politics of this city! Someone who has compassion for ALL people no matter what color...as is happening here right now, it is evident that politics have become the rule instead of the norm, not looking out for the safety of all people. The Chief needs to be supported by the mayor, the city council and your committee, please. That is not happening at the present time. When Chief Koval departed, and I don't blame him, but I sure miss him, he had been whipped like a dog. Not a good thing to relate for a new chief coming in. Anyone can read all about Madison, Wisconsin...and it is not all complimentary.

Our city, county and state governments need to do some soul searching – first the chosen School Superintendent withdrew his name/application, he decided to stay where he was; then the chosen UW President withdrew his name/application; that should tell everyone something – would you consider taking a job here when the support is not for your position? Think about that – be sure to let the applicants know you are walking beside them, not behind them, no matter what the protestors demand! And when someone is put in jail, they need to stay there until a trial, not be cut loose to continue their tirades and law breaking which is happening these days and it is not safe here anymore. The person you pick will have to be of strong, impeccable character, love people of all colors, sizes, shapes, beliefs; of course that person would be perfect, but there is no such person; however, you can pick the person who will do the best for the most and be willing to stand up for his/her decisions because with the mayor's spy, they will be watched unmercifully, and for that I feel sorry for the person who gets the job. That is so unfair and an immense waste of taxpayer dollars.

Thank you for your time and allowing me to speak. I hope you have received lots of input.

Linda E. Gerke
4924 Whitcomb Drive #11
Madison, WI 53711
608-513-8754

Jenna Rousseau

From: Gregory Gelembiuk <gwgelemb@wisc.edu>
Sent: Tuesday, July 21, 2020 12:58 PM
To: PoliceChiefSearch@cityofmadison.com
Cc: Jenna Rousseau; nia_trammell@yahoo.com
Subject: Concerning the search for a new Police Chief

Dear Police & Fire Commissioners,

I am writing to ask that you conduct an extensive and robust search for appointment of our next Police Chief, taking sufficient time to recruit the best candidates nationally and utilizing a process with as much input from community members as possible. Please do not accede to the Mayor's demand, apparently driven by short-term political considerations, for a rapid, truncated selection process. Madison will have to live with the new Chief for years and quite possibly decades. Aspects of how policing is currently conducted in Madison are completely unacceptable and require fundamental change (more on this below). The new Chief should not be an internal hire, since this would be very unlikely to produce the changes the community is demanding. Former Chief David Couper once told me that given resistance from entrenched systems in police departments and from police unions, a Chief with sufficient "fire in their belly" is required for fundamental change to actually occur. Please make this a consideration. Madison policing needs a sea change.

It's particularly important to solicit and receive input from marginalized communities, and especially those most impacted by policing. These are precisely the communities that often have the least input into city processes.

Sociologist Alex Vitale captures the common problem well:

Giving a community power to influence local policing might sound great at first. But how do you define "community"? In his book "Citizens, Cops and Power: Recognizing the Limits of Community," Steve Herbert shows that those who actively participate in community affairs do not usually represent the full diversity of views and experiences in urban neighborhoods, especially those that are racially divided. Community meetings tend to be dominated by longtime residents, homeowners, business owners and landlords. The views of renters, youths, homeless people, immigrants and the most socially marginalized are rarely heard. As a result, the problems identified through community participation tend to focus on quality of life concerns, involving low-level disorderly behavior, rather than serious crime. This emphasis on minor offenses can easily facilitate an increase in the destructive broken-windows-style policing that has led to the criminalization of millions of mostly black and brown people.

I appreciate the PFC's recognition of the need to provide means of input for all residents, as indicated in "we are committed to listening to all residents in the City of Madison, including those who have the greatest challenges to providing feedback in the technological driven environment that we are now operating in." Thought should be given to mechanisms of input that would be inclusive of all, including those most marginalized. I'll add that I am actually somewhat leery of computerized community input surveys. Such surveys often tend to cast questions quite rigidly and narrowly. Furthermore, it's clear that in Madison, online policing-related surveys have been filled out very disproportionately by residents who are white, older, and

homeowners, with relatively minimal participation by people of color and residents who are renters and younger. This can generate a very skewed perspective.

At a later stage of this process, I believe it is absolutely crucial that the PFC ensure fulfillment of the MPD Policy & Procedure Review Ad Hoc Committee recommendation that "the PFC should consider ways to involve the Madison community in the selection process through community panels and interviews". There will need to be a mechanism set up, probably via a virtual meeting format (given the pandemic), for community members/organizations to be able to ask questions of applicants.

As former Chief David Couper wrote in response to the Mayor's statement:

Given both the local and national crises, this should not be a decision that is rushed. The community needs to speak clearly to the PFC as to what they want in a police chief and for the PFC to understand the direction the police department needs to go in order to improve police services and, especially, to build trust among people of color in Madison.

In some cities, the final four candidates for a chief's position appear at community meetings to both listen and state their positions on matters concerning community members. The choice our community makes will have great significance for the success of both the city and its police. The road ahead will be both steep and difficult. They might want to talk with me...

The current system is failing Madison's Black community

Policing and the criminal justice system in Madison exemplify structural racism and often overt racism. Current practices are deeply anti-Black. Black residents [are arrested at over ten times the rate of white residents](#), and that disparity appears to be increasing over time. This is one of the highest arrest rate disparities in the nation.

Reporter Steve Elbow published an article this year entitled ["None of this has changed": Madison's racial disparities have gotten worse, despite decades of reports, task forces and funded programs"](#). Excerpt:

Today, the disparities are as wide as ever. In 2004, blacks, who made up 6% of the city's population, accounted for about 15% of traffic citations and 29% of arrests. Last year, at 7% of the population, blacks were issued a quarter of city traffic citations, and in 2018 constituted 43% of arrests. In the same time frame, the proportion of black juveniles arrested went from 49% to 66%. In 2010, blacks made up 44% of inmates at the Dane County Jail; in 2018, it was 46%.... According to the Dane County report, in 2009 black kids were arrested at a rate 4.71 times that of whites; by 2019, an arrest was 7.46 times more likely to happen to a black kid. And once in the juvenile justice system, social workers recommend formal judicial proceedings against black kids 65% of the time, compared with slightly less than 40% for white youth. Once in the Juvenile Detention Center, black kids average a 35% longer stay than white kids. That translates into a population at the detention center that is 86% black, up from 73% in 2011.

In every city in which a proper statistical study has been conducted, the study has found a higher likelihood that, all else equal, police will stop, conduct searches, make arrests, etc., with individuals who are Black relative to those who are white. In addition, studies in other cities have found overpolicing of neighborhoods with a high proportion of residents of color (e.g., greater allocation of patrols to such neighborhoods, etc.) — a pattern that is evident even after other relevant variables (e.g. crime rates) are controlled for. Though proper statistical studies have not yet been conducted in Madison (doing so is MPD Policy & Procedure Review Ad Hoc Committee recommendation #19), there's every reason to believe the same is happening in Madison. This

should be an important consideration, even if other factors are also contributing to the criminal justice disparities in Madison. Washington Post criminal justice reporter Radley Balko has a nice roundup of many studies [here](#), and he notes:

The modern criminal justice system helped preserve racial order — it kept black people in their place. For much of the early 20th century, in some parts of the country, that was its primary function. That it might retain some of those proclivities today shouldn't be all that surprising. In any case, after more than a decade covering these issues, it's pretty clear to me that the evidence of racial bias in our criminal justice system isn't just convincing — it's overwhelming.

Examples of individual MPD cases illustrating disparate handling

The discussion below covers some of the same incidents highlighted in a letter being submitted by the Community Response Team and Urban Triage, but also describes additional incidents and details.

The case of Alize Carter.

Alize Carter is a Black woman who was hit and seriously injured by the white driver of a truck, in a hit-and-run incident on June 21. She was crossing University Avenue, approaching a crowd of predominantly Black folks, when the truck barreled through the crowd, striking her. The driver then sped away. MPD officers were apparently nearby, but responding officers waited before getting her proper medical attention (i.e., it apparently took 30 minutes to get an ambulance). Officers asked a witness to move her across University Avenue, which was done.

As Rob Chappell [reported](#) in Madison365:

S said she immediately called the woman's mother while other witnesses flagged down an ambulance that happened to be nearby. EMTs in that ambulance told witnesses to call 911, as the ambulance was en route to another call.

S said police arrived some time later without an ambulance, and immediately began pushing people back away from the victim — including S and the victim's brother.

"When police arrived, they came up to us and instantly started pushing us back after I repeatedly told them that I was with (the victim) and I was her ride and had been downtown with her and obviously felt obligated to stay with her," S said. "After telling him that I was on the phone with (the victim's) mom he kept pushing me back. Then (the victim's brother) said that it was his sister and he wasn't about to move because he wanted to be with his sister. At the time she couldn't move and couldn't feel anything from her waist down. When (the victim's brother) wouldn't move, they sprayed them with pepper spray which hit the entire crowd that was around."

A Madison police incident report says the police "dealt with several uncooperative individuals while attending to the victim." The report makes no mention of pepper spray.

Videos posted to social media show people suffering with burning eyes, and others tending to them.

S said police did not, in fact, attend to the victim — at least not right away.

"When the police first arrived they weren't even worried about her. Not one officer went to her," she said. "Even when they were pushing us back, not one went to her."

As a Capital Times [article](#) notes, “Police subsequently arrived on the scene and, according to reports, pepper sprayed Carter’s brother as he stayed to support her.”

As Madison365 [later reported](#):

Police came under criticism for deploying pepper spray against the victim’s brother and friends who wanted to stay at her side. Police say they had to deploy the spray to clear a path for paramedics to reach the victim, but video shows a relatively small group gathered around the victim before being sprayed.

Video indeed shows just a small group of friends and family were around Alize when pepperspray was used. The MPD claim that pepperspray was deployed to “clear a path for paramedics” does not appear true. In addition to its effects on family/friends, Alize also was hit by the pepperspray, which entered her wounds, causing further pain. In addition, witnesses report that one (Black) MPD officer called witnesses the “N” word.

The white driver of the truck was Brendan J. Oneil. Apparently, MPD had identified him within 70 minutes of the hit and run. But rather than immediately arresting him, MPD allowed him to turn himself in, days later. He was only charged with a misdemeanor and was immediately released upon posting a \$350 bond.

Alize had been seriously injured. Her injuries included broken bones. Under Wisconsin statute, Oneil should have been charged with a felony.

Wis Stat 346.74 Penalty for violating sections 346.67 to 346.73.

(5)(c) Is guilty of a Class E felony if the accident involved injury to a person and the person suffered great bodily harm.

939.60. (14) “Great bodily harm” means bodily injury which creates a substantial risk of death, or which causes serious permanent disfigurement, or which causes a permanent or protracted loss or impairment of the function of any bodily member or organ or other serious bodily injury.

As NBC15 reported in [“Hit-and-run victim speaks out, citing long road to recovery”](#):

“I relive this dream every night. I have nightmares every single night,” Carter said. “Same dream of me getting ran over, the tire going over my face, me trying to move, the tire going across my stomach.”

Carter said she was out early that Sunday morning, and saw a protest. Moments later she said she crossed the street and found herself underneath a truck.

“When he ran me over my skin came off on multiple places of my body. my knees are messed up and my arms,” she said.

She said bones and ligaments are broken in her hands and she also has a concussion.

“It hurt me because I’m a tattoo artist and I can’t use my hands,” she said.

Her life and her career now on hold....

Officers arrested a suspect later released on \$350 bail.

“That’s a PlayStation 4. My life is no greater than \$350? He could have killed me,” she said. “But if it was me, a black person running over a white person, I would have got attempted murder.”

[Here is an extremely informative Zoom live recording](#), from an Urban Triage interview of Alize and others, discussing the details of the incident and showing and reviewing video of the police response.

Yet despite the fact that all the criteria for great bodily injury were very clearly satisfied, MPD only booked the white perpetrator on a misdemeanor. Oneil still hasn't been charged with a felony and still isn't on CCAP. Chief Wahl provided a misleading account of events to elected officials. On July 10, D.A. Ozanne [stated that the D.A.'s office still hadn't received a referral from MPD](#), and thus hadn't filed charges in the case (while Chief Wahl denies responsibility, saying the arrest should serve as a referral).

The case of Toshiana Northington (a personal acquaintance of mine)

Again, a case of a white assailant and a Black victim. From [a Madison365 article](#) by Rob Chappell:

Madison mother says she was attacked by a man shouting racial slurs outside the Woodman's on Madison's east side on Thursday.

Toshiana Northington said in an exclusive interview Sunday that she was dropping her children off at the front door of the grocery store because it was raining. She said she had the car stopped in front of the door for less than five minutes when she heard another car blaring its horn. She said she got out of the car to help her children get out and indicated to a driver behind her that she would only be a moment; she then heard that the horn was coming from a car parked in a handicap-accessible parking spot, which was boxed in by the traffic in front of the door. She said the driver of that car, later identified as David Lythjohan of McFarland, began shouting the n-word when she stepped out of the car.

"When I got out of the car and told the person to wait, I feel like once he realized that it was a Black person, he went into a rage," Northington said. "So I told him, 'one minute,' the whole thing, he kept blowing his horn and saying like, 'f*****g n****r,' 'move out the way,' 'stupid n****r,' you know, all those like that."

Northington said she ultimately did get her kids out of the car and turned her van around to find a parking spot, and Lythjohan began backing his car toward her van, causing her to stop and start as he was unsure where he was going. That's when she said Lythjohan got out of his car, punched her driver's side window, opened the driver's side door and punched her.

She said she leaned back across the passenger seat and began kicking to get him off of her.

"My legs were going crazy out the door, trying to kick him off of me," she said.

Northington said her 11-year-old son tried to come to her aid.

"My son saw what was going on. My son came to help me. And when I finally got out of the car, that's when I saw (Lythjohan) grab my son by his neck and punched him in his nose. And my son is 11," Northington said. "And then that's when all the tumbling started going and he grabbed my 4-year-old and pushed her to the ground. My 4-year-old ran up and was crying and screaming, so then he grabbed her, pushed her to the ground ... We were all literally fighting in the rain."

Northington said Woodman's security personnel detained Lythjohan while she called police, who took Lythjohan's statement first.

“I don’t know if it was because he was an older man or what, but he immediately started telling his story and they just went straight for him and eliminated the whole process that it was me and my kids that got attacked,” she said.

She said initially, police said you weren’t going to arrest him and told her they would write him a ticket, but then another Woodman’s security employee told them there was security video.

A Madison police incident brief says the video shows Northington’s children pulling him away, and shows him getting kicked. Woodman’s declined to release the video. Madison365 has requested the official reports and video from the Madison Police Department.

The incident brief does not mention racial slurs. Northington said she is sure she told police about them, and that other witnesses heard them.

“I am really hurt and saddened that it’s not mentioned because it feels like they’re trying to sweep it under the rug,” she said in a text message Monday.

Northington said police decided to take Lythjohan into custody after viewing the video. She later posted video of his arrest to Facebook.

The police incident brief says Lythjohan was arrested on charges of battery and disorderly conduct.

An ally who contacted Dane County Jail Thursday said Lythjohan was booked into the jail and released on \$650 bond later in the evening. As of Monday evening, no charges have been filed.

“(Lythjohan) went back to living his life. Now, I’m going to be off of work because every time I walk on my foot, that swells right back up and my ankle is sprained and I have bruised ribs. And my son has a bruise. Has bruising in his nose and his neck,” Northington said. “I’ve been having nightmares. I can’t keep myself calm. When I’m outside, I’m even more aware of my surroundings because I don’t want this to happen again. I don’t know. It’s just been really traumatic for my family.”

Northington said she is a phlebotomist and trains other phlebotomists at a plasma center, and will also soon graduate with a medical assistant degree. It’s a job that requires her to be on her feet, so she can’t work with a sprained ankle. In a Facebook post, she said her son offered to lend her a shoe because her foot was swollen.

“I want (Lythjohan) to have more charges than what he has. And I want this to be a hate crime,” she said. And she’s not alone — since being posted Friday, an online petition urging District Attorney Ishmael Ozanne to charge Lythjohan with a hate crime has garnered nearly 4,000 signatures.

[Here](#) is a bit of video of the assailant, David Lythjohan, being taken in police custody.

You can see the extent of Toshiona’s injuries, affecting her mobility, in the video [here](#).

So again, a white assailant and a Black victim. The victim who was attacked suffers significant injury (rendering her temporarily unable to work). The police treat the white assailant sympathetically and almost let him go without charges. Then he is booked only on misdemeanor charges and is quickly released on a low bond. And the initial police report generated completely omits that the assailant was yelling racial epithets when he attacked.

For a contrast, let's look at the case of Yeshua Musa (Devonere Johnson) a Black BLM protester

Yeshua loudly protested on behalf of Black Lives Matter at some downtown restaurants/bars.

Here's video of Yeshua's protest at Cooper's Tavern:

https://www.youtube.com/watch?time_continue=49&v=vSgI0vCoLMY&feature=emb_logo

As you can see, he had a bullhorn, spoke loudly about racists and Jesus, at one point said "I am f*cking disturbing the sh*t out of this restaurant, and I got a f*cking bat [he had a bat with the words 'Black Lives Matter' printed on it]", and as he exited said "Thank you guys. I love your shirt."

He was arrested upon leaving Cooper's Tavern. [This Madison365](#) article contains video from two different vantage points, showing his arrest. Yeshua was violently arrested by five MPD officers. As the Madison365 article notes, "A Madison Police Department incident report says Musa sustained abrasions on his arms and legs, and was taken to a hospital for medical clearance before being transported to Dane County Jail". As the article further notes, at the time of his arrest "Court records indicate no active criminal cases involving Musa and no active arrest warrants".

As the article also notes, "Facebook friends of Musa said he has been a frequent participant in protests following the police killing of George Floyd last month. On several occasions, they said, he and fellow protesters disrupted dining experiences in restaurant outdoor seating areas with a megaphone, with the intent, in part, to create discomfort and make the point that Black people often feel discomfort while doing ordinary things."

Subsequently, Yeshua was charged to the max. Specifically, he was charged with two counts of Threats to Injure/Accuse of Crime (Wis Stat 943.30(1), Felony H), two counts of Disorderly Conduct (Wis Stat 947.01(1), Misdemeanor B), one count of Resisting or Obstructing an Officer (Wis Stat 946.41(1), Misdemeanor A), one count of Escape-Criminal Arrest (Wis Stat 946.42(3)(a), Felony H), and two federal counts of Hobbes Act violations (18 USC subsection 1951, which prohibits interference with interstate commerce by violence or threat of violence). The Hobbes Act charges alone carry a penalty of up to 40 years in prison and were invoked on the basis of the restaurants buying food, beverages and supplies made outside Wisconsin, alleging extortion by Yeshua.

[This article](#) from the Wisconsin State Journal reports the allegations against Yeshua from the criminal complaints and [this article](#) by Mason Muerhoff discusses very questionable aspects of the criminal case. Separate from the Cooper's Tavern case, the owner of another restaurant said he had provided free burgers, chips and beer for Johnson and two others to "smooth things over", and this apparently provided key grounds for the second federal extortion charge.

A waitress from another restaurant posted on Facebook, noting the Yeshua had protested at her restaurant also, and had never asked for anything. She was wondering if her testimony on that might be useful in his defense.

The federal charges appear to be part of a Trump Administration initiative to crack down on BLM protesters as hard as possible, and MPD is cooperating with and participating in this. As a [Vice News article](#) notes:

Attorney General Bill Barr is targeting protesters with harsh, federal prosecutions for civil disturbances that potentially carry decades in prison..... [O]f the cases reviewed by VICE News, at least 12 involved situations where the defendants were accused of damaging property used in "interstate commerce,"

such as a police car, or attempting to do so..... When it comes to choosing which cases to pursue and which charges to apply, federal prosecutors have broad discretion. But usually, they don't consider individual cases of vandalism, defacing property, or even rioting to be worthy of federal charges.... "Those are traditionally treated as state crimes or normal federal crimes," said Patrick Cotter, a former prosecutor from the Eastern District of New York. "The politics of the defendants certainly sound like they are playing a role in the DOJ decisions as to who to target. That, of course, is improper in the most profound sense. But not surprising for this DOJ." It's usually very easy to establish a connection to "interstate commerce" in a case, legal experts said. But that doesn't mean it's always prudent to do so. "These are laws that are out there that they can charge, but there's a real question about whether they should, as an exercise of discretion. And that to me is what's really disturbing about these cases. Why are they doing it? Because they don't have to," Barkow said. "By taking it federally and by bringing charges that have such grotesquely long punishments, it's hard to read these cases as anything other than political theater."

Yeshua injured no-one and damaged no property at the restaurants. He had left Cooper's Tavern voluntarily. It appears that MPD and local/Federal prosecutors have taken circumstances subject to ambiguous interpretation and characterized those in a manner that would permit the leveling of maximal charges. Note the sharp contrast with MPD's decision to book (white) Oneil and (white) Lythjohan, who actually seriously injured (Black) people, with light misdemeanors (allowing quick release on low bond).

The case of Devon Snyder (a personal friend of mine):

In his viral article "[The never-ending timeline of racism](#)", Devon Snyder, a Black Madison resident, relates an incident from February, when he was pulled over on Madison's West side:

It's February 2020 and I just bought the nicest car I ever owned in my life. I leave the dealership with such joy, and determination, when all of a sudden, I see flashing red and blue lights. I didn't even own the car for five minutes and I get pulled over. My mom's words echo in my head once again: comply even if you're not in the wrong. My heart is racing. Am I going to die? Am I going to get arrested? Am I going to be the next Sandra Bland? Do I reach to get my license and registration, or is the cop going to think I'm reaching for a gun? My life flashes before my eyes. "Whose car is this? Do you know why I pulled you over today?" asked the police officer. "Sir this is my car. I don't know why you pulled me over," I frantically explain. "How did you afford this car? I pulled you over because you did a rolling stop, and your lights weren't on," explained the cop. My lights were on and I didn't do a rolling stop. "Sir, I just picked this car up from the dealership. I was on my way back home," I stutter. The cop smirked, and asked for my license and registration and went back to his car. What is going to happen to me? I don't want to die. I don't want to go to jail. I want my mom. The police officer comes back to my car with my license and registration, and tells me "it's my lucky day" and to head back home.

This is what it means to be black in America. The never-ending timeline of racism. Racism is built in the DNA of America. And as long as we turn a blind eye to the pain of those suffering under its oppression, we will never escape those origins. White silence is violence. This is why we protest. This is why we say Black Lives Matter. This is why we don't trust the police. This is why we've had enough.

"That's not a chip on my shoulder. That's your foot on my neck." - Malcolm X

The case of Phillis Coleman

On July 10, the car of Phillis Coleman, a Black woman and Milwaukee resident, was pulled over on E Washington Av. The officer initially pulling her over may have been from the Capitol Police, but they were quickly joined by multiple Madison Police Department officers. Earlier her car had been stolen and then was recovered, but the records system had not yet been updated by Milwaukee police. When she was pulled over in Madison, her plate was run and it came back as stolen. Witnesses report that she was surrounded by MPD officers with guns drawn. She complied with all commands and was handcuffed and continued to be held at gunpoint. Her car was searched. She was placed in a squad car where she observed that her driver's license photo, identifying her as the owner of the vehicle, was on the computer display. The officers continued to treat the situation as felony car theft even though the identifying photo of her (as the legitimate owner of the car) was visible.

Phillis later reported that while she was held at gunpoint, she was terrified. She's been traumatized. She posted today: "I'm the woman who was held at gun point by Madison police. I need help finding a lawyer."

Kaitlyn Koterbski posted on Facebook, on July 10:

A black woman was pulled over on E Washington about an hour ago and she was outside of her car while police stood surrounding her with their guns drawn. At least three separate officers had drawn their guns throughout the incident. The police continued to hold their guns pointed towards the woman while she was standing still and not resisting whatsoever and held their guns up while searching in her car. Around 8-10 police cars showed up and parked their cars to block all cameras from being able to film their actions. An officer [MPD Sergeant Gonzalez] attempted to arrest me for pulling over and filming the police. The woman was eventually released from the handcuffs and was standing next to her vehicle. If anyone has more information or witnessed the event, please share!

Lyv Jaxyn posted:

i was driving and came on this yesterday: 10 squad cars on east wash with a Black woman in cuffs in the back of one car. my friend and i got out so 12 knew they were being watched. these madison cops are such politicians. friendly faces out immediately after pulling guns. talking about "oh the media doesnt see the good we do." i asked if she is being arrested and 12 said "no." i asked "so does she know shes free to go?" 12 said "yes we told her". i got closer to yell out to her that shes free to go - they blocked me and lied to her telling her she had to stay. we pressed the cops and they said well she cant drive with a suspended license even to go to the dmv (they let white ppl do this all the time). eventually they let her go only if we rolled with her to "obey all the laws." they still followed us to the dmv to scare more Black folks out there. then dmv says license cant get renewed til septemeber which again, is some shit they dont do to white people. we rode with her to mke bc we know these cops would target and pull her over again if she was alone. shes home safe now. incredibly kind and brilliant person

[Here is a video](#) that was posted, capturing a later portion of the incident.

Cars striking BLM protesters or aggressively driving into crowds of protesters.

There have been repeated incidents in which white drivers have struck BLM protesters and, to the best of my knowledge, MPD officers have never ticketed or charged any drivers in these cases.

For example, as Wisconsin State Journal reporter Emily Hamer [wrote](#):

Around 8 p.m. at the intersection of John Nolen Drive and Williamson Street, a red car sped through a small crowd of protesters. Brooks, 41, said he had the wind knocked out of him and sustained abrasions after being hit by the car. He landed on his nose, chin and chest, and had his chin split open.

Brooks said he was “very sore, but not seriously injured.” He said a woman had her foot run over, but she also seemed to be OK.

A Rob Chappell [reported](#) in Madison365:

A red Camaro... attempted to get through the crowd, which surrounded it. Eventually the car accelerated through the crowd as it turned around, striking at least two people. Police arrived to render aid but did not pursue the vehicle.

[Here](#) is video of the incident. The recklessness and speed of the driver is evident. It appears to clearly fit the statutory definition of misdemeanor hit and run, but MPD chose not to seek and charge the driver.

Questioning of Sedrick Ferguson

I’m including [this video](#) not because it contains anything dramatic or highly revelatory, but because it seems to exemplify the kind of low-level casual disrespect that many Black Madisonians (especially young men) report experiencing from police on an ongoing basis. Sedrick Ferguson was a passenger in the car of Kelsey Nelson who was involved in BLM protests and was arrested on June 24 for an alleged nonviolent offense (burglary) stemming from events of May 30. As Amelia Royko Maurer noted: “The arresting officer was impatient, edgy, escalating and completely tone-deaf in his behavior. The passenger in the vehicle, Sedrick Ferguson repeatedly gave his name to the officer who did not seem to believe him. The officer literally asked him, in a casual tone, ‘Oh I know you! Was it your brother? What your brother killed on McKenna?’ The officer wouldn’t stop asking Sedrick this question, Sedrick repeatedly told the officer he was not ‘that Sedrick’ and then the officer spoke about Sedrick in the 3rd person, as if he was lying, right in front of him. The officer forced Sedrick out of the car as well”, then said he’d pat him down and made him wait on the curb while he ran his name for warrants. Being treated in this manner is fundamentally demeaning.

MPD’s handling of harassment of Kaleem and Lisa Peyton Caire’s children

On July 19 a white man, Randy Abendroth, harassed Kaleem and Lisa Peyton Caire’s children, who are commissioned youth artists downtown. He harassed them from his truck and then parked the truck at his home nearby and walked back to harass them further. He told them they “didn’t belong here” and that their art would be destroyed. He demanded their names and addresses. A jogger who witness the harassment called the police and tenants in the building came out to aid Caire's children. When MPD officers arrived, they joked with the man and he went home.

[Here is a Facebook video](#) in which Lisa Peyton Caire describes the incident, and MPD’s response. Caire is clearly highly distressed. She states in part:

The police came and they did nothing. They laughed with him. They joked with him. And they sent him on his way. They did not give my children his name. They did not treat it seriously. All of the witnesses who were with my children were upset because they said it was not handled properly. He harassed them intentionally. He drove home, he parked, and he walked back to confront them and the police came and they did nothing but joke with him. My daughter asked and her friends "What if he comes back again? What if he comes back when we're out here this week and our brothers and our boyfriend and my mom or my dad can't come down here and sit on the corner where I'm sitting right now to look over them to assure they are safe. What if he comes back?" They said "Oh he won't come back. We talked to him. You'll be fine. We talked to him. You'll be fine. Don't worry about it. He won't come back." That was the police's response to my children and their friends calling because they were harassed by a passerby who felt that what they're doing is racist that they didn't belong on the street that half of them live on in Madison, United States of America 2020. Now we know that if the shoe was on the other foot and if this gentleman felt threatened by my children in some way that that police interaction could have looked very differently and probably would have looked very differently. They certainly would not have chuckled and laughed, talked with him like he was a friend, someone familiar, and allow him to walk home, particularly after he intentionally went home, parked his car, and came back to confront young people minding their business, doing what they were doing at no harm to him other than his racist behind believing that they didn't belong here. They were a fixture he didn't want to see on this street and what he feels he owns, and the police allowed him to leave with the sense that he had done absolutely nothing wrong.

Kaleem Caire subsequently posted [video](#) capturing part of the incident (before police arrived) on Facebook, along with photos of the individual and a caption stating:

WHAT A RACIST LOOKS LIKE IN MADISON: This guy, Randall (Randy) Abendroth, a Vice President at EMS Industrial Inc of Madison had the nerve to drive up and harass my daughter, her boyfriend and their friends (watch the video), then proceeded to park his car, get out and come over to confront, harass and threaten them and others who came to support them. Thankfully, some of the people residing in the building upstairs and passers by came to their aid. I look forward to seeing this man's face today when I talk with him about apologizing to my daughter and her friends. Word of caution to everyone, do not EVER threaten or harass my children, or anyone in my family or extended family. We don't bother you. Don't you bother us. Our daughter's art partner broke into tears because she was scared.

I could cite many other individual cases illustrating the disparate treatment characteristic of MPD, but this letter is already far too long.

MPD handling of Black Lives Matter protests

On May 30 - June 1, MPD responded in a militarized manner to protesters. MPD's use of force was grossly disproportionate and drastically escalated event, sparking rioting. The officers indiscriminately used pepper spray, tear gas, and impact projectiles (40mm rounds) against peaceful protesters, in a manner that was in flagrant violation of MPD policy.

MPD policy states:

Officers may use O.C. spray when they reasonably believe they are facing active resistance, or its threat, from the subject. O.C. spray is not to be used against subjects who are offering only passive resistance.

But during the protests, MPD officers used O.C. spray all over the place against people who were engaged in only passive resistance or who weren't engaged in resistance of any kind (i.e., not even passive resistance).

For example, as Isthmus journalist Dylan Brogan [reported](#):

Officers in riot gear formed a line around 6 p.m. at the intersection of Johnson and State streets to clear the people who were blocking traffic. Police started spraying pepper spray at demonstrators at close range and walking forward to push people onto the 300 block of State Street. Brittany, a UW-Madison student, was hit with mace while trying to help someone who fell to the street as officers marched toward them.

'I was trying to help this girl up and they spray mace right in my eyes,' says Brittany, whose eyes were bloodshot and barely able to open. 'Fuck, my face hurts.'

Sharon Irwin (Tony Robinson's grandmother) was trying to de-escalate folks - just trying to help - and was peppersprayed in the face. She later described those events to me. Shadayra Kilfoy-Flores witnessed these events and posted on Facebook:

My friend Sharon Irwin was maced trying to STOP people from breaking into Goodman Jewelers. I had to wash PEPPER SPRAY out of my friend's hair. She was keeping the peace. The police sprayed her dead in her face.

Another friend, Nicole Desautels, wrote:

I started livestreaming on State Street at 6:49 pm on May 30th. The police used tear gas and pepper spray on peaceful protesters. It was disgusting. It was clear the police were there to agitate.

A reporter for Tone Madison [wrote](#):

lines of police in riot gear deployed tear gas and pepper spray indiscriminately to split up protestors.... Police in Madison have also joined the nationwide trend of openly assaulting journalists covering the protests. NBC 15 reporter George Balekji was interviewing a protest medic on live TV Sunday night, walking north on State Street past Mediterranean Café, when riot cops threw a tear-gas canister that hit Balekji in the shoulder as it detonated. "Protest was peaceful at this point, no warning was given to stop walking. Why use the tear gas in this scenario?" Balekji asked in a follow-up tweet. The cops in the riot line would have had a clear view of Balekji, the people Balekji was interviewing, and NBC 15's camera person.

Meanwhile, for impact projectiles, the current MPD policy reads, in part:

4. Impact projectiles may only be used under the following circumstances:

- a. To overcome violent or assaultive behavior or its threat when the officer reasonably believes that the subject poses an articulable threat of harm to an officer or to another person.
- b. To control persons in order to prevent them from harming themselves or others.

Additionally, an officer must reasonably believe that a lesser degree of force would be insufficient to control the situation, or that it is necessary to deliver force at a safe distance from the subject.

5. The intentional deployment of impact projectiles at the face, head or neck is considered deadly force....

8. Absent an imminent risk of harm to officers or citizens, impact projectiles will not be used in crowd control situations. Impact projectiles will not be used to move or disperse crowds.

The level of injury that such impact projectiles can inflict is discussed in [this LA Times article](#). Excerpt:

A homeless man in a wheelchair had his eye bloodied in downtown Los Angeles. A San Jose activist suffered a ruptured testicle after a blast to the groin. A radio reporter interviewing protesters in Long Beach suffered a neck wound. And an untold number of others sustained cuts, bruises and worse during the demonstrations that followed the death of George Floyd at the hands of Minneapolis police....

A 2017 analysis of 1,984 people struck by rubber or plastic bullets found that 3% were killed and 15% permanently injured. The peer-reviewed study, published in the journal BMJ Open, reviewed 30 years of scientific papers worldwide on injuries from kinetic impact projectiles, or KIPs, which include rubber-coated bullets, beanbag rounds, sponge rounds and more.

Dr. Rohini Haar, the study's lead author and an emergency room physician, said that the so-called sponge rounds fired by the 40-millimeter launcher had not reduced problems.

"Because these sponge rounds are used so pervasively, we see a ton of injuries from them," said Haar, a public health lecturer at UC Berkeley. She said there had been a 'false narrative' that 'less-lethal' weapons were less problematic, resulting in little rigorous review of their impact.

JT Jenkins, a friend who I know to be highly reliable in testimony, attended the Madison protests to provide medical assistance and video document events. He wrote me the following:

I personally witnessed 2 youth take rubber bullets [technically, 40mm sponge rounds] to the face. But we were being pushed so hard by the cops I couldn't stop and get bullets from ground or interview the kids. But yeah one had an open wound above eyebrow.

I also have video of them spraying OC spray to face of people treating others on the ground. And video of people throwing up in all directions from the CS gas

It was a lot of gas.

When Madison alders queried Chief Wahl about these events in a letter, he provided an account and case reports that omitted such information.

JT Jenkins commented regarding Chief Wahl's response to the letter from alders:

He lies. I have plenty of video to back it up.

Under MPD policy, officers are supposed to report others who use force in violation of policy, but that didn't happen during the protests (the principle of police solidarity trumped policy). And in incident reports, it's ever so easy for officers to justify whatever action they took - e.g. writing that there was a "threat" of active resistance when there was none, to justify their use of O.C. spray, or writing that they were aiming for the lower body when they shoot someone in the face with an impact projectile. Given the incident report, the use of force will then be judged as within policy.

If you want to verify for yourself that pepperspray and tear gas were being used against protesters in a deliberate manner that completely violated MPD policy, here are a few of many, many videos showing it: [Video 1](#), [Video 2](#), [Video 3](#).

At this point MPD requires a sea change

The issues delineated above need to be addressed, and that won't occur easily. Real change would require an external hire of an authentic dedicated reformer as Chief.

As recently retired MPD officer Steve Mackesey [noted in a recent interview](#), discussing the shooting of Tony Robinson and other incidents:

Mackesey says he witnessed a culture at MPD that was "incapable of living up to the standards the community expects from its police force."

"There are plenty of outstanding officers in Madison. But if MPD is so great, so much better than other departments, then why do these incidents keep happening?" asks Mackesey. "How is it that MPD is never, never, never at fault? And what is just as bad is that within the department, dissent isn't tolerated. You are called a traitor, maybe even harassed, unless you fall in line."

I'll add that I and the organization that I'm part of (the Community Response Team) have been working for systemic reform of Madison policing since 2012. One thing I've learned is that MPD is very resistant to change. For example, OIR Group, which performed a comprehensive review of MPD, has a reputation among police oversight professionals of making its recommendations quite palatable to police department (not overly critical or demanding). In part, this reflects the fact that OIR Group needs to be able to obtain positive referrals from police departments it has worked with, to continue to obtain new clients. So its recommendations are good, but not overly harsh. However, MPD was resistant to a very large proportion of OIR's recommendations, which was highly unusual. Mike Gennaco of OIR told me that they did not normally encounter police departments this resistant to their recommendations for reform, and he sent me examples of more typical responses – those contained none of the resistance and defensiveness that characterized much of the MPD response. The MDP Policy & Procedure Review Ad Hoc Committee had to go through each OIR recommendation MPD disagreed with, seeking compromises and making final decisions on recommendations. I will note that Captain Mary Schauf was the MPD representative to the Ad Hoc Committee for some of those discussions, and I found her responses much more reasonable, and less resistant than those of Vic Wahl. But still, this is a police department that appears quite resistant to reform.

I'll add that racially disparate policing is far from the only serious problem with MPD. One should not conclude, for example, that all goes well with policing of white people. It doesn't – especially in policing of individuals from low income backgrounds, people with mental health issues, etc. But I devoted much of this letter to the racial disparities since I believe that's one very critical matter to consider in the hiring of a new Chief.

Sincerely,

Dr. Gregory Gelembiuk

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Tuesday, July 21, 2020 7:55 PM
To: Jenna Rousseau
Subject: FW: Fire Matt Kenny: Tony Robinson

From: megan Spielbauer
Sent: Tuesday, July 21, 2020 7:55:22 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Fire Matt Kenny: Tony Robinson

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

Hello,

I am a resident of Madison and student at UW Madison. I want a police chief who is going to fire Matt Kenny, arrest Matt Kenny for the murder of Tony Robinson, help the district attorney to prosecute Matt Kenny, retrain the officers he has trained, and create a plan to defund the police. Police officers know that the city relies on them for services that they are not trained to provide. Every other agency knows what budget cuts look and feel like; it's time for the Madison police to take a massive budget cut. Our city needs to be proactive not reactive.

REST IN POWER TONY ROBINSON,

Megan Spielbauer

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Wednesday, July 22, 2020 9:56 AM
To: Jenna Rousseau
Subject: FW: New Police Chief

From: Dneece Hettrick
Sent: Wednesday, July 22, 2020 9:55:31 AM (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.

To Whom It May Concern.
Please consider Lt. Harrison Zanders of the MPD for the position of Chief of Police.

I give him my strongest recommendation.

Best.

Denise R. Hettrick
608-219-7312

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Wednesday, July 22, 2020 12:25 PM
To: Jenna Rousseau
Subject: FW: Clarification on "pushback"

From: Nick Cleary
Sent: Wednesday, July 22, 2020 12:23:56 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Clarification on "pushback"

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

When I referred to pushback against the city, I did not mean to allude to the idea that the police department not listen to the city. What I meant to convey was the idea that if the city council is demanding things that are completely infeasible, or even not in line with our statutory obligations, we have an outspoken leader who is willing to call this out publicly.

Thank you,

Nick Cleary

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Wednesday, July 22, 2020 12:35 PM
To: Jenna Rousseau
Subject: FW: Sources for why and how to increase workplace diversity

From: farah@kaiksow.net
Sent: Wednesday, July 22, 2020 12:34:20 PM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Sources for why and how to increase workplace diversity

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

As follow up from my public comment today.
Thank you for your time,
Farah Acher Kaiksow, MD, MPP
Madison

One article from Institute for Healthcare Improvement that addresses how to increase diversity:

<http://www.ihl.org/communities/blogs/4-ways-to-improve-workplace-diversity-and-equity-hiring>

Two articles from Harvard Business Review (one cited in above IHI article) that addresses why diverse workplaces are better:

<https://hbr.org/2016/11/why-diverse-teams-are-smarter>

<https://hbr.org/2016/09/diverse-teams-feel-less-comfortable-and-thats-why-they-perform-better>

Police Chief talking points – presented to the Madison Police and Fire Commission – July 22, 2020

Hello and thank you for allowing me the opportunity to address the Police and Fire Commission on what we're looking for in Madison's next police chief. I'm Brian Shah. I've lived in Madison since 2000 and moved to Oakbridge Neighborhood on Madison's far west side in the fall of 2008. I serve on the neighborhood board as the Architectural Review Board chairperson. Others on our board, including our leadership, suggested that I speak to you.

Our neighborhood is around the bend from Tree Lane Family Apartments. My house is approximately 0.2 miles from there. Although we've had some growing pains, I believe that a number of my neighbors share the sentiment that things have vastly improved since June 2018. In fact, I know a number of neighbors that help there, and even my family donates items when we can. But I'm not here to discuss that issue because, in my honest opinion, our neighbors at Tree Lane Family Apartments deserve the opportunities to thrive and be a part of our community.

Instead, I was asked to speak before you in what our neighborhood is looking for in Madison's next police chief. We all know that police departments across this country are under a very scrutinizing microscope. Incidents that involve names like George Floyd, Breonna Taylor, Michael Brown, Eric Garner, and even our own Tony Robinson keep resurfacing. In our own progressive city, we want black lives to matter, but we also want the criminal trespassing and grand theft among teens to stop. Our next police chief is walking into a delicate situation, one that will require both compassion and commitment to our community while also trying to maintain peace in the city.

The following is a short list of qualities that I think will be crucial for our next police chief and the future of our police department.

I would prefer a police chief who is willing to review use-of-force policies and improve training so that force is a last-resort. This includes prohibiting the use of choke-holds, tear gas, and lethal force. I'm impressed that our police department already has a *Use of Non-Deadly Force* standard operating procedure in place and posted on its website. I hope that this is the standard, not just another piece of paper.

I would prefer a police chief who is willing to avoid no-knock warrants. I don't want to learn of a fate similar to Breonna Taylor's in my own city, and, being someone of darker skin, I certainly don't want to be the victim of one.

I would prefer a police chief who is willing to increase reporting and transparency. I know the data are there and requestable. I know of a neighbor who used this data to show crime trends in our area. A dashboard on the police department's website showing how our officers engage each call in our community would be a good starting point on this transparency. Also, when an event is happening in our neighborhoods, it's important to share information with us for safety. During the summer of 2018, we had an incident where officers were searching for two armed men, but we didn't have any information, nor were we told to stay inside for our safety.

I would prefer a police chief who is willing to work with community leaders to affect change. These leaders include Michael Johnson of Boys & Girls Club of Dane County, Dr. Ruben Anthony of Urban League of Greater Madison, Henry Sanders of Madison 365, Karen Menendez Collier of Centro Hispano, and Dr. Jack Daniels of Madison College, to name a few. I know at least three of these leaders personally: I studied with one of them and eventually worked for him, I volunteered for and rode bikes with another, and I currently work for the third. Their insights will help build bridges for inclusivity and trust.

I would prefer a police chief who is willing to change the police department so that all citizens in Madison see them as a community partner. Our communities of color, ethnicity, and immigration harbor a great deal of mistrust in government and law enforcement. Our next police chief must be willing to change that mentality and show that our officers are partners, not the enemy. I dislike the phrase “defunding the police” because it is inaccurate and leads those who don’t understand to assume that it means completely shutting down law enforcement agencies. As a budget analyst, I prefer calling this reallocating resources to grow needed community support services. I would prefer our next police chief understands this need.

I would prefer a police chief who is willing to deal with politics at the city, county, state, and federal levels. We are a grossly-divided nation, not a united one. I fear the same urban flight that I saw growing up in Milwaukee during the late 80’s and early 90’s can happen here. Call it what you will; I recognize it as racism and white flight. Leaders at every level are willing to divide and conquer. Our next police chief will have to navigate these choppy waters.

I would prefer a police chief who is willing to push neighborhoods like mine to opt into more community engagement amongst ourselves through programs like The Good Neighbor Project. To my knowledge, only three or four of Oakbridge’s 145 households has attended any Good Neighbor Project presentation. If our next police chief can get my board to even start discussing it, they’ve made more progress than me.

I would prefer a police chief who is willing to go before local and state officials and push for decriminalizing drug abuse. As someone who is recovering from alcohol use disorder and volunteers as a SMART Recovery meeting facilitator, I’ve met numerous participants who continue to struggle with their own recovery from both drugs and alcohol, yet have good hearts and intentions. They don’t belong in prison; they need help with mental health and substance use disorders. Our next police chief needs to cultivate that understanding.

I would prefer a police chief who is willing to support those officers that continue to provide positive support in the community and also willing to discipline those that have troubled records. I believe that we have many good, well-intentioned police officers in the Madison Police Department. They deserve to be recognized for their work. However, officers that hide behind the shield and abuse their power have no place in any police department. I know that the officers I’ve met so far seem well-intentioned.

I believe that our police department has already established many good practices and does its best to hire based on equity, inclusiveness, and fairness. There is more work to do, though. I don't know what others have come here to say. I do know that criminal activity raises my neighbors' cackles. They're fast to prosecute because much of this is happening to them. Although I want my neighbors to be safe, I also want us to explore creative outlets that will help those engaged in criminal activity turn over a new leaf, outside of incarceration.

Our next police chief will have to be someone who is passionate about changing the way we police, how we engage our community, how we deal with criminal activity, and how we become a model for the rest of the nation. I worry about my own brother-in-law who serves as an officer in another city, and I was thinking about the challenges he faces as I drafted this presentation. As a person who isn't of European descent, I sometimes find myself being looked at differently. I shudder when I hear about weapons drawn on a legal resident in our own neighboring Monona because he wasn't the right skin color; that could be me. Our next police chief needs to build a mindset of inclusivity among our neighbors. You have challenging work ahead of you. Good luck in your search. And thank you for giving me the opportunity to speak on behalf of Oakbridge Neighborhood today.

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Thursday, July 23, 2020 8:03 AM
To: Jenna Rousseau
Subject: FW: Comments from Public at 7/22/20 meeting, my observations of police behavior in Madison, and draft PD

From: Eileen Kramer
Sent: Thursday, July 23, 2020 8:07:44 AM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Cc: Eileen
Subject: Comments from Public at 7/22/20 meeting, my observations of police behavior in Madison, and draft PD

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

I listened to the meeting of the PFC on Thursday 7/22. The comments from members of the public were excellent, constructive and thoughtful. The thoughts expressed need to be incorporated into the PD that will be used for recruitment.

I believe that the most important quality needed in a new police chief is the ability to lead a CHANGE IN POLICE CULTURE. The new chief must be able to lead a significant change in police attitude. The racism, misogony, and bullying must stop. The bad actors need to go. The need to "control" by bullying, hitting, using chemical weapons, humiliating, and physically injuring people must be changed. MPD must be radically reformed to protect and serve the PEOPLE, ALL PEOPLE.

Regarding the meeting, I was disappointed that the meeting was adjourned early because one member of the commission had to leave. It would have been appropriate for members of the commission to discuss openly their reactions to the public statements.

During the meeting there was reference to a "tool" for evaluating applications. Can you please provide me with a link to this "tool" or a copy of it. I was not able to locate it on the City web site.

I look forward to future meetings.

Eileen Kramer
608-381-0554

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Friday, July 24, 2020 9:02 AM
To: Jenna Rousseau
Subject: FW: Letter to the PFC

From: Tobias Wayland
Sent: Friday, July 24, 2020 9:02:11 AM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Re: Letter to the PFC

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

Hello,

I'm writing to you today to express my sincere hope that you are not persuaded by the latest attempt by Madison's tiny minority of radical activists to undermine the safety and prosperity of our citizens. The fact is, the MPD is one of the finest police departments in the country, and the silent majority of citizens in Madison support them. Our difficulty is that, despite being the majority, we aren't organized, so when we speak we do so as individuals--which makes us targets for the tiny but organized radical activists, against whom we are individually outnumbered. So our only recourse is to appeal to our government privately, and support what efforts we can to maintain social order.

Please understand that I don't know of anyone who still supports the efforts of radical activist groups to continuously hold our city hostage for their own political gain. They don't represent the city, only their own special interests. I believe that people would like increased access to mental health resources through the department, and certainly there might be some systemic changes to be made towards that goal, but calls to defund the police and provide civilian oversight are not as popular as the radicals would have everyone think. The main issue with the proposed civilian oversight committee being that it would not, in fact, represent our community, but would instead be stacked with representatives of the radical activist organizations who have proposed it.

In any case, please consider the safety and concerns of the silent majority when hiring a new police chief. Most of us miss Koval dearly; with a new shooting everyday and our livelihoods being destroyed by continued unrest, we need someone who will stand for us.

Sincerely,

Tobias Wayland
Resident of the Williamson-Marquette Neighborhood

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Friday, July 24, 2020 9:31 AM
To: Jenna Rousseau
Subject: FW: Police Chief Consideration

From: Emily Wayland
Sent: Friday, July 24, 2020 9:30:13 AM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Police Chief Consideration

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

Hello,

I'm writing to you today out of sincere concern for the decision to be made regarding our police chief. I consider myself liberal, and absolutely believe that Black Lives Matter and we can raise up their cause while also considering the livelihoods of the greater community. As you may recall, earlier this week City Council voted against funding repairs to damaged businesses on State Street from the riots. Many of these are small businesses, and many are owned by minorities that are immigrants and refugees. Their reasoning? These people aren't the favored minority. I personally work for the Madison Concourse Hotel, and we have many minorities and refugees from Africa that worked for us for over 20 years in departments like housekeeping--which is unheard of in the hospitality industry. We had to lay off 90% or more of our workforce not only due to decreased business levels from Coronavirus, but we have had repeat guests cancel on us for feeling unsafe downtown when their business kept us treading water. On top of that, there are shootings every day in this city, and while I support police reform--public safety MUST be addressed. The world is already dealing with Covid-19, and we have to try to live through these events on top of a global pandemic. Black lives absolutely matter, but that doesn't mean we leave the rest of the community in harm's way. So many citizens are doing NOTHING wrong and are being told their well-being doesn't matter.

The MPD is one of the finest and most inclusive police departments in the country, and the silent majority of citizens in Madison support them. I feel as though there is no nuance in seeing the big picture--there are issues in policing nationwide, but MPD has never been part of the problem. Our difficulty is that, despite being the majority, we aren't organized, so when we speak we do so as individuals in fear of becoming targeted. The fact is, the cases addressed in the letter from members of Urban Triage and Freedom Inc are not comparable to incredibly problematic cases of Breonna Taylor and George Floyd.

While minorities should be included and represented, Freedom Inc and Urban Triage don't represent the city as a whole, only their own special interests and they will turn on their allies for disagreeing with them on any topic, which is not how a democracy works. I believe that people would like increased access to mental health resources through the department, and certainly there might be some systemic changes to be made towards that goal, but calls to defund the police don't answer that question--FUNDING does. The main issue with the proposed civilian oversight committee being that it would not, in fact, represent our community, but would instead be stacked with representatives of the radical activist organizations who have proposed it, and I believe it should represent all of Madison.

In any case, please consider the safety and concerns from the majority of citizens like myself when hiring a new police chief. With a new shooting everyday and our livelihoods being destroyed by continued unrest, we need someone who will stand for us. When I moved here 10 years ago, I felt safe and loved living here. Now, I do not and it gets worse every year and while we'd like to move, our financial situation is keeping us here for the time being. Please consider choosing a chief that works for the greater community as a whole and not just a couple organizations with special interests.

Sincerely, Emily Wayland
Resident of the Williamson-Marquette Neighborhood

Jenna Rousseau

From: Police Chief Search <policechiefsearch@cityofmadison.com>
Sent: Friday, July 24, 2020 10:16 AM
To: Jenna Rousseau
Subject: FW: Madison police

From: Marge
Sent: Friday, July 24, 2020 10:15:41 AM (UTC-06:00) Central Time (US & Canada)
To: Police Chief Search
Subject: Madison police

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

Dear Madison Police & Fire commission:

I was quite upset to hear about the no confidence letter regarding interim police Chief Vic Wahl . He has had an impossible job trying to keep Madison residents safe amidst the uptick of crime ,destruction & lawlessness.

We have the best police force in the nation .

In your search you need to find some one with the qualities of Interim Chief Wahl & former Chief Mike Koval. Maybe criminals need help, but first they have to be removed from our communities. Every society regardless of how primitive or advanced needs order in which to function. The activists who hate police are advocating & supporting criminal activity & chaos.

Please use your common sense in hiring a police Chief. I know you have to listen to the ranting of police haters but you also have to consider the needs of ordinary citizens trying to live, work , & raise families.

Thanks Marge Bils

Sent from my iPhone