

From: [Gregory Gelembiuk](#)
To: [City of Madison Police and Fire Commission](#)
Subject: MPD Chief selection - input
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Dear Police & Fire Commission Members,

I am writing to provide a small modicum of input into the Chief selection process. I am the Data Analyst in the Office of the Independent Monitor (OIM) and I am writing as an individual (not on behalf of the Office).

I simply would like to convey that MPD Acting Chief John Patterson has been very good to work with, both as Assistant Chief and as Acting Chief. Many police chiefs (probably most) have a somewhat contentious relationship with their civilian police oversight offices. That has not been true in the least with John Patterson. In his interactions with OIM and the Independent Monitor, he has always been entirely reasonable, receptive, collaborative, and professional. When I first met him, I commented that I had heard quite a lot about him from other community members, and that I had never heard a single negative thing. That remains true to this day. Multiple community members have conveyed to me stories of his kindness and decency.

Moreover, from what I have seen, he is not someone driven by ego, and I think this is a valuable quality to have in a police chief. Studies show that people who are relatively narcissistic and ego-driven often generate a great first impression in the context of interviews, but their less positive characteristics become apparent over time, creating friction and problems. Acting Chief Patterson is someone who Madison community members have had the opportunity to vet over a long period of time – we know who we would be getting: a competent and caring Chief who would promulgate the values brought to MPD by former Chief David Couper.

Sincerely,

Dr. Gregory Gelembiuk