

From: [George and Patricia Silverwood](#)
To: [City of Madison Police and Fire Commission](#)
Subject: Chief hiring
Date: Sunday, April 20, 2025 4:24:46 PM

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The Madison Police Department is widely recognized for its progressive approach to policy, diversity in hiring, and openness to innovation. The quality of the current staff reflects this. I understand the rationale for a national search in order to consider a wide range of candidates. It allows you to gain feedback and leadership perspective from those who apply. It also provides an overall gauge for the candidates as a whole.

Having recognized the above, I do hope you will give strong consideration to quality internal candidates. Such a person has a built in advantage from his/her familiarity with Department and community culture and knowledge of existing personnel. An external candidate can take a long time to match that advantage if they ever do.

Thank you for inviting input and your service to the community.

Captain George Silverwood (ret)