

From: [Kim I. Richman](#)
To: [City of Madison Police and Fire Commission](#)
Subject: Next MPD Chief
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Greetings PFC;

I'm a member of the East District Community Policing Advisory Board. Although I spoke at the April 14, 2025 PFC meeting, it was as a Madison resident - *not* representing the CPAB.

For public record, my content was the following;

**"Good evening, PFC members.
Thank you for your service and this opportunity for public input.
To be transparent, these are my thoughts and not from any boards or committees on which I sit.**

**I've lived in Madison almost my entire life. We've had great police chiefs hiring from within, and we should go back to that.
In addition to bringing credibility, higher morale, resilience, and trust from within the department, they are aware of MPD's culture, which respects integrity, values, and internal dynamics.**

**The new Chief should be committed to community engagement by prioritizing outreach, building trust, and strengthening relationships with residents in diverse neighborhoods, and by pledging to transparency, relationship-building, and listening to public concerns.
We should look for a strong yet collaborative leader who will work well with city officials but also stand firm on critical issues.**

When necessary, the Chief should be willing to challenge leadership, including the mayor, and should (again) be somebody who can lead MPD's culture that values integrity, morale, and resilience.

**The new Chief should understand modern policing tools, like real-time crime centers, AI-driven analytics, body-worn cameras, and data.
They should also be willing to integrate ethical, data-driven decision-making into public safety strategies with the implementation of new investigative tools.
The new Chief will have the ability to navigate rapidly changing social and political structures as well as future trends in technology with a calm, confident presence during crises.**

The new chief should commit to;

- Professional development and training-
- Officer accountability-
- Internal reform-
- High ethical standards-
- Continuing to promote diversity and inclusion at MPD-
- and working with oversight bodies and accept constructive criticism.

The new Chief should support officers by listening to their concerns, improve internal communication, and prioritize and support officer mental health and well-being. That will create an environment where officers feel valued and heard.

As a community safety advocate, this is very important to me. We need someone who will implement effective strategies to reduce crime and enhance public safety, including increased traffic enforcement and attempts to get SROs back in high schools.

In Conclusion:

I believe Madison needs a Chief who is an insider, a strong and principled leader, a champion for officers, a *community-focused ambassador*, and a visionary for safety and inclusion.

It will strengthen the department while building trust within our community.

Thank you!

**Kim Richman
16th District
Madison**

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