

Attorney Gerald C. Sternberg's Remarks

During my career as an attorney, I have worked for many years with police officers.

You should consider candidates who have a proven track record on leading organizational change that is effective and long-term.

You should have a strong sense of how you re-imagine the MPD and the direction you want the new Chief to lead the MPD before you make your selection of a Chief.

Whoever you consider for Chief should have an attitude that policing is first and foremost a public service for the benefit of the Community and that the Commission should not give strong consideration to candidates with a warrior mentality.

The new hires that the Chief makes should be people with that same mentality, with an emphasis on multiculturalism and appreciation for diversity.

The Chief should support hiring that includes psychological testing and testing for prejudice, so that we hire officers who do not discriminate based on race, ethnic group, religion, gender, or sexual orientation and the records of those in the MPD need to be examined thoroughly for bias and

mistreatment of people of color. Implicit bias training needs to be ongoing at the MPD.

The Chief should have strong conflict resolution and de-escalation experience and skills and can train those skills to others.

Once hired, officers ought to be trained on proportionate use of force and to only use necessary force in interacting with the public, and that avoiding excessive force is an important MPD priority. Using lethal force should always be a last resort and peaceful methods of dealing with the community should be used whenever possible.

The Chief needs to support a strong discipline system which is fair to the officer charged and due process should be accorded, but officers found responsible for serious violations, especially those involving excessive force, racial profiling or dishonesty should not remain on the force. The discipline needs to be promptly issued after a fair and timely hearing, and make officers accountable for bad acts.

If an officer is a witness to unacceptable police action, he or she needs to have the duty to intervene rather than the blue wall of silence or covering for one's colleague and the Chief has to support such policies.

The Chief should show respect for the Police Union, but never be intimidated by it.

The Chief should be flexible, have respect for and be able to work well with a civilian Oversight Board and Independent Monitor.

The Chief should also realize that there are plenty of jobs in which the police need not necessarily be involved, such as stabilizing a homeless person who suffers from mental illness. A mobile crisis team may be much better suited, particularly if any risk of danger is minimal.



July 22, 2020

Remarks made to the Police and Fire Commission

Good Afternoon

My name is Brenda Brown. I am a retired public servant who worked for 39 years in various administrative posts in complex organizations in the State, County and at the University of Wisconsin Madison. For a brief period I served as Acting Director of Affirmative Action for Dane County.

Whatever candidate selected as MPD Police must embrace the principals of affirmative action, diversity and cultural competence.

The selected candidate must know our community to include each cultural group and must be comfortable with each group.

The new Police Chief should work with other community leaders to help build trust and to mend the distrust that has surfaced due to recent national issues.

People of color don't feel safe with police engagements unless they are video taped.

Any officer who knowingly submits inaccurate reports should be held accountable and disciplined.

We need someone with the ability to weed out bad apples from the police force and not to be afraid to do so.

We need someone who is committed to hiring new police officers who share the same values and the vision of MPD Department and the greater Madison community. In order to do that the new Chief must get to know our shared values and vision. He or she must have a specific plan to achieve this knowledge.

They should thoroughly review the hiring process and develop strategies to advance diversity and inclusiveness in the hiring process.

Make certain that when discipline is needed among police officers that everyone regardless of race receives the same consequences for the same violations.

I would like the Police Chief to have a continued commitment to work with our mental health clinicians in a partnership and as allies so that people receive the mental health services instead of them being involved in the criminal justice system.

**Remarks prepared by Michael C. Morgan (member of the Madison African American/Jewish Friendship Group) to the Madison PFC on 22 July 2020**

As a Madison resident and member of the African-American/Jewish Friendship Group, I thank the Police and Fire Commission for the opportunity to comment on the process and on characteristics of the future Chief of Police in our City.

I expect that this process will be conducted in manner fair and respectful to the applicants, and also with a level of transparency, thoroughness, deliberativeness that allows the community confidence in the outcome with an understanding of what you, the PFC, see as an appropriate policing model for our City.

I wish to see a Chief of Police who understands and can articulate a vision for policing that recognizes the concerns long-described by people of color and most recently amplified nationally after the murder of George Floyd; a vision acknowledging that:

- Black Lives Matter;
- police are not always the necessary public servants required for every situation;
- a safe community is not one with many police, but one in which everyone's life and rights are acknowledged, respected, and protected;
- police should interact with their community with respect, empathy, and humanity; and
- force is often not the best first response to a situation, but efforts to de-escalate should be attempted when possible.

I would like the future Chief of Police to state unequivocally that the Madison Police Department will not request, accept, or receive any military equipment (including heavy vehicles) designed for use by the US military. Further, if the MPD possess such equipment, the MPD will return any and all of it.

I would like the future Chief of Police to describe their view of what the scope of policing should be for this community – when SHOULD police be called in? When should other public safety officers be called in?

I would like the future Chief of Police to be prepared to grow in their job and in their engagement with supporting our community – they may not have all the answers immediately, but are willing to learn and listen and be responsive to us, our elected leaders, and community representativeness, and be held publically accountable for their actions and the actions of the force they are seeking to lead.

In short, a transparent process that brings the community along, with an opportunity to hear from the short list of candidates their articulated vision for policing and public service in our community.

Thank you for your attention.



## Madison Police Chief Candidate Qualifications

I am a forty-five year Madison resident. I have lived on the north, south and near-east sides of the city. I have been impacted by the tenures of 5 police chiefs. I have both participated in ride-a-longs with police and faced them in the streets. That is the perspective I bring to this conversation.

### **Essential Qualifications**

The Chief must be chosen from a truly diverse field of candidates.

The Chief will have demonstrated ability to implement police reform and to articulate a benchmarked plan for implementing reform at MPD.

The Chief has a plan for hiring, retaining and promoting officers of color.

The Chief Can articulate what cultural competence looks like in law enforcement.

The Chief has demonstrated ability to engender trust in communities of color.

The Chief is willing to work in a system that mandates external oversight of police misconduct.

The Chief will act as a “peace officer” and lead a department of peace officers i.e., officers trained to seek collaboration over conflict, trust over fear, and de-escalation over violence. Most importantly, peace officers do not despise the people they are supposed to protect and serve.

The Chief is able to describe how she will effectively deal with “rogue” officers.

The Chief must have experience leading a diverse police department in an urban setting.

William Greer, LCSW, LPC  
July 22, 2020