

**Q4 What else do you want us to know as we search for the next police chief for Madison? (Response limit is 800 words)**

Answered: 335   Skipped: 187

# City of Madison Police Chief Search Community Survey

#	RESPONSES	DATE
1	Act responsibly	9/21/2020 1:06 AM
2	Someone who stands up for the department and it's employees. Someone who is not scared of the vocal minority and can stand up to the mayor and alders if they disagree with them.	9/19/2020 11:23 PM
3	Most Madison citizen want a safe city in which to live. Don't hire a chief because he is the "grooviest" one you can find. We need to confront violent crime and illegal gun violence (NOT take guns from law abiding citizens!)	9/19/2020 3:46 PM
4	The chief should be willing to implement creative solutions, such as bonuses for officers living in neighborhoods with in their jurisdiction.	9/19/2020 3:03 PM
5	Begin shifting responsibility and funds for community change.	9/19/2020 2:52 PM
6	Support and defend your dept. Keep our street safe.	9/19/2020 2:34 PM
7	Please select a chief who has the fortitude to stand up to the protesters and actually enforce the law as written, regardless of race/age/color/etc. of the alleged criminal. Let's take back our city from the lawbreakers! No kneeling for mobs of rioters!	9/19/2020 11:34 AM
8	The mayor, council, and DA must support the police for them to be successful	9/19/2020 11:14 AM
9	We need a police chief who will be respected by staff and the Madison community. That happens when they are allowed to do their job.	9/19/2020 10:30 AM
10	Pick a chief that won't be a yes person to the mayor, she knows absolutely nothing about policing and just makes the matters worse when it comes to community-police relationships	9/19/2020 9:14 AM
11	Police should have body cameras and the opposition to them is ludicrous. Madison has great police force but they need MORE, not fewer resources. That is particularly true now, while we experiencing a violent crime EPIDEMIC of historical proportions. How we stop the shootings and car thefts is rule number one. Rule number two is, see rule number one.	9/19/2020 9:05 AM
12	Ask yourselves this question: If you are on an airplane that is about to crash who do you want to be the pilot? Someone who checks all the right diversity boxes or someone who can land the plane in one piece? To find the correct person to be the next chief of Police, find the most qualified person for that job and to Hell with all the political correctness.	9/19/2020 7:26 AM
13	Give the police a clear idea of what they are supposed to be doing.	9/19/2020 4:50 AM
14	You will probably have a hard time finding a qualified candidate interested in protecting our citizens and property given the obstacles put in place by our mayor, common council, and the police oversight committee. Who would want the job?	9/18/2020 10:13 PM
15	I want the next chief to practice a strong, consistent commitment to community control of police, and to reducing the budget of the MPD. And I think the next chief should live within city limits — I understand it can't be required, but it should be encouraged.	9/18/2020 8:05 PM
16	I want a COP! Not a political chief. The alders who then criticize can be fired.	9/18/2020 8:01 PM
17	Most, if not all of these issues were being addressed VERY well by Chief Koval. The department is going to heck in a hand basket with him gone, and with no one having the back of the officers. If criminals were held responsible for their crimes, things wouldn't be as bad as they are here! If the new chief could be an actual leadership position and not a political position, we could get back on the right track.	9/18/2020 6:10 PM
18	Sherriff Dave Clark	9/18/2020 6:03 PM
19	We need a strong chief that knows public safety should be the top priority of every leader. Madison needs a chief that is honest, transparent, caring, and supportive of his staff. One that will put a stop to rioting at the first sign of it by being prepared and ready to arrest and haul away the criminals, We need a clone of Chief Koval.	9/18/2020 4:55 PM
20	The MPD is a high quality, forward thinking department. One of the best in the nation. Madison has a growing problem with youth gangs and violence. Our neighborhoods are becoming battlegrounds. My wife and I saw a shooting while sitting on our porch, at noon, in a leafy, once peaceful neighborhood. We need a chief who will support their officers, train and develop them and let them do their jobs. Those jobs don't involve enforcing corporate crime, "wage theft" or	9/18/2020 2:54 PM

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even hate crimes. The former two are enforced at the state and federal levels and the latter is a penalty-enhancer applied to a criminal charge by the DA, not the police department. Thank you for considering my thoughts.

21	Do not tie his/her hands preventing him/her from doing their jobs. No micro managing from unqualified individuals.	9/18/2020 12:51 PM
22	The new Chief doesn't have to take orders from Satya.	9/18/2020 12:22 PM
23	Strong leadership, law and order -without it, society does not exist ... there should be no tolerance for the ongoing crime which Madison is experiencing.	9/18/2020 12:15 PM
24	Please, no kneelers. No crybabies. No virtue signalers. No school guidance counsellors. We want a police chief who will protect the public, not genuflect to special interests. The Madison Police Department does not need fixing. Madison police are not racists. Madison police do not target minorities. Madison police respond to calls for help. Teenage car thefts are epidemic. Black teens and young men are shooting and killing each other and innocent bystanders.	9/18/2020 11:57 AM
25	Do not allow vandalism, looting and fires during protests! Enforce current laws! Do not allow protesters to block traffic! In other words maintain law and order for the safety and well-being of all citizens who are the silent majority! We are getting angry that the lawless are controlling our lives and our city. Thank you!	9/18/2020 11:33 AM
26	I would like to see programs that help prevent criminal behavior before the fact but strong penalties and enforcement of punishment after the fact. Gun crimes by anyone no matter the age , home invasions and vehicle theft need to be treated and punished to the full extent of the law. Madison has been aware of the problems poverty and gangs cause in this community. Social programs can work but they need to be backed up by strong police enforcement when they fail. I wish we did not need a police presence in the high schools but I believe it is beneficial at this point.	9/18/2020 10:31 AM
27	Violent crime needs to be immediately addressed.	9/17/2020 9:58 PM
28	Our police are not racist fascists on the hunt for black or brown people. They are decent working men and women who we ask to do a very dangerous job. They are the least racist among us because they put their lives on the line to protect us all. They deserve a chief who will respect their service and not be afraid to stand up for them against the mob, the mayor, or the city council.	9/17/2020 8:17 PM
29	The Police Chief must demand the arrest of anyone that commits a crime regardless of race. A crime is a crime regardless of race.	9/17/2020 7:56 PM
30	I would love to see Madison police be a leader in developing and implementing real solutions to the varied problems they are now tasked with addressing, many of which they should not be forced to address in the first place. Mental health issues, homelessness, poverty, and inequality are all social issues that drive crime (or police calls at any rate) and should be handled differently. Police departments can be a part of - and even lead - the solutions! But not if the leadership is entrenched in an us vs them, we do no wrong, every interaction and person is a threat, there is no racism mindset. I want leadership that recognizes the issues and isn't afraid to think outside the box to actually solve and prevent problems rather than just taking an enforcer role.	9/17/2020 6:17 PM
31	Police need to be engaging in the same hard work that many locals are, investigating our racial biases, equity, justice, etc. MMSD is working on it, it might be interesting to partner.	9/17/2020 6:03 PM
32	I want you to consider hiring a civilian for the position, a non police, so that real change is possible. A union backed, code of silence, type of chief will be the worst situation. Be radical. Hire a civilian.	9/17/2020 5:16 PM
33	I do not want the the police chief to be a political puppet.	9/17/2020 5:15 PM
34	Please select a proven leader who has experience in police/community cooperation and trust, budgeting for a large organization, continue a community policing model such as MPD now has in neighborhood officers, foot patrol, community outreach, school ERO's, etc. Madison needs someone who will push the organizational philosophy that the Department should be policing WITH the community not something they do TO the community.	9/17/2020 4:58 PM
35	We need a Police chief that will work with the community to reducen crome all together, funds will need to be transfer into Resources and programs so that they don't have to worry about too	9/17/2020 4:53 PM

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much and so that we can all have transparency and accountability in a system that wrpls to protect Black and Brown bodies from Police brutality and from ICE. We neee to hold employers accountable for wage theft immediately and protect workers and the working class.

36	Completely demilitarize the madison police, fire the officer that killed tony robinson, and forbid officers from working with ICE	9/17/2020 4:13 PM
37	Thank you for performing your search.	9/17/2020 3:44 PM
38	- Completely demilitarize Madison police - Improve police accountability (fire the officer who killed Tony Robinson) - Forbid local officers from working with ICE	9/17/2020 3:40 PM
39	This person had better not have ever killed a person while on duty.	9/17/2020 3:32 PM
40	Defund the police and fire Matt Kenny	9/17/2020 2:47 PM
41	It is important to find a chief who will not let ego dictate decisions and who will prioritize the needs of the greater community over the needs of the police department, particularly when it comes to budgeting for necessary services.	9/17/2020 2:41 PM
42	I am a non-binary citizen who is afraid of the cops even though I am white. I have an invisible disability caused by a chronic illness and I am living in poverty. My last exchange with the cops was when I was a victim of a hit and run while on my moped. I was stopped at a red light and a car hit me from behind throwing me into the intersection. Someone called 911. But when the EMS came and cops came no witnesses were questioned. I was talked out of going to the ER by the EMS workers. I had a severe concussion from hitting my head against the pavement (with my helmet). A cop drove me to a near by friends house but drove like it was the Daytona 500. It made my head feel much worse. The cops never followed up. I emailed the officer that drove me to my friends but they never responded. MPD did sell my contact info to random accident lawyers as I got junk mail from them. I felt like I got no real help. The cops never tried to find the person that hit me. I often think about if I were a person of color how I'd be treated. I know it would be much much worse. My situation seems like a simple routine call but they couldn't even interview witnesses or try to find out who hit me. Complete failure.	9/17/2020 2:33 PM
43	I would prefer a chief from a marginalized community. I would prefer a chief who lives in, and is an active member of, our community. (This is only temporary, the end goal is police abolition.)	9/17/2020 2:33 PM
44	Fire Matt Kenny. Break tie with union.	9/17/2020 2:22 PM
45	Someone who will support the rank and file.	9/17/2020 1:46 PM
46	If the police department is at all committed to transparency and accountability, the first thing they will do is fire Matt Kenny. It is absolutely unacceptable that an officer who has commit murder is still a paid and gun carrying officer, no matter what training Kenny has since received. Tony Robinson should still be alive, he was a year younger than me and was friends with people I knew. The community is still grieving and traumatized by this murder and the police have not done enough. The police must move to be completely demilitarized and cut their contract with any school in Dane County and will work with other police departments outside of Dane County to cut their ties to schools. The police will have no involvement with ICE. LISTEN TO THE COMMUNITY.	9/17/2020 1:35 PM
47	We need you to understand that our current system for law enforcement is deeply & intrinsically racist, & cannot be fixed by hiring a new police chief. We need you all to commit to researching, reading, & engaging with this issue. Madison Police needs to move forward with the best interests of the community, particularly the BIPOC community, in mind, NOT the interests of law enforcement.	9/17/2020 1:26 PM
48	The authoritarian bent to any and all police departments is a bigger threat to public safety than most any other civilian lead organization. The long arm of the law reaches for the throat of every civilian who does bow to the new rule of our government, and police departments comprise the thumb and middle finger of the hand that robs us of our breath.	9/17/2020 12:27 PM
49	No old white men. Someone who will: Demilitarize and defund Madison police. Fire Matt Kenny. Forbid officers from working with ICE.	9/17/2020 12:10 PM
50	Commitment to 1) completely demilitarize the MPD 2) hold officers accountable (meaning among other things firing Matt Kenny) 3) forbid local officer from working with ICE	9/17/2020 12:09 PM
51	defund the police	9/17/2020 12:07 PM

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52	ICE has no place in Madison or in our communities. Our next chief should have no connections with ICE and should forbid staff/other local law enforcement from assisting or working with ICE.	9/17/2020 11:58 AM
53	Madison PD should cut all ties with the university and dedicate their immense funding to police alternatives, like mental health crisis centers. Additionally the police department should be demilitarized as a top priority	9/17/2020 11:53 AM
54	The way we currently police is enforced by systemic bias. The new police chief needs to acknowledge this and work with the community. We need "protect and serve" not "bully and arrest."	9/17/2020 11:20 AM
55	I would like to see the next Chief of Police have honest conversations regarding the increasing presence of gang violence in Madison and steps needed to reduce gun violence in the city.	9/17/2020 11:05 AM
56	Madison needs a chief that is willing to enforce the laws and protect the city from rioters	9/17/2020 9:51 AM
57	Encourage community involvement	9/17/2020 9:42 AM
58	The police chief must be committed to holding officers (and themselves) accountable to the law and to department procedures. Without this there cannot be any trust between MPD and the madison community. I would also like to see a police chief committed to actually protecting the people of madison in general. Right now MPD appears to be more focused on protecting property than human lives. The police department should focus on resolution and intervention in violent crime and on corporate crime and such. Additionally the police should provide, at most a supporting role, in addressing "crimes" stemming from lack of resources (i.e. vagrancy, drug abuse, mental health crisis, petty theft, etc), by which I mean that they should be at most responsible for connecting affected individuals to resources and programs actually equipped to solve those sorts of nonviolent issues.	9/17/2020 9:14 AM
59	My experience with the police after being physically attacked this year was offensive, confusing, and traumatizing. Communication was terrible. The officer tried to avoid my questions about what he had done about the situation by aggressively victim blaming me, acting like I was changing my story, and eventually hanging up on me. We need a chief who will not allow a culture of hostility and evasion toward victims of violence among officers.	9/17/2020 9:05 AM
60	Your police chief needs to be from Madison, and no where else. They need to know they community if which they work FOR, they need to ensure the people can trust them, and they need to listen to the people and NOT their "Brotherhood". MPD is corrupt, this needs to end.	9/17/2020 8:56 AM
61	I would like to see a police chief that advocates for a smaller police force and foot print. I would like the police chief to end community policing models. I would want a police chief that advocates for ending the criminalization of unhoused people. I want a police chief that advocates to the city to redirect mass amount of police funding to services that provide housing, recreation, child care, mental health, drug support, and other necessities that we know help people and our community. I want a police chief that understands the culture of Madison that caters to White, middle class and wealthy college and tech culture and the violence perpetuated in these spaces. I want a police chief that serves the community and holds the department and officers accountable for their actions at all times. I want a police chief who is knowledgeable and trusting of Restorative Justice philosophy and practitioners and that would encourage officer's to engage in humble, relational practices with people who encounter police contact.	9/17/2020 8:51 AM
62	Our next police chief should he willing to give all of his or her control to the people if that is what the community asks for.	9/17/2020 8:21 AM
63	You need to hire someone strong enough to lead the department and not back down to the whimpy Mayor and city council.	9/17/2020 8:12 AM
64	Madison, believe it or not, has a police department considered to be one of the most progressive and well-run in the country. Our PD is a model for other cities. If City leadership continues its hostility for the police department, we will have trouble attracting a good police chief, or good rank and file officers. Does our leadership want a safe city and safe schools, or does it not? The families worried about their children's safety want to know. It is not racist to want public safety. Many of the people who are most vulnerable to being crime and murder victims are Black, and deserve better than the "Wild West" that Madison is becoming as "shots fired" incidents become the norm.	9/17/2020 4:29 AM

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65	Need a chief committed to working on a prompt, orderly transition to nonviolent alternatives to our current state of overpolicing.	9/17/2020 3:16 AM
66	Don't hire anyone that will kneel to the City Counsel and Mayor. Lock up the criminals (whatever their color) and keep the community safe —follow the law (for a change). Hire the best qualified person——no affirmative action needed. No confidence that this will happen. The mayor hates the police. Sad.	9/16/2020 11:33 PM
67	I would like someone who is able to stand up to the crazy culture here of accepting violence. I no longer feel safe living here, but I suspect the Mayor has made this job impossible for any Chief.	9/16/2020 10:28 PM
68	There are quite a few Police Chiefs nationwide, well-qualified, most minority, that have resigned from their respective police departments for LACK of support by their city government. A good pool of candidates to start with.	9/16/2020 8:30 PM
69	The Chief needs support of the city council to stop the destruction. City Council members need to reach out and understand what policing is. So far they have been absent!	9/16/2020 6:11 PM
70	Let them do there jobs	9/16/2020 6:09 PM
71	They need to be given the ability to run the department without needless oversight. Let them do what is right for the vast majority and not special interest groups. The law is the law for everyone.	9/16/2020 5:29 PM
72	Stop committing Sociology by law enforcement. Insist that the elected officials will back up police. Crack down on shooters. Reduce Chicago gangs infiltration in Madison.	9/16/2020 5:12 PM
73	Too much left wing political nonsense. Hire a police chief that focuses on reducing crime in Madison and standing up for the good name of good officers.	9/16/2020 4:44 PM
74	Be their own person, only take the job, if they make it clear they work for the taxpayers, not the council, or any other governing body!	9/16/2020 4:36 PM
75	I want to see a chief that is accountable to the entire community and not just the loudest group on the block. A chief that can disagree with the mayor and City council and not feel like their job is in jeopardy. A chief that takes a proactive approach towards crime prevention. Madison is made up of more than 6% of people that always think they're being picked on. Hire the most qualified individual and not someone that checks off all the boxes.	9/16/2020 4:20 PM
76	Find & hire a candidate with an ability to think critically, imbued with a solid law & order code of conduct [& history thereof], a demonstrated immunity to hysterical, gutless obeisance to contrived, brain-dead social constructs, movements, & platforms. Former L.E.O.'s of note to emulate would be Dane Co. sheriffs G. Hamblin & R. Raemisch, former MMPD Chief Koval; in short, candidate must have a functional intellect, gonads, demonstrable spine, be apolitically forthright, and be committed to truly equal application of law & order for ALL the citizens & taxpayers of MDSN. No KNEELERS need apply! Discard any/all intersectionality checklist charades BEFORE wasting more taxpayer resources.	9/16/2020 4:20 PM
77	Look for someone with qualities kie David Couper	9/16/2020 4:09 PM
78	My experience with the MPD has mostly been positive. My 9 y/o grandson however recently had an experience with a officer engaged in a police incident, who seemed unaware of innocent bystanders and appeared to point a gun at him. Repair of public relations and demilitarization are sorely needed. Guns should be the very last resort. There was no apparent threat except from that officer.	9/16/2020 4:04 PM
79	We need another Chief Koval to help quell the riots and protect the jewels of our city (State St, Capitol, UW Campus)	9/16/2020 3:56 PM
80	Get back to policing!	9/16/2020 3:29 PM
81	Enforce the laws. Reduce crime. Transparant. Crime is getting worse. Downward spiral of crime will be the end of madison as a vibrant desired city to live in. People talk with their feet...if you are NOT SAFE in your community, after a period of time...those that can MOVE AWAY.	9/16/2020 3:14 PM
82	You should hire a real policeman, not a social worker or a political, who will do whatever it takes to vigorously enforce the law in an even-handed manner and encourage the criminal element to leave Wisconsin.	9/16/2020 2:50 PM



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83	1. Enforce all existing laws regardless of pressure from city hall to “stand down”! 2. Lead the MPD Under the motto that “ The Prime directive of the force is to protect all citizens and their property from criminals, terrorists and anarchists”.	9/16/2020 2:33 PM
84	I would like the police chief to work with the various councils that have been established to monitor the police, but not kowtow to them. This is especially true of the new citizen's review committee. I think that good leader needs to take input and then do what's best for the city. There does need to be a sense of transparency though of the department. That is very important.	9/16/2020 2:25 PM
85	If you can duplicate Chief Couper or Noble Wray, you'd be on the right track.	9/16/2020 2:24 PM
86	Someone who has strength, who will stand up to the local terrorist groups, the mayor, and the city council.	9/16/2020 2:14 PM
87	That Progressive Dane is stopped.	9/16/2020 2:07 PM
88	We want a police chief who will protect the public, not genuflect to special interests.	9/16/2020 1:44 PM
89	There should be some way to coordinate with community building efforts, encouraging rehabilitation, etc. as a higher priority than enforcement.	9/16/2020 12:01 PM
90	Police Chief needs to be open to process of community oversight and radical change in policing culture, even to the point of giving up power to other agencies that can more effectively handle complex community issues, without resorting to violence and punitive measures that harm our community.	9/16/2020 11:41 AM
91	Diversity does not consist in genitalia or perceived skin shade. Also a candidate ought to have worked on the street, not just administered. Someone who does not value political correctness above all else.	9/16/2020 11:06 AM
92	MPD has a great team ... let's find a great leader!	9/16/2020 7:53 AM
93	Need a Chief who will challenge the law enforcement status quo, who will listen to and take advice from police critics, who is open to the Black Lives Matter movement, who values problem-oriented policing and innovative, non-traditional approaches.	9/16/2020 4:23 AM
94	Someone who will not have officers policing low income communities any more than high income communities. Someone who will look for community solutions and ethical practices before they look to policing and use of force.	9/15/2020 10:09 PM
95	Commitment to anti-racist work and eliminating the unacceptable racial disparities in policing and our community as a whole.	9/15/2020 8:31 PM
96	I value the demands of the Black Lives Matter movement and community. Must ban the police union from protecting unlawful policing tactics and behavior. Understand Native, black, Latinx, and Asian communities and their historical relationships with police and policing. Understand the detrimental effects of police militarization, COPS/community policing programs, and excessive use of force on individuals and communities.	9/15/2020 8:20 PM
97	We need a chief who will stand up to the mayor and do what's right. Protect the community and not bow down to the loud, small group of people trying to overthrow Madison and the police department.	9/15/2020 7:26 PM
98	I would like the next police chief to be concerned with the safety of all of the citizens of Madison, search for ways to reduce juvenile crime revolving door policies and work with community agencies to address social justice, mental health, etc. issues.	9/15/2020 5:04 PM
99	Please select someone who is a POC or a person that has demonstrated allegiance with Madison's Black community and other communities of color	9/15/2020 4:28 PM
100	We want someone that is going to be compassionate, transparent and is going to diversify the PD. There needs to be bodycam footage released so police are held accountable and the public can start gaining trust.	9/15/2020 4:13 PM
101	Defund the police. Invest in communities that have been most marginalized, targeted, suppressed and terrorized by the entire criminal justice system, including policing. Address the root cause of distrust with police enforcement- RACISM AND WHITE SUPREMACY. Create mandatory evaluations and assessments for future cops that asses and allows them to apply	9/15/2020 2:32 PM

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(to "prove") their mental health, behavior, cultural competence, ethical values, and racial bias. They should be trained for longer periods of time if there careers are to enforce laws.

102	N/a	9/15/2020 11:33 AM
103	I want the new police chief to support community input on policing.	9/15/2020 8:17 AM
104	We have real issues in our community and a complete lack of trust between the black community and the police force. This runs deep and is complex and the police chief must be committed to facing that, re-envisioning what police looks like and how we can create a safe, inclusion community we all want to live in.	9/15/2020 6:16 AM
105	Need a transformational, highly progressive Chief. Fully open to critical input. Dedicated to ameliorating negative impacts of policing on marginalized communities (and particularly Black residents). Strong commitment to public health approaches and problem-oriented policing.	9/15/2020 12:26 AM
106	We are at a time when our community needs change. We are seeing the results of years of "tough on crime" policies which basically mean jailing an ever-increasing number of People of Color. We need a police chief who is committed to holding police officers accountable, who is willing to work towards reducing the responsibilities of the police department and thus reducing the funding for the department as those responsibilities are assumed by other programs. We need a police chief that is willing to work with the community and not just pay lip service to that, a police chief that actively pursues alternative and restorative justice as alternatives to incarceration, and who can help change the culture of policing in Madison.	9/14/2020 10:59 PM
107	I really would really just like to see any police officer held accountable for shooting someone. I'd also like to see the death trap you call a jail in the city county building closed and turned into museum of historical corrections practices.	9/14/2020 10:58 PM
108	PLEASE DO NOT HIRE inexperienced internal leaders like John Patterson, who could not successfully lead a department into a local lake. He talks a good game, but is a spineless bully. A successful chief will be a naturally successful leader, who people will listen to and be willing to engage in real change.	9/14/2020 10:52 PM
109	Find someone that pisses off the bald baby Kelly Powers, he stinks	9/14/2020 7:23 PM
110	I think your survey questions reflect a predisposition to select a Chief who will seek to change to excellent Department we currently have. Sad that the voices of the few are likely to dictate your selection.	9/14/2020 3:24 PM
111	It is important to select a chief of police that will consider the needs of all citizens, not just a vocal few.	9/14/2020 1:38 PM
112	I see the most important attributes of the next Chief to be previous experience in leading a police department and the ability to communicate his or her vision within and outside the Department. Currently, there are a lot of very loud voices calling for all sorts of "reform" or changes in what the MPD does. Unfortunately, many of the advocates are clueless as to the standards and policies that already exist and to what the Department does and does not spend resources on. If the new Chief fails to communicate the impact of proposed changes despite these loud voices, he or she will lose other segments of the Community and members of the Department. The OIR report did not find a broken Department. A candidate should be able to understand the nuances of potential reform in the interview stage.	9/14/2020 12:40 PM
113	I don't believe that Racial and gender diversity is an issues in the Madison Police department. Positions are open to all races and genders and the best individuals should be hired based on their ability to perform the job. Community policies is not the Police Departments job that is a politicians job to makes the laws and then stand behind the laws they have made. It is also not the police departments job to track record or implement cultural change or engage in national conversations their job is to enforce the law and protect law abiding citizens. Weak leadership from weak politicians has made officers job more difficult and less safe. We need an experienced leader who can stand up to outside pressure and ensure their officers have what they need to do their job which is enforcing the law.	9/14/2020 9:57 AM
114	The next chief should be from outside the MPD because anyone who has been in the MPD will most likely perpetuate MPD's problems. The next chief needs to be someone who will make genuine efforts to reshape the force into one that doesn't abuse non-white people, and particularly black people, and who will demilitarize the force. The next chief should also be someone who has a track record of holding people accountable and not just playing PR	9/14/2020 9:54 AM



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games. The next chief needs to be willing to root out the Matt Kennys before they kill, and not put them in charge of training anyone.

115	I noticed that there was no mention at ALL in the choices of what should be the #1 priority, TO PROTECT AND SERVE!!! I am a huge supporter of the MPD, but so much PC garbage from local leaders has totally tied the hands of law enforcement officers. Stand down order given. Ridiculous! The State Street/Capitol rioting should have been stopped long before it got so out of hand, but the cops weren't allowed to do their job. MPD cops are the most non-biased in the country. Please pick a chief like Mike Koval was, who truly backed the blue and gave them the tools and support they need!	9/13/2020 10:25 PM
116	We need a leader to model non racist behavior and try to engage communities of color for informational dialogue rather than just arrests	9/13/2020 7:20 PM
117	Not politically correct	9/13/2020 12:54 PM
118	Someone not influenced by mayor or the domestic terrorist/racist black Lives matter or urban triage.	9/13/2020 9:24 AM
119	Someone with intellect, compassion, emphasis on non-violent policing, champion of racial equity, someone who wants to listen and is not afraid to implement changes needed to make MPD even better, zero tolerance for police brutality, racially mixed command staff to work with, hire older officers, not just ones out of college or military, a Chief like David Couper.	9/13/2020 8:39 AM
120	Continue Koval's work of reducing crime. Auto thefts and violent crimes by repeat offenders are unacceptable. When can Madison start a 'stop and frisk' policy?	9/13/2020 8:33 AM
121	Another chief koval....the police force needs to be tough on crime and address gangs and violence increases, hire more police, support police, and defunding nothing	9/13/2020 5:35 AM
122	A fine balance of ensuring the department personal is well led as well as making sure the chief takes a holistic approach to providing police services to all the community. Where there are cops who are well trained and well supported there will positive public interactions. Violent crimes are sky rocketing and the police need to be able to do their job and enforce the law	9/13/2020 3:18 AM
123	Keep the mayor out of it	9/13/2020 3:01 AM
124	We need someone who is dependable and stern who will not tolerate anarchy and focuses on training, mental health, and engaging community. Madison police do a wonderful job.	9/13/2020 1:55 AM
125	Please hire someone who will actively involve community organizations as alternatives to traditional policing, does not prioritize weaponry over social services, and is willing to humbly address concerns from the community (many of which have already been stated multiple times).	9/12/2020 9:01 PM
126	Well, there is an important balance here. The commission may face pressure to simply hire a black or chief of color. However , you will recall the Chicago, Rochester, Milwaukee and Minneapolis and Dallas police departments had chiefs who were black or people of color at the same time that the respective departments got national attention for shooting a unarmed black child or man. So do the right thing, select a candidate who is competent will be empowered to change culture and who will fiercely address white supremacy that is in the police department.	9/12/2020 5:04 PM
127	1. demilitarize the police. 2. forbid the police from working with ICE 3. fire matt kenny and hold police officers who make mistakes accountable. 4. hire a police chief who understands the need for decreased funding being given to the police and who is willing to work with the community and put the community ahead of their own ego.	9/12/2020 1:48 PM
128	Someone who emphasis and encourages diversity hiring. Someone who was like Koval again would be great - he was amazing.	9/12/2020 12:24 PM
129	The current state of the police and the criminal justice system re-victimizes individuals. It disproportionately affects communities of color. I would like a police chief who is interested in changing the system to actually serve communities rather than police them. I want them to change the training practices to actually learn deescalation techniques and how to work with others rather than viewing everyone as an enemy and also vastly increase the amount of training required. My profession requires 1000 hours to get the most basic license, police should require at least the same, if not more since they carry deadly weapons. Demilitarize the equipment and training. Require all police to participate in anti-racist training. Hold all police accountable for their actions. If police shoot someone, they get leave without pay, and an	9/12/2020 9:21 AM

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independent investigation by individuals who have no connection to the institution of policing. The next police chief must be committed to firing police with multiple complaints of excessive force and be committed to ending police brutality.

130	How can you hire for a position when the fundamental purpose of the PD is being reconsidered? We should focus the community on reconsidering what we want our PD to be. After that, we can look for a chief that will help us get there.	9/11/2020 11:01 PM
131	I would like to see a chief who understands the plight of those protesting in the street, is not threatened by the truth or insulted by Black Lives Matter, who does not tolerate white supremacist vigilantes, and who works with community groups to have funding shifted to a public health and education approach to violence prevention.	9/11/2020 9:46 PM
132	Someone who will go through the restorative process, implanting it for the police and how they govern. Bring restorative justice to cops and offenders	9/11/2020 6:55 PM
133	Listen to community advocates. They have clear ideas and plans that will be well received by the communities they are advocating for: BIPOC, LGBTQ+, homeless, etc.	9/11/2020 6:15 PM
134	Needs to be a person of color, preferably a black woman.	9/11/2020 4:19 PM
135	Please focus on a single issue: reducing crime in Madison and holding offenders accountable.	9/11/2020 2:07 PM
136	The new chief will have to have the ability to effectively communicate with the community and not cow-tow to the liberal ideas set forth by the so called city leaders. The chief will also have to have ideas on how to bring the moral of the Department back up to an acceptable level. The chief should be chosen based upon proven qualifications and not based on gender, sexual orientation or race. I've seen too many positions filled with unqualified people based on "being the first". I've worked under three different chiefs, one was excellent, two were worthless. The whole department suffers with a bad chief. A chief has to be able to stand up for what's right and condemn what's wrong, no matter where the pressure is coming from. Leadership matters. No wishy washy decision making.	9/11/2020 1:19 AM
137	Keep the one you have	9/11/2020 1:04 AM
138	Search for the best possible person to lead with priorities and standards set forth by Chief Koval and the other chiefs before him. A priority is finding a candidate with a proven track record to attract hiring and retaining top-notch people and community relationship building. It's important for the new chief to speak up for funding for hiring more officers, and value and support every officer. Demonstrating great communication skills for collaborating and working with everyone in the MPD, mayor, city counsel and committees and the public is important. The chief needs to make sure programs already started to help kids, youth, neighborhoods are continued. Our community deserves the very best possible candidate who leads with respect, listens and is someone we can be proud to call our Chief.	9/10/2020 9:48 PM
139	I would hope that the next police chief will focus efforts on responding to serious crimes, and work to transition non-violent calls (eg mental health calls, traffic accident reporting) over to unarmed teams trained specifically to handle those situations. I would also like to see significant emphasis on de-escalation training for all officers.	9/10/2020 7:07 PM
140	The community needs a strong leader who won't be prohibited from doing their job by the council or mayor or various organizations that are so critical of the police	9/10/2020 5:52 PM
141	I think it is important that the next police chief will know how to communicate effectively with those in political office, but will remain cognizant that their position is not to push whatever the current political agenda is but to do what is right for the overall well being and safety for the Madison community.	9/10/2020 4:39 PM
142	I would like someone who is compassionate and energetic and also who is a strong leader who is not going to back down when fighting for the needs of the department and community safety. I would prefer someone with experience leading a police department similar in size to Madison. MPD already has a great culture and great people, so hopefully the next leader will continue this.	9/10/2020 4:29 PM
143	To not let groups like Freedom Inc or Urban Triage have any say in the process, as they have advocated for violence during the riots. The PFC should also not take anything seriously from the new civilian review board, as it was made in bad faith and has pre-selected groups that have donated money to the very politicians that have enshrined them in having a voice over all others in the process. Instead of actually finding groups representative of the Madison	9/10/2020 4:10 PM

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community, they only selected groups who have openly be critical of the Police Department. No business groups, no neighborhood watch groups, no community partners unless they have been openly critical of the police. And these same groups that have called attention to racial disparities in schools and criminal justice, have now made a new racial disparity, such that a race that makes up 8% of the local populations has a mandated majority of this committee.

144	Needs to share the same values as our former police chief	9/10/2020 2:09 PM
145	This city needs a leader in the police department and not someone who is a lap dog for the mayor. Get back to the basics of police work.	9/10/2020 1:58 PM
146	Hire someone who recognizes that policing is a local issue and while there are definitely areas police can improve in Madison, overall the City of Madison has an extremely good police department.	9/10/2020 1:56 PM
147	I would like to see a strong, reasoned leader be hired who doesn't necessarily have police chief experience but does demonstrate fairness and accountability both to police officers and community members.	9/10/2020 9:26 AM
148	Black Lives Matter	9/9/2020 10:47 PM
149	Data, data, data! Data driven, Embrace audits and enforce accountability	9/9/2020 8:11 PM
150	The MPD police system is broken, functioning more as a terrorist org than anything else among the community. The way forward is through defunding as a minimum effort and reallocating funding to provide critical community care systems that have the power to not just stop crime, but to prevent it before it starts, unlike the police.	9/9/2020 5:48 PM
151	nothing much	9/9/2020 1:53 PM
152	Remove all harmful punitive policies, practices, and people from school environments, including police, suspension, and expulsion. Support public institutions engaging in 360-degree accountability through abolitionist restorative justice. 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. Using recommendations of said committee, invest in a campaign to decriminalize and humanize Black people. Provide reparations to said committee to create educational initiatives for the Black community. Provide reparations for Black land trusts and other remedies for gentrification and hyper-segregation. Create a truth and reconciliation process to replace the punitive criminal justice system with abolitionist restorative justice. Adopt the demands developed by the Movement for Black Lives.	9/9/2020 11:16 AM
153	I want Madison to be a national leader in true policing reform. I would like the police and the city to seriously consider having unarmed, accountable and social justice oriented teams respond to calls that are currently handled by police but which do not require police such as mental health crises, car accidents and other community needs. I want police to focus on serious crimes with a dramatic increase in accountability and ensuring that all members of the community are treated equitably.	9/9/2020 8:38 AM
154	Please don't let it be a white man.	9/9/2020 8:28 AM
155	Don't hire someone who thinks it's OK to use weapons of war against civilians.	9/9/2020 8:17 AM
156	I am a white upper middle class man, usually your target demographic. I'm sickened by what I have seen perpetuated by the police in my lifetime and I will work to stop it.	9/9/2020 8:05 AM
157	families work in/out of Madison. We need a new chief to understand that communication of his vision for a better dept. goes beyond the boundaries of Madison.	9/9/2020 6:23 AM
158	Some one who is incredibly tolerant.	9/9/2020 1:11 AM
159	The next chief needs to be transparent and honest, trust will follow. Genuine community conversations and listening sessions that result in something other than defensiveness would also build trust. I think this has to be an ongoing effort to understand the various facets of our community and what people want - not just the white west-siders and downtown business owners. We need a leader that can bring people together and have difficult conversations.	9/8/2020 6:00 PM
160	I think the most important thing is for the new leader to have a strong understanding systemic racism, and the history of the role that policing has played in upholding white supremacist ideology. At a minimum, this would mean that they would lead the police to operate in a way that prioritizes the lives and dignity of Black, Indigenous, and other Communities of Color. As a	9/8/2020 4:05 PM

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start, this would mean a minimization of the use of force, and transparent accountability processes when force is used. But longer term, the plan should be to collaboratively develop the systems that would need to be in place in order for the Community to have their needs met through other, more supportive, less punitive, and less militarized/dangerous entities such as mental health and crisis response units, restorative justice responses, and other community supports. In this way, we can move to defund the institution of policing.

161	There must be a priority on education of police chiefs based on anti-racist values and social/community work values. As an advocate and worker with a domestic violence agency, again and again, we hear of police officers doubting and victim-blaming women in domestic abuse allegations.	9/8/2020 2:55 PM
162	The chief has to know what he's doing. Chief can't be a puppet. Chief should have strong morals. Chief also can't refuse to learn and be willing to change. Chief should ideally have been living in the community in which they will be chief of and not be an outsider. Being a POC does not necessarily mean that person will do right by the POC community. That should not be the only criteria. That's political. The chief has to support his department and not do what is politically convenient or popular. Chief also has to listen to their department about what THEY think the issues are. They want better relationships with those in the community the serve, too.	9/8/2020 2:14 PM
163	I would like the next police chief to be open to feedback from the community. Someone who is willing to engage with community members from marginalized communities and openly hear feedback from their experiences. I would also like to know that they are supportive of the immigrant community and would not welcome ICE them into this community. I would also like someone who is openly aware police brutality and systemic racism is real.	9/8/2020 2:06 PM
164	Policing needs a complete overhaul in my opinion. Currently it's reactive and focuses more on "control of a situation" rather than de-escalation. This is dangerous both for the police officer and the person involved in the confrontation. When Mayor Rhodes-Conway asked all City depts. to take produce a budget with a cut of 5% given the current situation, Chief Wahl responded. He said that a 5% reduction would mean removing neighborhood officers and mental health officers, which is contrary to the current movement asking for better policing when it comes to racial disparities, policing of poor, substance abusers and mentally ill. That thought process is exactly why Madison PD is currently failing in the communities eyes. Their token programs, are just that. The skills taught to those officers in the token programs should be a standard of excellence among all police in MPD. We need a leader that understands that.	9/8/2020 2:01 PM
165	democrat	9/8/2020 1:57 PM
166	We need a very strong/confident leader who can listen and learn from the community. And then they need to be able to work well with others (constructively) to solve the issues before us as a community.	9/8/2020 1:56 PM
167	I would like to see a chief who is committed to demilitarization of the police and open to the idea of reforming what policing looks like.	9/8/2020 1:33 PM
168	I think the next police chief will have a huge task in both addressing the cultural challenges (inside and outside of the department) and safety issues. It must be someone who can make everyone feel that their opinions matter -- and have that be true.	9/8/2020 1:30 PM
169	I think it's necessary that the next police chief envision a new approach to policing in Madison. Re-think how to address unmet needs in our community (collaboratively with people/organizations doing the work) in hopes that it allows the police department the chance to get ahead of some of the gun violence issues we are seeing as of late.	9/8/2020 1:12 PM
170	An understanding that more oppression will not alleviate outrage over oppression. Just plain integrity. Willingness to go against the brotherhood of of policing.	9/8/2020 1:12 PM
171	Hire the most qualified applicant and then let that person do their job without micro-management by Mayor, City Council, new police over-sight group, and "flavor of the day" protesters.	9/8/2020 1:11 PM
172	I'd like the new police chief to represent all citizens, including seniors who are too often dismissed.	9/8/2020 1:10 PM
173	Madison is in need of a police chief dedicated to create a safe and reliable system for ALL community members - not just the white ones. Cultural competency is huge, especially in a	9/8/2020 1:07 PM

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city as racially divided (systemically) as Madison. The next chief needs to be willing to listen to the community and act accordingly.

174	I would like a Police Chief who calls for a refocus of funding when their officers are too busy addressing mental health and homelessness instead of saying the solution is more officers. The police are not appropriate for every encounter and I want a police chief who understands that and works to address that.	9/8/2020 1:01 PM
175	n/a	9/8/2020 12:59 PM
176	Culture change within an organization cannot occur without identifying and accepting the root causes. Pretending that there are not endemic problems with policing is akin to telling the community that they are not seeing what can clearly be seen. We need a leader who can receive feedback non-defensively, and create change from the inside.	9/8/2020 12:58 PM
177	Fire Matt Kenny. Apologize to communities of color for use of force and over policing. Hold all members of police force accountable for their racism and violence. stop criminalizing homelessness and poverty.	9/8/2020 12:51 PM
178	More jail cells means more prisoners. We need to continue to work on alternatives to jail. We need support for families of people charged or recently released. We need to stop criminalizing bail problems and get rid of bail requirements that penalize the poor. We should focus on community support for young people, especially those involved in gang activity and petty crime. More community supported jobs to pay people to stay out of crime might be worthwhile. We need to reduce HIPPA barriers in order to improve communication and share case management among police, health care professionals and staff working with homeless persons.	9/8/2020 11:30 AM
179	I would like to see increased collaboration with social service providers including identifying areas where non-police approaches may be more effective at meeting quality of life goals and using MPD's clout to advocate for increased resources for those alternative approaches.	9/8/2020 10:37 AM
180	Address the crime that matters. Violence, domestic abuse, car theft. Advocate for drug law reform.	9/7/2020 11:37 AM
181	Please consider "unconventional" candidates. Finding someone outside the world of the currently policing world/system could help lay the foundation for a true change to the way policing currently happens. Demilitarize Madison's police department and find a new chief who knows how to creatively resolve conflict without the use of violence (especially against unarmed citizen). Find someone who is invested in the process of restorative justice. Thank you for leading this process and allowing the public to provide input.	9/7/2020 11:35 AM
182	I would like to see a Chief of Police who can acknowledge and process criticism without being defensive.	9/6/2020 6:28 PM
183	Our community is hurting right now and I think this police chief hire is an opportunity for the City to show that it is open to constructive change, to lead the way in reforming policing all over the country. Please don't bow to pressure to rush this process along. This is the time to be mindful and take responsible steps to bring in a new police leader with a vision for improving police/community relations and stop the national crisis of Black people being brutalized and murdered by members of law enforcement.	9/6/2020 6:05 PM
184	We need a police chief that is committed to nonviolence, diversity training with a specific focus on anti-racism, accountability for use of force including the immediate release of bodycam footage to the public upon request when force is used, commitment to community policing including the support of a CPAC, and a willingness and understanding of what police defunding and eventual community policing should look like (to name a few things).	9/6/2020 5:19 PM
185	The negative opinion of MPD that is voiced by many alders, community members and organizations is based on national events and distrust of the police. These opinions should not be attributed to Madison officers. The next chief needs to be able to advocate for the department and educate the public regarding current police policies, initiatives and community programs. S/he needs to expand community programs that will build trust with the community and defuse the current negativity. S/he needs the support of the mayor and common council.	9/6/2020 8:28 AM
186	I am most concerned about violent crime and gun violence,. including shots fired. I want the PD to have good community relations and treat everyone equally so as to promote trust in the police department.	9/5/2020 12:23 PM



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187	I think that it's important that our police chief approaches community safety with a fundamental understanding of their position of power within the community, and that there is great responsibility associated with that. Accountability is the practice by which those with power demonstrate their commitment to responsibly discharging their duties. The police chief must lead by example in the arenas of responsibility and accountability.	9/4/2020 4:22 PM
188	I want a police chief that supports Black Lives Matter. I want the police to represent safety, not fear.	9/4/2020 3:31 PM
189	Please keep the people who will actually be affected by this decision in mind when you pick the person for this job	9/4/2020 2:45 PM
190	Someone who punishes racial discrimination shown by the police. Someone who stops the violence and doesn't bring in the military for peaceful protests.	9/4/2020 2:44 PM
191	In wake of the Community Oversight Ordinance, we need a chief willing to work with and respect civilian criticism and oversight. We need large cultural change and major demilitarization of police. We need to move beyond policing by force and move towards one of communication and diplomacy. For too long the madmen have run the asylum	9/4/2020 2:32 PM
192	Madison deserves a police chief that is willing to reduce the police department's budget and power. We have tried addressing city problems through policing, and this has led to shameful racial disparities and injustices. Today, we live in one of the most unequal cities and states in the country. Whoever is hired to lead the police force should make addressing—and eliminating—these inequalities a top priority.	9/3/2020 9:09 AM
193	I have been a resident of Madison for 21 years and I am extremely concerned about the rising homicides, shootings, and other crimes that have been on the rise. Madison PD has an excellent reputation among the nation's most respected and educated police departments. The corporate media are merchants of outrage and Madison PD is being caught-up in the national hurricane of disinformation. Please do not recruit a police chief who makes police officer's jobs even more difficult and dangerous as there will be dire consequences and the victims of crime (and the families of those who are killed by criminals) will have to be the ones who suffer because of overzealous political pressure.	9/2/2020 3:58 PM
194	The people who are the best qualified in selecting a new chief are the MPD themselves. In addition, the selection process should receive input from the sitting mayor who must work with the chief, the city council who must deal with related matters and a full representation of people from the community. People from the community should be selected from all parts of the city.	9/2/2020 6:43 AM
195	I'd like a police chief that understands the black lives matters movement and can be open and honest about what that means for his/her department. I'd like someone who can admit mistakes and who is committed to caring for the community as a whole.	9/2/2020 6:41 AM
196	Find someone who is open and committed to non traditional forms of policing. Also, the ideal candidate would be someone who has experience positively working in ethnically diverse communities and does not display or promote intolerant behaviors.	9/2/2020 12:29 AM
197	The ability for the new leadership to run their department without their hands tied by the extreme requirements set forth by the council.	9/1/2020 9:12 PM
198	I strongly urge the search to prioritize independent candidates with a track record of transparency, refusal to participate in the blue wall of silence, and someone who is open to input and control from community.	9/1/2020 6:36 PM
199	I'm paying attention to how Madison is searching for the police chief—I value the opportunity to provide feedback, and will be looking forward to seeing this input in action!	9/1/2020 2:51 PM
200	I want to see fairness and impartiality - no us vs them mentality. I want the chief to hold officers accountable for their actions and not give them a pass like every other profession. I also think officers need to revamp their training programs to be longer and all encompassing (Extensive Trauma Informed, extensive de-escalation training, extensive Implicit Bias, cultural competency, etc). I want the next chief to let especially the BIPOC community know that they are there to help.	9/1/2020 1:06 PM
201	We need change and we need accountability. Madison needs systems and people to acknowledge their faults, grow and put money back into developing communities of trust rather	9/1/2020 10:50 AM



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than building policing departments that create fear. This position should be filled by someone who has thought, experienced and seen these disconnects.

202	Find ways to allocate resources to make an officer's job seem less burdensome.	9/1/2020 9:49 AM
203	It is vital that we address the implicit bias in policing (really we all have to do it), and train better how to handle situations with black and brown people. If we fail to do so, the protests we see now will only get worse. Thank you.	9/1/2020 8:54 AM
204	Choose someone who believes Black Lives Matter and is willing to hold their police force accountable if/when they use excessive force AFTER they've undergone extensive deescalation training techniques AND been psychologically evaluated following bias training prior to being given a badge.	8/31/2020 9:12 PM
205	I just want to live in a city where police are held to a higher standard and where police are held accountable just like everyone else ( and no getting fired and rehired at a different department doesn't count as a punishment).	8/31/2020 8:37 PM
206	I urge you to consider applicants who don't have an adversarial mindset of the police and the community.	8/31/2020 4:29 PM
207	I want a Chief who backs his officers, whose policies reflect the will of the citizens, who will not be intimidated by special interest groups on ANY side of the spectrum of ideas. I am in favor of "broken windows" policing, in which all ordinances are enforced. Yesterday in my neighborhood a man urinated in the street, in front of a playground, in broad daylight. The speeding and reckless driving is seemingly increasingly exponentially, as well. I want police officers and the laws they enforce to be respected again.	8/31/2020 10:26 AM
208	We need someone truly dedicated to public safety in a holistic manner, who understands policing is one but not the only component of public safety. We need a leader who will help officers connect with the people they serve, not antagonize or intimidate them. We need a leader who is humble enough to listen, and strong enough to stand up to police unions when they work counter to holding officers accountable for actions. We aren't too broken in Madison, but we could be, if we don't get the right leader at this juncture.	8/30/2020 6:34 PM
209	We want the next police chief to have the best interest of the public in mind, not only that of his officers. We want he/she to pursue justice in a way that is fair and treats everyone in the community equally and respectfully. We want him/her to build trust between the police department and the community by clearly and transparently communicating about the department's activities. As a UW-Madison student, it is important to me that our campus is kept safe for each individual student.	8/30/2020 6:09 PM
210	That Freedom Inc and Urban Triage have no role in oversight. They are anti-police and have tacitly been encouraging the rioting.	8/30/2020 4:56 PM
211	Madison is becoming a less comfortable place to be. We have to lock up everything immediately, and bullets are flying. I saw Detroit fall apart 35 years ago, and it feels the same. I feel that Madison is lost, and we are leaving.	8/30/2020 3:17 PM
212	I don't understand the division between the local government and enforcement. Unity is needed to make a strong community. If a committee is appointed to oversee the police department know that this is your agenda and thus you will not be able to blame the police any longer. This will be your team and your responsibility. I am not found of government layering in general, I think you make more work for yourself and increase costs. That's my 2 cents worth. I actually live in Verona but spend a lot of time in Madison. Thanks for listening, I liked many of the items on your list for next years budget.	8/30/2020 8:39 AM
213	I want the city council to support the new police chief and work together. This community has become divisive and I believe it's at the hands of the city council members. Support the chief.	8/30/2020 8:04 AM
214	The next police chief needs to be accountable to and invested in COMMUNITY CONTROL OF THE POLICE. They also need to be willing to reduce the police budget drastically in order to fund social services.	8/29/2020 11:23 PM
215	The MPD is an outstanding organization that is diverse and reflects the community it serves. I hope that you can find a well qualified chief-like Koval was and Wahl currently is.	8/29/2020 8:45 PM
216	I want you to know that I want community oversight of MPD that actually has the power to exercise oversight.	8/29/2020 6:46 PM

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217	The Madison Police Department is one of the premier police departments in the nation; this is due to the quality, education, and commitment of the people who have committed to serving the public. The new chief should do whatever they need to do to retain this talented workforce and insure that the next generation of MPD officers are of as high a caliber	8/29/2020 4:39 PM
218	I would recommend consulting with David Couper, former MPD Police Chief, about his recommendations for the role. Also, this search should be PAUSED until the Independent Monitor and Community Accountability Board are in place and can play a major role in the process.	8/29/2020 2:12 PM
219	Stop politicizing the role of the police. They're here to restrain crime, enforce laws, and promote public safety. They're not the vehicle for every liberal public policy agenda that rolls down the pike. Furthermore, recent events tell us we've a long way to go in building bridges in our communities that have NOTHING to do with the police per se, though community policing isn't a bad step to building some trust. As a community, we need to work to build EQUALITY not various versions of preferential treatment. That's way more than the police department's job.	8/29/2020 9:07 AM
220	Find someone who is not afraid to stand up for their police force and isn't afraid to speak the truth!	8/29/2020 7:43 AM
221	Ideal candidate is BIPOC	8/29/2020 6:06 AM
222	Candidates must be committed to protecting and serving all people in the community and have a work history that shows that commitment. NO history of violence, racism, sexism. Candidates must have work history that demonstrates respect for all people in the community.	8/28/2020 8:00 PM
223	Madison has a professional and effective police department. Our goal needs to be continuous improvement in all aspects of policing. The selection of the next police chief must not be hijacked to a political agenda. There are many problems we need to address in Madison. The role of the police is to fairly and equitably enforce the law - nothing more and nothing less.	8/28/2020 7:23 PM
224	I think the city needs to hire more police officers!	8/28/2020 5:45 PM
225	Please don't defund the police. I believe we have a phenomenal police department. Let these officers be empowered to do their jobs. We need them and they serve an important role in building a thriving community.	8/28/2020 2:08 PM
226	Please provide strong leadership to reduce crime in Madison. Work toward a systemic change in racial disparities, but we also need a solution to deter youth from multiple crimes.	8/28/2020 2:01 PM
227	Someone not afraid to enforce the law or give in to radical leftist ideals or the mayor.	8/28/2020 1:45 PM
228	I believe that a basic rethinking of what police should do is necessary. As a result, I think the next chief should not be someone with a background as a police officer but rather someone with administrative experience who recognizes the basic dignity of all human beings and is determined to end police brutality in all its forms, and they are many, as I know from personal experience. As a step toward demilitarizing the MPD, the new chief should take the lead in severing all ties with the Pentagon and its policy of handing out crumbs from its 700 billion dollar budget in order to create dependence and enhance its image in local communities. I note in conclusion that I am 79 and have lived in Madison since 2009, long enough to have a sense of how things work here.	8/28/2020 1:16 PM
229	Crime is crime, there is no fix until people of the community enabling them to do so fix it themselves UNTIL then we need STRONG police force and Prosecution for criminals. no slaps on the wrist...once the violent crime has vanished we can work on pet projects	8/28/2020 12:39 PM
230	I would like to see a leader who leads with integrity and compassion. I would like to see him/her surround themselves with subject matter experts and actively takes into account their guidance to make well rounded and grounded decisions.	8/28/2020 10:56 AM
231	Good luck.	8/28/2020 9:50 AM
232	The Chief should have the ability to coordinate with other local departments (City and County) to provide a safe living environment and have experience leading a growing metropolitan department.	8/28/2020 9:47 AM
233	Please have the mayor's office and city council work to find a way to work with the police and other city and county service providers to see if we can find the right mix of people to address	8/28/2020 9:43 AM

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issues we relegate to police, that really should be addressed in conjunction with social services, mental health services, housing, domestic violence etc.

234	The Chief needs to work closely with community organizations and neighborhoods to establish trust and a feeling that police are there to serve and protect and can be relied upon in a crisis. Might want to consider bringing back neighborhood policing where this is a greater sense of community and trust.	8/28/2020 9:36 AM
235	The next MPD police chief should fully embrace the thoughts and ideals of Sir Robert Peel (1829) when he laid out the following principles for policing when establishing the London Metropolitan Police Department (believed to be the first police department in a democracy): 1 - To prevent crime and disorder, as an alternative to their repression by military force and severity of legal punishment. 2 - To recognize always that the power of the police to fulfill their functions and duties is dependent on public approval of their existence, actions and behavior, and on their ability to secure and maintain public respect. 3-To recognize always that to secure and maintain the respect and approval of the public means also securing the willing co-operation of the public in the task of observance of laws. 4 - To recognize always that the extent to which the co-operation of the public can be secured diminishes proportionately the necessity of the use of physical force and compulsion for achieving police objectives. 5 - To seek and preserve public favor, not by pandering to public opinion, but by constantly demonstrating absolutely impartial service to law, in complete independence of policy, and without regard to the justice or injustice of the substance of individual laws, by ready offering of individual service and friendship to all members of the public without regard to their wealth or social standing, by ready exercising of courtesy and friendly good humor, and by ready offering of individual sacrifice in protecting and preserving life. 6 - To use physical force only when the exercise of persuasion, advice and warning is found to be insufficient to obtain public co-operation to an extent necessary to secure observance of law or to restore order, and to use the minimum degree of physical force which is necessary on any particular occasion for achieving a police objective. 7 - To maintain at all times a relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police, the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence. 8 - To recognize always the need for strict adherence to police-executive functions, and to refrain from even seeming to usurp the powers of the judiciary, of avenging individuals or the State, and of authoritatively judging guilt and punishing the guilty. 9 -To recognize always that the test of police efficiency is the absence of crime and disorder, and not the visible evidence of police action in dealing with them.	8/28/2020 9:35 AM
236	Please LISTEN TO THE BLACK COMMUNITY and reduce the size of the police department and the police budget, and invest in Black-owned businesses, affordable housing, public transit, and other public services that reduce crime. The new police chief's focus should be supporting a transitory period at the City that shifts budget and staff away from the police department, and to public services that address the systemic injustices that lead to crime.	8/28/2020 8:54 AM
237	Understanding that even people who consider themselves progressives like myself do not 100% align with very vocal local groups like Urban Triage and what I would consider their more extreme demands. Be open to having a structured dialogue with the community but demand complexity from the discussions and not simplicity.	8/28/2020 8:40 AM
238	De-prioritize policing minor offenses such as voluntary illegal sex work and minor drug charges, which disproportionately are used against minority groups.	8/28/2020 8:17 AM
239	De-escalation training!! Also, de-militarize, and use the money that would have been spent on such equipment and tactics to *increase* police officer's wages and benefits, ensuring competitive hiring and officer professionalism.	8/28/2020 7:51 AM
240	No more white male chiefs; it is time for the leader to be part of the diversity	8/28/2020 7:47 AM
241	Find a chief with experience ending gang and drug violence- which the current mayor and city council ignore as a major force behind most crime and violence in Madison. A chief that will end police calls for bad parenting, petty crime, and gender benders.	8/28/2020 7:47 AM
242	We need a non-combative chief who is actually going to listen to the community. Not just the police union. They need to be open to new ideas. They should be strongly anti-violence, and pro-justice in a class and racial justice sense. I realize this is likely impossible. That's kind of the point. After all the tear gas BS and the vote of no confidence, I think we need to defund the	8/28/2020 3:46 AM

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police, invest in restorative justice, abolish prisons as we can. Black lives matter, but Madison isn't acting like it. GOOD LUCK

243	Personable, available to general public, & require body cams be worn & ON 100% while on duty.	8/27/2020 11:06 PM
244	Take your time on this search. Get more community input.	8/27/2020 11:04 PM
245	Massively reduce the size, scale, and budget of the department and invest in services that can be provided by nonprofits, case managers, licensed therapists, and trained mental health specialists. It's cheaper, more effective, and bonus: they don't kill people extra-judiciously.	8/27/2020 9:44 PM
246	Need to retrain and adapt culture to adopt non violent policing, with force only as last resort and to the minimum necessary. Need accountability to communities and more transparency.	8/27/2020 9:31 PM
247	I would like for the police to be adequately funded so that they can resume community policing activities that might dissuade juveniles from engaging in criminal activities that have increasingly led to violence in our community. I'd like police to be adequately funded so that they can do their jobs. The Madison police force is currently understaffed. I do support efforts to engage behavioral health experts who can take some pressure off of the police for e, but I do not support taking money away from the police to do so. I support the use of body cameras. I support educational resource officers being returned to the schools.	8/27/2020 8:51 PM
248	Let the chief do the job that they were hired to do. The council should leave it up to professionals instead of them always trying to show boat with very little knowledge.	8/27/2020 8:10 PM
249	Please allow the police to do their job and support them. We have bad people in every profession. Deal with those individuals rather than demoralizing our police force. I have lived in Madison for 25 years and the crime is at an all time high. Please find a way to fully fund the Police and social services properly. Also for transparency purposes, please share the results of this survey so we know what the majority of Madisonians want.. Thank you.	8/27/2020 8:07 PM
250	reducing the scope the police job. Today they are expected to be able to handle all issues from traffic to domestic violence. They can't have expertise in everything.	8/27/2020 7:57 PM
251	I fully support having police, but the next chief needs to be focused on demilitarizing them and promoting Community Oriented Policing. Think back to the days of David Cooper.	8/27/2020 7:35 PM
252	The system is broken. We need to reinvent the way police do their job, and we need police to know they are accountable even if it means taking on the union. Start by narrowing policing duties down so that officers with guns are only present when real credible threats are active, delegating mental health, social work and well-being checks to people who are armed only with the tools of mediation and deescalation.	8/27/2020 7:28 PM
253	I don't think the current mayor should be involved in the hiring process. Next police chief needs to be allowed to do their job.	8/27/2020 7:27 PM
254	The ability to articulate the big picture response of policing to individual events in a way that shows compassion and insight to victim perspectives. Lets contradictory views be voiced and engages in productive discussions. Admits when someone else has an insight that is different. Projects a confident manner, calm and assured, with open listening body language. Has enough experience to know when to stop talking.	8/27/2020 6:47 PM
255	The next police chief must move to ban chokes and strangleholds and to ban shooting at local vehicles	8/27/2020 6:39 PM
256	I would like a commitment from the City to significantly reduce the MPD budget and reallocate the funds to community programs. The selected police chief MUST support these efforts!!	8/27/2020 4:48 PM
257	Given the expectations of many alders and other leaders, not sure if I would want to wish this job on anyone. Why are we ignoring nightly shooting?	8/27/2020 3:24 PM
258	I think our current police department does a good job. I like its diversity and its focus on deescalation. I think recent chiefs have communicated department policy well. If media coverage is representative, some community relationships may need work.	8/27/2020 1:21 PM
259	Madison is out of control and no longer safe. A chief who has the support of his/her officers and 'has their backs.' Koval was driven out of town and Wahl doesn't want the job, and really, who would??? A chief who is not afraid to say respect and trust is a two/way street. MPD has bent over backwards to activist voices and communities of color. People need to start	8/27/2020 1:01 PM

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respecting the law and police. It breaks our hearts, but we will probably leave MSN after many many decades. That Freedom Inc has input into the police oversight committee is appalling

260	You are an independent body for a reason. You will have a very difficult and trying process to navigate. Please follow the purpose for what you are intended, finding the absolute best and experienced candidate that has the fortitude, wisdom, compassion and strength to do the job of leading one of the most diverse and progressive police forces whose current and unfortunate mission is to deal with the failure of a host of societal, educational, mental health and employment issues.	8/27/2020 10:47 AM
261	I want a police chief who is committed to demilitarizing the police; who is honest and does not play word games or misuse data; and who understands how racist our systems are and how that racism has led us to where we are today.	8/27/2020 10:18 AM
262	Generally, the Police Department is the arm of city government, which provides citizens with protection of the laws of the city, state and nation. Develop programs that will prevent criminal activities within Madison's scope of jurisdiction. Knowledge of police methods, administration and practices Knowledge of state codes, policies, protocols, ordinances, statutes, etc. Knowledge and expert level of skill in using firearms and other marshal equipment.	8/27/2020 9:05 AM
263	You have a tough job. The next police chief has an even tougher job. We must all work to be UNITED IN OUR DIFFERENCES. We have to work as a community and stop talking about and acting as if we have black and white, blue and red, them and us, we and they. WE ARE ONE people, the human race. ALL BLODD RUNS RED.	8/27/2020 8:48 AM
264	I appreciate the opportunity to communicate the community's values to the MPD -- I deeply hope that our police force takes them to heart. I want very much for Madison (and all communities) to have a police force we can trust, and that we can believe are serving all of our neighbors. We have a long way to go.	8/27/2020 8:45 AM
265	Madison used to be relatively a safe place to live. Drug related crime has been out of control for years. Allow protesting, and Stop destructive rioting .Madison used to be a great city to move to, now it is a great place to move out of. Crime here is over the top and few feel safe in their homes. All of the community outreach programs have fallen to the wayside. Have news stations give accurate & non biased assessments such as when drug use is part of the equation so people understand need for solutions for serious change .	8/27/2020 8:45 AM
266	GET SOMEONE WHO IS COMPITENT	8/27/2020 8:21 AM
267	Community trust will be impossible without acknowledging wrongs of the past and holding police accountable. I also believe the police should vocally support gun control to keep our streets safer!	8/27/2020 6:53 AM
268	There is already a great deal of diversity within MPD. They already participate in multiple trainings on unconscious bias and other way cultural bias impact policing. We have a few radical members on our city council who are clueless about what it takes to police our community. We've already spent tens of thousands of dollars to have independent group evaluate MPD and MPD received very high marks. Quit allowing the political agenda of city council members dictate this process and further divided our community. They are to partly to blame for the terrible shape our city is in. The ultra liberal council members are no better than ultra conservative members of our community who are standing up at the capital with guns. They are simply two heads of the same snake.	8/27/2020 6:37 AM
269	We need a leader willing to take a stand that crime is not to be tolerated and not send mixed messages which just encourage criminal behavior. They need to put the service to protecting the public above politics and agendas.	8/27/2020 5:49 AM
270	I want someone who prioritizes deescalation tactics, someone who restores trust.	8/27/2020 4:42 AM
271	I want someone willing to collaborate but not become a patsy for the left or right agendas. We someone with an open mind and very good communication skills.	8/27/2020 4:38 AM
272	The FBI indicated in 2006 White nationalists were actively infiltrating US police forces. What can be done to ferret out officers who are more aligned with White nationalists goals than public safety for everyone in Madison?	8/26/2020 11:05 PM
273	I'd like the next police chief to be trusted by the black lives matter community Organizations, and to recognize the impact that a racially motivated war on drugs has had on communities of color in Wisconsin and commit to righting those wrongs.	8/26/2020 10:44 PM



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274	Please expect to start over, several times if necessary. -- Do refresher training to get rid of old ideas and habits, and to learn how to put self-control over instinct. Keep examining which old ideas and habits are hurting us all. -- Relearn how to handle confrontations: scan, defuse, disarm, disable: avoid escalation, avoid quick resort to lethal force. -- Our police need to learn to back off, to see people as people first, not as enemies. Even merited arrest is arrest of a human being just like yourself. Leave punishment to the courts. -- Expect officers to help each other stay in control of themselves, and to step in to stop wrongdoing by any officer under any circumstances. -- It may help to think of policing as more like fire-fighting: a dangerous occupation that has to put the public first. I never want to see a policeman injured or killed on duty, but that's a professional risk. Officer safety should never come ahead of public safety. It's a tough job. Well done, it will earn all the respect that has been lost, and more.	8/26/2020 10:17 PM
275	I do not think the police should be defunded in any capacity, and the new police chief should share that mentality. I think the police chief can improve officer training, but also stand up for rule and law.	8/26/2020 10:16 PM
276	The role of police in the 20th and 21st centuries, ie violently enforcing a racial hierarchy, is harmful to society. We need a chief who respects that the voices and needs of marginalized residents must dominate over the self interest of police. Also, the police should be completely disarmed, not just demilitarized.	8/26/2020 10:05 PM
277	I would like to see a police chief was honest and is willing to be transparent with the community. I also hope to see a chief who is willing to take enforcement action to address the issues currently found in Madison, gunfire, stolen vehicles, and traffic.I hope for police chief that will listen to the community, but not just to the loudest voices	8/26/2020 9:40 PM
278	The police force should be as small as possible. It is out of control in Madison.	8/26/2020 8:59 PM
279	We need someone that will stand behind their police officers. Someone that is willing to stand up to criminal behavior. Someone that will earn the respect of the community to help make Madison the city that it was, not what it has become.	8/26/2020 6:56 PM
280	The police chief should put the constitution above local and state officials. The police should avoid fundraising activities such as enforcing traffic violations. Protecting officers and improving morale should also be emphasized.	8/26/2020 5:42 PM
281	It is absolutely asinine that we now have to worry about personal safety and property damage due to the permissiveness of terrorists expressions like the BLM riots. Peaceful protest is an important right, but that is not what happens when property is destroyed, statues are torn down, and people are assaulted on the street. The mob riots are way over the line and people need to be held accountable for their actions. We need someone with integrity who does not cave in to pressure by loud and angry folks. I've lived in Madison since 1997 and am getting pretty close to leaving due to the lack of law and order that was allowed to transpire this year. I hope that won't be necessary. Blue lives matter!	8/26/2020 4:06 PM
282	Currently, the Madison Police act as "social workers with badges." They have incorporated community policing as much as allowed by budget constraints. They do not act as an arm of the military. It would be helpful for all of us to provide the community with support workers - mental health, domestic abuse, child abuse. drug abuse - who can intervene before the police are needed or when the police are called. The police cannot solve all of society's ills alone. Also, I think policing is now twice as dangerous: first from the dangers of the job and second from the risk that the community will turn on you.	8/26/2020 3:34 PM
283	Defund the police. Prioritize community support other than policing: mental healthcare availability, low-income housing, rehab for nonviolent drug offenders, and other similar programs.	8/26/2020 2:36 PM
284	Accountability is key - we need police to be tough enough to crack down on crime, such as the armed trio breaking into garages across Madison right now, but open to change and community feedback as well. Holding citizens accountable to the law whole holding officers accountable to the law and the community is of paramount importance.	8/26/2020 2:35 PM
285	Please get someone who is committed to community change to help combat the source of crime, not just the symptoms	8/26/2020 2:33 PM
286	We need a police chief ( Male or Female ) that will stand up to the Mayor and the Common Council	8/26/2020 2:26 PM



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287	A person who has a strong social focused background A person without a military or federal law enforcement background A person with a proven track record of massive Organizational culture change A person who listens to and engages with the communities they impact A person who can take criticism and not "counter punch" A person who will hold subordinates who break rules accountable and impose significant impacts for violations	8/26/2020 2:18 PM
288	Changing police culture is so important to this city because some parts of the city really don't trust the police.	8/26/2020 1:51 PM
289	Police chief should reside in the City of Madison.	8/26/2020 12:37 PM
290	Crime has become rampant over the past year and the community is becoming scared by the lack of law enforcement for criminals.	8/26/2020 11:16 AM
291	The next police chief should be committed to forgiveness, compassion, and cultural competence. They should be committed to changing police culture, demilitarizing the police force, and ending racially biased policing. Ideally, the person would be Black, and either a woman or gender non-binary.	8/26/2020 11:11 AM
292	The new chief needs . courage to balance the politically charged culture clash between constituents who prefer punishment over positive reinforcement of public behavior. . to find an already established police protocol perhaps from another city or state or country that has a template of police responsibilities that relegate social issues such as domestic violence and hostage situations to trained social professionals responsible to deescalate tense confrontations . an equitable presence in the community, showing the humanness of police officers. This includes a diversity of personnel who will interact with residents on a personal basis . stamina to lead by an example of compassionate policing, yet having the courage to also uphold the letter of the law when crimes have been committed i.e. during the recent "riots," the face of protestors in Madison seems to change when the sun goes down. Peaceful turns to general criminal activity. It must STOP. . ways to involve the constituents of this city who to date feel a distrust toward police in general. This includes black, white, brown, yellow, native american. It's a tough balance to accomplish this, but there is a person out there who can make this city as strong and viable as it has always been! Thank you for the time to read these surveys	8/26/2020 10:20 AM
293	Ability to get along with other leaders in our city, it will be hard work but very rewarding for him/her	8/26/2020 10:14 AM
294	It would be nice if the city would stop tying the hands of the police department. We need a lot more police to be effective. My tax dollars don't want a marshmallow and cracker party. I want police, and their ability to Enforce them.	8/26/2020 10:07 AM
295	We need to defund MPD, and the new police chief needs to implement this process of drastically reducing the size of the department and positively transferring many tasks that are currently handled by MPD to non-police agencies.	8/26/2020 10:00 AM
296	We need someone who is willing to question/re-examine and move away from the accepted/traditional approaches to policing (many of which are just that - traditions - with no data supporting their efficacy or necessity) and develop and implement a new vision of how police can serve the needs of the community	8/26/2020 9:37 AM
297	You need a leader for the PD and someone who can work with the entire community, not just the people who make the most noise. You need a cop, not a politician. You need someone to stand-up to the politicians.	8/26/2020 8:57 AM
298	You're going to destroy Madison on the current path of PC BS you've taken. Hire a candidate, regardless of race or sex, that will CRACK DOWN ON VIOLENT CRIME. All these "teens" stealing vehicles HAS TO END. Are we going to break another record this month for shootings? SMH	8/26/2020 6:34 AM
299	Tough on criminals, enforce the law and don't kowtow to the radical activist terrorists in Madison. Do not listen to Gelembiuk, Konkol or the Mayor.	8/26/2020 6:14 AM
300	The crime statistics are sky rocketing. Madison has become a scary place. I know longer feel comfortable anywhere in the city. The shootings need to stop.	8/26/2020 4:26 AM
301	Fair and Just. Able to deal with internal cult like behavior that does not address implicit bias. Promote well qualified people of color in management position. Address discrimination and hold white staff accountable for their actions. Truly engage with the communities of color and	8/26/2020 1:01 AM

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the marginalized. Used harvard Implicit Bias as behavior tool or assent in the hiring process. Some people should never be hired in this profession. Especially if they are not capable of serving ALL PEOPLE EQUALLY.

302	I'd want someone who can inspire the existing force and speak their language as well as someone who is committed to building the police force of the future - demilitarized, culturally competent, and community focused - and can speak that language. You're going to want a bridge builder, someone who has a track record of not just walking the walk, but getting shit done. Do they have the capacity to lead through change, hold people accountable, and are visionary to know not just what needs to change but HOW to create that change successfully.	8/25/2020 10:02 PM
303	Madison is a diverse community, the people in power need to reflect the population in which they serve. They need to live in our community and hire officers that live and care about our community and the diversity that makes us MADISON!	8/25/2020 9:06 PM
304	A person who will be willing to act according to whatever issue he is confronted with, following his own judgement once all the evidence is quantified & certified to be accurate.	8/25/2020 8:34 PM
305	Get rid of our non-police supporting Mayor so we have a chance of survival. Sadly lost an awesome leader due to her lack of experience and ultra liberal views,	8/25/2020 8:16 PM
306	Hire a tough chief who can go toe to toe with the brain dead mayor, city council and school board	8/25/2020 8:04 PM
307	We need a law and order police chief, as we have neither in Madison at present. Our city has been taken over by radical, criminal, law breaking thugs, It has to stop. Rome is burning and the police aren't allowed to use anything more than a squirt gun, The entire council and mayor should be ashamed of themselves. All the focus is on the misdeeds of the whites. We're not the problem. I can only imagine what extraordinary skills the new chief will have. I don't really care, my wife and I, residents of Dane county for 60+ years are moving to Naples, FL, something we never considered until this year. It will get worse as the inmates are running the asylum.	8/25/2020 7:31 PM
308	Someone who cannot be bullied by the Mayor and the city council!	8/25/2020 7:07 PM
309	Need a person that will support their officers and the community. Need someone that will not be bullied by our current Mayor and Council.	8/25/2020 5:44 PM
310	It can't be police v. the city. The Police chief has to realize that the police are part of the city, and solutions don't have to involve the police, or not always just the police. Alternatives are not anti-police, but enabling the police to do better at their job and primary goal of serving the public	8/25/2020 5:33 PM
311	Chief Koval was divisive and often demeaned those who disagreed with him. I am afraid he left factions. You need an outsider who would not be party to any of that.	8/25/2020 5:31 PM
312	It would be extremely helpful if this commission could hear from those of us with mental illnesses what is and what is not helpful when we are in crisis.	8/25/2020 4:23 PM
313	I think it's extremely important to support law enforcement personnel and to give them the tools to protect themselves, other people and property.	8/25/2020 2:32 PM
314	I would prefer if this individual was someone who wants to defund the department and places an emphasis on other social services rather than criminal action	8/25/2020 2:20 PM
315	We need a strong and experienced leader who will network with other departments across the country to learn and teach. One who can work with the community and officials to reduce the violence and crime in this city. It is far from the city I moved to a decade ago, and that is a great disappointment. This has become a very unsafe city for everyone.	8/25/2020 1:37 PM
316	Please pick a strong leader who will uphold the rule of law, and not let criminals run the streets.	8/25/2020 12:36 PM
317	Don't hire former military applicants More officers with a social work and mental healthcare background. Reduce # of officers in black and brown neighborhoods (overpoliced) -gun buy-back program -work with community to implement police policy reform (already underway) -the problems with police and the community will never be solved and mended until more resources and support are given to communities in need. -screen MPD Academy applicants for racism as best you can.	8/25/2020 11:54 AM
318	Focused effort to arrest those responsible for surge of gun violence and also vandalism re	8/24/2020 9:21 PM

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	"protests" particularly on State Street,	
319	I want someone who is willing to collaborate with social workers, case workers, mental health professionals, etc. and give up turf to departments and services better able to help people in certain circumstances. I want a chief who is very strict and humble about when use of force is allowed.	8/24/2020 7:18 PM
320	I want our chief to be courageous, not just in a traditional sense, but in having a willingness to have tough conversations with critics.	8/24/2020 5:12 PM
321	The leader should walk the walk and not just talk the talk.	8/24/2020 12:50 PM
322	Our current acting chief is fantastic. We need either him or someone like him who stays calm under extreme pressure and tells the truth even when some might want a different narrative pushed. There needs to be training through out the force that no one can be stopped on suspicion of committing a crime just based on skin color, but at least three things must match the suspect before a stop being made. The statistic that matters is "how many criminals have been caught" not "how many of what skin color have been apprehended". It is not systemic racism when criminals get caught. Racism is when innocent people of a certain color are apprehended for no reason. Stop this bogus narrative that incarceration percentages by race should match the percentages of city population. What matters is what percentage of people endangering our safety and destroying/stealing our property are being either deterred or caught. That is the job of the police. Social workers can do their job to help the population feel good.	8/24/2020 11:16 AM
323	I would like to see a chief that will enforce the laws but have compassion as well. Right now criminals are not being held accountable for crimes. The chief needs to be able to work with city government, but also stand up to the city council and mayor when needed.	8/24/2020 10:44 AM
324	The safety of Madison has been so compromised. Police need to be able to do their jobs and enforce the law.	8/24/2020 2:30 AM
325	Good leaders take u where u want to go. Great leaders take u where u ought to go. Let's hire a great leader.	8/23/2020 9:18 PM
326	Wish Koval would come back. The mayor needs to step aside and let our police department do their jobs. We don't need a yes man/woman for chief. Maybe we should hire Morales.	8/23/2020 8:57 PM
327	That the Mayor have nothing to do with it.	8/23/2020 6:53 PM
328	We need someone strong on punishment for crimes committed. Repeated offenders is ridiculous!! We need someone that will stand up for us, the citizens and not the criminals or what people think is politically correct. If they commit the crime there needs to be consequences!! Kepp the law abiding citizens safe or we will leave!	8/23/2020 6:46 PM
329	I would like a new chief who polices in the manner of retired chief Couper who managed from respect of his staff and citizens. I would also like a mayor who does NOT undermine the chief before the investigative work is completed. Investigations often take time and as a citizen all I want to know is that you have continued to work on the issue.	8/23/2020 6:19 PM
330	We need someone who can balance a trauma informed Approach with a high level of integrity without pandering to the liberal fear mongering of this completely delusional and lacking accountability leadership group that is pushing an agenda not representative of all Madisonians. The mayor is in over her head and she and this city council needs to realize that they are creating an unsafe environment not enhancing it with their misguided opinions and refusal to hold criminals accountable.	8/23/2020 6:12 PM
331	We need chiefs who are willing to abandon city leadership who won't support what's required for excellence, just like Koval.	8/23/2020 6:12 PM
332	stop pandering to radical far left anti police groups like Progressive Dane.	8/23/2020 6:01 PM
333	We need a chief who defends officers from unjust accusations.	8/23/2020 5:41 PM
334	Enforcer of the law, not a political social activist	8/23/2020 5:40 PM
335	I would like a chief who DOES NOT give in to political pressure from the mayor, council, OR residents.	8/23/2020 5:25 PM