

MPSEA PFC Testimony:

Good evening. Thank you for the opportunity to provide comment on the selection of Madison's next Chief of Police. My name is Dan Rolfs, and I am the President of the Board of the Madison Professional and Supervisory Employee Association, or MPSEA, for short.

MPSEA represents some of the employees who serve in MPD in non-sworn, civilian positions. This includes staff in IT, supervisory roles, training, and data analysis functions. On behalf of these employees, and the balance of our over 250 MPSEA members, we offer the following hopes for the new MPD Chief:

We believe the new MPD Chief should have an approachable management style, a calm demeanor, and be communicative with the entire Dept., including the civilian staff.

There is also a strong desire to ensure that the Employee Feedback group, that includes civilian and commissioned MPD employees, continues to be supported. The new chief should be willing to commit to formalizing this group and codifying the process by which they gather and provide feedback to the new chief. This should be tied to a commitment to an ongoing process of improvement throughout the Dept. The new chief should be willing and ready to commit to rolling out this process with minimal changes. The new chief should also manage accountability with what does, and does not, happen with these concerns.

The new MPD chief should have a genuine style that includes an enormous amount of empathy in their responses. This empathy will be critical to building support within the Dept, and within the community.

The new chief should have experience in law enforcement, and have an understanding of the technology and systems that are needed to run a large department and respond to a wide diversity of issues throughout a City and a Dept with ever increasing diversity.

We appreciate this opportunity to provide input on the hiring of the next MPD chief. This person will have a large impact on our community, and the employees we represent. We hope that the PFC will consider these comments as you undertake this critical task. Thank you again for the chance to provide our input.