

**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: 459   Skipped: 266

## City of Madison Police Chief Search Community Survey

#	RESPONSES	DATE
1	I hope the next chief is strong and brave enough to lead the way in shedding the "blue brotherhood" culture and implement a culture where cops and citizens all hold police accountable. That is, for the new chief to be for accountability to citizens over siding with cops as a default position.	10/12/2020 12:59 PM
2	We cannot have another chief who treats our city like a territory to occupy by force. We need someone who works as much for/with our city, and its most vulnerable communities, as they do their department.	10/12/2020 12:31 PM
3	A new chief has to understand their position in relation to the whole community, not just the police department. Koval saw his job as a leader of the men and women in uniform, often in spite relationships with elected officials and the public. A chief needs to be a chief for the whole city and needs to set a new tone and culture within MPD to drop the defensiveness and demonstrate that MPD works in service of and following the guidance of the community. To the degree the department continues to build walls and make up its own rules, our community will continue to suffer.	10/10/2020 7:17 AM
4	The only alleged "hate crime" in the history of the city turned out to be a hoax intended to smear our wonderful Madison police department. We need a police chief who will stand strong against future fabricated attacks like these and keep the city safe.	10/9/2020 2:05 PM
5	It is possible for a small group of activists to complain loudly and consistently and still be wrong. Madison is likely the least racist city in America, and our police force is probably already the most progressive. I still have yet to read about a single credible example of racism or brutality in the Madison police force (no, Tony Robinson doesn't count). The constant activist attacks have wasted Madison's time and energy and distracted us from the real problems faced by our city. Just this summer alone, we have lost a doctor and her husband, an 11-year-old girl, and an honors student to rampant criminal activity. Our next police chief needs to be someone who can stand up to the radical activist attacks, while protecting our city from rapidly rising gun violence, robberies, and other crimes. The next police chief should also be required to commit to protecting Matt Kenny from local terrorist attacks. If the next police chief tries to fire Matt, then the rule of law in Madison is over and the mob will only be emboldened to continue destroying our wonderful city. I look forward to the day when I can drive on East Washington again without taking a detour or being on constant alert for shooting between cars.	10/9/2020 1:55 PM
6	I want you to know the vast majority of the citizens here support the Police department and you should find a chief that will stand up to the common council	10/9/2020 8:01 AM
7	Focus on crime prevention at multiple levels, from community engagement to keeping criminals, including juveniles, off the street.	10/7/2020 4:01 PM
8	I'd like a police chief who is supportive of agency staff and police officers; is focused on the issues Madison faces rather than national police issues; works well with the public and confident in speaking to the public; sees the police as guardians of our community; promotes community/neighborhood policing	10/5/2020 1:07 PM
9	I fear the people who are going to chose the next police chief are going to be influenced by political agenda and not what is actually in the best interest for the community and members of the police department.	10/4/2020 6:02 PM
10	Find someone who is committed to making the citizens of the city feel safe. Madison is not going in a good direction and that is something I am very concerned about	10/4/2020 6:58 AM
11	The chief needs to stand up to looters and rioters and protect property owners. Maintain the high standards MPD has for training and professionalism. I want a chief who does not kowtow to the political left or anti-police activists.	10/3/2020 9:29 PM
12	Althea Bernstein perpetrated a hare crime hoax while tensions were already high. She was trying to initiate black gangs to commit violent acts against innocent White people on a false pretense. There's nothing more despicable than this, the fact she isn't behind bars shows how sad of a situation we're in.	10/3/2020 5:05 PM
13	Over the last forty years, the MPD has become one of the best police departments in the nation. It does not suffer from systemic racism. They have a difficult job to do and they are doing it in a professional manner. But they have been treated shamefully by the city council	10/2/2020 10:49 AM

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and mayor. The new chief should make the restoration of morale within the department a top priority. And he should be willing to go to bat for the department when it is subjected to unjustified criticism.

14	No enforcement of Red Flag Laws.	10/2/2020 6:37 AM
15	We need a police chief who has a back bone and who does not enable BLM or any other anti - police groups. One who can stand up to the Mayor as she is a horrible leader. A police chief who backs the officers and can trust them.	10/2/2020 6:32 AM
16	The Madison police department is likely the most progressive police department in the nation. The next police chief should focus primarily on addressing rising gun violence and theft.	10/1/2020 11:42 PM
17	I think it's important to have a woman of color, somebody the community can relate to. Unlike kovick, somebody who can stay calm and not lose their temper so the rest of the force has that as a model. Transparency.	10/1/2020 10:32 PM
18	We do not need another police chief who is hotheaded and such a strong police advocate that they can't look at policing from a community perspective. Koval was very divisive. I am very concerned about the structural racism and sexism that is present within the police department.	10/1/2020 7:50 PM
19	The Madison police are doing a great job. Please prioritize hiring an internal candidate from our own progressive and professional police force. We have great people here who have served and deserve the chance to lead.	10/1/2020 7:44 PM
20	I desire a strong leader who is able to create a strong police department committed to returning Madison to the place I moved to where I feel safe from crime, guns, thefts, and violence. I would like to see enough traffic control that its safe to drive and be a pedestrian. The police should be able to use force as needed to protect the public from guns and crime. The new chief will have to be able to stand up to the mayor and city council as needed.	10/1/2020 6:49 PM
21	Take a trip to Bloomington Indiana or Lincoln Nebraska. They have no broken windows or graffiti painted plywood. Learn from NYC. Fix broken windows, get rid of graffiti, and make the city a place people want to visit.	10/1/2020 6:49 PM
22	I have lived in Madison for over 26 years. Based on my experience living here and in other locations, we are fortunate to have the police force that we do.	10/1/2020 6:17 PM
23	While taking all viewpoints into account, do not be overly influenced by people pushing an agenda that would reduce the ability of the Madison police to most effectively do their work of community safety and crime prevention.	10/1/2020 5:59 PM
24	Qualities of character and demonstrated community support.	10/1/2020 5:32 PM
25	Police in this city have not been supported by elected officials. I would like to see that change.	10/1/2020 4:46 PM
26	The initiation of the \$372,000, 258 page report on Madison police was controversial. Citizens and organizations critical of the police pushed very hard for tax money to be spent on this report. The report declared in December 2017 that the Madison Police Department was "far from a department in crisis" and called its use of force "limited in volume and primarily minor in nature". The Madison city Council implemented the main recommendations of the report, most importantly funding the establishment of an independent police monitor and civilian review board. Perhaps I missed it in the news coverage, but I would like to know how much of our tax dollars in these very tight COVID-19 budget years will be allotted for legal counsel for people who are making a complaint against the police before the police and fire commission? As a person who worked for a long time as a mental health professional, I agree that it's important to set up a response to 911 calls that may involve the need for a mental health professional. However, I am concerned that many domestic violence and other mental health issues involve citizens who could become violent. Therefore I think it's naïve to send a mental health professional into many situations without police back up on the scene. Madison has had an excellent reputation as a community policing model for the country. I would suggest that the police and fire commission consider retaining former police chief David Cooper as a regular consultant as the transition is made to a new chief. The random violence of this summer makes the city feel less safe. It's a very complex issue - we have to maintain a safe environment for all citizens.	10/1/2020 4:43 PM
27	Just keep citizens safe regardless of the politics of the less pragmatic among us.	10/1/2020 3:55 PM
28	It would be interesting to see what survey results looked like if it were mailed to 1,000	10/1/2020 2:58 PM

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randomly selected households.

29	Strong law & order, not social work.	10/1/2020 2:55 PM
30	David Clarke	10/1/2020 2:21 PM
31	I'd hope one of the goals of the next police chief would be to reduce the number of people in jails and prisons, with an aim to minimize charging to both save taxpayer money as well as provide better rehabilitation opportunities for offenders.	10/1/2020 2:01 PM
32	Be strong and reliable .	10/1/2020 1:54 PM
33	N/A	10/1/2020 1:42 PM
34	Strong enough to stand up to a bullying and unrealistic City Council	10/1/2020 1:39 PM
35	Our police in Madison are generally great, and I'm proud of them. Yes, I would like to see mental health treatment alternatives to police-only response explored, I want to see body cameras implemented, and I want to see development of a culture of guardians, not one of warriors. But I do NOT want to see any neglect of the actual enforcement of laws. I am extremely concerned that oversight of the police has been captured by a small but disproportionately loud faction of the public who are biased against law enforcement. In the long run, this is counter-productive, and it is unacceptable.	10/1/2020 1:38 PM
36	I think you should scrap this survey since it is not limited to madison only. Stop letting the rest of the country influence Madison. If their ideas worked their own cities would not be burning.	10/1/2020 1:25 PM
37	We need someone who can work effectively with others, will respect all people, but will not be dissuaded from carrying out the major responsibilities of the department - keeping the streets of Madison safe.	10/1/2020 1:19 PM
38	Madison is a beautiful and diverse city that needs a police chief that will help keep the city moving forward.	10/1/2020 1:16 PM
39	Current experience of gun violence and car theft are not representative of what Madison and the majority of all its citizens is about. Need to focus on the SMALL group that is committing the majority of the illegal activity. Look to qualities of past Policy Chiefs that have developed an outstanding Police Department like Cooper, Williams, Wray	10/1/2020 12:49 PM
40	A safe community benefits ALL city residents, regardless of race. Madison has a well-deserved reputation for excellence which must be protected. The next chief (together with the Council) must expand the police department to ensure that all elements of the department are fully staffed. If Madison cannot control the violent crime occurring in our city, residents will flee the city to surrounding communities. This will result in diminished property values and a reduced ability to improve the lives of less affluent citizens of our city. Members of this commission need to open their eyes to what is happening in our city (a properly functioning police department in a city experiencing increased criminal activity) and hire a leader who will continue the culture of excellence in the department and prioritize bringing lawless elements operating in our city to account.	10/1/2020 12:40 PM
41	Follow the role model that David Couper laid out.	10/1/2020 12:34 PM
42	That the chief CAN NOT be soft on crime!	10/1/2020 12:33 PM
43	I live in Madison. It's important to me that the police chief prioritize making policing less violent, more equitable, and more supporting of black and other minority communities. It's also critical that the chief be transparent and vocal about their commitment to these goals - sharing both the good and the bad as they work to make improvements. It'd also be cool if the chief wasn't a white man.	10/1/2020 12:28 PM
44	She/He should be articulate and willing to "get out their" with his department and the citizens of this great city	10/1/2020 12:23 PM
45	We need a strong leader that can effectively communicate with the residents of the city and city leaders so both side understand that crime needs to be policed and police need the resources to do that.	10/1/2020 12:16 PM
46	Someone who cares about our police force	10/1/2020 11:43 AM
47	The next police chief should hold officers accountable for excessive use of force and racial	10/1/2020 11:38 AM

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	profiling and should demand that officers tell the truth about each other's civil rights violations.	
48	Not pretend that there are no major crime problems in Madison. Will take seriously what has happened in the last five years, especially in the last year. I don't feel Madison, for it's size, should be considered a "safe, low crime" city any longer.	10/1/2020 11:20 AM
49	We need a leader who understands cultural dynamics and can progressively improve community relations and protection.	10/1/2020 11:19 AM
50	The selection should be made by a council representing the diversity of the city in proportion to the population of the city. If it is weighted in favor of any group(s) it will not be accepted by the group(s) not given equal opportunity to participate. You don't cure one injustice by another injustice.	10/1/2020 11:15 AM
51	Get the mayor to take the shackles off the department's officers and allow them to enforce all laws, particularly traffic violations of ALL types, and violent crimes.	10/1/2020 11:12 AM
52	The next chief should have equal focus external and internally; they need to listen to both the community and their officers.	10/1/2020 10:42 AM
53	Our community needs an exceptionally strong, experienced leader. A leader who will support police officers, implement intensive training, follow through on promises, promote community trust/involvement and do what is right from a policing standpoint and the people of Madison.	10/1/2020 10:34 AM
54	I think the police are doing a good job.if someone is comity a crime shot them no matter what color they are.	10/1/2020 10:22 AM
55	We need to do something about the spike in violent crime. Also the catch and release program for teens stealing cars needs to be address. It appears from the news that these are the same kids that are now doing all the shootings across madison. This needs to be stopped.	10/1/2020 10:10 AM
56	Sheriff David Clark should be on any committee that picks the a new police chief. We need a strong leader who will not rubber stamp the Mayor's and the city council's crazy left wing defunding the police ideas. The entire Madison community needs a police force that will protect us from the radical left rioters that have destroyed a once beautiful city.	10/1/2020 10:05 AM
57	I moved to Madison 20 years ago because I adored Wisconsin and fell in love with this city in particular. I grew up the South suburbs of Chicago and knew that I wanted to be someplace safer- a place where I could get married, raise kids and own a home. I have managed to accomplish these goals, but my passion for this city has certainly waned over the years. I am tired of reading about homes being invaded, tired of vehicles getting stolen, tired of shootings every day, tired of hearing that the same people keep getting arrested for the same offenses over and over.	10/1/2020 10:02 AM
58	Give the Chief the authority to operate the department with fair oversight rather than the Mayor micromanaging without experience	10/1/2020 10:00 AM
59	National statistics show that about a third of police calls answered are related to mental health, social, community, and family issues. It's unclear what percentage in Madison, but I've ridden around with the police and perhaps 90% of the calls I witnessed were drunk people doing stupid stuff. Let's REfund agencies to deal with non-police issues, so the police can deal with crime, including the many street gunfights that have been occurring. Thank you.	10/1/2020 9:49 AM
60	You should have collected names, addresses, and optional race/ethnicity in this survey. I am a white middle-aged professional woman living on the near west-side of Madison.	10/1/2020 9:43 AM
61	Commitment to continue Community Policing, something MPD has been known for nationally.	10/1/2020 9:40 AM
62	The new chief-as well as the PFC-must support the thorough screening of recruits for biases and potential mental health issues through already established means and the probing of past social media use.	10/1/2020 9:23 AM
63	Black lives matter	10/1/2020 9:14 AM
64	We spent \$372,000 on a study that said, among other things: "MPD is far from 'a Department in crisis'"; "we found much to admire and commend"; some areas are "unusually progressive, effective, and 'ahead of the curve.'" Main recommendations of the six categories of improvement: more community input on practices and performance; improve its incident investigation processes; improve use of force investigations and make some (seemingly more minor) changes in use of force policy; tighten the gap between who we say we are and who we	10/1/2020 9:12 AM

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really are; make seemingly minor changes to administrative procedures. This came out in December 2017 - does anyone really think MPD has spiraled out of control in 2.5 years into a systemically racist swamp that needs to be completely or partially defunded? Joe Citizen here is tired of hearing gunshots in our neighborhood and finding gun casings 150' from our front door. As a business owner, I'm appalled at the city's acceptance of riots, violence and looting leading to the destruction of downtown businesses and our political leadership telling MPD to stand down so that can occur. The mayor likes to hire "yes-people" for her department heads. That's the last thing we need for MPD. I hope these comments are passed on to the new oversight committee. Brenda, if you're ready this, what alternative reality do you live in?

65	Should not support domestic terrorists/racists like BLM and Urban Triage.	10/1/2020 8:51 AM
66	The Blue Code must be eliminated. Until we can trust all cops, we can't trust any of them. It's on the chief, the police union, and every single good cop to call out the bad, if they want to earn public trust.	10/1/2020 8:50 AM
67	Find someone who will combat crime. Someone who has the ability to make the mayor and aldermen and city council listen to him.	10/1/2020 8:47 AM
68	Please hire someone who is not afraid to arrest criminals.	10/1/2020 8:47 AM
69	We need a chief that Isn't a puppet for the common council and mayor. We need a chief that is allowed to clear roads when people decide to block those roads and endanger everyone. We need a chief that will stop unconstitutional, non-peaceful protests. Our city and it's quality of life has deteriorated. We do not go downtown after dark anymore. It is not safe.	10/1/2020 8:43 AM
70	Police chief needs to focus on responding to criminal activity and not focus on catering to politics of the mayor or the common council. I am proud of our police and I fully support them. I do not want our police under the thumb of some oversight committee.	10/1/2020 8:36 AM
71	Hire the best candidate without regard to race, gender, etc	10/1/2020 8:31 AM
72	I am strongly opposed to defunding police and believe that MORE funding is needed to help police respond to the uptick in violent crime across the city. Rioting and looting should not be tolerated for any reason and police should be able to do their job to help protect the public, businesses, and property.	10/1/2020 8:28 AM
73	upholding the constitutional freedoms of the citizens is the #1 priority. Police are not to be used as pawns for the state to enforce orders. Police are not a source of revenue generation for the state. Promoting officers based on the amount of tickets they write incentivizes officers to look for ways to issue more tickets. I want to see police collect evidence, build a case, bust the bad guys so they are off the streets. I don't care what the diversity officer looks like so long as when the people call 911 cops show up with the skills and knowledge to bust the bad guys and uphold the rights of the people.	10/1/2020 8:03 AM
74	someone with good family values	10/1/2020 8:02 AM
75	Madison has become unsafe, and the primary job should be to make the community safer. This may have to result from some very unpopular decisions and approaches. The "defunding" argument is a false narrative and does not represent the majority, who are now afraid to speak out. Nobody is talking about personal responsibility and accountability. There is a need for compassion and humor, and community policing, but at the same time, there is a huge need to crack down.	10/1/2020 8:01 AM
76	I would like someone to contact me at jneust7510@aol.com and tell me HOW MANY applications or even letters of interest have been received as of 9-30-20.	10/1/2020 8:01 AM
77	Michael Johnson, aka, the black mayor of Madison is a grifting criminal. Do not let him or our corrupt city leaders sway your dedication to the good lawful people of the city. Their policies are literally destroying the fabric of our society, please stand up to them and stand up for us.	10/1/2020 8:00 AM
78	Reduce crime is top priority out of control in my city madison.	10/1/2020 7:58 AM
79	Don't listen to the silent majority that protest and riot, but get a new chief that can lead and stand up to them instead, and who isn't afraid of the mayor.	10/1/2020 7:54 AM
80	All citizens should feel safe in the city. I no longer feel safe downtown and won't go out to eat downtown. That is how downtowns die. No one wants a return to the empty capitol square of the 1980s. Enforce the laws. Make people feel safe.	10/1/2020 7:49 AM

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81	Stop violence, especially gun related. Be fair and honest.	10/1/2020 7:47 AM
82	Our police need support from community leaders including our Mayor and City Council. Our chief deserves respect and to be heard, funded and supported in dealing with escalating violence in Madison.	10/1/2020 7:44 AM
83	Stand up to the mayor's incompetent ways.	10/1/2020 7:43 AM
84	Body cams for all officers and arrests to show everything is above board, and that footage is available to everyone, so there is no question about the validity of the arrest. And punishment for officers who "forgot to turn it on" etc.	10/1/2020 7:37 AM
85	Leadership should commit to identifying 4 actions/events per year that allow community to demonstrate support for Police officers.	10/1/2020 7:37 AM
86	Expand where and how the public can communicate with the PFC	10/1/2020 7:29 AM
87	Enforce the law	10/1/2020 7:24 AM
88	This search result will be an interim position because the mayor will be voted out and the new police chief will have to deal with a new mayor.	10/1/2020 7:16 AM
89	Regain the trust of city residents. Gangs are a problem. The mayor and city council must allow the new chief to do the things that make the city and neighborhoods safe again. The current regime makes it impossible for the police department to function.	10/1/2020 7:15 AM
90	Any public worker can always prioritize community relations. Past that, I want a safe city - not one with repeated crimes and fewer areas I'm comfortable visiting, including downtown. Put pressure on other organizations to support people with needs. Let the police keep us safe.	10/1/2020 7:15 AM
91	We need a police chef who can lead with independence and strong leadership skills.	10/1/2020 7:15 AM
92	The Madison Police Department needs to have the support of the community, the mayor, and the city council. They have had a very difficult summer dealing with the protests, riots, and damage to State Street and the Capital Square. Our mayor is pandering to the protesters and not supporting the police. That is not what the majority of Madisonians want. We are no longer going downtown. We do not want to be confronted by protestors that block traffic and threaten citizens.	10/1/2020 7:05 AM
93	The chief should be able to stand u to the mayor and city council. The race and gender of the chief is NOT important.	10/1/2020 7:04 AM
94	This survey shows that you have a bias against police. There are two sides to every argument. When you give the police zero respect and you encourage violence against them (I'm talking about Brandi Grayson and Max Prestigiacomo) that only makes things worse. There are a lot of us that care about this city that now fear for our safety. Daily gunshots, peaceful protests that become violent, drug dealers loitering outside our homes, these are unacceptable. Continued violence and death will be on the heads of those encouraging it. Hopefully you have enough of a conscious to look for peaceful solutions but based on what has happened so far, I doubt it.	10/1/2020 6:46 AM
95	Must be independent, strong and honest, not concerned with political correctness but rather dedicated to reinforcing law, fighting crime, making Madison safer for average citizen of every race in the light of recent increase of daily shootings, rioting	10/1/2020 6:20 AM
96	For the first time in 20 years I am afraid to live in Madison. Gun violence and property crime must be controlled. i say, double the funding of the police.	10/1/2020 2:22 AM
97	Elected officials should be ashamed by the rhetoric coming from both sides, and being fueled by elected officials on both sides. It is not helping. Time for leadership in this community. You can supportive BLM and Back the Badge. There is institutional racism. No more task forces. No more "reports." Time for action. Stop fueling the flames and start working together. We need a Chief who can be the face and voice of data-driven reforms, and we need our Mayor and City Council to support our Chief.	9/30/2020 10:17 PM
98	Someone open to dialogue around re-imagining the role of police and narrowing the scope of their work (e.g. not sending armed patrol officers to a mental health crisis, etc.) and working with the community to improve other ways to addressing issues currently handled by police.	9/30/2020 9:59 PM
99	Focus on the big picture and don't be a "news hound" going after what The news pundits think	9/30/2020 9:23 PM

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should happen. Equity, people first policy making and develop relationships in the community are critical.

100	The next police chief must be able to work in collaboration with the Independent Police Monitor and the Civilian Review Board. The person hired must have a track record of working collaboratively with elected officials and the community. Trust cannot be built unless the chief demonstrates integrity/truthfulness.	9/30/2020 9:09 PM
101	Defund the police	9/30/2020 6:49 PM
102	The new chief needs to have stronger communication skills than current elected officials to help all parts of the community understand they are important and it is important to follow the law and respect police.	9/30/2020 6:18 PM
103	I would like to see a police chief and department that will be independent from the whims of the mayor and city council.	9/30/2020 6:16 PM
104	End gun violence now!!!!	9/30/2020 5:46 PM
105	I'm black and the madison police has always treated me well. Madison is city of great folks. Not like the racists in Waunakee and Whitewater. Find a police chief to end gun violence and keep me safe! Don't listen to the activists!	9/30/2020 5:45 PM
106	The next police chief needs to stop the gun violence and car theft that is making me feel unsafe in this city for the first time in 30+ years!	9/30/2020 5:43 PM
107	The Madison police department is one of the most progressive police departments in the nation. The department is extremely diverse and has already proactively adopted most of the reform strategies currently being recommended to other police departments around the country. In my 20+ years living in Madison and reading the news closely, I have never seen a single credible example of police brutality or racism perpetrated by the MPD. This has not stopped local activist groups from trying to smear the department's image and stir up unrest in order to fundraise and pay their leadership \$100,000+ salaries. I am a person of color, and I guarantee you these groups do not represent my opinions. Madison's next police chief should be someone who can maintain the department's tradition of progressive policing, while also acting decisively to stop the current rise in gun violence, burglary, street racing, and looting that has robbed us of a doctor, her community leader husband, an 11-year-old girl, and an honors student in this summer alone. The next chief should be someone who can stand up to local activist groups and continue to keep the city safe above all else. It makes me sad to see the heroic and progressive professionals of the MPD attacked for atrocities committed by other cities' police departments that have nothing to do with Madison. The only problem the next police chief should be focusing on is stopping gun violence, burglaries, street racing, and car theft.	9/30/2020 5:39 PM
108	Regardless of what the liberal elites say and the protesters chant, we should recognize and be proud that this is a very good police force which is underfunded and under-resourced. The large spike in violent crimes and the abysmal approach to protecting people, business owners and their livelihoods during the "mostly peaceful" protests is largely due to our political leaders, and not them.	9/30/2020 5:06 PM
109	Needs to promote law & order and not be influenced by political causes or social justice. And word proceeding justice makes justice not just.	9/30/2020 4:38 PM
110	We need a chief who promotes a strong balance of police services and social services, actively utilizing social and community services as well as community engagement and buy-in. Thank you.	9/30/2020 4:27 PM
111	Please don't be beholden to the intentionally ignorant city alders or mayor. Reform is needed and necessary, but MPD is ahead of the curve in this area and continued efforts need to be collaborative rather than lead by the loudest intentionally ignorant who refuse collaboration	9/30/2020 4:25 PM
112	I would like the new police chief to instill trust in all Madisonians, not just those who are the loudest. I feel as a long time taxpayer my voice is being left behind as the protesters/rioters are taking over. I do appreciate the current acting chief and the police department holding those who cause damage being held accountable, I am disheartened by the amount of time being spent on the protests/riots that our police cannot investigate other crimes such as drugs, car thefts, breaking, and shootings to the full extent. Panhandlers are once again harassing motorists because they know the police are not available. I truly hope the Common Council	9/30/2020 3:48 PM

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and Mayor are more respectful and are more willing to work with the next chief of police instead of siding with one group.

113	The police chief obviously must have command experience in a similarly sized police department or chief experience in another Wisconsin city. But the chief should be able to acknowledge that the MPD is far from a department in crisis. In fact, it is highly respected, a leader in community oriented policing, and staffed by dedicated professionals. It's one of the best departments in the country. Still, the chief must have public diplomacy skills to interact with the community and to patiently explain why the MPD does what it does to citizens, activists, and local elected officials at the same time.	9/30/2020 3:42 PM
114	I support the police and respect them. Pick someone who appreciates this and won't let bias rule in Madison! Hold both officers and criminals accountable. Innocent until proven guilty.	9/27/2020 3:26 PM
115	At the end of the day, this person is responsible for leading a group that is tasked with keeping us all safe. We should hire somebody who above all else is committed to that mission and doesn't spend time on things that don't directly relate to that mission. I realize other things like creating a diverse police force, building community trust, etc. can contribute to this mission - but the next police chief should be primarily focused on keeping our community safe.	9/22/2020 12:13 PM
116	Let's look for a new mayor who will support law enforcement instead of "reimagining" one!	9/22/2020 11:11 AM
117	Be strong and wise and please don't quit we all need you all of us every color every race everyone u r the silent backbone of our safety system be proud and have everyone's back don't play dirty we have enough dirt to clean up already in our country from all race's	9/22/2020 9:13 AM
118	Read and take to heart the advice posted in former chief David Couper's blog at <a href="https://improvingpolice.blog/">https://improvingpolice.blog/</a>	9/22/2020 8:38 AM
119	Hire someone who is qualified! We have a lot of great candidates within the department. We need a person with POLICE experience.	9/22/2020 6:13 AM
120	Beholden to Madison taxpayers, not Freedom Inc or Urban Triage.	9/21/2020 11:00 PM
121	Must stand up for his/her "good" cops by educating the public to the real day to day work, life, and challenges faced by a police officer. Advocate for teamwork between police, social workers, and mental health community.	9/21/2020 8:33 PM
122	The next police chief serving the Madison community must be prepared to hold others accountable -- this means both City of Madison officers but also the officers and agencies the Madison police work with. If other law enforcement officers are endangering neighborhoods or protesters, the Madison police chief must be ready to push for disciplinary actions and to refuse to allow such agencies to operate in the city.	9/21/2020 7:40 PM
123	Understanding the mental health needs of the community	9/21/2020 3:42 PM
124	Do NOT choose someone that intends to weaken police enforcement or is selected because they are a racial minority.	9/21/2020 11:23 AM
125	Act responsibly	9/21/2020 1:06 AM
126	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
127	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
128	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
129	Begin shifting responsibility and funds for community change.	9/19/2020 2:52 PM
130	Support and defend your dept. Keep our street safe.	9/19/2020 2:34 PM
131	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
132	The mayor, council, and DA must support the police for them to be successful	9/19/2020 11:14 AM

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133	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
134	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
135	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
136	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
137	Give the police a clear idea of what they are supposed to be doing.	9/19/2020 4:50 AM
138	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
139	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
140	I want a COP! Not a political chief. The alders who then criticize can be fired.	9/18/2020 8:01 PM
141	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
142	Sherriff Dave Clark	9/18/2020 6:03 PM
143	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
144	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 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.	9/18/2020 2:54 PM
145	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
146	The new Chief doesn't have to take orders from Satya.	9/18/2020 12:22 PM
147	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
148	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
149	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
150	I would like to see programs that help prevent criminal behavior before the fact but strong	9/18/2020 10:31 AM

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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.

151	Violent crime needs to be immediately addressed.	9/17/2020 9:58 PM
152	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
153	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
154	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
155	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
156	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
157	I do not want the the police chief to be a political puppet.	9/17/2020 5:15 PM
158	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
159	We need a Police chief that will work with the community to reduce crime all together, funds will need to be transfer into Resources and programs so that they don't have to worry about too much and so that we can all have transparency and accountability in a system that works to protect Black and Brown bodies from Police brutality and from ICE. We need to hold employers accountable for wage theft immediately and protect workers and the working class.	9/17/2020 4:53 PM
160	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
161	Thank you for performing your search.	9/17/2020 3:44 PM
162	- 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
163	This person had better not have ever killed a person while on duty.	9/17/2020 3:32 PM
164	Defund the police and fire Matt Kenny	9/17/2020 2:47 PM
165	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
166	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	9/17/2020 2:33 PM

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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.

167	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
168	Fire Matt Kenny. Break tie with union.	9/17/2020 2:22 PM
169	Someone who will support the rank and file.	9/17/2020 1:46 PM
170	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
171	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
172	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
173	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
174	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
175	defund the police	9/17/2020 12:07 PM
176	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
177	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
178	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
179	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
180	Madison needs a chief that is willing to enforce the laws and protect the city from rioters	9/17/2020 9:51 AM
181	Encourage community involvement	9/17/2020 9:42 AM
182	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	9/17/2020 9:14 AM

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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.

183	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
184	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
185	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
186	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
187	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
188	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
189	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
190	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
191	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
192	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
193	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
194	Let them do there jobs	9/16/2020 6:09 PM
195	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	9/16/2020 5:29 PM

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everyone.

196	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
197	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
198	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
199	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
200	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
201	Look for someone with qualities kie David Couper	9/16/2020 4:09 PM
202	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
203	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
204	Get back to policing!	9/16/2020 3:29 PM
205	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
206	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
207	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
208	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
209	If you can duplicate Chief Couper or Noble Wray, you'd be on the right track.	9/16/2020 2:24 PM
210	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
211	That Progressive Dane is stopped.	9/16/2020 2:07 PM
212	We want a police chief who will protect the public, not genuflect to special interests.	9/16/2020 1:44 PM
213	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

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214	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
215	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
216	MPD has a great team ... let's find a great leader!	9/16/2020 7:53 AM
217	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
218	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
219	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
220	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
221	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
222	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
223	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
224	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
225	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 (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.	9/15/2020 2:32 PM
226	N/a	9/15/2020 11:33 AM
227	I want the new police chief to support community input on policing.	9/15/2020 8:17 AM
228	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
229	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
230	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	9/14/2020 10:59 PM

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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.

231	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
232	PLEASE DO NOT HIRE unexperienced 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
233	Find someone that pisses off the bald baby Kelly Powers, he stinks	9/14/2020 7:23 PM
234	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
235	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
236	I see the most important 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
237	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
238	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 games. The next chief needs to be willing to root out the Matt Kenneys before they kill, and not put them in charge of training anyone.	9/14/2020 9:54 AM
239	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
240	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
241	Not politically correct	9/13/2020 12:54 PM
242	Someone not influenced by mayor or the domestic terrorist/racist black Lives matter or urban triage.	9/13/2020 9:24 AM
243	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	9/13/2020 8:39 AM

## City of Madison Police Chief Search Community Survey

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.

244	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
245	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
246	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
247	Keep the mayor out of it	9/13/2020 3:01 AM
248	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
249	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
250	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
251	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
252	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
253	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 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.	9/12/2020 9:21 AM
254	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
255	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
256	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
257	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
258	Needs to be a person of color, preferably a black woman.	9/11/2020 4:19 PM

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259	Please focus on a single issue: reducing crime in Madison and holding offenders accountable.	9/11/2020 2:07 PM
260	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 to 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 whats right and condemn whats wrong, no matter where the pressure is coming from. Leadership matters. No wishy washy decision making.	9/11/2020 1:19 AM
261	Keep the one you have	9/11/2020 1:04 AM
262	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
263	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
264	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
265	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
266	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
267	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 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.	9/10/2020 4:10 PM
268	Needs to share the same values as our former police chief	9/10/2020 2:09 PM
269	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
270	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
271	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
272	Black Lives Matter	9/9/2020 10:47 PM

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273	Data, data, data! Data driven, Embrace audits and enforce accountability	9/9/2020 8:11 PM
274	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
275	nothing much	9/9/2020 1:53 PM
276	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
277	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
278	Please don't let it be a white man.	9/9/2020 8:28 AM
279	Don't hire someone who thinks it's OK to use weapons of war against civilians.	9/9/2020 8:17 AM
280	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
281	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
282	Some one who is incredibly tolerant.	9/9/2020 1:11 AM
283	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
284	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 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.	9/8/2020 4:05 PM
285	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
286	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	9/8/2020 2:14 PM

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think the issues are. They want better relationships with those in the community the serve, too.

287	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
288	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
289	democrat	9/8/2020 1:57 PM
290	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
291	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
292	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
293	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
294	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
295	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
296	I'd like the new police chief to represent all citizens, including seniors who are too often dismissed.	9/8/2020 1:10 PM
297	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 city as racially divided (systemically) as Madison. The next chief needs to be willing to listen to the community and act accordingly.	9/8/2020 1:07 PM
298	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
299	n/a	9/8/2020 12:59 PM
300	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 can receive feedback non-defensively, and create change from the inside.	9/8/2020 12:58 PM
301	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

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302	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
303	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
304	Address the crime that matters. Violence, domestic abuse, car theft. Advocate for drug law reform.	9/7/2020 11:37 AM
305	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
306	I would like to see a Chief of Police who can acknowledge and process criticism without being defensive.	9/6/2020 6:28 PM
307	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
308	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
309	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
310	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
311	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
312	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
313	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
314	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
315	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	9/4/2020 2:32 PM

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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

316	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
317	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
318	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
319	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
320	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
321	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
322	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
323	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
324	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
325	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 than building policing departments that create fear. This position should be filled by someone who has thought, experienced and seen these disconnects.	9/1/2020 10:50 AM
326	Find ways to allocate resources to make an officer's job seem less burdensome.	9/1/2020 9:49 AM
327	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
328	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
329	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

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330	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
331	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
332	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
333	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
334	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
335	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
336	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
337	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
338	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
339	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
340	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
341	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
342	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
343	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	8/29/2020 9:07 AM

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not various versions of preferential treatment. That's way more than the police department's job.

344	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
345	Ideal candidate is BIPOC	8/29/2020 6:06 AM
346	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
347	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
348	I think the city needs to hire more police officers!	8/28/2020 5:45 PM
349	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
350	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
351	Someone not afraid to enforce the law or give in to radical leftist ideals or the mayor.	8/28/2020 1:45 PM
352	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
353	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
354	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
355	Good luck.	8/28/2020 9:50 AM
356	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
357	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 issues we relegate to police, that really should be addressed in conjunctoon with social services, mental health services, housing, domestic violence etc.	8/28/2020 9:43 AM
358	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
359	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	8/28/2020 9:35 AM

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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.

360	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
361	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
362	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
363	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
364	No more white male chiefs; it is time for the leader to be part of the diversity	8/28/2020 7:47 AM
365	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
366	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 police, invest in restorative justice, abolish prisons as we can. Black lives matter, but Madison isn't acting like it. GOOD LUCK	8/28/2020 3:46 AM
367	Personable, available to general public, & require body cams be worn & ON 100% while on duty.	8/27/2020 11:06 PM
368	Take your time on this search. Get more community input.	8/27/2020 11:04 PM
369	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
370	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
371	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	8/27/2020 8:51 PM

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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.

372	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
373	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
374	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
375	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
376	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
377	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
378	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
379	The next police chief must move to ban chokes and strangleholds and to ban shooting at local vehicles	8/27/2020 6:39 PM
380	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
381	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
382	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
383	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 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	8/27/2020 1:01 PM
384	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
385	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
386	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	8/27/2020 9:05 AM

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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.

387	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 BLOOD RUNS RED.	8/27/2020 8:48 AM
388	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
389	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
390	GET SOMEONE WHO IS COMPETENT	8/27/2020 8:21 AM
391	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
392	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
393	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
394	I want someone who prioritizes deescalation tactics, someone who restores trust.	8/27/2020 4:42 AM
395	I want someone willing to collaborate but not become a patsy for the left or right agendas. We want someone with an open mind and very good communication skills.	8/27/2020 4:38 AM
396	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
397	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
398	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
399	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	8/26/2020 10:16 PM

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	rule and law.	
400	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
401	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
402	The police force should be as small as possible. It is out of control in Madison.	8/26/2020 8:59 PM
403	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
404	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
405	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
406	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
407	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
408	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
409	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
410	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
411	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
412	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
413	Police chief should reside in the City of Madison.	8/26/2020 12:37 PM
414	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
415	The next police chief should be committed to forgiveness, compassion, and cultural	8/26/2020 11:11 AM

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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.

416	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
417	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
418	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
419	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
420	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
421	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
422	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
423	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
424	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
425	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 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.	8/26/2020 1:01 AM
426	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
427	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

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428	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
429	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
430	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
431	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
432	Someone who cannot be bullied by the Mayor and the city council!	8/25/2020 7:07 PM
433	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
434	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
435	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
436	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
437	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
438	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
439	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
440	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
441	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
442	Focused effort to arrest those responsible for surge of gun violence and also vandalism re "protests" particularly on State Street,	8/24/2020 9:21 PM
443	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
444	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
445	The leader should walk the walk and not just talk the talk.	8/24/2020 12:50 PM
446	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	8/24/2020 11:16 AM

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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.

447	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
448	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
449	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
450	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
451	That the Mayor have nothing to do with it.	8/23/2020 6:53 PM
452	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
453	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
454	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
455	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
456	stop pandering to radical far left anti police groups like Progressive Dane.	8/23/2020 6:01 PM
457	We need a chief who defends officers from unjust accusations.	8/23/2020 5:41 PM
458	Enforcer of the law, not a political social activist	8/23/2020 5:40 PM
459	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