

From: [Timothy Lee](#)
To: [Police Chief Search](#)
Subject: Selection of Police Chief
Date: Monday, December 7, 2020 1:10:56 AM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Police and Fire Commissioners,

The PFC should not make a decision on a Police Chief on Wednesday, December 9. Give the community an opportunity to engage with the candidates and give informed feedback before deliberating. The OIR report and the MPD Policy and Procedure Review Ad Hoc Committee report recommended that the PFC should involve the Madison community in the selection process through community panels and interviews. Such community engagement with police chief finalists is a normal part of the hiring process in many cities across the U.S. This was also recommended by former MPD Chief David Couper, who had one of the most successful tenures of Madison Police Chiefs. Some Madison alders are taken aback that this apparently isn't happening. Police Civilian Oversight Board member Shadayra Kilfoy-Flores was interviewed about the issue by Channel3000, stating "*Candidates providing a video is not going to be sufficient. There needs to be actual community exchange. The community needs to be given an opportunity to interact with these candidates so we can get an idea of who they are as people.*"

<https://www.channel3000.com/there-needs-to-be-actual-community-exchange-some-say-final-interview-process-for-madison-police-chief-lacks-transparency/>

As OIR pointed out, this is all the more important in Wisconsin cities since, unlike cities in most states, police chiefs here basically can have lifetime tenure, rather than serving fixed terms.

It's also shocking that you have selected Portland Deputy Police Chief Chris Davis as a finalist and believe him suitable to be Madison's Chief of Police. You should examine what a candidate has done, not just their pretty words to you. In 2002, Davis participated in a controversial officer-involved fatality, precipitating major protests by Portland's Latinx community and mental health and civil rights advocates. Later, when Davis headed the Portland Police Bureau Internal Affairs Department, it had a deserved reputation of covering up misconduct. Then in 2014, Portland Police Lieutenant Rachel Andrew filed a \$300,000 civil rights lawsuit against Davis, Chief Reese, and the Portland Police Bureau for retaliation after she investigated Davis for misconduct. More recently, under Deputy Chief Davis' leadership, the Portland Police Bureau became a poster child for brutal mishandling of protests, and was found to be in direct violation of a federal restraining order regarding use of force against protestors. Davis has advocated practices like police in riot gear charging at crowds of protester to scare and disperse them, use of a wide variety of nonlethal munitions against protesters, slashing the tires of protester's cars, etc. His approach and mentality would never be accepted by Madison community members, and would exacerbate unrest here. That you chose Davis as a finalist seems to show a fatally flawed process. The most charitable explanation is that you're not doing adequate independent investigations into candidates but just relying on the materials submitted (i.e., how the candidates present themselves). This is what happens when a commission operates in the dark as you currently appear to be seeking to do. Please allow the community to properly engage, vet, and provide input on these finalists.

Sincerely, Timothy Lee

From: [Gregory Gelembiuk](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: Need for community exchange with finalists before deliberation
Date: Monday, December 7, 2020 4:50:09 AM

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Dear Mary Schauf, William Greer, Fabiola Hamden, Kevin Gundlach, and Jacquelyn Boggess,

I served as a member of the Madison Police Department Policy & Procedure Review Ad Hoc Committee. I am writing to request that, with the police chief finalists, you fully follow the recommendations of OIR and the MPD Policy & Procedure Review Ad Hoc Committee, to allow community engagement with the finalists prior to deliberating on a selection. Recommendations #140 of the [OIR Report](#) and #5 of the [MPD Policy & Procedure Review Ad Hoc Committee Report](#) state: ***"While retaining the ultimate determination on selecting the Chief, the PFC should consider ways to involve the Madison community in the selection process through community panels and interviews."***

OIR and the MPD Policy & Procedure Review Ad Hoc Committee envisioned that the community would have an opportunity to engage with the finalists and provide input to the PFC.

As the OIR report notes of interviews: ***"In past cycles, the process **has operated behind closed doors, with interviews between PFC members and the candidates but no opportunity for community input or engagement."*****

The OIR Report notes, and the MPD Policy & Procedure Review Ad Hoc Committee Report approvingly quotes, ***"A number of jurisdictions have recently included a public component to the Chief selection process in which community panels are provided the opportunity to ask questions and engage with the final set of candidates."*** The inclusion of such a component, in which community members directly ask questions of finalists, appears quite common in U.S. cities.

As OIR pointed out, this is all the more important in Wisconsin cities since, unlike cities in most states, police chiefs here basically can have lifetime tenure (and can only be removed for cause), rather than serving fixed terms. The consequences of a suboptimal choice, that fails to meet community expectations, are much more severe.

When the MPD Policy & Procedure Review Ad Hoc Committee was deliberating on this recommendation, one of our CoChairs, Keith Findley, simultaneously was serving on the PFC. Keith reported to our committee that he had run this recommendation past the PFC and that the PFC had no objections. After the MPD Policy & Procedure Review Ad Hoc Committee

Report was completed, it received a near-unanimous vote of approval from the Common Council. A number of alders have told me this weekend that they are unhappy that this recommendation is now not being followed (with no apparent opportunity for community questioning of the finalists).

Former MPD Chief David Couper, who transformed MPD and had one of the most successful tenures of Madison police chiefs, made the same recommendation. He indicated to me this past Friday that he was greatly disappointed that it appears you're not allowing for it. He wrote me *"Shame on PFC for not having direct community questioning. More of the same..."*. He also noted *"My question [to the candidates] would be what is their specific plan to renew trust between the MPD and community. It's the #1 problem PERF members identified that is facing police leaders today!"* He also indicated he would ask when each candidate *"led a major controversial change in your agency"*.

Police Civilian Oversight Board member Shadayra Kilfoy-Flores [was interviewed about the issue by Channel 3000](#) and stated *"Candidates providing a video is not going to be sufficient. There needs to be actual community exchange. The community needs to be given an opportunity to interact with these candidates so we can get an idea of who they are as people."*

I recognize that you've increased opportunity for community input earlier in the hiring process. But this is no substitute for direct community engagement with, questioning of, and feedback about the finalists. Importantly, this would improve the vetting needed to ensure that candidates meet community expectations and reduce the likelihood of inadvertently making an inappropriate selection.

Sincerely,

Dr. Gregory Gelembiuk

From: [Erin Lemley](#)
To: [Police Chief Search](#); jrousseau@strangpatteson.com
Subject: Community Input on Police Chief is important!
Date: Monday, December 7, 2020 7:38:57 AM

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Dear Madison Police and Fire Commission members,

I was extremely disappointed to see that after soliciting community input early in the process, your short list of candidates for police chief was released with a very short final decision time and no time for the candidates to field questions from the community. The MPD Policy and Procedure Review Ad Hoc Committee specifically recommended that the selection process involved the residents of Madison through community panels and interviews--although this is made harder with the presence of COVID, we know that it is possible. This is an important part of the process and should not be skipped, as this candidate has the potential to work in Madison for many years and needs to be a person who can work with the community to bring change to our police department.

In addition, the presence of Portland Deputy Police Chief Chris Davis on the final list is nothing short of appalling. His involvement in the shooting of a mentally-ill Latino man, trying to hide police misconduct, and leading the Portland Police department in the mishandling of the recent Black Lives Matter protests should have each disqualified him from the position. He is an entirely unsuitable candidate for the City of Madison Police Chief--our city is ready for change and wants a police chief that embodies a willingness to work with the community and bring about a new era of law enforcement, not a reactionary that is going to resist police change with every fiber of his being.

Please change your process to allow vetting by community members through interviews and public forums.

Sincerely,
Erin Lemley
1703 Rowland Ave #1
Madison, WI 53704

From: [Brian Benford](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: Police Chief Hire
Date: Monday, December 7, 2020 9:26:18 AM
Attachments: [PFC.docx](#)

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Please see attached letter.

From: [Julie Whitaker](#)
To: [Police Chief Search](#)
Subject: jrousseau@strangpatteson.com.
Date: Monday, December 7, 2020 10:01:14 AM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Police Chief Search Committee,

I'm writing to express my concern about one of the finalists you have selected to be Madison's next Police Chief, Chris Davis. Given the recent uprisings by so many of our Madison community members over police brutality and misuse of power and force, we need a different model of policing, more in line with David Couper's community policing emphasis and creative use of non-violent means to engage people in distress or prepared to harm to themselves or others.

I am not familiar with the other three men, but was appalled to see Mr. Davis as one of the finalists.

Thank you for reading.

Julie Whitaker (2417 Fox Avenue, Madison)

From: [Lisa Grueneberg](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: Police chief search decision and public engagement
Date: Monday, December 7, 2020 10:48:21 AM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Police and Fire Commissioners,

The PFC should not make a decision on a Police Chief on Wednesday, December 9. Give the community an opportunity to engage with the candidates and give informed feedback before deliberating.

The chief of police is a very important role in our city and can be a powerful bridge between communities. Therefore, it is imperative that our chief is vetted by the public (their employer) to ensure we have the fairest candidate possible.

Thank you for your consideration,
[Lisa Grueneberg](#)
[2440 Fox Ave, Madison, WI 53711](#)

From: [Vignesh Ramachandran](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangepatteson.com
Subject: Comment regarding police chief search
Date: Monday, December 7, 2020 10:50:26 AM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Police and Fire Commissioners:

The PFC should not make a decision on a Police Chief on Wednesday, December 9. Give the community an opportunity to engage with the candidates and give informed feedback before deliberating. The OIR report and the MPD Policy and Procedure Review Ad Hoc Committee report recommended that the PFC should involve the Madison community in the selection process through community panels and interviews. Such community engagement with police chief finalists is a normal part of the hiring process in many cities across the U.S. If MPD was truly committed to being a community resource, they would engage with the community they claim to serve, not just bulldoze through a police chief based on a sham process. This was also recommended by former MPD Chief David Couper, who had one of the most successful tenures of Madison Police Chiefs. Some Madison alders are taken aback that this apparently isn't happening. Police Civilian Oversight Board member Shadayra Kilfoy-Flores was interviewed about the issue by Channel3000, stating "Candidates providing a video is not going to be sufficient. There needs to be actual community exchange. The community needs to be given an opportunity to interact with these candidates so we can get an idea of who they are as people."

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As OIR pointed out, this is all the more important in Wisconsin cities since, unlike cities in most states, police chiefs here basically can have lifetime tenure, rather than serving fixed terms.

It's also shocking that you have selected Portland Deputy Police Chief Chris Davis as a finalist and believe him suitable to be Madison's Chief of Police. You should examine what a candidate has done, not just their pretty words to you. In 2002, Davis participated in a controversial officer-involved fatality, precipitating major protests by Portland's Latinx community and mental health and civil rights advocates. Later, when Davis headed the Portland Police Bureau Internal Affairs Department, it had a deserved reputation of covering up misconduct. Then in 2014, Portland Police Lieutenant Rachel Andrew filed a \$300,000 civil rights lawsuit against Davis, Chief Reese, and the Portland Police Bureau for retaliation after she investigated Davis for misconduct. More recently, under Deputy Chief Davis' leadership, the Portland Police Bureau became a poster child for brutal mishandling of protests, and was found to be in direct violation of a federal restraining order regarding use of force against protestors. Davis has advocated practices like police in riot gear charging at crowds of protester to scare and disperse them, use of a wide variety of nonlethal munitions against protesters, slashing the tires of protester's cars, etc.

Understandably, his violent approach and mentality would never be accepted by Madison community members, and would exacerbate unrest here. That you chose Davis as a finalist seems to show a fatally flawed process that REQUIRES more community engagement and oversight. The most charitable explanation is that you're not doing adequate independent investigations into candidates but just relying on the materials submitted (i.e., how the

candidates present themselves). This is what happens when a commission operates in the dark as you currently appear to be seeking to do. Please allow the community to properly engage, vet, and provide input on these finalists.

Sincerely,
Vignesh Ramachandran
Madison, WI

From: [Ruth Saecker](#)
To: [Police Chief Search](#)
Cc: jrousseau@strandpatteson.com; [Bidar, Shiva](#)
Subject: Chief of Police Search
Date: Monday, December 7, 2020 11:54:11 AM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Madison Police and Fire Commission,

I am writing as a long-time Madison resident to register my dismay and shock at:

1. Your decision to limit meaningful engagement between the candidates for police chief and the Madison community.
2. Your choice of Deputy Chief Christopher A. Davis as a finalist.

I am asking you:

1. to allow at the very least allow the newly established Police Civilian Oversight Board to have a large role in your process.
2. to eliminate Christopher A. Davis from your candidate choice list.

I ask you to base your consideration of the finalists on their proven ability to work toward healing the wounds in this community, long-time damage that became sharply apparent during the protests this summer. As a starting point, this process should be extended to allow the public to ask direct questions of the candidates.

As a taxpayer, I ask you to consider the financial cost to the City of Madison if your choice ends up fanning the flames of distrust between the police and the community instead of cooling them down. It is critical that your final choice is capable of running the police department as transparently and as humanely as possible.

Thank you for your consideration and time.

Respectfully yours,

Ruth M. Saecker, Ph.D.
2512 Chamberlain Ave
Madison, WI 53705

From: [Gisela Wilson](#)
To: [Police Chief Search](#); jrousseau@strangpatteson.com
Subject: Urgent! Re: Madison Police Chief Search: it is essential the community has the opportunity to vet candidates!!!
Date: Monday, December 7, 2020 1:12:50 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

PoliceChiefSearch@cityofmadison.com
jrousseau@strangpatteson.com

December 7, 2020

Dear Members of the Madison Police & Fire Commission,

I am writing to urge you comply with the recommendations of the OIR and MPD Policy and Procedure Ad Hoc Committee's Final Reports and allow the public to engage directly with the candidates for the Madison Police Chief position.

To disregard that recommendation, which is the result of several years of evaluation and deliberation, would further alienate Madison residents and set up the new Chief to fail. I implore you to delay your decision date in order to allow time for the community to vet the candidates and provide input to the Commission. This all the more essential since the position of Chief can be a lifetime appointment.

Further, I am 100% shocked that the finalists include Portland Deputy Police Chief Chris Davis who has a demonstrated history of escalating both responses to mental health and substance abuse issues (precisely the area which was responsible for initiating the years' long MPD review process) and responses to peaceful protests. It makes me wonder how extensively you researched the candidate list beyond their own submitted materials.

I am also wary of other candidates stances on a variety of issues that might cause myself and/or other community members to jump to erroneous conclusions, for example, support for predictive policing, and a history of standing up to police unions. Recent research has shown predictive policing has been shown to be racially biased (even when race is excluded as a variable, substitute variables are proxies for race and discrimination). Predictive policing algorithms only serve to distance officers from the responsibility of racial bias.

In contrast, to me, a history of standing up to the police union given the qualified immunity officers hold, is a plus. In both cases, however, the community needs insight into how the candidates positions have changed (or not) as a function of their experience. For these and other concerns, that will only happen if the community is given the opportunity to engage directly with and vet the candidates.

As member of the Community Response Team, I endorse the following letter:

The PFC should not make a decision on a Police Chief on Wednesday, December 9. Give the community an opportunity to engage with the candidates and give informed feedback before deliberating. The OIR report and the MPD Policy and Procedure Review Ad Hoc Committee report recommended that the PFC should involve the Madison community in the selection

process through community panels and interviews. Such community engagement with police chief finalists is a normal part of the hiring process in many cities across the U.S. This was also recommended by former MPD Chief David Couper, who had one of the most successful tenures of Madison Police Chiefs. Some Madison alders are taken aback that this apparently isn't happening. Police Civilian Oversight Board member Shadayra Kilfoy-Flores was interviewed about the issue by Channel3000, stating "Candidates providing a video is not going to be sufficient. There needs to be actual community exchange. The community needs to be given an opportunity to interact with these candidates so we can get an idea of who they are as people."

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Sincerely,

Gisela Wilson. PhD
Madison, WI 53703
District 6

From: [Samuel J Eberle](#)
To: [Police Chief Search](#)
Subject: New Madison police chief
Date: Monday, December 7, 2020 1:21:17 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Police and Fire Commissioners,

The PFC should not make a decision on a Police Chief on Wednesday, December 9. Give the community an opportunity to engage with the candidates and give informed feedback before deliberating. The OIR report and the MPD Policy and Procedure Review Ad Hoc Committee report recommended that the PFC should involve the Madison community in the selection process through community panels and interviews. Such community engagement with police chief finalists is a normal part of the hiring process in many cities across the U.S. This was also recommended by former MPD Chief David Couper, who had one of the most successful tenures of Madison Police Chiefs. Some Madison alders are taken aback that this apparently isn't happening. Police Civilian Oversight Board member Shadayra Kilfoy-Flores was interviewed about the issue by Channel3000, stating "Candidates providing a video is not going to be sufficient. There needs to be actual community exchange. The community needs to be given an opportunity to interact with these candidates so we can get an idea of who they are as people."

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Please allow the community to properly engage, vet, and provide input on these finalists.

Sincerely,
Samuel Eberle

From: [Bonnie Roe](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: Thank you
Date: Monday, December 7, 2020 1:48:19 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.


Dear Police and Fire Commissioner,

I am writing to thank you for the level of prudence you have shown in selecting the four finalist candidates for our permanent Chief of Police position. After some quick research, it appears that you have come up with a very good and qualified short list. Each appears to be a credible, experienced leader with appropriate education and qualifications. Each seems to have strengths that would benefit our community.

Thank you for the level of independence you used in coming up with these candidates. It is so important to avoid the fray of political heat and unnecessary pressure in these times. It is important to keep in mind that no serious, credible law enforcement candidate exists who would please some members of our community.

Thank you for your time and the consideration you put into the process.

Respectfully,

Bonnie Roe
4410 Somerset Lane
Madison, WI 53711


From: wreichel@charter.net
To: [Police Chief Search](#)
Subject: Re: Police Chief Candidates
Date: Monday, December 7, 2020 2:33:32 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Police and Fire Commissioners,

Thank you for using creative ways to gather feedback from the public so a critical hiring process could continue even during a pandemic.

Your efforts are apparent by the impressive list of final candidates you have assembled to compete for the opportunity to be our city's next police chief.

Thank you for your dedication, and good luck choosing the finalist!

Wendy Reichel
Madison

From: [Mary Batson](#)
To: jrousseau@strangpatteson.com; [Police Chief Search](#)
Subject: Madison Police Chief hiring process
Date: Monday, December 7, 2020 2:35:51 PM

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Dear Police and Fire Commissioners,

Please change the timeline for the hiring of the next Madison Police Chief and create a meaningful opportunity for community engagement with the candidates.

Greater engagement and transparency were the foundational recommendations identified by the OIR report, recommendations that were finally and importantly adopted by the City Council this summer. This process lacks both. The likelihood is great that without engagement and transparency poor outcomes will ensue. At the very least, this process generates continued suspicion and devisiveness.

Respectfully,

Mary Batson
5750 Bittersweet Pl, Madison

From: [Bernie Schlafke](#)
To: [Police Chief Search](#); [All Alders](#)
Cc: jrousseau@strangpatteson.com
Subject: NO to selecting new Police Chief Dec. 9
Date: Monday, December 7, 2020 3:05:34 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Police and Fire Commission:

I oppose the recent rush to name a new police chief without community engagement in the selection process first.

Earlier this year the Madison Common Council adopted a framework for community engagement and oversight of policing that was the result of years of citizen collaboration seeking justice after the killings of two innocent and non-threatening neighbors by aggressive members of the Madison Police Department. As a resident of the District 6 neighborhood, I am only one degree of separation from each of the victims, and I will urge my alder and all alders to ONLY select a police chief candidate that has been vetted and approved by the Police Civilian Oversight Board first.

The PFC's recent attempt to circumvent the PCOB and instead push forward pre-selected candidates only increases and exacerbates the mistrust of the MPD that many neighborhood and city residents continue to harbor after MPD's failure to fire and prosecute its dangerous officers still on the police force.

Please act according to the ideals of an honest and transparent government entity. Thank you for your time and service.

Sincerely,
Bernie Schlafke
District 6 resident

Sent from my iPhone

From: [Lisa Hansen](#)
To: [Chief David Davis](#)
Subject: New Madison Police Chief
Date: Monday, December 7, 2020 3:09:35 PM

Caution This email was sent from an external source. Avoid unknown links and attachments.

Dear Police and Fire Commission Members,

I'm very concerned and disappointed in the closed door process of interviewing the final four candidates for Madison Police Chief. The public should be involved in a Q&A session with these candidates. Without direct public exchange and input you will fail to build any trust with the community. In fact, it will continue to keep tensions high in our city. How can you not see that given the Black Lives Matter movement in our city and across the nation?

I would like to take this opportunity to have my voice be heard as a city of Madison resident. After doing some research, it seems that one of these candidates is completely ill suited for this position. That would be Christopher A. Davis. He represents all that is wrong in policing in our city and our country. He is the status quo, not change for the better, not progress.

https://www.meritallieduporland.org/news/press-fault-arrest-factices-in-mojia-post-case?fbclid=IwAR2atn18xQzQz_KtHxKSRPTTjDCW3M_E1_c0f640Zm3yRlCy89P2Uml-Hg
<https://www.consumerinterest.com/2020/10/20/portland-responses-to-black-lives-matter-may-have-been-deeply-shaky/>
<https://www.theatlantic.com/news/archive/Hispanics-Angry-About-Officers-Awards/10498671.php?fbclid=IwAR0AVGIA2-9Fco0MwWmlGQwY0R2ex8u8-ovvJGhpZW7YzfpIthq0GNgZA>
<https://www.portlandmercury.com/news/on-my-snapbox/Content?oid=28002&fbclid=IwARIntVlyQzKcH4q8sMogIRhV6C2wA26U7jod3F6DM3MaxQzAM7xOUm4d>
<https://www.kforyme.com/gmail.com/inside-portland-police-officer-kenneth-ty-shank-drove-after-second-brutality-jump-surfed-sexually-harassed-female-employee-2020-07-29/?fbclid=IwAR2UV211DzqOABsbp79SZAl2wQ2UL4d7FjPVqpwWCyQIpdU-PwrOIdhttps://webcache.googleusercontent.com/search?q=cashe%3ApyrHDq8FzP%3A&https%3A%2F%2Fwww.oregonlive.com%2Fcrime%2F2020%2F10%2Fportland-police-fail-to-document-review-officers-use-of-force-at-protest-or-maintain-control-training-report-finds.html&hl=en&gl=us&pg=us&vser=0&fbclid=IwAR2CTT8scCRBbmjdl1KTU09baGyW8HMWtIBHjUX4Bsqj1A66-tG26OTI>

People protesting have legitimate grievances about human rights violations that are occurring on a daily basis in our community. We must listen to their concerns and demands. I know the rioting and looting that tends to happen on the fringes of protests is troublesome. If we want that to stop then we must act now and select a police chief who will work with the community and support their demands for civil rights, ending discriminatory and brutal policing methods, truly holding police accountable -- basic human decency. Therefore, the new police chief should have a track record of showing that they hear and understand what communities are asking for, what the Black Lives Matter movement is about, and that they are committed to addressing these changes with real change. They could be the change our community needs to begin the steps to ending police brutality towards our community, especially BIPOC. It is time to support the voices and needs of the community, not the self-interests of the police union.

I would like to close with a quote from Martin Luther King Jr. from his speech "The Other America" at Stanford University "...I think America must see that riots do not develop out of thin air. Certain conditions continue to exist in our society which must be condemned as vigorously as we condemn riots. But in the final analysis, a riot is the language of the unheard. And what is it that America has failed to hear? It has failed to hear that the plight of the Negro poor has worsened over the last few years. It has failed to hear that the promises of freedom and justice have not been met. And it has failed to hear that large segments of white society are more concerned about tranquility and the status quo than about justice, equality, and humanity. And so in a real sense our nation's summers of riots are caused by our nation's winters of delay. And as long as America postpones justice, we stand in the position of having these recurrences of violence and riots over and over again. Social justice and progress are the absolute guarantors of riot prevention." The time is NOW to listen to the unheard, to take action and to heal our communities.

Sincerely,
Lisa Hansen
1302 Dewberry DR
Madison, WI 53719

From: [Kim Richman](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: Chief
Date: Monday, December 7, 2020 3:57:30 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.


Dear Police and Fire Commissioners;

I'm writing to thank you very much for your time and effort in selecting a new Police Chief for Madison. I see 4 great candidates who are qualified, credible, and experienced leaders. I won't divulge my selection, but I WILL accept yours!

Wisconsin has this independent process to avoid the pressure of politics, and we appreciate that you have not given in to pressure from the mayor or any activists (with demands), who will NEVER be happy with your selection. As you know, many of the same activists are claiming they have not had any (or little) input to the Commission. You have given us, the members of the community, sufficient amount of time to voice our opinions; over one year! By the way, as one of the speakers at a public input meeting you offered, I was treated with respect and allowed my time and it was appreciated.

I am looking forward to meeting your selection on Wednesday.

Stay Safe, Be Well.

Kim I. Richman
1313 Droster Road
Madison


Buckeye-Grove Good Neighbor Project



"LESS TALK, MORE ACTION."

Sent with [ProtonMail](#) Secure Email.

From: [Anna Blasco](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: Police Chief Chris Davis is Unacceptable and Needs Reconsideration
Date: Monday, December 7, 2020 4:34:08 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Police and Fire Commissioners:

The PFC should not make a decision on a Police Chief on Wednesday, December 9. Give the community an opportunity to engage with the candidates and give informed feedback before deliberating. The OIR report and the MPD Policy and Procedure Review Ad Hoc Committee report recommended that the PFC should involve the Madison community in the selection process through community panels and interviews. Such community engagement with police chief finalists is a normal part of the hiring process in many cities across the U.S. This was also recommended by former MPD Chief David Couper, who had one of the most successful tenures of Madison Police Chiefs. Some Madison alders are taken aback that this apparently isn't happening. Police Civilian Oversight Board member Shadayra Kilfoy-Flores was interviewed about the issue by Channel3000, stating "Candidates providing a video is not going to be sufficient. There needs to be actual community exchange. The community needs to be given an opportunity to interact with these candidates so we can get an idea of who they are as people."

https://urldefense.proofpoint.com/v2/url?u=https-3A__www.channel3000.com_there-2Dneeds-2Dto-2Dbe-2Dactual-2Dcommunity-2Dexchange-2Dsome-2Dsay-2Dfinal-2Dinterview-2Dprocess-2Dfor-2Dmadison-2Dpolice-2Dchief-2Dlacks-2Dtransparency_&d=DwlGaQ&c=byefhD2ZumMFFQYPZBagUCDuBiM9Q9twmxaBM0hCgII&r=KMaZ8n5q6OdTfuacpddylXeAkIgN1AukVzx7eV6ZlcK0fkMf9xgqTV_bLlEbdUs&m=mLCGHDvWKgAWZbW01xun-W0elptX140VV8_AEWVCcCU&s=Tb3ugcx9zbXVH5_nwbHuRe9SBwgo_rLzUIUv-OCSOk&e=

As OIR pointed out, this is all the more important in Wisconsin cities since, unlike cities in most states, police chiefs here basically can have lifetime tenure, rather than serving fixed terms.

It's also shocking that you have selected Portland Deputy Police Chief Chris Davis as a finalist and believe him suitable to be Madison's Chief of Police. You should examine what a candidate has done, not just their pretty words to you. In 2002, Davis participated in a controversial officer-involved fatality, precipitating major protests by Portland's Latinx community and mental health and civil rights advocates. Later, when Davis headed the Portland Police Bureau Internal Affairs Department, it had a deserved reputation of covering up misconduct. Then in 2014, Portland Police Lieutenant Rachel Andrew filed a \$300,000 civil rights lawsuit against Davis, Chief Reese, and the Portland Police Bureau for retaliation after she investigated Davis for misconduct. More recently, under Deputy Chief Davis' leadership, the Portland Police Bureau became a poster child for brutal mishandling of protests, and was found to be in direct violation of a federal restraining order regarding use of force against protestors. Davis has advocated practices like police in riot gear charging at crowds of protester to scare and disperse them, use of a wide variety of nonlethal munitions against protesters, slashing the tires of protester's cars, etc. His approach and mentality would never be accepted by Madison community members, and would exacerbate unrest here. That you chose Davis as a finalist seems to show a fatally flawed process. The most charitable explanation is that you're not doing adequate independent investigations into candidates but just relying on the materials submitted (i.e., how the candidates present themselves). This is what happens when a commission operates in the dark as you currently appear to be seeking to do. Please allow the community to properly engage, vet, and provide input on these finalists.

Sincerely,
Anna Blasco

From: [Randy Coloni](#)
To: [Police Chief Search](#)
Subject: Community Input Into Police Chief Selection
Date: Monday, December 7, 2020 4:48:06 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I am writing to raise a concern that the interview and final selection process for the 4 Police Chief Candidates appears to deny any public involvement or voice in the process of choosing among the 4 finalists.. As a key part of the OIR report and the MPD Policy and Procedure Review Ad Hoc Committee report, it was recommended that the PFC should involve the Madison community in the selection process through community panels and interviews. I am aware of early input sessions , but I believe now, when one of four people needs to be chosen, allowing community members some chance to ask questions and interact with the finalists can go a long way in creating some trust and connection between the community and the selected Police Chief. Please delay your decision for no a week or 2 , in order to allow for some meaningful public interaction and comment on the finalist candidates.. Thanks for your attention to this matter.

From: [Joseph Keyes](#)
To: [Police Chief Search](#)
Subject: Thank you for your dedication
Date: Monday, December 7, 2020 5:01:25 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

To the Madison Police and Fire Commission,

I understand that there are some doubts about the police chief finalists. This is puzzling in that there has been ample opportunity to provide input into the process from all segments of Madison's community. The Police and Fire Commission was purposely created to avoid politics and undue influence. The search and hiring of a police chief is not predicated on the wants and dictates of an individual group. It is predicated by the needs of the whole community. As intended by your charter, you independently represent that community and that community enthusiastically supports your process. Thank you for finding well qualified applicants from which our next police chief will be chosen.

Respectfully Submitted,

Joseph Keyes

5117 Regent Street

Madison, WI

From: [Evan Flietner](#)
To: [Police Chief Search](#)
Cc: JRousseau@strangpatteson.com
Subject: NO to Christopher Davis as MPD chief
Date: Monday, December 7, 2020 5:02:18 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello,

My name is Evan Flietner. I'm a lifelong Madison resident and live in District 15. I'm emailing to register my protest against installing Christopher A. Davis as the chief of the Madison Police Department.

The well-documented violence that Portland police carried out against protestors this summer and fall is abhorrent and disastrous. Anyone associated with the leadership of that department has no place in MPD (let alone any police department). Appointing Davis as police chief would show an incredible disconnect from the desires of the public and lead to increased antagonism between the citizens of Madison and the police.

Sincerely,

Evan Flietner

From: [Taryn Valley](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: Please delay Police Chief selection and seek community input
Date: Monday, December 7, 2020 5:11:09 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Police and Fire Commissioners:

I am a Madison resident requesting a delay in the Police Chief Search. The PFC should not make a decision on a Police Chief on Wednesday, December 9. Please give the community an opportunity to engage with the candidates and give informed feedback before deliberating.

The OIR report and the MPD Policy and Procedure Review Ad Hoc Committee report recommended that the PFC should involve the Madison community in the selection process through community panels and interviews. Such community engagement with police chief finalists is a normal part of the hiring process in many cities across the U.S. This was also recommended by former MPD Chief David Couper, who had one of the most successful tenures of Madison Police Chiefs.

I am not the only Madison resident dismayed by this lack of oversight. Some Madison alders are taken aback that this apparently isn't happening. Police Civilian Oversight Board member Shadayra Kilfoy-Flores was [interviewed about the issue by Channel3000](#), stating "Candidates providing a video is not going to be sufficient. There needs to be actual community exchange. The community needs to be given an opportunity to interact with these candidates so we can get an idea of who they are as people."

As OIR pointed out, this is all the more important in Wisconsin cities since, unlike cities in most states, police chiefs here basically can have lifetime tenure, rather than serving fixed terms.

It's also shocking that you have selected Portland Deputy Police Chief Chris Davis as a finalist and believe him suitable to be Madison's Chief of Police. In 2002, Davis participated in a controversial officer-involved fatality, precipitating major protests by Portland's Latinx community and mental health and civil rights advocates. Later, when Davis headed the Portland Police Bureau Internal Affairs Department, it had a deserved reputation of covering up misconduct. Then in 2014, Portland Police Lieutenant Rachel Andrew filed a \$300,000 civil rights lawsuit against Davis, Chief Reese, and the Portland Police Bureau for retaliation after she investigated Davis for misconduct. More recently, under Deputy Chief Davis' leadership, the Portland Police Bureau became a poster child for brutal mishandling of protests, and was found to be in direct violation of a federal restraining order regarding use of force against protestors. Davis has advocated practices like police in riot gear charging at crowds of protester to scare and disperse them, use of a wide variety of nonlethal munitions against protesters, slashing the tires of protester's cars, etc. His approach and mentality would never be accepted by Madison community members, and would exacerbate unrest here. That you chose Davis as a finalist seems to show a fatally flawed process.

The most charitable explanation is that you're not doing adequate independent investigations into candidates but just relying on the materials submitted (i.e., how the candidates present themselves). This is what happens when a commission operates in the dark as you currently

appear to be seeking to do. Please allow the community to properly engage, vet, and provide input on these finalists.

Sincerely,
Taryn McGinn Valley
2806 Coolidge St., 53704

From: [Paige Burdick Blazei](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: Police Chief Search
Date: Monday, December 7, 2020 5:45:14 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Police and Fire Commissioners:

I am a Madison resident requesting a delay in the Police Chief Search. The PFC should not make a decision on a Police Chief on Wednesday, December 9. Please give the community an opportunity to engage with the candidates and give informed feedback before deliberating.

The OIR report and the MPD Policy and Procedure Review Ad Hoc Committee report recommended that the PFC should involve the Madison community in the selection process through community panels and interviews. Such community engagement with police chief finalists is a normal part of the hiring process in many cities across the U.S. This was also recommended by former MPD Chief David Couper, who had one of the most successful tenures of Madison Police Chiefs.

I am not the only Madison resident dismayed by this lack of oversight. Some Madison alders are taken aback that this apparently isn't happening. Police Civilian Oversight Board member Shadayra Kilfoy-Flores was [interviewed about the issue by Channel3000](#), stating "Candidates providing a video is not going to be sufficient. There needs to be actual community exchange. The community needs to be given an opportunity to interact with these candidates so we can get an idea of who they are as people."

As OIR pointed out, this is all the more important in Wisconsin cities since, unlike cities in most states, police chiefs here basically can have lifetime tenure, rather than serving fixed terms.

It's also shocking that you have selected Portland Deputy Police Chief Chris Davis as a finalist and believe him suitable to be Madison's Chief of Police. In 2002, Davis participated in a controversial officer-involved fatality, precipitating major protests by Portland's Latinx community and mental health and civil rights advocates. Later, when Davis headed the Portland Police Bureau Internal Affairs Department, it had a deserved reputation of covering up misconduct. Then in 2014, Portland Police Lieutenant Rachel Andrew filed a \$300,000 civil rights lawsuit against Davis, Chief Reese, and the Portland Police Bureau for retaliation after she investigated Davis for misconduct. More recently, under Deputy Chief Davis' leadership, the Portland Police Bureau became a poster child for brutal mishandling of protests, and was found to be in direct violation of a federal restraining order regarding use of force against protestors. Davis has advocated practices like police in riot gear charging at crowds of protester to scare and disperse them, use of a wide variety of nonlethal munitions against protesters, slashing the tires of protester's cars, etc. His approach and mentality would never be accepted by Madison community members, and would exacerbate unrest here. That you chose Davis as a finalist seems to show a fatally flawed process.

The most charitable explanation is that you're not doing adequate independent investigations into candidates but just relying on the materials submitted (i.e., how the candidates present themselves). This is what happens when a commission operates in the dark as you currently

appear to be seeking to do. Please allow the community to properly engage, vet, and provide input on these finalists.

Sincerely,
Paige Burdick Blazei

From: [yasmin](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: Police chief search - do not move forward with Portland Deputy Chief Davis.
Date: Monday, December 7, 2020 5:46:49 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Search Committee,

I'm writing to express my opposition to Portland Deputy Chief Davis's inclusion in this search. Do not move him forward in this selection process.

This summer, people around the world watched police brutalize protesters in Portland. We cannot take someone with a record like that of Deputy Chief Davis and establish him in our community, give him even more power here in Madison.

As you know, in our city, there is significant and growing support for police oversight. The new police chief needs to be someone who would respect community demands, who would be eager to engage with, respond to, and enact community demands--not someone who spent the summer facilitating the shocking violence that we all saw in Portland.

Thank you for your time.

Yasmin Schamiloglu
Lifelong Madisonian, current North Segoe Road resident

From: [Erica Serlin](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatterson.com
Subject: Madison Police Chief search
Date: Monday, December 7, 2020 5:49:27 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Police and Fire Commissioners:

In accordance with the opinion of many other Madison residents, I strongly believe that the PFC should not make a decision on a Police Chief on Wednesday, December 9. Community members need an opportunity to engage with the candidates and give informed feedback before deliberating. Both the OIR report and the MPD Policy and Procedure Review Ad Hoc Committee report recommended that the PFC should involve the Madison community in the selection process through community panels and interviews. Some Madison alders are taken aback that this apparently isn't happening. Police Civilian Oversight Board member Shadayra Kilfoy-Flores was interviewed about the issue by Channel3000, stating "Candidates providing a video is not going to be sufficient. There needs to be actual community exchange. The community needs to be given an opportunity to interact with these candidates so we can get an idea of who they are as people."

<https://www.channel3000.com/there-needs-to-be-actual-community-exchange-some-say-final-interview-process-for-madison-police-chief-lacks-transparency/>

As OIR pointed out, this is all the more important in Wisconsin cities since, unlike cities in most states, police chiefs here basically can have lifetime tenure, rather than serving fixed terms.

It's also shocking that you have selected Portland Deputy Police Chief Chris Davis as a finalist and believe him suitable to be Madison's Chief of Police. In 2002, Davis participated in a controversial officer-involved fatality, precipitating major protests by Portland's Latinx community and mental health and civil rights advocates. Later, when Davis headed the Portland Police Bureau Internal Affairs Department, it had a deserved reputation of covering up misconduct. More recently, under Deputy Chief Davis' leadership, the Portland Police Bureau became a poster child for brutal mishandling of protests, and was found to be in direct violation of a federal restraining order regarding use of force against protestors. His approach and mentality would never be accepted by Madison community members, and would exacerbate unrest here. That you chose Davis as a finalist seems to show a fatally flawed process. Please allow the community to properly engage, vet, and provide input on these finalists.

Sincerely,
Erica Serlin Ph.D.

From: [Ian Jamison](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: Opposing Christopher Davis
Date: Monday, December 7, 2020 5:59:09 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello,

I am a longtime Madison resident living in the Atwood neighborhood. I would like to state my STRONG opposition to Christopher Davis.

His horrendous treatment of civilian protesters in Portland, his murder of Jose Mejia, and his subsequent alleged retaliation against coworkers have no place in Madison.

It's absolutely embarrassing that a person like him even made the shortlist.

Reject Christopher Davis and support Ramon Batista instead.

Ian Jamison
404 Division St
Madison, WI

From: [Andre Miller Sr](#)
To: [Police Chief Search](#)
Subject: Chief Batista
Date: Monday, December 7, 2020 6:10:27 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Greetings,

I wish you well in your search for a Chief, but also wanted to share with you the great choice that stands before you in the person of Chief Batista. As a community leader in the City of Mesa and State of Arizona, he's been a friend of the community, friend of reform and not afraid while making tough decisions that benefit all. I hope he is selected, as I believe your environment calls for a leader of his caliber and one who understands we must place "community" in policing, and ensure that all stakeholders have a voice as we move forward in turbulent times. I'll be brief, but please know to select him would be your best choice!

3rd Vice President EV NAACP
Pastor Andre Miller, Sr.


www.nbcc-mesa.com

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From: [Cailey Jamison](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: Absolutely Not to Christopher Davis
Date: Monday, December 7, 2020 6:26:36 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello,

I am a longtime Madison resident who would like to state my absolute disgust with Christopher Davis and strong opposition to his potentially serving as the police chief of our city.

Especially after the events of the past few months, it is appalling that we would consider someone with his background — horrible treatment of civilian protesters in Portland, the murder of Jose Mejia, and his alleged retaliation against coworkers should each be obviously disqualifying factors on their own.

It would be an absolute embarrassment for Madison to select Davis as its police chief — and honestly disturbing that he is even being considered.

Please support Ramon Batista for police chief instead.

Sincerely,
Cailey Jamison
404 Division St
Madison, WI

From: [Lev Bakin](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: No to Davis, yes to batista
Date: Monday, December 7, 2020 6:52:27 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hiring deputy chief Davis to be Madisons police chief would be a horrendously bad decision. His terrible track record inspires no confidence and would undermine trust in Madisons police at a tenuous time.

Batista on the other hand inspires some confidence in his approach to policing. I would look forward to his tenure as Madisons police chief and any positive changes he might bring.

Sincerely,
Lev Bakin
1327 e dayton St, Madison, WI 53703

From: [Makenzie Stanberry](#)
To: [Police Chief Search](#)
Subject: Opposition to Christopher Davis
Date: Monday, December 7, 2020 7:01:17 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello,

I'm writing to voice opposition to hiring Christopher Davis as chief of police. His record in Portland is violent. He has gassed non-violent protesters and killed Jose Mejia. We need a police chief who supports concerned citizens and their right to protest peacefully.

Please consider other candidates. Thank you.

Makenzie Stanberry
162 Dixon Street

From: [Anita Hoffman](#)
To: [Police Chief Search](#)
Subject: Opposing Christopher Davis
Date: Monday, December 7, 2020 7:02:18 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello,

I am a longtime Madison resident currently residing in Middleton. I am writing to voice my STRONG opposition to Christopher Davis.

His unimaginable treatment of civilians in Portland, his murder of Jose Mejia, and his subsequent retaliation of coworkers have no place in my neighbor city and former home.

In the year 2020 it is unthinkable that such an unqualified candidate is even being seriously considered.

Reject Christopher David and support Ramon Batista instead.

Anita Hoffman
7019 University Ave
Middleton, WI 53562

Sent from my iPhone

From: [Scott Jamison](#)
To: [Police Chief Search](#)
Subject: Support of Ramon Batista
Date: Monday, December 7, 2020 7:16:22 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Please reject Christopher Davis from consideration for the position of Police Chief in Madison. His poor performance in Portland makes him unqualified to fill this key position in Madison.

Ramon Batista is the right man for Police Chief for Madison.

Sincerely,
Scott K. Jamison
84 Kessel Court
Madison, WI 53712

Sent from my iPhone

From: [Sarah Hochstein](#)
To: [Police Chief Search](#)
Subject: Opposing Christopher Davis as Police Chief
Date: Monday, December 7, 2020 7:24:42 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello,

As a resident of the Marquette neighborhood of Madison, I would like to state my opposition to the potential selection of Christopher Davis as police chief of Madison and express my disappointment in the lack of public involvement in the selection process.

Mr. Davis is an unfit candidate for this position given his response to the protests in Portland and given his involvement in the killing of Jose Mejia. He represents an implicit acceptance of police brutality, which is not acceptable nor is it the image with which Madison should be associated. His candidacy and his values are not compatible with, or are they in the best interests of Madison and its residents.

I am saddened to see Madison consider a man with his background as our police chief. I hope you will take into account the danger that he represents to the well-being of Madison residents and more thoughtfully consider other candidates.

Finally, given the challenges faced this year that will continue well into the future, it's imperative that the public is given a better chance to interact with the candidates and understand their goals and plans. We should be striving for better community and police engagement, and having more transparency in the selection process is a good way to start.

Regards,
Sarah Hochstein

From: [Sally Jamison](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: Opposing Christopher Davis
Date: Monday, December 7, 2020 8:08:40 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello,

I have been a Madison resident for over 50 years. I would like to state my STRONG opposition to Christopher Davis.

His horrendous treatment of civilian protesters in Portland, his murder of Jose Mejia, and his subsequent alleged retaliation against coworkers have no place in Madison.

I am very disappointed that a person like him even made the shortlist.

Reject Christopher Davis and support Ramon Batista instead.

Thank you very much.

Sarah Jamison
8202 Highview Drive Apt 127
Madison, WI

From: [Ilana Bryne](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: no on Christopher Davis
Date: Monday, December 7, 2020 8:19:16 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello,

I am a resident of Madison and wish to make my opposition to Christopher Davis. He has a history of running his department violently and oppressively against the community it was meant to protect.

I am not necessarily happy with any of the candidates, but Ramon Batista's willingness to implement reforms and stand up to his local police union makes him a stronger candidate than any of the others, and would fit well with the degree and style of oversight our community has demanded and implemented.

Thank you,
Ilana Bryne
20 N Baldwin St
Madison

From: [Matthew Westphall](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: Regarding the selection of a new police chief
Date: Monday, December 7, 2020 8:22:56 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Police and Fire Commissioners,

The PFC should not make a decision on a Police Chief on Wednesday, December 9. Give the community an opportunity to engage with the candidates and give informed feedback before deliberating. The OIR report and the MPD Policy and Procedure Review Ad Hoc Committee report recommended that the PFC should involve the Madison community in the selection process through community panels and interviews. Such community engagement with police chief finalists is a normal part of the hiring process in many cities across the U.S. This was also recommended by former MPD Chief David Couper, who had one of the most successful tenures of Madison Police Chiefs. Some Madison alders are taken aback that this apparently isn't happening. Police Civilian Oversight Board member Shadayra Kilfoy-Flores was interviewed about the issue by Channel3000, stating "Candidates providing a video is not going to be sufficient. There needs to be actual community exchange. The community needs to be given an opportunity to interact with these candidates so we can get an idea of who they are as people."

<https://www.channel3000.com/there-needs-to-be-actual.../>

As OIR pointed out, this is all the more important in Wisconsin cities since, unlike cities in most states, police chiefs here basically can have lifetime tenure, rather than serving fixed terms.

It's also shocking that you have selected Portland Deputy Police Chief Chris Davis as a finalist and believe him suitable to be Madison's Chief of Police. You should examine what a candidate has done, not just their pretty words to you. In 2002, Davis participated in a controversial officer-involved fatality, precipitating major protests by Portland's Latinx community and mental health and civil rights advocates. Later, when Davis headed the Portland Police Bureau Internal Affairs Department, it had a deserved reputation of covering up misconduct. Then in 2014, Portland Police Lieutenant Rachel Andrew filed a \$300,000 civil rights lawsuit against Davis, Chief Reese, and the Portland Police Bureau for retaliation after she investigated Davis for misconduct. More recently, under Deputy Chief Davis' leadership, the Portland Police Bureau became a poster child for brutal mishandling of protests, and was found to be in direct violation of a federal restraining order regarding use of force against protestors. Davis has advocated practices like police in riot gear charging at crowds of protester to scare and disperse them, use of a wide variety of nonlethal munitions against protesters, slashing the tires of protester's cars, etc. His approach and mentality would never be accepted by Madison community members, and would exacerbate unrest here. That you chose Davis as a finalist seems to show a fatally flawed process. The most charitable explanation is that you're not doing adequate independent investigations into candidates but just relying on the materials submitted (i.e., how the candidates present themselves). This is what happens when a commission operates in the dark as you currently appear to be seeking to do. Please allow the community to properly engage, vet, and provide input on these finalists.

Sincerely,
Matthew

Sent with [ProtonMail](#) Secure Email.

From: [Bill Herman](#)
To: jrousseau@strangpatteson.com; [Police Chief Search](#)
Subject: Madison Police Chief hiring process
Date: Monday, December 7, 2020 8:23:26 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Police and Fire Commissioners,

Please change the timeline for the hiring of the next Madison Police Chief and create a meaningful opportunity for community engagement with the candidates.

Greater engagement and transparency were the foundational recommendations identified by the OIR report, recommendations that were finally and importantly adopted by the City Council this summer. This process lacks both. The likelihood is great that without engagement and transparency poor outcomes will ensue. At the very least, this process generates continued suspicion and divisiveness.

Respectfully,

Bill Herman
5750 Bittersweet Pl, Madison

From: [Miriam Hall](#)
To: [Police Chief Search](#)
Subject: No to Portland Chief Davis
Date: Monday, December 7, 2020 8:30:50 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I am a resident of Madison and wish to make my opposition to Portland's Christopher Davis. He has a history of running his department violently and oppressively against the community it was meant to protect.

This is not the direction our police department needs to head in.

I am not necessarily happy with any of the candidates, but Ramon Batista's willingness to implement reforms and stand up to his local police union makes him a stronger candidate than any of the others, and would fit well with the degree and style of oversight our community has demanded and implemented.

Miriam Hall

From: [Nara Sigdrifa](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: Lack of Community Involvement in Selection of Madison's New Police Chief
Date: Monday, December 7, 2020 8:39:00 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hi there,

After the continued injustice and turmoil around this city's and nation's police force, it is inexcusable how uninvolved the community has been in selecting Madison's new Police chief. As a longtime, active member of this city and community, I absolutely do not support Davis, and continue to advocate and encourage additional and direct community involvement in our police department's operations. I'd like to see our community respected and cared for, not blatantly ignored and oppressed.

- Nara

From: [HEIDI WILDE](#)
To: [Police Chief Search](#)
Cc: jrousseau@strsngpatteson.com
Subject: Opposing Christopher Davis
Date: Monday, December 7, 2020 8:40:04 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

> To Whom it may concern:

> Hello,

>

> I have been a Madison resident for over 50 years. I would like to state my STRONG opposition to Christopher Davis.

>

> His horrendous treatment of civilian protesters in Portland, his murder of Jose Mejia, and his subsequent alleged retaliation against coworkers have no place in Madison.

>

> I am very disappointed that a person like him even made the shortlist.

>

> Reject Christopher Davis

Heidi Wilde
30 South Franklin Avenue
Madison , Wi 53705

Sent from my iPhone

From: [Hallie Duffy](#)
To: [Police Chief Search](#)
Cc: JRousseau@strangpatteson.com
Subject: Reject Christopher Davis
Date: Monday, December 7, 2020 8:59:18 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello,

I am a longtime resident of Madison living in the Marquette neighborhood. I'm writing in strong opposition for Christopher Davis.

His horrific and unlawful treatment of civilian protestors in Portland, his murder of Jose Mejia, and his retaliation against coworkers do not belong in Madison.

Frankly, it's upsetting that he is an option. Davis would terrorize our community just as he did in Portland.

Reject Christopher Davis and support Ramon Batista.

Hallie Duffy
1233 Jenifer St #1
Madison, WI 53703

From: [Stevi Parmentier](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: Community Involvement on Police Chief
Date: Monday, December 7, 2020 9:05:15 PM

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Dear Police and Fire Commissioners,

There has not been nearly enough community involvement for the PFC to make a decision on a Police Chief. At this time, the community has had barely any time to engage with these candidates and to give any feedback regarding the candidates. Both OIR report and the MPD Policy and Procedure Review Ad Hoc Committee report recommended the involvement of the Madison community in the selection process through community panels and interviews.

Additionally, I am very displeased to see Portland Deputy Police Chief Chris Davis as a potential finalist. Given their history in an officer-involved fatality in Portland and the civil rights lawsuit filed against them, Davis would be a very poor fit for Madison- especially if the department was hoping to rebuilt trust with the community.

Please allow the community to properly engage, vet, and provide input on these finalists. I want to be sure that a our new Police Chief will value this community and EVERYONE in this community.

Sincerely,
Stevi Parmentier
District 12

From: [Carla Oppenheimer](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: Ramon Batista or Shon Barnes for Madison Police Chief
Date: Monday, December 7, 2020 9:26:20 PM

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Dear Commissioners,

I am writing to urge the Police and Fire Commission to choose Ramon Batista or Shon Barnes as the next Madison Police Chief. Of the four finalists announced, only Batista and Barnes have a consistent track record of a true commitment to police accountability and civilian oversight. The next Madison Police Chief must prioritize building trust with Madison's most marginalized communities, including a commitment to ongoing and meaningful civilian oversight.

In particular, if he were to run the Madison Police Department anything like the way that his current department operates in Portland, Chris Davis would be an absolute disaster for this city. The repressive tactics used by Portland police this summer should disqualify Davis immediately.

Thank you for your time and I look forward to hearing your decision soon.

Sincerely,
Carla Oppenheimer

10 N Livingston St Apt 505
Madison, WI 53703

From: [Patricia Blanco](#)
To: [Police Chief Search](#)
Cc: jrousseau@strangpatteson.com
Subject: Police Chief search
Date: Monday, December 7, 2020 9:41:32 PM

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Dear Police and Fire Commissioners:

I am writing to request that PFC not make a decision on a Police Chief on Wednesday, December 9. Give the community an opportunity to engage with the candidates and give informed feedback before deliberating. The OIR report and the MPD Policy and Procedure Review Ad Hoc Committee report recommended that the PFC should involve the Madison community in the selection process through community panels and interviews. Such community engagement with police chief finalists is a normal part of the hiring process in many cities across the U.S. This was also recommended by former MPD Chief David Couper, who had one of the most successful tenures of Madison Police Chiefs. Some Madison alders are taken aback that this apparently isn't happening. Police Civilian Oversight Board member Shadayra Kilfoy-Flores was interviewed about the issue by Channel3000, stating "Candidates providing a video is not going to be sufficient. There needs to be actual community exchange. The community needs to be given an opportunity to interact with these candidates so we can get an idea of who they are as people."

<https://www.channel3000.com/there-needs-to-be-actual.../>

As OIR pointed out, this is all the more important in Wisconsin cities since, unlike cities in most states, police chiefs here basically can have lifetime tenure, rather than serving fixed terms.

It's also shocking that you have selected Portland Deputy Police Chief Chris Davis as a finalist and believe him suitable to be Madison's Chief of Police. I ask that you examine more carefully his record. In 2002, Davis participated in a controversial officer-involved fatality, precipitating major protests by Portland's Latinx community and mental health and civil rights advocates. Later, when Davis headed the Portland Police Bureau Internal Affairs Department, it had a deserved reputation of covering up misconduct. Then in 2014, Portland Police Lieutenant Rachel Andrew filed a \$300,000 civil rights lawsuit against Davis, Chief Reese, and the Portland Police Bureau for retaliation after she investigated Davis for misconduct. More recently, under Deputy Chief Davis' leadership, the Portland Police Bureau became a poster child for brutal mishandling of protests, and was found to be in direct violation of a federal restraining order regarding use of force against protesters. Davis has advocated practices like police in riot gear charging at crowds of protester to scare and disperse them, use of a wide variety of nonlethal munitions against protesters, slashing the tires of protester's cars, etc. His approach and ideologies would not be accepted by most Madison community members, and would exacerbate unrest here. Choosing Davis as a finalist seems to indicate there may be some misgivings in the vetting and misperceptions or lack of knowledge about what the community would like to see in a candidate. Please allow the community to be part of the process, as they should be, and to properly engage, vet, and provide input on these finalists.

Sincerely,

Tricia Blanco

202 E Dayton St

Madison

From: [Bianca Tomasini](#)
To: [Police Chief Search](#); jrousseau@strangpatteson.com
Subject: Choosing the next Madison Police Chief
Date: Monday, December 7, 2020 10:40:30 PM

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Dear Police and Fire Commissioners,

Please slow down and modify the process for selecting the next Police Chief for Madison. As you know this person can have a life-time tenure. So the selection must be done with input from the community.

You were very deliberate in requesting input from the community before this step and it is surprising and unacceptable that at this utterly important stage of deliberating among 4 candidates you have chosen, you are not seeking further input.

This is particularly egregious as at least one of your candidates has a record that makes it clear you have not understood what is of uttermost importance for the communities of color in Madison. How can you select someone like Portland Deputy Police Chief Chris Davis as a finalist? He has an abominable record which makes his nomination controversial, if not morally wrong.

You need to include the diversity of voices in the choice of the officer in an interactive format that is transparent and careful - meaning full of care for all in Madison, especially the vulnerable and historically mistreated.

Why would you even attempt to run through the selection process under cover? I'm sure you know the wrong choice arrived at without input from the community would lead to massive discontent in the streets.

I hope you reconsider your choices and open your process as soon as possible.

Sincerely,
Bianca Tomasini
4926 Odana Rd
Madison WI