

From: [Charles James](#)
To: [Police Chief Search](#)
Cc: [All Alders](#)
Subject: Barnes
Date: Saturday, December 12, 2020 6:41:17 AM

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Hello!

I am a long-time resident of Madison, and am very much interested in the work of the Madison Police Department. I have followed the recent discussions regarding hiring a new Chief of Police. Other members of the community seem to want you to hire Ramon Batista, mainly because of his ethnicity and language skills. While I understand this, I have read sources that say he may not be the best candidate for the position. There are questions about his effectiveness as Chief in Mesa, AZ, where he was given a vote of no confidence for his work by his colleagues. While the politics of a given community do not always translate to another, this should be a serious warning to give his record much more scrutiny.

In a recent letter to members of the Common Council, I voiced my positive support for Shon Barnes. In my opinion his background and temperament seem better suited to Madison than that of the other candidates. I would urge you to look at his record more closely, but in the context of what Madison needs at this moment.

Respectfully,

Charles J. James
Westmorland

From: [***@*****](#)
To: [Police Chief Search](#)
Cc: [Mayor](#); [All Alders](#)
Subject: Shon Barnes Gets My Vote
Date: Saturday, December 12, 2020 2:08:28 PM

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Commissioners:

Thank you for your work during this search process. As a Madison resident, I completed the survey, read the bios and watched all four of the interviews.

You have four capable candidates. All of them referenced the importance of “community policing” in building relationships and establishing trust. They acknowledged some of MPD’s initiatives in these areas.

Noteworthy is the fact that Shon Barnes is the only one who talked about the qualities of the officers who serve a community, with the emphasis on **SERVICE**. In his answer to Question #3, he stated the need to hire the best candidates. Going beyond the standard job application, he had added “*tell me about your volunteer experience*”.

It is important to me that Mr. Barnes has a varied work history, including experience as a public schoolteacher. This fits well with the majority of the MPD staff who bring various life and career skills to their interactions with Madison residents and who joined the force to be of service to others.

I believe that Shon Barnes would be a good addition to MPD and that he has the ability to develop positive and trusting relationships between police and the community.

I appreciate your efforts to solicit input from the Madison community.

Janet Hirsch
Madison West Resident

From: [Gary Halverson](#)
To: [Police Chief Search](#)
Subject: Candidate feedback
Date: Saturday, December 12, 2020 3:24:45 PM

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Hello Commissioners,

First I want to say thank you for all your time and effort spent searching for MPD's next chief of police. This would be a difficult task during any year but even more so with all that has happened in 2020. So thank you.

Of the four final candidates, in addition to watching all the interviews, I have done some additional research and based on all of that, I believe that Shon Barnes is the best candidate of the group. There is a path of respect and positivity in his wake as he has journeyed through his law enforcement career. He is first and foremost concerned about the community and that shows in how he has approached crime prevention as well as recruiting officers. I appreciate that he asks his potential officer candidates what their volunteer experience has been, as I also believe strong communities are built upon neighbors helping neighbors.

Secondly he uses a methodology called stratified policing which is a data driven approach to locating areas of crime. It is through this data driven approach that a more holistic strategy can be implemented that includes the community, city government, mental health organizations and the police department. I appreciate that he does not conform to historical policing approaches, rather is focused on healing the community through partnership. This is what Madison is going to need going forward.

I believe that Shon Barnes is the best candidate to become the next MPD chief of police. Thank you for your time.

Gary Halverson
Candidate for Madison Common Council District 17 Alder

From: [Ken Swift](#)
To: [Police Chief Search](#)
Subject: Police Chief we need
Date: Saturday, December 12, 2020 4:45:27 PM

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Hello Members of the Police and Fire Commission,

I write to endorse Mr. Batista as the right choice for the whole of Madison; as a person of integrity who will reach out to all communities and not be cowed by making tough decisions that might not always square with certain elements in his force. He has shown that he will stick to what is right and by making that moral choice will bring groups together to further justice in our city.

Thank you for considering.

Very Sincerely,

Ken Swift
Retired Madison teacher of 42 years
Rutledge St.

From: [Bonnie Roe](#)
To: [Mayor, Ramon, Mayor, Police Chief Search](#); [rousseau@strategicoffices.com](#); [All Alders](#)
Subject: Police Chief Candidate
Date: Saturday, December 12, 2020 6:37:20 PM

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Dear Mayor, Ms. Bottari, Members of the Police and Fire Commission, Attorney Rousseau and Alders,

Thank you so much for all you are doing to hear from our community about our needs and desires in our next Police Chief.

Our city awaits this decision of utmost importance, which will affect our daily lives in significant ways. Local media seem to be reporting that Ramon Batista is leading the pack right now (even though that opinion is based off of 17 homogeneous individuals who spoke at the PFC meeting last week, not a huge sample size). And I am thankful that your commission will make this decision, independent of political pressure, intimidation or harassment.

I decided to go to work looking into this candidate, as in the media he seems all but certain, and I found some big red flags. Perhaps you are already aware of these issues, but in case you are not, I think they deserve careful consideration.

Here are my concerns:

1) Batista's performance as Chief of Police in Mesa, Arizona.

Strategies 360 conducted an online survey of Mesa Police Department employees from March 5-20, 2020, in which 533 employees participated (I have attached the survey analysis). The many pie charts and tables show how dissatisfied the vast, vast majority of participants were with Batista's role as Chief of Police in Mesa. The comments in the appendix section are very telling. At this point in time, we need a Police Chief who can build morale. It seems likely that Batista would have the opposite effect, judging from those under his leadership at his last assignment.

Here is a link to the Mesa Police Department survey analysis:

<https://documentcloud.adobe.com/link/track?uri=urn:aaid:scds:US:4e70d379-fcf6-46fd-9a3b-daa95004fc84>

Also, after his botched attempts to reform the department following a high-profile shooting, the Mesa police union initiated a vote of no-confidence against the chief, with 95% support.

2) Ethics Issues

Why was Mesa Police Chief Ramon Batista paid \$89,000 to keep the reason he resigned a secret? A settlement agreement was entered into between the City of Mesa, AZ, and Batista, requiring Batista to say only that he "has chosen to resign and pursue other interests and opportunities and he thanks the city for the opportunity to serve."

https://www.azfamily.com/news/records-show-embattled-mesa-police-chief-finalized-resignation-over-text-message/article_8bc921b2-221e-11ea-b6e8-3794770e783a.html

There are also ethics concerns from the time that Batista served as Assistant Chief of Police in Tucson, allegedly violating the department's core values and Code of Ethics. He reportedly committed a hit-and-run (involving property damage) in his department-issued unmarked police car. He did not report for 2.5 hours and even then, it seems to have been covered up.

I did not have time to properly vet the source below, but it definitely is detailed, with plenty of supporting documentation.

<https://tucson.com/corruptleadership.com/dirty-chiefs>

There have also been complaints filed against Batista for his toxic leadership, especially in relation to how he has treated women.

https://www.azfamily.com.ampproject.org/vi/s/www.azfamily.com/news/retired-mesa-pd-detective-says-former-chief-batista-was-only-part-of-the-problem/article_996c5174-05cf-11ea-9ced-d868e528743.amp.html?amp_js_v=a6&_gsa=1&usqp=mq331AQHKAFQArABIA%3D%3D#ao=16078182434677&referrer=https%3A%2F%2Fwww.google.com&_if=From%20%251%24s&share=https%3A%2F%2Fwww.azfamily.com%2Fnews%2Fretired-mesa-pd-detective-says-former-chief-batista-was-only-part-of-the-problem%2Farticle_996c5174-05cf-11ea-9ced-d868e528743.html

3) Integrity Issues

After listening to numerous interviews with Ramon Batista on Youtube and reading several articles, he strikes me as quite a chameleon. The things he said less than one year ago in Mesa were nothing like how he addressed our community in the video piece. I believe he is pandering to what he thinks our progressive residents want to hear. Perhaps that is a bold statement, and is, of course, just my opinion. But he seems to have a very different set of priorities now and spoke right into the 17 resident speakers' concerns.

One thing seems certain. In Mesa, AZ, Batista had a very large budget and very friendly city leaders to work with. One thing is guaranteed: he will not have that in Madison.

All of my research to date points me to Shon Barnes as the best candidate for our new Chief of Police. Chicago politics are more like what he would face here, so the adjustment won't be as big. He was clear, concise, and succinct in his video message, and his convictions and views on policing are consistent with what they've been for years. He seems like a man of strong integrity, free of negative press and mysterious circumstances. He just rings true to me. His emphasis on Stratified Policing and value on Neighborhood Policing is just what we need moving forward. As a Black man, he would understand the complex disparities we face and might be a real balm to our hurting Black community here in Madison.

I hope that you will carefully consider this information as you make your all-important decision. The loudest voices are not always right, and I thank you for taking into account the needs of our entire city.

Please feel free to contact me if you have any questions.

Best regards,

Bonnie Roe
608-239-1748

Sent from my phone, please forgive any typos.

From: [Bidar, Shiva](#)
To: [Police Chief Search](#)
Subject: Police Chief Selection
Date: Sunday, December 13, 2020 12:03:38 PM

Dear members of the PFC,

First and foremost, thank you for your dedicated service to the city as members of the PFC. I have deep gratitude for the incredible amount of work and hours you are spending in the selection of our next police chief. As a previous PFC member who was involved in a police chief selection, I deeply empathize with the work and responsibility your work represents.

I have had the opportunity to watch the video interviews you so kindly made available to all Madison residents. After watching the videos and doing some additional research, I would like to share my support for Ramón Batista as our next police chief. He brings the background and deep understanding of the need for transparency and accountability by the police department to the communities it serves. His specific mention of violence interrupters, cahoots model, avoiding criminalization of homelessness and possession of small amounts of drugs as well as his understanding of the need for non-collaboration of local law enforcement with ICE are some of the key reasons I think Mr. Batista is the strongest candidate with values that best align with our city's historically marginalized communities.

Thank you again for all your work and diligence.

With gratitude,

Shiva Bidar
Alder, District 5
City of Madison Common Council

From: [Karen Bassler](#)
To: [Police Chief Search](#)
Subject: Ramon Batista for Madison Police Chief
Date: Sunday, December 13, 2020 12:19:15 PM

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

Commissioners:

The City of Madison desperately needs a police chief with Ramon Batista's experience and qualifications. His approach to community-centered policing, his background working in all aspects of policing, and his commitment to open communications will be of amazing value in healing the rifts between the Madison PD and the city it serves. Please select Chief Batista to lead Madison's PD into a new vision of police work.

Thank you,
Karen Bassler
Madison, WI

From: [Ankita Bharadwaj](#)
To: [Police Chief Search](#); jrousseau@strangpatteson.com
Cc: [****@****](#)
Subject: Request to delay PFC selection of Chief of Police
Date: Sunday, December 13, 2020 12:30:36 PM

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

Hello All,

This is to officially inform you that as Civilian Oversight Board members, Ananda Deacon and myself have submitted a request to the Chair to convene an emergency Civilian Oversight Board meeting within one week from today with the soul purpose of giving you our recommendation for Madison Chief of Police. Below is the text of the agenda item submitted by us to be discussed at this emergency meeting. Please note we are requesting you to kindly wait to decide who is our next Chief of Police until Civilian Oversight gives our recommendation to you.

Item- Board recommendation for Madison's next Police Chief

Type- Decision

Most Impacted- People of Madison

Sponsors- Ankita Bharadwaj and Ananda Deacon

Text of the Item-

Whereas, the Police Civilian Oversight Board was formed on September 1st, 2020 with the purpose to "provide a body that is independent from the MPD, authorized to hire and supervise an Independent Police Monitor, and required to work collaboratively with the Office of the Independent Police Monitor and the community to review and make recommendations regarding use of force, **hiring**, training, community relations, complaint processes and other policies and activities."

Whereas, the current method by which PFC is moving forward with the process of hiring the new MPD police chief, without the involvement of the PCOB completely contradicts and undermines the purpose of the board.

Whereas, residents of Madison have made it abundantly clear through outreach, such as emails and media, that they desire involvement with the selection of the police chief and feel as though they have been left out of said process

Whereas, the past history of one of the finalists, Christopher Davis, a police officer that was involved with the shooting and killing of an immigrant and his involvement with the mistreatment of Black Lives Matter protesters creates great concern

Accordingly the sponsors of this item propose:

That PCOB convene, discuss and decide on the individual we will recommend to PFC to hire as police chief, within a week of receiving this

That PCOB recommend to the PFC to release full footage and transcript of the final round candidate interviews to the public in order for us to gain a full understanding of each candidate to best make their recommendation

That PCOB recommend that the PFC must maintain regular (twice a week at least) communication with us to maintain increased transparency of the progress they are making in hiring the new police chief

That PCOB recommend to PFC that the candidate recommendation that we put forward must be taken with full priority consideration, during the final deliberation of Madison's next Chief of Police.

Best,

Ankita Bharadwaj

From: [Amelia Royko Maurer](#)
To: [Amelia Royko Maurer](#)
Subject: FOR IMMEDIATE RELEASE
Date: Sunday, December 13, 2020 1:13:05 PM

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FOR IMMEDIATE RELEASE

December 13, 2020

Contacts:

Amelia Royko Maurer

[Nathan Royko Maurer](#)

Madison's Community Response Team Endorses Ramon Batista

[Top candidate for Madison's chief brings courage, humility and potential for healing](#)

Madison's Community Response Team (CRT) enthusiastically endorses candidate Ramon Batista for the next Chief of the Madison Police Department (MPD). The overwhelming public support shown for Chief Batista during the Dec. 9th Police and Fire Commission (PFC) meeting, in email and public comment, echoes the CRT's regard for his progressive record as leader of the Mesa, AZ police department. Of the four finalists selected by the PFC, only Chief Batista, potentially the first Latinx Chief appointed to the MPD, demonstrated a strength of character capable of taking a hard look at the culture of his department and challenging behaviors that broke trust with the community.

Under his leadership, Mesa Police Department (Mesa PD) initiated new programs including a voluntary partnership with community members in the drafting of new police policies and the optimization of co-responder models to address calls involving mental illness and drug addiction. He's had a positive working relationship with a civilian review board and independent monitor for over 20 years. It is almost impossible to find police leaders in the United States who have demonstrated this level of humility, integrity and courage that we've all been asking for.

Chief Batista is strong on accountability, even at the peril of the unions. In 2017, he took over leadership of the deeply troubled Mesa, AZ Police Department, one of the most violent police departments in the country that, in 2018, ranked 5th in the nation for officer involved shootings. One year in as Chief, Batista initiated 2 independent departmental investigations and sought a review of the department's use of force over the previous 3 years by the Police Executive Research Foundation. At Mesa PD, he aimed to have a safe police department that justly served all people with respect and compassion.

Local Madison Advocate for Immigrant and Worker Rights, Larissa Joanna, agreed with this assessment after speaking with Jose R. Patino, Director of Education & Advocacy at Aliento in Mesa, AZ. (a DACA, undocumented and youth led organization). Of his experience with Batista he noted "I met with him several times. Every single one of those times he was very receptive to our concerns and lack of police trust in the immigrant community due to collaboration with ICE in the past. Mesa PD has a 287g agreement however, under Batista it wasn't really enforced. His office was very accessible. In 2019 during the Trump immigration raids, I [Jose Patino] was in constant communication with his community liaison officers. Making sure Mesa PD officials were not collaborating with ICE as well as HSI agents who followed procedures."

Madison deserves a police chief who doesn't just tolerate, but seeks out critical feedback. Within the past five years, after many high profile officer-involved-fatalities, Dane County NAACP, in partnership with the United Way, created a task force to reduce police use-of-force. The city of Madison followed up with the Madison Police Department Policy and Procedure Review Ad Hoc Committee. Members of the Community Response Team served on both. Each group generated a report of recommendations for MPD. For any of those recommendations to be implemented effectively, strong partnership with a courageous and ethical police leader is critical.

We at the Community Response Team have long sought a police chief who will act with integrity without hesitation, who is willing to be unpopular with the unions if it means ensuring their department respects all members of the community, who seeks to minimize the use of force and increase workplace health and wellness, who understands that police are not the solution to every social crisis and is willing to advocate for full investment in public health, public education and BIPOC communities. We believe healthy and well-resourced communities become safe communities. Chief Batista demonstrates that he understands this and could be a chief for all of Madison's residents, not just those that have historically found favor with the department and its leadership.

The Community Response Team is an advocacy group comprised of teachers, activists, officers, attorneys, artists, scientists, business owners and healthcare workers who, through root-cause analysis, advocate for community-sanctioned policing and a public health approach to crime. We believe that healthy communities make safe communities.

###

From: [Evelyn Gildrie-Voyles](#)
To: [Police Chief Search](#)
Subject: Monday's Vote on Police Chief
Date: Sunday, December 13, 2020 2:44:35 PM

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

Dear Members of the Police and Fire Commission,

In my comments during the Police and Fire Commission listening sessions on what we want in a new Police Chief, I said I wanted someone who could respond and incorporate critical feedback without being defensive or aggressive. I believe that Chief Batista has those qualities and has demonstrated them in his time in the Mesa Police Department and in his interview segment that you released on Wednesday December 9th. I urge you to vote for Ramon Batista for the new Chief of the Madison Police Department.

Thank you,
Evy Gildrie-Voyles
202 Farley Avenue
Madison, WI 53705

From: [jamie murray-branch](#)
To: [Police Chief Search](#)
Subject: Re: Madison Police Chief Search
Date: Sunday, December 13, 2020 5:51:54 PM

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

Dear PFC:

Thank you for selecting four such wonderful candidates for the position of Madison Police Chief. As a speech/language pathologist, I have extensive experience with individuals with cognitive disabilities, traumatic brain injury and behavioral challenges.

I just read the credentials of the candidates and watched their interview videos. My ranking of the candidates is as follows::

- (1) Shon Barnes.
- (2) Ramon Batista
- (3) Larry Sciorotta
- (4) Chris Davis

Shon Barnes was the most articulate and focused in his responses to each interview question. He is very forward thinking and showcased his experience in using evidenced-based ways to systematically deal with societal problems/needs involving the police and the citizens they protect.

While the other candidates, especially Mr. Batista, were also very strong, I believe Dr Barnes is the right man for this time in our community.

Sincerely,

Jamie Murray-Branch, MA,CCC-SLP
Clinical Faculty Emeritus - University of Wisconsin (Madison)
Department of Communication Sciences and Disorders
Enhancing Communication Consultation Services

From: [Amanda Burch](#)
To: [Police Chief Search](#)
Subject: Support for Ramon Batista
Date: Sunday, December 13, 2020 6:18:30 PM

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

I'd like to register my support for Ramon Batista as Madison's next Police Chief. I believe he has the experience, courage, and temperament to be the leader Madisonians deserve.

Best,

Amanda Burch, Esq.
[714 E. Dayton St.](#)
[Madison, WI 53703](#)

From: [Jason Hack](#)
To: [Police Chief Search](#)
Subject: Support for Ramon Batista
Date: Sunday, December 13, 2020 6:21:15 PM

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

I'd like to register my support for Ramon Batista as Madison's next Police Chief. I believe he has the experience, courage, and temperament to be the leader Madisonians deserve.

Thanks,

Jason G Hack
Wisconsin Department of Justice

714 E Dayton St
Madison, WI 53703

From: [Jacqueline Komada](#)
To: [Police Chief Search](#)
Subject: Ramon Batista for Police Chief
Date: Sunday, December 13, 2020 7:21:23 PM

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

Greetings,

I am writing to the City of Madison Police Force to advocate on behalf of Ramon Batista. I implore you to hire him on as police chief.

Madison's Community Response Team, Madison's advocate for immigrant and worker rights Larissa Joanna, and several other BIPOC community members have endorsed Batista after doing extensive research and asking the hard questions. I stand with them.

Ramon Batista will bring integrity, humility, and the potential for healing. He has demonstrated strength of character capable of taking a hard look at the culture of his department and challenging behaviors that have broken trust with the community. He has had a positive working relationship with a civilian review board and independent monitor for over 20 years. He understands the importance of investments in public health, education, and BIPOC communities.

He aims to have a safe police department that justly serves all people with respect and compassion.

Healing must happen between the Madison community and police force. Listening to us, taking our input seriously, and hiring Batista is a step towards that.

Please, hear us.

Thank you,
Jacqueline Komada

From: [Andrea Parmentier](#)
To: [Police Chief Search](#)
Subject: Registering support for Ramon Batista
Date: Sunday, December 13, 2020 7:35:39 PM
Attachments: [RegistrationFormPFC_14December2020.docx](#)

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

Police chief search committee,

I would like to register my support for Ramon Batista. He is the clear choice for a chief who will work **with** the community instead of against it. There has been a lot of trust lost in the MPD. It's been made even worse at the hushed and roundabout way this search is being conducted. Ramon Batista is the only one of the candidates I and many others trust to work with the community. He is head and shoulders above the other candidates.

Thank you,
Andrea Parmentier
402 Pawling St Apt 1
Madison, WI 53704

From: [Gerald Sternberg](#)
To: [Police Chief Search](#)
Subject: Recommendation for City of Madison Police Chief
Date: Sunday, December 13, 2020 9:12:01 PM

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

Dear PFC:

By background, I am an attorney who spent a substantial portion in government working with police, including prosecuting police for misconduct.

In Madison, we need a creative and fair-minded leader who believes that police must treat people of every race in an equal manner, who will choose officers who are good at de-escalating and commit to not using excessive force towards citizens.

I honestly think you chose 4 excellent finalists.

I watched all of the videos and listened carefully to what each finalist had to say.

I would rank them in the following order:

(1) Shon Barnes- I think he is the top candidate, since he has his priorities for a police chief straight, and combines good leadership qualities with humility. He has had good previous experience in two departments.

(2) Ramon Batista is an intelligent and able candidate for Chief. For me, it was a close call between Mr. Barnes and Mr. Batista, however, Mr. Batista is my second choice.

(3) I like Larry Sciroto a lot and for me, and as was the case between Messrs. Barnes and Batista, Mr. Batista closely edged out Mr. Sciroto. They are both forward thinking, innovative team players who realize that the MPD, and particularly the Chief, need to regain the trust of the community and that that will take effort, transparency and working with the community.

(4) Chris Davis is also smart and sounds like he gives a lot of thought to good police practices. For me, he didn't seem as warm and personable as the others and I am looking for a Chief that has superb people skills and personal warmth.

All of the finalists seemed to have developed a strong sense of the right kind of priorities. Any would do well, but my instincts guide me to recommend Shon Barnes. If each of them has stellar references from their previous jobs, I would go with Mr. Barnes.

Very Truly Yours,

Attorney Gerald C. Sternberg

From: [Christian, John W](#)
To: [Police Chief Search](#)
Cc: [Samson, Emily](#)
Subject: Chief of Police Search 2019-2020
Date: Sunday, December 13, 2020 9:27:40 PM

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

Members of the Police and Fire Commission,

I write you as an employee of the city of Madison Police Department; however, I am writing you on my own time without the use of work e-mail. I have listened as the citizens of the city of Madison have expressed what can best be summarized as a perception of a lack of procedural justice in the what they have (not) seen of the Police Chief search thus far. Since they, nor I, know what, if any, steps are to follow the listening session on Tuesday, please consider my commentary.

Throughout my twelve years in patrol, I found that the four pillars of procedural justice: 1) being fair in processes, 2) being transparent in actions, 3) providing opportunity for voice, and 4) being impartial in decision making; were essential in facilitating the best possible resolution to any given situation. This of course makes sense given that procedural justice is critical for trust building.

In reviewing question 2 of the City of Madison Police Chief Search Community survey, I noted that the two areas that the public wanted to see the next chief focus on were 'building community trust' and 'reducing crime.'

All three of these areas (procedural justice, building community trust, and reducing crime) are inextricably related, as found by Tyler and Fagan in their 2008 study *Legitimacy and Cooperation: Why do People help the Police Fight Crime in Their Communities*. A relevant excerpt:

"For the police to be successful in controlling crime and maintaining social order, they must have active public cooperation, not simply political support and approval. Cooperating increases not only when the public views the police as effective in controlling crime and maintaining social order, but also when citizens see the police as legitimate authorities who are entitled to be obeyed. Such legitimacy judgements, in turn, are shaped by public views about procedural justice - the fairness of the processes the police use when dealing with members of the public."

(Reference: https://digitalcommons.law.yale.edu/cgi/viewcontent.cgi?article=4027&context=fss_papers)

Finally, the *President's Task Force on 21st Century Policing* felt that Building Trust and Legitimacy was so important, that it was the first pillar, noting that *"Toward that end, law*

enforcement agencies should adopt procedural justice as the guiding principle for internal and external policies and practices to guide their interactions with rank and file officers and with the citizens they serve."

(Reference:

https://cops.usdoj.gov/pdf/taskforce/taskforce_finalreport.pdf)

Toward that end, in order for the next Madison Police Chief to begin their tenure building the relationship of trust with the community, it is essential that the citizens will have viewed the process as having been procedurally just. Please facilitate public question-and-answer sessions with the candidates to allow the relationship to begin to develop.

Respectfully,

John Christian

From: [Frank Cushman](#)
To: [Police Chief Search](#)
Subject: Choose Ramon Batista
Date: Sunday, December 13, 2020 10:02:52 PM

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

Hello,

I'm emailing to express my support as a citizen of this city for Ramon Batista for the next chief of police. Community leaders with the police oversight committee overwhelmingly support him and because of their trust so do I.

Do the right thing and hire a man who cares about the health of the community not just it's obedience.

Best,

Frank Cushman

From: [John Mireles](#)
To: [Police Chief Search; All Alders; Rhodes-Conway, Sahya V.; John Mireles](#)
Subject: Arizona League of United Latin American Citizens (LULAC) District 5 - Maricopa County and Central and Northern Arizona : Letter of Support for Chief of Ramon Batista as a Candidate for City of Madison of Chief of Police
Date: Sunday, December 13, 2020 10:05:33 PM
Attachments: [image.png](#)

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



Dear Members of the Madison Police and Fire Commission, Common Council, and Mayor:

I am writing this letter of support and endorsement for Chief of Police Ramon Batista as a candidate for Chief of Police for the City of Madison Police Department, Madison, Wisconsin.

Chief Ramon Batista holds a Bachelor of Science degree in Public Safety and Homeland Security and a Master Science Degree in Leadership from Grand Canyon University.

Chief Ramon Batista began his law enforcement career in 1986 with the Tucson Police Department. Batista honorably rose through the ranks, serving as the Assistant Chief until his appointment as Chief of Police of Mesa Police Department.

Chief Batista worked 11 years as a patrol officer Tucson Police Department, working as a Field Training Officer, Lead Police Officer, DUI Officer, AZPOST General Instructor, Academy Class Counselor, and a undercover narcotics officer assigned to the DEA Task Force. As a Detective, he was assigned to the Special Investigations Division and Violent Crimes Section.

After being promoted to Sergeant, Chief Batista has supervisory responsibilities with the Public Information Office, Traffic Division and Patrol Operations.

From: [Ethan Carpenter](#)
To: [Police Chief Search](#)
Subject: Sign-Up For Speaking + Request For Candidates To Answer Questions
Date: Sunday, December 13, 2020 10:16:12 PM
Attachments: [PFC Registration Form.docx](#)

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

To the Police and Fire Commission of Madison,

My name is Ethan Carpenter, and I am a resident of the 6th ward of Madison. As a former member of ASM's Police Advisory Board. While in ASM, I also worked in an advisory capacity to help with the development of the University's protest guidelines.

As a resident of our city who understands the importance of a police chief who commands the faith of the community, and I believe Ramon Batista will be that chief. As someone who has demonstrated responsiveness in his tenure in Mesa, Arizona and as a law enforcement officer with a firm desire to build trust with his community, I think that he would be the police chief to do that.

Attached is my form to sign up to speak at the meeting tomorrow night in support of Chief Batista; I also urge the Police and Fire Commission to allow candidates to answer questions from the public at tomorrow night's meeting.

Thank you,

Ethan Carpenter

From: [Gregory Gelembiuk](#)
To: [Police Chief Search](#)
Cc: [Jenna Rousseau](#)
Subject: Additional reasons to select Ramon Batista as Chief
Date: Monday, December 14, 2020 5:25:15 AM

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Dear Police & Fire Commissioners,

I am writing to share some additional thoughts regarding finalist Ramon Batista.

Potential to heal the divides and meet the priorities of all residents.

I think of all the candidates, Ramon Batista may have greatest capacity to bring this community together. With policing, there's a lot of division, but fundamentally, most people want the same core, fundamental things. People want a safe community. They want to be treated respectfully by police. They want to minimize officer involved fatalities and use of force. They want to see racial equity. Madison residents generally want a humane and kind and progressive city. I think Batista, uniquely, could help bring this.

Ability to reduce crime

One priority for many in the community is crime reduction, so I'll address this here.

Batista was hired as Mesa Chief on June 12, 2017 and remained Chief through Nov 3, 2019. Comparing the first full year before he became Chief in Mesa (2016) to the last year of Batista being Chief (he resigned at basically the end of 2019), total crime fell 19% and violent crime fell 12% (based on FBI Uniform Crime Report numbers from Mesa).

He's an advocate of practices that have strong evidence of impacting crime rates – for example he notes that “problem-oriented policing is my blueprint”. Of policing strategies, problem-oriented policing has among the strongest evidence of efficacy, and the OIR Report noted MPD drift away from problem-oriented policing and its benefits.

Batista also calls for use of violence interrupters. This is something the Community Response Team has long advocated, that has strong evidence of efficacy in reducing gun violence, and that is recommended in the MPD Policy & Procedure Review Ad Hoc Committee report.

Many Madison residents are concerned about gun violence, and particularly the rise in gun violence this year, precipitated by the psychological and financial stresses of the pandemic. This rise has been observed in cities nationwide. But there's evidence that violence interrupter programs such as Cure Violence Global have been able to suppress the rise in gun violence where they've been implemented.

For example, the news article [“Homicides rise across US cities amid pandemic and economic crisis”](#) notes this in New York City. An excerpt:

Sherry Towers, a data scientist and visiting scholar at Purdue University, has documented shootings and how they can have a contagious effect. She has worked with Ransford at Cure Violence Global, which has partners in more than 25 cities, and has monitored shootings in New York so far this year.

“I looked at precincts that had CVG partner sites, and precincts that did not. The precincts that had partner sites had less of a rise in shootings than non-partner sites,” Towers said.

“Which is interesting in this whole conversation about, quote unquote, ‘defunding police’ – which some people understand as: ‘Defund the police [entirely]’, and other people are like:

'Well perhaps we should be spending more on social programs that are non-traditional intervention in violence.'

"CVG is an example of that, and based on the New York City data, it seems to work."

As I've noted before, to reduce crime the most, one needs an exceptionally holistic approach, and of all the finalists, Batista appears most advanced in his thinking about this. People sometimes overestimate the ability of police to reduce crime – but the types of approaches that Batista embraces have the most potential.

Moreover, I think it's clear that, of the finalists, trust and legitimacy in MPD would be greatest with Batista at the helm, and it's well established that trust and legitimacy is critical for reduction of crime rates, both by rendering policing more efficacious and by increasing adherence to the law. The importance of the latter effect, in particular, is underappreciated. Considerable research has shown that crime rates rise after instances of police misconduct and brutality, because more people stop obeying laws. Informal social control is a far stronger controller of crime rates than law enforcement deterrent effects or incapacitation.

Batista looks so good in so many ways.

I think he would be most like former MPD Chief David Couper. He embraces many of the progressive things I would really like to see. I appreciate his deep commitment to problem-oriented policing and his very holistic approach to communities and crime and particularly his moral compass. He shows human sensitivity and cultural competence and clearly has a heart. He has authentic original ideas. I'm actually excited about him potentially being Chief. One Madison alder commented to me that they watched the four interviews and that Batista is "Head and Shoulders above the others". They said "Batista was a no brainer to hire." Shortly thereafter, a deeply respected policing leader and elder whom I trust wrote me with the exact same descriptor: "Batista is head and shoulders above the rest."

Of all the candidates, Batista would be most likely to adopt all the reforms recommended in the OIR and MPD Policy & Procedure Review Ad Hoc Committee reports. I served on that committee. We worked diligently for five years. And MPD has been very resistant to implementing most of the recommendations in those reports. The Ad Hoc Committee believed that implementing all the recommendations would leave the city much better off. I'll note that the vast majority of Ad Hoc Committee recommendations were adopted by consensus or near consensus of the committee, and the committee included members that really represent the diversity of this city, including a former Assistant Chief.

I'll add that an alder noted to me, of Batista: "near the beginning [of the posted interview clip], he said how comfortable he was with the Independent Monitor and Civilian Oversight Board. None of the others even acknowledged the Independent Monitor and Civilian Oversight Board." Batista has worked with and lauded an oversight system very similar to the one being set up in Madison.

Batista recognizes the crucial importance of changing police culture.

Batista is the only finalist who spoke of, and writes of, the need to modify police culture. This really is the only way to move forward toward community trust and legitimacy.

In his "Pledge to Do No Harm and reform law enforcement culture", Batista writes "We believe police reform is best maintained for the long term when there is a shift in culture and emphasis on shared values with the community."

A retired Madison police officer who is a friend of mine and who supports selection of Batista wrote me:

I heard an officer who worked in mental health talking about the disdain other officers had

for him for taking so much time to work with people...he said the "hurry up, get this call over with, move on to the next crisis" was pure police culture. And then he said, "Culture eats policy for breakfast." Police need a culture shift, not policy shift but both will have to work together.

David Couper has echoed the same – frequently speaking out about the need for deep cultural changes in policing.

In contrast, in an interview for the Chief position in Grand Rapids MI, Larry Sciroto said that he does not hear calls for a cultural change in policing among community activists. He appeared to be arguing that a cultural change is not required. If Sciroto doesn't hear calls for a change in police culture, he is absolutely not listening – must have earplugs in. This does not bode well if Sciroto were selected as Madison Chief.

Community trust based on Batista's prior work with undocumented residents.

A local immigration rights activist conveyed to the Community Response Team that Jose R. Patino, Director of Education & Advocacy at Aliento in Mesa, AZ. (a DACA, undocumented and youth led organization) noted of his experience with Batista: "I met with him several times. Every single one of those times he was very receptive to our concerns and lack of police trust in the immigrant community due to collaboration with ICE in the past. Mesa PD has a 287g agreement however, under Batista it wasn't really enforced. His office was very accessible. In 2019 during the Trump immigration raids, I [Jose Patino] was in constant communication with his community liaison officers. Making sure Mesa PD officials were not collaborating with ICE as well as HSI agents who followed procedures."

Police union related issues

I'll start here with some history, for perspective. At the end of 1972, David Couper arrived here and ended up transforming the department. It wasn't easy, but absolutely everyone (including MPPOA) now recognizes and lauds the benefits.

That beneficial transformation almost wasn't allowed to occur. The police union (then called the Madison Police Professional Association) tried mightily to get rid of Couper. 103 Madison Police Department officers signed a formal petition asking the PFC to probe Couper - a petition delivered in August 1973, about 7 months after Couper started. There were 240 total union members at the time. The petition stated that MPD had a "serious morale problem" and "serious rumors about fraud, mistrust, and mismanagement". Individual signers complained about promotions and assignment of police jobs without regard for past service and seniority, disciplinary suspension from duty for some officers, restraints on men in the field making traffic and other arrests, and what some officers considered inequitable use of federal and state funds granted to the department.

Then 7 officers filed a PFC complaint against Couper. There was a long PFC case and also hearings by a panel of three judges. The case was also taken to Circuit and Federal Court. Ultimately, all substantive charges were dismissed, the union lost, and Couper remained Chief. Had the union had its way, MPD would never have moved on to become a model for progressive policing, implement community policing, problem-oriented policing, etc.

The situation in Mesa with Batista was extremely analogous to the events after Couper's arrival in Madison. Batista is strong on accountability, even at the peril of police unions. In 2017, he took over leadership of the deeply troubled Mesa, AZ Police Department, a department with frequent reports of police brutality and lawsuits. Mesa PD is one of the most violent police departments in the country by objective metrics. Even though Mesa ranks as one of the safest large cities in the U.S. (e.g. 2nd safest large city in 2018, under Batista), its per capita rate of officer-involved shootings is among the highest (from 2013-2019, it had an annual rate of officer-involved fatalities of 7.3 per 1 million residents). Will Biascoechea, President of the Mesa Fraternal Order of Police (one of two

Mesa police unions) articulated the apparent mentality of the Mesa PD culture. “Everybody talks about the victims. Well, our officers are the victims. We are paid to win. When we show up to a call, do you pay your officers to lose? No, you pay them to win. So when we go there, we take action and we win. Now if you don’t comply, we’re still going to win.”

After video emerged of beatings by officers, Batista criticized the officers’ actions and arranged for independent investigations and a PERF review of departmental practices on use of force. This generated a backlash from the police unions. The two police unions mounted a campaign to push Batista out, including publishing an online survey of Mesa PD employees conducted in March 2019 by Strategies 360 Inc. Fewer than half of the Mesa PD employees filled out the survey (533 of 1252 employees, with the published survey stating “These results are not representative of Mesa Police Department employees as a whole; rather, those who chose to participate”). The survey respondents asserted low morale and provided responses that appear inconsistent with objective data. For example, most respondents indicated they “strongly disagreed” that “The Chief actively fights for increased manpower” while the East Valley Tribune newspaper reported “Police trumpeted their request for a \$9 million budget increase – to \$196 million in fiscal year 2019-2020 from \$187.2 million in fiscal year 2018-2019 – by citing a decline in both violent and property crime during 2018, according to the FBI’s Uniform Crime Report” (Mesa PD received the requested ~5% budget increase and 29 additional full time positions). The unions termed Batista a “liberal snowflake.” In May, 2019, the Mesa police unions announced a no confidence vote, with 564 of 1252 employees participating, and 95% of those participating casting negative votes.

Meanwhile, city and community leaders uniformly expressed happiness with Batista’s performance and the marked drop in crime rates. In many ways, this was all extremely similar to the Madison police union driven petition effort to oust Couper. The unions’ scorched earth campaign continued in Mesa, with Batista leaving in November, 2019.

Police union opposition to accountability should not determine which Chief is selected and retained by a police department, and is incompatible with police legitimacy and trust in the community. Indeed, such actions amply illustrate some of the problems with police culture. I believe MPD would, overall, be receptive to Batista’s style and reforms, but I would also expect that rumors from Mesa may contribute to some initial opposition to his selection by MPPOA. I dearly hope that this does not influence the PFC’s decision. We would never have had Couper as a Chief, and MPD would never have become an extolled department, if union opposition had been allowed to veto having Couper as Chief. And I believe that Batista is a rare transformative leader, who would, like Couper, end up beloved by Madisonians, both within and outside the department, helping heal rifts and bringing MPD to the leading edge of policing best practices and efficacy.

Sincerely,

Dr. Gregory Gelembiuk

From: [Kaitlin Hardin](#)
To: [Police Chief Search](#)
Subject: In Support of Ramon S. Batista, Jr
Date: Monday, December 14, 2020 7:44:16 AM

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Hello,

I am a city of Madison resident, living in the Eastmoreland neighborhood. I wanted to write today in support of moving forward with Ramon Batista, Jr. as our next Chief of Police in Madison. I am aware that there is a meeting at 5:30 this evening, and I am hoping this message will be considered in the hearing of public comment. Unfortunately, I am unable to join via Zoom this evening.

I believe Mr. Batista has the relevant experience, confidence and compassion to bring transformative change within the Madison Police Department.

He appears to stand head and shoulders above the other candidates. He is kind, is culturally competent, has a genuine moral compass, has the courage to make needed changes, has written a book advocating that police should "Do No Harm", and believes in the public health approaches to public safety that I strongly believe in.

Thank you for your time,

Kaitlin Hardin
262-880-3038
Fogartykm@gmail.com