

From: Carole Hazard  
Sent: Wednesday, June 11, 2025 11:29 AM  
To: MAIL, FPC <[FPC@milwaukee.gov](mailto:FPC@milwaukee.gov)>  
Subject: VOTING IN A POLICE CHIEF

6/11/25

Leon Todd, FPC Executive Director:

Pertaining to renewal of a Police Chief should go up for a City Wide Vote. Others should be able to run for the seat and should NOT automatically be appointed the seat.

There should also be a vote for how many terms any seat can be held by the same person. Someone must run against them and they cannot run alone.

Our Officers risk their lives on a daily basis on and off the time clock. These Officers deserve an increase in pay at least every 2 years if not yearly.

Thank you,

Carole Hazard  
Milwaukee, 53207

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**From:** jeanne Lupo  
**< Sent:** Friday, June 6, 2025 3:00 PM  
**To:** MAIL, FPC <[FPC@milwaukee.gov](mailto:FPC@milwaukee.gov)>  
**Subject:** Chief Jeffrey Norman's contract renewal

Hello

I am the President of Enough is Enough ~ A Legacy for Erin, a non-profit community advocacy group fighting reckless driving since the untimely death of Erin Mogensen by a reckless driver fleeing police in November of 2023. Although I live in East Troy, I now travel several times a week into Milwaukee to attend court cases at the Milwaukee County Courthouse. I, along with 20 other rotating court watchers, attend plea/sentencing hearings for cases where fleeing an officer and reckless driving has been charged. We submit community impact statements asking for the judge to consider the protection of the community, including and especially of the police officers charged with apprehending these criminals.

I understand the police officers have been working without a contract, limiting their salaries to rates they were making years ago. I am not clear about why their contract has not been completed or renewed. However, I don't think their chief should be awarded an increase if the very people who work for him haven't.

Although I think Chief Norman presents as more of a politician, and an absent one at that, the staff does not need another leadership change, unless it would be for a person already in your sights, who could really lead the department. I do not envy his position, especially with the staff shortages and difficulties recruiting qualified individuals into the department. Quite frankly, it is not clear what his position is on

this, or other important issues because he doesn't speak publicly about them very much. Perhaps more transparency would go a long way. Unless and until he is succeeding in reducing the crime in Milwaukee and improving the safety for the community, beyond what his underpaid employees are already doing, should he be rewarded with an increase. I don't think there is jeopardy of losing him should he not get an increase, because he tried to leave for a position in Arizona. That would make me question, however, if his heart is with the city of Milwaukee, or just waiting for someone else who will have him. Good Luck with your decision.

Jeanne Lupo  
President  
Enough is Enough ~ A Legacy for Erin  
[ene4erin@gmail.com](mailto:ene4erin@gmail.com)  
[ene4erin.org](http://ene4erin.org)

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**From:** Bonnie K  
**Sent:** Wednesday, June 11, 2025 10:34 PM  
**To:** MAIL, FPC <[FPC@milwaukee.gov](mailto:FPC@milwaukee.gov)>  
**Subject:** Jeffrey Norman concerns

Mr Todd,

I am writing my concerns regarding the Chief of Police Jeffrey Norman.  
I have no complaints regarding Mr. Norman but instead of him receiving a raise I would much rather have our Police Officers and 911 Call People receive a raise for all the hard work they do in serving and protecting our communities.  
No contract and no raises in the last 3 years is ridiculous.  
Especially since they were all thrown under the bus with Black Lives Matter, who would want to do this kind of job???

I am very involved in our community with block watches and attending the monthly District 6 Safety meetings and feel they are very underrated and a raise is certainly needed.  
Thank you for your time

Bonnie Kiss

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**From:** chosenone  
**Sent:** Monday, June 23, 2025 2:01 PM  
**To:** MAIL, FPC <[FPC@milwaukee.gov](mailto:FPC@milwaukee.gov)>  
**Subject:** Reappointment of Jeffrey Norman

First and foremost, I want to thank the commissioners for taking the time to read this email.

I certainly hope that the commissioners have reviewed all aspects of Chief Norman's tenure, including, but not limited to, his Calendar. How often has he been at work? How many internals are pending in MPD? How old is the oldest internal pending? How many are pending his review? Why is it that MFD Chief Lipski can attend almost every FPC meeting, but Chief Norman is nowhere to be found? Why can Chief Lipski come and say positive things about his members before getting promoted, but Chief Norman can't (in front of the commissioners in an open meeting)? Why are we so inclined to push a Chief through when crime is rampant in the city and he has shown no true leadership on how to address it?

The salary being offered to him is ridiculous (supposedly close to \$ 250,000). That amount of salary should come after a national search. If he is still the best Candidate after a search, fine, pay him. Paying that much money is to retain someone worth retaining. Clearly!!!! No one else wants him. We have seen this, as he has applied to other departments nationally, and he remains with us. If we want to talk about the initial process in 2020, he wasn't good enough for us too originally. He wasn't even in the top 3.

Thank you for your time.

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**From:** Jennifer Robinson  
**Sent:** Tuesday, June 24, 2025 6:46 PM  
**To:** MAIL, FPC <[FPC@milwaukee.gov](mailto:FPC@milwaukee.gov)>  
**Subject:** Rank & File Officers Raise

Dear Mr. Todd,

I'm emailing you to request a raise for MPD officers. As we need more officers on the streets, please consider an increased hiring incentive as well. I'm concerned about Chief Norman receiving a raise, but not the officers with boots on the ground. This needs to be made right for the safety and protection of citizens of Milwaukee.

Thank you,  
Ms. Jennifer Robinson

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From: Gerald Roesch  
Sent: Wednesday, June 25, 2025 8:03 AM  
To: MAIL, FPC <[FPC@milwaukee.gov](mailto:FPC@milwaukee.gov)>  
Subject: Salaries for police

At last night's District 4 meeting, we discussed the fact that Chief Norman SHOULD be definitely get a raise. The problem, however, is that the rank and file officers, just as rank and file workers in business are often overlooked. It has been far too long since the officers doing their daily duties have been upgraded in pay that is commensurate with anything close to what they deserve. If we want the best, we taxpayers should acknowledge them with what they deserve.

Regards,

Gerald Roesch  
Milwaukee 53224

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**From:** Douglas Jerving  
**Sent:** Wednesday, June 25, 2025 8:45 AM  
**To:** MAIL, FPC <[FPC@milwaukee.gov](mailto:FPC@milwaukee.gov)>  
**Subject:** Give our Officers a Contract and Raise!

Mr. Leon Todd,

Give our regular cops on the street a raise and a renewed contract. They need it and deserve it far more than Chief Norman.

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**Douglas W Jerving**

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