



Fire and Police Commission

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Vice-Chair
Ann Wilson
Steven M. DeVougas
Fred Crouther
Everett Cocroft
Commissioners

MEMORANDUM:

To: Board of Commissioners of the Fire & Police Commission
CC: Kyle Mirehouse, Director of Emergency Management & Communications
William Davidson, Assistant City Attorney

From: Ana Diaz, Community Outreach Coordinator

Date: December 1, 2020

RE: Chief of Police Candidates' Community Meetings Survey Report

On Saturday November 7th and November 21st, 2020, from 1:00 to 4:00 pm, the Fire & Police Commission (FPC) hosted community meetings for the top three Chief of Police Candidates: Malik Aziz, Chris Davis, and Hoyt Mahaley. The meetings were called as special meetings to allow as many FPC Commissioners to take part in the information gathering process as possible. In attendance were Chair Nelson Soler, Vice-Chair Angela McKenzie, Commissioner Everett Cocroft, Commissioner Fred Crouther, and Commissioner Ann Wilson from the FPC, the moderator Pardeep Kaleka from the Zeidler Group, all three candidates, FPC Program Assistant I Jasmine Agrait, and FPC Community Outreach Coordinator Ana Diaz.

The following report will summarize the meetings, including any pre-work that was done to ensure community engagement throughout the process. It is important to note that the data reflected below is accurate as of Tuesday, December 1st. This memo has been updated to reflect new data received from the second post-survey meeting and the survey posted on the FPC website.



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Public Comment Form & Post-Meeting Survey to Encourage Engagement:

Previous to the meetings, a Public Comment Form was created and published on the FPC's website to offer community members a way to submit questions before the meetings. These questions were categorized and compiled, and used by the moderator for the candidates during the meeting. Additionally, post-meeting surveys were created for all registrants to receive, that asked the questions below. 63 registrants submitted their surveys as of Tuesday, December 1st for both meetings.

The post-meeting survey was recreated as a form to be placed on the FPC website following the second meeting, to gather data from those not able to attend either meeting. The questions included in the survey are below.

1. What traits are you looking for in the next Chief of Police for the Milwaukee Police Department? (select all that apply)
 - a. Open Communication with community members and City leaders
 - b. Leadership
 - c. Accountability for the Police Department
 - d. Policing Philosophy
 - e. Budget Management
 - f. Other
2. If you answered "Other" in the question above, please list other traits:
 - a. (A large textbox for community members to list traits)
3. Which candidate would you like to be the next Chief of the Milwaukee Police Department? (select only one)
 - a. Malik Aziz
 - b. Chris Davis
 - c. Hoyt Mahaley



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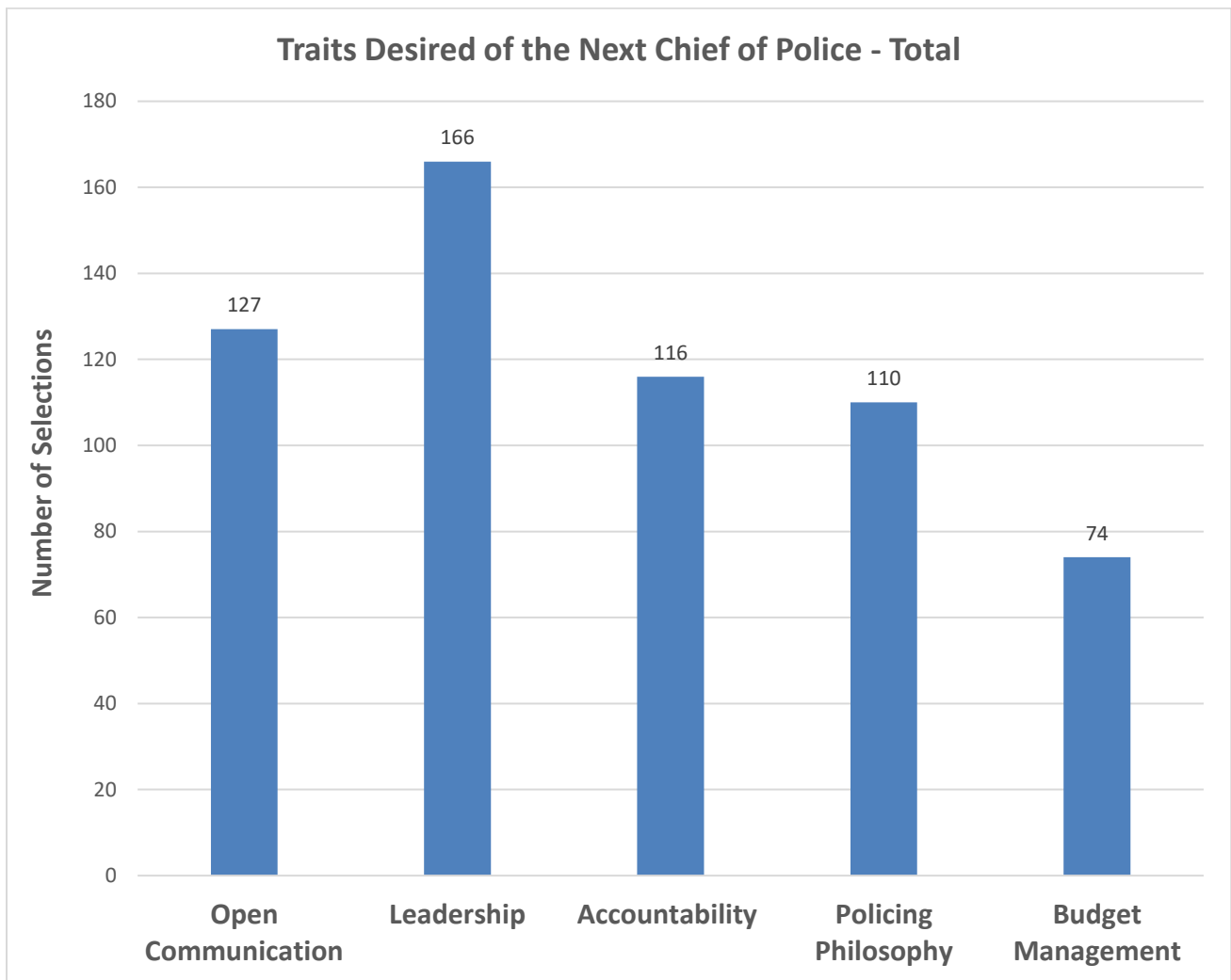
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Results of the Post-Meeting Survey (as of Tuesday, December 1st):

The total results regarding Questions 1 and 2 from both meetings and the website survey:

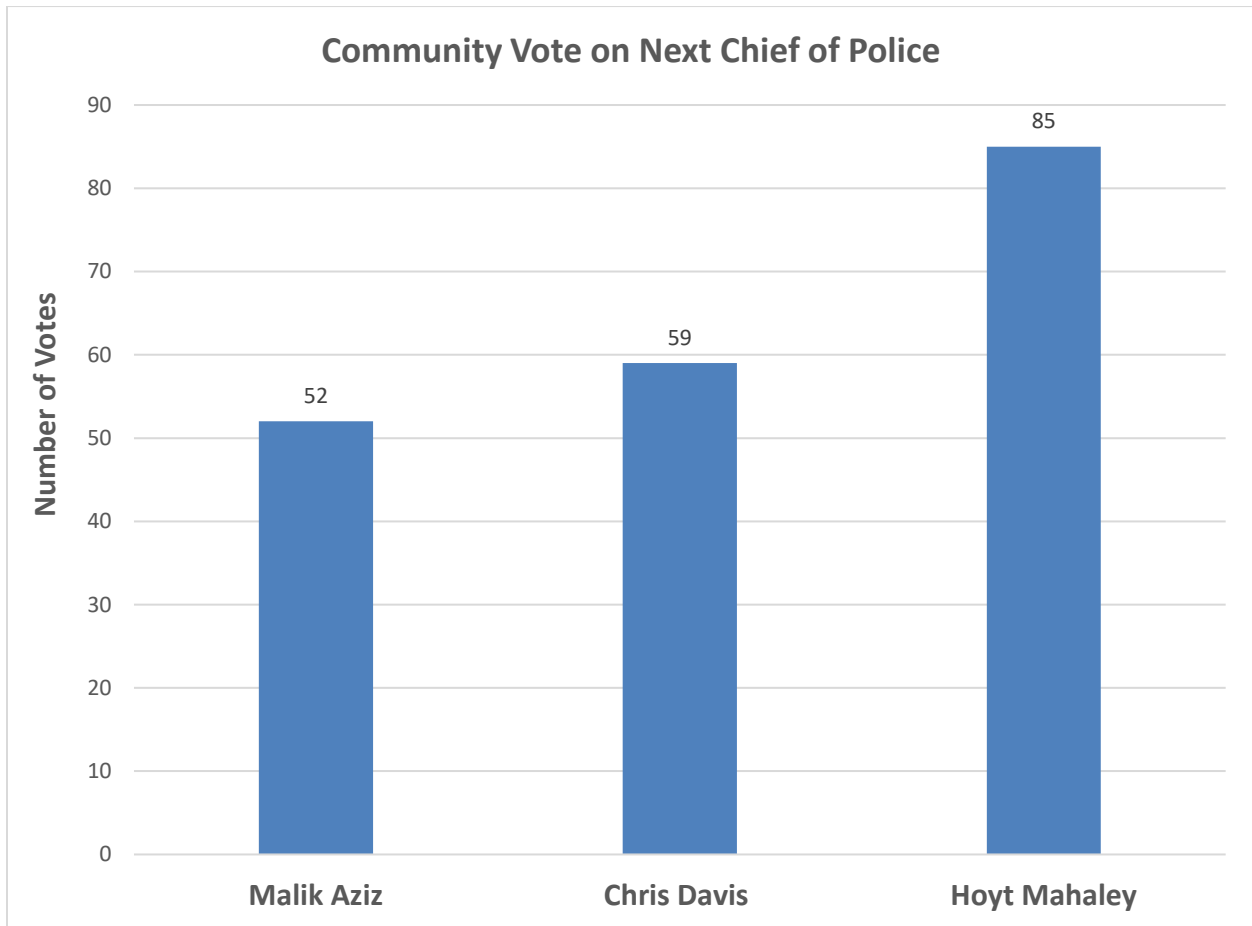




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The total results regarding Question 3 are below:



The results of the data combined from the website survey and surveys submitted following each meeting from registrants show that a leadership trait is most important to the community, while budget management is not as important.

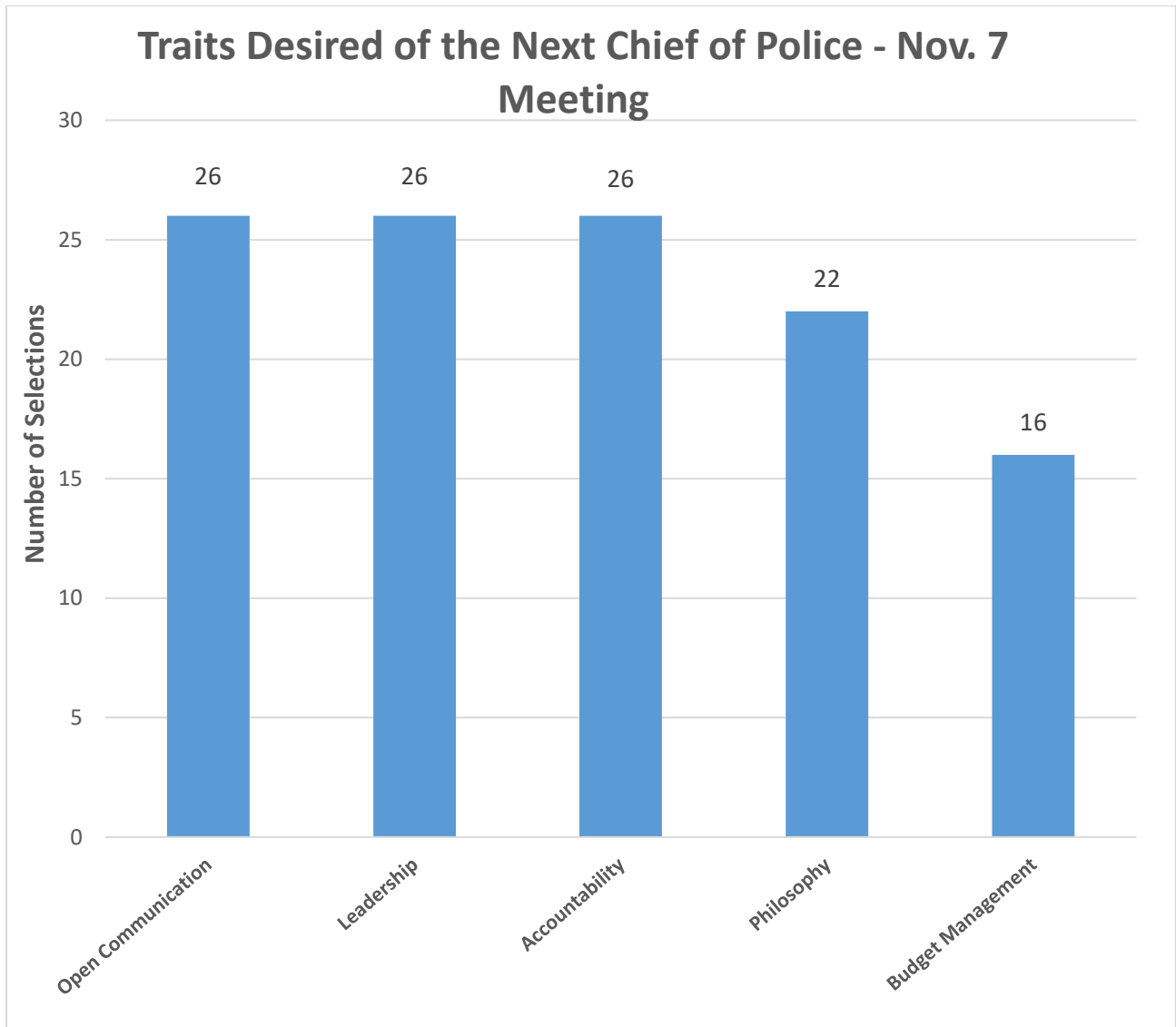
Hoyt Mahaley received the majority of votes to be the next Chief of Police, receiving 85 out of the 196 votes submitted. Chris Davis received 59 votes and Malik Aziz received a total of 52 votes. Below is a breakdown of the data by meeting and website survey.



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The results regarding Questions 1 and 2 for the November 7th meeting are below:



26 community members believed open communication with community members and City leaders, leadership, and accountability for the Police Department to be traits they desire of the next Chief of Police. Policing Philosophy was selected by 22 community members and 16

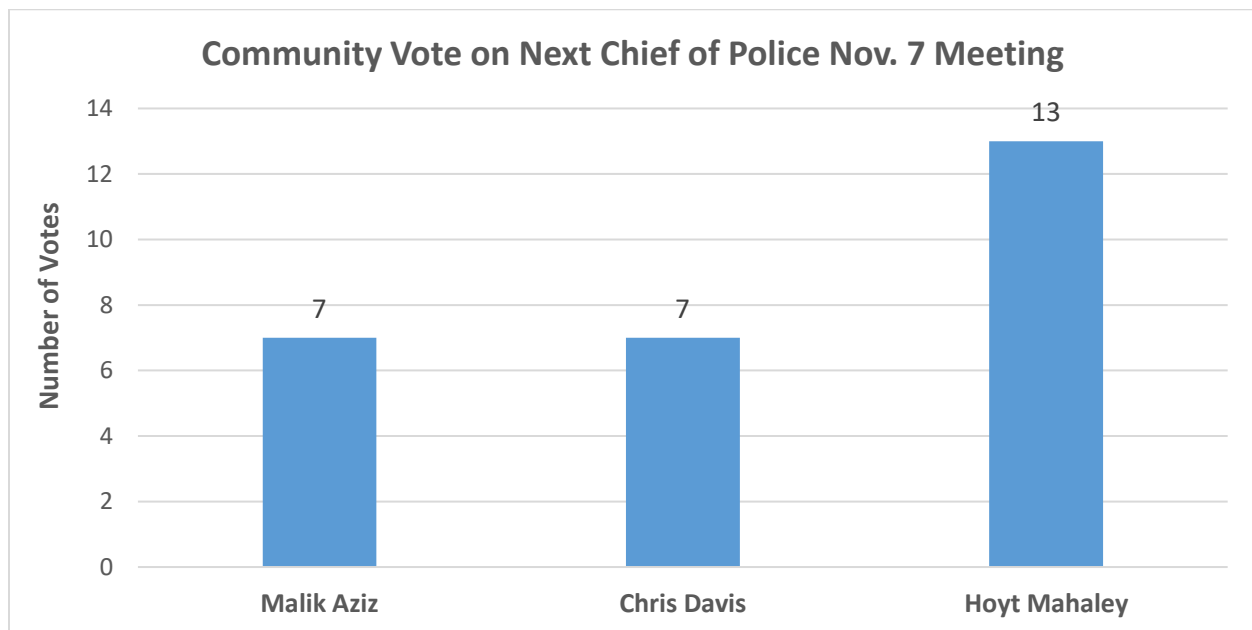


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believed budget management to be of importance. Community collaboration, honor, integrity, vision, humility, and support of Police Officers were suggested by those that chose to list other traits.

The results regarding Question 3 are below:



13 community members voted for Hoyt Mahaley to be the next Chief of Police for the Milwaukee Police Department, while Malik Aziz and Chris Davis both received 7 votes. Of the 30 registrants that submitted the survey, 3 chose not to answer this question.

Several community members also included comments in their survey. These are listed below:

- Malik appeared to be decisive, calm under pressure, well thought out answers. He appeared compassionate about the relationship with the community and Policing developing programs for officers to interact with the citizens fostering positive relationships. While serving as a Major/Captain in Dallas North East he still found time to teach ETHICS? Which is one of the principal tenets of Law Enforcement.
- Literally all of these things. I want the next Chief of Police to embrace the demands of the people. It would be cool if these were addressed by the candidates.

<https://sites.google.com/view/ourdemands/universal-demands>

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- Why were most of the Commissioners missing from the meeting. Chairman Soler did not attend the private interviews with just the Commission, and how he did not attend this one. And, he plans to vote on this?
- Honor, Integrity, Vision and Leadership. If the next police chief possesses those four qualities and traits, I'm confident he will do the other things to restore stability back to the department and move it into the future.
- A candidate who displays humility and is not afraid of radical change. The community does not need another politically elected Chief. We need the people's choice to bring unity and the willingness to help create a better Milwaukee.



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The results regarding Questions 1 and 2 for the November 21st meeting are below:



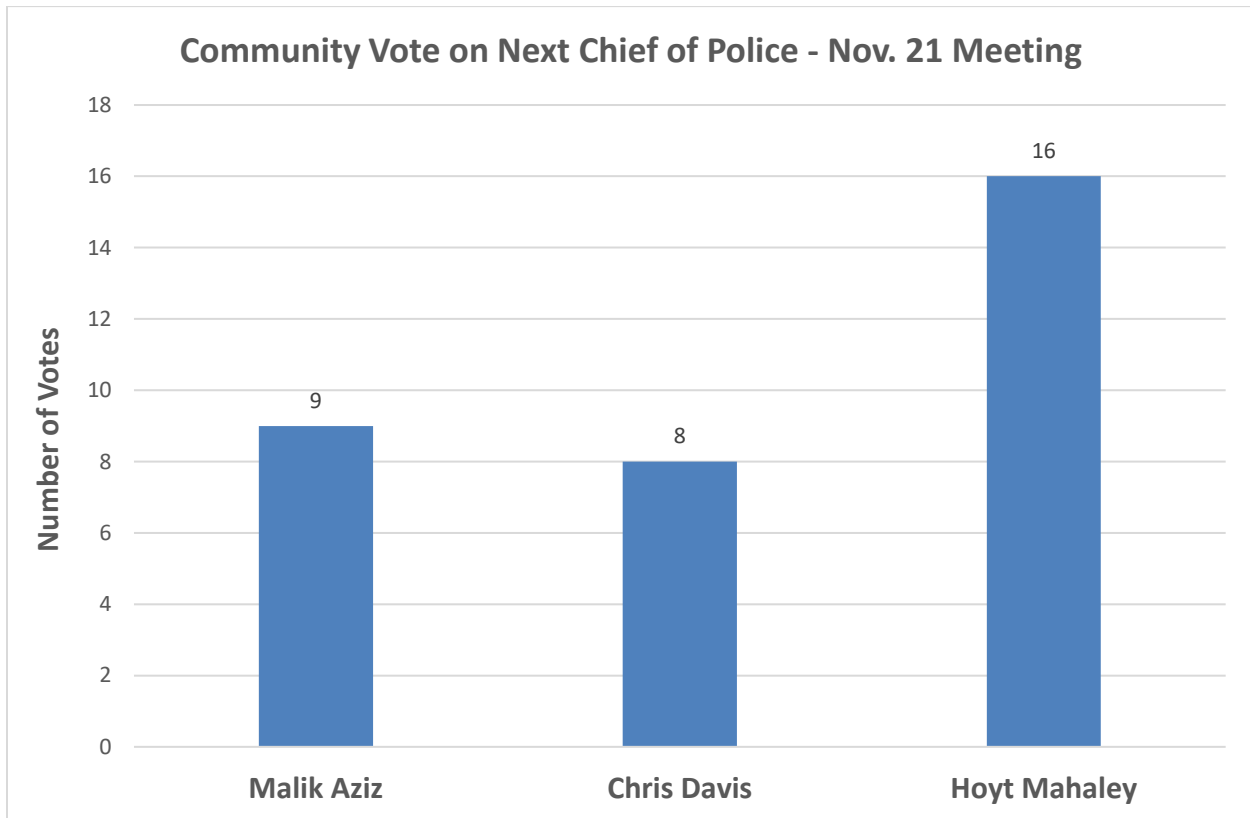
29 community members believed open communication with community members and City leaders and accountability for the Police Department to be traits they desire of the next Chief of Police. 24 believed leadership to be a trait needed. Policing Philosophy was selected by 21 community members and 18 believed budget management to be of importance.



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The results regarding Question 3 are below:



16 community members voted for Hoyt Mahaley to be the next Chief of Police for the Milwaukee Police Department, while Malik Aziz received 9 votes and Chris Davis received 8 votes.

Several community members also included comments in their survey. These are listed below:

- Please do not hire Mr. Mahaley. He is very likable, but lack experience in community collaboration and is woefully lacking in knowledge and experience with contemporary police best practices. Asking the business community to help us not a strategy.
- A strong view that the 4th Amendment should be enforced and that cops shouldn't have reasonable suspicion or even stop, exit their squad, approach a vehicle with two young black men in it simply because the vehicle was pulling out of a gas station and in an



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effort to move into traffic in the street, temporarily stop on the sidewalk where the exit is or really because they wanted to look in the vehicle to see if they might see a gun or drugs in plain view.

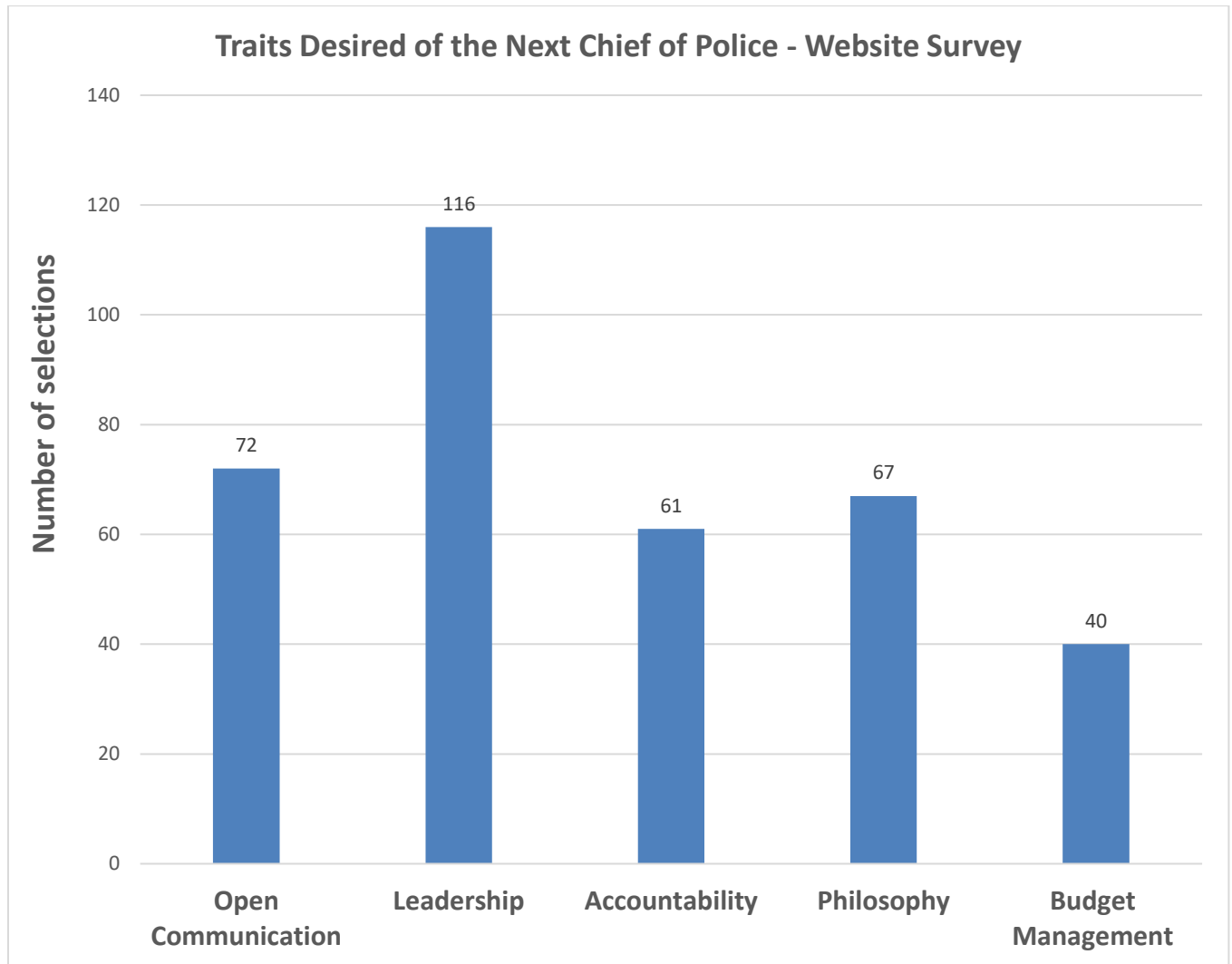
- We need a chief who has been actively involved with the community in step with the department needs and realizes it's not about him! He should Exemplify traits of Leading from the Front with the Spirit of a Servant! Aziz will be what Milwaukee Needs!
- Someone who seeks wise counsel.
- Commitment to ending the "Blue code of Silence" which serves to protect bad policing
- An in-depth understanding of the broader concept of policing versus law enforcement.
- Work on eliminating the military mind-set and replace it with a community guardian mindset.



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The results regarding Questions 1 and 2 from the website survey:



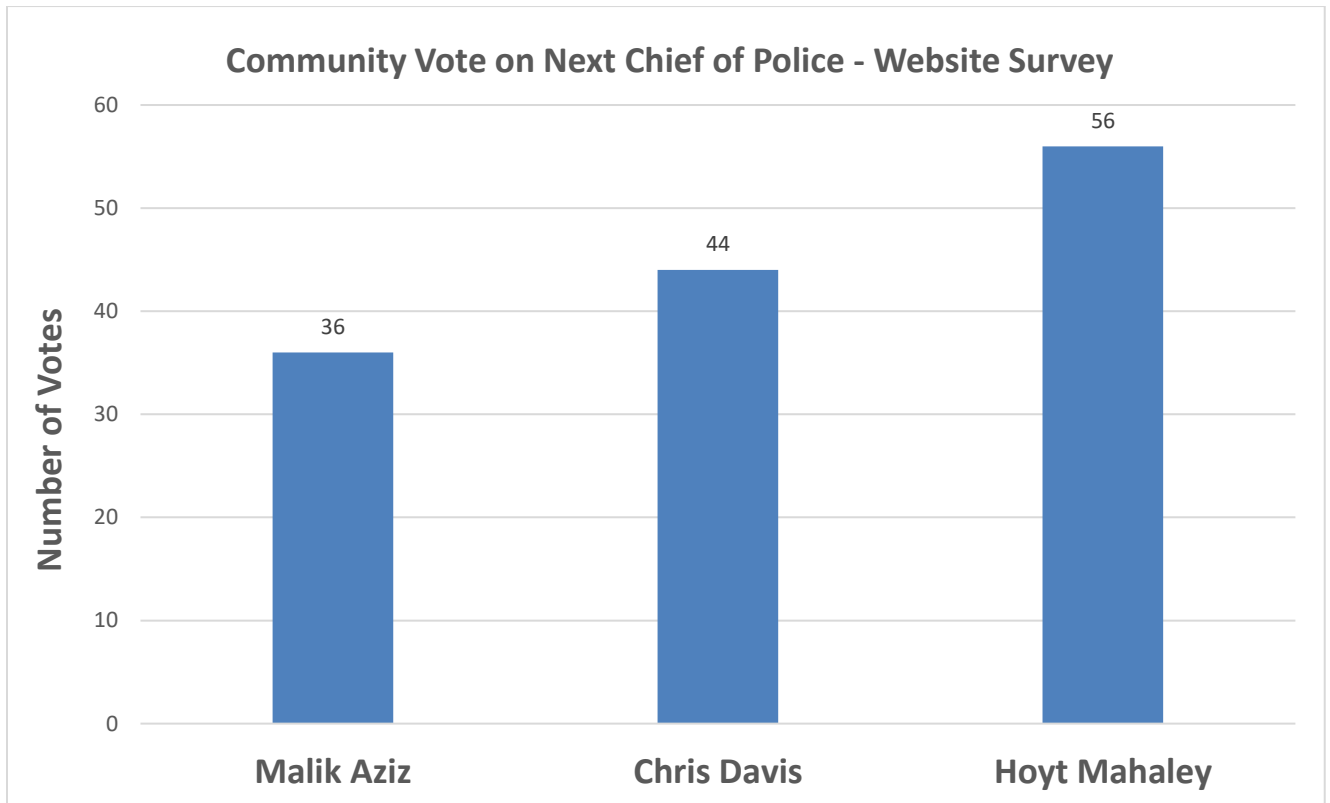
72 community members believed open communication with community members and City leaders was a trait they desired in the next Chief of Police. 116 desired Leadership while 61 desired accountability for the Police Department. Philosophy was selected by 67 community members and 40 believed budget management to be of importance.



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The results regarding Question 3 are below:



56 community members voted for Hoyt Mahaley to be the next Chief of Police for the Milwaukee Police Department, while Malik Aziz received 36 votes and Chris Davis received 44 votes.

Several community members also included comments in their survey. These are listed below:

- Let the cops do their job. Politicians need to stay out of it. Corrupt city leaders, including the mayor need to shut up and mind their own business.
- Open communication from command within the rank and file of police department as well as with the community. Fair and impartial discipline within the department.
- Implement Community-Oriented Policing, Increase Police Presence at the Neighborhood Level, Improve Access for Citizens to Report Crimes via Mobile Devices, Increase Engagement with other Law Enforcement Agencies and Neighboring Communities,

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Institute Best Practices that Work, Decrease Future Lawsuits Against the Department Resulting in Revenue Savings, and Efficient Use of Tax Payer Resources.

- Crime reducing strategy
- Q3 is missing a box. Select: None of the above. Go back to the drawing board. Not happy with any of the 3.
- Someone who will stand behind their officers without cowering to the public and the common councils outrageous and unobtainable ideas.
- The City DEMANDS a police department that understands, even in the face of tremendous pressure and even in hazardous situations, that the world does not revolve around it just because it is in a bad way (now, in the past, tomorrow). The entire city is in a bad way. Stop with the petulance. Stop with the pervasive discourtesy. Stop with the passive-aggressive, thinly-veiled hostility towards those who offer a better way. Stop with the threats when you are placed under the same budget constraints as everybody else. Stop stonewalling. Even after all of this, I still respect and honor the good and great officers of the Milwaukee Police Department who have been decent and humble in the course of their work, who have towed that extremely difficult line between protection and aggression while being verbally and physically assaulted, and who have never forgotten why they became police officers to begin with - to serve and to protect. Now is the time.
- In addition to working with community and city leaders, I want the next chief to be open to working with researchers. A good chief should welcome independent evaluations of police policies, procedures and practices. Academic researchers should be included as part of the chief's community-based collaborative problem solving approach to dealing with crime and disorder. They should assess police training and policies and practices. Chris Davis is the only candidate whose community policing approach most closely aligns with community-based collaborative problem solving. He stressed the importance of sitting down with the community and reaching a shared understanding of community-based problems and appropriate responses to those problems. Police officers/commanders should work collaboratively with community members, leaders and specialists to address the proximate causes of community-based problems instead of merely resorting to invasion, occupation and aggressive enforcement tactics.
- The ability to come up with some very creative ways addressing the violence and the speeding cars that is destroying our community. Safety and quality of life must be addressed and that must translate to our streets. The police system must enter into the 21st century police need to have more contact with neighborhoods. Image is an ambiguous state of mind, the ability to strike a balance for safety, doing the job and flexibility to show a tough but companionate pretrial of police enforcement. Asking a lot I know. :)



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- Need a law and order chief that will aggressively deal with reckless driving, violent crime and drug dealing plaguing Milwaukee Neighborhoods.
- Enforce the law!!
- You need to end this charade and rehire Chief Alfonso Morales. He is the person that can run the Milwaukee Police Department. Chief Morales had the respect of the men and women who served the community because he allowed his personnel to do their jobs as sworn police officers. These three individuals combined, cannot oversee the department in the manner that Chief Morales did. I also question why a person that is the Deputy Chief in Portland, Oregon is even being considered? He is unable keep the peace in Portland and you want to consider him for the position of Police Chief in Milwaukee? Please spare the community that catastrophe, I do not expect that he will be able to do the same in Milwaukee either.
- Proper coverage for districts. Residents cannot wait an hour or more for a response. Also need to stop being politically correct and just do the job, and do it well. Hire chief morales back.
- Diplomacy International Affairs ,usa policy, commons city hall ,development incorporated workforce solutions assessment assistance administration administrative employment vendors registration, volunteers services from city hall contact departments of state
- Enforcing the laws that are on the books
- You should give Chief Morales his job back, then all of you should resign in shame!
- All of the traits Chief Morales had.
- If someone commits an arrestable offense, they should be arrested. The first priority of our police chief should be to address the crime issues in our city, regardless of people's feelings. I pay taxes. I demand to be able to go to the store and not worry about having my car stolen, my property damaged, my valuables robbed, and/or myself or my family harmed in any way.
- I have worked for the police department in the civilian capacity for over 24 years. I would like a Chief who also looks out for the Civilian police staff. Our pay has been low for years and positions are vacant and have not been filled.
- A chief must keep the City and its residents and visitors SAFE. Public safety should be the new Chief's main concern.
- Need someone who will promote good police work. Would have been better off if you hadn't put your political and personal aspirations before your duty to the city and fired Morales. I'd say you should beg him to come back but it's a little too late with the payout he's about to get...
- I would like to see Chief Morales back



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- Has taken well known executive police courses.
- We need a chief who will continue to let lawlessness continue unchecked like we have been doing.
- The ability to hold POLITICIANS accountable to the safety of the public instead of appeasing the small masses who are only interested in creating chaos. The city deserves a Chief like Morales who allowed the officers to do their jobs.
- A chief that will enforce the laws and go after all the drug dealers and gang members. We need a chief that will take back our streets and not give in to these weak politicians.
- A chief that is not brainwashed by our useless commission. A chief that stands up for his officers and won't give in to the protestors who are just a nuisance
- Reduce crime, help enhance the quality of life for the citizens. Encourage his officers to do their jobs and stop criminals from committing crimes. Start towing cars of people who are reckless driving. People use cars to commit crimes, shootings, drug dealing, robberies, etc. TOW CARS!! No license, no insurance, 20+ over, tow them
- Nice survey FPC. Only two questions asked to the community! You could have done a better job.
- Should be no reason to have another puppet as chief of police. They need to be working for the citizens and keeping everyone safe.
- Taking politics out of police work. Allowing officers to enforce the laws of the land not the whims of politicians or political action groups like the ACLU/BLM/AntiFa etc.
- I think you should rehire chief morales. You never should have fired him. It just shows how idiotic the entire fire & police commission is.
- Stop the protesters, they are the problem and get on with life
- Ability to fight crime and keep officers in line.
- When it comes down to who. I have no clue as many do not. I liked who we had. This is just another BS game people. We elected or some did people that should be able to make that decision. If not then why bother. However, take the guy that has grass roots to MKE. Not another flin from a different state.
- Won't be afraid of the bullies and thugs the call for defunding the police or holding criminals accountable.
- A chief that backs its officers. We want Chief Morales back.
- We need a chief that is going to be tough on crime and allows his officers to do their jobs like the previous chief was trying to do. No more coddling the criminals based on racial inequality ideals. We need a police department that lets the criminals know that they are not fooling around . No more "peaceful protests" where the people inciting the rioting, looting, and blocking streets and freeway ramps are not arrested. Not someone who will



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be a puppet for the liberal Milwaukee bureaucracy that condones criminal behavior based on political preference. We also need a chief that knows Milwaukee.

- Someone who will stand up for his officers
- Leadership is extremely difficult for most people to assess accurately, but it is very important to have a strong and competent leader in this role. Please consider bringing in an outside expert to help assess this quality in your candidates. Also, policing philosophy is a significant contributing factor in determining the success or failure of a policing philosophy. Again, I would encourage you to bring in outside experts that can help the commission navigate the strengths and weaknesses of modern policing philosophies. Respectfully, A vested partner.
- I would prefer a Chief who would stand up against this cities decades old failed liberal leadership.
- has experience leading a large department
- Give the department the resources to combat crime!
- Inclusive philosophy and commitment to repairing the animosity between police and people of color by embracing diversity and not only understanding the harm that's been done, but taking action to change the police department's culture. This is most important right now, especially in segregated Milwaukee.
- Stand up for the officer's rights
- I'm looking for a chief who is willing to support community assigned officers who work in neighborhoods for at least 3-5 years. There is a need for personal contact with officers who get to know the leaders/residents in neighborhoods, support their concerns, and have a sense of who lives in areas and respond to their needs before issues become a critical call for service. The whole DV issue is a sign of officers out of touch with neighborhoods.....how often we hear how everyone knew that there were issues at that house--after the fact. Let's get a Chief who is more proactive.....and then we have the whole reckless driving scourge. We always hear about how horrible this street is after another death, etc. No one patrols these areas on a regular basis.
- Someone who cares about the City of Milwaukee. Not be politically motivated and will enforce all laws and ordinances maintaining law and order. This City it loosing law abiding citizens due to the lawless that as been allowed!
- Bring Back Morales.
- LGBTQ ISSUES
- I want a candidate that understands what we mean by defunding the police, and will support community policing within appropriate duties, and recognize so many things that should NOT be handled by the police. So many things are criminalized that are actually just quality of life issues.



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- Put Morales back in.
- Concern for the beautiful neighborhoods in Milwaukee
- Good character
- The Police Chief should be a person who dedicated to stopping crime in our city and is able to implement an effective plan so that the law-abiding citizens in our community can feel safe again.
- Restore Chief Morales
- Must be a policeman. NOT a politician. The Police and fire Commission should not dictate policy to the P D. Get Morrallis BACK as Chief.