

September 15, 2021

Atty. Leon Todd, Executive Director
Milwaukee Fire and Police Commission
City of Milwaukee City Hall
200 E. Wells St., Room 706A
Milwaukee, WI 53202

Dear Atty. Todd:

I'm writing in support of the promotion of Joseph Hall to the rank of lieutenant in the Milwaukee Police Department (MPD).

Sgt. Hall and I have been neighbors in the Cold Spring Park neighborhood since 2004. My support is based on several things:

- I've spent most of my life in Milwaukee—having come here at age three when my parents moved north from Mississippi during The Great Migration. Among the people our family came to know and interact with as individuals and neighbors in the 50s and 60s were MPD officers. My father was a probation officer and later probation officer supervisor at Children's Court Center. Among the things I observed over the years was that when the officers were on duty or (in the case of my father on his way to work) they all seemed to share similar traits: they were low key, professional and about business in the way they carried themselves, but also approachable. The reason I mention this is because, before I knew he was a police officer, Sgt. Hall's demeanor—the way he carried himself—reminded me of these men. Based on that, I figured he was either a police officer or had served in the military.
- The second reason I support Sgt. Hall's promotion is that he chooses to live in Milwaukee *and* in a transitional neighborhood. Being part of a community both professionally and personally:
 - Creates an understanding about the normal rhythm of the neighborhood.
 - Makes it easier to distinguish between who belongs in the neighborhood and who might be there for possibly unlawful reasons. (For example, if an unfamiliar person appears to be scoping out a house during the day when the occupants are normally at work, there may be a reason for concern.)
 - Helps build relationships based on day-to-day interactions (including brief ones).
 - Helps build trust.

The combination of professional and personal interactions and community knowledge, I believe, is not only important for patrol officers, but also for MPD leadership—particularly at the precinct level—because leadership sets the tone for the entire organization.

For these reasons I strongly encourage you to approve the promotion of Joseph Hall to lieutenant.

Thank you.

Sincerely,


Shelia Payton

2835 W. Juneau Ave. ♦ Milwaukee, WI 53208