

July 13, 2021

Milwaukee Fire & Police Commission
200 E Wells St # 706A
Milwaukee, WI 53202

Regarding: Sergeant Edwards

To whom it may concern:

Please accept this correspondence in support of promoting Sergeant S. Edwards to Lieutenant.

I had the honor of working with Sergeant Edwards from January 2017 through May 2020 while employed as a full-time ECO II serving as a 911 emergency communications operator and dispatcher. I witnessed her work ethic, integrity, professionalism, and first-hand observed her ability to lead and inspire others.

I often saw Sergeant Edwards stay past her shift to compensate for others' shortcomings to ensure the city's demands were not compromised. She went beyond the call of duty on countless occasions to lift the weight off struggling peer's backs, all in the spirit of camaraderie and working towards the greater good of serving her community.

Sergeant Edwards excels as a leader. Her mastery of policy and procedure is evident by her calm direction during critical and dynamic situations. During countless emergencies I witnessed senior supervisors turn to her expertise when unclear how to proceed.

Sergeant Edwards took ownership of her team, assumed responsibility for their mistakes, gave others credit for their successes, and addressed employee failures confidentially and professionally. Employees are often aware when fellow employees receive correction due to the public manner in which counseling is performed and the visible condescension often exhibited by a supervisor after counseling. Most supervisors demonstrated obvious leniency towards their favorite employees. However, only when fellow employees voluntarily disclosed receiving counseling from Sergeant Edwards was I aware it occurred. Not only was the matter discretely addressed, but I never observed any subsequent hostility. I and many others preferred to consult Sergeant Edwards because of her honest, direct, and impartial response. She displayed no favoritism, never seemed bothered by questions, and you could depend on a clear and concise answer.

Sergeant Edwards serves the Milwaukee Police Department and community well. She has consistently proven that she is an intelligent, disciplined, and confident leader. Her professionalism is beyond reproach and evident by what I can only assume is an employment history free of counseling or correction, a feat when working as a supervisor in communications where personnel complaints are submitted more often than coffee is ordered.

I extend my recommendation based on my interactions with Sergeant Edwards while employed with the Milwaukee Police Department and as an attorney who has both prosecuted and defended the very community Sergeant Edwards swears to protect. A trusting relationship between law enforcement and the community requires leaders who demand nothing less from fellow officers than the exemplary standard they hold themselves to. Sergeant Edwards embodies her community's values while upholding her commitment to justice.

For these reasons, it is my humble recommendation to promote Sergeant Edwards. Now more than ever the city of Milwaukee needs her impartial, compassionate, and fair enforcement of the law.

If you would like for me to elaborate further, I would sincerely appreciate the opportunity. Sergeant Edwards exemplifies all the qualities we, the People, expect of our officers. The Milwaukee Police Department will benefit from her promotion so that she may have the same positive influence on fellow officers as she had on the communications department.

Respectfully,



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