

Dane County Equal Opportunity Commission

November 13, 2018

Chief Scott Gregory
Madison Town Police Department
2120 Fish Hatchery Rd.
Madison, WI 53713

RE: Hiring of Daniel Furseth

Dear Chief Gregory,

The Dane County Equal Opportunity Commission (EOC) is writing to express our concern with the Town of Madison's decision to hire former DeForest Police Chief Daniel Furseth.

Mr. Furseth resigned from the DeForest Police Department effective August 30, 2018, after a racist video was revealed and public outcry calling for his resignation due to his conduct which was unbecoming of an officer and public servant who had sworn to serve, respect, and protect the public. He was hired at the Town of Madison Police Department as a part-time police officer. The Town of Madison has a large population of persons with diverse backgrounds. So the EOC is concerned about his character, integrity, and his ability to perform the duties of a law enforcement officer without implicit bias and prejudices. There is a known distrust between people of color with regards to law enforcement historically. Due to the nature of how Mr. Furseth's most recent employment terminated, the EOC has the following questions that the Commission would like addressed:

1. Please describe your hiring process for police officers. Include a copy of the position description with job requirements and duties.
2. In the hiring of Mr. Furseth, was this process followed? And if not, please describe your rationale for deviating from your hiring process.
3. Did Mr. Furseth compete in an open and competitive recruitment process for the hired position? If so, what was the recruitment plan and timeline, and how many applicants were in the applicant pool? If there was not an open and competitive recruitment process, how was he selected?
4. Was Mr. Furseth interviewed by an individual or a panel?
5. Who made the final decision to hire Mr. Furseth? Please send us a copy of Mr. Furseth's offer letter for the position.
6. Were the circumstances surrounding Mr. Furseth's separation from the DeForest Police Department taken into consideration during the hiring process?
7. Given the controversial and public nature of Mr. Furseth's separation from his previous

employer, were there any conditions attached to his employment with Town of Madison? Ex. will he be required to complete Cultural Sensitivity and Implicit Bias and Mindfulness Trainings as part of his onboarding process?

This Commission is concerned whether the process to hire Mr. Furseth was transparent. What steps will the Town of Madison Police Department take if an officer commits culturally insensitive and racist action as Mr. Furseth did as an officer with the DeForest Police Department? We are seeking a response to our inquiries, so that the Commission can make recommendations to assist the Town of Madison Police Department, as it relates to equity and inclusion, and racial and restorative justice.

We are hoping that you and your department do not take the Commission's concerns lightly. We are asking that you respond to this inquiry no later than Tuesday, December 4, 2018. After receiving your response we would like to invite you to attend an upcoming meeting to further discuss the situation. Thank you for your time and attention to this matter.

Regards,

Shahanna McKinney-Baldon, Chair

On behalf of the Dane County Equal Opportunity Commission

Cc: Jim Campbell, Town Chair, Town of Madison
Brende Hofer, Chair, Town of Madison Fire and Police Commission
Wesley Sparkman, Director, Dane County Tamara D. Grigsby Office for Equity and Inclusion