



Fire and Police Commission

MaryNell Regan
Executive Director

Steven M. DeVougas
Chair

Marisabel Cabrera
Vice-Chair

Kathryn A. Hein
Ann Wilson
Fred Crouther
Angela McKenzie
Nelson Soler
Commissioners

February 7, 2018

James Harpole
Assistant Chief of Police
Milwaukee Police Department
749 West State Street
Milwaukee, WI. 53233

Dear Assistant Chief Harpole:

We reluctantly accept your withdrawal from the candidacy in the selection process for the position of Interim/Acting Chief.

We want to express our deepest gratitude for your tireless dedication to the City of Milwaukee as an officer of the law for over 32 years. You have consistently demonstrated the highest standards of character and integrity.

When Chief Flynn announced his resignation before the end of his term, the Milwaukee Fire and Police Commission needed to establish a fair process to appoint an Interim/Acting Chief. We are satisfied with the transparent, community-driven process that we developed. All three finalists were asked the same questions from a script of questions that focused on leadership & people management, resources management, collaboration & partnerships, and policing philosophies & policies.

It is unfortunate that you felt that during your interview process that, “[i]t became apparent to me during my interview that the Milwaukee Fire and Police Commission desires to move in a different direction from the administration of Chief Flynn, therefore, has diminished interest in my candidacy as a sitting assistant chief appointed by him.” We want you to know that this, frankly, is not true. The commissioners have been evaluating your candidacy and the other two candidates based on each applicant’s own merits as individuals and not by association with the present administration.

Please do not hesitate to contact me if you would like to discuss further. We wish you the best during your retirement.

Sincerely,

Steven DeVougas
Chairman