



Madison Police and Fire Commission Monthly Report

Jennifer L Krueger Favour, Captain of Police

October, 2020

Promotions and Probationary Status

PFC Approval—Interim Approval for Promoted Positions (Step 1)

Name, Promoted Rank	Prior Rank	Effective Date
Mindy Winter, Captain	Lieutenant	12/27/2020
Harrison Zanders, Lieutenant	Sergeant	12/27/2020
Nicholas Eull, Sergeant	Police Officer	12/27/2020

PFC Approval—File Review and Candidate Discussion (Step 2/Step 3)

Name, Promoted Rank	Current Rank	Effective Date
Richard Wipperfurth, Sergeant	Police Officer	06/28/2020

Information on Acting Positions

Name, Promoted Rank - Acting	Prior Rank
Daniel Nale, Captain	Lieutenant
Shannon Blackamore, Lieutenant	Sergeant

Recruiting and Hiring

2020 Pre-Service Academy Hiring Process Timeline

- **Background Investigations:** Immediately after an Oral Board, but no later than February, 2020
- **Seek PFC Approval of Eligibility Hiring List** – February 10, 2020
- **Trilogy: Interview, Personality Assessment and Ride-Along with a Field Training Officer:** February 24, 2020 through March 17, 2020.
- **Seek PFC Approval of Hiring List Candidates and Contingency List** – March 20, 2020
- **Tentative Job Offers:** March 23, 2020
- **Medical Clearance:** April 6-24, 2020

- **Final Job Offers:** May 6, 2020
- **Academy begins:** May 26, 2020

2021 Pre-Service Academy Hiring Process Timeline

- Application Deadline: October, 2020
- Written & Physical Agility Testing: April - 2020, Postponed due to COVID
 - July 2020 Written & Physical Agility Test
 - October 4, 2020 Written & Physical Agility Test
 - November 15, 2020 Written & Physical Agility Test
- **Consolidated Testing for Distant Candidates:** January 3-8, 2021
- **Oral Board Interviews:** June – Postponed due to COVID
 - August, 2020
 - November-January 2020-2021

Attachments

- Current Hiring Data Sheet

PSIA Report/Discipline Attachments and Notices

- Professional Standards Open Case Memo
- No suspensions requiring notification to the PFC.

CC

Jenna Rousseau, Counsel for PFC
Marci Paulsen, Assistant City Attorney
Victor Wahl, Acting Chief of Police

Ferris State University



We would like to acknowledge, and thank you for the partnership we've established with the staff at FSU. Due to our strong relationship, we have hired these professionals over the past year. At MPD, we are committed to hiring diverse, well-qualified candidates, who are committed to community partnerships.

Hailey Eanes hired by MPD in May, 2019

Graduated in May, 2019

Majored in Criminal Justice



"I chose MPD because I wanted to work for a department with opportunity and growth. MPD is a department where there are endless opportunities for training and different specialties. The opportunity for growth that MPD has given me over the last year is unimaginable. I have learned about different cultures and tactics and management styles. Not only is there growth within my own career, but MPD also uses its resources to grow close with the community it serves which is an unmeasurable benefit in many ways."

Kraig Hohf hired by MPD in May, 2019

Graduated in May, 2016

Majored in Criminal Justice



"I was initially attracted to the Madison Police Department because of their prominent emphasis on the problem-oriented and community-oriented policing strategies. The MPD works hard to foster relationships with the community we serve and takes every opportunity to bolster these relationships. I was equally impressed by the MPD's commitment to hiring people from diverse backgrounds, ensuring that each new police officer brings their own skillset and ideas to the table."

Iowa State University



We would like to acknowledge, and thank you for the partnership we've established with the staff at ISU. Due to our strong relationship, we have hired these professionals over the past year. At MPD, we are committed to hiring diverse, well-qualified candidates, who are committed to community partnerships.

Zachary Dykstra hired by MPD in May, 2020

Graduated in May, 2017

Majored in Aerospace Engineering

Minored in Nuclear Engineering



"The Madison Police Department is notable for its community partnerships, positive culture, and clear core values that are held in a high regard by every officer. MPD's perpetual iterative process of learning, changing, and adapting to new ideas and perspectives makes MPD one of the most alluring departments to be a part of. Throughout my hiring process everyone I interacted with was friendly, helpful, and approachable. I believe MPD training goes above and beyond to ensure that I am prepared for this dynamic career. I am proud to be a member of this department and eager to see more Iowa State alum in Madison. Go Cyclones!"

Peyton Reimer hired by MPD in May, 2020

Graduated in May, 2020

Majored in Criminal Justice

Minored in Religious Studies



"The Criminal Justice program at Iowa State takes a major look at the sociological goals and impact of policing in America. Rather than teach us how to shoot firearms, drive fast or other physical tools that go into the job, ISU focuses on what causes crime, what societal barriers turn people to crime and how to work with the community to counter those issues. This aligned with MPD because of how community based our department is. We don't believe in "arresting away the problem" here in Madison, but instead we try to work hand in hand with the community to stop crime before it happens. Because of Madison's forward philosophy on policing and how it lined up with what I learned at Iowa State, I could not imagine a better department to be employed at."

Lewis University



We would like to acknowledge, and thank you for the partnership we've established with the staff at Lewis University. Due to our strong relationship, we have hired these professionals over the past few years. At MPD, we are committed to hiring diverse, well-qualified candidates, who are committed to community partnerships.



Brett Zaruba hired by MPD in May, 2019

Graduated in May, 2016

Majored in Criminal Justice

"I first heard about MPD during my final year at Lewis University; MPD's recruiting team was hosting an event. Ever since 2016, I knew that MPD was one of the Departments I wanted to work for. The Department's philosophy of community policing and its progressive policies were highly attractive to me. Plus the Department offered great benefits. I wasn't able to attend the oral boards that year, but in December of 2017 I submitted my application package -- and the rest is history.

I conducted some research into the city of Madison itself and it seemed like a great city. For someone who has spent their whole life living in the suburbs of Chicago, Madison seemed just right to me (it was close to home yet far enough away). Madison is a college town, and is home to University of Wisconsin (UW) and Madison Area Technical College (MATC). With a population of about 250,000 people, Madison can accommodate anyone's lifestyle and there's always something to do here. The Madison community is a warm and welcoming group of people and always seeks ways to be more inclusive. Madison has a bustling downtown area, with suburbs and even open country areas. Based on my experience this past year, Madison is a great area to set roots down and start a family/life."

Madison College



We would like to acknowledge, and thank you for the partnership we've established with the staff at Madison College. Due to our strong relationship, we have hired these professionals over the past few years. At MPD, we are committed to hiring diverse, well-qualified candidates, who are committed to community partnerships.



Anna Jarding hired by MPD in May, 2020

Graduated in May, 2020

Majored in Human Development & Family Studies

"When considering locations for my chosen career in law enforcement, I did not have to look far to find one of the best police programs in the country. Having lived in Madison for the past ten years, I knew Madison had a more progressive and community based police program than most. The female Officer ratio is one of the highest in the country, with many opportunities to advance within the force. Daily, I'm reminded of how lucky I am to work for such a great department, starting here in the academy. I'm excited to serve the community that has given me so much to be proud of!"



Dominic Schroeckenthaler hired by MPD in May, 2020

Graduated in May, 2020

Majored in Criminal Justice

"MPD is vastly known not only for its actions and efforts in community policing but also for its ability in finding ways to continuously improve and to go above and beyond in ways of service. Being able to be part of a department that values the community and understands the need for building and maintaining relationships within the community is why I chose MPD."



Jonathan Urbina hired by MPD in May, 2020

Graduation anticipated in December, 2020

Majored in Criminal Justice

"MPD does an exceptional job of being welcoming and transparent of the diversity within the department. MPD places an emphasis on "matching" the demographics of the community it serves and I believe it helps in creating a healthy, working partnership between each other. Seeing how important this aspect is to this department, it gravitated my interest to pursue a career here as an MPD officer and serve the community I grew up in."



Victoria Wickersheim hired by MPD in May, 2020

Graduated in May, 2019

Majored in Criminal Justice

"I chose MPD because of their values and their continued mission to serve the City of Madison; the city I love. When I was looking for a police department to serve, I wanted one that had community programming. MPD has more programs than any other department I have seen, and has something for everyone. The inclusivity of MPD is yet another reason why this was the only department for me. MPD prioritizes diversity when they hire, focusing on race, background, LGBTQ+, the younger, the older, and women. They are the leading department in the nation when it comes to hiring women on the police force. The national average is 12% and MPD has a rate of 28%. They are actively and continuously breaking barriers and I could not be more proud to be a part of this organization."

Marian University



We would like to acknowledge, and thank you for the partnership we've established with the staff at Marian University. Due to our strong relationship, we have hired these professionals over the past year. At MPD, we are committed to hiring diverse, well-qualified candidates, who are committed to community partnerships.



Rachel Soch hired by MPD in May, 2020

Graduated in May, 2019

Majored in Psychology and Criminal Justice

Minored in Spanish, Information Technology, and Pre-Law

"I first discovered MPD on a field trip coordinated at Marian University. The training facility and environment felt so welcoming and when I was introduced to a few officers, I could sense the passion and commitment they had for their community and profession. I chose MPD because I knew the kind of police officer I wanted to be: empathetic, helpful, and a team player, and with their help I am able to become that and much more! Not many police agencies are as progressive and community-oriented as MPD and I am thankful every day to be a part of that."



Jennifer Lewis hired by MPD in May, 2017

Graduated in May, 2009

Majored in Social Work

Continued on to complete her Master's degree in Social

at UW-Milwaukee in December, 2010

"I chose to come to MPD because I was ready for a career change and was looking for career that would be challenging, rewarding, and in a field that I believe needs more women in its ranks and leadership. I was also drawn to MPD because of the benefits and educational incentive salary."

University of Iowa



We would like to acknowledge, and thank you for the partnership we've established with the staff at the University of Iowa. Due to our strong relationship, we have hired these professionals over the past few years. At MPD, we are committed to hiring diverse, well-qualified candidates, who are committed to community partnerships.



Candace Enis hired by MPD in May, 2020

Graduated in May, 2020

Majored in Criminology

"I chose MPD because of everything we stand for and the value they take in their officers. I didn't apply to any other departments other than Madison because Madison is known for the Madison Way, not the police way. We focus a lot on community-police relations and we thrive to push for better growth and trust between the two. As a black female officer, joining any department would be terrifying because it is a male dominated field, but MPD takes great pride in the 28% of women that are in the department. I am proud to represent MPD and everything WE stand for."

UW La Crosse



We would like to acknowledge, and thank you for the partnership we've established with the staff at the UW La Crosse. Due to our strong relationship, we have hired these professionals over the past few years. At MPD, we are committed to hiring diverse, well-qualified candidates, who are committed to community partnerships.



Samuel Belanger hired by MPD in May, 2020

Graduated in December, 2019

Majored in Sociology — Minor in Criminal Justice

"Applying to the Madison Police Department was an incredible journey from start to finish. I was first exposed to the high internal quality of MPD through Officer Lore Vang, who came to UW La Crosse to recruit. Officer Vang was extremely professional and candid when I met with him, but more importantly he seemed to truly care about who he was recruiting. I felt this on a personal level throughout the entire application process. MPD is a department that invests in some of the most comprehensive and in depth training in the entire country. I've always desperately wanted to serve the community that I live in and MPD has allowed me to work toward doing that at my highest potential. I couldn't be more proud to work for this department!"



Alec Doll hired by MPD in May, 2020

Graduated in May, 2020

Majored in Public Administration

Minored in Business Administration

"The reason I chose MPD is because Madison is my hometown. I wanted to give back to the city by helping people in the community, being an advocate, and keeping the peace."



Joshua Heimsoth hired by MPD in May, 2020

Graduated in May, 2020

Majored in Public Administration

"I chose Madison Police Department because of my exposure to the organization through an internship. The positive culture of the department, and professionalism of the officers I interacted with, motivated me to pursue a career here."



Samuel Montiel Zamora hired by MPD in May, 2020

Graduated in May, 2018

Majored in Recreational Management

"I chose the Madison Police Department because I love the way they help the city. MPD has many community outreach programs to help build relationships with its citizens."



Jack Sergenian hired by MPD in May, 2020

Graduated in May, 2020

Majored in Business Management—Minored in Legal Studies

"I grew up in the greater Madison area and since I was a kid I always wanted to be a Madison police officer. The core values of MPD align very closely with my own personal core values which made it an even easier decision. The experiences I gained at UWL helped me immensely in making my dream of working at MPD a reality."



Carson Youngquist hired by MPD in May, 2020

Graduated in May, 2020

Majored in Sociology— Minor in Criminal Justice

"I chose MPD because of the progressive nature of their department. They offer a lot of resources/services that are not found in other departments around the country and really focus on community partnership, which is something I am very passionate about. Also, the city of Madison is one of my favorite areas in the state and great place to live/work."



Morgan Youngquist hired by MPD in May, 2020

Graduated in May, 2020

Majored in Public Administration—Minor in Criminal Justice

"The Madison Police Department is a leader in police reform and progressive policing practices. I chose MPD because I wanted to be a part of reforming America's Criminal Justice System, and MPD is ground zero for reform. The Department also offers a vast amount of opportunities for both professional and personal growth. I would not want to be a cop anywhere else than the Madison Police Department."



Hunter Lisko hired by MPD in May, 2019

Graduated in May, 2019

Majored in Political Science—Minor—Public Administration

"I chose to work at MPD because this agency believes in empowering individuals to make a positive difference. Being a Police Officer for the City of Madison is about being a communicator, an advocate, and a change agent. All of these are skills that I learned and refined during my time at UWL, and that I get to put into practice every day on the streets of Madison. I am proud to make a difference every day, and proud to step up and answer the call when my neighbors are most in need. MPD provides countless ways for me to extend and broaden this service, and I keep coming back to work every day more excited to be a positive change for others."

UW Madison



We would like to acknowledge, and thank you for the partnership we've established with the staff at the UW Madison. Due to our strong relationship, we have hired these professionals over the past few years. At MPD, we are committed to hiring diverse, well-qualified candidates, who are committed to community partnerships.

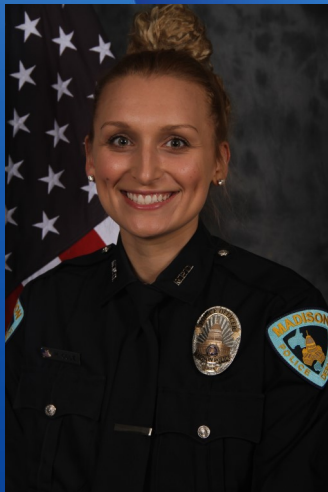


Emilie Cochran hired by MPD in May, 2020

Graduated in December, 2019

Majored in Political Science & Legal Studies

"After my internship at MPD in summer 2019, I knew I did not want to work anywhere else. The department truly strives to make Madison a better place to live, and wants to create a stronger relationship with the community. MPD also has opportunities to work in specialized positions, such as mental health or neighborhood officers, which also drew me to the department."



Mackenzie Cole hired by MPD in May, 2020

Graduated in May, 2020

Majored in Legal Studies and Psychology

"I chose MPD because I not only love the City of Madison and its community, but because it was really important to me to work for a department that held the same core values as I do. MPD holds officers to higher expectations to treat people fairly, with dignity, professionalism, and unbiased service. I really was drawn by their proactive approach to community policing initiatives. Officers go above and beyond interacting with community members. They listen and take public concerns into consideration by developing problem-solving solutions designed to make Madison a better community for all. I felt called to be apart of the exemplary officers serving Madison, and could not imagine myself anywhere else!"



Mikaela Gardner hired by MPD in May, 2020

Graduated in December, 2019

Majored in Agricultural and Life Science

"I chose the Madison Police Department because this department puts the community first. From day one, MPD not only put emphasis on being good police officers, but being good people as well. I love that we are constantly evaluating how we operate and looking for ways we can be better for the community. On the career side, this department has endless roads you can travel down, from K9 to Neighborhood Officers to SWAT, and everything in between. Having the chance to try new roles and positions within the department and evolving myself in the process is something unique to MPD."



Grace Mueller hired by MPD in May, 2020

Graduated in May, 2020

**Majored in Psychology, Legal Studies with a
Certificate in Criminal Justice**

"I was born and raised in Madison and have lived in this community my whole life. I chose to come MPD because their core values align with my own and I was inspired to work for a department that has one of the highest percentages of female officers in the country at 28%. I am thrilled to be one of many women serving the Madison community through working at MPD."



Sebastian So hired by MPD in May, 2020

Graduated in December, 2019

**Majored in Psychology, Sociology with a
Certificate in Criminal Justice**

"I chose MPD in part because I was born and raised in Madison, and wanted to give back to the community that had practically raised me. But a greater component of my decision was the clear passion and competency MPD held for community policing, professionalism, and integrity. From what I had seen and heard in the past, MPD officers have shown greater characters of compassion, consideration, and care for the citizens of Madison, and have acted more akin to social workers than mere law enforcers. MPD officers work hard in not only their day-to-day duties, but also in their commitments as human beings--making connections with citizens and sometimes personally undertaking tasks to better a person's day. MPD officers take that extra step to make sure that the people they encounter have long-term resolutions for their problems, rather than just for the present issue at hand. My time with MPD has so far reflected that notion, and the department itself takes great care of it's employees. I'm happy to be here, and I encourage anyone to look into it."



Jaydin Grenier hired by MPD in May, 2019

Graduated in May, 2019

Majored in Biochemistry with a Certificate in Criminal Justice

“Similar to the reasons I chose to further my education at UW- Madison, I chose Madison Police Department for their diversity, drive for continuous improvement and their opportunities. During my junior year I needed an internship and had a few interviews lined up. When I went to my interview at MPD, I had such an amazing interview, I knew there was no other place I wanted to be. They were genuinely interested in my passions (forensics) even going so far to introduce me to their forensics unit, while I was still in my interview. During my time, I met amazing people who truly cared for the community which actually caused me to change my career path from forensics to an officer. They went above and beyond for a simple spring internship, so when I apply I was greeted with the same respect, enthusiasm and love for the community. After that, there was only one place I could see myself and it was at MPD.”



Isaac Schaefer hired by MPD in May, 2019

Graduated in December, 2017

Majored in Sociology

“As a Madison native, I knew I wanted to create a lasting impact on the community that I was already so deeply invested in. I sought out MPD because I wanted to make a positive difference in the most direct way possible. I went to an MPD informational session and was given a pen that read "Where individuals can and do make a difference". MPD is a progressive department that provides each officer with the tools they need to succeed in the mission to find the best possible resolution for all situations, and this was a major factor into my decision to join MPD.”

UW Milwaukee



We would like to acknowledge, and thank you for the partnership we've established with the staff at UWM. Due to our strong relationship, we have hired these professionals over the past few years. At MPD, we are committed to hiring diverse, well-qualified candidates, who are committed to community partnerships.



Barry Doerfer hired by MPD in May, 2020

Graduated in May, 2011

Majored in Business Administration

"I joined the Madison Police Department because it's an organization that strives on an individual's life experiences. It is an organization that has many opportunities to expand your career in law enforcement within the department. I also felt it was a place where I could give back to the community as the Madison Police Department has a strong partnership with the City of Madison and its residents."



Jack Peterson hired by MPD in May, 2020

Graduated in May, 2011

Majored in Communication

"I feel reinforced every day that I chose to join a department at the cutting edge of community policing. A department that is held in high regard nationwide, that focuses on the best possible resolution with each contact. Quite frankly, MPD was my only choice. It makes me so proud every day to be a part of this department."



Morgan Sondelski hired by MPD in May, 2020

Graduated in May, 2020

Majored in Fine Arts—Music Performance

"I chose MPD because of their involvement with the community. They are also the country's leading department in percentage of female police officers. I visited the city frequently before applying for this position, and I fell in love with all that Madison has to offer. It felt like a natural fit for me to start a career here."



Firoz Khilji hired by MPD in May, 2019

Graduated in May, 2011

Majored in Social Welfare and Criminal Justice

"I chose to work for the Madison Police Department because of the vast opportunities for Officer's to experience. I've worked for another Police Department and unlike most traditional departments MPD offers a variety of positions other than just being a patrol officer. I was born and raised in Madison. I wanted to give back to community that has been so great to my family. I couldn't think of any other department to work for."



Ryan Pescheck hired by MPD in May, 2019

Graduated in May, 2011

Majored in Criminal Justice

"I joined the Madison Police Department because the wide array of backgrounds that Madison chooses to hire equating to a well diverse department. It is an organization that has ample amounts of opportunities to engage the community in different ways and also helps shape future interactions with residents and your own personal self-growth. I believe in building bridges between the residents and the Madison Police Department, we as a department have been doing just that with opportunities involving Community Policing."



Jennifer Lewis hired by MPD in May, 2017

Undergraduate in May, 2009 at

Marian University in Social Work

Master's degree in December, 2010 at

UW Milwaukee in Social Work

"I chose to come to MPD because I was ready for a career change and was looking for career that would be challenging, rewarding, and in a field that I believe needs more women in its ranks and leadership. I was also drawn to MPD because of the benefits and educational incentive salary."

UW Oshkosh



We would like to acknowledge, and thank you for the partnership we've established with the staff at UW Oshkosh. Due to our strong relationship, we have hired these professionals over the past few years. At MPD, we are committed to hiring diverse, well-qualified candidates, who are committed to community partnerships.



Sydney Challoner hired by MPD in May, 2020

Graduated in May, 2020

Double Major in Criminal Justice and Psychology

"I chose to come and work at the Madison Police Department after Interning in the Forensic Service Unit in 2018. During my internship I learned that MPD is one of the leading departments in the country, especially with the percentage of women officers. I liked all the different opportunities that I could do with my career within the department. In addition to MPD's mission statement, of providing high quality policing services that are accessible to all members of the community. I am a native from the Madison area and love everything that the community has to offer."



Nicholas Gries hired by MPD in May, 2020

Graduated in May, 2013

Majored in Criminal Justice

"I chose MPD because it is a department that truly cares about the community it serves. MPD has many specialty programs and units to build that community partnership. MPD is also leader in implementing equipment and training for officers, giving us the best opportunities to succeed at our job."



Jonathan Moore hired by MPD in May, 2020

Graduated in December, 2017

Majored in Criminal Justice

"I chose the Madison Police Department because of the community and neighborhood programs that are apart of MPD's structure. As a former volunteer and mentor at the Boys & Girls Club of Oshkosh and being involved in community events through ROTC at UW-Oshkosh, I viewed MPD as an opportunity to continue serving others and building community relationships."



Hunter Tank hired by MPD in May, 2020

Graduated in December, 2019

Majored in Criminal Justice

"I choose MPD because it has always been a dream of mine since I was little to become a police officer. I love helping and talking to people, I don't think there is any better place to do that than in Madison, WI. Additionally, I wanted to work for a department that truly values the people they serve and is committed to always striving to be the best in policing. Finally, I strongly believe in MPD's core values and the many programs implemented for community engagement. I cannot be happier with the decision I made to come to MPD."



Neal Crowder hired by MPD in May, 2018

Graduated in January, 2014

Majored in Biology

"I chose to come to MPD to work for a well respected department. I believe in our mission statement and the good that we do for our city. Madison is a great place to live and there are numerous opportunities within the department to shape your career to your liking."



Paige Martin hired by MPD in May, 2018

Graduated in May, 2017

Majored in Criminal Justice—Minored in Social Justice with an emphasis in prejudice and discrimination

"I chose to work for Madison Police Department for multiple different reasons. The first was to come home to where I grew up. I have lived on the West side of Madison since I was little. I went to school here and have become the person I am today because of this City. I wanted to give back to my community by serving them every day. I also chose to work the MPD because of how respected they are along with how transparent they are to the community. I have worked for MPD for over two years now and I am so happy I chose to come back home and make this city apart of my career as a Police Officer. The world of Policing is actively changing but I am beyond happy that I am part of MPD for this adventure of a career!"

UW Platteville



We would like to acknowledge, and thank you for the partnership we've established with the staff at the UW Platteville. Due to our strong relationship, we have hired these professionals over the past few years. At MPD, we are committed to hiring diverse, well-qualified candidates, who are committed to community partnerships.



Ian Clark hired by MPD in May, 2020

Graduated in May, 2009

Majored in English

"In Madison, you encounter the same problems the rest of America deals with, just with a little more frequency. What sets MPD apart is you will also have way more support, training and resources to draw from than most agencies."



James Dower hired by MPD in May, 2020

Graduated in May, 2012

Majored in Middle Level Education & Psychology

"I chose MPD because they offer an unique opportunity. I have the opportunity to serve an amazing community, work for a forward thinking police department, and work towards something bigger than myself everyday. As a former teacher, I know how important a safe community and home is for the success of our young people. That's why I chose MPD."



Cristian Estrada hired by MPD in May, 2020

Graduated in May, 2018

Majored in Criminal Justice—Minor in Business Administration

"MPD has the best programs to help individuals in need and to build strong relationships with members of the community. MPD shares my values of caring for diversity, human dignity towards all members of the community, and utilizing the community to help each other become better.."



Jordan McGinnis hired by MPD in May, 2020

Graduated in May, 2020

Majored in Criminal Justice

"I chose MPD because of the way they police and because of the endless opportunities they offer. MPD does an outstanding job of constantly evolving to the needs of the community and they are constantly looking for the best possible resolution in every contact they have with community members. When I met members of the MPD family during the hiring process, I quickly noticed that they are exactly that, a family. The MPD family truly cares about the community and that is exactly the type of department I was looking for. To go along with that, the opportunities here at MPD are endless. Whatever your calling is in the law enforcement field, more likely than not, MPD offers it. Even though I have only been apart of MPD for a short period of time, I know that I will become a well-rounded officer. With the support from the department and the community, I can be myself in being apart of such a rewarding profession.



Kaitlyn Schaefer hired by MPD in May, 2020

Graduated in May, 2020

Majored in Criminal Justice

"I chose to work for MPD because it continuously demonstrates a commitment to diversity and the community. The department encourages officers to develop new strategies to serve and safeguard the City of Madison. It offers a wide variety of specialized services and programs for officers to explore their strengths, while addressing the community's needs."



Rebecca Holmquest hired by MPD in May, 2019

Graduated in December, 2019

Majored in Criminal Justice with a Law Enforcement Emphasis

"I chose to join the Madison Police Department because it is a department that has values that align with my own. MPD has a large focus on community policing and building relationships with the community, which I believe is important in policing today. MPD also has a variety of opportunities for promotion and specialized positions which caught my interest. Knowing that I could join different teams and not have to stay in the same position for my entire career was very attractive."

UW Whitewater



We would like to acknowledge, and thank you for the partnership we've established with the staff at UWW. Due to our strong relationship, we have hired these professionals over the past few years. At MPD, we are committed to hiring diverse, well-qualified candidates, who are committed to community partnerships.



Michaela Hannig hired by MPD in May, 2019

Graduated in December, 2018

Majored in Criminology—Minored in Psychology

"I chose MPD for so many reasons but ultimately I chose this department because of the leadership I was able to observe during my internship with MPD. I was able to learn so many things during my internship and I was lucky enough to meet several great leaders. Everyone from senior officers, property room supervisors and detectives, who helped me work towards being hired and helped me learn what it truly meant to be an officer with MPD."



Trey Jahnke hired by MPD in May, 2019

Graduated in May, 2019

Majored in Criminology—Minored in Sociology

"I applied at other police departments, but choosing MPD was an obvious decision for me. MPD focuses on working with the community and has numerous positions geared toward this end. There are also so many opportunities for advancement within the department including both specialized positions and supervisor roles. MPD offers training at their own academy that encompasses much more than the state requires and allows MPD to better develop its new officers. All in all, I could tell MPD was a department that genuinely cared about its officers and the community alike."



Bryant Volling hired by MPD in May, 2019

Graduated in May, 2012

Majored in Sociology—Double Minor in Criminal Justice & Military Leadership

"I decided on the City of Madison so I can achieve the excitement of policing in a major metropolitan area while still having the option to live in the country. I chose MPD for their proactive approach on modern day policing. I implore you to dig into our mission statement, standard operating procedures, and community based initiatives. MPD is where policing needs to be and we are continuously improving, never settling."



Sydney Hanick hired by MPD in May, 2018

Graduated in May, 2018

Majored in Criminology

"I chose to come to MPD due to the opportunities to grow in the department because of the specialty teams and units that MPD has."

Western Illinois University



We would like to acknowledge, and thank you for the partnership we've established with the staff at WIU. Due to our strong relationship, we have hired these professionals over the past few years. At MPD, we are committed to hiring diverse, well-qualified candidates, who are committed to community partnerships.



Grace Howard hired by MPD in May, 2020

Graduated in May, 2020

Majored in Forensic Psychology—Minored in French and Law Enforcement and Justice Administration

"From the day I decided I wanted to be a police officer, I was told it was going to be hard because I am a woman. I grew up thinking that was a fact. Fast forward to last year, when I started applying to departments, I started looking into the Madison Police department and found a Facebook post titled "We are the 28." I looked into what that meant and found out that the department was 28% female, which is significantly higher than the national average. Throughout the application process, I talked to many female officers with the department, and all of them felt they were treated no different than any of their male counterparts. If that wasn't enough, the more I looked into their policing strategies, the more sure I became that Madison was doing policing right. Everyday I go to work and I am surprised at how dedicated the department and their officers are to serving Madison to the best of their ability. That is why I chose MPD."



Korrie Ziller hired by MPD in May, 2020

Graduated in May, 2020

Majored in Political Science—Pre Law

"When I first started college I had no idea I wanted to become a police officer. It wasn't until an incredible internship and one very influential professor later that I figured out policing is what I wanted to go into. Since then, finding a police department that shared my strong commitment towards community policing, high quality training, and diversity was the goal. I spent many nights researching departments, their values and all that they strived to be. I knew that finding a department as driven towards building trust within its community while also building a team that reflected the community it served would be hard. But after talking with Officer Vang at a career fair my senior year, I knew that I had found the department that worked towards all of that and more. The City of Madison PD says it best, they are 'committed to providing high quality police services that are accessible to all members of the community. We believe in the dignity of all people and respect individual and constitutional rights in fulfilling this mission.' and that mission statement embodies all I want to be as a police officer and everything I want in a department. There really is no other way quite like the Madison way."



Jazlyn Torres hired by MPD in May, 2019

Graduated in July, 2018

Majored in Law Enforcement and Justice Administration

"I joined MPD for the high percentage of females in the department. I also joined MPD because the core values aligned with my values and the type of Police Officer I wanted to be. So far, working at MPD has been a dream come true"



Kevin McCarthy hired by MPD in May, 2018

Graduated in May, 2014

Majored in Law Enforcement and Justice Administration

Minored in Homeland Security

"I chose to apply for the Madison Police Department because of the emphasis they placed on modernized and realistic training. The abundance of nature in and around Madison also drew me to the area."

Winona State University



We would like to acknowledge, and thank you for the partnership we've established with the staff at WSU. Due to our strong relationship, we have hired these professionals over the past few years. At MPD, we are committed to hiring diverse, well-qualified candidates, who are committed to community partnerships.



Elizabeth Tloughan hired by MPD in May, 2020

Graduated in May, 2009

Majored in Criminal Justice

"After I graduated from Winona State University in 2009, I worked in a variety of behavioral health careers predominately with at risk youth. In 2016 I was hired as a police officer with the City of Whitewater. I was drawn to Madison due to the diversity within the department and community. MPD emphasizes hiring people from multiple different backgrounds and focuses on mental health which is very important to me as an officer. This department offers many avenues for growth and development in my career which is imperative in this ever changing field."



Lillian Kaplan hired by MPD in May, 2019

Graduated in May, 2020

Majored in Criminal Justice/Law Enforcement

"MPD has a lot to offer. They pay you while you go through a 720+ hour academy while living at your own apartment/house and with your future coworkers. MPD has a higher female police officer percentage than anywhere else in the state, at about 30%."

Madison Police Department
CORRESPONDENCE / MEMORANDUM

Date: October 6, 2020

To: All Personnel

From: Victor Wahl, Acting Chief of Police

Re: **Promotion Announcement**

It is my pleasure to announce to the organization the following designation for promotion, contingent on the approval of the Police and Fire Commission:

Sergeant Shannon Blackamore to Lieutenant

Sergeant Shannon Blackamore has been with the MPD since May 21, 2001. He was an officer until he was promoted to Sergeant in 2013. Sergeant Blackamore currently oversees our Gang Unit in Investigative Services.

Sergeant Blackamore has a Master of Science degree in Criminal Justice and Security Administration from the University of Phoenix. He also received his Bachelor of Science degree in Law Enforcement and Justice Administration from Western Illinois University.

Prior to his current assignment, Sergeant Blackamore was a patrol sergeant, a school resource officer, a uniformed narcotics officer with the Task Force, an undercover officer with the Task Force and a patrol officer. Sergeant Blackamore also served on our Special Events Team (SET) during his tenure with the MPD.

Please join me in congratulating Sergeant Blackamore on this well-deserved accomplishment!



Madison Police Department
CORRESPONDENCE / MEMORANDUM

Date: October 6, 2020

To: All Personnel

From: Victor Wahl, Acting Chief of Police

Re: **Promotion Announcement**

It is my pleasure to announce to the organization the following designation for promotion, contingent on the approval of the Police and Fire Commission:

Lieutenant Daniel Nale to Captain

Lieutenant Daniel Nale joined our department on September 5, 1998. He was promoted to Detective in 2008, Detective Sergeant in 2018 and Lieutenant in 2018. He is currently assigned to the Central District as the Patrol/Operations Lieutenant.

Lieutenant Nale obtained his Masters of Science Degree in Criminology from Florida State University. He graduated with a Bachelor of Science Degree from the College of Criminal Justice from the University of South Carolina.

During his tenure with the MPD, Lieutenant Nale has served on the Special Events Team (SET), Special Weapons and Tactics Team (SWAT), been a field training officer, a mentor and he was a member on our Cold Case Review Team. Lieutenant Nale is currently serving as a commander of our Crisis Negotiation Team (C.N.T.) and he is an Assistant Commander of the Officer Involved Critical Incident Team.

Please join me in congratulating Lieutenant Nale on this well-deserved accomplishment!



2020 - 2021 Hiring Process

9/4/2020

CATEGORY	Male	%	Female	%	C/M	%	C/F	%	AA/M	%	AA/F	%	H/M	%	H/F	%	NA/M	%	NA/F	%	API/M	%	API/F	%	TOTAL
TOTAL APPLICATIONS	153	86.93%	23	13.07%	112	63.64%	17	9.66%	15	8.52%	2	1.14%	13	7.39%	4	2.27%	0	0.00%	0	0.00%	13	7.39%	0	0.00%	176
FAILED TO APPEAR OR WITHDREW	35		6		24		4		6		1		5		1		0		0		0		0		41
NUMBER REMAINING	118	87.41%	17	12.59%	88	65.19%	13	9.63%	9	6.67%	1	0.74%	8	5.93%	3	2.22%	0	0.00%	0	0.00%	13	9.63%	0	0.00%	135
FAILED WRITTEN	2		0		0		0		0		0		1		0		0		0		1		0		2
NUMBER REMAINING	116	87.22%	17	12.78%	88	66.17%	13	9.77%	9	6.77%	1	0.75%	7	5.26%	3	2.26%	0	0.00%	0	0.00%	12	9.02%	0	0.00%	133
OUT OF STATE ADMISSIONS COMMITTEE	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	116	87.22%	17	12.78%	88	66.17%	13	9.77%	9	6.77%	1	0.75%	7	5.26%	3	2.26%	0	0.00%	0	0.00%	12	9.02%	0	0.00%	133
OUT OF STATE NO SHOW OR WITHDREW	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	116	87.22%	17	12.78%	88	66.17%	13	9.77%	9	6.77%	1	0.75%	7	5.26%	3	2.26%	0	0.00%	0	0.00%	12	9.02%	0	0.00%	133
OUT OF STATE FAILED WRITTEN	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	116	87.22%	17	12.78%	88	66.17%	13	9.77%	9	6.77%	1	0.75%	7	5.26%	3	2.26%	0	0.00%	0	0.00%	12	9.02%	0	0.00%	133
WITHDREW OR NO SHOW AT PHY AGILITY	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	116	87.22%	17	12.78%	88	66.17%	13	9.77%	9	6.77%	1	0.75%	7	5.26%	3	2.26%	0	0.00%	0	0.00%	12	9.02%	0	0.00%	133
FAILED PHYSICAL AGILITY	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	116	87.22%	17	12.78%	88	66.17%	13	9.77%	9	6.77%	1	0.75%	7	5.26%	3	2.26%	0	0.00%	0	0.00%	12	9.02%	0	0.00%	133
ADMISSIONS COMMITTEE	14		1		10		0		1		0		1		1		0		0		2		0		15
NUMBER REMAINING	102	86.44%	16	13.56%	78	66.10%	13	11.02%	8	6.78%	1	0.85%	6	5.08%	2	1.69%	0	0.00%	0	0.00%	10	8.47%	0	0.00%	118
WITHDREW OR NO SHOW PRIOR TO ORAL	2		0		2		0		0		0		0		0		0		0		0		0		2
NUMBER REMAINING	100	86.21%	16	13.79%	76	65.52%	13	11.21%	8	6.90%	1	0.86%	6	5.17%	2	1.72%	0	0.00%	0	0.00%	10	8.62%	0	0.00%	116
ORAL BOARD	9		1		7		1		0		0		1		0		0		0		1		0		10
NUMBER REMAINING	91	85.85%	15	14.15%	69	65.09%	12	11.32%	8	7.55%	1	0.94%	5	4.72%	2	1.89%	0	0.00%	0	0.00%	9	8.49%	0	0.00%	106
WITHDREW PRIOR TO BACKGROUND	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	91	85.85%	15	14.15%	69	65.09%	12	11.32%	8	7.55%	1	0.94%	5	4.72%	2	1.89%	0	0.00%	0	0.00%	9	8.49%	0	0.00%	106
BACKGROUND	0		0		0		0		0		0		0		0		0		0		0		0		0
ELIGIBILITY LIST	91	85.85%	15	14.15%	69	65.09%	12	11.32%	8	7.55%	1	0.94%	5	4.72%	2	1.89%	0	0.00%	0	0.00%	9	8.49%	0	0.00%	106
WITHDREW AFTER BACKGROUNDS	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	91	85.85%	15	14.15%	69	65.09%	12	11.32%	8	7.55%	1	0.94%	5	4.72%	2	1.89%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	106
CHIEF'S INTERVIEW/RIDE-ALONG/PSY	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	91	85.85%	15	14.15%	69	65.09%	12	11.32%	8	7.55%	1	0.94%	5	4.72%	2	1.89%	0	0.00%	0	0.00%	9	8.49%	0	0.00%	106
MEDICAL	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	91	85.85%	15	14.15%	69	65.09%	12	11.32%	8	7.55%	1	0.94%	5	4.72%	2	1.89%	0	0.00%	0	0.00%	9	8.49%	0	0.00%	106
WITHDREW AFTER TENTATIVE JOB OFFER	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING/HIRED	91	85.85%	15	14.15%	69	65.09%	12	11.32%	8	7.55%	1	0.94%	5	4.72%	2	1.89%	0	0.00%	0	0.00%	9	8.49%	0	0.00%	106