



Madison Police and Fire Commission

Monthly Report

Jennifer L Krueger Favour, Captain of Police

November, 2020

Promotions and Probationary Status

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

Name, Promoted Rank	Prior Rank	Effective Date
Daniel Nale, Captain	Lieutenant	03/21/2021
Shannon Blackamore, Lieutenant	Sergeant	03/21/2021
Wade Gummin, Sergeant	Police Officer	12/27/2020
Livia Novitzke, Sergeant	Police Officer	03/07/2021

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

Name, Promoted Rank	Current Rank	Effective Date
Mindy Winter, Captain	Lieutenant	12/27/2020
Harrison Zanders, Lieutenant	Sergeant	12/27/2020
Nicholas Eull, Sergeant	Police Officer	10/18/2020

PFC Approval—Completion of Probationary Period (Step 4)

Name, Promoted Rank	Off Probation Date
Kipp Hartman – Lieutenant	11/17/2020
Abrahamzon, Matthew – Police Officer	11/28/2020
Batusich, Jake – Police Officer	11/28/2020
Bonds, Mark – Police Officer	11/28/2020
Borton, Justin – Police Officer	11/28/2020
Ciufo, Anthony - Police Officer	11/28/2020
Clennon, Steven – Police Officer	11/28/2020
Dudek, Tyler – Police Officer	11/28/2020
Eanes, Hailey – Police Officer	11/28/2020

Ellis, Stephen – Police Officer	11/28/2020
Friske, Zane – Police Officer	11/28/2020
Georgeson, Alexander – Police Officer	11/28/2020
Grenier, Jaydin – Police Officer	11/28/2020
Hannig, Michaela – Police Officer	11/28/2020
Heche, Cody – Police Officer	11/28/2020
Hernke, Devlin – Police Officer	11/28/2020
Hess, Tyler – Police Officer	11/28/2020
Hill, Nicholas – Police Officer	11/28/2020
Hogan, Benjamin – Police Officer	11/28/2020
Hof, Kraig – Police Officer	11/28/2020
Holmquest, Rebecca – Police Officer	11/28/2020
Jackson, Ashley – Police Officer	11/28/2020
Jahnke, Trey – Police Officer	11/28/2020
Kaplan, Lillian – Police Officer	11/28/2020
Khilji, Firoz – Police Officer	11/28/2020
Lathrop, Brittany – Police Officer	11/28/2020
Lawrence, Sarah – Police Officer	11/28/2020
Lee, Xeng – Police Officer	11/28/2020
Lisko, Hunter – Police Officer	11/28/2020
Marino, Catherine – Police Officer	11/28/2020
Ortiz, Fabiola – Police Officer	11/28/2020
Rabe, Keagan – Police Officer	11/28/2020
Schmidt, Adam – Police Officer	11/28/2020
Torres, Jazlyn – Police Officer	11/28/2020
Truman, Alexander – Police Officer	11/28/2020
Volling, Bryant – Police Officer	11/28/2020
Zaruba, Brett – Police Officer	11/28/2020

Zielicke, Jeremiah – Police Officer	11/28/2020
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Probation Officer Extensions

Name, Promoted Rank	Probation Extension Date
Schaefer, Isaac – Police Officer	12/20/2020
Pescheck, Ryan – Police Officer	12/27/2020
Frey, Jared – Police Officer	05/28/2021
Shuda, Michael –Police Officer	05/28/2021

Information on Acting Positions

Name, Promoted Rank - Acting	Prior Rank

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 - 2020, November - 2020
- **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
- One suspension requiring notification to the PFC.

CC

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

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!



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:

Officer Wade Gummin to Sergeant

Officer Wade Gummin started his career with the MPD on May 17, 2004. He is currently assigned to a Community Policing Team in our West District.

Officer Gummin received a Bachelor Degree in Justice Administration from Hawaii Pacific University. He was a police officer with the Honolulu Police Department for 6 years.

During his tenure with the MPD, Officer Gummin has been a patrol officer, field training officer, background investigator, neighborhood liaison officer, part-time mounted patrol officer and is a MPD instructor.

Please join me in congratulating Officer Gummin 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:

Officer Livia Novitzke to Sergeant

Officer Livia Novitzke was hired by the MPD on May 29, 2012. She is currently assigned to our investigative services unit. Prior to her current assignment, she worked patrol services in the East, Central, South and West districts. She served as an intern to MPD back in 2008.

Officer Novitzke attended Marquette University where she obtained her Bachelor of Arts degree in Psychology and Criminology.

During her tenure with the MPD, Officer Novitzke has been a mental health liaison officer, an investigative support officer and she is a certified drug recognition expert.

Please join me in congratulating Officer Novitzke on this well-deserved accomplishment!



CITY OF MADISON POLICE DEPARTMENT



INTER-DEPARTMENTAL CORRESPONDENCE

Date: November 3, 2020

To: Police and Fire Commission

From: Victor Wahl, Acting Chief of Police

Subject: **Final Recommendation for Police Officer**

I have reviewed the work performance of the below-named officers with their command staff and I recommend that they be granted permanent status as of November 28, 2020.

Matthew Abrahamzon
Jake Batusich
Mark Bonds
Justin Borton
Anthony Ciufo
Steven Clennon
Tyler Dudek
Hailey Eanes
Stephen Ellis
Zane Friske
Alexander Georgeson
Jaydin Grenier
Michaela Hannig
Cody Heche
Devlin Hernke
Tyler Hess
Nicholas Hill
Benjamin Hogan
Kraig Hohf

Rebecca Holmquest
Ashley Jackson
Trey Jahnke
Lillian Kaplan
Firoz Khilji
Brittney Lathrop
Sarah Lawrence
Xeng Lee
Hunter Lisko
Catherine Marino
Fabiola Ortiz
Keagan Rabe
Adam Schmidt
Jazlyn Torres
Alexander Truman
Bryant Volling
Brett Zaruba
Jeremiah Zielicke



CITY OF MADISON POLICE DEPARTMENT



INTER-DEPARTMENTAL CORRESPONDENCE

Date: November 3, 2020

To: Police and Fire Commission

From: Victor Wahl, Acting Chief of Police

Subject: **Probationary Status Extension – Probationary Police Officer Jared Frey**

I am extending the probationary period for Probationary Police Officer Jared Frey. His new end of probation date is May 28, 2021.



CITY OF MADISON POLICE DEPARTMENT



INTER-DEPARTMENTAL CORRESPONDENCE

Date: November 3, 2020

To: Police and Fire Commission

From: Victor Wahl, Acting Chief of Police

Subject: **Probationary Status Extension – Probationary Police Officer Ryan Pescheck**

I am extending the probationary period for Probationary Police Officer Ryan Pescheck. His new end of probation date is December 27, 2020.



CITY OF MADISON POLICE DEPARTMENT



INTER-DEPARTMENTAL CORRESPONDENCE

Date: November 3, 2020

To: Police and Fire Commission

From: Victor Wahl, Acting Chief of Police

Subject: **Probationary Status Extension – Probationary Police Officer Isaac Schaefer**

I am extending the probationary period for Probationary Police Officer Isaac Schaefer. His new end of probation date is December 20, 2020.



CITY OF MADISON POLICE DEPARTMENT



INTER-DEPARTMENTAL CORRESPONDENCE

Date: November 3, 2020

To: Police and Fire Commission

From: Victor Wahl, Acting Chief of Police

Subject: **Probationary Status Extension – Probationary Police Officer Michael Shuda**

I am extending the probationary period for Probationary Police Officer Michael Shuda. His new end of probation date is May 28, 2021.

2020 Fall Career Fairs

School	Title/Date
VIRTUAL Indiana State Univ (Handshake)	Wed, Sept 16 Criminology & Criminal Justice Fair
VIRTUAL** UW Madison (Handshake)	Wed, Sept 16 Public Service Fair
VIRTUAL** Bradley Univ (Handshake)	Tues, Sept 22 Fall Job & Internship Fair
VIRTUAL** Marquette Univ (Handshake)	Tues, Sept 22 Fall Career & Intern Fair
VIRTUAL University of Illinois at Chicago (Handshake)	Thurs, Sept 24 Diversity Fair
VIRTUAL** Iowa State Univ	Tues, Sept 29 People to People Career Fair
VIRTUAL** University of Iowa (Handshake)	Tues, Sept 29 Helping & Counseling Job Fair
VIRTUAL** Western IL Univ	Tues, Sept 29 LEJA Career Fair
VIRTUAL** UW Oshkosh (Handshake)	Wed, Sept 30 Career Fair on the Fox
VIRTUAL** Central State Univ. (HBC) (Handshake)	Wed, Oct 7 Humanities, Arts, Social Science & College of Educ
VIRTUAL** UW Parkside, Carthage College, Gateway Tech & Herzing Univ (Handshake)	Thurs, Oct 8 Internship & Career Fair
VIRTUAL** MN State – Mankato	Tues, Oct 13 Career & Intern Fair

VIRTUAL **UW La Crosse (Handshake)	Wed, Oct 14 Fall Career Fair
VIRTUAL **St. Cloud State	Wed, Oct 14 Career Day
VIRTUAL Ferris State Univ.	Mon, Oct 19 Fall Career and Intern Fair
VIRTUAL **UW Eau Claire (Handshake)	Tues, Oct 20 Non-Profit & Govt Career Fair
VIRTUAL **Winona St. Univ (Handshake)	Wed, Oct 21 Warrior Jobs Expo
Virtual Siena Heights Univ	Thurs, Nov 12 Internship & Career Expo
Virtual University of Illinois at Chicago	Fri, Nov, 13 Government Career Fair

2020 - 2021 Hiring Process

10/28/2020

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	233	83.51%	46	16.49%	168	60.22%	33	11.83%	22	7.89%	4	1.43%	24	8.60%	6	2.15%	0	0.00%	0	0.00%	19	6.81%	3	1.08%	279
FAILED TO APPEAR OR WITHDREW	53		8		34		6		10		1		8		1		0		0		1		0		61
NUMBER REMAINING	180	82.57%	38	17.43%	134	61.47%	27	12.39%	12	5.50%	3	1.38%	16	7.34%	5	2.29%	0	0.00%	0	0.00%	18	8.26%	3	1.38%	218
FAILED WRITTEN	4		0		0		0		0		0		1		0		0		0		3		0		4
NUMBER REMAINING	176	82.24%	38	17.76%	134	62.62%	27	12.62%	12	5.61%	3	1.40%	15	7.01%	5	2.34%	0	0.00%	0	0.00%	15	7.01%	3	1.40%	214
OUT OF STATE ADMISSIONS COMMITTEE	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	176	82.24%	38	17.76%	134	62.62%	27	12.62%	12	5.61%	3	1.40%	15	7.01%	5	2.34%	0	0.00%	0	0.00%	15	7.01%	3	1.40%	214
OUT OF STATE NO SHOW OR WITHDREW	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	176	82.24%	38	17.76%	134	62.62%	27	12.62%	12	5.61%	3	1.40%	15	7.01%	5	2.34%	0	0.00%	0	0.00%	15	7.01%	3	1.40%	214
OUT OF STATE FAILED WRITTEN	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	176	82.24%	38	17.76%	134	62.62%	27	12.62%	12	5.61%	3	1.40%	15	7.01%	5	2.34%	0	0.00%	0	0.00%	15	7.01%	3	1.40%	214
WITHDREW OR NO SHOW AT PHY AGILITY	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	176	82.24%	38	17.76%	134	62.62%	27	12.62%	12	5.61%	3	1.40%	15	7.01%	5	2.34%	0	0.00%	0	0.00%	15	7.01%	3	1.40%	214
FAILED PHYSICAL AGILITY	3		0		2		0		1		0		0		0		0		0		0		0		3
NUMBER REMAINING	173	81.99%	38	18.01%	132	62.56%	27	12.80%	11	5.21%	3	1.42%	15	7.11%	5	2.37%	0	0.00%	0	0.00%	15	7.11%	3	1.42%	211
ADMISSIONS COMMITTEE	28		3		22		2		3		0		1		1		0		0		2		0		31
NUMBER REMAINING	145	80.56%	35	19.44%	110	61.11%	25	13.89%	8	4.44%	3	1.67%	14	7.78%	4	2.22%	0	0.00%	0	0.00%	13	7.22%	3	1.67%	180
WITHDREW OR NO SHOW PRIOR TO ORAL	2		0		2		0		0		0		0		0		0		0		0		0		2
NUMBER REMAINING	143	80.34%	35	19.66%	108	60.67%	25	14.04%	8	4.49%	3	1.69%	14	7.87%	4	2.25%	0	0.00%	0	0.00%	13	7.30%	3	1.69%	178
ORAL BOARD	9		1		7		1		0		0		1		0		0		0		1		0		10
NUMBER REMAINING	134	79.76%	34	20.24%	101	60.12%	24	14.29%	8	4.76%	3	1.79%	13	7.74%	4	2.38%	0	0.00%	0	0.00%	12	7.14%	3	1.79%	168
WITHDREW PRIOR TO BACKGROUND	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	134	79.76%	34	20.24%	101	60.12%	24	14.29%	8	4.76%	3	1.79%	13	7.74%	4	2.38%	0	0.00%	0	0.00%	12	7.14%	3	1.79%	168
BACKGROUND	0		0		0		0		0		0		0		0		0		0		0		0		0
ELIGIBILITY LIST	134	79.76%	34	20.24%	101	60.12%	24	14.29%	8	4.76%	3	1.79%	13	7.74%	4	2.38%	0	0.00%	0	0.00%	12	7.14%	3	1.79%	168
WITHDREW AFTER BACKGROUNDS	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	134	79.76%	34	20.24%	101	60.12%	24	14.29%	8	4.76%	3	1.79%	13	7.74%	4	2.38%	0	0.00%	0	0.00%	0	0.00%	3	1.79%	168
CHIEF'S INTERVIEW/RIDE-ALONG/PSY	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	134	79.76%	34	20.24%	101	60.12%	24	14.29%	8	4.76%	3	1.79%	13	7.74%	4	2.38%	0	0.00%	0	0.00%	12	7.14%	3	1.79%	168
MEDICAL	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	134	79.76%	34	20.24%	101	60.12%	24	14.29%	8	4.76%	3	1.79%	13	7.74%	4	2.38%	0	0.00%	0	0.00%	12	7.14%	3	1.79%	168
WITHDREW AFTER TENTATIVE JOB OFFER	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING/HIRED	134	79.76%	34	20.24%	101	60.12%	24	14.29%	8	4.76%	3	1.79%	13	7.74%	4	2.38%	0	0.00%	0	0.00%	12	7.14%	3	1.79%	168