



# City of Madison

City of Madison  
Madison, WI 53703  
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## Meeting Minutes - Approved POLICE AND FIRE COMMISSION

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Monday, December 9, 2019

5:30 PM

210 Martin Luther King, Jr. Blvd.  
Room GR-27 (City-County Building)

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### CALL TO ORDER / ROLL CALL

The meeting was called to order at 5:33pm

**Present:** 5 - Fabiola Hamdan; Kevin C. Gundlach; Trent Jackson; H. Nia Enemuoh-Trammell and Jacquelyn L. Boggess

### APPROVAL OF MINUTES

A motion was made by Jackson, seconded by Hamdan, to Approve the Minutes for the regular meeting of November 11, 2019 and the special meeting of November 21, 2019. The motion passed by voice vote/other.

### PUBLIC COMMENT

There was no public comment.

### DISCLOSURES AND RECUSALS

There were no disclosures or recusals.

### SPECIAL ORDER ITEMS

Items 11 and 10 were taken out of order and in open session by unanimous consent of the commissioners to accomodate candidates for promotion and their families who were present at the meeting.

11. [58594](#) Contemplated closed session pursuant to Wis. Stat. § 19.85(1)(c) to discuss and take action, if appropriate, regarding employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; specifically: Act on preliminary recommendation of Acting Police Chief for promotion of the following individuals, on a probationary basis pursuant to Rule 4(f)(vi), and with continuing appointment subject to a final recommendation by the Chief and final Board approval, which is reserved for 12 months from the effective date:
- a) Diana Nachtigal, Detective Sergeant to Lieutenant, effective 1/12/20;
  - b) Kipp Hartman, Sergeant to Lieutenant, effective 1/12/20; and
  - c) Ryan Henderson, Police Officer to Sergeant, effective 1/12/20

A motion was made by Gundlach, seconded by Jackson, to accept the preliminary recommendation of the Acting Police Chief for promotion of the individuals listed in item 11, effective January 12, 2020, The motion passed by

voice vote/other.

- 10. [58593](#) Contemplated closed session pursuant to Wis. Stat. § 19.85(1)(c) to discuss and take action, if appropriate, regarding employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; specifically: Act on preliminary recommendation of Fire Chief for promotion of the following individuals, on a probationary basis pursuant to Rule 4(f)(vi), and with continuing appointment subject to a final recommendation by the Chief and final Board approval, which is reserved for 12 months from the effective date:
  - a. Chris Carbon, Lieutenant to Division Chief, effective 11/3/19; and
  - b. Tracy Burrus, Division Chief to Assistant Chief, effective 11/3/19

**A motion was made by Boggess, seconded by Gundlach, to accept the preliminary recommendation of the Fire Chief for promotion of the individuals listed in item 10, effective November 3, 2019. The motion passed by voice vote/other.**

**FIRE DEPARTMENT DISCUSSION ITEMS**

- 1. [58584](#) Recommendation of Fire Chief regarding promotions and confirm scheduling of informal lunch session with promotional candidates (currently looking at December 17, 2019, at Noon).

**Assistant Fire Chief Ché Stedman presented the Chief's recommendations.**

- 2. [58585](#) Update on the 2020 Fire Department hiring process

**Assistant Fire Chief Ché Stedman reported that the application period ended November 30. 1,050 candidates will be invited to participate in examinations. The written examination will occur on January 8, 2020.**

**Assistant Chief Stedman reported that there is one pending personnel investigation.**

- 3. [58586](#) Determine availability of a Commissioner to attend the Graduation of Recruit Class 9 on Friday, December 20, 2019, at 3:00 p.m. in the Monona Terrace Lecture Hall

**Commissioner Trent Jackson volunteered to attend the graduation and administer the oath to recruit class 9.**

**POLICE DEPARTMENT DISCUSSION ITEMS**

- 4. [58587](#) Overview of Police Department hiring and recruiting process

**Captain Jennifer Krueger Favour presented an overview of recruitment and hiring.**

Recruitment utilizes social media as much as possible in line with overall city policies. Recruiters make in-person visits to colleges and administer written exams on site. Print and online ads are run in police and military publications. Specific recruitment of female athletes through coaches has been successful. Historically, the best rate of return on in-person recruitment visits has been in state and in states that border Wisconsin. There is also a consolidated examination date for out of state candidates who wish to take written and physical examinations all in one visit. MPD hopes to model their new recruitment website to be more like the Fire Department's new website. 2020 applicants' materials were due at the end of October; candidates applying now are applying for 2021. Timelines and a list of 2019 job fairs and recruitment opportunities are attached to the file.

There were 525 applicants in 2019. MPD attracts very high quality candidates.

The commissioners, Captain Krueger Favour, and Acting Chief Vic Wahl discussed current practices and ways to enhance diversity in recruitment and hiring.

5. [58588](#) Recommendation of Acting Police Chief regarding promotions and appointments, including scheduling of personnel file reviews  
**Captain Jennifer Krueger Favour presented the recommendation of the Acting Police Chief. Commissioner Boggess volunteered to review files.**
6. [58589](#) Update on 2019-2020 Hiring Process Timeline  
**Captain Jennifer Krueger Favour reported that she is conducting oral interviews over the next two months for the academy that starts at the end of May 2020.**
7. [58590](#) Update on temporary administrative (acting) arrangements under Rule 4(f)(vii) (Kimberly Alan, Police Officer to Acting Sergeant, effective 2/9/20)  
**Captain Jennifer Krueger Favour reported on temporary administrative arrangements. Acting Chief Wahl answered questions about the selection process for "acting" and "temporary" appointments.**
8. [58591](#) General status report on discipline  
**There are open disciplinary cases.  
A probationary employee received a suspension.**
9. [58592](#) Police Chief Recruitment - update on Local Voices Network and IT support

**Staff reported back on the progress made by the City IT department on providing resources for the search process. The commissioners discussed what materials might be helpful for the new website.  
Commissioner Boggess provided an update on discussions with the Local Voices Network. The commissioners discussed the potential scope of community conversations.  
The commissioners will hold a special working meeting on December 30.**

**CLOSED SESSION AND REPORT OF COUNSEL**

**A motion was made by Hamdan, seconded by Jackson, to Convene into Closed Session. The motion passed by voice vote/other.**

- 12. [58595](#) Contemplated closed session pursuant to Wis. Stat. § 19.85(1)(c) to discuss and take action, if appropriate, regarding employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; specifically:

Act on final recommendation of Acting Police Chief for the appointment of the following individuals:

- a) John Patterson, Assistant Chief, effective 12/30/19;
- b) Paige Valenta, Assistant Chief, effective 12/30/19;
- c) Brian Austin, Captain, effective 12/30/19;
- d) Matthew Tye, Captain, effective 12/30/19;
- e) Brian Chaney Austin, Captain, effective 12/30/19;
- f) Timothy Patton, Captain, effective 12/30/19;
- g) Kelly L. Beckett, Lieutenant, effective 12/30/19;
- h) Edward Marshall, Lieutenant, effective 12/30/19;
- i) Angela Kamoske, Lieutenant, effective 12/30/19;
- j) Alexander Berkovitz, Lieutenant, effective 12/30/19;
- k) Scott Kleinfeldt, Lieutenant, effective 12/30/19;
- l) Kathleen Riley, Lieutenant, effective 12/30/19;
- m) Reginald Patterson, Lieutenant, effective 12/30/19;
- n) Benjamin Schwarz, Sergeant, effective 12/30/19;
- o) Chad Crose, Sergeant, effective 1/13/20;
- p) Blake Hoefs, Sergeant, effective 1/13/20;
- q) Deon Johnson, Detective, effective 1/2/20;
- r) Amanda Analla, Detective, effective 1/2/20; and
- s) Sara Bailey, Investigator, effective 1/13/20

- 13. [58596](#) Contemplated closed session pursuant to Wis. Stat. § 19.85(1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice regarding strategy in litigation the Board is or is likely to become involved in.

- 14. [58597](#) Reconvene into open session to consider any remaining agenda items and to take action, if appropriate, regarding the items discussed in closed session.

**A motion was made by Boggess, seconded by Hamdan, to reconvene into open session. The motion passed by voice vote/other.**

Final action on item 12:

**A motion was made by Jackson, seconded by Gundlach, to accept the final recommendation of the Acting Police Chief for the appointment of the individuals listed in item 12 to the ranks listed, effective on the dates listed. The motion passed by voice vote/other.**

**ADJOURNMENT**

A motion was made by Gundlach, seconded by Hamdan, to Adjourn. The motion passed by voice vote/other. The meeting adjourned at 7:15pm.