



# 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, November 11, 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

**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 Gundlach, seconded by Jackson, to Approve the Minutes for the October 14th and 30th meetings. The motion passed by voice vote/other.

### PUBLIC COMMENT

There was no public comment.

### DISCLOSURES AND RECUSALS

There were no disclosures or recusals.

### DISCUSSION ITEMS

#### FIRE DEPARTMENT

Fire Chief Davis appeared for the Fire Department.

1. [58152](#) Recommendation of Fire Chief regarding promotions and scheduling informal lunch sessions with promotional candidates

Chief Davis presented his recommendations for promotion effective 11/3/2019.

Chief Davis reported that Assistant Chief Langer is retiring. Chief Davis noted that the Finance Department has approved funding to double fill the Assistant Chief position.

Lunch meetings will be scheduled with both promotional candidates.

2. [58153](#) Update on the 2020 Fire Department hiring process

There were 534 applications as of 11/5/19. Applications remain open through

11/30/19.

- 3. [58154](#) General status report on Fire Department discipline

**There was no discipline to report. Fire Fighter Andrey Hansbro has resigned from the Madison Fire Department effective 10/31/19.**

**POLICE DEPARTMENT**

**Police Lieutenant Ed Marshall, Lieutenant of Training, appeared for the Police Department.**

- 4. [58155](#) Recommendation of Acting Police Chief regarding promotions and appointments

**Lt Marshall presented the recommendations of Acting Police Chief Wahl.**

- 10. [58161](#) 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) Michael Hanson, Lieutenant to Captain, effective 7/28/19;
- b) Stephanie Drescher, Sergeant to Lieutenant, effective 7/28/19;
- c) Patricia Drury, Police Officer to Sergeant, effective 7/28/19;
- d) Angela Straka, Police Officer to Sergeant, effective 8/11/19;
- e) Kelly Donahue, Lieutenant to Captain, effective 12/29/19; and
- f) Tracie Jokala, Detective Sergeant to Lieutenant, effective 12/29/19.

**The Board did not convene a closed session for this item. The commissioners agreed by unanimous consent to re-order the agenda so that the promoted officers and their families could leave.**

**A motion was made by Jackson, seconded by Boggess, to approve the preliminary recommendation of the Acting Police Chief. The motion passed by voice vote/other**

- 5. [58156](#) Update on probationary status of officers and Police Department resignations

**Three probationary police officers are having their probation extended due to military leave or restricted duty status (injury related):**

- 1. Kevin McCarthy – Off probation 2/21/20
- 2. Andrew Yamriska – Off probation 2/28/20
- 3. Kyle Hoppman – Off probation 1/10/20

Probationary Police Officer Mason Higgins resigned from the Madison Police Department on 11/4/19.

- 6. [58157](#) Update on temporary Police Department administrative arrangements under Rule 4(f)(vii)  
Lt Marshall provided an update on four (4) Acting Positions.
- 7. [58158](#) General status report on Police Department discipline  
There was no discipline to report.

### 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.

- 9. [58160](#) 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:  
  
Report of Commissioners regarding personnel file reviews for the following fire department promotional candidates:
  - a) Chris Carbon; and
  - b) Tracy Burrus.
- 11. [58162](#) 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:  
  
Report of Commissioners regarding personnel file reviews for the following police department promotional candidates:
  - a) Diana Nachtigal;
  - b) Kipp Hartman;
  - c) Amelia Levett;
  - d) David Mertz;
  - e) Zulma Franco; and
  - f) Ryan Henderson.
- 12. [58163](#) 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 to the rank of Police Officer, each effective 11/29/19:

- a) Cimino, Alexandra
- b) Contferas, Guadalupe
- c) Crowder, Neil
- d) Easland, Kayla
- e) Enstrom, Benjamin
- f) Erickson, Elizabeth
- g) Flores, Amber
- h) Frias, Bradley
- i) Greendonner, Michael
- j) Grobart, Jeremy
- k) Hall, Christopher
- l) Hanick, Sydney
- m) Holtan, William
- n) Jeans, Alexa
- o) Jeffery, Ryan
- p) Kimberly, Ryan
- q) LaPorta, Jared
- r) Luedke, Jessie
- s) Nelson, Cody
- t) Olson, Bailey
- u) Roof, Michelle
- v) Scales, Sophia
- w) Seewald, Lyndsey
- x) Senatus, Lucien
- y) Sheraden, Brandon
- z) Snyder, Maxwell
- aa) Statz, Kevin
- ab) Vogel, Anthony
- ac) Weidemann, Michael
- ad) Wolfe, Miles

13. [58164](#) Contemplated closed session pursuant to Wis. Stat. § 19.85(1)(e) to discuss and take action, if appropriate, related to outside search firms where competitive or bargaining reasons require a closed session.

14. [58165](#) 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.

15. [58166](#) 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 Jackson, seconded by Hamdan, to reconvene into open session. The motion passed by voice vote/other.

A motion was made by Jackson, seconded by Gundlach, to approve the final recommendation of the Acting Police Chief for the appointment of the individuals listed in File 58163 to the rank of Police Officer, each effective 11/29/2019. The motion passed by voice vote/other.

8. [58159](#) Police Chief recruitment, including discussion regarding the general process, timeline, and outside search firms

Using an outside firm:

President Enemuoh-Trammell reported that the Board did not use an outside search firm in the previous hiring process. Commissioner Hamdan recommended hiring an outside search firm to enhance transparency and to involve the community as much as possible. Attorney Paulsen noted that because the anticipated expenditure would be less than \$50,000, it is under the MGO threshold for a formal RFP process. Several firms have reached out to the Commission already. Deputy Mayor Cam McLay noted that he is aware of several such firms by reputation.

President Enemuoh-Trammell noted that the Board should determine what criteria and qualities it is seeking for an outside search firm. The Commissioners discussed scheduling a Special Meeting for this purpose. President Enemuoh-Trammell noted the importance of having a national search. Commissioner Boggess noted that the firms that submitted letters of interest did not list expertise in issues of race.

Commissioner Jackson affirmed the need to include broad community feedback for the hiring, but not necessarily for the selection of a search firm. Commissioner Hamdan noted that the Board will need to be closely involved with directing the work of a search firm.

In addition to a special meeting, Commissioner Hamdan proposed that written feedback can be solicited from local experts who may not be available in person.

Attorney Paulsen requested that the special meeting determine a specific scope of work to assist her in drafting an eventual contract.

Timeline:

President Enemuoh-Trammell noted that the selection of a firm may impact the timeline. Commissioner Hamdan noted that in the past, the minimum timeline would be six months. The commissioners agreed that a decision should be made on a search firm at the January 13, 2020 meeting.

Community Engagement:

Commissioner Boggess reported that the Local Voices Network staff is available to present on community input and engagement possibilities at the December 9, 2019 meeting. In addition to this process, the commissioners agreed that no fewer than four community listening sessions, located outside of downtown, should be scheduled. Commissioner Hamdan suggested a Spanish-language call-in show on La Movida to better engage the Latino

community. President Enemuoh-Trammell suggested that WORT could also be approached for an English-language call-in show. Written submissions can be solicited by distributing a specific set of questions to community organizations and the public. Commissioner Jackson noted that the Board will need a plan to review the feedback that is solicited. Commissioner Boggess suggested that community organizations could be asked to solicit and summarize submissions from their constituencies. Commissioner Jackson noted that a search firm could advise on outreach efforts and assist in compiling feedback. Commissioner Boggess suggested that questions should include broader visions of the department, and not just criteria for a new Chief. The commissioners brainstormed organizations to reach out to including: the Madison Professional Police Officers Association (MPPOA); the Madison Metropolitan School District; Madison Teachers, Inc (MTI); groups representing various communities; victim rights organizations; after-school organizations, neighborhood centers, and youth organizations. President Enemuoh-Trammell noted that broad outreach and feedback is an investment towards community buy-in in the process. Commissioner Hamdan noted that the five commissioners can split up community group meetings. Commissioner Jackson noted the importance of the commissioners being visible throughout the process. Commissioner Boggess noted that there will be conflicting feedback from various groups and organizations. She noted that the commission needs to ensure that everyone feels heard, even though the commission will have to make decisions that will not please everyone. Commissioner Gundlach asked Deputy Mayor McLay for a list of other communities who have hired for progressive values. Deputy Mayor McLay suggested that the commissioners could review job postings for other cities to see how well various vendors have aligned their postings with the values of the community. This could be part of the selection process for the search firm. Commissioner Gundlach asked Lt Marshall if there were any formal constituency groups within MPPOA. Lt Marshall reported that there were not, but that the Madison Police Department has affinity groups, such as MPD Pride, that could be solicited for input. Retired Officer Advisory Resources (ROAR) is an organization that can be solicited for input.

## ADJOURNMENT

A motion was made by Gundlach, seconded by Hamdan, to Adjourn. The motion passed by voice vote/other.