



# City of Madison

City of Madison  
Madison, WI 53703  
www.cityofmadison.com

## Meeting Minutes - Approved POLICE AND FIRE COMMISSION

*Consider: Who benefits? Who is burdened?  
Who does not have a voice at the table?  
How can policymakers mitigate unintended consequences?*

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Monday, November 13, 2023

5:30 PM

Virtual Meeting via Zoom

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The City of Madison is holding the Police and Fire Commission meeting virtually.

1. **Written Comments:** You can send comments on agenda items to [pfc@cityofmadison.com](mailto:pfc@cityofmadison.com)

2. **Register for Public Comment:**

- Register to speak at the meeting.
- Register to answer questions.
- Register in support or opposition of an agenda item (without speaking).

If you want to speak at this meeting you must register. You can register at <https://www.cityofmadison.com/MeetingRegistration>. When you register to speak, you will be sent an email with the information you will need to join the virtual meeting.

3. **Watch the Meeting:** If you would like to join the meeting as an observer, please visit <https://www.cityofmadison.com/watchmeetings>.

4. **Listen by Phone:**

(877) 853-5257 (Toll Free)

Webinar ID: 878 5033 6803

### CALL TO ORDER / ROLL CALL

The meeting was called to order at 5:31pm. All attendees participated via Zoom.

**Present:** 4 - Veronica Figueroa Velez; Kevin C. Gundlach; Mary Schauf and William Greer

**Excused:** 1 - Jacquelyn L. Boggess

### APPROVAL OF MINUTES

A motion was made by Schauf, seconded by Figueroa Velez, to approve the minutes of the October 9, 2023 and October 23, 2023 meetings. The motion passed by voice vote/other.

### PUBLIC COMMENT

1. [80750](#) Public Comment for the Police and Fire Commission meeting of November

13, 2023

There was no public comment.

**DISCLOSURES AND RECUSALS**

There were no disclosures or recusals.

**INITIAL HEARING AND CONTEMPLATED CLOSED SESSION**

**Chief Shon Barnes, represented by Assistant City Attorney Marci Kutz appeared on behalf of the City of Madison Police Department**

**The Respondent, Sergeant Nicholas Ellis, appeared via Zoom with counsel Kate Harrell of the Wisconsin Professional Police Association.**

**A Court Reporter took a transcript of the hearing.**

- 2. [80762](#) Initial Hearing in the Matter of Charges brought by Police Chief Shon F. Barnes, Complainant v. Sergeant Nicholas Ellis, Respondent

**An evidentiary hearing will be held February 8 and 9, 2024.**

- 3. [80763](#) The Commission may convene into closed session, pursuant to Wis. Stat. § 19.85(1)(a) (deliberating concerning a case which was the subject of a quasi-judicial hearing before the governmental body); Wis. Stat. § 19.85(1)(c) (considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility); and Wis. Stat. § 19.85(1)(g) (conferring with legal counsel for the governmental body who is rendering oral or written legal advice related to pending litigation); specifically,

to receive legal advice regarding the Initial Hearing in the Matter of Charges brought by Police Chief Shon F. Barnes, Complainant v. Sergeant Nicholas Ellis, Respondent.

**No closed session was held.**

- 4. [80764](#) Reconvene into open session to consider any remaining agenda items and to take action, if appropriate, regarding the items discussed in closed session.

**No closed session was held. The hearing adjourned at 5:48pm**

**FIRE DEPARTMENT DISCUSSION ITEMS**

**Chief Chris Carbon presented the report of the Madison Fire Department.**

- 5. [80765](#) Consideration and potential action regarding candidates for Fire Department hiring list (24 candidates)

**A motion was made by Schauf, seconded by Figueroa Velez, to approve the 24 candidates as presented to the hiring list:**

- 1. Baggot, Jack

- 2. Brooks, Matthew
- 3. Chapman, Zachary
- 4. Clifford, Jerek
- 5. Eisner, Elliot
- 6. Foster, Paul
- 7. Gario, Valentino
- 8. Gore, Henry
- 9. Inhof, Joshua
- 10. Kaut, Rachel
- 11. Kornell, Brenden
- 12. Larson, Kyle
- 13. Lemminger Jr, Mark
- 14. Li-Barbour, Patrick
- 15. Marooney, Cody
- 16. McCosky, Brian
- 17. McGrath, John
- 18. Nelson, Jake
- 19. Pena-Alvarez, Jose Andres
- 20. Peters, Jessica
- 21. Rosenau, Jonathan
- 22. Tauer, Matthew
- 23. Urbanowitz, Gregory
- 24. Way, Bradley

The motion passed by voice vote/other

- 6. [80766](#) Consideration and potential action regarding candidates for Fire Department contingent hiring list (5 candidates)

**A motion was made by Schauf, seconded by Gundlach, to approve the 5 additional candidates to the contingent hiring list:**

- 1. Anderson, John
- 2. Anglin, Anthony
- 3. Bartig, Xavier
- 4. Baumann, Theron
- 5. Rilea, Kevin

The motion passed by voice vote/other.

- 7. [80767](#) Preliminary recommendations of the Fire Chief regarding promotions and schedule personnel file reviews (6 candidates for Lieutenant; 4 candidates for Apparatus Engineer)

**Commissioner Mary Schauf volunteered to review the Lieutenant and Apparatus Engineer candidates.**

- 8. [80768](#) Status update on 2023 Fire Department Recruit Academy

**The Class 60 Graduation Ceremony will take place on Friday, November 17. All 24 class members are expected to graduate.**

- 9. [80769](#) Status update on 2024 Apparatus Engineer Promotional Process

**Chief Carbon noted the following timeline:**

Monday, November 20, 2023 Process Announcement  
Monday, December 4, 2023 Application Period Opens  
Monday, December 18, 2023 Application Period Closes

- 10. [80770](#) Status update on Fire Lieutenants Promotional Process  
  
The Department and Human Resources are reviewing and updating the prerequisites for Lieutenant applications in anticipation of the 2025 process.
- 11. [80771](#) General status update on Fire Department disciplinary matters  
  
Chief Carbon reported that there are 5 open investigations; no suspensions requiring notice to PFC

**POLICE DEPARTMENT DISCUSSION ITEMS**

Captain Tim Patton provided the report of the Madison Police Department. The Academy Graduation will be held on Thursday, November 16. President Greer will swear in the new candidates for the Accelerated Academy at a brief ceremony on November 29 at 10am.

Commissioner Figueroa Velez left the meeting due to a bad signal.

**Present:** 3 - Kevin C. Gundlach; Mary Schauf and William Greer

**Excused:** 2 - Veronica Figueroa Velez and Jacquelyn L. Boggess

- 12. [80772](#) Preliminary recommendations of the Police Chief regarding promotions and schedule personnel file reviews (3 candidates)  
  
President Greer will review the candidates' files.  
The Commission will hold an informal discussion via Zoom with Captain Marshall on December 5 at 12:30pm.
- 13. [80773](#) Consideration and potential action on final recommendation of the Police Chief regarding candidates following successful completion of the probationary period (31 candidates)  
  
A motion was made by Schauf, seconded by Gundlach, to approve the final recommendation of the Chief to promote Nikki Acker, Ryley Anacker-Swantz, Ricardo Aragon, Dustin Bjugstad, Lillie Brown, Andrew Carrera, Seth Coyne, Jesse Davila, Sydney Davila, Patrick Doheny, Kyrellos Farag, Alexander Gonzalez, Laura Gratz, Lauren Griffin, Dayne Hammerly, Daniel Hurd, Isabelle Jahnke, Turner Kirchburg, Shannon Kuhl, Trevor Lee, Seth Lewandowski, Brady McDuffy, Jadin Moldenhauer, Jackson Mozena, Joseph Petryniec, Matthew Poto, Matthew Powell, Alexander Prindle, Carlito Schiro, Andrew Sitko, and Ben Steffen to the rank of Police Officer upon successful completion of the probationary period effective December 1, 2023.  
  
The motion passed by voice vote/other.
- 14. [80774](#) Status update on Police Department probationary status extension  
  
Captain Patton reported on 4 extensions of probation. No PFC action is

required.

15. [80775](#)

State update on Police Department acting position

**Captain reported an acting promotion. No PFC action is required.**

16. [80776](#)

General status update on Police Department retirements and resignations

**Captain Patton reported the following departures from the Madison Police Department:**

**Cary House, Police Officer, served May, 2008 to November 2, 2023**

**Bernie Albright, Police Officer, served February, 2010 to January 3, 2024**

**Kelly Donahue, Captain, served September, 1997 to January 3, 2024**

17. [80777](#)

Consideration and potential action regarding candidates for Police Department eligibility list:

6 candidates for eligibility list consideration (5 for the May 2024 Pre-Service Academy Class / 1 for the May 2024 Accelerated Academy Class)

**A motion was made by Schauf, seconded by Gundlach, to add 6 names to eligibility list as presented.**

**The motion passed by voice vote/other.**

18. [80778](#)

Consideration and potential action regarding candidates for Police Department hiring list:

- i. 5 accelerated candidates for hiring list consideration (November 2023 Accelerated Academy Class)
- ii. 7 candidates for hiring list consideration (May 2024 Pre-Service Academy Class)

**A motion was made by Gundlach, seconded by Schauf, to approve 5 candidates for the November Accelerated Academy and 8 candidates for the May 2024 Academy as presented for the hiring list:**

**Accelerated Academy: Jamy Dennis, Hugo Garcia, Christopher Jauch, Costin Turtureanu, and Natalie Wyss**

**Regular Academy: Karina De Los Santos, Devyn Dockery, Jonathan Femrite, Samuel Koll, Kaden Rasmussen, Amanda Stock, and Marcus Weaver**

**The motion passed by voice vote/other.**

19. [80779](#)

Police Department recruiting and hiring update

**Captain Patton provided updates on recruitment and hiring efforts.**

20. [80780](#)

Status update on 2023-24 Police Department Hiring Process

Nov 13, 2023 is the final date to accept applications for the May 2024 Academy. According to Captain Patton, the number of applications has been low, but the quality of applicants has been high.

- 21. [80781](#) Status update on 2024 Police Department Promotional Process

**Captain Patton provided an update on the 2024 Promotional Process**

- 22. [80783](#) General status report on Police Department disciplinary matters

**There are two ongoing cases regarding unlawful conduct. One is the case currently before the PFC .**

CLOSED SESSION

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

**The Commission convened into closed session at 6:21pm.**

- 24. [80784](#) 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:

Consider Preliminary Recommendation of Police Chief for Promotion of the following candidates and report on personnel file reviews:

- i. Mario Gonzalez, Police Officer to Sergeant, effective 10/15/2023
- ii. Kyle Toberman, Police Officer to Detective, effective 11/12/2023

**These items were discussed in closed session and voted on in open session.**

- 25. [80785](#) 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 Gundlach, seconded by Schauf, to reconvene into open session. The motion passed by voice vote/other.**

**The commissioners reconvened into open session at 6:34pm.**

Votes on closed session items

**A motion was made by Gundlach, seconded by Greer, to accept the preliminary recommendation of the Police Chief for the promotion of Mario Gonzalez from Police Officer to Sergeant effective 10/15/2023.**

**The motion passed by voice vote/other.**

**A motion was made by Schauf, seconded by Gundlach, to accept the preliminary recommendation of the Police Chief for the promotion of Kyle**

Toberman from Police Officer to Detective, effective 11/12/2023.

The motion passed by voice vote/other.

#### **RULES OF THE BOARD**

23. [80782](#) Discuss timing of candidate background checks relative to the Chiefs seeking approval for the eligibility list and hiring list

**A motion was made by Greer, seconded by Schauf, to postpone discussion to the December meeting.**

The motion passed by voice vote/other.

#### **ADJOURNMENT**

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

The meeting adjourned at 6:37pm.