



Police and Fire Commission Meeting

Report from the Fire Department



January 12, 2026

Promotions – Recommendations

1. Chief Carbon is introducing the following names for promotional consideration to the rank of Division Chief, from their successful placement onto the promotional list. Pending approval from the Police and Fire Commission, the members listed below would be subject to the normal probationary period of one year pursuant to State Statute 62.13, section 4, paragraph a. A personnel file review was completed by President Schauf and Commissioner Vukelich-Austin. Pending approval, promotions will be effective January 18, 2026.
 - Tim Gorzalski
 - David Bridges
2. Chief Carbon is introducing the following names for promotional consideration to the rank of Lieutenant, from their successful placement onto the promotional list. Pending approval from the Police and Fire Commission, the members listed below would be subject to the normal probationary period of one year pursuant to State Statute 62.13, section 4, paragraph a. A personnel file review was completed by President Schauf and Commissioner Vukelich-Austin. Pending approval, promotions will be effective January 18, 2026.
 - Daniel Barnard
 - Ethan Dade
 - Eric Fredrickson
 - Jeffrey Kundert
3. Chief Carbon is introducing the following name for promotional consideration to the rank of Lieutenant, from their successful placement onto the promotional list. Pending approval from the Police and Fire Commission, the members listed below would be subject to the normal probationary period of one year pursuant to State Statute 62.13, section 4, paragraph a. A personnel file review was completed by President Schauf and Commissioner Vukelich-Austin. Pending approval, promotions will be effective February 1, 2026.
 - Mark Miller
4. Chief Carbon is introducing the following names for promotional consideration to the rank of Apparatus Engineer, from their successful placement onto the promotional list. Pending approval from the Police and Fire Commission, the members listed below would be subject to the normal probationary period of one year pursuant to State Statute 62.13, section 4, paragraph a. A personnel file review was completed by President Schauf and Commissioner Vukelich-Austin. Pending approval, promotions will be effective January 18, 2026.
 - Jameson Duhr
 - Robert Wand

cc

Jenna Rousseau, PFC Counsel
Chris Carbon, Fire Chief
Andrew Schauer, Asst. City Attorney

- Grahm Yahn

Off Probation – Recommendations

1. Chief Carbon recommends permanent placement of the members below into the rank of Lieutenant after the successful completion of the 12-month probationary period. Quarterly evaluations were conducted by a Division Fire Chief and reviewed by the Asst. Chief of Personnel. No discrepancies were found. Pending approval, effective date of January 19, 2026.
 - Derek Brown
 - Jacob Kuehne
 - Robert Luling
 - Robert O'Hagan
 - Laura Prom

2026 Recruit Academy-Class 63

- 24 Recruits started at the academy on January 5th, 2026. They will now begin EMT School at Madison College until February 28th.
- Tentative graduation date of June 5th.

2026 Apparatus Engineer Promotional Process

- December 29-January 12: Applications Open
- January 26-March 27: Off Duty Practice Sessions available
- March 4: Written Exam
- March 31-April 3: Over the Road and Operations Exam
- June 15-26: 2 Week Orientation

Retirements:

	Effective Date	Years of Service and Date of Hire	
• Assistant Chief Scott Bavry	1/3/2026	28 years	12/01/1997
• Division Chief Paul Ripp	1/10/2026	30 years	10/09/1995
• Lieutenant Steve Redmond	1/2/2026	26 years	10/16/2000
• Lieutenant Jonathon Mast	1/4/2026	27 years	08/10/1998
• AE Thomas Winter	1/3/2026	28 years	12/01/1997

Personnel Investigations

- Two (2) open investigations
 - One pending investigation for APM 2-33-Citywide Standard of Expectations, MFD Rule 18 - They shall conform to the rules and regulations of the Department, observe the laws, MFD Rule 39 - Members must conform to and promptly obey all laws, ordinances, rules, regulations, and orders, MFD Rule 58 - It is the duty of every person connected with the Fire Department to note and report to their supervisor or to the Chief any and all violations of the Rules and Regulations which may come to their attention.

cc

Jenna Rousseau, PFC Counsel
 Chris Carbon, Fire Chief
 Andrew Schauer, Asst. City Attorney

- APM 2-33 A.1- Will be courteous and respectful A.2-Not engage in horseplay A.5-Provide complete and accurate information C.1-Will create and maintain a welcoming, respectful, and inclusive environment, MFD Rule 18-They shall conform to the rules and regulations, MFD Rule 25-They shall devote their time to the business of the department, MFD Rule 39-Members must conform to and promptly obey all laws, ordinances, rules, MFD Rule 51-They shall conduct themselves so as not to bring the Department in disrepute.

cc

Jenna Rousseau, PFC Counsel
Chris Carbon, Fire Chief
Andrew Schauer, Asst. City Attorney