



# 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, March 14, 2022

5:30 PM

Virtual Meeting via Zoom

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The City of Madison is holding the Police and Fire Commission meeting virtually to help protect our community from the Coronavirus (COVID-19) pandemic.

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: 995 1883 6405

### CALL TO ORDER / ROLL CALL

The meeting was called to order at 5:00pm. All participants attended via Zoom.

**Present:** 4 - Kevin C. Gundlach; Mary Schauf; William Greer and Jacquelyn L. Boggess

**Absent:** 1 - Veronica Figueroa Velez

### APPROVAL OF MINUTES

A motion was made by Gundlach, seconded by Greer, to Approve the Minutes from February 14, 2022, March 1, 2022, March 8, 2022, and March 11, 2022.

The motion passed by voice vote/other.

### PUBLIC COMMENT

1. [69268](#) Public Comment for the Police and Fire Commission meeting of March 14, 2022

**Attachments:** [Registrations for Public Comment 3-14-2022 PFC Meeting.pdf](#)

**There was no public comment.**

**See the attached registration report.**

2. [70160](#) Written Submissions regarding the Fire Chief Hiring Process since February 18, 2022

**Attachments:**

[2-18-2022 Recommendation for Chris Carbon by Jake Kuehne.pdf](#)  
[2-18-2022 Recommendation for Tracy Burrus by Raena Glauvitz.pdf](#)  
[2-19-2022 Recommendation for Chris Carbon by Jill and Jim Davis .pdf](#)  
[2-19-2022 Recommendation for Chris Carbon by Mike Howell.pdf](#)  
[2-21-2022 Recommendation for Ted Higgins by Douglas Keillor.pdf](#)  
[2-21-2022 Recommendation for Ted Higgins by John Matthews.pdf](#)  
[2-22-2022 Recommendation for Scott Bavery, Tracy Burrus, and Chris Carbc](#)  
[2-22-2022 Recommendation for Ted Higgins by Leslie Sammon.pdf](#)  
[2-24-2022 Recommendation for Ted Higgins by Clayton Christenson.pdf](#)  
[2-24-2022 Recommendation for Ted Higgins by Steven LaFeber.pdf](#)  
[2-25-2022 Recommendation for Tracy Burrus by Melissa Rosenkranz.pdf](#)  
[2-25-2022 Recommendation for Chris Carbon by David Guthrie.pdf](#)  
[2-25-2022 Recommendation for Ted Higgins by Robert Baggot.pdf](#)  
[2-27-2022 Recommendation for Ted Higgins Bill Stebbins.pdf](#)  
[2-27-2022 Recommendation for Ted Higgins by Robert Hansbro.pdf](#)  
[2-28-2022 Recommendation for Chris Carbon by Pete Ragotzkie.pdf](#)  
[2-28-2022 Recommendation for Ted Higgins by Andy Russell.pdf](#)  
[2-28-2022 Recommendation for Ted Higgins by Brian Goff.pdf](#)  
[2-28-2022 Recommendation for Ted Higgins by Kyle Gulya.PDF](#)  
[2-28-2022 Recommendation for Ted Higgins by Tim Hawks.pdf](#)  
[3-1-2022 Comment on Scott Bavery by Ann Boyer.pdf](#)  
[3-1-2022 Recommendation for Tracy Burrus by Christine Schwartz.pdf](#)  
[3-1-2022 Recommendation for Tracy Burrus by Cynthia Zick.pdf](#)  
[3-1-2022 Recommendation for Tracy Burrus by Sunny McDaniel.pdf](#)  
[3-1-2022 Recommendation for Tracy Burrus by Jessica Benish.pdf](#)  
[3-1-2022 Recommendation for Tracy Burrus by Sam McDaniel.pdf](#)  
[3-1-2022 Recommendation for Scott Bavery by Jarad Schmitt.pdf](#)  
[3-1-2022 Recommendation for Scott Bavery by Richard and Alice Appen.pdf](#)  
[3-1-2022 Recommendation for Scott Bavery by Bill Stebbins.pdf](#)  
[3-2-2022 Recommendation for Chris Carbon by Dave Westbury.pdf](#)  
[3-2-2022 Recommendation for Scott Bavery by Pat Fish.pdf](#)  
[3-2-2022 Recommendation for Tracy Burrus by Nicole Marie Hall.pdf](#)  
[3-2-2022 Recommendation for Chris Carbon by Scott and Holly Andler.pdf](#)  
[3-2-2022 Recommendation for Scott Bavery by Mary Lee Rossmassler.pdf](#)  
[3-2-2022 Recommendation for Ted Higgins by Mahlon Mitchell.pdf](#)  
[3-2-2022 Recommendation for Ted Higgins by Tim Healy.pdf](#)  
[3-3-2022 Recommendation for Chris Carbon by Bill Stebbins.pdf](#)  
[3-3-2022 Recommendation for Scott Bavery by Michael Fuss.pdf](#)  
[3-4-2022 General Feedback from Aaron Schultz.pdf](#)  
[3-4-2022 Recommendation for Chris Carbon by Stacey Rimkus-Milner.pdf](#)  
[3-4-2022 Recommendation for Tracy Burrus by Brian Chaney-Austin.pdf](#)  
[3-5-2022 Recommendation for Tracy Burrus by Laura Agostini.pdf](#)  
[3-5-2022 Recommendation for Chris Carbon by Mindy Huitt.pdf](#)  
[3-5-2022 Recommendation for Chris Carbon by Thomas Le.pdf](#)  
[3-6-2022 Recommendation for Scott Bavery by Steven Dick.pdf](#)  
[3-6-2022 Recommendation for Ted Higgins by Joe Pulvermacher.pdf](#)  
[3-6-2022 Recommendation for Scott Bavery by Randy Engen.pdf](#)  
[3-6-2022 Recommendation for Scott Bavery by Byron Quam.pdf](#)  
[3-6-2022 Recommendation for Scott Bavery by Khris Barber.pdf](#)  
[3-6-2022 Recommendation for Scott Bavery by Michael Jordan.pdf](#)  
[3-6-2022 Recommendation for Chris Carbon by Martha Vukelich-Austin.pdf](#)  
[3-6-2022 Recommendation for Ted Higgins by Debra Julian.pdf](#)  
[3-7-2022 Recommendation for Tracy Burrus by Bill Stebbins.pdf](#)

[3-7-2022 Fire Chief hiring feedback from John Christopherson.pdf](#)  
[3-7-2022 Recommendation for Chris Carbon by Ashley Anderson.pdf](#)  
[3-7-2022 Recommendation for Scott Bavery by Brad Jakel.pdf](#)  
[3-7-2022 Recommendation for Chris Carbon by Marilyn Vanderhoof.pdf](#)  
[3-7-2022 Recommendation for Chris Carbon by Ronnie Hess.pdf](#)  
[3-7-2022 Recommendation for Chris Carbon by Adam Thimmig.pdf](#)  
[3-7-2022 Recommendation for Chris Carbon by Brian Veit.pdf](#)  
[3-7-2022 Recommendation for Chris Carbon by Dave Benforado.pdf](#)  
[3-7-2022 Recommendation for Scott Bavery by Darrel Hustad.pdf](#)  
[3-7-2022 Recommendation for Scott Bavery by Jim Moeller.pdf](#)  
[3-7-2022 Recommendation for Scott Bavery by Tim Bliefernicht.pdf](#)  
[3-8-2022 Recommendation for Chris Carbon by Ben Miskowski.pdf](#)  
[3-8-2022 Recommendation for Ted Higgins by Eric Lang.pdf](#)  
[3-8-2022 Recommendation for Chris Carbon by Nola DuPuis.pdf](#)  
[3-8-2022 Recommendation for Chris Carbon by Sherry Casali.pdf](#)  
[3-8-2022 Recommendation for Chris Carbon by Tim Hagen.pdf](#)  
[3-8-2022 Recommendation for Scott Bavery by Rick King.pdf](#)  
[3-8-2022 Recommendation for Scott Bavery by Rob Dillon.pdf](#)  
[3-8-2022 Recommendation for Tracy Burrus by Rick Driskell.pdf](#)  
[3-9-2022 Recommendation for Chris Carbon by Kari Hall.pdf](#)  
[3-9-2022 Recommendation for Chris Carbon by Cokie Albrecht.pdf](#)  
[3-9-2022 Recommendation for Scott Bavery by Mike Wiitanen.pdf](#)  
[3-10-2022 Recommendation for Chris Carbon by Sally-Ann Johansen.pdf](#)  
[3-10-2022 Recommendation for Scott Bavery by David Turner.pdf](#)  
[3-10-2022 Recommendation for Tracy Burrus by James Latimer.pdf](#)  
[3-10-22 Recommendation for Chris Carbon by Ismael Ozanne.pdf](#)  
[3-10-22 Recommendation for Chris Carbon by Jeff Dostalek.pdf](#)  
[3-10-22 Recommendation for Chris Carbon by Steve Wunsch.pdf](#)  
[3-10-22 Recommendation for Scott Bavery by John Ehle.pdf](#)  
[3-10-22 Recommendation for Scott Bavery by Sabrena Kalscheur.pdf](#)  
[3-10-22 Recommendation for Theodore Higgins by Steve Wunsch.pdf](#)  
[3-11-22 Recommendation for Chris Carbon by David DeWitt.pdf](#)  
[3-11-22 Recommendation for Chris Carbon by Karl Frantz.pdf](#)  
[3-11-22 Recommendation for Chris Carbon by Patrick Bauch.pdf](#)  
[3-11-22 Recommendation for Scott Bavery by Deena and Andrew Cortright.p](#)  
[3-11-22 Recommendation for Scott Bavery by Doug Chambers.pdf](#)  
[3-11-22 Recommendation for Scott Bavery by Mitch Wagner.pdf](#)  
[3-11-22 Recommendation for Scott Bavery by Ryan McFadden.pdf](#)  
[3-11-22 Recommendation for Scott Bavery by Tom Raemisch.pdf](#)  
[3-12-22 Recommendation for Chris Carbon by Todd Cole.pdf](#)  
[3-12-22 Feedback on Candidates by Jordan Powell.pdf](#)  
[3-12-22 Recommendation for Chris Carbon by Megan Gussick.pdf](#)  
[3-13-22 Recommendation for Chris Carbon by Ben Uphoff.pdf](#)  
[3-13-22 Recommendation for Chris Carbon by Byron Frenz.pdf](#)  
[3-13-22 Recommendation for Chris Carbon by Gregg Plummer.pdf](#)  
[3-13-22 Recommendation for Chris Carbon by Lynn and Gary Johnson.pdf](#)  
[3-13-22 Recommendation for Chris Carbon by Tom DeMeuse.pdf](#)  
[3-13-22 Recommendation for Tracy Burrus by Amy Melton-White.pdf](#)  
[3-14-22 Recommendation for Chris Carbon by Erik Johnson.pdf](#)  
[3-14-22 Recommendation for Chris Carbon by Michelle Reynolds.pdf](#)  
[3-14-2022 Recommendation for Chris Carbon by Sam Austin.pdf](#)  
[3-14-2022 Recommendation for Scott Bavery by Jeff Dostalek.pdf](#)  
[3-14-2022 Recommendation for Chris Carbon by Paul Hick.pdf](#)

[3-14-2022 Recommendation for Chris Carbon by Charles Field.pdf](#)  
[3-15-2022 Recommendation for Tracy Burrus by Suzanne Rankin and Jane f](#)  
[3-16-2022 Recommendation for Chris Carbon by Tom Popp.pdf](#)  
[3-16-2022 Recommendation for Tracy Burrus by Ann Hall.pdf](#)  
[3-16-2022 Recommendation for Tracy Burrus by Gail Campbell.pdf](#)  
[3-16-2022 Recommendation for Tracy Burrus by Jody Kurilla.pdf](#)

### DISCLOSURES AND RECUSALS

President Schauf noted that she will recuse herself regarding the consideration of the promotion of Jane Preston from Police Officer to Detective.

There were no other disclosures or recusals.

### SCHEDULING MATTERS

Attorney Rousseau reviewed the timeline of events subsequent to the Initial Hearing that was held at the regular PFC meeting of November 8, 2021.

3. [70188](#) Consider request of complainant to modify schedule in the Complaint matter filed by Ms. Moon

A motion was made by Schauf, seconded by Greer, to:

- \*Extend the submission deadlines for the complainant to 4pm on April 11, 2022;
- \*Extend the deadline for the respondent to amend their lists to 4pm on May 2, 2022;
- \*Allow no further extensions in this matter;
- \*Note that any additional materials submitted after the deadlines would only be considered under PFC rules for good cause;
- \*Schedule an Evidentiary Hearing for June 6, 2022

The motion passed by voice vote/other.

### FIRE DEPARTMENT DISCUSSION ITEMS

Outgoing Fire Chief Steve Davis gave the report of the Fire Department, this being the final PFC meeting prior to his retirement after 32 years of service to the people of Madison. He thanked the commissioners for their work and was warmly congratulated by them.

4. [70180](#) Status update regarding Fire Department hiring/recruitment

**Attachments:** [MFD PFC Report 3-14-2022 \(updated\).pdf](#)

Chief Davis reported that the current class is in their fifth week. He noted that three recruits have resigned for personal reasons, leaving seventeen in training.

5. [70181](#) Status update regarding Fire Department promotions

Chief Davis reported that the written test for the 2022 Apparatus Engineer promotions would be held on April 26, 2022.

A motion was made by Greer, seconded by Boggess, to approve the final recommendation of the Fire Chief for permanent placement of Jeffrey Larson in the rank of Division Chief after the successful completion of the 12 month probationary period, effective March 21, 2022.

The motion passed by voice vote/other.

- 6. [70182](#) General status report regarding Fire Department disciplinary matters

There is one ongoing investigation into possible misconduct.

- 7. [70183](#) General status update regarding Fire Department retirements

Lieutenant Scott Larson retired on February 19, 2022 after 27 years of service.

Apparatus Engineer Steven Le retired on March 4, 2022 after 28 years of service.

**POLICE DEPARTMENT DISCUSSION ITEMS**

Captain Jennifer Krueger Favour presented the report of the Madison Police Department. She introduced Captain Tim Patton, who will succeed her as Captain of Training upon her upcoming retirement.

- 8. [70184](#) Preliminary recommendation of the Police Chief regarding promotions and schedule personnel file reviews (as needed)

Attachments: [MPD PFC Report 3-14-2022.pdf](#)

President Schauf will conduct the file review of the seven new candidates for promotion.

- 9. [70185](#) Consider the Police Chief's final recommendations for promotion after successful completion of the probationary period

A motion was made by Gundlach, seconded by Boggess, to approve the final recommendation of the Police Chief for promotion after successful completion of the probationary period of

Daniel Perez, Lieutenant, effective 4/4/2022, and Joseph Weberpal, Sergeant, effective 4/4/2022

The motion passed by voice vote/other.

- 10. [70477](#) General status update regarding probationary extensions

Captain Krueger Favour reported on two extensions of the probationary period.

- 11. [70186](#) Status update regarding 2022-2023 Police Department Promotional Candidates

**Captain Krueger Favour reported that hiring and contingency lists would be presented at a Special PFC meeting on Friday, March 18.**

- 12. [70187](#) General status report regarding Police Department disciplinary matters

**There were no suspensions requiring notification to the PFC>**

- 13. [70478](#) Status update regarding the 2023 Pre-Service Academy & Accelerated Hiring Process Timeline

**Applications continue to be accepted and testing is ongoing.**

**CLOSED SESSION**

**This was Convene into Closed Session**

- 14. [70189](#) 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:

- i. Report on personnel file reviews and potential action on the Police Chief's preliminary recommendation for promotion of the following candidates:
  - A. Michael Richardson, Sergeant to Lieutenant, effective 02/20/2022;
  - B. Jane Preston, Police Officer to Detective, effective 02/06/2022
- ii. Discuss the Police Department probationary extensions (if necessary);
- iii. Consider the Chiefs final recommendations for promotion (if necessary);
- iv. Consider the Fire Department resignations (if necessary);
- v. Deliberate regarding Fire Chief candidates.

Items were discussed in closed session and votes taken in open session.

15. [70190](#) 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 Greer, to reconvene into open session.**

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

**The Commission reconvened into open session at 7:12pm.**

Vote on the Police Chief's preliminary recommendation for promotion for Michael Richardson

**A motion was made by Schauf, seconded by Gundlach, to approve the Police Chief's preliminary recommendation for promotion of Michael Richardson, Sergeant to Lieutenant, effective 02/20/2022**

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

Vote on the Police Chief's preliminary recommendation for promotion for Jane Preston

**A motion was made by Greer, seconded by Gundlach, to postpone consideration of the Police Chief's recommendation for promotion of PO Jane Preston until the next regular PFC meeting of April 11, 2022. The motion passed by the following vote:**

**Absent:** 1 - Veronica Figueroa Velez

**Ayes:** 3 - Kevin C. Gundlach; William Greer and Jacquelyn L. Boggess

**Recused:** 1 - Mary Schauf

## **ADJOURNMENT**

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

**The meeting adjourned at 7:13pm.**