



Madison Police and Fire Commission

Monthly Report

Stephanie Drescher, Captain of Police

November 2025

Promotions and Probationary Status

PFC Approval—Interim Approval for Promoted Positions (Step 1)

Name, Promoted Rank	Prior Rank	Effective Date
Kipp Hartman, Captain	Lieutenant	01/04/2026
Kelly Dougherty, Lieutenant	Detective	01/04/2026
Ryan Gibson, Lieutenant	Sergeant	01/18/2026
Chanda Dolsen, Lieutenant	Sergeant	12/21/2025
Jack Graziano, Officer	Sergeant	01/18/2026
Firoz Khilji, Officer	Detective	01/04/2026

PFC Approval—File Review and Candidate Discussion (Step 2/Step 3)

Name, Promoted Rank	Current Rank	Effective Date
Angela Kamoske, Assistant Chief	Captain	09/28/2025
Diana Nachtigal, Captain	Lieutenant	09/28/2025
Sam Brier, Sergeant	Officer	12/21/2025
Kyle Hoppman, Detective	Officer	09/28/2025

PFC Approval—Completion of Probationary Period (Step 4)

Name, Promoted Rank	Off Probation Date
Natasha Barrales, Officer	11/26/2025
Cody Campbell, Officer	11/26/2025
Karina De Los Santos, Officer	11/26/2025
Nicholas Deuchars, Officer	11/26/2025
Devyn Dockery, Officer	11/26/2025
Christian Engel, Officer	11/26/2025
Jonathan Femrite, Officer	11/26/2025
Michael Franklin, Jr, Officer	11/26/2025
Nathaniel Hohf, Officer	11/26/2025
Tanner Jarosinski, Officer	11/26/2025
Gabriel Joy, Officer	11/26/2025
Samuel Koll, Officer	11/26/2025
Lars Lammeman, Officer	11/26/2025
Riley Patton, Officer	11/26/2025
Marc Antoney Ramirez, Officer	11/26/2025
Kaden Rasmussen, Officer	11/26/2025

Milcah Rivera, Officer	11/26/2025
Jackson Sanford, Officer	11/26/2025
Francesco Schiro, Officer	11/26/2025
Melissa Steward, Officer	11/26/2025
Amanda Stock, Officer	11/26/2025
Colby Trautner, Officer	11/26/2025
Henry Westburg, Officer	11/26/2025
Caleb Wright, Officer	11/26/2025

Probationary Status Extension

Name, Rank	Revised Off Probation Date
Christopher Burden, Officer	05/26/2026
Ennis Montgomery, Officer	02/26/2026
Zachary Rubin, Officer	12/22/2025
Marcus Weaver, Officer	05/26/2026

PFC Notice of Acting Promotion

Name, Promoted Rank - Acting	Prior Rank
None	

Retirements and Resignations

Name, Rank	MPD Start	Effective Date
Rylee Anacker-Swantz, Officer	05/2022	09/25/2025
Fabiola Ortiz, Officer	05/2019	11/12/2025

2025-2026 Hiring Process Updates

- 2025-2026 Hiring List Consideration and Possible Action: TBD
- MPD Accelerated Class, Fall 2025 – Swearing-in 11/19/2025 at 0800 at MPDTC

2025-2026 Promotional Process Updates

- None

2025 Pre-Service Academy Update

- Graduation on 11/13/2025 at 1500 at MATC Mitby Theater

PSIA Report/Discipline Attachments and Notices

- Professional Standards Open Case Memo
- No suspensions requiring notification to the PFC

Jenna Rousseau, Counsel for PFC
Andy Schauer, Assistant City Attorney
John Patterson, Chief of Police

Madison Police Department
CORRESPONDENCE / MEMORANDUM

Date: November 3, 2025

To: All Personnel

From: John Patterson, Acting Chief of Police

Re: **Promotion Announcement**

It is my pleasure to announce to the organization the following promotion:

Lieutenant Kipp Hartman to Captain

Lieutenant Kipp Hartman started his career with the MPD in June of 2005. He is currently assigned to Task Force. During his tenure with the MPD, Lieutenant Hartman has been a patrol officer, a field training officer, a training officer, a sergeant, a field training sergeant, a lieutenant, and a member of SWAT in a variety of roles (tactical team member, assistant team leader, team leader, crisis negotiator commander). Lieutenant Hartman was promoted to sergeant in 2016 and in 2019 he was promoted to Lieutenant.

Lieutenant Hartman obtained his associate degree in Applied Science Law Enforcement from Kankakee Community College. He graduated from Herzing University with a bachelor's degree in Homeland Security and Public Safety with a Concentration in Law Enforcement.

Please join me in congratulating Lieutenant Hartman on this well-deserved accomplishment!



Madison Police Department
CORRESPONDENCE / MEMORANDUM

Date: November 3, 2025

To: All Personnel

From: John Patterson, Acting Chief of Police

Re: **Promotion Announcement**

It is my pleasure to announce to the organization the following promotion:

Detective Kelly Dougherty to Lieutenant

Detective Kelly Dougherty was hired by the MPD in February of 2008. She was promoted to detective in 2018 and is currently assigned to our East District (Sensitive Crimes). During Detective Dougherty's tenure with the MPD, she has been in the following roles: patrol officer, field training officer, member of our special events team, training officer, master instructor, and peer support member. Prior to joining the MPD, Detective Dougherty was a police officer with the Fitchburg Police Department for 3-years.

Detective Dougherty obtained a bachelor's degree in Legal Studies & Sociology (with a certificate in Criminal Justice) from the University of Wisconsin-Madison. She earned a master's degree in Emergency Services Management from Columbia Southern University.

Please join me in congratulating Detective Dougherty on this well-deserved accomplishment!



Madison Police Department
CORRESPONDENCE / MEMORANDUM

Date: November 3, 2025

To: All Personnel

From: John Patterson, Acting Chief of Police

Re: **Promotion Announcement**

It is my pleasure to announce to the organization the following promotion:

Sergeant Ryan Gibson to Lieutenant

Sergeant Ryan Gibson began his career with the MPD in May of 2001. He was promoted to Sergeant in 2018. He is currently assigned to Professional Standards & Internal Affairs. During his tenure with the MPD, Sergeant Gibson has been a patrol officer, a patrol sergeant, a field training sergeant, and a field training officer.

Sergeant Gibson obtained a Bachelor of Science degree from Francis Marion University. Please join me in congratulating Sergeant Gibson on this well-deserved accomplishment!



Madison Police Department
CORRESPONDENCE / MEMORANDUM

Date: September 23, 2025

To: All Personnel

From: John Patterson, Chief of Police

Re: **Promotion Announcement**

It is my pleasure to announce to the organization the following promotion:

Sergeant Chanda Dolsen to Lieutenant

Sergeant Chanda Dolsen started with the MPD in May of 2006. She is currently a Patrol Sergeant assigned to the Central District. Sergeant Dolsen was promoted to Sergeant in 2022. Throughout her career with the MPD, Sergeant Dolsen has been a patrol officer, a neighborhood officer, a member of a community policing team, and a training team member. She has also served on special teams such as MPD recruiting cadre, peer support, field training cadre, recruit officer mentor, and on our internal admissions committee.

Prior to joining the MPD, Sergeant Dolsen was a Detective and a Trooper with the Indiana State Police for 8 years. Sergeant Dolsen attended Ball State University where she graduated with an Associate's Degree in Criminal Justice and a Bachelor of Arts Degree in General Studies.

Please join me in congratulating Sergeant Dolsen on this well-deserved accomplishment!



Madison Police Department
CORRESPONDENCE / MEMORANDUM

Date: November 3, 2025

To: All Personnel

From: John Patterson, Acting Chief of Police

Re: **Promotion Announcement**

It is my pleasure to announce to the organization the following promotion:

Police Officer Jack Graziano to Sergeant

Police Officer Jack Graziano started his career with the MPD as an intern in 2015! He then applied with us and started as a recruit in September of 2016. He is currently a patrol officer in the Midtown District (first detail). During his tenure with the MPD, Officer Graziano has been a patrol officer, a field training officer, and a domestic violence liaison officer. He was also a member of the MPPOA board for 3 years.

Officer Graziano attended the University of Wisconsin-Madison where he earned a Bachelor of Arts degree in Legal Studies. He also received a certificate in Criminal Justice.

Please join me in congratulating Officer Graziano on this well-deserved accomplishment!



Madison Police Department
CORRESPONDENCE / MEMORANDUM

Date: November 3, 2025

To: All Personnel

From: John Patterson, Acting Chief of Police

Re: **Promotion Announcement**

It is my pleasure to announce to the organization the following promotion:

Police Officer Firoz Khilji to Detective

Police Officer Firoz Khilji started his career with the MPD in May of 2019. He is currently assigned to patrol services (1st detail) in our Central District. Prior to joining the MPD, Officer Khilji worked for the Wisconsin State Patrol for 2 years and for the Fitchburg Police Department for 3 years.

Officer Khilji earned a bachelor's degree in Criminal Justice from the University of Wisconsin-Milwaukee.

Please join me in congratulating Officer Khilji on this well-deserved accomplishment!





INTER-DEPARTMENTAL CORRESPONDENCE

Date: November 3, 2025

To: Police and Fire Commission

From: John Patterson, Chief of Police

Subject: **Final Recommendation to Police Officer**

I have reviewed the work performances of the below-named officers with their command staff and I recommend that they be granted permanent status as of November 26, 2025.

Employee Name
Officer Natasha Barrales
Officer Cody Campbell
Officer Karina De Los Santos
Officer Nicholas Deuchars
Officer Devyn Dockery
Officer Christian Engel
Officer Jonathan Femrite
Officer Michael Franklin Jr.
Officer Nathaniel Hohf
Officer Tanner Jarosinski
Officer Gabriel Joy
Officer Samuel Koll
Officer Lars Lammeman
Officer Riley Patton
Officer Marc Antoney Ramirez
Officer Kaden Rasmussen
Officer Milcah Rivera
Officer Jackson Sanford
Officer Francesco Schiro
Officer Melissa Stewart
Officer Amanda Stock
Officer Colby Trautner
Officer Henry Westburg
Officer Caleb Wright



CITY OF MADISON POLICE DEPARTMENT



INTER-DEPARTMENTAL CORRESPONDENCE

Date: November 3, 2025

To: Police and Fire Commission

From: John Patterson, Chief of Police

Subject: **Probationary Status Extension**

I am extending the probationary period for Probationary Police Officer Christopher Burden.

Probationary Police Officer Christopher Burden's probationary period was originally scheduled to be completed on November 26, 2025. I am extending him to May 26, 2026, due to significant time he missed during field training related to sick leave usage. Officer Burden requires additional field training that is deemed necessary to aid him in his development as an officer that will meet the standards and expectations levied by our department.



CITY OF MADISON POLICE DEPARTMENT



INTER-DEPARTMENTAL CORRESPONDENCE

Date: November 3, 2025

To: Police and Fire Commission

From: John Patterson, Chief of Police

Subject: **Probationary Status Extension**

I am extending the probationary period for Probationary Police Officer Ennis Montgomery III.

Probationary Police Officer Montgomery's probationary period was originally scheduled to be completed on November 26, 2025. I am extending him to February 26, 2026, due to an open professional standards and internal affairs investigation that involves Officer Montgomery.



CITY OF MADISON POLICE DEPARTMENT



INTER-DEPARTMENTAL CORRESPONDENCE

Date: November 3, 2025

To: Police and Fire Commission

From: John Patterson, Chief of Police

Subject: **Probationary Status Extension**

I am extending the probationary period for Probationary Police Officer Zachary Rubin.

Probationary Police Officer Zachary Rubin's probationary period was originally scheduled to be completed on November 26, 2025. I am extending him to December 22, 2025, due to non-performance related reasons (military leave).



CITY OF MADISON POLICE DEPARTMENT



INTER-DEPARTMENTAL CORRESPONDENCE

Date: November 3, 2025

To: Police and Fire Commission

From: John Patterson, Chief of Police

Subject: **Probationary Status Extension**

I am extending the probationary period for Probationary Police Officer Marcus Weaver.

Probationary Police Officer Weaver's probationary period was originally scheduled to be completed on November 26, 2025. I am extending him to May 26, 2026, due to an ongoing Officer Involved Critical Incident (OICI) investigation that began when Probationary Police Officer Weaver was still in Field Training and Evaluation and he has been on administrative leave since the incident.