



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?*

Monday, March 10, 2025

5:30 PM

Virtual Meeting via Zoom

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

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: 898 0253 1923

CALL TO ORDER / ROLL CALL

The meeting was called to order at 5:30pm. All attendees participated via Zoom.

Present: 5 - Veronica Figueroa Velez; Kevin C. Gundlach; Mary Schauf; Martha J. Vukelich-Austin and Azure D. Fudge Hart

APPROVAL OF MINUTES

A motion was made by Gundlach, seconded by Schauf, to approve the minutes of February 10, 2025. The motion passed by voice vote/other.

DISCLOSURES AND RECUSALS

There were no disclosures or recusals.

PUBLIC COMMENT

1. [87506](#) Public Comment for the Police and Fire Commission Meeting of March 10, 2025

Attachments: [PFCRegistrantsReport3-10-2025.pdf](#)

The registration report for public comment is attached.

POLICE CHIEF HIRING PROCESS

2. [87505](#) Public Input on the Police Chief Hiring Process

Attachments: [2025 Police Chief Job Posting.pdf](#)
[01182025 Paul Quinn Email](#)
[Satya Rhodes-Conway Letter to PFC 3.13.25](#)
[03102025 Feedback to PFC from Professional Civilian MPD Staff](#)
[03272025 Charles Barnhill Email](#)
[03282025 Heather Ayres Email](#)
[03292025 Dan Fitch Email](#)
[03302025 Paul Olson Email](#)

This running file will contain all public submissions regarding the Police Chief hiring process.

3. [87507](#) Police Chief Hiring Process - Input from MPPOA; AMPS; Civilian Representatives; and Independent Monitor/Police Civilian Oversight Board

Attachments: [03102025 Feedback to PFC from Professional Civilian MPD Staff.pdf](#)

Representatives of MPPOA and AMPS spoke to the commissioners. A representative of the civilian staff submitted written feedback (attached).

FIRE DEPARTMENT DISCUSSION ITEMS

Assistant Chief Scott Bavery gave the report of the Madison Fire Department.

4. [87508](#) Consideration and potential action on final recommendation of Fire Chief for promotion of the following candidates following successful completion of the probationary period:

- i. Jeff Larson, Assistant Chief, effective 03/31/2025
- ii. Ron Blumer, Division Chief, effective 03/31/2025
- iii. Mike Howell, Lieutenant, effective 03/31/2025

Attachments: [03-10-2025 MFD Agenda.pdf](#)

A motion was made by Gundlach, seconded by Figueroa Velez, to approve the final recommendation of the Fire Chief to promote Jeff Larson to the rank of Assistant Chief effective 3/31/2025, upon successful completion of probation. The motion passed by voice vote/other.

A motion was made by Fudge Hart seconded by Figueroa Velez, to approve

the final recommendation of the Fire Chief to promote Ron Blumer to the rank of Division Chief effective 3/31/2025, upon successful completion of probation. The motion passed by voice vote/other.

A motion was made by Vukelich-Austin seconded by Figueroa Velez, to approve the final recommendation of the Fire Chief to promote Mike Howell to the rank of Lieutenant effective 3/31/2025, upon successful completion of probation. The motion passed by voice vote/other.

5. [87509](#) General status report on Fire Department retirements

Chief Bavery noted the retirement of Apparatus Engineer Dan Belovarac on March 7 after 25 years of service.

6. [87510](#) General status report on Fire Department disciplinary matters

Chief Bavery reported on three open investigations.

POLICE DEPARTMENT DISCUSSION ITEMS

Captain Stephanie Drescher gave the report of the Madison Police Department.

7. [87511](#) Preliminary recommendation of the Police Chief regarding promotion and schedule personnel file review

Attachments: [MPD March PFC Packet.pdf](#)

President Schauf will review the file

8. [87512](#) Consideration and potential action on final recommendation of Police Chief for promotion of the following candidates following successful completion of the probationary period:

- i. Jake Conrad, Sergeant, effective 03/31/2025
- ii. Cruz Ramirez, Sergeant, effective 03/31/2025

A motion was made by Schauf, seconded by Fudge Hart, to approve the final recommendation of the Police Chief to promote Jake Conrad and Cruz Ramirez to the rank of Sergeant, both effective 3/31/2025 after successful completion of probation. The motion passed by voice vote/other.

9. [87513](#) General status update on Police Department acting positions

Captain Drescher updated the commissioners on the status of acting positions in the department. No action was required.

10. [87514](#) General status report on Police Department retirements and resignations

There were no retirements or resignations to report.

11. [87515](#) General status report on Police Department disciplinary matters

Captain Drescher provided an update on one open investigation. There are no suspensions requiring notification to the PFC.

12. [87516](#)

Discussion regarding Police Chief hiring process and timeline

The commissioners discussed the process of hiring a chief and discussed previous hiring processes. Bill Wick from the City of Madison Human Resources Department explained what support is available.

Commissioners discussed the merits of using City HR staff as opposed to seeking an outside consultant. The commissioners reached a consensus to work with City staff and not hire a consultant.

No motion was offered.

The Commission stood informal at 7:38pm

The Commission reconvened at 7:46pm. All Commissioners were in attendance.

A meeting will be held at 12pm on March 24, 2025 to finalize the language for the job posting.

CLOSED SESSION

A motion was made by Gundlach, seconded by Fudge Hart, to convene into closed session. The motion passed by voice vote/other.

The Commission convened into closed session at 7:56pm.

13. [87517](#)

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:

Preliminary recommendation of the Fire Chief for promotion of the following candidates and report on personnel file reviews: Firefighter Peter Friedericks to Lieutenant, effective 1/19/25

This item was discussed in closed session and voted on in open session.

14. [87518](#)

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 Vukelich-Austin, seconded by Gundlach, to reconvene into open session. The motion passed by voice vote/other.

The commissioners reconvened at 8:27pm.

A motion was made by Gundlach, seconded by Figueroa Velez, to approve the preliminary recommendation of the Fire Chief to promote Firefighter Peter Friedericks to Lieutenant, effective 1/19/25.

The motion passed by the following vote:

Ayes: 3 - Veronica Figueroa Velez; Kevin C. Gundlach and Martha J. Vukelich-Austin

Noes: 2 - Mary Schauf and Azure D. Fudge Hart

ADJOURNMENT

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

The meeting adjourned at 8:28pm.