



# City of Madison

City of Madison  
Madison, WI 53703  
[www.cityofmadison.com](http://www.cityofmadison.com)

## Agenda - Amended 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, August 11, 2025

5:30 PM

Virtual Meeting via Zoom

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The City of Madison is holding the Police and Fire Commission meeting in virtual format.

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

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.

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

Listen by Phone: (877) 853-5257 (Toll Free) Webinar ID: 820 8527 3843

If you need an interpreter, translator, materials in alternate formats or other accommodations to access this service, activity or program, please call the phone number below at least three business days prior to the meeting.

Si necesita un intérprete, un traductor, materiales en formatos alternativos u otros arreglos para acceder a este servicio, actividad o programa, comuníquese al número de teléfono que figura a continuación tres días hábiles como mínimo antes de la reunión.

Yog hais tias koj xav tau ib tug neeg txhais lus, ib tug neeg txhais ntawv, cov ntawv ua lwm hom ntawv los sis lwm cov kev pab kom siv tau cov kev pab, cov kev ua ub no (activity) los sis qhov kev pab cuam, thov hu rau tus xov tooj hauv qab yam tsawg peb hnuv ua hauj lwm ua ntej yuav tuaj sib tham.

For accommodations, contact: City Clerk's Office, 608-266-4601, [pfc@cityofmadison.com](mailto:pfc@cityofmadison.com)

**Call to Order/Roll Call**

**Approval of Minutes**

Consideration of Draft Minutes from July 14, 2025 and July 17, 2025

**Disclosures and Recusals**

Members of the body should make any required disclosures or recusals under the City's Ethics Code.

**Public Comment**

1. [89453](#) Public Comment for the Police and Fire Commission meeting of August 11, 2025
  
2. [87505](#) Public Input on the Police Chief Hiring Process

**Attachments:** [2025 Police Chief Job Posting.pdf](#)  
[01182025 Paul Quinn Email](#)  
[03102025 Feedback to PFC from Professional Civilian MPD Staff](#)  
[03132025 Satya Rhodes-Conway Letter to PFC](#)  
[03272025 Charles Barnhill Email](#)  
[03282025 Heather Ayres Email](#)  
[03292025 Dan Fitch Email](#)  
[03302025 Paul Olson Email](#)  
[04202025 George Silverwood Email](#)  
[04152025 Kim Richman Public Comment](#)  
[05052025 Joe Gothard Letter](#)  
[05072025 Victor Wahl Letter](#)  
[05282025 Gabriel Lee Email](#)  
[06182025 Bonnie Roe Email](#)  
[06182025 Joseph Keyes Email](#)  
[06182025 Janet Hirsch Email](#)  
[06222025 Nick Davies Email](#)  
[07112025 Xong Vang Email](#)  
[07112025 Andrew Dedrick Email](#)  
[07112025 Bob Dole Email](#)  
[07122025 Laura Bero Email.pdf](#)  
[07142025 Mike Kohn Email.pdf](#)  
[07142025 Linda Gerke Email.pdf](#)  
[07142025 Latinx Consortium for Action Letter.pdf](#)  
[07142025 David Couper Statement to PFC.pdf](#)  
[07152025 Rose Gordon Email.pdf](#)  
[07152025 Wendy Lee Email.pdf](#)  
[07162025 Susan Williams Email.pdf](#)  
[07282025 Kendall Rinders Email.pdf](#)  
[07292025 Khaled Shabani Email.pdf](#)  
[07302025 Bob Dole Email.pdf](#)  
[07302025 Mike Kohn Email.pdf](#)  
[08062025 Jael Currie Letter.pdf](#)

### Fire Department Items

3. [89454](#) Consideration and potential action regarding the final recommendation of the Fire Chief for promotion of the following candidate after successful completion of the probationary period:

Firefighter Elizabeth Healy, effective August 29, 2025

**Attachments:** [08-11-2025 MFD Agenda.pdf](#)

4. [89480](#) Consideration and potential action to approve candidates for Fire Department eligibility list
5. [89455](#) Status update on 2026 Fire Department hiring process
6. [89456](#) General status report on Fire Department retirements and resignations
7. [89457](#) General status report on Fire Department disciplinary matters

#### Police Department Items

8. [89458](#) Consideration and potential action regarding the final recommendation of the Acting Police Chief for promotion of the following candidate after successful completion of the probationary period:  
  
Officer Bailey Heimsoth, effective August 7, 2025  
**Attachments:** [MPD August PFC Report.pdf](#)
9. [89459](#) Consideration and potential action to approve candidates for Police Department eligibility list
10. [89460](#) Consideration and potential action to approve candidates for Police Department hiring list
11. [89461](#) 2025 Pre-Service Academy Update
12. [89462](#) General status report on Police Department retirements and resignations
13. [89463](#) General status report on Police Department disciplinary matters

#### Closed Session

14. [89464](#) 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, and Wis. Stat. § 19.85(1)(e), regarding conducting other specified public business, whenever competitive or bargaining reasons require a closed session; specifically:
  - a. Consider the preliminary recommendation of the Acting Police Chief for the promotion of the following candidate and report on personnel file review:
    - i. Tanner Sandmire, Officer to Investigator, effective August 10, 2025
  - b. Consider the preliminary recommendation of the Fire Chief for the promotion of the following candidates and report on personnel file reviews:
    - i. Firefighter Jeret Jenkins to Apparatus Engineer, effective August 17, 2025

- ii. Firefighter Richard Miyagawa to Apparatus Engineer, effective August 17, 2025
  - iii. Firefighter Eric Popovich to Apparatus Engineer, effective August 17, 2025
  - iv. Firefighter/Paramedic Nickolas George to Apparatus Engineer, effective August 17, 2025
  - v. Firefighter/Paramedic Kyle Kampmeier to Apparatus Engineer, effective August 17, 2025
  - vi. Firefighter Aaron Zurbuchen to Apparatus Engineer, effective August 17, 2025
- c. Discuss confidential interview questions for Police Chief finalists.
15. [89465](#) Reconvene into open session to consider any remaining agenda items and to take action, if appropriate, regarding the items discussed in closed session

### Adjournment