



# City of Madison

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

### Call to Order/Roll Call

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

**Present:** 3 - Kevin C. Gundlach; Mary Schauf and Martha J. Vukelich-Austin

**Absent:** 2 - Veronica Figueroa Velez and Azure D. Fudge Hart

### Approval of Minutes

A motion was made by Schauf, seconded by Vukelich-Austin, to approve the minutes from the July 14 and July 17, 2025 meetings. The motion passed by voice vote/other.

### Disclosures and Recusals

There were no disclosures or recusals. Commissioner Fudge-Hart joined the meeting at 5:32pm.

**Present:** 4 - Kevin C. Gundlach; Mary Schauf; Martha J. Vukelich-Austin and Azure D. Fudge Hart

**Absent:** 1 - Veronica Figueroa Velez

### Public Comment

1. [89453](#) Public Comment for the Police and Fire Commission meeting of August 11, 2025  
**There was no public comment.**
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](#)  
[08162025 Ledell Zellers Email.pdf](#)  
[08162025 Suzanne Peranteau Email.pdf](#)  
[08172025 Taylor Warsek Email.pdf](#)  
[08172025 Jayme Markle Email.pdf](#)  
[08182025 Linda Lewis Email.pdf](#)  
[08192025 Paul Scott Email.pdf](#)  
[08202025 Ronnie Hess Email.pdf](#)  
[08212025 BPSADC Letter.pdf](#)  
[08222025 Samatha Crownover Email.pdf](#)  
[08262025 Sara Marx Email.pdf](#)  
[08262025 Charles James Email.pdf](#)  
[08262025 David and Diane Smidt Email.pdf](#)  
[08262025 Tyler Boyes Email.pdf](#)  
[08262025 Kathryn Kleckner Email.pdf](#)  
[08272025 Joanne and Richard Arndt Email.pdf](#)  
[08272025 Rick Taylor Linda Warsek Email.pdf](#)  
[08272025 Robin Dittberner Email.pdf](#)  
[08272025 Norman Sannes Email.pdf](#)  
[08272025 Gregory Gelembiuk Email.pdf](#)  
[08272025 Dale Schultz Email.pdf](#)

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[08282025 Kim Kelly Email.pdf](#)

### Fire Department Items

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

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](#)

A motion was made by Vukelich-Austin, seconded by Gundlach, to approve the final recommendation of the Fire Chief to promote Elizabeth Healey to the rank of Firefighter after successful completion of the probationary period, effective August 29, 2025

The motion passed by voice vote/other.

4. [89480](#) Consideration and potential action to approve candidates for Fire Department eligibility list

A motion was made by Fudge Hart, seconded by Vukelich-Austin, to approve candidates to the Fire Department eligibility list as presented.

The motion passed by voice vote/other.

5. [89455](#) Status update on 2026 Fire Department hiring process

Chief Bavery reported that 93 candidates were invited to take the Physical Ability Test on August 7.

6. [89456](#) General status report on Fire Department retirements and resignations

There were no retirements or resignations to report.

7. [89457](#) General status report on Fire Department disciplinary matters

Chief Bavery noted two ongoing investigations.

### Police Department Items

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

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](#)

A motion was made by Schauf, seconded by Gundlach, to accept the final recommendation of the Acting Police Chief to promote Bailey Heimsoth to the rank of Police Officer upon successful completion of the probationary period, effective August 7, 2025.

The motion passed by voice vote/other.

9. [89459](#)

Consideration and potential action to approve candidates for Police Department eligibility list

There were no additions to the eligibility list.

10. [89460](#)

Consideration and potential action to approve candidates for Police Department hiring list

A motion was made by Vukelich-Austin, seconded by Gundlach, to add three names to the hiring list as presented.

The motion passed by voice vote/other.

11. [89461](#)

2025 Pre-Service Academy Update

Captain Drescher reported that all 32 recruits have passed phase 1 of state testing.

12. [89462](#)

General status report on Police Department retirements and resignations

Captain Drescher noted one resignation.

13. [89463](#)

General status report on Police Department disciplinary matters

Captain Drescher noted three ongoing investigations, one of which is new.

#### Closed Session

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

The Commission convened into closed session at 5:47pm.

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.

**These items were discussed in closed session. Votes were taken in open session.**

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

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

**The Commission reconvened into open session at 7:04pm.**

**A motion was made by Fudge Hart, seconded by Gundlach, to accept the preliminary recommendation of the Acting Police Chief to promote Tanner Sandmire to the rank of Investigator effective August 10, 2025.**

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

**A motion was made by Vukelich-Austin, seconded by Gundlach, to accept the preliminary recommendation of the Fire Chief to promote Firefighter Jeret Jenkins, Firefighter Richard Miyagawa, Firefighter Eric Popovich, Firefighter/Paramedic Nickolas George, Firefighter/Paramedic Kyle Kampmeier, and Firefighter Aaron Zurbuchen to the rank of Apparatus Engineer effective August 17, 2025.**

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

### **Adjournment**

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

**The meeting was adjourned at 7:07pm.**