



City of Madison

City of Madison
Madison, WI 53703
www.cityofmadison.com

Agenda - 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, December 8, 2025

5:30 PM

Virtual Meeting via Zoom

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

Written Comments: You can send comments on agenda items to 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 4068 4911

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

Call to Order/Roll Call

Approval of Minutes

Consideration of Draft Minutes from November 10 and 19, 2025

Public Comment

1. [91153](#) Public Comment for the Police and Fire Commission Meeting of December 8, 2025

Disclosures and Recusals

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

2. [91082](#) Reminder of annual Statements of Interest update
(<https://www.cityofmadison.com/mayor/committees/statementofinterests/>)

Fire Department Items

3. [91154](#) Review the preliminary recommendation of the Fire Chief regarding promotions (10 candidates) and schedule personnel file reviews
Attachments: [12-08-2025 MFD Agenda.pdf](#)
4. [91155](#) Schedule informal meetings with promotional candidate(s)
5. [91156](#) Consideration and potential action regarding Fire Department probationary status extension
6. [91157](#) General status report on Fire Department retirements and resignations
7. [91158](#) General status report on Fire Department disciplinary matters

Police Department Items

8. [91159](#) Consideration and potential action regarding the final recommendation of the Police Chief to promote/hire candidates following the successful completion of the probationary period:
 - i. Diana Nachtigal, Captain, effective December 22, 2025
 - ii. Nicholas Eull, Lieutenant, effective December 22, 2025
 - iii. Glenn Davis, Lieutenant, effective December 22, 2025
 - iv. Liv Novitzke, Lieutenant, effective December 22, 2025
 - v. Zachary Rubin, Officer, effective December 22, 2025**Attachments:** [MPD Dec PFC Packet.pdf](#)
9. [91160](#) Consideration and potential action to add candidates to Police Department eligibility list

10. [91161](#) Status update on 2026 Police Department Promotional Processes (Detective; Investigator; Lieutenant)
11. [91162](#) General status report on Police Department retirements and resignations
12. [91163](#) General status report on Police Department disciplinary matters
13. [91164](#) Informal meeting with Kipp Hartman, Captain candidate, effective January 4, 2026

Closed Session

14. [91165](#) 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:
 - a. Consider the preliminary recommendation of the Fire Chief for the promotion of the following candidates and report on personnel file reviews:
 - i. Ron Blumer, Assistant Chief, effective January 4, 2026
 - ii. Nathan Franke, Division Chief, effective January 4, 2026
 - iii. Ryan Staudinger, Lieutenant, effective January 4, 2026
 - iv. Matthew Powers, Lieutenant, effective January 4, 2026
 - v. Jonathan Clinkscale, Apparatus Engineer, effective January 4, 2026
 - b. Consider the preliminary recommendation of the Police Chief for the promotion of the following candidates and report on personnel file reviews:
 - i. Kipp Hartman, Captain, effective January 4, 2026
 - ii. Kelly Dougherty, Lieutenant, effective January 4, 2026
 - iii. Chanda Dolsen, Lieutenant, effective December 21, 2025
 - iv. Firoz Khilji, Detective, effective January 4, 2026
 - c. Discuss police chief hiring process employee roles and reviews/feedback
15. [91166](#) Reconvene into open session and take action regarding the items discussed in closed session, if appropriate

Adjournment