



# City of Madison

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

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Monday, November 13, 2023

5:30 PM

Virtual Meeting via Zoom

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The City of Madison is holding the Police and Fire Commission meeting virtually.

1. **Written Comments:** You can send comments on agenda items to [pfc@cityofmadison.com](mailto: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: 878 5033 6803**

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 pab 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 October 9 and October 23, 2023

**PUBLIC COMMENT**

1. [80750](#) Public Comment for the Police and Fire Commission meeting of November 13, 2023

**DISCLOSURES AND RECUSALS**

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

**INITIAL HEARING AND CONTEMPLATED CLOSED SESSION**

2. [80762](#) Initial Hearing in the Matter of Charges brought by Police Chief Shon F. Barnes, Complainant v. Sergeant Nicholas Ellis, Respondent
3. [80763](#) The Commission may convene into closed session, pursuant to Wis. Stat. § 19.85(1)(a) (deliberating concerning a case which was the subject of a quasi-judicial hearing before the governmental body); Wis. Stat. § 19.85(1)(c) (considering 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)(g) (conferring with legal counsel for the governmental body who is rendering oral or written legal advice related to pending litigation); specifically,  
  
to receive legal advice regarding the Initial Hearing in the Matter of Charges brought by Police Chief Shon F. Barnes, Complainant v. Sergeant Nicholas Ellis, Respondent.
4. [80764](#) Reconvene into open session to consider any remaining agenda items and to take action, if appropriate, regarding the items discussed in closed session.

**FIRE DEPARTMENT DISCUSSION ITEMS**

5. [80765](#) Consideration and potential action regarding candidates for Fire Department hiring list (24 candidates)
6. [80766](#) Consideration and potential action regarding candidates for Fire Department contingent hiring list (5 candidates)
7. [80767](#) Preliminary recommendations of the Fire Chief regarding promotions and schedule personnel file reviews (6 candidates for Lieutenant; 4 candidates for Apparatus Engineer)
8. [80768](#) Status update on 2023 Fire Department Recruit Academy
9. [80769](#) Status update on 2024 Apparatus Engineer Promotional Process

10. [80770](#) Status update on Fire Lieutenants Promotional Process
11. [80771](#) General status update on Fire Department disciplinary matters

#### DEPARTMENT DISCUSSION ITEMS

12. [80772](#) Preliminary recommendations of the Police Chief regarding promotions and schedule personnel file reviews (3 candidates)
13. [80773](#) Consideration and potential action on final recommendation of the Police Chief regarding candidates following successful completion of the probationary period (31 candidates)
14. [80774](#) Status update on Police Department probationary status extension
15. [80775](#) State update on Police Department acting position
16. [80776](#) General status update on Police Department retirements and resignations
17. [80777](#) Consideration and potential action regarding candidates for Police Department eligibility list:  
  
6 candidates for eligibility list consideration (5 for the May 2024 Pre-Service Academy Class / 1 for the May 2024 Accelerated Academy Class)
18. [80778](#) Consideration and potential action regarding candidates for Police Department hiring list:
  - i. 5 accelerated candidates for hiring list consideration (November 2023 Accelerated Academy Class)
  - ii. 7 candidates for hiring list consideration (May 2024 Pre-Service Academy Class)
19. [80779](#) Police Department recruiting and hiring update
20. [80780](#) Status update on 2023-24 Police Department Hiring Process
21. [80781](#) Status update on 2024 Police Department Promotional Process
22. [80783](#) General status report on Police Department disciplinary matters

#### RULES OF THE BOARD

23. [80782](#) Discuss timing of candidate background checks relative to the Chiefs seeking approval for the eligibility list and hiring list

## CLOSED SESSION

24. [80784](#) 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:
- Consider Preliminary Recommendation of Police Chief for Promotion of the following candidates and report on personnel file reviews:
- i. Mario Gonzalez, Police Officer to Sergeant, effective 10/15/2023
  - ii. Kyle Toberman, Police Officer to Detective, effective 11/12/2023
25. [80785](#) Reconvene into open session to consider any remaining agenda items and to take action, if appropriate, regarding the items discussed in closed session

## ADJOURNMENT