



City of Madison

City of Madison
Madison, WI 53703
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?*

Monday, March 14, 2022

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: 995 1883 6405

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

CALL TO ORDER / ROLL CALL

APPROVAL OF MINUTES

Consideration of Draft Minutes from February 14, 2022, March 1, 2022, March 8, 2022, and March 11, 2022

PUBLIC COMMENT

1. [69268](#) Public Comment for the Police and Fire Commission meeting of March 14, 2022

 Attachments: [Registrations for Public Comment 3-14-2022 PFC Meeting.pdf](#)

2. [70160](#) Written Submissions regarding the Fire Chief Hiring Process since February 18, 2022

Attachments: [2-18-2022 Recommendation for Chris Carbon by Jake Kuehne.pdf](#)
[2-18-2022 Recommendation for Tracy Burrus by Raena Glauvitz.pdf](#)
[2-19-2022 Recommendation for Chris Carbon by Jill and Jim Davis .pdf](#)
[2-19-2022 Recommendation for Chris Carbon by Mike Howell.pdf](#)
[2-21-2022 Recommendation for Ted Higgins by Douglas Keillor.pdf](#)
[2-21-2022 Recommendation for Ted Higgins by John Matthews.pdf](#)
[2-22-2022 Recommendation for Scott Bavery, Tracy Burrus, and Chris Carbon](#)
[2-22-2022 Recommendation for Ted Higgins by Leslie Sammon.pdf](#)
[2-24-2022 Recommendation for Ted Higgins by Clayton Christenson.pdf](#)
[2-24-2022 Recommendation for Ted Higgins by Steven LaFeber.pdf](#)
[2-25-2022 Recommendation for Tracy Burrus by Melissa Rosenkranz.pdf](#)
[2-25-2022 Recommendation for Chris Carbon by David Guthrie.pdf](#)
[2-25-2022 Recommendation for Ted Higgins by Robert Baggot.pdf](#)
[2-27-2022 Recommendation for Ted Higgins Bill Stebbins.pdf](#)
[2-27-2022 Recommendation for Ted Higgins by Robert Hansbro.pdf](#)
[2-28-2022 Recommendation for Chris Carbon by Pete Ragotzkie.pdf](#)
[2-28-2022 Recommendation for Ted Higgins by Andy Russell.pdf](#)
[2-28-2022 Recommendation for Ted Higgins by Brian Goff.pdf](#)
[2-28-2022 Recommendation for Ted Higgins by Kyle Gulya.PDF](#)
[2-28-2022 Recommendation for Ted Higgins by Tim Hawks.pdf](#)
[3-1-2022 Comment on Scott Bavery by Ann Boyer.pdf](#)
[3-1-2022 Recommendation for Tracy Burrus by Christine Schwartz.pdf](#)
[3-1-2022 Recommendation for Tracy Burrus by Cynthia Zick.pdf](#)
[3-1-2022 Recommendation for Tracy Burrus by Sunny McDaniel.pdf](#)
[3-1-2022 Recommendation for Tracy Burrus by Jessica Benish.pdf](#)
[3-1-2022 Recommendation for Tracy Burrus by Sam McDaniel.pdf](#)
[3-1-2022 Recommendation for Scott Bavery by Jarad Schmitt.pdf](#)
[3-1-2022 Recommendation for Scott Bavery by Richard and Alice Appen.pdf](#)
[3-1-2022 Recommendation for Scott Bavery by Bill Stebbins.pdf](#)
[3-2-2022 Recommendation for Chris Carbon by Dave Westbury.pdf](#)
[3-2-2022 Recommendation for Scott Bavery by Pat Fish.pdf](#)
[3-2-2022 Recommendation for Tracy Burrus by Nicole Marie Hall.pdf](#)
[3-2-2022 Recommendation for Chris Carbon by Scott and Holly Andler.pdf](#)
[3-2-2022 Recommendation for Scott Bavery by Mary Lee Rossmassler.pdf](#)
[3-2-2022 Recommendation for Ted Higgins by Mahlon Mitchell.pdf](#)
[3-2-2022 Recommendation for Ted Higgins by Tim Healy.pdf](#)
[3-3-2022 Recommendation for Chris Carbon by Bill Stebbins.pdf](#)
[3-3-2022 Recommendation for Scott Bavery by Michael Fuss.pdf](#)
[3-4-2022 General Feedback from Aaron Schultz.pdf](#)
[3-4-2022 Recommendation for Chris Carbon by Stacey Rimkus-Milner.pdf](#)
[3-4-2022 Recommendation for Tracy Burrus by Brian Chaney-Austin.pdf](#)

[3-5-2022 Recommendation for Tracy Burrus by Laura Agostini.pdf](#)
[3-5-2022 Recommendation for Chris Carbon by Mindy Huitt.pdf](#)
[3-5-2022 Recommendation for Chris Carbon by Thomas Le.pdf](#)
[3-6-2022 Recommendation for Scott Bavery by Steven Dick.pdf](#)
[3-6-2022 Recommendation for Ted Higgins by Joe Pulvermacher.pdf](#)
[3-6-2022 Recommendation for Scott Bavery by Randy Engen.pdf](#)
[3-6-2022 Recommendation for Scott Bavery by Byron Quam.pdf](#)
[3-6-2022 Recommendation for Scott Bavery by Khrist Barber.pdf](#)
[3-6-2022 Recommendation for Scott Bavery by Michael Jordan.pdf](#)
[3-6-2022 Recommendation for Chris Carbon by Martha Vukelich-Austin.pdf](#)
[3-6-2022 Recommendation for Ted Higgins by Debra Julian.pdf](#)
[3-7-2022 Recommendation for Tracy Burrus by Bill Stebbins.pdf](#)
[3-7-2022 Fire Chief hiring feedback from John Christopherson.pdf](#)
[3-7-2022 Recommendation for Chris Carbon by Ashley Anderson.pdf](#)
[3-7-2022 Recommendation for Scott Bavery by Brad Jakel.pdf](#)
[3-7-2022 Recommendation for Chris Carbon by Marilyn Vanderhoof.pdf](#)
[3-7-2022 Recommendation for Chris Carbon by Ronnie Hess.pdf](#)
[3-7-2022 Recommendation for Chris Carbon by Adam Thimmig.pdf](#)
[3-7-2022 Recommendation for Chris Carbon by Brian Veit.pdf](#)
[3-7-2022 Recommendation for Chris Carbon by Dave Benforado.pdf](#)
[3-7-2022 Recommendation for Scott Bavery by Darrel Hustad.pdf](#)
[3-7-2022 Recommendation for Scott Bavery by Jim Moeller.pdf](#)
[3-7-2022 Recommendation for Scott Bavery by Tim Bliefernicht.pdf](#)
[3-8-2022 Recommendation for Chris Carbon by Ben Miskowski.pdf](#)
[3-8-2022 Recommendation for Ted Higgins by Eric Lang.pdf](#)
[3-8-2022 Recommendation for Chris Carbon by Nola DuPuis.pdf](#)
[3-8-2022 Recommendation for Chris Carbon by Sherry Casali.pdf](#)
[3-8-2022 Recommendation for Chris Carbon by Tim Hagen.pdf](#)
[3-8-2022 Recommendation for Scott Bavery by Rick King.pdf](#)
[3-8-2022 Recommendation for Scott Bavery by Rob Dillon.pdf](#)
[3-8-2022 Recommendation for Tracy Burrus by Rick Driskell.pdf](#)
[3-9-2022 Recommendation for Chris Carbon by Kari Hall.pdf](#)
[3-9-2022 Recommendation for Chris Carbon by Cokie Albrecht.pdf](#)
[3-9-2022 Recommendation for Scott Bavery by Mike Wiitanen.pdf](#)
[3-10-2022 Recommendation for Chris Carbon by Sally-Ann Johansen.pdf](#)
[3-10-2022 Recommendation for Scott Bavery by David Turner.pdf](#)
[3-10-2022 Recommendation for Tracy Burrus by James Latimer.pdf](#)
[3-10-22 Recommendation for Chris Carbon by Ismael Ozanne.pdf](#)
[3-10-22 Recommendation for Chris Carbon by Jeff Dostalek.pdf](#)
[3-10-22 Recommendation for Chris Carbon by Steve Wunsch.pdf](#)
[3-10-22 Recommendation for Scott Bavery by John Ehle.pdf](#)

[3-10-22 Recommendation for Scott Bavery by Sabrena Kalscheur.pdf](#)
[3-10-22 Recommendation for Theodore Higgins by Steve Wunsch.pdf](#)
[3-11-22 Recommendation for Chris Carbon by David DeWitt.pdf](#)
[3-11-22 Recommendation for Chris Carbon by Karl Frantz.pdf](#)
[3-11-22 Recommendation for Chris Carbon by Patrick Bauch.pdf](#)
[3-11-22 Recommendation for Scott Bavery by Deena and Andrew Cortright.pdf](#)
[3-11-22 Recommendation for Scott Bavery by Doug Chambers.pdf](#)
[3-11-22 Recommendation for Scott Bavery by Mitch Wagner.pdf](#)
[3-11-22 Recommendation for Scott Bavery by Ryan McFadden.pdf](#)
[3-11-22 Recommendation for Scott Bavery by Tom Raemisch.pdf](#)
[3-12-22 Recommendation for Chris Carbon by Todd Cole.pdf](#)
[3-12-22 Feedback on Candidates by Jordan Powell.pdf](#)
[3-12-22 Recommendation for Chris Carbon by Megan Gussick.pdf](#)
[3-13-22 Recommendation for Chris Carbon by Ben Uphoff.pdf](#)
[3-13-22 Recommendation for Chris Carbon by Byron Frenz.pdf](#)
[3-13-22 Recommendation for Chris Carbon by Gregg Plummer.pdf](#)
[3-13-22 Recommendation for Chris Carbon by Lynn and Gary Johnson.pdf](#)
[3-13-22 Recommendation for Chris Carbon by Tom DeMeuse.pdf](#)
[3-13-22 Recommendation for Tracy Burrus by Amy Melton-White.pdf](#)
[3-14-22 Recommendation for Chris Carbon by Erik Johnson.pdf](#)
[3-14-22 Recommendation for Chris Carbon by Michelle Reynolds.pdf](#)
[3-14-2022 Recommendation for Chris Carbon by Sam Austin.pdf](#)
[3-14-2022 Recommendation for Scott Bavery by Jeff Dostalek.pdf](#)
[3-14-2022 Recommendation for Chris Carbon by Paul Hick.pdf](#)

DISCLOSURES AND RECUSALS

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

SCHEDULING MATTERS

3. [70188](#) Consider request of complainant to modify schedule in the Complaint matter filed by Ms. Moon

FIRE DEPARTMENT DISCUSSION ITEMS

4. [70180](#) Status update regarding Fire Department hiring/recruitment
Attachments: [MFD PFC Report 3-14-2022 \(updated\).pdf](#)
5. [70181](#) Status update regarding Fire Department promotions
6. [70182](#) General status report regarding Fire Department disciplinary matters

7. [70183](#) General status update regarding Fire Department retirements

POLICE DEPARTMENT DISCUSSION ITEMS

8. [70184](#) Preliminary recommendation of the Police Chief regarding promotions and schedule personnel file reviews (as needed)
Attachments: [MPD PFC Report 3-14-2022.pdf](#)
9. [70185](#) Consider the Police Chief's final recommendations for promotion after successful completion of the probationary period
10. [70477](#) General status update regarding probationary extensions
11. [70186](#) Status update regarding 2022-2023 Police Department Promotional Candidates
12. [70187](#) General status report regarding Police Department disciplinary matters
13. [70478](#) Status update regarding the 2023 Pre-Service Academy & Accelerated Hiring Process Timeline

CLOSED SESSION

14. [70189](#) 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:
- i. Report on personnel file reviews and potential action on the Police Chief's preliminary recommendation for promotion of the following candidates:
 - A. Michael Richardson, Sergeant to Lieutenant, effective 02/20/2022;
 - B. Jane Preston, Police Officer to Detective, effective 02/06/2022
 - ii. Discuss the Police Department probationary extensions (if necessary);
 - iii. Consider the Chiefs final recommendations for promotion (if necessary);
 - iv. Consider the Fire Department resignations (if necessary);
 - v. Deliberate regarding Fire Chief candidates.

15. [70190](#) Reconvene into open session to consider any remaining agenda items and to take action, if appropriate, regarding the items discussed in closed session

ADJOURNMENT