

From: [Anderson, Linnea](#)
To: [City of Madison Police and Fire Commission](#)
Cc: [Anderson, Linnea](#)
Subject: Re: Listening to MFD and the community: Police and Fire Commission seeks input in hiring new Fire Chief
Date: Saturday, January 1, 2022 3:24:03 PM

To the PFC,

This is a short list of factors I feel are important, and have heard from other members in recent conversations as well, in no particular order.

The next Fire Chief should be someone who:

- understands equity and inclusion and how to improve it in the MFD and the wider Madison community despite the current "culture" of the Madison Fire Department or that of the Fire and Emergency Services in general. A lot can be accomplished from the top down. Equity and inclusion are not simply a box to check, they are an attitude and belief system that can be spread and lived and practiced every single day.
- practices accountability for all members all the time. When SOGs, P&Ps, Directives, Orders and Rules are in place but not held up by accountability it becomes an inconsistent and uncomfortable atmosphere. Where you are working or who you are working with for the day should not determine whether SOGs, P&Ps, Directives, Orders and Rules are followed and enforced or not. Be consistent and expect it from all of our members.
- values and prioritizes EMS. EMS is 75-90% of our call volume, depending on how the statistics are interpreted. 75-90% of our time, efforts and resources should reflect and respect EMS and a pro-EMS culture.
- values and prioritized Fire Prevention. Madison is a very "fire safe" community thanks to our Fire Prevention actions and enforcement: this keeps our community and our firefighters safe proactively.
- values and prioritizes training. The "culture" of the MFD has become, with some crews and employees, that training is an inconvenience and a burden. We all need training and retraining from the newest FFs out of the Fire Academy to our most senior members. Training is what makes us better and keeps us safe. Sadly the MFD has developed a culture of complacency over recent years.
- does not tolerate harassment or bullying from any of our members.

Thank you and Happy New Year,

Linnea Anderson
Fire Lieutenant / Paramedic
A-shift

From: City of Madison Police and Fire Commission

Sent: Friday, December 10, 2021 10:12 AM

To: FD GROUP

Subject: Listening to MFD and the community: Police and Fire Commission seeks input in hiring new Fire Chief

All MFD Members,

As you are well aware, the Madison Police and Fire Commission (PFC) will be hiring a new Fire Chief. The PFC has invited the leaders of Local 311, Local 6000, and AMFS to provide input at the December 13, 2021 meeting.

While the PFC has formally invited the participation of Fire Department labor leaders, we want to remind all members that their input into this process is welcome and encouraged.

Comments can be provided in writing or through the public hearing portion of the PFC meetings. Public comment is invited on the second Monday of each month at 5pm.

Anyone who wishes to provide input into the hiring process may register to speak during public comment at <https://www.cityofmadison.com/city-hall/committees/meeting-schedule/register>. Written comments may be sent to pfc@cityofmadison.com.

Questions related to the hiring process may be addressed to Jenna Rousseau, Legal Counsel to the City of Madison Police and Fire Commission at jrousseau@law-rl.com

Thank you for your continued service.

City of Madison Police and Fire Commissioners