



Madison Police and Fire Commission

Monthly Report

Jennifer L Krueger Favour, Captain of Police

July, 2021

Promotions and Probationary Status

PFC Approval—Interim Approval for Promoted Positions (Step 1)

Name, Promoted Rank	Prior Rank	Effective Date
Justin Nelsen, Sergeant	Police Officer	07/25/2021
Paul Bauman, Lieutenant	Detective	01/09/2022

PFC Approval—File Review and Candidate Discussion (Step 2/Step 3)

Name, Promoted Rank	Current Rank	Effective Date
Jamar Gary, Captain	Lieutenant	06/27/2021
Daniel Perez, Lieutenant	Sergeant	06/27/2021
Ricardo Franco, Sergeant	Police Officer	06/27/2021

PFC Approval—Completion of Probationary Period (Step 4)

Name, Promoted Rank	Off Probation Date

Name, Promoted Rank - Acting	Prior Rank
Brian Austin, Assistant Chief of Police	Captain
Stephanie Drescher, Captain	Lieutenant
Harrison Zanders, Captain	Lieutenant

2021 Town of Madison Hiring Timeline/Process

- March 22: Solicit interest from current TMPD officers
- April 12: Applications due
- April 26 & 29: Written test & MPD physical agility test

- May 10 & 12: Oral board interviews – done with Fitchburg PD
- May 17 – June 4: Backgrounds
- Week of June 7: Determine eligibility list
- June 14: PFC approves eligibility list (regularly scheduled PFC meeting)
- June 21 – 30: AC interview; psych; ride-along
- Early July: Meeting with MPD Staff & Doctors
- July 12: PFC approval (regularly scheduled PFC meeting)
- Mid-July: Extend tentative job offers – done in conjunction with Fitchburg PD
- Aug. 1: State physical readiness test
- Sept: Medicals/drug screen

Recruiting and Hiring

2021 Pre-Service Academy Hiring Process Timeline

- **Background Investigations:** Immediately after an Oral Board, but no later than February, 2021
- **Seek PFC Approval of Eligibility Hiring List** – February 08, 2021
- **Trilogy: Interview, Personality Assessment and Ride-Along with a Field Training Officer:** February 22, 2021 through March 17, 2021.
- **Seek PFC Approval of Hiring List Candidates and Contingency List** – March 19, 2021
- **Tentative Job Offers:** March 22, 2021
- **Medical Clearance:** April 8-22, 2021
- **Final Job Offers:** May 6, 2021
- **Academy begins:** June 1, 2021

2022 Pre-Service Academy Hiring Process Timeline

- Application Deadline: October, 2021
- Written & Physical Agility Testing:
 - May 2, 2021 Written & Physical Agility Test
 - October 3, 2021 Written & Physical Agility Test
 - November 14, 2021 Written & Physical Agility Test
- **Consolidated Testing for Distant Candidates:** January 9-14, 2022
- **Oral Board Interviews:**
 - June 2021
 - November 2021
 - December-January 2021-2022

PSIA Report/Discipline Attachments and Notices

- Professional Standards Open Case Memo
- No suspensions requiring notification to the PFC.

CC

Jenna Rousseau, Counsel for PFC
 Marci Paulsen, Assistant City Attorney
 Shon F. Barnes, Chief of Police

Madison Police Department
CORRESPONDENCE / MEMORANDUM

Date: June 30, 2021

To: All Personnel

From: Shon F. Barnes, Chief of Police

Re: **Promotion Announcement**

It is my pleasure to announce to the organization the following promotion, contingent on the approval of the Police and Fire Commission:

Captain Brian Austin to Assistant Chief of Police

Captain Brian Austin started his career with the Madison Police Department on September 8, 1997. He was a police officer for 7 years before being promoted to detective. Captain Austin was promoted to Lieutenant in 2016 and Captain in 2018. He is currently the Captain of the North District.

Captain Austin received his Juris Doctor from the University of Wisconsin Law School. He attended the University of Wisconsin-Madison for his undergraduate degree in Psychology and History.

During his tenure with the MPD, Captain Austin has served as Deputy Commander of SWAT, a member of MPD's Honor Guard, secretary of MPPOA, training officer and involved in numerous initiatives and committees. Prior to his employment with the MPD, Captain Austin was an Assistant District Attorney in Kenosha and Milwaukee counties.

Please join me in congratulating Captain Austin on this well-deserved accomplishment!



Madison Police Department
CORRESPONDENCE / MEMORANDUM

Date: June 30, 2021

To: All Personnel

From: Shon F. Barnes, Chief of Police

Re: **Promotion Announcement**

It is my pleasure to announce to the organization the following promotion, contingent on the approval of the Police and Fire Commission:

Lieutenant Stephanie Drescher to Captain

Lieutenant Stephanie Drescher began her career with the Madison Police Department on May 26, 2009. She was a police officer for 8 years before being promoted to sergeant. Lieutenant Drescher was promoted to Lieutenant in 2019 and she is currently the Patrol Lieutenant in the North District.

Lieutenant Drescher graduated Magna Cum Laude from Edgewood College and obtained a Bachelor of Arts degree in History and Religious Studies.

Lieutenant Drescher is our current Field Training Coordinator, Staffing Contingency Coordinator and liaison to Dane County Communications. She is a critical member of several committees within our agency including our Telestaff Administration Team, Field Training Restructure Committee and Employee Feedback Workgroup Committee. Over the past year she has taken on the role of significant event staffing and planning needs related to 2020 and 2021 protest staffing.

Please join me in congratulating Lieutenant Drescher on this well-deserved accomplishment!



Madison Police Department
CORRESPONDENCE / MEMORANDUM

Date: June 30, 2021

To: All Personnel

From: Shon F. Barnes, Chief of Police

Re: **Promotion Announcement**

It is my pleasure to announce to the organization the following promotion, contingent on the approval of the Police and Fire Commission:

Lieutenant Harrison Zanders to Captain

Lieutenant Harrison Zanders began his career with the Madison Police Department on May 27, 2008. He was a police officer for 9 years before being promoted to sergeant. Lieutenant Zanders was promoted to Lieutenant in 2019 and he is currently the Patrol Lieutenant in the Central District.

Lieutenant Zanders received a Bachelor of Arts degree in Sociology with a Criminal Justice Certificate from Iowa State University.

During his tenure with the MPD, Lieutenant Zanders has been a patrol officer, a member of MPD's gang unit, a sergeant of a community policing team, a patrol sergeant, background investigator, member of SET, member of Amigos en Azul, field training officer, field training supervisor and member of MPD's recruitment cadre. He is a member of the newly established Black Officer Coalition.

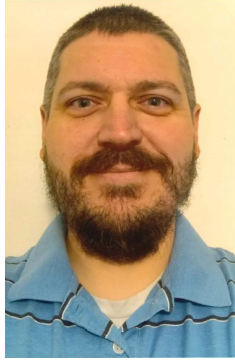
Please join me in congratulating Lieutenant Zanders on this well-deserved accomplishment!



2021 Accelerated Academy Hiring List



James Brown
Stoughton, WI



Nikolas Greene
Madison, WI

2021 - 2022 Hiring Process

6/16/2021

CATEGORY	Male	%	Female	%	C/M	%	C/F	%	AA/M	%	AA/F	%	H/M	%	H/F	%	NA/M	%	NA/F	%	API/M	%	API/F	%	TOTAL
TOTAL APPLICATIONS	101	77.69%	29	22.31%	73	56.15%	21	16.15%	11	8.46%	3	2.31%	13	10.00%	4	3.08%	0	0.00%	0	0.00%	4	3.08%	1	0.77%	130
FAILED TO APPEAR OR WITHDREW	19		7		12		2		2		2		2		3		0		0		3		0		26
NUMBER REMAINING	82	78.85%	22	21.15%	61	58.65%	19	18.27%	9	8.65%	1	0.96%	11	10.58%	1	0.96%	0	0.00%	0	0.00%	1	0.96%	1	0.96%	104
FAILED WRITTEN	4		2		2		2		0		0		2		0		0		0		0		0		6
NUMBER REMAINING	78	79.59%	20	20.41%	59	60.20%	17	17.35%	9	9.18%	1	1.02%	9	9.18%	1	1.02%	0	0.00%	0	0.00%	1	1.02%	1	1.02%	98
OUT OF STATE ADMISSIONS COMMITTEE	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	78	79.59%	20	20.41%	59	60.20%	17	17.35%	9	9.18%	1	1.02%	9	9.18%	1	1.02%	0	0.00%	0	0.00%	1	1.02%	1	1.02%	98
OUT OF STATE NO SHOW OR WITHDREW	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	78	79.59%	20	20.41%	59	60.20%	17	17.35%	9	9.18%	1	1.02%	9	9.18%	1	1.02%	0	0.00%	0	0.00%	1	1.02%	1	1.02%	98
WITHDREW OR NO SHOW AT PHY AGILITY	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	78	79.59%	20	20.41%	59	60.20%	17	17.35%	9	9.18%	1	1.02%	9	9.18%	1	1.02%	0	0.00%	0	0.00%	1	1.02%	1	1.02%	98
FAILED PHYSICAL AGILITY	3		4		3		4		0		0		0		0		0		0		0		0		7
NUMBER REMAINING	75	82.42%	16	17.58%	56	61.54%	13	14.29%	9	9.89%	1	1.10%	9	9.89%	1	1.10%	0	0.00%	0	0.00%	1	1.10%	1	1.10%	91
ADMISSIONS COMMITTEE	2		0		9		0		1		0		1		0		0		0		1		0		12
NUMBER REMAINING	73	92.41%	16	20.25%	47	59.49%	13	16.46%	8	10.13%	1	1.27%	8	10.13%	1	1.27%	0	0.00%	0	0.00%	0	0.00%	1	1.27%	79
WITHDREW OR NO SHOW PRIOR TO ORAL	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	73	92.41%	16	20.25%	47	59.49%	13	16.46%	8	10.13%	1	1.27%	8	10.13%	1	1.27%	0	0.00%	0	0.00%	0	0.00%	1	1.27%	79
ORAL BOARD	4		0		4		0		0		0		0		0		0		0		0		0		4
NUMBER REMAINING	69	92.00%	16	21.33%	43	57.33%	13	17.33%	8	10.67%	1	1.33%	8	10.67%	1	1.33%	0	0.00%	0	0.00%	0	0.00%	1	1.33%	75
WITHDREW PRIOR TO BACKGROUND	1		0		1		0		0		0		0		0		0		0		0		0		1
NUMBER REMAINING	68	91.89%	16	21.62%	42	56.76%	13	17.57%	8	10.81%	1	1.35%	8	10.81%	1	1.35%	0	0.00%	0	0.00%	0	0.00%	1	1.35%	74
BACKGROUND	1		0		1		0		0		0		0		0		0		0		0		0		1
ELIGIBILITY LIST	67	91.78%	16	21.92%	41	56.16%	13	17.81%	8	10.96%	1	1.37%	8	10.96%	1	1.37%	0	0.00%	0	0.00%	0	0.00%	1	1.37%	73
WITHDREW AFTER BACKGROUNDS	0		0		0		0		0		0		0												0
NUMBER REMAINING	67	91.78%	16	21.92%	41	56.16%	13	17.81%	8	10.96%	1	1.37%	8	10.96%	1	1.37%	0	0.00%	0	0.00%	0	0.00%	1	1.37%	73
CHIEF'S INTERVIEW/RIDE-ALONG/PSY	0		0		0		0		0		0		0												0
NUMBER REMAINING	67	91.78%	16	21.92%	41	56.16%	13	17.81%	8	10.96%	1	1.37%	8	10.96%	1	1.37%	0	0.00%	0	0.00%	0	0.00%	1	1.37%	73
MEDICAL	0		0		0		0		0		0		0												0
NUMBER REMAINING	67	91.78%	16	21.92%	41	56.16%	13	17.81%	8	10.96%	1	1.37%	8	10.96%	1	1.37%	0	0.00%	0	0.00%	0	0.00%	1	1.37%	73
WITHDREW AFTER TENTATIVE JOB OFFER	0		0		0		0		0		0		0												0
NUMBER REMAINING/HIRED	67	91.78%	16	21.92%	41	56.16%	13	17.81%	8	10.96%	1	1.37%	8	10.96%	1	1.37%	0	0.00%	0	0.00%	0	0.00%	1	1.37%	73