



# City of Madison

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

## Meeting Minutes - 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, April 17, 2023

5:00 PM

Virtual meeting via Zoom

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**This meeting was rescheduled from April 10, 2023**

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](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: 860 3726 4020

### CALL TO ORDER / ROLL CALL

The meeting was called to order at 5:04pm. All attendees participated via Zoom.

**Present:** 3 - Mary Schauf; William Greer and Jacquelyn L. Boggess

**Absent:** 1 - Veronica Figueroa Velez

**Excused:** 1 - Kevin C. Gundlach

### APPROVAL OF MINUTES

A motion was made by Boggess, seconded by Schauf, to Approve the Minutes of March 13, 2023; March 21, 2023; March 28, 2023; and April 14, 2023 as presented. The motion passed by voice vote/other.

**PUBLIC COMMENT**

1. [77099](#) Public Comment for the Police and Fire Commission Meeting of April 17, 2023  
There was no public comment

**DISCLOSURES AND RECUSALS**

There were no disclosures or recusals

**FIRE DEPARTMENT DISCUSSION ITEMS**

Fire Chief Chris Carbon presented the report of the Madison Fire Department

2. [77126](#) Status update on 2022/2023 Fire Department Recruitment/Hiring process

**Attachments:** [2023 Apr MFD PFC Report.pdf](#)

Chief Carbon reported that conditional offers have been made. All 24 have accepted and are proceeding to the medical examinations. The academy will start in June.

3. [77127](#) Status update on 2023 Fire Lieutenants Promotional Process

Chief Carbon gave an overview of the process.

4. [77128](#) General status update on Fire Department retirements and resignations

Chief Carbon reported the following retirements:

Firefighter Jay Patton, March 26, 2023 after 26 years and 6 months of service  
Firefighter Allen Schmid, April 4, 2023 after 26 years, 7 months of service

5. [77129](#) General status report on Fire Department disciplinary matters

There are three pending investigations

**POLICE DEPARTMENT DISCUSSION ITEMS**

Captain Timothy Patton presented the report of the Madison Police Department

6. [77130](#) Preliminary recommendation of the Police Chief for promotion and schedule personnel file review

**Attachments:** [2023 Apr MPD PFC Report.pdf](#)  
[2023 Apr MPD PFC Item - Promotion Announcement.pdf](#)

Captain Patton presented the preliminary recommendation of the Chief of Police. Commissioner Greer will conduct a review of this file and also that of Police Officer Stephanie Perez, who the Chief plans to promote to Investigator on April 30, 2023.

7. [77131](#) Consideration and potential action on the final recommendation of the Police Chief for promotion of the following candidates following successful completion of the probationary period:
- i. Kelly Beckett, Captain of Police, effective May 1, 2023
  - ii. Justine Harris, Lieutenant of Police, effective May 1, 2023
- A motion was made by Schauf, seconded by Boggess, to Approve the final recommendation of the Police Chief for promotion of:**
- i. Kelly Beckett, Captain of Police**
  - ii. Justine Harris, Lieutenant of Police**
- following successful completion of the probationary period, effective May 1, 2023**
- The motion passed by voice vote/other.
8. [77132](#) Status update on 2022-23 Pre-Service Academy
- Captain Patton explained the extension of the original probationary period. The total amount is within the 24 month limit and thus does not require PFC approval.**
9. [77133](#) General status update on Police Department retirements and resignations
- Captain Patton reported that Officer Druri Tobias will retire on May 1, having joined MPD in 1995 and that Officer Robert Veatch will retire on June 1, having joined MPD in 1998.**
10. [77134](#) Status update on Sergeant, Detective, Investigator, and Lieutenant Processes
- Captain Patton provided an update. There is a Sergeant promotional panel in place. 12 candidates will participate in the Detective Assessment Center.**
11. [77135](#) General status report on Police Department disciplinary matters
- There are no suspensions requiring notification to the PFC.**

#### DISCUSSION OF PFC RULES

**President Schauf explained the background on the discussions with both the Police and Fire Departments regarding changes to hiring timelines. There is a concern that candidates may be lost to other employers due to the length of the process.**

**Present:** 4 - Veronica Figueroa Velez; Mary Schauf; William Greer and Jacquelyn L. Boggess

**Excused:** 1 - Kevin C. Gundlach

12. [77136](#) Consideration of potential amendment to the Rules of the Board

**Attachments:** [PFC Rules and Amendments.pdf](#)

Commissioners discussed the draft changes. The changes will be brought to the May 8 meeting for possible action.

**CLOSED SESSION**

A motion was made by Greer, seconded by Boggess, to Convene into Closed Session. The motion passed by voice vote/other.

The Commissioners convened into closed session at 5:28pm.

- 13. [77140](#) 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 of data of any public employee over which the governmental body has jurisdiction or exercises responsibility, specifically:

i. Consider Preliminary Recommendation of Fire Chief for Promotion of the following candidate and report on personnel file review:

- 1. Michael O'Connell, Apparatus Engineer, effective April 2, 2023

ii. Consider Preliminary Recommendation of Police Chief for Promotion of the following candidate and report on personnel file review:

- 1. Erik Lee, Detective, effective April 30, 2023

**These items were discussed in closed session and voted on in open session. During his report, Chief Carbon requested that the effective date for Michael O'Connell be updated to April 16, 2023.**

- 14. [77138](#) Reconvene into open session to consider any remaining agenda items and to take action, if appropriate, regarding the items discussed in closed session

**A motion was made by Schauf, seconded by Figueroa Velez, to Reconvene into open session. The motion passed by voice vote/other.**

The Commission reconvened into open session at 5:55pm.

Vote on items from Closed Session

**A motion was made by Greer, seconded by Boggess, to Accept the preliminary recommendation of Police Chief for promotion of Erik Lee to the rank of Detective, effective April 30, 2023.**

The motion passed by voice vote/other.

**A motion was made by Schauf seconded by Figueroa Velez, to Accept the preliminary recommendation of the Fire Chief for promotion of Michael O'Connell to Apparatus Engineer, effective April 16, 2023.**

The motion passed by voice vote/other.

**ADJOURNMENT**

A motion was made by Boggess, seconded by Figueroa Velez, to Adjourn. The motion passed by voice vote/other.

The meeting adjourned at 5:57pm.