



City of Madison

City of Madison
Madison, WI 53703
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?

Monday, November 9, 2020

5:30 PM

Virtual Meeting via Zoom

All of the members of the body will participate virtually. The public (and City staff members) may join using the following link:

<https://us02web.zoom.us/j/88531106165>

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<https://us02web.zoom.us/j/88531106165>

Meeting ID: 885 3110 6165

One tap mobile

+13126266799,,88531106165# US (Chicago)

+19294362866,,88531106165# US (New York)

CALL TO ORDER / ROLL CALL

The meeting was called to order at 5:32pm. All Commissioners appeared via Zoom.

Present: 5 - Fabiola Hamdan; Kevin C. Gundlach; Mary Schauf; William Greer and Jacquelyn L. Boggess

APPROVAL OF MINUTES

A motion was made by Greer, seconded by Hamdan, to Approve the Minutes of the Special Meeting on October 20, 2020. The motion passed by voice vote/other.

PUBLIC COMMENT

There was no public comment.

[62564](#)

Public Input Received to date

Attachments:

[Question 1 Responses \(Final\).pdf](#)
[Question 2 Responses \(Final\).pdf](#)
[Question 3 Responses \(Final\).pdf](#)
[Question 4 Responses \(Final\).pdf](#)
[Public Comments through July 24, 2020.pdf](#)
[Public Comments through September 8, 2020.pdf](#)
[Public Comments 9-8-20 - 9-24-20.PDF](#)
[Emails to PFC 9-25 to 10-8.pdf](#)
[7-13-20 African American Council of Churches Submission.pdf](#)
[7-13-20 MADSA Police & Fire Commission \(PFC\) Testimony.pdf](#)
[7-13-2020 Good Neighbor Project-Police Chief.pdf](#)
[7-13-2020 Submission from Westside Neighbors for Black Lives Coalition.pdf](#)
[7-22-20 African American-Jewish Friendship Remarks to PFC.pdf](#)
[7-22-20 Comments from Voces de la Frontera, re search for new police chief](#)
[7-22-20 Kaiksow Written Submission.pdf](#)
[7-22-20 MOSES Statement to PFC.pdf](#)
[7-22-20 Nick Cleary Public Comment.pdf](#)
[7-22-20 Open Letter to the PFC.pdf](#)
[7-22-2020 Gelembiuk Public Comment.pdf](#)
[7-22-2020 Oakbridge Neighborhood \(Brian Shah\) submission to PFC.pdf](#)
[8-17-20 AFSCME 6000 Submission - RandomSampleofSurveyResultsforNev](#)
[9-1-20 WORT Appearance by Mary Schauf \(Links to Replay and Comments\).](#)
[9-14-20 Public Comment Greg Gelembiuk.pdf](#)
[9-14-2020 Testimony from MPSEA.pdf](#)
[10-20-2020 Focused Interruption Written Submission.pdf](#)
[Local Voices Network - Madison Police & Fire Commission Report.pdf](#)
[LVN PFC Medley \(7.94MB Video\).mp4](#)
[PFC Public Input Emails through 12-6.pdf](#)
[PFC Public Input Emails 12-7.pdf](#)
[PFC Public Input Emails through noon 12-8.pdf](#)
[PFC Public Input Emails through 415pm 12-8.pdf](#)
[PFC Public Input Emails through 8am 12-9.pdf](#)
[2020-12-09 Statement of Barbie Jackson to PFC.pdf](#)
[PFC Public Input Emails through 8am 12-11.pdf](#)
[PFC Public Input Emails through 8am 12-14.pdf](#)
[Feedback From Voces de la Frontera 12-14-2020.pdf](#)
[Public Feedback thorough 430pm 12-14-2020.pdf](#)

DISCLOSURES AND RECUSALS

There were no disclosures or recusals.

INITIAL HEARING

1. [62909](#) Initial Hearing in the Matter of Charges brought by Algernon Caldwell, Jr.

The initial hearing was convened via Zoom. The complainant had not appeared at the start of the hearing. Attorney Schauer, appearing on behalf of the respondents, moved for dismissal on that basis.
2. [62910](#) Contemplated 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).

The Commission did not convene a closed session.

3. [62911](#) Reconvene into open session to consider any remaining agenda items and to take action, if appropriate, regarding the items discussed in closed session.

The Commission did not convene a closed session.

Vote on Motion to Dismiss

A motion was made by Boggess, seconded by Greer, to Dismiss the complaint without prejudice. The motion passed by the following vote:

Ayes: 5 - Fabiola Hamdan; Kevin C. Gundlach; Mary Schauf; William Greer and Jacquelyn L. Boggess

FIRE DEPARTMENT ITEMS

4. [62912](#) Act on final recommendation of the Fire Chief for the appointment of the following candidates after successful completion of the probationary period:
1. Christopher Carbon - Division Chief 11/3/2020
 2. Tracy Burrus - Assistant Chief 11/3/2020

Attachments: [11-9-2020 MFD Report.pdf](#)

Fire Chief Steven Davis presented his final recommendation for promotions.

A motion was made by Gundlach, seconded by Hamdan, to approve the final recommendation of the Chief to permanently appoint Tracy Burrus to the position of Assistant Chief and Christopher Carbon to the position of Division Chief effective November 3, 2020.

The motion passed by the following vote:

Ayes: 5 - Fabiola Hamdan; Kevin C. Gundlach; Mary Schauf; William Greer and Jacquelyn L. Boggess

5. [62913](#) Recommendations of the Fire Chief regarding Promotions and Schedule Five (5) Personnel File Reviews

Assistant Chief Tracy Burrus presented the five finalists for promotion to the rank of Lieutenant.

The Commissioners discussed scheduling file reviews. Commissioner Gundlach volunteered to review the files.

6. [62914](#) Update on 2020 Fire Department Hiring Process - Town of Madison

Annexation

Chief Burrus provided an update of the Special Academy starting November 2, 2020. One of the three candidates has resigned.

7. [62915](#) Update on 2020 Fire Department Hiring Process

Chief Burrus reported that 37 people will take the physical agility test on November 17. The Madison Fire Department hopes to make conditional offers to candidates in January of 2021.

Chief Davis invited commissioners to observe the physical agility test.

8. [62916](#) General Status Report on Fire Department Disciplinary Matters

Chief Burrus noted that two investigations continue.

POLICE DEPARTMENT ITEMS

9. [62917](#) Recommendations of the Acting Police Chief regarding Promotions and Schedule Four (4) Personnel File Reviews.

Attachments: [2020 November PFC Packet - Police Department.pdf](#)

Captain Jennifer Krueger Favour presented the recommendations and requested file review.

Commissioner Boggess volunteered to review the files.

10. [62919](#) Act on final recommendation of the Acting Police Chief for the appointment of the following candidates after successful completion of the probationary period:

1. Kipp Hartman - Lieutenant 11/17/2020
2. Abrahamzon, Matthew - Police Officer 11/28/2020
3. Batusich, Jake - Police Officer 11/28/2020
4. Bonds, Mark - Police Officer 11/28/2020
5. Borton, Justin - Police Officer 11/28/2020
6. Ciufu, Anthony - Police Officer 11/28/2020
7. Clennon, Steven - Police Officer 11/28/2020
8. Dudek, Tyler - Police Officer 11/28/2020
9. Eanes, Hailey - Police Officer 11/28/2020
10. Ellis, Stephen - Police Officer 11/28/2020
11. Friske, Zane - Police Officer 11/28/2020
12. Georgeson, Alexander - Police Officer 11/28/2020
13. Grenier, Jaydin - Police Officer 11/28/2020
14. Hannig, Michaela - Police Officer 11/28/2020
15. Heche, Cody - Police Officer 11/28/2020
16. Hernke, Devlin - Police Officer 11/28/2020
17. Hess, Tyler - Police Officer 11/28/2020
18. Hill, Nicholas - Police Officer 11/28/2020
19. Hogan, Benjamin - Police Officer 11/28/2020

20. Hof, Kraig - Police Officer 11/28/2020
21. Holmquest, Rebecca - Police Officer 11/28/2020
22. Jackson, Ashley - Police Officer 11/28/2020
23. Jahnke, Trey - Police Officer 11/28/2020
24. Kaplan, Lillian - Police Officer 11/28/2020
25. Khilji, Firoz - Police Officer 11/28/2020
26. Lathrop, Brittany - Police Officer 11/28/2020
27. Lawrence, Sarah - Police Officer 11/28/2020
28. Lee, Xeng - Police Officer 11/28/2020
29. Lisko, Hunter - Police Officer 11/28/2020
30. Marino, Catherine - Police Officer 11/28/2020
31. Ortiz, Fabiola - Police Officer 11/28/2020
32. Rabe, Keagan - Police Officer 11/28/2020
33. Schmidt, Adam - Police Officer 11/28/2020
34. Torres, Jazlyn - Police Officer 11/28/2020
35. Truman, Alexander - Police Officer 11/28/2020
36. Volling, Bryant - Police Officer 11/28/2020
37. Zaruba, Brett - Police Officer 11/28/2020
38. Zielicke, Jeremiah - Police Officer 11/28/2020

A motion was made by Gundlach, seconded by Greer, to approve the final recommendation of the Acting Police Chief to promote Kipp Hartman to the rank of Lieutenant effective November 17, 2020. The motion passed by voice vote/other.

Vote on Completion of Police Officer Probationary Period

A motion was made by Hamdan, seconded by Greer, to approve the final recommendation of the Acting Police Chief to promote

**Abrahamzon, Matthew
Batusich, Jake
Bonds, Mark
Borton, Justin
Ciufu, Anthony
Clennon, Steven
Dudek, Tyler
Eanes, Hailey
Ellis, Stephen
Friske, Zane
Georgeson, Alexander
Grenier, Jaydin
Hannig, Michaela
Heche, Cody
Hernke, Devlin
Hess, Tyler
Hill, Nicholas
Hogan, Benjamin
Hof, Kraig
Holmquest, Rebecca
Jackson, Ashley
Jahnke, Trey
Kaplan, Lillian
Khilji, Firoz**

Lathrop, Brittany
Lawrence, Sarah
Lee, Xeng
Lisko, Hunter
Marino, Catherine
Ortiz, Fabiola
Rabe, Keagan
Schmidt, Adam
Torres, Jazlyn
Truman, Alexander
Volling, Bryant
Zaruba, Brett
Zielicke, Jeremiah

to the rank of Police Officer effective November 28, 2020. The motion passed by voice vote/other.

11. [62920](#) Update on Police Department Probationary Extensions
- Captain Krueger Favour presented the Acting Chief's extension of the initial probationary period of several candidates.
12. [62921](#) Update on 2021 Police Department Pre-Service Academy Hiring Process Timeline
- 70 candidates will participate in the physical agility testing on Sunday, November 15. The hiring process has closed. Numbers are down this year, possibly due to COVID-related uncertainty and concerns.
- Captain Krueger Favour presented on the virtual job fair sessions and the final demographic statistics from the completed hiring process.
13. [62922](#) General Status Report on Police Department Disciplinary Matters
- Captain Krueger Favour noted that the President of the Commission was notified of a suspension.
- There is one new investigation based on an external complaint.

POLICE CHIEF SEARCH PROCESS

14. [62918](#) General structure and technology options for finalist interviews
- The Commissioners discussed the structure of the final interviews on December 8. The interviews will be conducted in closed session, recorded, and released simultaneously to the public. The City of Madison IT Media Team will coordinate production and distribution.

CLOSED SESSION

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

15. [62923](#) 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:
- Report of Commissioners on personnel file reviews:
1. Mindy Winter, Lieutenant to Captain, effective 12/27/20;
 2. Harrison Zanders, Sergeant to Lieutenant, effective 12/27/20;
 3. Nicholas Eull, Police Officer to Sergeant, effective 10/18/2020.
16. [62924](#) 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:
- Discussion of specific applicants for the position of Police Chief and interview schedule/process for specific applicants.
17. [62925](#) Contemplated closed session pursuant to Wis. Stat. § 19.85(1)(g) to confer with legal counsel for the governmental body who is rendering oral or written advice regarding strategy in litigation the Board is or is likely to become involved in; specifically:
- Wiggins v. City of Madison, et al.
18. [62926](#) 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 Boggess, seconded by Gundlach, to Reconvene into open session. The motion passed by voice vote/other.**

Vote on Item 15

A motion was made by Gundlach, seconded by Hamdan, to approve the preliminary recommendation of the Chief to promote

1. Mindy Winter to Captain, effective 12/27/20;
2. Harrison Zanders to Lieutenant, effective 12/27/20;
3. Nicholas Eull to Sergeant, effective 10/18/2020.

The motion passed by voice vote/other.

ADJOURNMENT

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

The meeting adjourned at 9:11pm.