



# 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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Wednesday, July 22, 2020

12:00 PM

Virtual meeting via Zoom

The public (and City staff members) may join using the  
following link:

<https://us02web.zoom.us/j/86142707955>

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### Special Meeting -- Virtual Working Session All members of the body will participate virtually.

The meeting will be conducted virtually through Zoom. The public (and City staff members) may join using the following instructions:

Join Zoom Meeting  
<https://us02web.zoom.us/j/86142707955>

Meeting ID: 861 4270 7955  
One tap mobile  
+13126266799, 86142707955# US

### CALL TO ORDER / ROLL CALL

The meeting was called to order at 12:01pm. All Commissioners appeared virtually via Zoom.

**Present:** 5 - Fabiola Hamdan; Kevin C. Gundlach; Mary Schauf; H. Nia Enemuoh-Trammell and Jacquelyn L. Boggess

### APPROVAL OF MINUTES

A motion was made by Hamdan, seconded by Gundlach, to Approve the Minutes of the July 13, 2020 regular meeting. The motion passed by voice vote/other.

### PUBLIC COMMENT

Dr Farah Acher Kaiksow, MD, MPP, MPD Police Officer Nick Cleary, Zoologist Dr Gregory Gelembiuk, Lynetta Latham, and Amelia Royko Maurer pre-registered to speak. Each were recognized for three minutes. Dr Ruben Anthony of the Urban League of Greater Madison requested to speak during the meeting and also provided input.

Additionally, a "Letter of No Confidence" with multiple signatories was submitted via email and is attached. A text file capturing all questions and comments posted in the Zoom chat is also attached.

[61461](#) Public Comment for 7/22/2020

**Attachments:** [LetterOfNoConfidence.pdf](#)  
[GelembiukPublicComment.pdf](#)  
[KaiksowWrittenSubmission.pdf](#)  
[NickClearyWrittenClarification.pdf](#)  
[meeting\\_saved\\_chat PFC 7-22-2020.txt](#)

This file contains all written submissions related to public comment as well as the transcript of the Zoom chat room.

## DISCLOSURES AND RECUSALS

There were no disclosures or recuals.

## WORKING SESSION ON POLICE CHIEF APPOINTMENT PROCESS

[61418](#) Input from MOSES Organization

**Attachments:** [2020-07-22 MOSES Statement to the Madison Police and Fire Commission.r](#)

Barbie Jackson spoke on behalf of MOSES, an organization working on criminal justice reform. The written submission is attached.

[61419](#) Input from African-American/Jewish Friendship Group

**Attachments:** [AA-JewishFriendshipRemarksPFC.pdf](#)

Gerald Sternberg, Brenda Brown, Michael Morgan, and Bill Greer spoke on behalf the African-American/Jewish Friendship Group, a Madison-based community organization.

[61420](#) Input from Voces de la Frontera Organization

**Attachments:** [Comments from Voces de la Frontera, re\\_ search for new police chief in Mad](#)

Bianca Tomasini appeared on behalf of Voces de la Frontera, a statewide organization immigration rights and Latinx-advocacy civil rights organization.

[61421](#) Input from Oakbridge Community Services Association (Neighborhood)

**Attachments:** [Brian Shah 2020-07-22 Police Chief talking points.docx](#)

Brian Shah, board member, spoke on behalf of the Oakbridge Neighborhood. His written submission is attached.

[61422](#) Presentation on City of Madison Racial Equity and Social Justice Initiative

**Attachments:** [EquitableHiringTool-final 2020.docx](#)

Donna Collingwood and Kym Woodley, both of the City of Madison Department of Civil Rights, and Nancy Saiz, of the City of Madison Division of Community Services, who serve on the City's Racial Equity and Social Justice taskforce spoke to the commissioners about ensuring an equitable hiring process.

They shared the City of Madison's Racial Equity and Social Justice toolkit, and discussed using the city's equitable hiring tool to help guide the hiring process. The hiring tool document is attached. The toolkit is on the City of Madison website at <https://www.cityofmadison.com/employeenet/toolkit#RESJI>.

**61423**

Discussion of tentative timeline, scheduling, draft position announcement, and methods for community and stakeholder input.

**Attachments:**    [Draft Community Survey.docx](#)  
[DRAFT Survey for Members of the Madison Police Department.docx](#)  
[DRAFT Madison Police Chief position announcement.docx](#)  
[EquitableHiringTool-final 2020.docx](#)  
[Draft language for Local Voices Network website at https://lvn.org/PFC](#)  
[DRAFT4 Madison position announcement.docx](#)

The commissioners recognized the need to schedule an additional working session solely to consider this item before the August 10 meeting.

**ADJOURNMENT**

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

The meeting adjourned at 2:05pm.