



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 8, 2021

5:30 PM

Virtual Meeting via Zoom

The City of Madison is holding the Police and Fire Commission meeting virtually to help protect our community from the Coronavirus (COVID-19) pandemic. All of the members of the body will participate virtually.

1. **Written Comments:** You can send comments on agenda items to 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: 924 8624 6508

CALL TO ORDER / ROLL CALL

The meeting was called to order at 5:32pm. Commissioners Greer, Gundlach, and Schauf were present.

All participants appeared via Zoom.

Present: 3 - Kevin C. Gundlach; Mary Schauf and William Greer

Absent: 2 - Veronica Figueroa Velez and Jacquelyn L. Boggess

REVIEW OF MINUTES

A motion was made by Gundlach, seconded by Schauf, to Approve the Minutes of October 11, 2021. The motion passed by voice vote/other.

A motion was made by Gundlach, seconded by Greer, to Approve the Minutes of the Special Meeting of October 21, 2021. The motion passed by voice vote/other.

DISCLOSURES AND RECUSALS

There were no disclosures or recusals.

PUBLIC COMMENT

1. [68227](#) Public Comment for the Police and Fire Commission meeting of November 8, 2021

There was no public comment.

DISCUSSION OF FIRE CHIEF HIRING PROCESS

Commissioner Boggess joined the meeting at 5:36pm.

Present: 4 - Kevin C. Gundlach; Mary Schauf; William Greer and Jacquelyn L. Boggess

Absent: 1 - Veronica Figueroa Velez

2. [68228](#) Planning discussion regarding Fire Chief Hiring Process and Schedule Special Meeting

Attachments: [Fire Chief Hiring Timeline.pdf](#)

The Commissioners discussed the draft timeline as distributed.

INITIAL HEARING

3. [68229](#) Initial hearing in the matter of charges brought by Diana Moon, Complainant v. Sergeant Jason Sweeney, Respondent

The hearing was opened at 6pm.

Attorney Schauer appeared for Sergeant Jason Sweeney, Respondent.

Diana Moon, Complainant, appeared on her own behalf.

The hearing was closed at 6:39pm.

FIRE DEPARTMENT DISCUSSION ITEMS

Assistant Chief Tracy Burrus presented the report of the Madison Fire Department.

4. [68230](#) Update on 2021 Firefighter Hiring Process

Attachments: [2021 November MFD PFC Report.pdf](#)

Assistant Chief Burrus reported that 31 candidates passed the physical agility test and have proceeded to background checks.

- 5. [68231](#) Update on 2022 Apparatus Engineer Promotional Process

Planning for the 2022 process will begin soon. This is a competitive promotional process open to employees with five years of service in the Madison Fire Department. The process includes a 100 question written examination, an over the road driving examination, and an interview.

- 6. [68232](#) General status report on Fire Department personnel investigations

There are still three outstanding investigations.

- 7. [68233](#) General status report on Fire Department retirements

Apparatus Engineer Sam Hodo is retiring after 25 years of service.

POLICE DEPARTMENT DISCUSSION ITEMS

Captain Jennifer Krueger Favour presented the report of the Madison Police Department.

- 8. [68234](#) Recommendations of the Police Chief for promotions and schedule personnel file reviews

Attachments: [2021 November MPD PFC Report.pdf](#)

Captain Krueger Favour introduced the Chief's recommendations for promotions. Commissioner Greer volunteered to do the file review.

- 9. [68235](#) Final recommendation of the Police Chief for promotion of the following individuals to Police Officer, effective November 8, 2021, following successful completion of probation:

1. Nathaniel Belanger, Police Officer
2. Samuel Belanger, Police Officer
3. Richard Carriveau, Police Officer
4. Sydney Challoner, Police Officer
5. Ian Clark, Police Officer
6. Emilie Cochran, Police Officer
7. Mackenzie Cole, Police Officer
8. Barry Doerfer, Police Officer
9. Alec Doll, Police Officer
10. James Dower, Police Officer

- 11. Zachary Dykstra, Police Officer
- 12. Candice Enis, Police Officer
- 13. Mitchell Favor, Police Officer
- 14. Mikaela Gardner, Police Officer
- 15. Nicholas Gries, Police Officer
- 16. Jeffrey Hayes, Police Officer
- 17. Joshua Heimsoth, Police Officer
- 18. Anna Jarding, Police Officer
- 19. Michael Marino, Police Officer
- 20. Jordan McGinnis, Police Officer
- 21. Edward McKinley, Police Officer
- 22. Grace Mueller, Police Officer
- 23. Tyler O'Toole, Police Officer
- 24. Daniel Parent, Police Officer
- 25. Peyton Reimer, Police Officer
- 26. Joseph Sanders, Police Officer
- 27. Kaitlyn Schaefer, Police Officer
- 28. Nicole Schmitgen, Police Officer
- 29. Dominic Schroeckenthaler, Police Officer
- 30. Jack Sergenian, Police Officer
- 31. Sebastian So, Police Officer
- 32. Rachel Soch, Police Officer
- 33. Morgan Sondelski, Police Officer
- 34. Hunter Tank, Police Officer
- 35. Elizabeth Tlougan, Police Officer
- 36. Jonathan Urbina, Police Officer
- 37. Victoria Wickersheim, Police Officer
- 38. Jacob Wiering, Police Officer
- 39. Carson Youngquist, Police Officer
- 40. Morgan Youngquist, Police Officer
- 41. Korrie Rondorf, Police Officer

A motion was made by Schauf, seconded by Gundlach, to Approve the Chief's recommendation to promote the 41 candidates who have successfully completed probation to the rank of Police Officer. The motion passed by voice vote/other.

- 10. [68236](#) Update on Police Accelerated Academy

The candidates in the Accelerated Academy will begin field training this coming weekend.

- 11. [68237](#) Update on Police Academy

These candidates will begin field training on November 21.

- 12. [68238](#) Update on 2022 Pre-Service Academy Hiring Process

Captain Krueger Favour presented a list of career fairs attended. Physical Agility testing will be held on November 14.

There will also be an Accelerated Academy in 2022.

13. [68239](#) General status report on Police Department personnel investigations

There were no suspensions requiring PFC notification.

14. [68240](#) Presentation regarding Overview of Professional Standards & Internal Affairs Processes

Attachments: [2021 MPD Professional Standards PFC Presentation.pdf](#)

Lieutenant Angela Kamoske and Sergeant Kim Alan gave a presentation.

Commissioner Gundlach left the meeting at 7:20pm.

At 7:32, the Commission recessed for five minutes.

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

Absent: 2 - Veronica Figueroa Velez and Kevin C. Gundlach

CLOSED SESSION

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

16. [68242](#) 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);

specifically, to deliberate regarding motions and other preliminary matters in the following cases:

- i. In the matter of charges brought by Diana Moon, Complainant v. Sergeant Jason Sweeney, Respondent
- ii. In the matter of charges brought by Khaled Shabani, Complainant v. Officer Kraig Kalka, Respondent
- iii. In the matter of charges brought by Khaled Shabani, Complainant v. Officer Ben Enstrom, Respondent

These items were discussed in closed session and acted on in open session.

- 17. [68243](#) 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:

Probationary Status Extension Request

This item was discussed in closed session and acted on in open session.

- 18. [68244](#) 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 Boggess, to Reconvene into Open Session. The motion passed by voice vote/other.

The Commissioners reconvened into open session at 8:22pm.

- 15. [68241](#) Schedule Special Meeting for Evidentiary Hearing

The Commission will attempt to schedule an in-person evidentiary hearing on December 16, 2021 from 5-8pm.

Action on the matter of charges brought by Khaled Shabani, Complainant v. Officer Kraig Kalka, Respondent

A motion was made by Schauf, seconded by Boggess, to Approve the Respondent's motion to dismiss. The motion passed by voice vote/other.

Action on the matter of charges brought by Khaled Shabani, Complainant v. Officer Ben Enstrom, Respondent

A motion was made by Schauf, seconded by Boggess, to Approve the Respondent's motion to dismiss. The motion passed by voice vote/other.

Action on Probationary Status Extension Request for PPO Montiel Zamora

A motion was made by Boggess, seconded by Schauf, to Grant the Chief's request to extend probationary status for PPO Montiel Zamora. The motion passed by voice vote/other.

Action on the matter of charges brought by Diana Moon, Complainant v. Sergeant Jason Sweeney, Respondent

A motion was made by Greer, seconded by Boggess, to approve the Respondent's motion to dismiss in part, regarding alleged violations of the complainant's Constitutional rights, but to proceed to an evidentiary hearing on the other alleged violations.

The motion passed by voice vote/other.

ADJOURNMENT

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

The meeting adjourned at 8:28pm.