



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, December 13, 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.

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: 937 6978 2369

CALL TO ORDER / ROLL CALL

The meeting was called to order at 5:30pm. All attendees participated via Zoom.

Present: 3 - Kevin C. Gundlach; Mary Schauf and Jacquelyn L. Boggess

Absent: 2 - Veronica Figueroa Velez and William Greer

APPROVAL OF MINUTES

A motion was made by Schauf, seconded by Gundlach, to Approve the Minutes from the November 8, 2021 regular meeting and the November 12, 2021 special meeting.

The motion passed by voice vote/other.

PUBLIC COMMENT

1. [68652](#) Public Comment for the Police and Fire Commission Regular Meeting of December 13, 2021

There were no registrants for public comment.

DISCLOSURES AND RECUSALS

There were no disclosures or recusals.

DISCUSSION OF COMMISSION PROCESSES

Commissioner Greer joined the meeting

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

Absent: 1 - Veronica Figueroa Velez

2. [68782](#) Consideration of Meeting Method for 2022 (In Person or Virtual)

A motion was made by Gundlach, seconded by Schauf, to continue to meet via Zoom in 2022 with special in-person meetings as needed. The motion passed by voice vote/other.

POLICE DEPARTMENT DISCUSSION ITEMS

Captain Jennifer Krueger Favour gave the report of the Madison Police Department

3. [68783](#) Recommendations of the Police Chief regarding promotions and schedule four (4) personnel file reviews

Attachments: [12-13-2021 MPD PFC Report.pdf](#)

Captain Krueger Favour presented the candidates. Commissioner Boggess volunteered to review files.

4. [68784](#) Consider the final recommendation of the Police Chief following successful completion of the probationary period for the following individuals:

- a. Jamar Gary, Captain, effective 12/27/2021
- b. Eugene Woehrle, Lieutenant, effective 12/27/2021
- c. Livia Novitzke, Sergeant, effective 01/09/2022
- d. Priya Heinen, Police Officer, effective 12/17/2021
- e. Grace Howard, Police Officer, effective 12/17/2021

A motion was made by Schauf, seconded by Gundlach, to Approve the final recommendation of the Police Chief following successful completion of the probationary period for the following individuals:

- a. Jamar Gary, Captain, effective 12/27/2021

- b. Eugene Woehrle, Lieutenant, effective 12/27/2021
- c. Livia Novitzke, Sergeant, effective 01/09/2022
- d. Priya Heinen, Police Officer, effective 12/17/2021
- e. Grace Howard, Police Officer, effective 12/17/2021

The motion passed by voice vote/other.

5. [68785](#) Update on MPD Acting Positions

Captain Krueger Favour provided an update on MPD employees serving in positions on an acting basis.
6. [68786](#) Update on Detective Sergeant changes

Captain Krueger Favour presented the appointments to Detective Sergeant.
7. [68787](#) Update on Police probationary extension

Captain Krueger Favor reported on an extension of the probationary period.
8. [68788](#) Update on Field Training for Accelerated Academy and Regular Academy

Accelerated Candidates will be ready for solo patrol in the coming weeks.

Some Regular Academy candidates who were previously police officers elsewhere will also be ready for solo patrols in early January.
9. [68789](#) Update on 2022 Pre-Service Academy Hiring Process Timeline

Captain KF described the upcoming dates
10. [68790](#) General status report regarding Police disciplinary matters

There is one pending case related to performance of duties and two related to unlawful conduct.

FIRE CHIEF HIRING PROCESS

12. [68792](#) Professional Input from Chief Davis, Madison Fire Department Employee Groups, and Retired Fire Chief Randy Bruegman

Attachments: [Invited Comments from Joe Seifert, Local 6000.pdf](#)
[21st Century Fire and Emergency Services White Paper, Chief Randy Brueg](#)

Invited fire professionals spoke to the Commission regarding the needs of the Madison Fire Department and what qualities to seek in a new Fire Chief.

Lt Mahlon Mitchell, President of IAFF Local 311
Joe Seifert, AFSCME Local 6000
Division Chief Tim Mrowiec, President of AMFS

Chief Steven Davis, Madison Fire Chief
Chief Randy Bruegman, retired Fire Chief (various departments around the country), author, and resident of Madison

At 7:52pm the Commission recessed until 8pm

FIRE DEPARTMENT DISCUSSION ITEMS

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

13. [68793](#) Consideration and potential action on Fire Department Hiring List

Attachments: [12-13-2021 MFD PFC Report \(Revised\).pdf](#)

A motion was made by Gundlach, seconded by Boggess, to approve the recommendation of the Chief to make conditional offers of employment to the following:

Abitz, Elizabeth M
Anderson, Antwan M
Christenson, Hunter J
Engelhart, Noah R
Feldhacker, Daniel A
Foster, Paul Joseph
Jerabek, Joshua D
Johnston, Connor
Kjeldahl, Jillian R.G.
Larson, Karl O
Lopez, Tristan F
Mielke, Emmanuel Lowell
Robbins, William E
Schulz, Brandon Lee
Severson, Collin Mitchell
Spalding, Zeke Douglas
Terry, Michael W
Wakeman, Eric J
Washington, Sedale
Waugh, Marla L

The motion passed by voice vote/other.

Chief Burrus reviewed the remaining dates in the hiring and promotional process.

14. [68794](#) Update on 2022 Apparatus Engineer Promotional Process

Chief Burrus reviewed the process. The written test will occur in April. The over the road exam will occur in May, and the operations test will occur in June.

15. [68795](#) General status report regarding Fire Department disciplinary matters

There is one pending investigation regarding potential misconduct.

16. [68796](#) General status report on Fire Department retirements

Firefighter Jason Olson retired after 23 years of service.

17. [68797](#) Presentation regarding Fire Department internal complaint and review process

Chief Burrus provided a presentation on the complaint and disciplinary process.

CLOSED SESSION

A motion was made by Greer, seconded by Gundlach, to Convene into Closed Session for the reasons listed on the agenda. The motion passed by voice vote/other.

The Commissioners convened into closed session at 8:36pm

18. [68798](#) 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:

i. Status update regarding the Fire Chief candidate pool to date and discussion of candidate interview questions.

ii. Report on personnel file reviews and potential action on the Police Chief's preliminary recommendation for promotion:

A. Brian Austin, Assistant Chief, effective 01/23/2022

B. Stephanie Drescher, Captain, effective 01/23/2022

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

19. [68800](#) 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 concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved; specifically:
Dane County Case No. 21-CV-2766

This item was discussed in closed session.

20. [68799](#) 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 Gundlach, to Reconvene into open session.

The motion passed by voice vote/other.

The Commission reconvened into open session at 9:20pm.

Vote on item 18

A motion was made by Greer, seconded by Gundlach, to Approve the recommendation of the Chief to promote:

**Stephanie Drescher to the rank of Captain, effective 01/23/2022 and
Brian Austin to the rank of Assistant Chief, effective 01/23/2022**

The motion passed by voice vote/other.

11. [68791](#)

Schedule Evidentiary Hearing in Complaint matter

In the matter brought by Diane Moon, parties have not yet exchanged their witness information. The Commissioners discussed the potential timeline and identified dates to propose to the parties.

ADJOURNMENT

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

The meeting adjourned at 9:28pm