



# 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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Tuesday, March 8, 2022

1:15 PM

Virtual Meeting via Zoom

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### Special Meeting -- Working Session -- Conduct and Record Interviews

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. **Public Comment** will not be taken at this Special Meeting. Public comment will be taken at the start of the next regular PFC Meeting on Monday, March 14 at 5:30pm.
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: 989 0958 9838

### CALL TO ORDER / ROLL CALL

The meeting was called to order at 1:21pm. All attendees participated via Zoom.

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

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

### PUBLIC COMMENT

Public comment was not taken at this Special Meeting

### DISCLOSURES AND RECUSALS

There were no disclosures or recusals

### FIRE CHIEF HIRING PROCESS

The Commissioners expressed their gratitude for the excellent work done by the City of Madison's Media Team (in the IT Department) and Language Assistance Program (in the Department of Civil Rights) in facilitating the

interview recording process.

1. [70160](#) Written Submissions regarding the Fire Chief Hiring Process since February 18, 2022

**Attachments:**

[2-18-2022 Recommendation for Chris Carbon by Jake Kuehne.pdf](#)  
[2-18-2022 Recommendation for Tracy Burrus by Raena Glauvitz.pdf](#)  
[2-19-2022 Recommendation for Chris Carbon by Jill and Jim Davis .pdf](#)  
[2-19-2022 Recommendation for Chris Carbon by Mike Howell.pdf](#)  
[2-21-2022 Recommendation for Ted Higgins by Douglas Keillor.pdf](#)  
[2-21-2022 Recommendation for Ted Higgins by John Matthews.pdf](#)  
[2-22-2022 Recommendation for Scott Bavery, Tracy Burrus, and Chris Carbon.pdf](#)  
[2-22-2022 Recommendation for Ted Higgins by Leslie Sammon.pdf](#)  
[2-24-2022 Recommendation for Ted Higgins by Clayton Christenson.pdf](#)  
[2-24-2022 Recommendation for Ted Higgins by Steven LaFeber.pdf](#)  
[2-25-2022 Recommendation for Tracy Burrus by Melissa Rosenkranz.pdf](#)  
[2-25-2022 Recommendation for Chris Carbon by David Guthrie.pdf](#)  
[2-25-2022 Recommendation for Ted Higgins by Robert Baggot.pdf](#)  
[2-27-2022 Recommendation for Ted Higgins Bill Stebbins.pdf](#)  
[2-27-2022 Recommendation for Ted Higgins by Robert Hansbro.pdf](#)  
[2-28-2022 Recommendation for Chris Carbon by Pete Ragotzkie.pdf](#)  
[2-28-2022 Recommendation for Ted Higgins by Andy Russell.pdf](#)  
[2-28-2022 Recommendation for Ted Higgins by Brian Goff.pdf](#)  
[2-28-2022 Recommendation for Ted Higgins by Kyle Gulya.PDF](#)  
[2-28-2022 Recommendation for Ted Higgins by Tim Hawks.pdf](#)  
[3-1-2022 Comment on Scott Bavery by Ann Boyer.pdf](#)  
[3-1-2022 Recommendation for Tracy Burrus by Christine Schwartz.pdf](#)  
[3-1-2022 Recommendation for Tracy Burrus by Cynthia Zick.pdf](#)  
[3-1-2022 Recommendation for Tracy Burrus by Sunny McDaniel.pdf](#)  
[3-1-2022 Recommendation for Tracy Burrus by Jessica Benish.pdf](#)  
[3-1-2022 Recommendation for Tracy Burrus by Sam McDaniel.pdf](#)  
[3-1-2022 Recommendation for Scott Bavery by Jarad Schmitt.pdf](#)  
[3-1-2022 Recommendation for Scott Bavery by Richard and Alice Appen.pdf](#)  
[3-1-2022 Recommendation for Scott Bavery by Bill Stebbins.pdf](#)  
[3-2-2022 Recommendation for Chris Carbon by Dave Westbury.pdf](#)  
[3-2-2022 Recommendation for Scott Bavery by Pat Fish.pdf](#)  
[3-2-2022 Recommendation for Tracy Burrus by Nicole Marie Hall.pdf](#)  
[3-2-2022 Recommendation for Chris Carbon by Scott and Holly Andler.pdf](#)  
[3-2-2022 Recommendation for Scott Bavery by Mary Lee Rossmassler.pdf](#)  
[3-2-2022 Recommendation for Ted Higgins by Mahlon Mitchell.pdf](#)  
[3-2-2022 Recommendation for Ted Higgins by Tim Healy.pdf](#)  
[3-3-2022 Recommendation for Chris Carbon by Bill Stebbins.pdf](#)  
[3-3-2022 Recommendation for Scott Bavery by Michael Fuss.pdf](#)  
[3-4-2022 General Feedback from Aaron Schultz.pdf](#)  
[3-4-2022 Recommendation for Chris Carbon by Stacey Rimkus-Milner.pdf](#)  
[3-4-2022 Recommendation for Tracy Burrus by Brian Chaney-Austin.pdf](#)  
[3-5-2022 Recommendation for Tracy Burrus by Laura Agostini.pdf](#)  
[3-5-2022 Recommendation for Chris Carbon by Mindy Huitt.pdf](#)  
[3-5-2022 Recommendation for Chris Carbon by Thomas Le.pdf](#)  
[3-6-2022 Recommendation for Scott Bavery by Steven Dick.pdf](#)  
[3-6-2022 Recommendation for Ted Higgins by Joe Pulvermacher.pdf](#)  
[3-6-2022 Recommendation for Scott Bavery by Randy Engen.pdf](#)  
[3-6-2022 Recommendation for Scott Bavery by Byron Quam.pdf](#)  
[3-6-2022 Recommendation for Scott Bavery by Khris Barber.pdf](#)  
[3-6-2022 Recommendation for Scott Bavery by Michael Jordan.pdf](#)  
[3-6-2022 Recommendation for Chris Carbon by Martha Vukelich-Austin.pdf](#)  
[3-6-2022 Recommendation for Ted Higgins by Debra Julian.pdf](#)  
[3-7-2022 Recommendation for Tracy Burrus by Bill Stebbins.pdf](#)

[3-7-2022 Fire Chief hiring feedback from John Christopherson.pdf](#)  
[3-7-2022 Recommendation for Chris Carbon by Ashley Anderson.pdf](#)  
[3-7-2022 Recommendation for Scott Bavery by Brad Jakel.pdf](#)  
[3-7-2022 Recommendation for Chris Carbon by Marilyn Vanderhoof.pdf](#)  
[3-7-2022 Recommendation for Chris Carbon by Ronnie Hess.pdf](#)  
[3-7-2022 Recommendation for Chris Carbon by Adam Thimmig.pdf](#)  
[3-7-2022 Recommendation for Chris Carbon by Brian Veit.pdf](#)  
[3-7-2022 Recommendation for Chris Carbon by Dave Benforado.pdf](#)  
[3-7-2022 Recommendation for Scott Bavery by Darrel Hustad.pdf](#)  
[3-7-2022 Recommendation for Scott Bavery by Jim Moeller.pdf](#)  
[3-7-2022 Recommendation for Scott Bavery by Tim Bliefernicht.pdf](#)  
[3-8-2022 Recommendation for Chris Carbon by Ben Miskowski.pdf](#)  
[3-8-2022 Recommendation for Ted Higgins by Eric Lang.pdf](#)  
[3-8-2022 Recommendation for Chris Carbon by Nola DuPuis.pdf](#)  
[3-8-2022 Recommendation for Chris Carbon by Sherry Casali.pdf](#)  
[3-8-2022 Recommendation for Chris Carbon by Tim Hagen.pdf](#)  
[3-8-2022 Recommendation for Scott Bavery by Rick King.pdf](#)  
[3-8-2022 Recommendation for Scott Bavery by Rob Dillon.pdf](#)  
[3-8-2022 Recommendation for Tracy Burrus by Rick Driskell.pdf](#)  
[3-9-2022 Recommendation for Chris Carbon by Kari Hall.pdf](#)  
[3-9-2022 Recommendation for Chris Carbon by Cokie Albrecht.pdf](#)  
[3-9-2022 Recommendation for Scott Bavery by Mike Wiitanen.pdf](#)  
[3-10-2022 Recommendation for Chris Carbon by Sally-Ann Johansen.pdf](#)  
[3-10-2022 Recommendation for Scott Bavery by David Turner.pdf](#)  
[3-10-2022 Recommendation for Tracy Burrus by James Latimer.pdf](#)  
[3-10-22 Recommendation for Chris Carbon by Ismael Ozanne.pdf](#)  
[3-10-22 Recommendation for Chris Carbon by Jeff Dostalek.pdf](#)  
[3-10-22 Recommendation for Chris Carbon by Steve Wunsch.pdf](#)  
[3-10-22 Recommendation for Scott Bavery by John Ehle.pdf](#)  
[3-10-22 Recommendation for Scott Bavery by Sabrena Kalscheur.pdf](#)  
[3-10-22 Recommendation for Theodore Higgins by Steve Wunsch.pdf](#)  
[3-11-22 Recommendation for Chris Carbon by David DeWitt.pdf](#)  
[3-11-22 Recommendation for Chris Carbon by Karl Frantz.pdf](#)  
[3-11-22 Recommendation for Chris Carbon by Patrick Bauch.pdf](#)  
[3-11-22 Recommendation for Scott Bavery by Deena and Andrew Cortright.p](#)  
[3-11-22 Recommendation for Scott Bavery by Doug Chambers.pdf](#)  
[3-11-22 Recommendation for Scott Bavery by Mitch Wagner.pdf](#)  
[3-11-22 Recommendation for Scott Bavery by Ryan McFadden.pdf](#)  
[3-11-22 Recommendation for Scott Bavery by Tom Raemisch.pdf](#)  
[3-12-22 Recommendation for Chris Carbon by Todd Cole.pdf](#)  
[3-12-22 Feedback on Candidates by Jordan Powell.pdf](#)  
[3-12-22 Recommendation for Chris Carbon by Megan Gussick.pdf](#)  
[3-13-22 Recommendation for Chris Carbon by Ben Uphoff.pdf](#)  
[3-13-22 Recommendation for Chris Carbon by Byron Frenz.pdf](#)  
[3-13-22 Recommendation for Chris Carbon by Gregg Plummer.pdf](#)  
[3-13-22 Recommendation for Chris Carbon by Lynn and Gary Johnson.pdf](#)  
[3-13-22 Recommendation for Chris Carbon by Tom DeMeuse.pdf](#)  
[3-13-22 Recommendation for Tracy Burrus by Amy Melton-White.pdf](#)  
[3-14-22 Recommendation for Chris Carbon by Erik Johnson.pdf](#)  
[3-14-22 Recommendation for Chris Carbon by Michelle Reynolds.pdf](#)  
[3-14-2022 Recommendation for Chris Carbon by Sam Austin.pdf](#)  
[3-14-2022 Recommendation for Scott Bavery by Jeff Dostalek.pdf](#)  
[3-14-2022 Recommendation for Chris Carbon by Paul Hick.pdf](#)

2. [68942](#) 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:  
Conduct interviews of finalists
- A motion was made by Greer, seconded by Gundlach, to Convene into closed session to conduct and record candidate interviews. The motion passed by voice vote/other.**
- Candidates were admitted to the meeting one at a time to record their interviews.**
- Commissioner Figueroa Velez joined the meeting after the first interview.**
- Present:** 4 - Veronica Figueroa Velez; Kevin C. Gundlach; Mary Schauf and William Greer
- Absent:** 1 - Jacquelyn L. Boggess

3. [68943](#) Reconvene into open session to adjourn
- A motion was made by Gundlach, seconded by Figueroa Velez, to Reconvene into open session. The motion passed by voice vote/other.**
- The Commission reconvened into open session at 2:29pm.**

#### **ADJOURNMENT**

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

**The meeting adjourned at 2:30pm**