

Madison Board of Police and Fire Commissioners
Minutes of the Meeting of December 12, 2016

Meeting convened at approximately 5:20 p.m. Commissioners present: Sparkman, Kamperschroer, Hamdan, Enemuoh-Trammel

Staff also present: AC Popovich, DC Stedman, Capt. Snyder, Capt. Schauf; Board Counsel Scott Herrick

PUBLISHED AGENDA

- | | | |
|-------------------|--------------------------------|--|
| 1. Agenda | 4. Monthly Fire Dept. Report | 8. Agenda and Calendar Planning |
| 2. Minutes | 5. Monthly Police Dept. Report | 9. Disciplinary Matters (Case management only) |
| 3. Public Comment | 6. Report of Counsel | 10. Adjourn |
| | 7. Correspondence | |

Published agenda items shown in the order considered.

1. Agenda: **Unanimous consent: to approve the agenda, subject to adjustment of sequence by the chair.**
2. Minutes: **Motion: to approve the minutes of the meeting of November 14, 2016.** (Kamperschroer/ Enemuoh-Trammel: unanimous)
3. Public Comment: none.
4. Fire Dept. Report: AC Popovich presented and discussed the monthly report. Because Comm. Yapp was absent from the meeting for medical reasons, the planned presentation by DC Price regarding the lieutenant promotion process and job task analysis was deferred until all commissioners could participate, but the report notes the overall timeline for the process, which will provide a pool for promotions to that rank during 2017 and 2018. AC Laurenzi, who had been expected to rotate to personnel duties and PFC liaison in January 2018, has announced her retirement; Popovich introduced DC Che Stedman, who has been identified by Chief Davis for promotion to the rank of Assistant Chief and will be assigned to those responsibilities.

Comm. Yapp has planned to conduct file reviews for pending Apparatus Engineer promotions and will be asked to review DC Steman's file at that time. Herrick will schedule informal lunch meetings with Che Stedman and in due course with the individual identified for promotion to Division Chief.

5. Monthly Police Dept. Report: Capt. Snyder introduced Capt. Mary Schauf, who will be assuming personnel and training responsibilities and PFC liaison in 2018. The monthly report and discussion noted that the total number of applications received in the current process is exceptionally small, but that the demographic distribution within the pool is consistent with that seen in previous larger pools; Capt. Schauf will be presenting continuing analyses of the group as the process advances. The interview panel has been enlarged to include January Vang, Lester Moore, and Luis Yudice.

Comm. Enemuoh-Trammel reported satisfactory file review in anticipation of promotional recommendations to be presented for PFC action in January. The Chief has identified additional recommendations to be presented in February, pending file reviews to be conducted by Comm.

Kamperschroer. Herrick will schedule PFC lunch meetings with the three individuals to be recommended for promotion the ranks of Captain and Assistant Chief.

The monthly report notes that several individuals have completed their respective probationary periods.

Motion: to approve the final recommendation of the Police Chief for the promotions of Captain John Patterson, effective December 20, 2016; and Lieutenants Paige Valenta and Brian Austin, and Detectives Caleb Johnson and Norra Stachel, effective January 3, 2017. (Enemuoh-Trammel/ Kamperschroer: unanimous)

Motion: to approve the final recommendation of the Police Chief for the appointment of Police Officer Jared Prado, effective January 5, 2017. (Kamperschroer/ Hamdan: unanimous)

6. Report of Counsel: Herrick reported his drafting/editing error in the minutes of September 12, 2016, with substantive implications, in that they omit intended standard language related to the preliminary nature of the Police Chief's recommendation and the resulting probationary status of the appointment. Commissioners took corrective action as follows:

Moved: that the motion at the September 12, 2016, meeting relating to the promotion of Nichlas Ryan was intended to be, and shall be recorded as:

1. to approve the preliminary recommendation of the Police Chief for the promotion of Det. Nicholas Ryan, effective April 13, 2016, on a probationary basis pursuant to Rule 4.v; and with continuing appointment subject to a final recommendation by the Chief and final Board approval pursuant to Rule 4.v and WS 62.13(4)(a), which are reserved for 12 months from the effective date; and

2. to direct the Chief to advise the named individual of the stated conditions to the Board's approval of the preliminary recommendation to promote and to advise them further that any unsatisfactory performance or conduct occurring or coming to the attention of the department during the during the 12 months following the effective date of the Chief's preliminary recommendation shall be sufficient basis for reversion to the rank held prior to the preliminary recommendation to promote, whether by the Chief's determination in his sole discretion not to include the name in his final recommendation, or by rescision of the Board's preliminary approval of the Chief's recommendation, or otherwise.

And moved further, that the motion on September 12, 2016, was made by Comm. Kamperschroer and seconded by Comm. Enemuoh-Trammel, and approved unanimously, as reported in the original minutes.

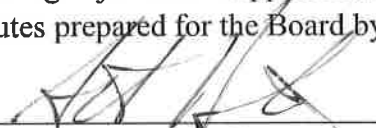
And moved further, that a record of this correction shall be maintained with the minutes of the September 12, 2016, meeting, as well as apparing in the minutes

of the meeting at which this correction is approved. (Kamperschroer/ Hamdan: unanimous)

Herrick reported the status of pending litigation involving fire department hiring; the PFC is not directly involved as a party.

9. Disciplinary Matters: In the absence of Comm. Yapp, as noted, no action was taken on pending matters.

Meeting adjourned at approximately 6:40 p.m.
Minutes prepared for the Board by Scott Herrick



Scott Herrick, for Secretary Craig Yapp



Police and Fire Commission Meeting Report from the Fire Department



12-11-2016

Promotions, Probationary Status, and Reclassifications

2017 Fire Lieutenants Process

December Official Announcement
Neo Gov applications
April 2017 Written Test
May 2017 Assessment Center

Assistant Chiefs Process

Chief Davis conducted interviews and has identified Division Chief Che Stedman as the next candidate, and will present him to the PFC in January

Division Chiefs Process

Letters of intent due by 12-27-2016
Submission of resume
Panel interview in January, (fire service expert, 311, fire administration, civilian, current chief officer)
Ergometrics Fire Team Promote exam will be given in January
Final candidate brought to PFC in February for approval

- Personnel file review, Commissioner Yapp can review Stedman while looking over the soon to be promoted AE's

Disciplinary Concerns

Harassment complaint was filed with the city and is currently under investigation with the Department of Civil Rights
One member is currently without a driver's license but is allowed to work his normal shifts



Madison Police and Fire Commission
Monthly Report
Submitted by Captain Tom Snyder

December 2016

Recruiting/Hiring

Our current recruit officers have passed the half-way mark of their classroom training. Last week they completed two days of Professional Communication Scenario (PCS) training conducted at Blackhawk Church. This was their first experience responding to various scenarios while in uniform. They all did remarkably well. Last Thursday the recruits spent half a day on a walking tour and visits to various South Madison locations. The afternoon was capped off with a presentation and round table discussions with representatives from Centro Hispano. This included conversations about individual experiences with immigrating to the US, and a broader discussion on immigration policies and police contacts within the Latino community. We were joined remotely by Roberto Gonzalez, the author of "Lives in Limbo". This was the book selected by staff as required reading for the class.

On Friday, December 19th the recruits will spend the entire day at the Allied Drive Boys and Girls Club. They will have classroom instruction regarding Taser protocol and care, hands-on demonstrations, and more scenario training which will be followed by a mandatory exposure. Several neighborhood residents have been invited to attend and watch portions of the training. Neighborhood kids who utilize the Center will be invited to play some games with the 23 recruit officers following the training at the end of the day.

As you know, Capt. Mary Schauf is currently transitioning into a new position as the Captain of Training. As has been past protocol, she has taken over as the "Oral Interview Board Director" and began to conduct interviews this past Friday. Although the process remains the same, Capt. Schauf has added some new folks to her oral board cadre which include: PO Lester Moore, January Vang, and Luis Yudice. A couple of these names may be very familiar to Commissioners, and Capt. Schauf can address any questions you might have.

On Sunday December the 11th, the second written and physical agility testing opportunity takes place on the UW Madison Campus. We have updated the hiring statistic demographics for thus far in the current process. (Please see attachment #1). Aside from a smaller number of applicants during this campaign, the demographics of the candidates who have applied, have remained remarkably consistent to recent past campaign applicant pools.

Promotions

Last month, we started a new three-month promotional process, and you were provided with the resumes of those personnel listed below. You were asked to review their respective personnel and disciplinary files prior to the business meeting in December so that if necessary we can go into closed session to discuss any concerns you may have. If there are no concerns, I will then invite the above individuals to attend the January business meeting where Chief Koval will request that you approve his preliminary promotional recommendations. . .

Name and Current Rank	Designated Promoted Rank
Captain Victor Wahl	Assistant Chief of Police
Lieutenant Cory Nelson	Captain of Police
Sergeant Erik Fuhremann	Lieutenant of Police
Sergeant Brian Chaney Austin	Lieutenant of Police
Police Officer Rose Mansavage	Sergeant of Police
Police Officer Stephanie Drescher	Sergeant of Police
Police Officer Daniel Perez	Sergeant of Police

Since your last business meeting, Chief Koval has made several promotional designations due to additional position vacancies. The Chief is requesting that a three-month promotional process begin, as he has designated the following individuals for promotion:

Name and Current Rank	Designated Promoted Rank
Lieutenant Jason Freedman	Captain of Police
Sergeant Tim Patton	Lieutenant of Police
Police Officer Harrison Zanders	Sergeant of Police
Police Officer Cameron Friday	Detective of Police
Police Officer Joanna Hollenback	Investigator of Police

The candidate's resumes have been attached for your review. (See attachments #2-6). The Chief is requesting that you review these individual's personnel and complaint files before your business meeting in January. We can go into closed session if needed during your January

business meeting to discuss any issues you may have. If there are none, Chief Koval will request that you approve his preliminary promotional recommendation at the February business meeting.

Five employees have come to the end of their interim probationary periods. Chief Koval has received a memo from each of their respective commanders recommending permanent appointment to the rank as indicated below. (See attachments #7-11). The Chief agrees with these recommendations. Therefore at your December business meeting, Chief Koval, or his designee will request that you take official action to approve the following personnel to a permanent appointment with an effective date as indicated:

Employee Name	Promoted Rank	Commander	Effective Date
John Patterson	Captain	Assistant Chief Randy Gaber	December 20, 2016
Paige Valenta	Lieutenant	Captain Vic Wahl	January 3, 2017
Brian Austin	Lieutenant	Captain Carl Gloede	January 3, 2017
Caleb Johnson	Detective	Captain Vic Wahl	January 3, 2017
Norra Stachel	Detective	Captain Carl Gloede	January 3, 2017

Probationary Police Officer Jared Prado has come to the end of his 18 month probationary period. PPO Prado had previously served as an MPD Officer but resigned so he could attend UW Law School. Upon receiving his Juris Doctor Degree, Prado re-applied to MPD and was hired in July of 2015. Captain Carl Gloede has spoken to his supervisory staff who have reviewed the work product of PPO Prado. Following this review, Captain Gloede has recommended that PPO Prado be provided permanent status with our Department. (See attached memo #12). Chief Koval agrees with this recommendation. At your December business meeting Chief Koval or his designee will be asking for your approval to grant permanent status to PPO Prado with an effective date of January 5, 2017

PFC Summary for November, 2016

The Professional Standards and Internal Affairs Office currently has 2 open cases against employees that are being investigated. Below is a brief summary of each case:

Old Cases

1. Property Handling

New Cases

2. Property Handling

Miscellaneous:

Thanks to Commissioners Sparkman, Hamden, and Kamperschroer for attending the "Diversity Dialogue" held on November 30th. As we previously discussed, the USDOJ and EEOC recently released a comprehensive report examining the barriers and promising practices in recruitment, hiring and retention of officers in the advancing of law enforcement diversity. Based upon feedback provided by MPD for this report, we were asked to participate in a dialogue along with other local police leaders and other community stakeholders. The US Attorney for the Western District of Wisconsin, John Vaudreuil, facilitated the meeting.

Attachments:

1. 2016-2017 Hiring Process Statistics
2. Lieutenant Jason Freedman Resume
3. Sergeant Tim Patton Resume
4. Police Officer Harrison Zanders
5. Police Officer Cameron Friday Resume
6. Police Officer Joanna Hollenback Resume
7. Captain John Patterson Final Promotion Recommendation Memo
8. Lieutenant Paige Valenta Final Promotion Recommendation Memo
9. Lieutenant Brian Austin Final Promotion Recommendation Memo
10. Detective Caleb Johnson Final Promotion Recommendation Memo
11. Detective Norra Stachel Final Promotion Recommendation Memo
12. Police Officer Jared Prado Permanent Status Recommendation memo

Cc: Attorney Scott Herrick
Attorney Marci A. Paulsen

Chief Michael Koval

12/9/2016

2016 - 2017 Hiring Process

CATEGORY	Male	%	Female	%	C/M	%	C/F	%	AA/M	%	AA/F	%	H/M	%	H/F	%	NA/M	%	NA/F	%	API/M	%	API/F	%	TOTAL
TOTAL APPLICATIONS	527	80.70%	126	19.30%	397	60.80%	95	14.55%	50	7.66%	14	2.14%	60	9.19%	9	1.38%	3	0.46%	4	0.61%	17	2.60%	4	0.61%	653
FAILED TO APPEAR OR WITHDREW	95		25		70		20		13		2		10		2		0		1		2		0		120
NUMBER REMAINING	432	81.05%	101	18.95%	327	61.35%	75	14.07%	37	6.94%	12	2.25%	50	9.38%	7	1.31%	3	0.56%	3	0.56%	15	2.81%	4	0.75%	533
FAILED WRITTEN	4		2		0		0		2		0		0		2		0		0		0		0		4
NUMBER REMAINING	428	80.91%	99	18.71%	327	61.81%	75	14.18%	35	6.62%	12	2.27%	50	9.45%	5	0.95%	3	0.57%	3	0.57%	15	2.84%	4	0.76%	529
OUT OF STATE ADMISSIONS COMMITTEE	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	428	80.91%	99	18.71%	327	61.81%	75	14.18%	35	6.62%	12	2.27%	50	9.45%	5	0.95%	3	0.57%	3	0.57%	15	2.84%	4	0.76%	529
OUT OF STATE NO SHOW OR WITHDREW	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	428	80.91%	99	18.71%	327	61.81%	75	14.18%	35	6.62%	12	2.27%	50	9.45%	5	0.95%	3	0.57%	3	0.57%	15	2.84%	4	0.76%	529
OUT OF STATE FAILED WRITTEN	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	428	80.91%	99	18.71%	327	61.81%	75	14.18%	35	6.62%	12	2.27%	50	9.45%	5	0.95%	3	0.57%	3	0.57%	15	2.84%	4	0.76%	529
WITHDREW OR NO SHOW AT PHY AGILITY	3		1		3		1		0		0		0		0		0		0		0		0		4
NUMBER REMAINING	425	80.95%	98	18.67%	324	61.71%	74	14.10%	35	6.67%	12	2.29%	50	9.52%	5	0.95%	3	0.57%	3	0.57%	15	2.86%	4	0.76%	525
FAILED PHYSICAL AGILITY	15		11		10		10		2		0		3		0		0		1		0		0		26
NUMBER REMAINING	410	82.16%	87	17.43%	314	62.93%	64	12.83%	33	6.61%	12	2.40%	47	9.42%	5	1.00%	3	0.60%	2	0.40%	15	3.01%	4	0.80%	499
ADMISSIONS COMMITTEE	50		1		37		1		4		0		7		0		0		0		0		0		49
NUMBER REMAINING	360	80.00%	86	19.11%	277	61.56%	63	14.00%	29	6.44%	12	2.67%	40	8.89%	5	1.11%	3	0.67%	2	0.44%	15	3.33%	4	0.89%	450
WITHDREW OR NO SHOW PRIOR TO ORAL	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	360	80.00%	86	19.11%	277	61.56%	63	14.00%	29	6.44%	12	2.67%	40	8.89%	5	1.11%	3	0.67%	2	0.44%	15	3.33%	4	0.89%	450
ORAL BOARD	15		0		14		0		0		0		1		0		0		0		0		0		15
NUMBER REMAINING	345	79.31%	86	19.77%	263	60.46%	63	14.48%	29	6.67%	12	2.76%	39	8.97%	5	1.15%	3	0.69%	2	0.46%	15	3.45%	4	0.92%	435
WITHDREW PRIOR TO BACKGROUND	1		0		1		0		0		0		0		0		0		0		0		0		1
NUMBER REMAINING	344	79.26%	86	19.82%	262	60.37%	63	14.52%	29	6.68%	12	2.76%	39	8.99%	5	1.15%	3	0.69%	2	0.46%	15	3.46%	4	0.92%	434
BACKGROUND	0		0		0		0		0		0		0		0		0		0		0		0		0
ELIGIBILITY LIST	344	79.26%	86	19.82%	262	60.37%	63	14.52%	29	6.68%	12	2.76%	39	8.99%	5	1.15%	3	0.69%	2	0.46%	15	3.46%	4	0.92%	434
WITHDREW AFTER BACKGROUNDS	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	344	79.26%	86	19.82%	262	60.37%	63	14.52%	29	6.68%	12	2.76%	39	8.99%	5	1.15%	3	0.69%	2	0.46%	15	3.46%	4	0.92%	434
CHIEF'S INTERVIEW/RIDE-ALONG/PSY	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	344	79.26%	86	19.82%	262	60.37%	63	14.52%	29	6.68%	12	2.76%	39	8.99%	5	1.15%	3	0.69%	2	0.46%	15	3.46%	4	0.92%	434
MEDICAL	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	344	79.26%	86	19.82%	262	60.37%	63	14.52%	29	6.68%	12	2.76%	39	8.99%	5	1.15%	3	0.69%	2	0.46%	15	3.46%	4	0.92%	434
WITHDREW AFTER TENTATIVE JOB OFFER	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING/HIRED	344	79.26%	86	19.82%	262	60.37%	63	14.52%	29	6.68%	12	2.76%	39	8.99%	5	1.15%	3	0.69%	2	0.46%	15	3.46%	4	0.92%	434

Jason E Freedman

Education *BA, UW Madison, 1994: History, International Relations and Political Science; Graduated with distinction, Phi Beta Kappa
 *Masters of Public Administration, UW Oshkosh, 2009

Throughout my career at MPD, I have sought out challenges and opportunities that have developed my leadership and team building abilities across a diversity of roles and missions. Through these opportunities I've developed committed relationships and broad competencies, cultivated character and caring, and maintained a deep and ongoing commitment to this organization, our people, and the communities we serve. I've striven to embody both internal and external guardianship.

MPD History

Date of Hire:	September of 1997
Current Assignment:	Task Force Lieutenant, Dec 2013-present
Previous Assignments:	Task Force Sergeant, Dec 09-Dec 2013 North CPT Sergeant, Feb 08-Dec 09 Patrol Sergeant, May 07-Feb 08 Training Officer, Jan 05-May 07 Baird/Fisher Neighborhood Officer Jan 02-Jan 05 Patrol Officer, Jun 98-Dec 02 (North, West, South)
Additional Assignments	SWAT Tactical Team Cmdr, Dec 2015-present SWAT ENTRY Asst. Team Lead May 13-Dec 2013 SWAT CNT Supervisor Dec 12-May 13 MPPOA Board Member, 2006-2013 ERT Aug 00-May 07 FTO May 01-Feb 08 Part time ERO Cherokee Middle School (Master) Firearms Instructor Adjunct Instructor (numerous topics) Neighborhood Liaison (numerous neighborhoods)

DEPARTMENT INITIATIVES

Community

- *Panel speaker for WISAM Conference, September 2016
- *Attended Recovery Luncheon, September 2016
- *Established relationship with UW Robotics and presented at 2 day Expo, April 2016
- *Provided multiple interviews (TV, radio, print)
- *Led meth-lab related press conference, 2015
- *Presented at Chief's Press Conference, 2013 (Heenan Incident)
- *Instructed at Camp HERO, July 2012
- *Delivered MPD SWAT for Citizen's Academy 2016
- *Developed and delivered MPD Use of Force block for Citizen's Academy, 2005-present
- *Developed and delivered MPD WMD block for Citizen's Academy, 2005-2009
- *Developed, implemented and participated in numerous trust building and problem-solving activities including (but not limited to):
 - Organized and led community meetings in Baird/Fisher
 - Creation of a ban map for Baird/Fisher

- Johnny Winston Street-ball Tournament (multiple times)
- Initiated regular 'police beat' column in Bram's Addition Neighborhood Newsletter
- Attended community meetings re. Allied Dr, Baird St, North St, Brentwood Pkwy, and Ridgewood areas
- Established monthly security meetings with CDA properties in Baird/Fisher
- Assisted with planning for National Night Out
- Organized and presented at community/police relations meeting, 2002
- *Assisted with report requesting a Brentwood Neighborhood Officer, 2008
- *Developed and Implemented 'Noise Wave' in 2002 to address boom-cars in Baird/Fisher
- *Assisted with Taser Community Forum
- *Developed Neighborhood Walk Program, Baird/Fisher Neighborhood

Organization

- *Part of Command Post for Pence visit, September 2016
- *Member of Heroin Grant project; MPD received one of 5 \$700,000 awards
- *Member of MARI/Heroin Diversion Initiative (w/in and w/out MPD) w/Lt Nelson
- *Assisted with transition of med drop program from Safe Communities to WI DOJ
- *Worked with DA's Office to have DCNTF fund a dedicated drug ADA
- *Assigned Safety Officer for the 'DA's Decision'/Tony Robinson response, 2015
- *Assisted with development of MPD UC School—utilized internally and externally
- *Developed a new protocol for non-SWAT search warrant execution
- *Developed and delivered portions of the LPO curriculum for the 2012 and 2013 MPD Leadership Academy
- *Developed and delivered civilian in-service for 2012 'Winning Stressful Encounters'
- *Developed and delivered the first firearms instructor school for MPD personnel, 2011
- *Assisted with development and delivery of use of force documentation form for MPD, 2011
- *Developed Training Newsletter
- *Developed field training program for new neighborhood officers, 2004
- *Developed and delivered portions of instruction for the leadership and recruit academies
- *Developed and delivered training for 911 Center (Excited Delirium), 2007
- *Developed and delivered blocks of instruction for district and general in-service, 2005-2012
- *Developed and delivered Rapid Deployment training to all CPT's, 2007
- *Assisted with development of operations plan for the 'Parka' Robber, 2009
- *Assisted with Rapid Deployment training for EPD at LaFollette HS, 2010

Training Center

- *Coordinated Drug School for Patrol Operations, November 2015
 - *Included powerful panel of Parent Addiction Network and Addicts in Recovery
- *Developed and delivered the first outside-agency firearms instructor school, Jan 2012
 - *Repeated course in May of 2012; assisted in 2013
- *Developed and delivered a Search Warrant school for outside agencies, Oct 2012
(W/Det. Brian Austin)

DEPARTMENT COMMITTEES

- *Member of MPD Leadership Group, 2013-present
- *Mid-Town Station Design Committee, 2015-present
- *Member of MPD Awards Committee, 2011-2013
- *Leadership subcommittee of the Internal Trust Committee, 2009
- *Strategic Plan Staffing Meeting, 2007
- *Race Relations Seminar, 2004
- *City Wide Problem Solving Team, 2001
- *Strategic Planning Implementation Team, 2000

*OAC, 2002-2006 and 2009

CERTIFICATIONS AND TRAININGS

Leadership Training

- *LPO Certification, 2010-2011
- *Narrow Road of Leadership, Milwaukee, 2009
- *FBI Leadership Seminar (2004)

Other Training

- *Investigating Officer Involved Shootings, 2014
- *PIT School, 2014
- *Master Firearms Instructor, Rifle, and Submachine Gun Instructor
- *DAAT, PCS, and Simunition Instructor
- *FBI LEOKA, 2009
- *Reid School
- *Critical Incident Management and In Custody Death
- *Advanced SWAT School, Los Angeles, CA
- *Taser Instructor and Less Lethal Instructor
- *ICS, NIMS, and WMD trainings through DHS in Anniston, Alabama
- *Health and Wellness, 2008-present
- *Suicide Awareness Training

COMMENDATIONS/AWARDS

- *Meritorious Service Award, 2014
- *Outstanding Service Award, 2012

I have received over 60+ commendations, citizen compliments, and performance recognition citations in a variety of areas including community involvement, problem solving, tactical situations, interviews and investigations, trainings, and report writing

COMMUNITY SERVICE

- *Volunteered at Camp Hometown Heroes (children of fallen veterans), July 2016
- *Elected to Fall River, WI, School Board, 2015; serving as Vice President
- *Head soccer coach, Fall River Recreation Dept, 2010-2015
- *Lifelong blood donor (7+gallons)
- *Polar Plunge, 2012 and 2001
- *Toys for Tots, 2004
- *Shop with a Cop, 2004
- *Bell Ringer Salvation Army, 2003
- *School Makes a Difference Day, 1999
- *Red Cross Volunteer, 1994-95

Timothy J. Patton

PROFILE

Committed to making a positive difference through competency, character and compassion. Dedicated to the Mission of the Madison Police Department through embodiment of the core values of Human Dignity, Service, Community Partnership, Integrity, Proficiency and Continuous Improvement, Diversity and Leadership. An exemplary follower and servant leader who approaches new challenges with innovative problem solving and a positive outlook. A strong communicator with proven organizational skills dedicated to collaboration and a long-term view. Life-long resident of Madison with over twenty-three years of service to the city as a teacher and police officer. Graduate of James Madison Memorial High School and University of Wisconsin – Madison with a bachelor's degree in Education.

PROFESSIONAL PERFORMANCE

- May 20, 2002** **MPD date of hire, 3rd in Class, Selected as Class Speaker**
- 2003 – 2007** **Patrol Officer in the West and Central Districts**
- 2005** **Special Events Team**
- 2005 – 2012** **Entry Platoon, SWAT Team**
 In addition to functioning as a tactical team operator, I served as the Entry Platoon's Lead Training Coordinator. In 2011, I worked collaboratively with the Office of Justice Assistance in securing a grant to develop a debriefing of the Discover Center Hostage incident from 2010. One hundred and eighty participants from seventeen Wisconsin law enforcement agencies and the Federal Bureau of Investigation attended the two days of training.
- 2007 – 2012** **Training Officer, Personnel and Training Team**
 During this time, I served as an instructor in the Pre-Service Academy and Department In-Service Model. In the academy, I was assigned as the lead instructor in Vehicle Contacts and Tactical Response. For in-service, I served as the department's lead instructor in the Patrol Rifle and Scenario-based Instruction. I was responsible for the adoption of a new student-centered debriefing model that is now being used throughout the department.
- 2013 – 2014** **Patrol & FTO Sergeant, Third Detail Central District, Fifth Detail West District**
 As a Patrol Sergeant, I supervised employees with years of service ranging from one to twelve. In 2013, I implemented a platoon initiative to improve the quality of police reports while assisting officers in transitioning to a new department report model.
- 2014 – Present** **Sergeant of Training, Personnel and Training Team**
 As the Pre-Service Academy Sergeant, my primary responsibilities include recruiting and supervision of the pre-service academy. In this role, I supervise recruits, Program Assistant Deb Slawek and six Training Officers. My instructional responsibilities in the academy include topics such as Fundamentals in Criminal Justice and Cultural Competence. In 2014, I developed the MPD Recruiting Cadre to enhance the department's recruiting efforts. In 2015, in support of the department's core value of community partnership, I implemented a series of community engagement field trips for recruits in conjunction with the cultural competence block of instruction.
-

PREVIOUS EMPLOYMENT

- 1993 – 2002** **Special Education Teacher – Madison Metropolitan School District**
 While teaching at Memorial High School, I served as a Vocational and Community Living Skills Teacher. I was responsible for designing and implementing curriculum for students with severe and profound cognitive disabilities. I served as the direct supervisor for as many as six educational assistants tasked with implementing the educational programming in both the school and community.
- 1997 – 2007** **Head Coach / Varsity Boys and Girls Soccer – Madison Memorial High School**
 2005 Division One Girls Coach of the Year, State of Wisconsin

DEPARTMENT CERTIFICATIONS, TRAINING HISTORY and AWARDS

INSTRUCTOR CERTIFICATIONS

Master Instructor Trainer: Scenario Instructor, Instructor Development, Vehicle Contacts
 Instructor Certifications: DAAT, Firearms, Critical Thinking, Policing Strategies, Report Writing, Taser, Patrol Rifle
 Certifications: Force Science Certification, MACTAC

TRAININGS ATTENDED

(2015) Fair & Impartial Policing, Training at the Speed of Life, (2013) International Law Enforcement Educators and Trainers Association (2012) Fond du Lac OIS Debriefing (2011) ILEETA, MACTAC (2010) IACP Leadership in Police Organizations, Force Science Certification, National Patrol Rifle Conference (2009) Unified Tactics Update, Performance Enhancement Imagery (2008) Colt Armorer, Ground Defense Survival, Less Lethal & Chemical Munitions, Structured Student-Centered Feedback, Teaching Reasonable Force, The Bullet Proof Mind

TRAINING HISTORY as INSTRUCTOR

In addition to the primary role of instructing in the Pre-Service Academy and annual In-Services, I have developed and delivered training on a variety of topics to a multitude of groups across the department to include:

Citizen Police Academy	Mounted Patrol and K9 Team Trainings
Civilian Advisory Committee	Multi-Assault Counter-Terrorism Action Capabilities
Community Policing Team Annual Training	New FTO Training and FTO Updates
Dane County Narcotics Task Force	Officer Involved Critical Incident Team
DOJ Instructor Update	Safety Education and ERO Annual Training
ILEETA Conference Presenter	Sergeant Check-In
Instructor Development Course	Special Events Team Annual Training
Leadership Academy Instructor Cadre	SWAT Full-Team Trainings
Liaison Trainings for all districts and shifts	Vehicle Contacts Instructor Course

OUTSTANDING SERVICE AWARDS

MPD Training Center and Marketing Plan – At the direction of Captain Sue Williams and with the assistance of Officer Tim Harder, I researched and authored a marketing plan that served as the foundation for the department’s use and rental of the new MPD Training Center. On May 7, 2012, I was awarded the department’s **Outstanding Service Award** for my role in the development and construction of the MPD Training Center.

Madison Police Department Leadership Development Program – I served as a lead instructor in both the department-wide eight-hour curriculum as well as the weeklong Leadership Academy. These trainings were the result of nearly a year of curriculum development following attendance at IACP’s three week Leadership in Police Organizations training in late 2010 and early 2011. On May 7, 2012, I was awarded the department’s **Outstanding Service Award** for my role in this initiative.

DEPARTMENT INITIATIVES / COMMITTEES / VOLUNTEER EXPERIENCES

- MPD**
 - Racial Disparities Impact Committee
 - LESB Legal Context Advisory Committee
 - Individual-Issue Rifle Project
 - Madison College Criminal Justice Advisory Committee
 - Leadership Work Group / Internal Trust Committee / Leadership Academy Instructor Cadre
 - Field Training Restructuring Committee Member and Instructor
 - Camp Hero, Black Youth Academy, MPD Explorer Post
- Memorial HS**
 - Captains Club – Lead Advisor
 - Wisconsin Interscholastic Athletic Association – Coaches Advisory Committee
- Personal**
 - 100 Black Men of Madison Backpacks for Success Program
 - Shelly Glover Foundation and Millennium Soccer Club
 - Madison 56ers Soccer Club, President, Director of Coaching, Coach
 - Search & Seizure Guest Speaker, Middleton and Memorial High Schools

Harrison Darnell Zanders II
 Police Officer
 City of Madison Police Department
 (309) 721-5956
hzanders@cityofmadison.com

Objective

My goal is to obtain a position as supervisor with Madison Police Department. I strive to continue to lead in accordance to the MPD core values, policies, and procedures.

Education

Iowa State University
 Bachelors of Arts-Sociology-2004

Chicago State University
 Bachelors of Art-Criminal Justice- 1999-2000

Department History

Patrol Services – May 2008

Gang Unit – February 2014

Date of Hire – May 28, 2008

Patrol Services - South District (1) North District (1) West District (3)

- Enforced state laws, city ordinances, and traffic laws
- Provided assistance to citizens request for service
- State Street Safety Initiative (Retired Lt. Mark Brown 2008)
- Assist in Department Trainings (i.e. Diversity, and New Recruit Orientation)
- Worked in partnership with community members to address concerns and solve area problems (i.e. Russett, Balsam, Theresa, Trailsway, Badger, Fisher, Baird)

Gang Unit – South District (1)

- Build professional relationships with community partners
- Provide presentations to the general public, and other agencies on gang awareness
- Gather gang intelligence and share with department members
- Identify gangs, members and trends
- Provide resources to gang members attempting to leave lifestyle
- Assist with gang involved incidents and investigations
- Work with outside agencies to apprehend wanted gang members (i.e. U.S. Marshals)

Initiatives

- Neighborhood Liaison – focused on relationships with neighbors, partners and residents
- School Liaison – forged relationships with teachers and juveniles in troubled schools (i.e. Neon Program)
- Actively working with youth advocates to reduce recidivism amongst area youth (ComVida Program Centro Hispano)
- Working with programs catering towards recently released parolees (i.e. Voices Beyond Bars and Nehemiah)

Department Committees, Awards, Certifications, Trainings

- Diversity Inclusion Team
- Unconscious Bias Trainer (2015 MPD Fall In-services)
- Amigos en Azul
- Field Training Officer
- Background Investigator
- Certified Trainer Gangs and Organized Crime
- Latino Youth Academy Instructor (traffic stops)
- Black Youth Academy Instructor (Codes and Ethics)
- Invocation Presenter Both Youth Academies
- Special Events Team "SET"
- Madison PD Pride
- Madison Police Racial Disparity Committee

Specialized Trainings

- Cadaver searches (2012)
- CPR vs. CCR (2012)
- Dementia-Locating and tracking (2012)
- Gang Tattoos/Identifiers (2014)
- Gang Specialist Training Chicago (2014)
- Oconomowoc Two Day Gang Training (2014)
- Unconscious Bias 2015
- YMCA Diversity Training (2014)

Community Service

- Neighborhood revival/job Corp partnership (in progress)
- GED Boot Camp
- Board Member Beasley's Downtown Boxing Club
- Boys and Girls Club advocate (Participant 2013 movie "The Club")
- Cops, Community, Clergy

Previous Employment Prior to Policing

Family Resources Inc. Davenport, Iowa (March 2005-May 2008)

Positions: Program Supervisor Kinsman Shelter/ Assistant Supervisor Newcomb Program/ Residential Counselor.

- Supervise a team of 9 staff, sheltering youth from troubled situations.
- Coordinate Programs for adjudicated juveniles and clients with intellectual disabilities
- Facilitated skills groups, dedicated to skill and behavioral development
- Shift Scheduler
- Manage Program Budget Handle Referrals & Admissions Lobby for Non-Profit Funds Community and Public Service Representative

Activities and Honors:

Phi Beta Sigma Advisor/ 2013 Divine Nine Man of year/Non Profit Legislative Advocate

Richard Cameron Friday

Objective

To serve my community and the City of Madison Police Department as a detective, committed to working diligently and with high ethical standards to provide support and closure to victims of serious crimes.

Department History

I am committed to having a strong work ethic, serving my community, having a well rounded set of skills and abilities as an officer, and having complete dedication to my family and my extended MPD family.

Date of Hire:	May 27, 2008
Patrol Officer:	February 1, 2009 to present
Current Assignment:	3F3 (3F6 after February 2016)

Supervisors and command staff have recognized my daily work through documents and emails:

"Cam continues to improve as an officer every day at MPD. He comes to work with excellent attitude and is a team player. Cam impressed me throughout the year with his thorough investigations, ability to multitask, and be efficient." ~Sgt Ostrenga

"His work product, communication, and scene management are outstanding. Officer Friday follows up on his cases, writes excellent reports and is an overall pleasure to work with." ~Sgt Kleinfeldt

"PO Meylor and Friday gave that family a gift that will always be treasured. When speaking with the MFD crew who responded, they told me they've never seen such a great response by any police officer. They commended the officers for their actions, knowledge and judgment. Both officers went above and beyond when dealing with the man's wife...they are a credit to the Madison Police Department and the citizens of Madison." (Reference life saving efforts) ~Sgt Covert

"Cam, Dan & Scott, thanks for being proactive on this." (Reference a North side Drug House) ~Former Chief Wray

"Cam, I appreciate your hard work and productivity in all measures of citation activity. Traffic is very important...thanks for your hard work on a shift that is very busy and call-driven!" ~Retired Capt McLay

Chief Koval recognized my efforts with a personal phone call reference a homicide investigation.

Department Initiatives

- Repaired several broken Dictaphone handhelds for Jena Kujak (December 2015)
- Investigative Aid Officer (since August 2015)
- Created one page dictation sheet after implementation of LERMS (December 2012)
- Created Simple Retail Theft checklist (never implemented) (July 2012)
- Worked with City Parks on Improvement Plan (Olbrich, later expanded) (May 2012)
 - Capt Schauf spoke with me directly about the widespread improvement of quality of life issues city-wide as a result of this initiative.
- Field Training Officer (since 2012)
- Background Officer (since 2012)
- Developed and maintain MPD Phonebook Android smart phone application (2011 to present)
- Planned BP (3510 Packers Av) Problem Solving Initiative with N-CPT (November 2010, resulted in multiple arrests and 2 firearms being seized)

Education

- Hope College - Holland, MI (Graduated May 2005)
 - Bachelor of Arts Classical Languages
 - Ancient Greek
 - Latin
 - Studies in Coptic
 - Studies in Proto-Indo-European

Department Committees

- Volunteered to work with Jena Kujak to find & test Dictaphone handheld replacement
- Member of committee that reviewed & updated field manual (Lt. Radovan)

Department Awards

- Life Saving Awards:
 - 2402 Calypso Rd (December 26, 2011)
 - 837 Northland Dr (November 15, 2011)
 - Single Vehicle Crash outside Huntington, IN - Off-Duty (October 2009)

Certifications and Trainings

- Cross trained with Detective Paul Bauman (March 16, 2015 & March 17, 2015)
- Patrol Negotiations, Shooting on the Move, & Legal Update (December 17, 2014)
- Drugs that Impair Driving (December 7, 2014)
- The Caustic Risks of Performing Well in LE (December 18, 2013)
- Intoximeter Certification Training (March 27, 28 & 29, 2012)
- Identifying Deceptive Behavior (December 14, 15 & 16, 2011)
- Cross trained with Detective Pete Baio (September 9, 2011 & September 14, 2011)
- Cross trained with Dane County Narcotics & Gang Task Force (October 26, 2010)

Previous employment

- Computer Repair Technician, Macatawa Technologies (March 2005 to May 2008)
 - Repaired personal and small business computers for clients in Holland, MI
- Computer Repair Technician, Hope College (May 2004 to March 2005)
 - Repaired student and college-owned computers for students & faculty of Hope College in Holland, MI

Community Service

- Volunteer with Fluffy Dog Rescue (Hartland, WI) doing home visits and interviews

Activities and Interests

- Raising my daughter Isabelle in partnership with my wife, Amanda
- Fishing
- Leatherwork
- Working with technology including computer programming
- Quilting

Joanna B. Hollenback
516 Hill St.
Baraboo, WI 53913
608-393-7414
jhollenback@cityofmadison.com

- **Education**

- **Pre-Service Academy**
 - Madison Police Department, Madison, WI - 2011
 - **Bachelor of Arts, Behavioral Science and Law**
 - UW-Madison
 - Graduated 2009
-

- **Department History**

- **Date of Hire** - 5/31/11
- **Current Work Assignment** –
 - Mental Health Officer in the South District, February 2015 – present
 - Review city-wide police reports involving mental health issues, identify individuals in need of outreach and issues in need of follow up at the district level
 - Coordinate home visits/follow up in conjunction with service providers to connect individuals to necessary resources and mitigate recurring patrol calls for service
 - Create and disseminate mental health information/officer safety reports regarding individuals whose behavior has begun to escalate to the point where police contact may occur
 - Provide assistance to patrol by fielding Emergency Detention calls for service to the point of transport when possible
 - Coordinate Chapter 51 pick-up return orders issued through Journey Mental Health
 - Communicate and coordinate follow up with district Mental Health Liaison Officers
 - Attend relevant community and stakeholder meetings
 - Serve as point-of-contact for officers, consumers, family, mental health providers, and other community partners
 - Assist in developing and implementing training and educational initiatives for community groups as well as other law enforcement agencies
- **Past Work Assignments** –
 - Patrol Officer in the West District, 2012 – 2014

- Enforce laws, provide positive community interaction and take police action when necessary
 - Conduct criminal investigations and submit thorough reports
 - **Other Assignments –**
 - West District Mental Health Liaison Officer, 2013 – 2014
 - Review police reports involving mental health issues of contacted subjects
 - Facilitate community resources for subjects in need, which may include home visits and/or the development of safety plans
 - Provide outreach and education to community members seeking a better understanding of police procedure in the matter of dealing with the mentally ill
- **Department Committees, Awards, Certifications and Trainings**
 - **Committees**
 - Officer Advisory Committee, 2013 – present
 - Member of the Hiring Resource Group, June 2015 - present
 - Promotion Process Review Committee, 2014
 - **Certifications**
 - PBT Certification, 2011 – present
 - Taser Certification, 2011 – present
 - **Trainings**
 - Winning Mind for Women Training – November 2015
 - Cross-training with Investigator Jill Urso – October 2015
 - Implicit Bias in Criminal Justice Training – September 2015
 - Crisis Intervention Training – September 2014
 - Cross-training with Investigator Jill Urso – September 2014
 - Juvenile Mental Health & Autism Spectrum Training – November 2013
 - Winning Mind Warrior Spirit & Pursuit of Personal Excellence Training presented by Brian Willis – May 2013
 - Employee Development: Sexual Assault Investigations, Infant Death Investigations, Blunt Trauma/Child Abuse – Medical Examiners – November 2012
- **Community Service**
 - Mentor at the Concerns of Police Survivors (COPS) Kids' Camp, East Troy, WI, 2014 - Present
 - Planning Committee member for the MPPOA Hot on the Trail Run, 2014 – Present
 - Law Enforcement Torch Run participant, 2012, 2015
 - Dunk Tank volunteer, MPD Safety Day, 2012
 - Volunteer Assistant Cross Country Coach, Baraboo School District, 1998 - 2012

CITY OF MADISON
INTER-DEPARTMENTAL
CORRESPONDENCE

DATE: December 5, 2016

TO: Chief Michael Koval
FROM: Assistant Chief Randall Gaber
SUBJECT: **Final Recommendation for Captain John Patterson**

It is my belief that John Patterson has successfully performed his duties as a Captain during his interim promotional period. His interim period will be completed on December 20, 2016. I strongly recommend him for final appointment to the rank of Captain.



Randall Gaber
Assistant Chief of Police

cc: Captain Tom Snyder `
Payroll/Personnel Folder

CITY OF MADISON
INTER-DEPARTMENTAL
CORRESPONDENCE

DATE: December 5, 2016

TO: Chief Michael Koval
FROM: Captain Victor Wahl
SUBJECT: **Final Recommendation for Lieutenant Paige Valenta**

It is my belief that Paige Valenta has successfully performed her duties as a Lieutenant during her interim promotional period. Her interim period will be completed on January 3, 2017. I strongly recommend her for final appointment to the rank of Lieutenant.



Victor Wahl
Captain of Police

cc: Captain Tom Snyder
Payroll/Personnel Folder

CITY OF MADISON
INTER-DEPARTMENTAL
CORRESPONDENCE

DATE: December 5, 2016

TO: Chief Michael Koval
FROM: Captain Carl Gloede
SUBJECT: **Final Recommendation for Lieutenant Brian Austin**

It is my belief that Brian Austin has successfully performed his duties as a Lieutenant during his interim promotional period. His interim period will be completed on January 3, 2017. I strongly recommend him for final appointment to the rank of Lieutenant.



Carl Gloede
Captain of Police

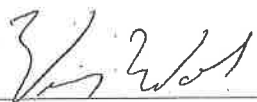
cc: Captain Tom Snyder
Payroll/Personnel Folder

CITY OF MADISON
INTER-DEPARTMENTAL
CORRESPONDENCE

DATE: December 5, 2016

TO: Chief Michael Koval
FROM: Captain Victor Wahl
SUBJECT: **Final Recommendation for Detective Caleb Johnson**

It is my belief that Caleb Johnson has successfully performed his duties as a Detective during his interim promotional period. His interim period will be completed on January 3, 2017. I strongly recommend him for final appointment to the rank of Detective.



Victor Wahl
Captain of Police

cc: Captain Tom Snyder
Payroll/Personnel Folder

CITY OF MADISON
INTER-DEPARTMENTAL
CORRESPONDENCE

DATE: December 5, 2016

TO: Chief Michael Koval
FROM: Captain Carl Gloede
SUBJECT: **Final Recommendation for Detective Norra Stachel**

It is my belief that Norra Stachel has successfully performed her duties as a Detective during her interim promotional period. Her interim period will be completed on January 3, 2017. I strongly recommend her for final appointment to the rank of Detective.



Carl Gloede
Captain of Police

cc: Captain Tom Snyder
Payroll/Personnel Folder

CITY OF MADISON
INTER-DEPARTMENTAL
CORRESPONDENCE

DATE: December 5, 2016

TO: Chief Michael Koval
FROM: Captain Carl Gloede
SUBJECT: **Final Recommendation for Police Officer Jared Prado**

I have reviewed the work performance of Police Officer Jared Prado and discussed his performance with supervisors from the Central District. It is my belief that Police Officer Prado has successfully completed his duties as a probationary police officer during his probationary period. His probationary period will be completed on January 5, 2017.

Based upon this review it is my recommendation that Police Officer Jared Prado be granted permanent status with the Madison Police Department effective January 5, 2017.



Carl Gloede
Captain of Police