

Madison Board of Police and Fire Commissioners
Minutes of the Meeting of August 14, 2017

Meeting convened at approximately 5:26 p.m. Commissioners present: Hamdan, Enemuoh-Trammell, Kamperschroer

Staff also present: Chief Davis, AC Stedman, Capt. Schauf; Board Counsel Scott Herrick

PUBLISHED AGENDA

- | | | |
|------------|-------------------------|----------------------|
| 1. Agenda | 3. Public Comment | 6. Police Department |
| 2. Minutes | 4. Disciplinary Matters | 7. Report of Counsel |
| | 5. Fire Department | 8. Adjourn |

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 meetings July 10 and 24, 2017.**
(Kamperschroer/ Hamdan: unanimous)
3. Public Comment: none
4. Disciplinary Matters: *Initial Hearing in Shabani v. Krueger-Favour et al.* The Board convened its initial hearing in this matter, the record of which is maintained separately.
- 6.b. Police Department Report
Capt. Schauf reported the initial recommendations of Chief Koval for promotions, summarized in the monthly report: **Motion:**
 1. to approve the initial recommendation of the Police Chief for the promotion of Police Officer Kurt M. Wege to the rank of Detective, effective June 4, 2017, 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 him 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. (Hamdan/ Kamperschroer: unanimous)

5. Fire Department: Chief Davis and AC Stedman presented the monthly report and led discussion regarding department planning to move forward with further development of the "rolling" application process.
 - a. Monthly Staff Report: *status report regarding hiring procedures, appointments, promotions, and discipline, including recommendations of the Chief*

6. Police Department Report
 - a. Monthly Staff Report: Capt. Schauf led discussion of the report, including outreach and advertising experiments and the calendar for hiring and the academy. Comm. Hamdan proposed that complete pending promotional files be reviewed by another commissioner before the next meeting; Comm. Kamperschroer will do so. **Motion: To approve the final recommendations of the *Final recommendation of the Police Chief for the promotions of Lt. Anthony J. Fiore, Sgt. Michael C. Alvarez, Sgt. Eugene C. Woehrle,, and Det. Lisa A. Fahrenbruch, all effective Sept. 11, 2017.*** (Kamperschroer/ Hamdan: unanimous)

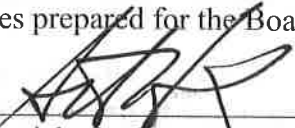
7. Report of Counsel: none

8. Adjourn

The Commission may during the course of items 4, 5, 6, or 7 upon proper motion convene into closed session for one or more of the following purposes, authorized as noted by Wisconsin Statutes: deliberating concerning a case which was the subject of a quasi-judicial hearing, WS 19.85(1)(a); considering employment, promotion, compensation or performance evaluation of a public employe, WS 19.85(1)(c); deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session, WS 19.85(1)(e); considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons, WS19.85 (1)(f); and conferring with legal counsel with respect to litigation, WS 19.85(1)(g). The Commission may thereafter reconvene into open session to continue its proper business.

Meeting adjourned at approximately 6:35 p.m.

Minutes prepared for the Board by Scott Herrick



Scott Herrick, for Secretary George Kamperschroer



Madison Police and Fire Commission Monthly Report

Mary A. Schauf, Captain of Police

August 2017

Promotions

Designated Promotions for Final PFC Approval, Completion of Probationary Period

August 14, 2017: The following promoted officers have come to the end of their interim probationary period. Pursuant to WS 62.13(4)(a) the Chief requests the continuing appointment to the promoted rank, subject to final PFC approval. Chief Koval, through his designee requests that you take official action to approve the candidate below to permanent appointment on the dates indicated.

Name	Promoted Rank	Effective Date
Anthony J. Fiore	Lieutenant of Police	September 11, 2017
Michael C. Alvarez	Sergeant of Police	September 11, 2017
Eugene C. Woehrle	Sergeant of Police	September 11, 2017
Lisa A. Fahrenbruch	Detective	September 11, 2017

Review of Previous Actions

September 2016: Chief's formal preliminary introduction for promotion, with resumes.

October 2016: PFC File review and discussion.

November 2016: Approval by the PFC of the Chief's Preliminary Promotional Designation.

Designated Promotions in the Third (3rd) Step of the PFC Review Process

August 14, 2017: Request for approval by the PFC of the Chief's Preliminary Promotional Designation.

Name, Current Rank	Promoted Rank	Effective Date
Kurt M. Wege, Police Officer	Sergeant of Police	June 4, 2017

Review of Previous Actions

June 12, 2017: Chief's formal preliminary introduction for promotion, with resumes.

July 10, 2016: PFC File review and discussion.

Pending Actions

May 14, 2018: Pursuant to WS 62.13(4)(a) the Chief will request the continuing appointment to the promoted rank, subject to a final recommendation by the Chief and final PFC approval. Effective dates for each promotion are based upon actual position vacancies. The Chief requests that the effective dates of the promotions be as indicated above.

Designated Promotion in the Second (2nd) Step of the PFC Review Process

August 14, 2017: The PFC had the opportunity to review the files of each designee. If needed I am prepared to move into closed session to discuss the review of the personnel file of each designee.

Name, Current Rank	Promoted Rank	Effective Date
Nathan A. Becker, Police Officer	Sergeant of Police	July 30, 2017
Brittany R. Strigel, Police Officer	Detective	August 13, 2017

Review of Previous Actions

July 10, 2017: The Chief submitted his formal preliminary promotional designation, resume was provided.

Pending Actions

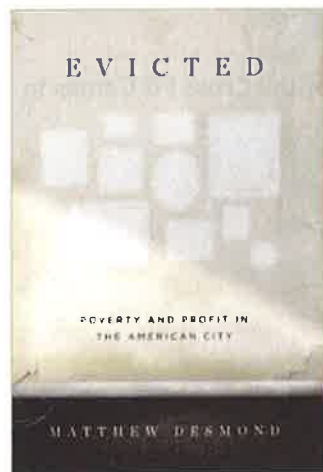
September 11, 2017: Request for approval by the PFC of the Chief's Preliminary Promotional Designation.

July 9, 2018: Pursuant to WS 62.13(4)(a) the Chief will request the continuing appointment to the promoted rank, subject to a final recommendation by the Chief and final Board approval. Effective dates for each promotion are based upon actual position vacancies. The Chief requests that the effective dates of the promotions be as indicated above.

2017 Academy Read.....

The 2017 Academy read will be Matthey Desmond's *Evicted*. Desmond was a graduate student here in Madison and is now a lecturer at Harvard. The book chronicles his qualitative research conducted in Milwaukee. The following review provides a succinct summary. I have also attached the book website that provides further reviews.

Book Page Review of Evicted



EVICTED
By Matthew Desmond
Crown
\$28.00
ISBN 9780553447439
Published 03/01/2016
Nonfiction | Poverty

Buy the book

BOOKS-A-MILLION
amazon.com
BARNES & NOBLE
BOOKSELLERS
INDIE BOUND

HOME > BOOK REVIEWS > ARTICLE

Search Articles...

March 2016

EVICTED

Inside the rental crisis

BookPage review by *Edward Morris*



Read it and weep. You'll find it hard not to. Written by a Harvard sociologist, **Evicted: Poverty and Profit in the American City** has the character development and dramatic drive of a first-rate novel. The core of Desmond's study was conducted in Milwaukee from 2008 to 2009 and focuses on the day-to-day agonies of specific people who were frequently evicted from their homes by private landlords. In most cases, rent took from 50 to 70 percent of the tenants' monthly income, a situation that made late payment or non-payment inevitable—and always reason to evict.

What makes Matthew Desmond's account so compelling is that he lived among the people whose travails he chronicles. Some of the victims—mostly black and often women with children—lived in the inner city; the others, overwhelmingly white, lived in a dilapidated trailer park on the edge of town. He also spent time with landlords to get their sides of the story.

Again and again we witness the tenants' last-minute attempts to find rent money, negotiating with their landlords, sitting helplessly in court as judges rule against them, watching their possessions being tossed onto the sidewalk and explaining to their kids why they're moving to yet another school. Desmond is clearly sympathetic, but he is no sentimentalist. He reveals all the blemishes of the dispossessed—their unwise ways with money, addiction to drugs and alcohol and casual attitudes toward birth control. Still, he knows that poverty seldom builds character.

Desmond argues that government-subsidized housing vouchers should be available to low-income families and that landlords should be required to accept them. "Decent, affordable housing should be a basic right for everybody in this country," he concludes. "The reason is simple: without stable shelter, everything else falls apart."

Taken from: <https://bookpage.com/reviews/19449-matthew-desmond-evicted#.WVYas9ioseQ>, Accessed July 12, 2017 at 07:55.

Evicted Book Website and Reviews

<http://www.evictedbook.com/media>

Recruiting and Hiring

Update on Conditional Job Offers/List Status

We continue to move toward the September 11, 2017 Academy start date. The class size is now at 32, with one person remaining on the contingent hiring list.

Academy Start and Swearing in Ceremony

On September 11, 2017 at 10 a.m. we will swear in the new class. Please join us if possible for this event. We will be at the MPD Training Center, 5702 Femrite Dr.

Internet Recruiting Efforts

Initial data is in for our recent three day internet advertising timed for the Cross Fit Games in Madison. Please refer to attached summary sheet.

2017 Pre-Service Academy Hiring Process Timeline

- **Final Job Offers: Early August, 2017**
- **Academy: **September 11, 2017****

2018 Pre-Service Academy Hiring Process Timeline

- **Application Deadline:** October 20, 2017
- **Written & Physical Agility Testing:** April 30, 2018 through January 7, 2018
- **Consolidated Testing for Distant Candidates (those living more than 6 hours from Madison) -** January 7, 2018
- **Oral Board Interviews:** May-June, October-January 2018
- **Background Investigations:** May begin immediately after an Oral Board interview, but must be complete by February 7, 2018.
- **Seek PFC Approval of Eligibility List -** February 12, 2018 (Regular Business Meeting)
- **Trilogy: Chief's Interview, Personality Assessment and Ride-Along with a Field Training Officer -** February 26, 2018 through March 20, 2018.
- **Special Meeting—Seek PFC Approval of Hiring List of Candidates and Contingency List -** Date to be determined between, May, 26-28, 2018
- **Tentative Job Offers:** March 29, 2018
- **Medical Clearance:** April 9-20, 2018
- **Final Job Offers:** May 7, 2018
- **Academy begins:** May 29, 2018

Notices and Attachments

- There were no suspensions requiring notification to the PFC
- Professional Standards Open Case Memo
- Adams Outdoor Extended Advertising Summary Sheet
- Command Final Recommendations for Lt. Anthony J. Fiore, Sgt. Michael C. Alvarez, Sgt. Eugene C. Woehrle, and Det. Lisa A Fahrenbruch
- Letter to hiring candidate Stephen Burgess

CC

Scott Herrick, Attorney for PFC
Marci Paulsen, Assistant City Attorney
Michael C. Koval, Chief of Police



CITY OF MADISON POLICE DEPARTMENT



INTRA-DEPARTMENTAL CORRESPONDENCE

DATE: August 2, 2017

TO: Mary Schauf, Captain of Police
FROM: Edward Marshall, Sergeant of Police
SUBJECT: **PS&IA Open Cases**

Good Morning Captain,

As of 08/02/2017, PS&IA has the following open cases concerning sworn MPD employees:

1. Unlawful Conduct
2. Harassment/ Courtesy, Respect, and Professional Conduct

Please contact me if you have any questions.

Sincerely,
Sgt. Ed Marshall, #3689
Professional Standard and Internal Affairs

Madison Police Department Sumamry 8/3-8/6

Campaign Tactic	Impressions	Clicks	CTR
Search & Keyword Contextual Targeting	32,812	56	0.17%
Categorical Contextual Targeting	13,681	11	0.08%
Geo Fence Event Retargeting	7,099	9	0.13%
Totals	53,592	76	0.14%
National Average			0.08%

Top Keywords	Impressions	Clicks	CTR
jobs_careers_optimized_audience	11,914	39	0.33%
police	10,523	9	0.09%
military	4,168	3	0.07%
security	2,451	1	0.04%
!security_jobs	2,427	4	0.16%





CITY OF MADISON POLICE DEPARTMENT



INTRA-DEPARTMENTAL CORRESPONDENCE

DATE: July 7, 2017

TO: Michael C. Koval, Chief of Police
FROM: Richard A. Bach, Captain of Police
SUBJECT: **Final Recommendation for Anthony J. Fiore, Lieutenant of Police**

It is my belief that Anthony Fiore has successfully performed his duties as a lieutenant during his interim promotional period. His interim period will be completed on September 11, 2017.

I strongly recommend him for final appointment to the rank of Lieutenant of Police.

A handwritten signature in cursive script, appearing to read "R.A. Bach".

Richard A. Bach, Captain of Police
Traffic and Support Services

cc: Mary A. Schauf, Captain of Police, Training Team
MPD Payroll/Finance Section
Personnel Folder



CITY OF MADISON POLICE DEPARTMENT



INTRA-DEPARTMENTAL CORRESPONDENCE

DATE: July 5, 2017

TO: Michael C. Koval, Chief of Police
FROM: Thomas M. Snyder, Captain of Police
SUBJECT: **Final Recommendation for Michael C. Alvarez, Sergeant of Police**

It is my belief that Michael C. Alvarez has successfully performed his duties as a sergeant during his interim promotional period. His interim period will be completed on September 11, 2017.

I strongly recommend him for final appointment to the rank of Sergeant of Police.

A handwritten signature in black ink that reads "Thomas M. Snyder".

Thomas M. Snyder, Captain of Police
East District

cc: Mary A. Schauf, Captain of Police, Training Team
MPD Payroll/Finance Section
Personnel Folder



CITY OF MADISON POLICE DEPARTMENT



INTRA-DEPARTMENTAL CORRESPONDENCE

DATE: July 5, 2017

TO: Michael C. Koval, Chief of Police
FROM: Jennifer L. Krueger Favour, Captain of Police
SUBJECT: **Final Recommendation for Lisa A. Fahrenbruch, Detective of Police**

It is my belief that Lisa A. Fahrenbruch has successfully performed her duties as a detective during her interim promotional period. Her interim period will be completed on September 11, 2017.

I strongly recommend her for final appointment to the rank of Detective of Police.


Jennifer L. Krueger Favour, Captain of Police
Investigative Services

cc: Mary A. Schauf, Captain of Police, Training Team
MPD Payroll/Finance Section
Personnel Folder



CITY OF MADISON POLICE DEPARTMENT



INTRA-DEPARTMENTAL CORRESPONDENCE

DATE: July 5, 2017

TO: Michael C. Koval, Chief of Police
FROM: John R. Patterson, Captain of Police
SUBJECT: **Final Recommendation for Eugene C. Woehrle, Sergeant of Police**

It is my belief that Eugene Woehrle has successfully performed his duties as a sergeant during his interim promotional period. His interim period will be completed on September 11, 2017.

I strongly recommend him for final appointment to the rank of Sergeant of Police.

John R. Patterson, Captain of Police
South District

cc: Mary A. Schauf, Captain of Police, Training Team
MPD Payroll/Finance Section
Personnel Folder



Madison Police Department

Michael C. Koval, Chief of Police

City-County Building
211 S. Carroll Street
Madison, Wisconsin 53703
Phone: (608) 266-4022
Fax: (608) 266-4855
police@cityofmadison.com
www.madisonpolice.com

July 11, 2017

Stephen Burgess
449 Mark Twain Loop
Union, MO 63084

Mr. Burgess,

I write to you today to memorialize our conversation on the phone on July 11, 2017. You are at the point in our 2017 Hiring Process that you were offered a conditional job offer. You have advised us of a military order to respond for military service during a large portion of the upcoming academy.

We have determined that we will honor the current conditional job offer by placing the process on hold until you complete your military obligation. The Madison Police Department will have you enter the process for the 2018 Academy from the point of the conditional job offer, prior to the start of the 2018 Academy. At the time you rejoin that hiring process you will still need to complete the occupational physical exam, successfully complete the State of Wisconsin physical agility test, and successfully pass an updated background process to proceed to a final job offer.

I would request that you please forward us a copy of your orders to add to your hiring file, this can be done with an e-mail to Deb Slawek at dslawek@cityofmadison.com . If you have questions or concerns in the interim please do not hesitate to contact me.

Respectfully,

Mary A. Schauf, Captain of Police
City of Madison Police
Training Team

Cc Police and Fire Commission
Michael C. Koval, Chief of Police
Susan F. Williams, Assistant Chief of Police
Patricia Lauten, Deputy City Attorney



Police and Fire Commission Meeting Report from the Fire Department



August 14, 2017

Promotions, Probationary Status, and Reclassifications

- Nothing to Report

2016/2017 Firefighter Hiring Process

- Firefighter candidate, Tai Rondeau, has requested to be removed from the fall academy class due to a significant family illness. We are hopeful to have Candidate Rondeau join our January 2018 recruit class if he is available at that time.

2018 Firefighter Hiring Process Recruitment Opportunities

- 8/16/17: Dane County Job Fair, Alliant Energy Center, 12pm – 5pm
- 8/16/17: Station 4 Recruitment Open House, 6pm – 8pm
- 9/20/17: Station 8 Military Recruitment Open House, 6pm – 8pm
- 10/1/17: Station 1 Recruitment Open House/first Day of application period, 2pm – 4pm
- 10/17/17: Station 7 Recruitment Open House, 6pm – 8pm
- 12/6/17: Dane County Middle School Career Fair, Alliant Energy Center, 7am – 3:30pm

Personnel Investigations

- Nothing to report

