

Madison Board of Police and Fire Commissioners
Minutes of the Meeting of March, 13, 2017

Meeting convened at approximately 5:20 p.m. Commissioners present: Sparkman, Yapp, Hamdan, Enemuoh-Trammell, Kamperschroer (for closed session only, by phone)

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

PUBLISHED AGENDA

- | | | |
|-------------------|--------------------------------|---------------------------------|
| 1. Agenda | 4. Monthly Fire Dept. Report | 7. Correspondence |
| 2. Minutes | 5. Monthly Police Dept. Report | 8. Agenda and Calendar Planning |
| 3. Public Comment | 6. Report of Counsel | 9. Disciplinary Matters |
| | | 10. 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 meeting meeting of February 13, 2017.** (Yapp/ Hamdan: unanimous)
3. Public Comment: none.
4. Fire Dept. Report: In the absence of DC Stedman, AC Popovich summarized the attached monthly report and presented the current appointment recommendation of Chief Davis. **Motion: to approve the final recommendation of the Fire Chief for the appointment of Firefighter Matt Wong, effective March 13, 2017.** (Yapp/ Enemuoh-Trammell: unanimous)
5. Monthly Police Dept. Report: Capt. Schauf presented and discussed the monthly report, including the recommendations for the next Eligibility List, together with Chief Koval's promotional recommendations.

Motion: to approve attached "Eligibility List for Pre-Service Academy Commencing September, 2017," as the Eligibility List for use through October 1, 2017. (Yapp/ Enemuoh-Trammell: unanimous)

Motion:

1. to approve the initial recommendations of the Police Chief for the promotions of Lieutenant Jason Freedman to Captain, Sergeant Tim Patton to Lieutenant, and Police Officer Harrison Zanders to Sergeant, each effective January 1, 2017; Police Officer Joanna Hollenback to Investigator, effective January 29, 2017; and Lieutenant Jennifer L. Krueger Favour to Captain, Sergeant Timothy L. Radke to Lieutenant, and Police Officer Matthew R. Baker to Sergeant, each effective January 15, 2017; each 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 individuals 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 rescission of the Board's preliminary approval of the Chief's recommendation, or otherwise. (Yapp/ Enemuoh-Trammell: unanimous)

9. Disciplinary Matters, and 5., Police Department Report: Commissioners prepared to take up pending deliberations and to resume their consideration of Chief Koval's current promotional recommendations. **Motion: to convene in closed session for 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); 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); and more specifically, to receive and discuss commissioners' reports regarding review of personnel files in anticipation of promotional recommendations, and to deliberate and schedule deliberations in the pending disciplinary matters of charges filed against Det. Tom Helgren and Chief Michael Koval.** (Enemuoh-Trammell/Hamdan: unanimous) Commissioners then convened in closed session with counsel at approximately 5:50 p.m., with Capt. Schauf present for consultation regarding personnel files only, and with Comm. Kamerpschroer participating by telephone.

At approximately 6:60 p.m. Capt. Schauf left the closed session and commissioners took up deliberations in the pending disciplinary matters.

Meeting adjourned at approximately 7:30 p.m., without action taken except as may be reflected in the records of quasi-judicial matters, which are separately maintained.

Minutes prepared for the Board by Scott Herrick



 Scott Herrick, for Secretary Craig Yapp



Police and Fire Commission Meeting Report from the Fire Department



March 13, 2017

Promotions, Probationary Status, and Reclassifications

Firefighter Matt Wong

- Chief Davis recommends permanent placement of Matt Wong to the rank of Firefighter after the successful completion of the 18 month probationary period. Quarterly evaluations were conducted by the training division and various fire Lieutenants and reviewed by the Division Chief of training. No discrepancies were brought to the attention of the Personnel Chief. Due to military leave, FF Wong had his probation extended for one year.
- Effective March 13, 2017

2016/2017 Firefighter Hiring Process

Community Oral Board

- 360 Candidates were invited to participate (B-Band)
- 270 scheduled an oral board interview
- 13 withdrew prior to their interview
- 21 did not show up and 2 were late for their interview (updated specifics requested at Feb. PFC Meeting)
- 234 participated in the oral board interview
- 151 passed the oral board interview

Fire Department Oral Board

- 149 signed up for the interview on March 8 & 9
- 3 cancelled, 2 did not show and 2 were late
- 142 completed the interview; scores will be back from Ergometrics later this week

As requested, A/C Stedman will present statistics from the A-Band vs. B-Band interviews at the April PFC Meeting.

Firefighter Class 5

- Of the five firefighters that were in EMT class, four have passed their National Registry Exam and we are waiting on results of one other.

Personnel Investigations

- One internal investigation pending.



Madison Police and Fire Commission Monthly Report

Submitted by Mary A. Schauf, Captain of Police

March 2017

Promotions

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

March 2017: Request for approval by the PFC of the Chief's Preliminary Promotional Designation for:

Name	Promoted Rank	Effective Date
Jason Freedman, Lieutenant of Police	Captain of Police	January 1, 2017
Tim Patton, Sergeant of Police	Lieutenant of Police	January 1, 2017
Harrison Zanders, Police Officer	Sergeant of Police	January 1, 2017
Joanna Hollenback, Police Officer	Investigator of Police	January 29, 2017

Review of Previous Actions

December 2016: The Chief introduced the designees for promotion with a formal preliminary recommendation to the Board. Resumes for the designees were provided.

January 2017: The PFC had the opportunity to review the files of each designee. During the meeting there was the opportunity to move into closed session to discuss the review of the personnel file of each designee. Additional time was needed for file review.

February 2017: The PFC had the additional time to review the files. During the meeting there was the opportunity to move into closed session to discuss the review of the personnel file of each designee.

Pending Actions

December 2017 and January 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.

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

March 2017: Request for approval by the PFC of the Chief's Preliminary Promotional Designation for:

Name	Promoted Rank	Effective Date
Jennifer L. Krueger Favour, Lieutenant of Police	Captain of Police	January 15, 2017
Timothy L. Radke, Sergeant of Police	Lieutenant of Police	January 15, 2017
Matthew R. Baker, Police Officer	Sergeant of Police	January 15, 2017

Review of Previous Actions

January 2017: The Chief introduced the designees for promotion with a formal preliminary recommendation to the Board. Resumes for the designees were provided.

February 2017: During the meeting there was the opportunity to move into closed session to discuss the review of the personnel file of each designee. No questions or concerns were raised.

Pending Actions

January 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.

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

March 2017: The entire PFC has had additional opportunities to review this file. If needed I am prepared to move into closed session to discuss this file.

Name	Promoted Rank	Effective Date
R. Cameron Friday, Police Officer	Detective of Police	January 29, 2017

Review of Previous Actions

December 2016: The Chief introduced the designee for promotion with a formal preliminary recommendation to the Board. Resume was provided.

January 2017: The PFC had the opportunity to review the file. There was a closed session discussion. Other PFC members chose to review the file so additional time will be provided.

February 2017: The entire PFC has had the opportunity to review the files. After a closed session, additional time was requested by commissioners to review the personnel record.

Pending Actions

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

January 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.

Recruiting and Hiring—Eligibility List

The background process of 87 candidates has been completed. The background and process performance measures have been carefully reviewed to determine the Eligibility List. The proposed Eligibility List of 52 includes a talented and diverse group of applicants. Please refer to the attachment.

Hiring Process Timeline

2017/2018 Pre-Service Academy

- **Application Deadline:** November 2, 2016
- **Written & Physical Agility Testing:** November 6, December 11
- **Consolidated Testing for Distant Candidates** (those living more than 6 hours from Madison) - January 8, 2017
- **Oral Board Interviews:** December - Early February
- **Background Investigations:** May begin immediately after an Oral Board interview, but no later than February, 2017
- **Seek PFC Approval of Eligibility Hiring List - March 2017**
- **Trilogy:** Chief's Interview, Personality Assessment and Ride-Along with a Field Training Officer – March and April, 2017
- **Seek PFC Approval of Hiring List Candidates and Contingency List – May, 2017****
- **Tentative Job Offers:** May, 2017
- **Medical Clearance:** Mid-July, 2017
- **Final Job Offers:** Early August, 2017
- **Academy begins:** September 11, 2017

**The regular business meeting of the PFC for the month of May lands on the 8th. Due to the numbers of individuals to evaluate we will not be able to meet with the psychiatrists until May 9. I would respectfully request the Committee consider a special meeting after May 9th to approve the Hiring List. I am concerned that if we prolong until the June regular business meeting that those we wish to hire will take jobs with other agencies.

Attachments

Professional Standards Open Case Memo

Eligibility List for 2017 Academy



CITY OF MADISON POLICE DEPARTMENT



INTRA-DEPARTMENTAL CORRESPONDENCE

DATE: March 1, 2017

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

Good Morning Captain,

As of 03/01/2017, PS&IA has the following open cases concerning sworn MPD employees:

1. Performance of Duties, SOP-Domestic Abuse

Please contact me if you have any questions.

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

2017 Eligibility List



Bryan Allen
Madison, WI



Hannah Anderson
Madison, WI



Isabel Berkson
Skokie, IL



Stephen Burgess
Union, MO



Mitchel Burkholder
Dickeyville, WI



Adam Bush-Emmart
Madison, WI



Guadalupe Contreras
Cross Plains, WI



Joshua Coyne
Middleton, WI



Mackenzie Doyle
Ames, IA



Kyle Dunlap
Kappa, IL



Isaac Fones
Dupont, WA



Dennis Fuller
Forest Park, IL



Ruben Garcia
Hales Corners, WI



Mario Gonzalez
Deforest, WI



Keith Green
St. Charles, IL



Lucas Hale
Edgerton, WI



Pamela Hallsson
Madison, WI



Michelle Hanson
Verona, WI



Wesley Hartkemeyer
Eau Claire, WI



Ben Knopp
Medford, WI



Andrew Kressin
Middleton, WI



Noah Lane
Jefferson, WI



Dritan Lazami
Madison, WI



Chase Lewis
Cottage Grove, WI



Jennifer Lewis
Madison, WI



Casey Main
McFarland, WI



Hailey Massey
Madison, WI



Eric McCarthy
Sun Prairie, WI



Nicholas Meredith
Waukesha, WI



Claudiu Nybroten
Madison, WI



Leah Pedersen
Ames, IA



Charles Pratt
Pittsburgh, PA



Stephanie Precourt
Madison, WI



Claudia Roedl
Scottsdale, AZ



Donald Rogers
Lumberton, NJ



Elizabeth Roth
Madison, WI



Matthew Sanda
Superior, WI



Tanner Sandmire
Madison, WI



Matthew Schaefer
Ingleside, IL



David Schon
Madison, WI



Justin Smith
Belleville, MI



Ashley Stacey
Bloomington, IL



Michael Stluka
Madison, WI



King Vang
Madison, WI



Megan Volgren
Madison, WI



Chelsea Wetjen
Madison, WI



Carla Wilson
Hazel Crest, IL



Daniel Wipperfurth
Verona, WI



Thomas Wright
Racine, WI



Andrew Yamriska
Arlington, WI



Stephen Zigelboim
Sun Prairie, WI



Alina Zulch
Madison, WI

**Eligibility List for Pre-Service Academy
Commencing September, 2017**

Prepared by Sgt. Kipp Hartman
03/09/2017

Status	Eligible
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Applicant	Race	Sex	Age	LA	Education	Life / Work Experiences
Allen, Bryan Madison, WI	W	M	32		Bachelor's degree; University of Georgia (Psychology)	Allen is currently employed in Customer Service. He also has experience with the following: 1. Police Officer 2. Stocker
Anderson, Hannah Fitchburg, WI	W	F	22		Bachelor's degree; UW-Madison (Legal Studies & Criminal Justice)	Anderson is currently employed as a Case Manager. She also has experience with the following: 1. Food Service Assistant 2. Dietary Aide
Berkson, Isabel East Lansing MI	W	F	22		Bachelor's degree; Michigan State University (Criminal Justice/Sociology)	Berkson is currently employed as a Green Coat Supervisor. She also has experience with the following: 1. Public Works Seasonal Worker 2. Clothing Stylist
Burgess, Stephen Union, MO	W	M	22		Bachelor's degree; Truman State University (Justice Systems)	Burgess is currently employed as a Community Coordinator. He also has experience with the following: 1. Army National Guard 2. Student Advisor 3. Customer Service Associate
Burkholder, Mitchel Dickeyville, WI	W	M	22	Spanish	Bachelor's degree; UW-Platteville (Criminal Justice)	Burkholder is currently employed as an Advanced EMT. He also has experience with the following: 1. Bank Teller 2. Waiter
Bush-Emmart, Adam Madison, WI	W	M	27	Spanish	Law degree; University of Wisconsin Law School, Bachelor's degree; Marquette University (History/Spanish)	Bush-Emmart is currently employed as a Host. He also has experience with the following: 1. Legal Intern 2. Tutor Coordinator
Contreras, Guadalupe Cross Plains, WI	H	F	28	Spanish	Bachelor's degree; Purdue University (Sociology-Criminal Justice/Spanish)	Contreras is currently employed as a Transportation Security Officer. She also has experience with the following: 1. Youth Care Worker & Counselor 2. Replenishment Associate 3. Server

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Applicant	Race	Sex	Age	LA	Education	Life / Work Experiences
Coyne, Joshua Middleton, WI	W	M	22	Ltd Spanish	Bachelor's degree; Concordia University St Paul (Criminal Justice with Sociology & Political Science Minors)	Coyne is currently employed as a Student Success Coach. He also has experience with the following: 1. Utility Clerk 2. Customer Service
Doyle, Mackenzie Downers Grove, IL	W	F	22	Spanish	Bachelor's degree; Iowa State University (Spanish and Criminal Justice)	Doyle is currently employed in Catering. She also has experience with the following: 1. Bakery/Café Associate 2. ACCESS Assault Care Center Victim Counselor
Dunlap, Kyle Madison, WI	W	M	25	Spanish	Bachelor's degree; Western Illinois University (Criminal Justice & Spanish) Associate's degree; College of DuPage (General Education Studies)	Dunlap has been previously employed as a Operations Center Representative. He also has experience with the following: 1. Camp Counselor 2. Office Night Manager
Fones, Isaac Seattle, WA	W	M	33	Spanish	Master's degree; University of Washington-Seattle (International Studies), Bachelor's degree; US Military Academy (Spanish)	Fones is currently employed as a Graduate Student assigned to the US Army Student Detachment. He also has experience with the following: 1. Battalion Human Resources Manager 2. Assault Helicopter Company Commander 3. Battalion Assistant Operations Officer
Fuller, Dennis Forest Park, IL	AA	M	31		Bachelor's degree; Lewis University (Criminal Justice/Psychology)	Fuller is currently employed as a Daycamp Counselor. He also has experience with the following: 1. Lifeguard/Swim Instructor 2. Undergrad Assistant
Garcia, Ruben Hales Corners, WI	H	M	23		Bachelor's degree; UW-Madison (Psychology, Sociology, Criminal Justice)	Garcia is currently employed as a Store Manager. He also has experience with the following: 1. Press Material Handler 2. Project Manager Intern
Gonzalez, Mario DeForest, WI	H	M	23	Spanish	Bachelor's degree; Pensacola Christian College (Criminal Justice)	Gonzalez is currently employed as a Library Assistant. He also has experience with the following: 1. Facilities Maintenance 2. Resident Assistant 3. Landscape Laborer

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Applicant	Race	Sex	Age	LA	Education	Life / Work Experiences
Green, Keith St. Charles, IL	W	M	33		Bachelor's degree; Northern Illinois University (Criminology/History)	Green is currently employed as a Correctional Officer. He also has experience with the following: 1. EMT/Paramedic 2. Landscaping Laborer
Hale, Lucas Edgerton, WI	W	M	31		Bachelor's degree; UW-Oshkosh (Criminal Justice)	Hale is currently employed as a Police Officer. He also has experience with the following: 1. EMT 2. Community Service Officer 3. Community Advisor
Hallsson, Pamela Madison, WI	W	F	36		Master's degree; Hunter College (Secondary Education: Science) Bachelor's degree; Northern Illinois University (Biology)	Hallsson is currently employed as a Teacher.
Hanson, Michelle Verona, WI	W	F	48	Ltd Spanish	Associate's degree; Madison College (Liberal Arts)	Hanson is currently employed as a Hairstylist/Salon Owner. She also has experience with the following: 1. Reach a Child Volunteer
Hartkemeyer, Wesley Menomonie, WI	W	M	23		Bachelor's degree; UW-Stout (Criminal Justice/Vocational Rehab)	Hartkemeyer is currently employed as a Police Officer. He also has experience with the following: 1. Cold End Technician 2. Sales 3. Server
Knopp, Benjamin Medford, WI	W	M	23		Bachelor's degree; Marquette University (Criminology & Law Studies)	Knopp is currently employed as a Material Handler. He also has experience with the following: 1. Barista/Delivery Team 2. Laborer
Kressin, Andrew Middleton, WI	W	M	40	Arabic	Master's degree; Texas A&M (International Affairs), Bachelor's degree; UW-Madison (Political Science)	Kressin was most recently employed as a Intelligence Research Specialist. He also has experience with the following: 1. US Marine Corps

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Applicant	Race	Sex	Age	LA	Education	Life / Work Experiences
Lane, Noah Jefferson, WI	W	M	52	Russian	73 credits towards a Bachelor's degree; Southern New Hampshire University (History)	Lane is currently employed in Security. He also has experience with the following: 1. US Army 2. Voice Interceptor
Lazami, Dritan Madison, WI	W	M	35	Albanian, Macedonia, Serbo-Croatian, Bularian	Bachelor's degree; SS. Cyril and Methodius University (Professor Elementary Education)	Lazami is currently employed as a Deputy Sheriff. He also has experience with the following: 1. Security 2. Host/Server 3. Macedonia Law Enforcement
Lewis, Chase Oshkosh, WI	W	M	24		Bachelor's degree; UW-Oshkosh (Criminal Justice)	Lewis is currently employed in Security. He also has experience with the following: 1. Sales 2. Landscaping
Lewis, Jennifer Madison, WI	W	F	33		Master's degree; UW-Milwaukee (Social Work), Bachelor's degree; Marian University (Social Work), Associate's degree; Fox Valley Technical College (Alcohol and Other Drug Abuse Counseling)	Lewis is currently employed as a Government Relations Specialist. She also has experience with the following: 1. On-Call Advocate 2. Teen Program Coordinator 3. Adoption Counselor
Main, Casey McFarland, WI	W	M	24		Bachelor's degree; UW-Platteville (Criminal Justice, Sociology)	Main is currently employed as a Fork Lift Operator. He also has experience with the following: 1. Asphalt Repair 2. Warehouse Worker 3. Hockey Coach
Massey, Haley Madison, WI	W	F	22	American Sign	Bachelor's degree; Edgewood College (Criminal Justice, Philosophy)	Massey is currently employed as a Transportation Office Student Lead Worker. She also has experience with the following: 1. Retail Associate
McCarthy, Eric Sun Prairie, WI	W	M	37		Bachelor's degree; UW-Oshkosh (Exercise and Fitness Management)	McCarthy is currently employed as a Director of Sports Performance. He also has experience with the following: 1. Personal Trainer 2. Assistant Sports Coordinator

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Applicant	Race	Sex	Age	LA	Education	Life / Work Experiences
Meredith, Nicholas Geneva, IL	W	M	28		Law degree; Lewis and Clark Law School, Bachelor's degree; Allegheny College (Psychology)	Meredith has experience as a Certified Law Student. He also has experience with the following: 1. Financial Assistant 2. Event Staff
Nybrotten, Claudiu Madison, WI	W	M	29	French	Associate's degree; Madison College (Paralegal Studies)	Nybrotten is currently employed in Foreign Language Customer Service. He also has experience with the following: 1. Waiter 2. Office Administration
Pedersen, Leah Ames, IA	W	F	22		Bachelor's degree; Iowa State University (Criminal Justice and Psychology)	Pedersen is currently employed in Customer Service. He also has experience with the following: 1. Server
Pratt, Charles Pittsburgh, PA	W	M	26	Ltd Spanish	Bachelor's degree; University of Pittsburgh (Emergency Medicine), Associate's degree; Community College of Alleghany County (Nursing)	Pratt is currently employed as a Paramedic Crew Chief. He also has experience with the following: 1. BLS Instructor 2. EMT Lab Instructor
Precourt, Stephanie Madison, WI	W	F	30		Bachelor's degree; Winona State University (Broadcast Journalism)	Pratt is currently employed as a Broadcast Assistant. He also has experience with the following: 1. Computer Sales Associate 2. Marketing & Video Coordinator
Roedl, Claudia Scottsdale, AZ	W	F	53	Spanish	Master's degree; Northern Arizona University (Human Relations/Mediation), Bachelor's degree; Arizona State University (Liberal Arts)	Roedl is currently employed as a Compliance Analyst. She also has experience with the following: 1. Accounting
Rogers, Donald Lumberton, NJ	W	M	40		Bachelor's degree; American Military University (Fire Science)	Rogers is currently employed as a Student Aid. He also has experience with the following: 1. US Marine Corps 2. Officer in Charge 3. Operations Chief

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Status		Eligible				
Applicant	Race	Sex	Age	LA	Education	Life / Work Experiences
Roth, Elizabeth Madison, WI	W	F	41	Spanish	Master's degree; Edgewood College (Special Education), Bachelor's degree; UW-Madison (Psychology)	Roth is currently employed as a Special Education Teacher. She also has experience with the following: 1. Outreach Worker Recovery House 2. Tutor
Sanda, Matthew Superior, WI	W	M	21		Bachelor's degree; UW-Oshkosh (Criminal Justice & Political Science)	Sanda is currently employed as a Community Service Officer. He also has experience with the following: 1. Visitor's Service Associate 2. Lawn Care
Sandmire, Tanner Madison, WI	W	M	26		Associate's degree; Madison College (Liberal Arts & Emergency Services)	Sandmire is currently employed as a Medical Assistant. He also has experience with the following: 1. Fire Crew Member 2. Customer Service
Schaefer, Matthew Ingleside, IL	W	M	38	Ltd Spanish	24 credits towards a Bachelor's degree; Northeastern Illinois University (Political Science), Associate's degree; College of Lake County (Education)	Schaefer is currently employed as a Correctional Officer. He also has experience with the following: 1. Restaurant Owner
Schon, David Madison, WI	W	M	37	Russian	Bachelor's degree; Beloit College (Russian Language)	Schon is currently employed as a Able Bodied Seaman.
Smith, Justin Belleville, MI	AA	M	25		Bachelor's degree; Eastern Michigan University (Criminal Justice & Psychology)	Smith is currently employed as a Nutrition Consultant. He also has experience with the following: 1. Community Outreach 2. Usher
Stacey, Ashley Normal, IL	AA	F	25		Master's degree; Illinois State University (Criminal Justice Science), Bachelor's degree, Michigan State University (Criminal Justice)	Stacey is currently employed in Security. She also has experience with the following: 1. Retail 2. Residential Community Worker 3. Mentor

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Status	Eligible
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Applicant	Race	Sex	Age	LA	Education	Life / Work Experiences
Stluka, Michael Madison, WI	A	M	30		Bachelor's degree; Edgewood College (Economics)	Stluka is currently employed as a Senior Program Manager. He also has experience with the following: 1. Bartender 2. Lacrosse Coach 3. Employment and Training Specialist
Vang, King Madison, WI	A	M	26	Hmong	Associate's degree; Madison College (Criminal Justice)	Vang is currently employed as a Personal Care Worker. He also has experience with the following: 1. Security Guard 2. Cashier 3. Customer Service Supervisor
Volgren, Megan Balsam Lake, WI	W	F	22		Bachelor's degree; UW-Madison (English, Criminal Justice)	Volgren is currently employed as a Administrative Assistant. She also has experience with the following: 1. Environmental Services
Wetjen, Chelsea Madison, WI	W	F	30		Law degree; UW Law School, Bachelor's degree; Iowa State University (Animal Science, Food Safety)	Wetjen is currently employed as a Assistant District Attorney. She also has experience with the following: 1. Volleyball Referee 2. Processing Team Advisor 3. Laboratory Assistant
Wilson, Carla Hazel Crest, IL	AA	F	25	Spanish	Bachelor's degree; University of Illinois at Chicago (Criminology, Law, Justice and Applied Psychology)	Wilson is currently employed as a Customer Service Representative. She also has experience with the following: 1. Communications and Outreach Director 2. Advance Communications Aide 3. Personal Trainer
Wipperfurth, Daniel Verona, WI	W	M	24		12 Credits towards a Master's degree; UW-Platteville (Criminal Justice Management), Bachelor's degree; UW-Platteville (Criminal Justice)	Wipperfurth is currently employed as a Deputy Sheriff. He also has experience with the following: 1. Community Service Officer 2. Head Lifeguard, Swim Instructor 3. SAFE Team Intern
Wright, Thomas Racine, WI	W	M	28		Bachelor's degree; UW-Parkside (Criminal Justice)	Wright is currently employed as a Corrections Officer. He also has experience with the following: 1. Security Officer 2. Water Patrol Officer 3. Commuity Service Officer

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Status	Eligible
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Applicant	Race	Sex	Age	LA	Education	Life / Work Experiences
Yamriska, Andrew Arlington, WI	W	M	22		Bachelor's degree; UW-Platteville (Criminal Justice)	Yamriska is currently employed as a Wisconsin Air National Guard Operations Intelligence Specialist. He also has experience with the following: 1. EMT 2. Criminal Analyst 3. Lifeguard
Zigelboim, Stephen Sun Prairie, WI	H	M	27	Spanish, Ltd Hebrew	Bachelor's degree; UW-Madison (International Studies, Global Security, Hebrew)	Zigelboim is currently employed as a Police Officer. He also has experience with the following: 1. Security Officer 2. Customer Service 3. Shift Lead
Zulch, Alina Madison, WI	A	F	22	Japanese	Bachelor's degree; UW-Madison (Legal Studies & Criminal Justice)	Zulch is currently employed in Customer Service. He also has experience with the following: 1. Hostess 2. Cashier

MPD Statistics

Race	Status	Eligible
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Race	Data	
	Count	Percent
W	41	78.85%
AA	4	7.69%
A	3	5.77%
H	4	7.69%
Grand Total	52	100.00%

Sex	Status	Eligible
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Sex	Data	
	Count	Percent
M	35	67.31%
F	17	32.69%
Grand Total	52	100.00%

Breakdown of Race/Sex	Status	Eligible
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Race	Sex	Data	
		Count	Percent
A	M	2	3.85%
	F	1	1.92%
AA	M	2	3.85%
	F	2	3.85%
H	M	3	5.77%
	F	1	1.92%
W	M	28	53.85%
	F	13	25.00%
Grand Total		52	100.00%

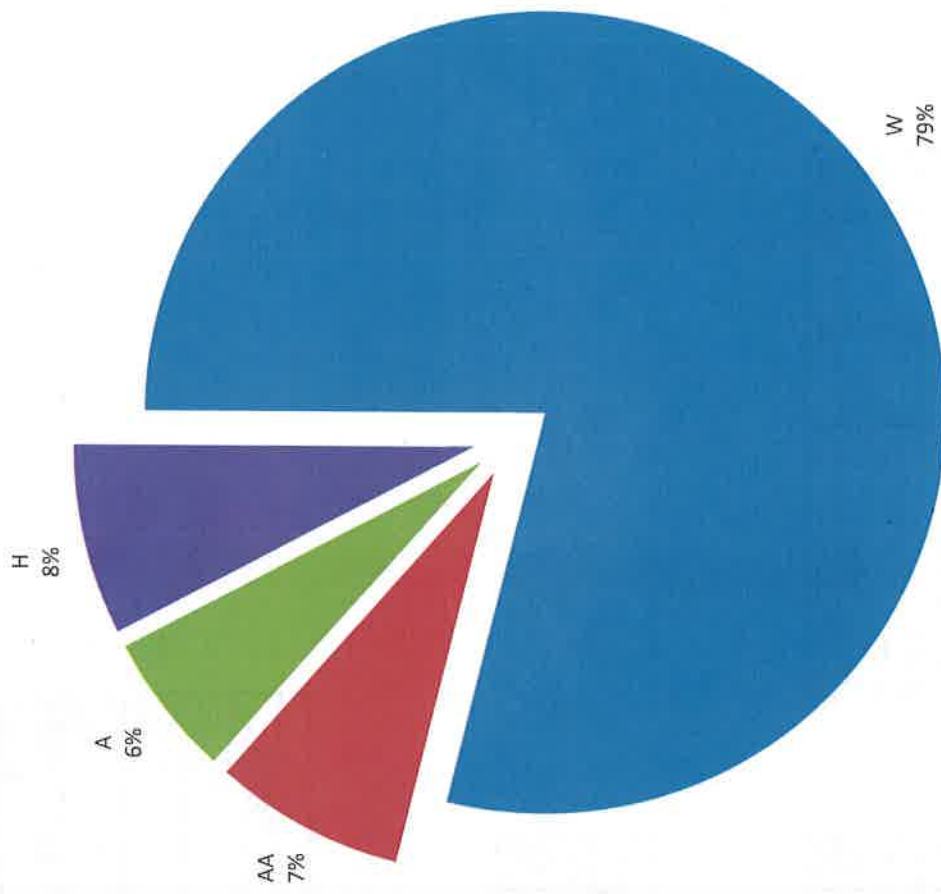
Education	Status	Eligible
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Degree	Data	
	Count	Percent
Master's / J.D.	10	19.23%
4 year	35	67.31%
2 year	5	9.62%
60-120 College	2	3.85%
Grand Total	52	100.00%

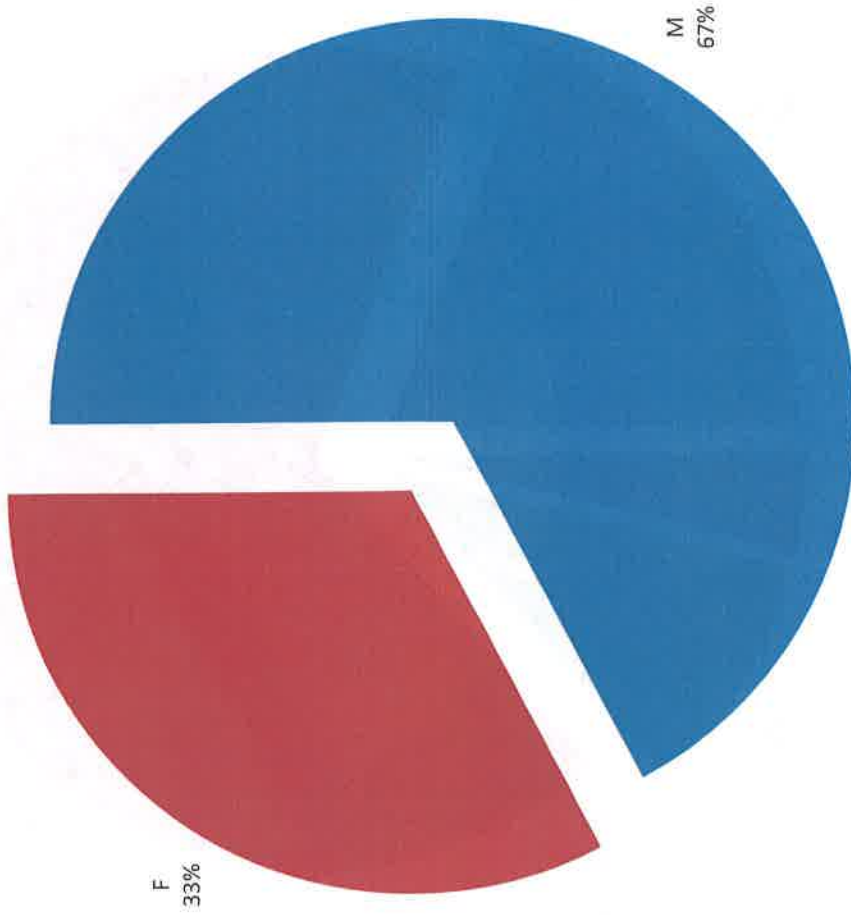
Age	Status	Eligible
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Age	Data	
	Count	Average
21	1	21.00
22	11	22.00
23	4	23.00
24	3	24.00
25	4	25.00
26	3	26.00
27	2	27.00
28	3	28.00
29	1	29.00
30	3	30.00
31	2	31.00
32	1	32.00
33	3	33.00
35	1	35.00
36	1	36.00
37	2	37.00
38	1	38.00
40	2	40.00
41	1	41.00
48	1	48.00
52	1	52.00
53	1	53.00
Grand Total	52	29.08

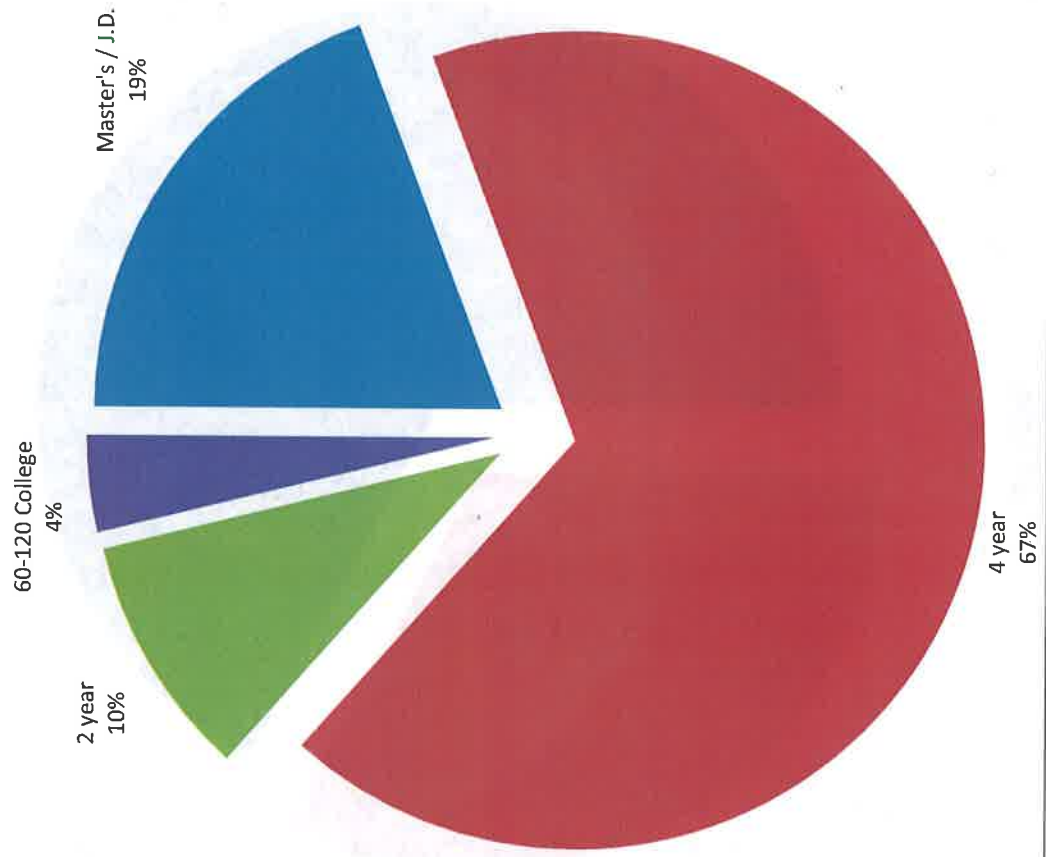
Race



Gender



Education



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Status	Eligible
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Applicant	Race	Sex	Age	LA	Education	Life / Work Experiences
Allen, Bryan Madison, WI	W	M	32		Bachelor's degree; University of Georgia (Psychology)	Allen is currently employed in Customer Service. He also has experience with the following: 1. Police Officer 2. Stocker
Anderson, Hannah Fitchburg, WI	W	F	22		Bachelor's degree; UW-Madison (Legal Studies & Criminal Justice)	Anderson is currently employed as a Case Manager. She also has experience with the following: 1. Food Service Assistant 2. Dietary Aide
Berkson, Isabel East Lansing MI	W	F	22		Bachelor's degree; Michigan State University (Criminal Justice/Sociology)	Berkson is currently employed as a Green Coat Supervisor. She also has experience with the following: 1. Public Works Seasonal Worker 2. Clothing Stylist
Burgess, Stephen Union, MO	W	M	22		Bachelor's degree; Truman State University (Justice Systems)	Burgess is currently employed as a Community Coordinator. He also has experience with the following: 1. Army National Guard 2. Student Advisor 3. Customer Service Associate
Burkholder, Mitchel Dickeyville, WI	W	M	22	Spanish	Bachelor's degree; UW-Platteville (Criminal Justice)	Burkholder is currently employed as an Advanced EMT. He also has experience with the following: 1. Bank Teller 2. Waiter
Bush-Emmart, Adam Madison, WI	W	M	27	Spanish	Law degree; University of Wisconsin Law School, Bachelor's degree; Marquette University (History/Spanish)	Bush-Emmart is currently employed as a Host. He also has experience with the following: 1. Legal Intern 2. Tutor Coordinator
Contreras, Guadalupe Cross Plains, WI	H	F	28	Spanish	Bachelor's degree; Purdue University (Sociology-Criminal Justice/Spanish)	Contreras is currently employed as a Transportation Security Officer. She also has experience with the following: 1. Youth Care Worker & Counselor 2. Replenishment Associate 3. Server

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Coyne, Joshua Middleton, WI	W	M	22	Ltd Spanish	Bachelor's degree; Concordia University St Paul (Criminal Justice with Sociology & Political Science Minors)	Coyne is currently employed as a Student Success Coach. He also has experience with the following: 1. Utility Clerk 2. Customer Service
Doyle, Mackenzie Downers Grove, IL	W	F	22	Spanish	Bachelor's degree; Iowa State University (Spanish and Criminal Justice)	Doyle is currently employed in Catering. She also has experience with the following: 1. Bakery/Café Associate 2. ACCESS Assault Care Center Victim Counselor
Dunlap, Kyle Madison, WI	W	M	25	Spanish	Bachelor's degree; Western Illinois University (Criminal Justice & Spanish) Associate's degree; College of DuPage (General Education Studies)	Dunlap has been previously employed as a Operations Center Representative. He also has experience with the following: 1. Camp Counselor 2. Office Night Manager
Fones, Isaac Seattle, WA	W	M	33	Spanish	Master's degree; University of Washington-Seattle (International Studies), Bachelor's degree; US Military Academy (Spanish)	Fones is currently employed as a Graduate Student assigned to the US Army Student Detachment. He also has experience with the following: 1. Battalion Human Resources Manager 2. Assault Helicopter Company Commander 3. Battalion Assistant Operations Officer
Fuller, Dennis Forest Park, IL	AA	M	31		Bachelor's degree; Lewis University (Criminal Justice/Psychology)	Fuller is currently employed as a Daycamp Counselor. He also has experience with the following: 1. Lifeguard/Swim Instructor 2. Undergrad Assistant
Garcia, Ruben Hales Corners, WI	H	M	23		Bachelor's degree; UW-Madison (Psychology, Sociology, Criminal Justice)	Garcia is currently employed as a Store Manager. He also has experience with the following: 1. Press Material Handler 2. Project Manager Intern
Gonzalez, Mario DeForest, WI	H	M	23	Spanish	Bachelor's degree; Pensacola Christian College (Criminal Justice)	Gonzalez is currently employed as a Library Assistant. He also has experience with the following: 1. Facilities Maintenance 2. Resident Assistant 3. Landscape Laborer

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Green, Keith St. Charles, IL	W	M	33		Bachelor's degree; Northern Illinois University (Criminology/History)	Green is currently employed as a Correctional Officer. He also has experience with the following: 1. EMT/Paramedic 2. Landscaping Laborer
Hale, Lucas Edgerton, WI	W	M	31		Bachelor's degree; UW-Oshkosh (Criminal Justice)	Hale is currently employed as a Police Officer. He also has experience with the following: 1. EMT 2. Community Service Officer 3. Community Advisor
Hallsson, Pamela Madison, WI	W	F	36		Master's degree; Hunter College (Secondary Education: Science) Bachelor's degree; Northern Illinois University (Biology)	Hallsson is currently employed as a Teacher.
Hanson, Michelle Verona, WI	W	F	48	Ltd Spanish	Associate's degree; Madison College (Liberal Arts)	Hanson is currently employed as a Hairstylist/Salon Owner. She also has experience with the following: 1. Reach a Child Volunteer
Hartkemeyer, Wesley Menomonie, WI	W	M	23		Bachelor's degree; UW-Stout (Criminal Justice/Vocational Rehab)	Hartkemeyer is currently employed as a Police Officer. He also has experience with the following: 1. Cold End Technician 2. Sales 3. Server
Knopp, Benjamin Medford, WI	W	M	23		Bachelor's degree; Marquette University (Criminology & Law Studies)	Knopp is currently employed as a Material Handler. He also has experience with the following: 1. Barista/Delivery Team 2. Laborer
Kressin, Andrew Middleton, WI	W	M	40	Arabic	Master's degree; Texas A&M (International Affairs), Bachelor's degree; UW-Madison (Political Science)	Kressin was most recently employed as a Intelligence Research Specialist. He also has experience with the following: 1. US Marine Corps

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Lane, Noah Jefferson, WI	W	M	52	Russian	73 credits towards a Bachelor's degree; Southern New Hampshire University (History)	Lane is currently employed in Security. He also has experience with the following: 1. US Army 2. Voice Interceptor
Lazami, Dritan Madison, WI	W	M	35	Albanian, Macedonia, Serbo-Croatian, Bularian	Bachelor's degree; SS. Cyril and Methodius University (Professor Elementary Education)	Lazami is currently employed as a Deputy Sheriff. He also has experience with the following: 1. Security 2. Host/Server 3. Macedonia Law Enforcement
Lewis, Chase Oshkosh, WI	W	M	24		Bachelor's degree; UW-Oshkosh (Criminal Justice)	Lewis is currently employed in Security. He also has experience with the following: 1. Sales 2. Landscaping
Lewis, Jennifer Madison, WI	W	F	33		Master's degree; UW-Milwaukee (Social Work), Bachelor's degree; Marian University (Social Work), Associate's degree; Fox Valley Technical College (Alcohol and Other Drug Abuse Counseling)	Lewis is currently employed as a Government Relations Specialist. She also has experience with the following: 1. On-Call Advocate 2. Teen Program Coordinator 3. Adoption Counselor
Main, Casey McFarland, WI	W	M	24		Bachelor's degree; UW-Platteville (Criminal Justice, Sociology)	Main is currently employed as a Fork Lift Operator. He also has experience with the following: 1. Asphalt Repair 2. Warehouse Worker 3. Hockey Coach
Massey, Haley Madison, WI	W	F	22	American Sign	Bachelor's degree; Edgewood College (Criminal Justice, Philosophy)	Massey is currently employed as a Transportation Office Student Lead Worker. She also has experience with the following: 1. Retail Associate
McCarthy, Eric Sun Prairie, WI	W	M	37		Bachelor's degree; UW-Oshkosh (Exercise and Fitness Management)	McCarthy is currently employed as a Director of Sports Performance. He also has experience with the following: 1. Personal Trainer 2. Assistant Sports Coordinator

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Meredith, Nicholas Geneva, IL	W	M	28		Law degree; Lewis and Clark Law School, Bachelor's degree; Allegheny College (Psychology)	Meredith has experience as a Certified Law Student. He also has experience with the following: 1. Financial Assistant 2. Event Staff
Nybrotten, Claudiu Madison, WI	W	M	29	French	Associate's degree; Madison College (Paralegal Studies)	Nybrotten is currently employed in Foreign Language Customer Service. He also has experience with the following: 1. Waiter 2. Office Administration
Pedersen, Leah Ames, IA	W	F	22		Bachelor's degree; Iowa State University (Criminal Justice and Psychology)	Pedersen is currently employed in Customer Service. He also has experience with the following: 1. Server
Pratt, Charles Pittsburgh, PA	W	M	26	Ltd Spanish	Bachelor's degree; University of Pittsburgh (Emergency Medicine), Associate's degree; Community College of Alleghany County (Nursing)	Pratt is currently employed as a Paramedic Crew Chief. He also has experience with the following: 1. BLS Instructor 2. EMT Lab Instructor
Precourt, Stephanie Madison, WI	W	F	30		Bachelor's degree; Winona State University (Broadcast Journalism)	Pratt is currently employed as a Broadcast Assistant. He also has experience with the following: 1. Computer Sales Associate 2. Marketing & Video Coordinator
Roedl, Claudia Scottsdale, AZ	W	F	53	Spanish	Master's degree; Northern Arizona University (Human Relations/Mediation), Bachelor's degree; Arizona State University (Liberal Arts)	Roedl is currently employed as a Compliance Analyst. She also has experience with the following: 1. Accounting
Rogers, Donald Lumberton, NJ	W	M	40		Bachelor's degree; American Military University (Fire Science)	Rogers is currently employed as a Student Aid. He also has experience with the following: 1. US Marine Corps 2. Officer in Charge 3. Operations Chief

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Roth, Elizabeth Madison, WI	W	F	41	Spanish	Master's degree; Edgewood College (Special Education), Bachelor's degree; UW-Madison (Psychology)	Roth is currently employed as a Special Education Teacher. She also has experience with the following: 1. Outreach Worker Recovery House 2. Tutor
Sanda, Matthew Superior, WI	W	M	21		Bachelor's degree; UW-Oshkosh (Criminal Justice & Political Science)	Sanda is currently employed as a Community Service Officer. He also has experience with the following: 1. Visitor's Service Associate 2. Lawn Care
Sandmire, Tanner Madison, WI	W	M	26		Associate's degree; Madison College (Liberal Arts & Emergency Services)	Sandmire is currently employed as a Medical Assistant. He also has experience with the following: 1. Fire Crew Member 2. Customer Service
Schaefer, Matthew Ingleside, IL	W	M	38	Ltd Spanish	24 credits towards a Bachelor's degree; Northeastern Illinois University (Political Science), Associate's degree; College of Lake County (Education)	Schaefer is currently employed as a Correctional Officer. He also has experience with the following: 1. Restaurant Owner
Schon, David Madison, WI	W	M	37	Russian	Bachelor's degree; Beloit College (Russian Language)	Schon is currently employed as a Able Bodied Seaman.
Smith, Justin Belleville, MI	AA	M	25		Bachelor's degree; Eastern Michigan University (Criminal Justice & Psychology)	Smith is currently employed as a Nutrition Consultant. He also has experience with the following: 1. Community Outreach 2. Usher
Stacey, Ashley Normal, IL	AA	F	25		Master's degree; Illinois State University (Criminal Justice Science), Bachelor's degree, Michigan State University (Criminal Justice)	Stacey is currently employed in Security. She also has experience with the following: 1. Retail 2. Residential Community Worker 3. Mentor

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Stluka, Michael Madison, WI	A	M	30		Bachelor's degree; Edgewood College (Economics)	Stluka is currently employed as a Senior Program Manager. He also has experience with the following: 1. Bartender 2. Lacrosse Coach 3. Employment and Training Specialist
Vang, King Madison, WI	A	M	26	Hmong	Associate's degree; Madison College (Criminal Justice)	Vang is currently employed as a Personal Care Worker. He also has experience with the following: 1. Security Guard 2. Cashier 3. Customer Service Supervisor
Volgren, Megan Balsam Lake, WI	W	F	22		Bachelor's degree; UW-Madison (English, Criminal Justice)	Volgren is currently employed as a Administrative Assistant. She also has experience with the following: 1. Environmental Services
Wetjen, Chelsea Madison, WI	W	F	30		Law degree; UW Law School, Bachelor's degree; Iowa State University (Animal Science, Food Safety)	Wetjen is currently employed as a Assistant District Attorney. She also has experience with the following: 1. Volleyball Referee 2. Processing Team Advisor 3. Laboratory Assistant
Wilson, Carla Hazel Crest, IL	AA	F	25	Spanish	Bachelor's degree; University of Illinois at Chicago (Criminology, Law, Justice and Applied Psychology)	Wilson is currently employed as a Customer Service Representative. She also has experience with the following: 1. Communications and Outreach Director 2. Advance Communications Aide 3. Personal Trainer
Wipperfurth, Daniel Verona, WI	W	M	24		12 Credits towards a Master's degree; UW-Platteville (Criminal Justice Management), Bachelor's degree; UW-Platteville (Criminal Justice)	Wipperfurth is currently employed as a Deputy Sheriff. He also has experience with the following: 1. Community Service Officer 2. Head Lifeguard, Swim Instructor 3. SAFE Team Intern
Wright, Thomas Racine, WI	W	M	28		Bachelor's degree; UW-Parkside (Criminal Justice)	Wright is currently employed as a Corrections Officer. He also has experience with the following: 1. Security Officer 2. Water Patrol Officer 3. Community Service Officer

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Yamriska, Andrew Arlington, WI	W	M	22		Bachelor's degree; UW-Platteville (Criminal Justice)	Yamriska is currently employed as a Wisconsin Air National Guard Operations Intelligence Specialist. He also has experience with the following: 1. EMT 2. Criminal Analyst 3. Lifeguard
Zigelboim, Stephen Sun Prairie, WI	H	M	27	Spanish, Ltd Hebrew	Bachelor's degree; UW-Madison (International Studies, Global Security, Hebrew)	Zigelboim is currently employed as a Police Officer. He also has experience with the following: 1. Security Officer 2. Customer Service 3. Shift Lead
Zulch, Alina Madison, WI	A	F	22	Japanese	Bachelor's degree; UW-Madison (Legal Studies & Criminal Justice)	Zulch is currently employed in Customer Service. He also has experience with the following: 1. Hostess 2. Cashier