

Madison Board of Police and Fire Commissioners
Minutes of the Meeting of May 12, 2017

Meeting convened at approximately noon. Commissioners present: Sparkman, Hamdan, Enemuoh-Trammel; Yapp (by phone)
Staff also present: Capt. Schauf; Board Counsel Scott Herrick

PUBLISHED AGENDA

- | | | |
|------------------------|----------------------------|-------------------|
| 1. Agenda | 3. Police Dept. Promotions | 5. Correspondence |
| 2. Police Dept. Hiring | 4. Calendar planning | |

Published agenda items shown in the order considered.

3. Police Dept. Promotions: Pres. Sparkman noted that commissioners recently completed their review of Chief Koval's pending recommendation to promote P.O. Cam Friday to the rank of Detective.

Motion:

1. to approve the initial recommendation of the Police Chief for the promotion of Police Officer R. Cameron Friday to the rank of Detective, effective January 29, 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 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. Hamdan/Yapp: unanimous)

2. Police Dept. Hiring: Capt. Schauf presented the current recommendations of Chief Koval.

Motion:

1. to approve the initial recommendations of the Police Chief for the appointment from the Eligibility List of the 23 individuals named in the "Final Hiring List" dated May 12, 2016, 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 18 months from 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 18 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.

3. to approve the contingent initial recommendations of the Police Chief for appointments from the Eligibility List of individuals named in the "Contingent Hiring List - Order of Hire" dated May 12, 2017, in the order shown and as vacancies in the academy class may allow, upon the terms and conditions set forth in the preceding two paragraphs of this motion. (Enemuoh-Trammell/ Hamdan: unanimous)

Meeting adjourned at approximately 12:50 p.m.

Minutes prepared for the Board by Scott Herrick



for Secretary Craig Yapp



Madison Police and Fire Commission Monthly Report

Mary A. Schauf, Captain of Police

May 12, 2017 Special Meeting

Promotions

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

Current Request

May 12, 2017: The Chief requests that the Commission approve his Preliminary Promotional Designation (Acting to Interim).

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.

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.

April 2017: The PFC requested additional information and checks to be completed prior to approval. Information has been gathered and was ready for further discussion. The item was tabled until the May meeting.

May 2017: The additional review material as presented to the Commissioners. Chief Koval requests that you move this promotion to the 3rd and Final Step to continue the appointment.

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.

Recruiting and Hiring

2017 Pre-Service Academy Hiring Process Timeline

- **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**
- **Special Meeting—Seek PFC Approval of Hiring List Candidates and Contingency List - May, 12, 2017**
- **Tentative Job Offers:** May, 2017
- **Medical Clearance:** Mid-July, 2017
- **Final Job Offers:** Early August, 2017
- **Academy begins:** September 11, 2017

Attachments

- Hiring List and Demographic Data
- Contingency List and Demographic Data

CC

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

Final Hiring List

Eff. 05/12/2017

Status	Hire
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Officer Candidates	Race	Sex	Age	LA	Education	Life / Work Experiences
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
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
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
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
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
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

Final Hiring List

Eff. 05/12/2017

Status	Hire
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Officer Candidates	Race	Sex	Age	LA	Education	Life / Work Experiences
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.
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
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
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
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
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

Final Hiring List

Eff. 05/12/2017

Status	Hire
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Officer Candidates	Race	Sex	Age	LA	Education	Life / Work Experiences
Pedersen, Leah Ames, IA	W	F	22		Bachelor's degree; Iowa State University (Criminal Justice and Psychology)	Pedersen is currently employed in Customer Service. She also has experience with the following: 1. Server
Pratt, Charles Pittsburgh, PA	AA	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 (Mass Communication)	Precourt is currently employed as a Digital Media Specialist. She also has experience with the following: 1. Video and Multimedia Producer
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
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
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
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

Final Hiring List

Eff. 05/12/2017

Status	Hire
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Officer Candidates	Race	Sex	Age	LA	Education	Life / Work Experiences
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		Hire	
Status			

Race	Data		Percent
	Count		
W	16	69.57%	
AA	3	13.04%	
A	2	8.70%	
H	2	8.70%	
Grand Total	23	100.00%	

Sex		Hire	
Status			

Sex	Data		Percent
	Count		
M	13	56.52%	
F	10	43.48%	
Grand Total	23	100.00%	

Breakdown of Race/Sex		Hire	
Status			

Race	Sex	Data		Percent
		Count		
A	M	1	4.35%	
	F	1	4.35%	
AA	M	2	8.70%	
	F	1	4.35%	
H	M	2	8.70%	
	F	0	0.00%	
W	M	8	34.78%	
	F	8	34.78%	
Grand Total		23	100.00%	

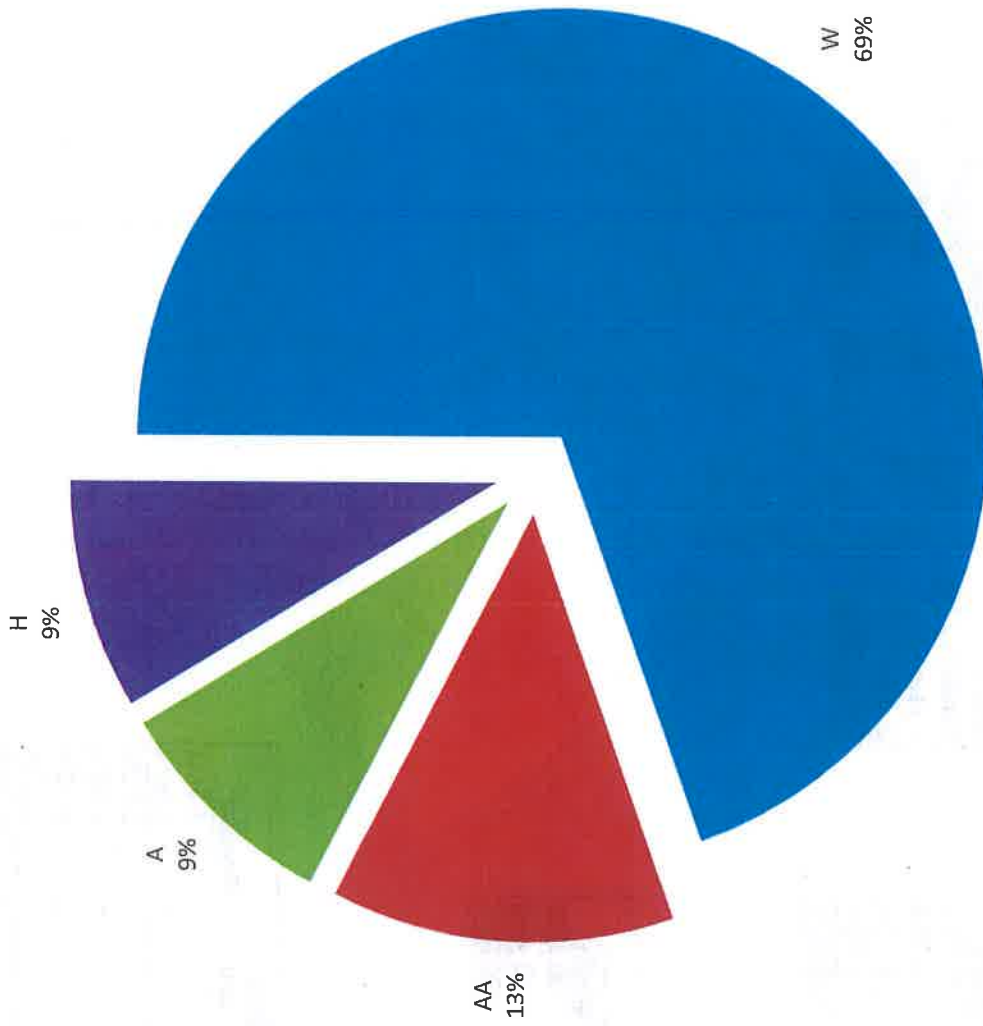
Education		Hire	
Status			

Degree	Data		Percent
	Count		
Master's / J.D.	6	26.09%	
4 year	16	69.57%	
2 year	1	4.35%	
Grand Total	23	100.00%	

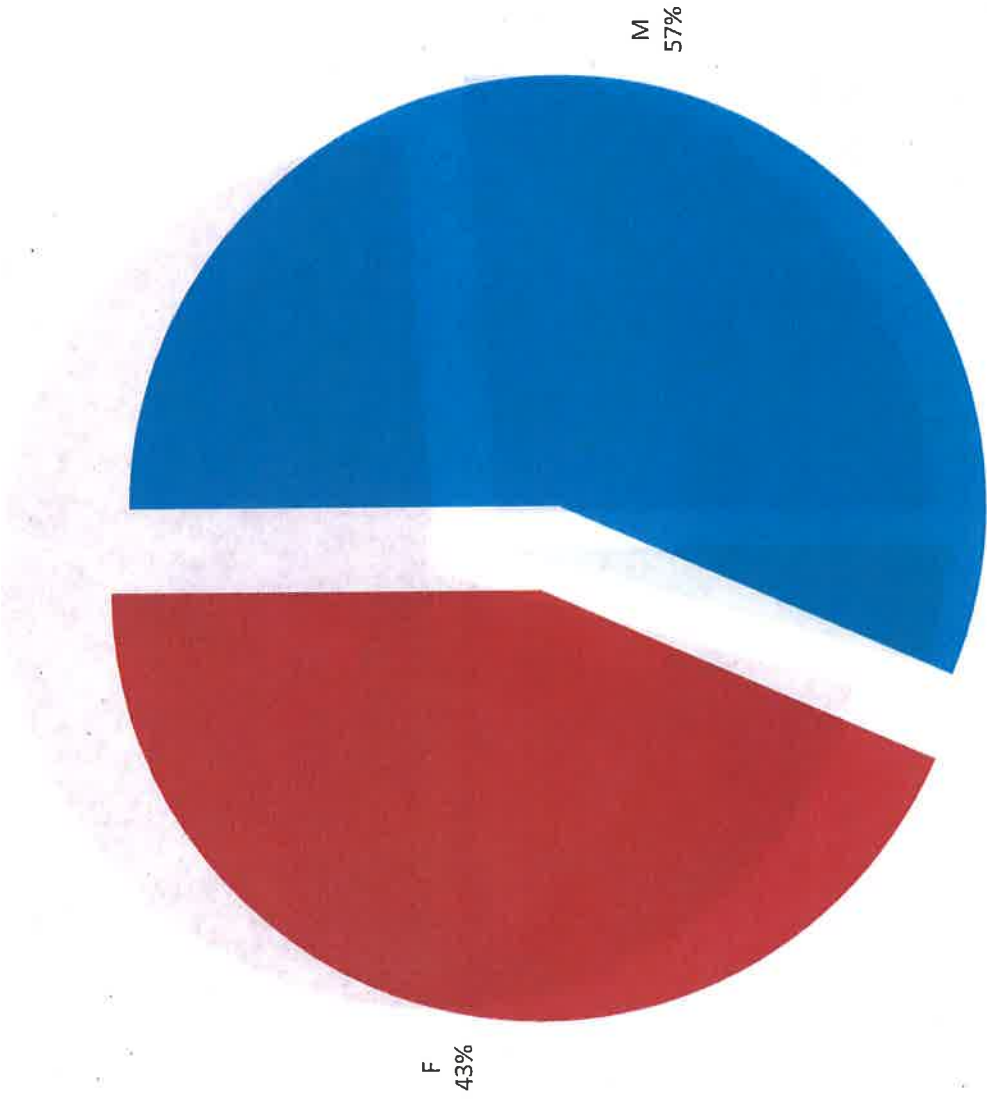
Age		Hire	
Status			

Age	Data		Average
	Count		
22	6	22.00	
23	2	23.00	
24	2	24.00	
25	1	25.00	
26	2	26.00	
27	1	27.00	
28	1	28.00	
30	2	30.00	
31	2	31.00	
33	1	33.00	
36	1	36.00	
37	1	37.00	
40	1	40.00	
Grand Total	23	27.22	

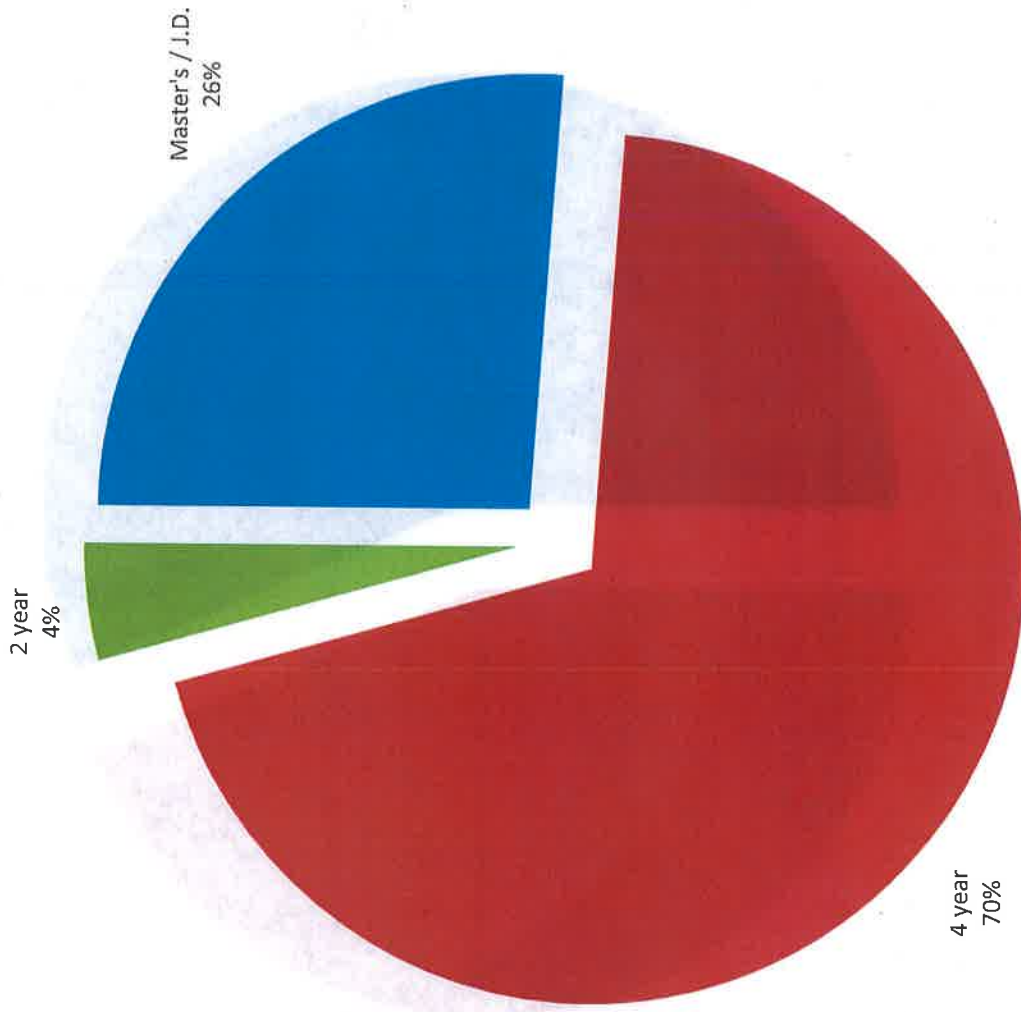
Race



Gender



Education



2017 Hiring List



Hannah Anderson
Madison, WI



Isabel Berkson
Skokie, IL



Mitchel Burkholder
Dickeyville, WI



Mackenzie Doyle
Ames, IA



Dennis Fuller
Forest Park, IL



Mario Gonzalez
Deforest, WI



Lucas Hale
Edgerton, WI



Pamela Hallsson
Madison, WI



Wesley Hartkemeyer
Eau Claire, WI



Andrew Kressin
Middleton, WI



Jennifer Lewis
Madison, WI



Casey Main
McFarland, WI



Eric McCarthy
Sun Prairie, WI



Nicholas Meredith
Waukesha, WI



Leah Pedersen
Ames, IA



Charles Pratt
Pittsburgh, PA



Stephanie Precourt
Madison, WI



Ashley Stacey
Bloomington, IL



King Vang
Madison, WI



Chelsea Wetjen
Madison, WI



Daniel Wipperfurth
Verona, WI



Stephen Zigelboim
Sun Prairie, WI



Alina Zuich
Madison, WI

2017 Contingency List



Bryan Allen
Madison, WI



Adam Bush-Ermart
Madison, WI



Hailey Massey
Madison, WI



Ruben Garcia
Hales Corners, WI



Noah Lane
Jefferson, WI



Chase Lewis
Cottage Grove, WI



Tanner Sandmire
Madison, WI



Andrew Yarriska
Arlington, WI



Stephen Burgess
Union, MO



David Schon
Madison, WI



Donald Rogers
Lumberton, NJ



Michelle Hanson
Verona, WI



Elizabeth Roth
Madison, WI



Justin Smith
Belleville, MI

Contingency Hiring List - Order of Hire

Eff. 05/12/2017

Contingency

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
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
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
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
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
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
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

Contingency Hiring List - Order of Hire

Eff. 05/12/2017

Contingency

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
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
Schon, David Madison, WI	W	M	37	Russian	Bachelor's degree; Beloit College (Russian Language)	Schon is currently employed as a Able Bodied Seaman.
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
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
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
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

MPD Statistics

Race

Status	Contingency
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		Data	
Race		Count	Percent
W		12	85.71%
AA		1	7.14%
H		1	7.14%
Grand Total		14	100.00%

Sex

Status	Contingency
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		Data	
Sex		Count	Percent
M		11	78.57%
F		3	21.43%
Grand Total		14	100.00%

Breakdown of Race/Sex

Status	Contingency
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		Data		
Race	Sex	Count	Percent	
AA	M	1	7.14%	
	F	0	0.00%	
H	M	1	7.14%	
	F	0	0.00%	
W	M	9	64.29%	
	F	3	21.43%	
Grand Total		14	100.00%	

Education

Status	Contingency
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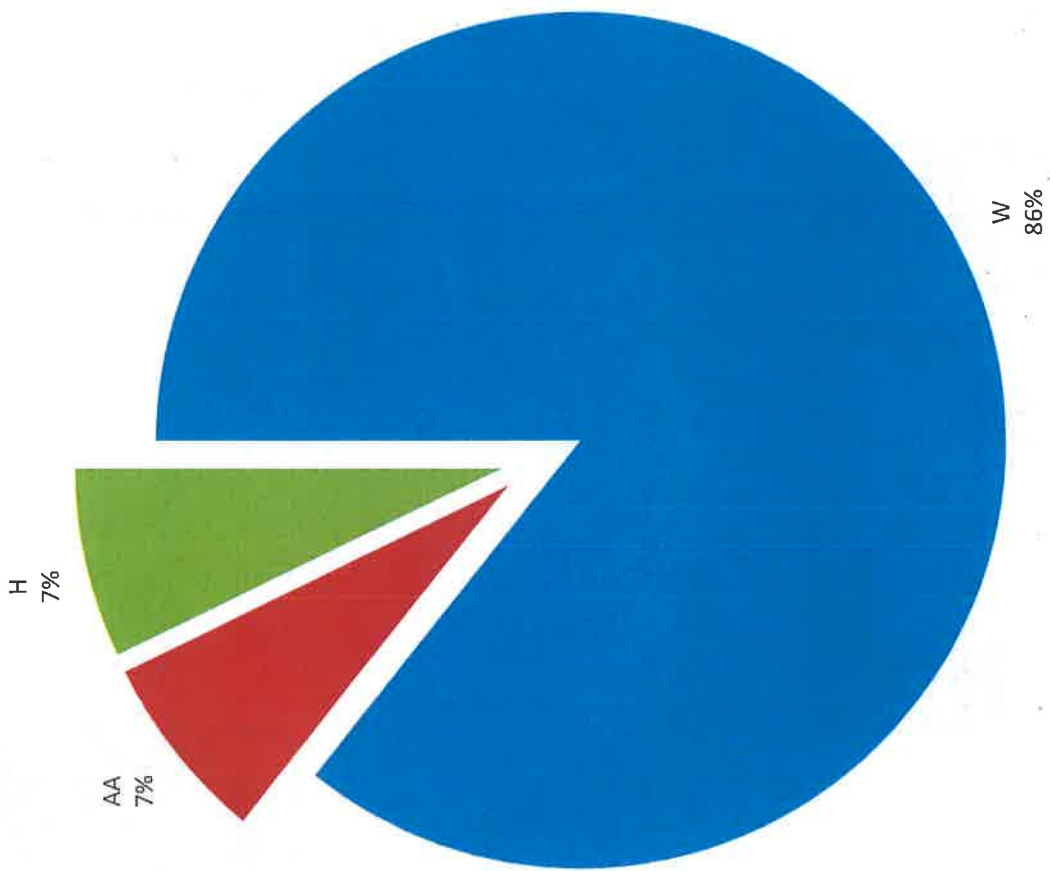
		Data	
Degree		Count	Percent
Master's / J.D.		2	14.29%
4 year		8	57.14%
2 year		2	14.29%
60-120 College		2	14.29%
Grand Total		14	100.00%

Age

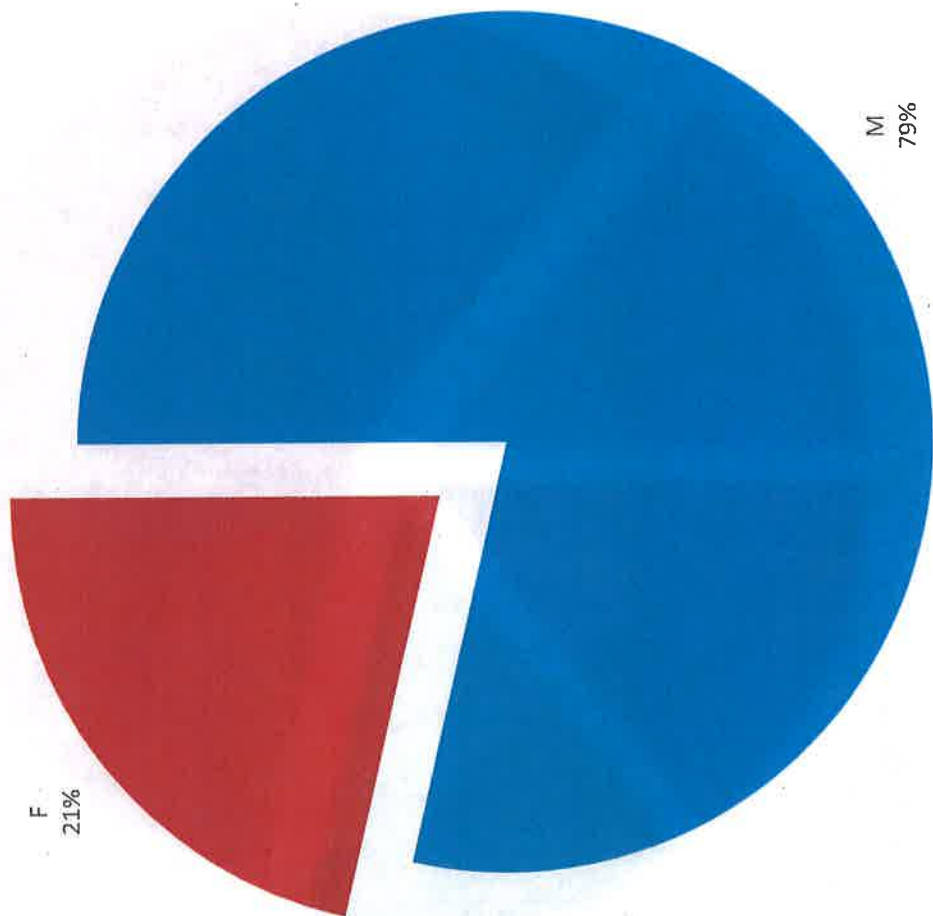
Status	Contingency
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		Data	
Age		Count	Average
22		3	22.00
23		1	23.00
24		1	24.00
25		1	25.00
26		1	26.00
27		1	27.00
32		1	32.00
37		1	37.00
40		1	40.00
41		1	41.00
48		1	48.00
52		1	52.00
Grand Total		14	31.50

Race



Gender



Education

