

Madison Board of Police and Fire Commissioners  
**Minutes of the Meeting of January 8, 2018**

Meeting convened at approximately 5:20 p.m. Commissioners present: Kamperschroer, Findley, Hamdan  
Staff also present: Ch. Koval, Ch. Davis, Asst Chief Stedman, Capt. Schauf, Lt. Jugovich; Board Counsel Scott Herrick

**PUBLISHED AGENDA**

- |            |                    |                      |
|------------|--------------------|----------------------|
| 1. Agenda  | 3. Public Comment  | 5. Police Department |
| 2. Minutes | 4. Fire Department | 6. Report of Counsel |
|            |                    | 7. 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 of December 11, 2017.** (Findley/ Kameperschroer: unanimous)
3. Public Comment: none

5. Police Department Report

- c. Action items: Chief Koval and Capt. Schauf presented the Chief's preliminary recommendations for promotion. **Motion:**

1. **to approve the preliminary recommendations of the Police Chief for the promotions of Gregory Esser and Jason Ostrenga to the rank of Lietutenant, Theresa Magyera to the rank of Sergeant, and Daniel Hamilton to the rank of Detective; each effective December 31, 2017; each recommendation 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 him further that any unsatisfactory performance or conduct occurring or coming to the attention of the department 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 recision of the Board's preliminary approval of the Chief's recommendation, or otherwise.** (Findley/ Hamdan: unanimous)

Capt. Schauf noted the completion of promotional probation by several officers and presented the Police Chief's final recommendations. **Motion: to approve the final recommendations of the Police Chief for the promotions of Capt. Jennifer Krueger Favor, Lt. Timothy Radke, and Sgt. Matthew Baker, effective January 15, 2018; and Det. Richard Cameron Friday and Investigator Joanna Hollenback, effective January 29, 2018.** (Hamdan/ Findley: unanimous)



# Madison Police and Fire Commission Monthly Report

Mary A. Schauf, Captain of Police

January 2018

## Promotions

### PFC Promotional Process: Final Promotional Approval—Continued Appointment

Name, Promoted Rank	End of Probationary Period
Jennifer Krueger Favour, Captain of Police	January 15, 2018
Timothy Radke, Lieutenant of Police	January 15, 2018
Matthew Baker, Sergeant of Police	January 15, 2018
Richard Cameron Friday, Detective of Police	January 29, 2018
Joanna Hollenback, Investigator of Police	January 29, 2018

### PFC Promotional Process: Interim Promotional Approval—Preliminary Promotional Designation

Name, Promoted Rank	Effective Date
Gregory Esser, Lieutenant of Police	December 31, 2017
Jason Ostrenga, Lieutenant of Police	December 31, 2017
Theresa Magyera, Sergeant of Police	December 31, 2017
Daniel Hamilton, Detective of Police	December 31, 2017

## Attachments

- Final Letters from Commanders to Chief Koval, Continued Appointment
- Promotional Designation Worksheet: PFC Process Dates



CITY OF MADISON POLICE DEPARTMENT



**INTRA-DEPARTMENTAL CORRESPONDENCE**

DATE: December 4, 2017

TO: Michael C. Koval, Chief of Police  
FROM: Victor S. Wahl, Assistant Chief of Police  
SUBJECT: **Final Recommendation for Jennifer L. Krueger Favour, Captain of Police**

It is my belief that the above named promoted candidate has successfully performed her duties as a captain during her interim promotional period. Her interim period will be completed on January 15, 2018.

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

A handwritten signature in black ink, appearing to read "V. S. Wahl".

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Victor S. Wahl, Assistant Chief 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: December 4, 2017

TO: Michael C. Koval, Chief of Police  
FROM: Cory S. Nelson, Captain of Police  
SUBJECT: **Final Recommendation for Matthew R. Baker, Sergeant of Police**

It is my belief that the above named promoted candidate has successfully performed his duties as a sergeant during his interim promotional period. His interim period will be completed on January 15, 2018.

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

Cory S. Nelson, Captain of Police  
West 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: December 4, 2017

TO: Michael C. Koval, Chief of Police  
FROM: Richard A. Bach, Captain of Police  
SUBJECT: **Final Recommendation for Joanna B. Hollenback, Investigator**

It is my belief that the above named promoted candidate has successfully performed her duties as an investigator during her interim promotional period. Her interim period will be completed on January 29, 2018.

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

Richard Bach, Captain of Police  
Traffic and Specialized Services

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

2017 - 2018 Hiring Process

1/6/2018

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	473 82.69%	99 17.31%	363 63.46%	66 11.54%	55 9.62%	20 3.50%	37 6.47%	9 1.57%	4 0.70%	0 0.00%	14 2.45%	4 0.70%	572
FAILED TO APPEAR OR WITHDREW	130	31	97	21	19	6	10	2	1	0	3	2	161
NUMBER REMAINING	343 83.45%	68 16.55%	266 64.72%	45 10.95%	36 8.76%	14 3.41%	27 6.57%	7 1.70%	3 0.73%	0 0.00%	11 2.68%	2 0.49%	411
FAILED WRITTEN	5	1	0	0	2	0	1	1	0	0	2	0	6
NUMBER REMAINING	338 83.45%	67 16.54%	266 65.68%	45 11.11%	34 8.40%	14 3.46%	26 6.42%	6 1.48%	3 0.74%	0 0.00%	9 2.22%	2 0.49%	405
OUT OF STATE ADMISSIONS COMMITTEE	0	0	0	0	0	0	0	0	0	0	0	0	0
NUMBER REMAINING	338 83.45%	67 16.54%	266 65.68%	45 11.11%	34 8.40%	14 3.46%	26 6.42%	6 1.48%	3 0.74%	0 0.00%	9 2.22%	2 0.49%	405
OUT OF STATE NO SHOW OR WITHDREW	0	0	0	0	0	0	0	0	0	0	0	0	0
NUMBER REMAINING	338 83.45%	67 16.54%	266 65.68%	45 11.11%	34 8.40%	14 3.46%	26 6.42%	6 1.48%	3 0.74%	0 0.00%	9 2.22%	2 0.49%	405
OUT OF STATE FAILED WRITTEN	0	0	0	0	0	0	0	0	0	0	0	0	0
NUMBER REMAINING	338 83.45%	67 16.54%	266 65.68%	45 11.11%	34 8.40%	14 3.46%	26 6.42%	6 1.48%	3 0.74%	0 0.00%	9 2.22%	2 0.49%	405
WITHDREW OR NO SHOW AT PHY AGILITY	1	6	1	4	0	1	0	1	0	0	0	0	7
NUMBER REMAINING	337 84.67%	61 15.33%	265 66.58%	41 10.30%	34 8.54%	13 3.27%	26 6.53%	5 1.26%	3 0.75%	0 0.00%	9 2.26%	2 0.50%	398
FAILED PHYSICAL AGILITY	13	2	8	1	4	1	1	0	0	0	0	0	15
NUMBER REMAINING	324 84.60%	59 15.40%	257 67.10%	40 10.44%	30 7.83%	12 3.13%	25 6.53%	5 1.31%	3 0.78%	0 0.00%	9 2.35%	2 0.52%	383
ADMISSIONS COMMITTEE	112	8	88	4	10	3	11	1	0	0	3	0	120
NUMBER REMAINING	212 80.61%	51 19.39%	169 64.26%	36 13.69%	20 7.60%	9 3.42%	14 5.32%	4 1.52%	3 1.14%	0 0.00%	6 2.28%	2 0.76%	263
WITHDREW OR NO SHOW PRIOR TO ORAL	6	0	6	0	0	0	0	0	0	0	0	0	6
NUMBER REMAINING	206 80.16%	51 19.84%	163 63.42%	36 14.01%	20 7.78%	9 3.50%	14 5.45%	4 1.56%	3 1.17%	0 0.00%	6 2.33%	2 0.78%	257
ORAL BOARD	36	5	30	4	0	1	3	0	0	0	3	0	41
NUMBER REMAINING	170 78.70%	46 21.30%	133 61.57%	32 14.81%	20 9.26%	8 3.70%	11 5.09%	4 1.85%	3 1.39%	0 0.00%	3 1.39%	2 0.93%	216
WITHDREW PRIOR TO BACKGROUND	5	0	2	0	1	0	1	0	0	0	0	0	6
NUMBER REMAINING	165 78.57%	46 21.90%	131 62.38%	32 15.24%	19 9.05%	8 3.81%	10 4.76%	4 1.90%	1 0.48%	0 0.00%	3 1.43%	2 0.95%	210
BACKGROUND	0	0	0	0	0	0	0	0	0	0	0	0	0
ELIGIBILITY LIST	165 78.57%	46 21.90%	131 62.38%	32 15.24%	20 9.52%	8 3.81%	11 5.24%	4 1.90%	3 1.43%	0 0.00%	3 1.43%	2 0.95%	210
WITHDREW AFTER BACKGROUNDS	0	0	0	0	0	0	0	0	0	0	0	0	0
NUMBER REMAINING	165 78.57%	46 21.90%	131 62.38%	32 15.24%	19 9.05%	8 3.81%	10 4.76%	4 1.90%	1 0.48%	0 0.00%	0 0.00%	2 0.95%	210
CHIEF'S INTERVIEW/RIDE-ALONG/PSY	0	0	0	0	0	0	0	0	0	0	0	0	0
NUMBER REMAINING	165 78.57%	46 21.90%	131 62.38%	32 15.24%	20 9.52%	8 3.81%	11 5.24%	4 1.90%	3 1.43%	0 0.00%	3 1.43%	2 0.95%	210
MEDICAL	0	0	0	0	0	0	0	0	0	0	0	0	0
NUMBER REMAINING	165 78.57%	46 21.90%	131 62.38%	32 15.24%	20 9.52%	8 3.81%	11 5.24%	4 1.90%	3 1.43%	0 0.00%	3 1.43%	2 0.95%	210
WITHDREW AFTER TENTATIVE JOB OFFER	0	0	0	0	0	0	0	0	0	0	0	0	0
NUMBER REMAINING/HIRED	165 78.57%	46 21.90%	131 62.38%	32 15.24%	20 9.52%	8 3.81%	11 5.24%	4 1.90%	3 1.43%	0 0.00%	3 1.43%	2 0.95%	210



# **Police and Fire Commission Meeting**

## **Report from the Fire Department**



January 8, 2017

### **Promotions, Probationary Status, and Reclassifications**

#### **Permanent Placement to the Rank of Assistant Chief:**

- Chief Davis recommends the permanent placement of Assistant Chief Ché Stedman after the successful completion of the 12 month probationary period. His performance was evaluated throughout the year by Chief Davis and no discrepancies were found.
- Effective January 15, 2018

#### **Permanent Placement to the Rank of Division Chief:**

- Chief Davis recommends the permanent placement of Division Chief Scott Bavery after the successful completion of the 12 month probationary period. His performance was evaluated throughout the year by an Assistant Chief and no discrepancies were brought to the attention of the Personnel Chief.
- Effective January 22, 2018

#### **Permanent Placement to the Rank of Apparatus Engineer:**

- Chief Davis recommends permanent placement of the nine members listed below to the rank of Apparatus Engineer after the successful completion of the 12 month probationary period. Quarterly evaluations were conducted by a Division Chief and reviewed by the Division Chief of training. No discrepancies were brought to the attention of the Personnel Chief.
- Effective January 15, 2018
  1. Derek Brown
  2. Cole Christenson
  3. Sam Cooke
  4. Matthew Klein
  5. Todd Mahoney
  6. Daniel Pazurek
  7. Chad Powell
  8. Vince Soto
  9. Brad Vogen

#### **2018 Recruit Class Update**

21 candidates accepted job offers and will start the Fire Academy on January 22, 2018.

#### **2018 Firefighter Hiring Process Application Update**

Written exam results from the January 3, 2018 exam will be briefed at the February PFC Meeting.

#### **Personnel Investigations**

- One internal investigation