

Madison Board of Police and Fire Commissioners
Minutes of the Meeting of July 9, 2018

Meeting convened at approximately 5:30 p.m. Commissioners present: Enemuoh-Trammell and Findley by phone; Gundlach, Kamperschroer, Hamdan
Staff also present: Chief Davis, Asst Chief Stedman, Capt. Schauf, ACA Marci Paulsen, City Purchasing staff Brian Pittelli, Board Counsel Scott Herrick
Also present: Commissioner-designee Trent Jackson

PUBLISHED AGENDA

- | | | |
|-------------------|--|----------------------|
| 1. Agenda | 4. Fire Department | 7. Report of Counsel |
| 2. Minutes | 5. Police Department | 8. Adjourn |
| 3. Public Comment | 6. Staffing and Legal Counsel Arrangements | |

Published agenda items shown in the order considered.

Comm. Kamperschroer convened the meeting with a quorum consisting of himself and Comms. Hamdan and Gundlach. Comms. Enemuoh-Trammell and Findley subsequently joined the meeting by conference call to participate in the closed session, the action on Fire Department promotions, and the discussion of staffing and legal counsel arrangements.

1. Agenda: **Unanimous consent: to approve the agenda.**
2. Minutes **Motion: to approve the minutes of the meeting of June 11, 2018.** [Gundlach/Hamdan: unanimous]
3. Public Comment: none
4. Fire Department
 - a. Monthly Staff Report: Chief Davis and Asst. Chief Stedman briefly discussed the current hiring process, noting that a second round of practice for the PAT exam on July 17. The Chief's recommendations for promotion to Apparatus Engineer are shown on the monthly report. Consideration of the promotions was deferred to later in the meeting in order to convene a consolidated closed session for Fire and Police Department matters.
5. Police Department Report
 - b. Action items: **Motion:**
 1. **to approve the preliminary recommendation of the Police Chief for the promotion of P.O. Cornelius Smith to the rank of Detective, effective June 3, 2018, 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 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/ Gundlach : unanimous]

- a. Monthly Staff Report: Capt. Schauf noted the updates on promotional recommendations shown in the monthly report and requested commissioner review of those files in advance of the August meeting; Comm. Hamdan volunteered to do so. Comm. Kamperschroer reported that he had reviewed two files for discussion at today's meeting.

In order to conduct a single closed session to consider file reviews for both departments, Comm. Kamperschroer established a conference call with Comm. Enemuoh-Trammell and Findley. **Motion: to convene in closed session for the purposes, authorized as noted by Wisconsin Statute, of considering employment, promotion, compensation or performance evaluation of a public employe, WS 19.85(1)(c), and 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 more specifically to receive the report of commissioner review of the personnel files of candidates for promotion in both departments. The Commission may thereafter reconvene into open session to continue its proper business. [Gundlach/ Hamdan: unanimous]** The board then convened in closed session at approximately 5:35 p.m. **Motion: to reconvene in open session. [Enemuoh-Trammell/ Hamdan: unanimous]** The board reconvened in open session at approximately 6:15 p.m.

4. Fire Department

b. Action Items: **Motion:**

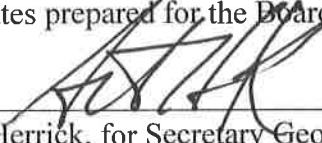
1. **to approve the preliminary recommendation of the Fire Chief for the promotions of Firefighters Andrew Knudtson, Matt Schroeder, and Dave Santana, each effective July 1, 2018, and each on a probationary basis pursuant to Rule 4.v, and with continuing appointment subject to a final recommendation 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 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 rescision of the Board's preliminary approval of the Chief's recommendation, or otherwise. [Enemuoh-Trammell/ Gundlach: unanimous]**

Motion: To postpone until the August meeting action on the recommendation of the Fire Chief to promote Trevor Wiggins to the rank of Apparatus Engineer, due to concerns about a recent criminal conviction for operating a motor vehicle while intoxicated, and in order to provide more time to consider the file and additional pertinent information. [Findley/ Kamperschroer: unanimous]

6. Staffing and Legal Counsel Arrangements: ACA Marci Paulsen reported that the City Clerk is able to provide staff support for standard clerical functions such as minutes, agendas, and notices, if the Board decides to separate those functions from the more narrowly legal services to be obtained from Herrick's replacement. Brian Pittelli from City of Madison Finance Department sketched a possible Request for Proposals process, noting that the Board could also choose simply to identify and engage legal counsel directly. Following discussion, including consideration of the timeline, commissioners asked Herrick, Paulsen, and Pittelli to prepared a draft RFP for Board consideration at the August meeting.

8. Meeting adjourned at approximately 6:35 p.m.

Minutes prepared for the Board by Scott Herrick



Scott Herrick, for Secretary George Kamperschroer



Police and Fire Commission Meeting Report from the Fire Department



July, 9 2018

Promotions, Probationary Status, and Reclassifications

Promotion to the Rank of Apparatus Engineer:

1. Firefighter David Santana
2. Firefighter Matthew Schroeder
3. Firefighter Andrew Knudtson
4. Firefighter Trevor Wiggins

- Chief Davis recommends promotion to the rank of Apparatus Engineer the four members listed above, with the normal probationary period of one year pursuant to State Statute 62.13, section 4, paragraph a. The members personnel file review was completed by Commissioner Kamperschroer on 7/3/2018.
- Effective 7/1/2018

2018 Firefighter Hiring Process

Physical Ability Test

- Candidates are in the 2nd round of practice preparing for the PAT on 7/17/2018.

Personnel Investigations

- One internal investigation



Madison Police and Fire Commission Monthly Report

Mary A. Schauf, Captain of Police

July 2018

Promotions and Probationary Status

PFC Approval—Interim Approval for Promoted Position (Step 3)

Name, Promoted Rank	Current Rank	Effective Date
Cornelius J Smith, Detective	Police Officer	June 3, 2018

Notes: PFC Review Process Steps

Step 1: Introduction

The notice of the Chief's designated appointment for promotion, along with a resume for the designee is given to the PFC.

Step 2: File Review

A member of the PFC has reviewed the personnel and disciplinary files of the designee. The Training Captain is prepared to discuss any issues in closed session.

Step 3: Interim Approval

The Chief, through his/her designee requests approval for the preliminary promotional designation. The position must be vacated, or created in order for this to occur.

Step 4: Final Approval

Prior to the end of a 12-month probationary period of satisfactory performance, the Chief through his/her designee will request the continuing appointment to the promoted rank, subject to final PFC approval.

Attachments

- Promotional Designation Worksheet: PFC Process Dates

Recruiting and Hiring

Recruiting FOR 61st Class—how they found us....

	COLLEGE	FRIEND	INTERNET	JOB FAIR	MPD OFFICER	OTHER	RECRUITING OFFICER	BLANK
Hired	5	0	18	2	7	1	7	1
All Applicants	55	16	315	20	67	23	70	8

2019 Pre-Service Academy Hiring Process Timeline

- **Application Deadline:** October 19, 2018
- **Written & Physical Agility Testing:** October 7, 2018, November 18, 2018,

- **Consolidated Testing for Distant Candidates:** January 7-11, 2019
- **Oral Board Interviews:** June, November –January 2019
- **Background Investigations:** Immediately after an Oral Board, but no later than February, 2019
- **Seek PFC Approval of Eligibility Hiring List** – February 11, 2019
- **Trilogy: Interview, Personality Assessment and Ride-Along with a Field Training Officer:** February 25, 2018 through March 19, 2019.
- **Seek PFC Approval of Hiring List Candidates and Contingency List** – March 25-27, 2019
- **Tentative Job Offers:** March 28, 2019
- **Medical Clearance:** April 9-19, 2019
- **Final Job Offers:** May 6, 2019
- **Academy begins:** May 28, 2019

Attachments

- Current Hiring Data Sheet

PSIA Report/Discipline Attachments and Notices

- Professional Standards Open Case Memo
- No suspensions requiring notification to the PFC.

CC

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

Name	Rank	Designated Rank	Position Vacancy	Actual	Effective Date	End Probationary Period	Intro	File Review	PFC Interim Approval	PFC Final Approval
John R Patterson	Captain	Assistant Chief	3-Jan-19				14-May-18			
Cornelius J Smith	Police Officer	Detective	3-Jun-18	3-Jun-18	3-Jun-18	2-Jun-19	14-May-18	11-Jun-18	9-Jul-18	13-May-19
Michael B Goodchild	Police Officer	Sergeant	6-Jun-18	17-Jun-18	17-Jun-18	16-Jun-19	11-Jun-18	9-Jul-18	13-Aug-18	10-Jun-19
Daniel A Nale	Detective Sergeant	Lieutenant	7-Jun-18	17-Jun-18	17-Jun-18		9-Jul-18	13-Aug-18	10-Sep-18	16-Jun-19
Javier K Loreda	Police Officer	Sergeant					9-Jul-18	13-Aug-18		
Kenneth A Mosley	Police Officer	Detective					9-Jul-18	13-Aug-18		
Kelly E Dougherty	Police Officer	Detective					9-Jul-18	13-Aug-18		
Corey A Nelson	Police Officer	Detective					9-Jul-18	13-Aug-18		

Madison Police Department
CORRESPONDENCE / MEMORANDUM

DATE: June 14, 2018

TO: All Personnel
FROM: Michael C. Koval, Chief of Police
RE: **Promotion Announcement**

It is my pleasure to announce to the organization the following designation for promotion, contingent on the approval of the Police and Fire Commission:

Detective Sergeant Daniel Nale to Lieutenant

Detective Sergeant Nale has a Masters of Science Degree in Criminology from Florida State University and a Bachelor of Science Degree in Criminal Justice from the University of South Carolina.

Detective Sergeant Nale was hired with our Department in 1997 and is currently assigned as the Supervisor to our Burglary Crime Unit. Prior to his current assignment, Detective Sergeant Nale was a Detective for ten years and a patrol officer. During his tenure with the MPD, Detective Sergeant Nale has been a field training officer, a member of SET, a department mentor, a member of a CPT, a Detective for VCU and a Detective in our Narcotics and Task Force unit. He is a current SWAT member, a part of our Officer Involved Critical Incident Team and a member of our cold case review team.

Please join me in congratulating Detective Sergeant Nale on this well-deserved accomplishment!



Madison Police Department
CORRESPONDENCE / MEMORANDUM

DATE: July 3, 2018

TO: All Personnel

FROM: Michael C. Koval, Chief of Police

RE: **Promotion Announcement**

It is my pleasure to announce to the organization the following designation for promotion, contingent on the approval of the Police and Fire Commission:

Officer Javier Loreda to Sergeant

Officer Loreda has a Bachelor of Science Degree in Dietetics from the University of Wisconsin-Madison. He was hired with our Department in 2003 and is currently assigned as a uniformed officer with our Task Force. Prior to his current assignment, Officer Loreda was a patrol officer and he was assigned to Community Policing Teams when he was in our West, East and Central Districts. Officer Loreda is a current member of SWAT and he is a Field Training Officer. He was a member of SET for six years as well during his tenure with our Department.

Prior to his employment with the MPD, Officer Loreda was a Sergeant and Scout Sniper with the United States Marine Corps.

Please join me in congratulating Officer Loreda on this well-deserved accomplishment!



Madison Police Department
CORRESPONDENCE / MEMORANDUM

DATE: July 3, 2018

TO: All Personnel

FROM: Michael C. Koval, Chief of Police

RE: **Promotion Announcement**

It is my pleasure to announce to the organization the following designation for promotion, contingent on the approval of the Police and Fire Commission:

Officer Kenneth Mosley to Detective

Officer Mosley has a Master's Degree in Business Administration (with an emphasis in Healthcare Management) from the University of Phoenix and a Bachelor's Degree in Elementary Education from Cardinal Stritch University.

Officer Mosley was hired with our Department in 2007 and is currently assigned as a patrol officer in our East District. Prior to his current assignment, Officer Mosley was an Educational Resource Officer, a member of Safety Education and a patrol officer.

Before being hired by the MPD, Officer Mosley was a teacher for the Milwaukee Public Schools and a Psychiatric Crisis Social Worker.

Please join me in congratulating Officer Mosley on this well-deserved accomplishment!



Madison Police Department
CORRESPONDENCE / MEMORANDUM

DATE: July 3, 2018

TO: All Personnel
FROM: Michael C. Koval, Chief of Police
RE: **Promotion Announcement**

It is my pleasure to announce to the organization the following designation for promotion, contingent on the approval of the Police and Fire Commission:

Officer Kelly Dougherty to Detective

Officer Dougherty has a Master's Degree in Emergency Services Management from Columbia Southern University, a Bachelor of Arts Degree in Legal Studies and Sociology from the University of Wisconsin-Madison and a Wisconsin Law Enforcement Certification from Madison Area Technical College.

Officer Dougherty was hired with our Department in 2008 and is currently assigned as a training officer/instructor at our Training Center for our academies, in-services and external trainings. Prior to her current assignment, Officer Dougherty was a patrol officer, as well as a Field Training Officer.

Prior to her employment with the MPD, Officer Dougherty served as a police officer for three years with the City of Fitchburg Police Department.

Please join me in congratulating Officer Dougherty on this well-deserved accomplishment!



Madison Police Department
CORRESPONDENCE / MEMORANDUM

DATE: July 3, 2018

TO: All Personnel

FROM: Michael C. Koval, Chief of Police

RE: **Promotion Announcement**

It is my pleasure to announce to the organization the following designation for promotion, contingent on the approval of the Police and Fire Commission:

Officer Corey Nelson to Detective

Officer Nelson has a Juris Doctor Degree *Magna Cum Laude* from Michigan State University College of Law and a Bachelor of Arts Degree in Political Science, Sociology and Legal Studies from the University of Wisconsin-Madison.

Officer Nelson was hired with our Department in 2013 and is currently assigned as an officer with our Dane County Narcotics Task Force. Prior to his current assignment, Officer Nelson was a patrol officer. During his tenure with the MPD, Officer Nelson has served as a member on our Special Events Team and as an Investigative Support Officer. Prior to his employment with the MPD, Officer Nelson served as an Attorney-at-Law.

Please join me in congratulating Officer Nelson on this well-deserved accomplishment!



Daniel A. Nale

EDUCATION

1993 - 1997, University of South Carolina

- Admitted to University of South Carolina Honors College in 1993
- Member of Criminal Justice Honors Society
- Member of Golden Key National Honors Society
- Inducted Phi Beta Kappa, April 5th, 1997
- Graduated with Bachelor of Science degree from the College of Criminal Justice, with Honors from the USC Honors College, 1997
- Graduated Magna cum Laude

2002 - 2006, Florida State University

- Graduated with Masters of Science Degree in Criminology, August 18th 2006
- Graduated with 4.0 cumulative GPA on a 4.0 scale
- Inducted Phi Kappa Phi, April 6th, 2006

CURRENT EMPLOYER AND BACKGROUND

CITY OF MADISON POLICE DEPARTMENT, MADISON, WI

Date of hire - September 5th, 1998

2018 Assignment

Detective Sergeant of Burglary Crime Unit

Current Assignment

Detective of Police - January 2008 to present
Investigating Persons Crimes, 2008, 2010
Investigating Sensitive Crimes, 2009
Dane County Narcotics and Gang Task Force, 2011 to 2015
Assigned to Violent Crime Unit, 2015 to present

Other Assignments

May 1999 - January 2004, Patrol Officer
January 2003 - September 2003, Cross Trainee to Dane County Narcotics and Gang Task Force
January 2004 - January 2007, South/West Community Policing Team
January 2007 - January 2008, West Community Policing Team
Special Events Team (S.E.T.), 2001 to February 2007
Special Weapons and Tactics Team Operator (S.W.A.T.), February 2006 to present
Field Training Officer, 2002 to 2008
Department Mentor, 2002 to 2010
Cold Case Review Team, 2011, 2013 to present
Officer Involved Critical Incident Team, 2013 to present

Committees

- Elected member of Officer Advisory Council (OAC), 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010
- Member of Detective Advisory Council (DAC), 2017
- Served as co-chair of the Citizens Police Academy logistics committee, 2005-2006
- Served on Uniform Committee to evaluate uniform ordering system as well as current uniform selections, 2006-2007

- Served on committee tasked with restructuring Investigative Services Bureau, 2016 (participant on sub-committee for expansion of Violent Crime Unit)
- Serving on Detective Assessment Center committee, Subject Matter Expert (SME) 2013 to present

Awards

- Recipient of numerous Department commendations for on-duty performance
- Recipient of Meritorious Conduct Award, 2014

PREVIOUS EMPLOYMENT

1997 - 1998, Blue Moon Bar and Grill, Madison, WI

- Bartender and waiter

1990 - 1995, Coastal Carolina University, Conway, SC

- Employed as Lifeguard through summer months each year
- 1994, 1995, Head Lifeguard
 - Responsible for supervision and management of staff
- 1992 - 1995, Certified Water Safety Instructor
 - Planned and instructed classes in swimming and water safety for all age groups; coached summer swim teams

Javier Loredo

City of Madison Police Officer IBM# 3642
jlored@cityofmadison.com

Objective: Sergeant

Department

Experience: Date of Hire: May 19, 2003

Department Assignments:	Patrol	2003-2009
	Central CPT	2009-2012
	East CPT	2012-2013
	West CPT	2013-2014
	SET	2004-2010
	SWAT Entry Platoon	2005-Present
	Field Training Officer	2007-Present
	Dane County Narcotic Taskforce	
	Uniform Officer	2014-Present

Prior work

Experience:	2002-2003	Wisconsin Aviation Small airport runway operations
	1998-2002	United States Marine Corps Sergeant and Scout Sniper
	1993-1998	Bally Total Fitness Personal Trainer/ Club Manager

Education: 1998 Bachelor of Science Dietetics UW Madison

Additional Police Training:

Drug Identification Course via NCTC (Northeast Counterdrug Training center)
SWAT search warrant service training NCTC
Glock Armorer Course
Colt Armorer Course
Search warrant writing course via MPD
Field training officer training via MPD
Drug interdiction/Gang course via Janesville PD
SWAT team leader course via National Tactical Officers Association
P.I.T. school via WI State Patrol Academy
Advanced tactical breaching school via Las Vegas SWAT
Advanced Vehicle Search School via MCTC
ALERT BearCat training via Ft. McCoy
Tactical Narcotics Techniques via Law Enforcement Training Associates

Department

Duties/Experience: In patrol services, I demonstrate proficiency in department SOP's and officer safety. I avail myself as a resource for less senior officers.

I coordinated and conducted tavern safety trainings. These trainings were attended by local bar and restaurant owners and their employees

I serve as a range coach and a tactical instructor in assistance of the training team for in-service and the pre-service academy.

I assisted in developing and implementing the current rifle maintenance program. This included putting together a rifle maintenance booklet for use in the districts to aid officers in the care and maintenance of their rifles. I have conducted trainings on this topic at in-service and at pre-service academies.

I have planned, and organized a large number of proactive patrol and CPT operations. These projects involved surveillance and contact teams within the City of Madison. Some of the focus of these operations involved traffic projects, drug interdiction, prostitution, liquor law violations, and anti-burglary operations. These operations yielded positive results for the particular community and district we were operating in.

I have successfully planned and carried out several SWAT operations. During some of these operations, my role was acting team leader. In this role I was able to effectively communicate with command and team members resulting in successful operations.

I have planned and coordinated several successful Task Force operations. These operations involved undercover officers, informants, detectives, and uniformed officers. Some of these operations also involved collaborating with federal and other local law enforcement agencies.

As a representative of MPD, I have engaged with community members as a participant in several public events. Some examples are:

Darbo Neighborhood Bike Rodeo; Darbo Family Picnic; Big Rig Gig on the west side of Madison; Little league baseball at Warner Park; Youth Robot Expo at UW Madison; Amigos in Azul ARV demo at the Training Center; National Night Out in the central district; assisted living med drops in conjunction with UW pharmacy students across the city of Madison.

Department Awards:

I have been awarded dozens positive Madison Police Department Employee Activity forms for various investigations and professional activities within the department.

I was awarded the Madison Police Department Meritorious Conduct Medal for a SWAT call up in 2013.

OFFICER KENNETH MOSLEY
5702 FEMRITE DRIVE
MADISON, WI 53718
608-255-2345

OBJECTIVE

To become a detective with the City of Madison Police Department and conduct criminal investigations, which ultimately lead to victims receiving justice and closure.

EDUCATION

Master's Degree in Business Administration with an emphasis in Healthcare Management, University of Phoenix, 2005

Bachelor's Degree in Elementary Education (grades 1-9), Cardinal Stritch University, 2001

PROFESSIONAL EXPERIENCE

City of Madison Police Department, 2007- Present

La Follette High School Education Resource Officer, February 2013- June 2017

- Presented to several classes (ranging from 10-25 students) on topics including, but not limited to cyber bullying/bullying, negative physiological and psychological effects of drugs, and the negative consequences associated with gang involvement.
- Collaboratively worked with school officials to ensure a safe environment for all learners and staff.
- Provided mentorship, guidance, and promoted restorative justice practices for youth offenders.
- Connected youth and their families to informal community supports
- Coordinated incident command for crisis management incidents

City of Madison Police Department, 2007- Present

Safety Education Officer, August 2017- Present

- Taught engaging and interactive lesson plans on personal safety to various 4th and 5th graders (class size ranging from 19-25 students)
- Provided age appropriate lessons connecting with auditory, visual, and kinesthetic learners
- Worked at Safety Town providing instruction to 4 year olds on the significance of personal safety
- Coordinated with teachers at various M.M.S.D schools to deliver quality instruction
- Utilized numerous social media sites to deliver instructional material related to building self esteem and developing positive character traits

City of Madison Police Department, 2007- Present

Patrol Officer

- Conducted criminal investigations, which involved interviewing victims, witnesses, and suspects
- Completed written reports documenting contact with individuals and disposition
- Investigated complaints & applied problem solving policing strategies
- Performed proactive traffic enforcement & crash investigations

- Identified, pursued, and apprehended perpetrators of criminal acts

Mobile Urgent Treatment Team (Milwaukee County)

Psychiatric Crisis Social Worker

- Provided crisis intervention counseling to juveniles diagnosed with mental health disorders in all settings (school, home, and community)
- Completed thorough written case documentation regarding my field contacts
- Partnered with psychiatrists, social workers, and psychologists in developing effective treatment plans for mentally challenged and delinquent youth offenders
- Developed customized treatment plans & goals for clients; monitored, assessed, and modified them accordingly
- Connected troubled youth to resources in the community

Milwaukee Public School Teacher

Teacher (Seventh grade Social Studies & Third grade)

- Developed lesson plans and interactive activities that engaged students in learning
- Demonstrated the ability to work collectively with other teachers to enhance the learning experience for youth
- Utilized PowerPoint presentations and other forms of multimedia to provide instruction
- Partnered with parents/guardians, social workers, teachers, and other staff to promote a safe learning environment
- Employed numerous teaching strategies to accommodate auditory, visual, and kinesthetic learners

ACTIVITIES AND INTERESTS

- Volunteer 5th, 6th, and 7th grade football coach
- Volunteer 4th, 5th, 6th, and 7th grade boys basketball coach
- Volunteer 4th and 5th grade girls basketball coach
- Enjoy weight training and cardio exercises
- Mentoring youth
- Enjoy sports, hiking, and being out at the lake
- Played high school and collegiate basketball
- Cognitive Graphic Interview Trained, 2012
- G.R.E.A.T. (Gang Resistance Education and Training) trained, 2017

PROFESSIONAL PROFILE

A creative support professional with a record of increased responsibility. Proficient in prioritizing and completing tasks in a timely manner, yet flexible to multitask when necessary. Enjoys learning new programs and processes. A true team player who has strong attention to detail and the ability to work in a fast-paced, high stress environment. Excellent verbal, written communication, and organizational skills. Committed to preserving the constitutional rights of all residents while upholding community values and an individual's respective rights.

PROFICIENCIES

Mentor
Training & Development

Relationship Development
Conflict Management

Continuous Improvement
Teamwork

EXPERIENCE

**CITY OF MADISON POLICE DEPARTMENT
Training Officer 2011-Present**

**MADISON, WI
2008 – Present**

Deliver exemplary community support by effectively training new recruits in the police academy on the importance of safety, customer service and crisis management.

- Master Instructor Trainer in Professional Communications Skills
- Master Instructor Trainer in Emergency Vehicle Operations and Control
- Master Instructor Trainer in Vehicle Contacts
- Below 100 Instructor
- Cultural Competence Instructor
- Crisis Management and other general topic Instructor
- Peer Support Member
- Responsible for training new recruits and veteran officers to keep and maintain State of Wisconsin Law Enforcement Certifications
- Maintain State of Wisconsin Law Enforcement Standards Bureau teaching certifications

Field Training Officer/Patrol Officer 2008-2011

Provide competent and safe training for new recruits in the field, enforce the Wisconsin Criminal code, respond to emergencies, enforce traffic violations, mentor others and service the community, specifically assisting those with mental health concerns

- Teach recruits how to function in the field safely
- Mentor and coach recruits in proper procedures (Member of the Mentor Program)
- Member of the Officer Advisory Committee
- Peer Support Officer
- Past member of the Special Events Team (Crowd Control)
- Evaluate a recruit's readiness to function in the field in a solo capacity successfully
- Enforcement of Wisconsin Criminal Code

Kelly Dougherty

Detective Applicant

**BLACKHAWK TECHNICAL COLLEGE
Law Enforcement Academy Instructor**

**JANESVILLE, WI
2010 – PRESENT**

Engaging instructor of Wisconsin Police Academy curriculum.

- Maintain State of Wisconsin Law Enforcement Standards Bureau teaching certifications
- Implement lesson plans approved by the State of Wisconsin
- Instruct recruit academy curriculum
- Evaluate recruits proficiency in specific instructional topics

**CITY OF FITCHBURG POLICE DEPARTMENT
Police Officer**

**FITCHBURG, WI
2005-2008**

Multi-faceted role involving several aspects of keeping the community safe.

- Enforcement of Wisconsin Criminal Code
- Respond to emergencies
- Enforce traffic violations

**Wisconsin Department of Justice- Division of Criminal Justice
Program Assistant I**

**MADISON, WI
2005**

- Answered phones and routed calls to Special Agents
- Assisted Special Agents in current projects
- Assisted other personnel with office duties

EDUCATION & PROFESSIONAL DEVELOPMENT

COLUMBIA SOUTHERN UNIVERSITY
MASTER'S DEGREE-EMERGENCY SERVICES MANAGEMENT

**ORANGE BEACH, AL
2011-2015**

MADISON AREA TECHNICAL COLLEGE
Wisconsin Law Enforcement Certification

**MADISON, WI
2005**

UNIVERSITY OF WISCONSIN – MADISON
Bachelor of Arts – Legal Studies & Sociology
Criminal Justice Certificate

**MADISON, WI
2001-2005**

ADDITIONAL ACTIVITIES

CONCERNS OF POLICE SURVIVORS- KIDS CAMP MENTOR • LAW ENFORCEMENT UNITED • STATE OF WISCONSIN LESB COMMITTEE MEMBER • VEHICLE OPERATION REVIEW COMMITTEE • MADISON COLLEGE ADVISORY BOARD MEMBER • RECRUITING • PREVIOUS MEMBER OF INTERNAL APPLICATIONS COMMITTEE • CAMPHERO INSTRUCTOR

COREY ALLEN NELSON

EXPERIENCE

Dane County Narcotics Task Force

[2016-Present]

- Conduct proactive and reactive investigations, resulting in numerous state and federal charges
- Collaborate with and provide direction to detectives, supervisors, and representatives of other local, state, and federal law enforcement agencies on all facets of low to high level criminal investigations
- Gather information, intelligence, and evidence through various methods to include: covert surveillance; contact with confidential informants, investigative targets, and citizens; open source internet searches, GPS placement and monitoring; listening to jail phone calls; and researching law enforcement databases
- Assist MPD units (VCU, SVU, BCU, SIU, Gang) and outside agencies (DEA, ATF, DCI) on various investigations to locate and apprehend suspects

City of Madison, WI Police Department, Police Officer

[2013-2016]

- Investigated violations of City of Madison Ordinances and Wisconsin State Statutes through interviews with suspects, victims, and witnesses and utilizing other investigative techniques
- Communicated professionally with diverse constituents, including individuals undergoing mental health crises, displaying impairment by alcohol or drugs, and/or showing hostility towards law enforcement
- Engaged in team-oriented tasks through patrol, Special Events Team, and Investigative Support Officer duties
- Partnered with community stakeholders, served as a liaison to the Social Justice Center and the Rainbow Project, and presented at the Williamson-Marquette Neighborhood Association
- Responded to emergency situations, delegated responsibilities, and mediated non-criminal issues
- Maintained strict adherence to department policies, procedures, and municipal, state, and federal law while respecting individual liberties and constitutional rights

ASCHENBRENER, WOODS, LAMIA, SCHMID, CHERESKIN & SLOMA, S.C.,

Attorney at Law

[2013]

- Represented clients in civil and criminal matters involving misdemeanor and felony offenses on a weekly basis
- Drafted legal documents, including pre-trial motions and a state appellate brief, reviewed evidence and discovery materials, and researched ordinances and state and federal statutes and case law
- Completed interviews and case preparation and investigated legal claims, factual claims, and defenses

Michigan Attorney General's Office, Legal Intern

[2011]

- Assisted state special agents in a complex fraud investigation, analyzed subpoenaed records, interpreted criminally relevant information, and utilized various law enforcement databases
- Drafted legal memoranda and interpretations of Michigan statutes for the Criminal Division

Wayne County Prosecutor's Office, Legal Intern

[2010]

- Drafted legal memoranda and pre-trial motions and assisted in trial strategies for misdemeanor and felony cases
- Attended Detroit Gang Task Force meetings with local, state, and federal agencies

TRAINING

- DEA Chicago Field Office Drug Trafficking Trends presentation, 2017
- DCNTF Search Warrant, Surveillance, and Tactics Training, 2017
- Task Force Leadership and Integrity Training, 2016
- ATF Tactical Training, 2016
- DCNTF Search Warrant, Surveillance, and Tactics Training, 2016
- Open Source Investigations webinar, 2015
- MPD Criminal Intelligence Unit two-day cross-training, 2015
- Investigating Heroin & Prescription Drug Crimes: From Overdoses to Ghost Crimes, 2015
- Stop Drugged Driving – The Drugged Driving Problem, 2014
- Madison Police Department Pre-Service Academy, 2013-2014
- Eyes in the Sky: The 4th Amendment & 21st Century Technology (Continuing Legal Education), 2013

EDUCATION

Michigan State University College of Law, East Lansing, MI

[2012]

- Juris Doctor, *Magna Cum Laude*
- Study Abroad, University of Bialystok Law Faculty, Bialystok, Poland (2011)
- Criminal Law Teaching Assistant, Professor Barbara O'Brien, MSU Law (2010-2012)

University of Wisconsin-Madison, Madison, WI

[2008]

- Bachelor of Arts, Political Science, Sociology, and Legal Studies; Certificate in Criminal Justice
- Dean's List

BAR ADMISSION

- State of Wisconsin
- Criminal Law Section, Member (2012-Present)

PUBLICATIONS AND AWARDS

- *Revisiting United States v. Alvarez-Machain: The Constitutional Argument*, 20 MICH. ST. INT'L L. REV. 775 (2012).
- Jurisprudence Achievement Award, Criminal Law (2009)

2018 - 2019 Hiring Process

CATEGORY	Male	%	Female	%	C/M	%	C/F	%	AA/M	%	AA/F	%	H/M	%	H/F	%	NA/M	%	NA/F	%	API/M	%	API/F	%	TOTAL
TOTAL APPLICATIONS	128	82.05%	28	17.95%	96	61.54%	16	10.26%	10	6.41%	5	3.21%	18	11.54%	5	3.21%	0	0.00%	1	0.64%	4	2.56%	1	0.64%	156
FAILED TO APPEAR OR WITHDREW	35		6		21		4		2		1		11		0		0		1		1		0		41
NUMBER REMAINING	93	80.87%	22	19.13%	75	65.22%	12	10.43%	8	6.96%	4	3.48%	7	6.09%	5	4.35%	0	0.00%	0	0.00%	3	2.61%	1	0.87%	115
FAILED WRITTEN	1		0		1		0		0		0		0		0		0		0		0		0		1
NUMBER REMAINING	92	80.70%	22	19.30%	74	64.91%	12	10.53%	8	7.02%	4	3.51%	7	6.14%	5	4.39%	0	0.00%	0	0.00%	3	2.63%	1	0.88%	114
OUT OF STATE ADMISSIONS COMMITTEE	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	92	80.70%	22	19.30%	74	64.91%	12	10.53%	8	7.02%	4	3.51%	7	6.14%	5	4.39%	0	0.00%	0	0.00%	3	2.63%	1	0.88%	114
OUT OF STATE NO SHOW OR WITHDREW	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	92	80.70%	22	19.30%	74	64.91%	12	10.53%	8	7.02%	4	3.51%	7	6.14%	5	4.39%	0	0.00%	0	0.00%	3	2.63%	1	0.88%	114
OUT OF STATE FAILED WRITTEN	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	92	80.70%	22	19.30%	74	64.91%	12	10.53%	8	7.02%	4	3.51%	7	6.14%	5	4.39%	0	0.00%	0	0.00%	3	2.63%	1	0.88%	114
WITHDREW OR NO SHOW AT PHY AGILITY	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	92	80.70%	22	19.30%	74	64.91%	12	10.53%	8	7.02%	4	3.51%	7	6.14%	5	4.39%	0	0.00%	0	0.00%	3	2.63%	1	0.88%	114
FAILED PHYSICAL AGILITY	0		1		0		1		0		0		0		0		0		0		0		0		1
NUMBER REMAINING	92	81.42%	21	18.58%	74	65.49%	11	9.73%	8	7.08%	4	3.54%	7	6.19%	5	4.42%	0	0.00%	0	0.00%	3	2.65%	1	0.88%	113
ADMISSIONS COMMITTEE	18		0		17		0		0		0		1		0		0		0		0		0		18
NUMBER REMAINING	74	77.89%	21	22.11%	57	60.00%	11	11.58%	8	8.42%	4	4.21%	6	6.32%	5	5.26%	0	0.00%	0	0.00%	3	3.16%	1	1.05%	95
WITHDREW OR NO SHOW PRIOR TO ORAL	1		0		1		0		0		0		0		0		0		0		0		0		1
NUMBER REMAINING	73	77.66%	21	22.34%	56	59.57%	11	11.70%	8	8.51%	4	4.26%	6	6.38%	5	5.32%	0	0.00%	0	0.00%	3	3.19%	1	1.06%	94
ORAL BOARD	16		0		12		0		1		0		2		0		0		0		2		0		17
NUMBER REMAINING	57	74.03%	21	27.27%	44	57.14%	11	14.29%	7	9.09%	4	5.19%	4	5.19%	5	6.49%	0	0.00%	0	0.00%	1	1.30%	1	1.30%	77
WITHDREW PRIOR TO BACKGROUND	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	57	74.03%	21	27.27%	44	57.14%	11	14.29%	7	9.09%	4	5.19%	4	5.19%	5	6.49%	0	0.00%	0	0.00%	1	1.30%	1	1.30%	77
BACKGROUND	0		0		0		0		0		0		0		0		0		0		0		0		0
ELIGIBILITY LIST	57	74.03%	21	27.27%	44	57.14%	11	14.29%	7	9.09%	4	5.19%	4	5.19%	5	6.49%	0	0.00%	0	0.00%	1	1.30%	1	1.30%	77
WITHDREW AFTER BACKGROUNDS	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	57	74.03%	21	27.27%	44	57.14%	11	14.29%	7	9.09%	4	5.19%	4	5.19%	5	6.49%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	77
CHIEF'S INTERVIEW/RIDE-ALONG/PSY	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	57	74.03%	21	27.27%	44	57.14%	11	14.29%	7	9.09%	4	5.19%	4	5.19%	5	6.49%	0	0.00%	0	0.00%	1	1.30%	1	1.30%	77
MEDICAL	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING	57	74.03%	21	27.27%	44	57.14%	11	14.29%	7	9.09%	4	5.19%	4	5.19%	5	6.49%	0	0.00%	0	0.00%	1	1.30%	1	1.30%	77
WITHDREW AFTER TENTATIVE JOB OFFER	0		0		0		0		0		0		0		0		0		0		0		0		0
NUMBER REMAINING/HIRED	57	74.03%	21	27.27%	44	57.14%	11	14.29%	7	9.09%	4	5.19%	4	5.19%	5	6.49%	0	0.00%	0	0.00%	1	1.30%	1	1.30%	77



CITY OF MADISON POLICE DEPARTMENT



INTRA-DEPARTMENTAL CORRESPONDENCE

DATE: July 5, 2018

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

Good Afternoon Captain,

As of 7/5/2018, PS&IA has the following open cases concerning sworn MPD employees:

1. Use of Force 03/14/18
2. Use of Non-Deadly Force 06/11/18
3. Social Media-Off Duty Use 06/22/18
4. Performance of Duties 06/22/18

Please contact me if you have any questions.

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