

Madison Board of Police and Fire Commissioners  
**Minutes of the Meeting of January 14, 2019**

Meeting convened at approximately 5:15 p.m. Commissioners present: Enemuoh-Trammell, Findley, Jackson, Hamdan  
 Staff also present: Ch. Davis, Asst Chief Stedman, Ch. Koval, Capt. Krueger Favour, Finance Dept. staff Mary Richards,  
 Board Counsel Scott Herrick

**PUBLISHED AGENDA**

- |                   |                                 |  |
|-------------------|---------------------------------|--|
| 1. Agenda         | 4. Police Department Promotions | 8. Staffing and Legal Counsel Arrangements |
| 2. Minutes        | 5. Disciplinary Matters         | 9. Report of Counsel                       |
| 3. Public Comment | 6. Fire Department              | 10. Adjourn                                |
|                   | 7. Police Department            |  |

*Published agenda items shown in the order considered.*

1. Agenda: **Unanimous consent: to approve the agenda, subject to adjustment of sequence of items by the chair.**
  
4. Police Department Promotions: **Motion:**
  1. **to approve the preliminary recommendations of the Police Chief for the promotions shown below, 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 rescission of the Board's preliminary approval of the Chief's recommendation, or otherwise.**

**Promotions:**

<i>name</i>	<i>effective date</i>
<b>Capt. John R Patterson to Assistant Chief</b>	<b>Jan. 13, 2019</b>
<b>Lt. Brian R Austin to Captain</b>	<b>Jan. 13, 2019</b>
<b>Lt. Matthew M Tye to Captain</b>	<b>Jan. 13, 2019</b>
<b>Det. Sgt. Kelly L Beckett to Lieutenant</b>	<b>Dec. 30, 2018</b>
<b>Sgt. Edward E Marshall to Lieutenant</b>	<b>Dec. 30, 2018</b>
<b>Det. Angela L Kamoske to Lieutenant</b>	<b>Jan. 13, 2019</b>
<b>Sgt. Alexander M Berkovitz to Lieutenant</b>	<b>Jan. 13, 2019</b>
<b>Det. Kathleen F Riley to Lieutenant</b>	<b>Jan. 13, 2019</b>
<b>P.O. Benjamin D Schwarz to Sergeant</b>	<b>Dec. 30, 2018</b>
<b>P.O. Chad T Crose to Sergeant</b>	<b>Jan. 13, 2019</b>
<b>P.O. Deon L Johnson to Detective</b>	<b>Jan. 13, 2019</b>
<b>P.O. Amanda Analla to Detective</b>	<b>Jan. 13, 2019</b>
<b>Lt. Brian M. Chaney Austin to Captain</b>	<b>Jan. 13, 2019</b>

<i>name</i>	<i>effective date</i>
<b>Det. Reginald Patterson to Lieutenant</b>	<b>Jan. 13, 2019</b>
<b>P.O. Sara A Bailey to Investigator</b>	<b>Jan. 13, 2019</b>

[Findley/ Hamdan: unanimous]

2. Minutes **Motion: to approve the minutes of the meetings of November 12 and December 10, 2018.** [Handan/ Findley: unanimous]
3. Public Comment: Paula Fitzsimmons registered and spoke in advocacy of the U.S. Army PaYS program as a police recruitment resource.
5. The Board convened Initial Hearings in the matters *Brady v. Hill et al.* and *Shabani v. Freedman et al.*, the records of which are separately maintained.
6. Fire Department Monthly Report: Asst. Chief Stedman summarized the current monthly report, noting that the full recruit class is ready for gradation on Friday, January 18, and that the next hiring cycle continues, with 256 interviews now having been conducted; demographic data will be available soon.
7. Police Department Monthly Report: Capt. Krueger-Favour noted that four anticipated promotions are ready for file review, including two senior ranks. Pres. Enemuoh-Trammell will ask Comm. Gundlach to conduct the reviews, and Herrick will arrange lunch meetings with the candidates for Captain and Asst. Chief ranks.

Commissioners and staff discussed the PaYS program which had been advanced by Paula Fitzsimmons in her public comment and prior correspondence, without reaching definite conclusions. Capt. Krueger Favour will investigate further details of the program and report back through Atty. Herrick.

8. Staffing and Legal Counsel Arrangements: Mary Richards of the Finance Department participated in discussion of next steps in the RFP process, with consensus emerging as follows:
  - A. Commissioners anticipate interviewing the 4 top-scoring firms who responded to the RFP and supplemental questions.
  - B. Commissioners will send suggested interview questions and areas of inquiry to Herrick, who will compile and collate them and coordinate with Pres. Enemuoh-Trammell.
  - C. Commissioners will review their calendars and send to Herrick their dates and times of availability for interview during the 1<sup>st</sup> and 3<sup>rd</sup> weeks of February.
9. Report of Counsel: Herrick reported that defense counsel provided by the City's insurance company has filed the initial response to the Wiggins EEOC complaint, which now is pending with the investigator.

Minutes prepared for the Secretary Keith Findley by Scott Herrick

  
\_\_\_\_\_  
Scott Herrick



# Madison Police and Fire Commission Monthly Report

Jennifer Krueger Favour, Captain of Police

January 2019

## Promotions and Probationary Status

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

Name, Promoted Rank	Current Rank	Effective Date
John R Patterson, Assistant Chief	Captain	January 13, 2019
Brian R Austin, Captain	Lieutenant	December 30, 2018
Matthew M Tye, Captain	Lieutenant	January 13, 2019
Kelly L Beckett, Lieutenant	Detective Sergeant	December 30, 2018
Edward E Marshall, Lieutenant	Sergeant	December 30, 2018
Angela L Kamoske, Lieutenant	Detective	January 13, 2019
Alexander M Berkovitz, Lieutenant	Sergeant	January 13, 2019
Kathleen F Riley, Lieutenant	Detective	December 30, 2018
Benjamin D Schwarz, Sergeant	Police Officer	December 30, 2018
Chad T Crose, Sergeant	Police Officer	January 13, 2019
Deon L Johnson, Detective	Police Officer	January 13, 2019
Amanda Analla, Detective	Police Officer	January 13, 2019
Brian M. Chaney Austin, Captain	Lieutenant	January 13, 2019
Reginald Patterson, Lieutenant	Detective	January 13, 2019
Sara A Bailey, Investigator	Police Officer	January 13, 2019

### PFC Approval—Completion of Probationary Period (Step 4)

Name, Promoted Rank	Effective Date
Chark Vang, Detective	January 28, 2019

### **PFC Approval—Interim Approval for Promoted Positions (Step 1)**

<b>Name, Promoted Rank</b>	<b>Prior Rank</b>	<b>Effective Date</b>
Paige E Valenta, Assistant Chief	Captain	February 20, 2019
Timothy J Patton, Captain	Lieutenant	February 20, 2019
Scott A Kleinfeldt, Lieutenant	Sergeant	February 20, 2019
Blake A Hoefs, Sergeant	Police Officer	February 20, 2019

### **Attachments**

---

- Promotional Designation Worksheet: PFC Process Dates

### **Recruiting and Hiring**

---

#### **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 21, 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

**PFC Approval Dates of MPD Promotional Process**

Name	Rank	Designated Rank	Actual	Effective Date	End Probationary Period	Intro	File Review	PFC Interim Approval	PFC Final Approval	PFC REV
John R. Patterson	Captain	Assistant Chief	30-Dec-18	13-Jan-19	30-Dec-19	14-May-18	8-Oct-18	14-Jan-19	9-Dec-19	
Brian R. Austin	Lieutenant	Captain	30-Dec-18	30-Dec-18	30-Dec-19	10-Sep-18	8-Oct-18	14-Jan-19	9-Dec-19	
Matthew M. Tye	Lieutenant	Captain	30-Dec-18	13-Jan-19	30-Dec-19	10-Sep-18	8-Oct-18	14-Jan-19	9-Dec-19	
Kelly L. Beckett	Detective Sergeant	Lieutenant	30-Dec-18	30-Dec-19	30-Dec-19	10-Sep-18	8-Oct-18	14-Jan-19	9-Dec-19	
Edward E. Marshall	Sergeant	Lieutenant	30-Dec-18	30-Dec-19	30-Dec-19	10-Sep-18	8-Oct-18	14-Jan-19	9-Dec-19	
Angela L. Kamoske	Detective	Lieutenant	30-Dec-18	13-Jan-19	30-Dec-19	10-Sep-18	8-Oct-18	14-Jan-19	9-Dec-19	
Alexander M. Berkovitz	Sergeant	Lieutenant	30-Dec-18	13-Jan-19	30-Dec-19	8-Oct-18	10-Dec-18	14-Jan-19	9-Dec-19	
Kathleen F. Riley	Detective	Lieutenant	30-Dec-18	30-Dec-18	30-Dec-19	8-Oct-18	10-Dec-18	14-Jan-19	9-Dec-19	
Benjamin D. Schwarz	Police Officer	Sergeant	30-Jan-18	30-Dec-18	30-Dec-19	8-Oct-18	10-Dec-18	14-Jan-19	9-Dec-19	
Chad T. Crose	Police Officer	Sergeant	13-Jan-19	13-Jan-19	13-Jan-20	8-Oct-18	10-Dec-18	14-Jan-19	9-Dec-19	
Deon L. Johnson	Police Officer	Detective	2-Jan-19	13-Jan-19	2-Jan-20	8-Oct-18	10-Dec-18	14-Jan-19	9-Dec-19	
Amanda Analla	Police Officer	Detective	2-Jan-19	13-Jan-19	2-Jan-20	8-Oct-18	10-Dec-18	14-Jan-19	9-Dec-19	
Brian M. Chaney Austin	Lieutenant	Captain	30-Dec-19	13-Jan-19	30-Dec-19	8-Oct-18	10-Dec-18	14-Jan-19	9-Dec-19	
Reginald Patterson	Detective	Lieutenant	30-Dec-18	13-Jan-19	30-Dec-19	8-Oct-18	10-Dec-18	14-Jan-19	9-Dec-19	TJ
Sara A. Bailey	Police Officer	Investigator	13-Jan-19	13-Jan-19	13-Jan-20	12-Nov-18	10-Dec-18	14-Jan-19	9-Dec-19	
Andrew J. Naylor	Police Officer	Detective	27-Jan-19	27-Jan-19	27-Jan-20	12-Nov-18	10-Dec-18	14-Jan-19	9-Dec-19	
Kristin P. Henderson	Police Officer	Detective	27-Jan-19	27-Jan-19	27-Jan-20	12-Nov-18	10-Dec-18	14-Jan-19	9-Dec-19	
Christopher A. Masterson	Police Officer	Detective	27-Jan-19	27-Jan-19	27-Jan-20	12-Nov-18	10-Dec-18	14-Jan-19	9-Dec-19	
Paige E. Valenta	Captain	Assistant Chief	30-Dec-18	10-Feb-19	30-Dec-19	10-Dec-18	14-Jan-19	11-Feb-19	13-Jan-20	TJ
Timothy J. Patton	Lieutenant	Captain	30-Dec-18	10-Feb-19	30-Dec-19	14-Jan-19	11-Feb-19	11-Mar-19	9-Dec-19	
Scott A. Kleinfeldt	Sergeant	Lieutenant	30-Dec-18	10-Feb-19	30-Dec-19	14-Jan-19	11-Feb-19	11-Mar-19	9-Dec-19	
Blake A. Hoefs	Police Officer	Sergeant	13-Jan-19	10-Feb-19	13-Jan-20	14-Jan-19	11-Feb-19	11-Mar-19	9-Dec-19	

**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 vacant in order for this to occur.

## PFC Approval Dates of MPD Promotional Process

### 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.

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	401	97	19.48%	303	60.86%	71	14.26%	47	9.44%	11	2.21%	6	1.20%	12	2.41%	6	1.20%	498
FAILED TO APPEAR OR WITHDREW	120	37	85	25	11	4	1.17%	18	2	2	0.00%	4	0.80%	4	0.80%	3	0.60%	155
NUMBER REMAINING	281	60	17.49%	218	63.56%	46	13.41%	29	8.45%	9	2.62%	8	2.33%	8	2.33%	3	0.87%	343
FAILED WRITTEN	8	0	0	0	2	0	0.00%	3	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8
NUMBER REMAINING	273	60	17.91%	215	64.18%	46	13.73%	26	7.76%	9	2.69%	8	2.39%	8	2.39%	3	0.90%	335
OUT OF STATE ADMISSIONS COMMITTEE	4	1	4	1	0	0	0.00%	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5
NUMBER REMAINING	269	59	17.88%	211	63.94%	45	13.64%	26	7.88%	9	2.73%	8	2.42%	8	2.42%	3	0.91%	330
OUT OF STATE NO SHOW OR WITHDREW	24	9	17	6	4	2	0.68%	2	0.85%	1	0.29%	2	0.60%	2	0.60%	1	0.30%	34
NUMBER REMAINING	245	50	16.89%	194	65.54%	39	13.18%	26	8.78%	8	2.70%	6	2.03%	6	2.03%	2	0.68%	296
OUT OF STATE FAILED WRITTEN	0	0	0	0	0	0	0.00%	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
NUMBER REMAINING	245	50	16.89%	194	65.54%	39	13.18%	26	8.78%	8	2.70%	6	2.03%	6	2.03%	2	0.68%	296
WITHDREW OR NO SHOW AT PHY AGILITY	11	10	6	6	1	1	0.36%	4	2	2	0.68%	0	0.00%	0	0.00%	1	0.36%	21
NUMBER REMAINING	234	40	14.55%	188	68.36%	33	12.00%	22	8.00%	6	2.18%	6	2.18%	6	2.18%	1	0.36%	275
FAILED PHYSICAL AGILITY	9	4	5	3	1	1	0.36%	3	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	13
NUMBER REMAINING	225	36	13.74%	183	69.85%	30	11.45%	19	7.25%	6	2.29%	6	2.29%	6	2.29%	1	0.38%	262
ADMISSIONS COMMITTEE	80	7	62	7	7	0	0.00%	9	0	0	0.00%	1	0.12%	1	0.12%	0	0.00%	87
NUMBER REMAINING	145	29	16.57%	121	69.14%	23	13.14%	10	5.71%	6	3.43%	5	2.86%	5	2.86%	1	0.57%	175
WITHDREW OR NO SHOW PRIOR TO ORAL	11	0	0	0	0	0	0.00%	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11
NUMBER REMAINING	134	29	17.68%	111	67.68%	23	14.02%	9	5.49%	6	3.66%	5	3.05%	5	3.05%	1	0.61%	164
ORAL BOARD	50	4	41	3	2	0	0.00%	4	0	0	0.00%	2	0.40%	2	0.40%	1	0.20%	54
NUMBER REMAINING	84	25	22.73%	70	63.64%	20	18.18%	5	4.55%	6	5.45%	3	2.73%	3	2.73%	0	0.00%	110
WITHDREW PRIOR TO BACKGROUND	2	1	2	0	0	0	0.00%	0	0	1	0.91%	0	0.00%	0	0.00%	0	0.00%	3
NUMBER REMAINING	82	24	22.43%	68	63.55%	20	18.69%	5	4.67%	5	4.67%	3	2.80%	3	2.80%	0	0.00%	107
BACKGROUND	0	0	0	0	0	0	0.00%	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
ELIGIBILITY LIST	82	24	22.43%	68	63.55%	20	18.69%	5	4.67%	5	4.67%	3	2.80%	3	2.80%	0	0.00%	107
WITHDREW AFTER BACKGROUNDS	0	0	0	0	0	0	0.00%	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
NUMBER REMAINING	82	24	22.43%	68	63.55%	20	18.69%	5	4.67%	5	4.67%	3	2.80%	3	2.80%	0	0.00%	107
CHIEF'S INTERVIEW/RIDE-ALONG/PSY	0	0	0	0	0	0	0.00%	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
NUMBER REMAINING	82	24	22.43%	68	63.55%	20	18.69%	5	4.67%	5	4.67%	3	2.80%	3	2.80%	0	0.00%	107
MEDICAL	0	0	0	0	0	0	0.00%	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
NUMBER REMAINING	82	24	22.43%	68	63.55%	20	18.69%	5	4.67%	5	4.67%	3	2.80%	3	2.80%	0	0.00%	107
WITHDREW AFTER TENTATIVE JOB OFFER	0	0	0	0	0	0	0.00%	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
NUMBER REMAINING/HIRED	82	24	22.43%	68	63.55%	20	18.69%	5	4.67%	5	4.67%	3	2.80%	3	2.80%	0	0.00%	107





CITY OF MADISON POLICE DEPARTMENT



INTRA-DEPARTMENTAL CORRESPONDENCE

DATE: January 8, 2019

TO: Jennifer Krueger Favour, Captain of Police
FROM: Daryl Doberstein, Sergeant of Police
SUBJECT: PS&IA Open Cases

Good Afternoon Captain,

As of 01/07/19, PS&IA has identified the following open investigations which have the potential for disciplinary sanctions involving sworn MPD employees:

Table with 4 columns: Incident #, Date Reported, Incident Type, Initial Allegation. It lists two incidents: 2018PSIA-0196 (Reporting Procedures / Performance of Duties) and 2018PSIA-0205 (Insubordination).

Please contact me if you have any questions.

Sincerely,
Sgt Daryl A. Doberstein, #3225
Professional Standards and Internal Affairs

**Madison Police Department**  
***CORRESPONDENCE / MEMORANDUM***

DATE: December 11, 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:

**Captain Paige Valenta to Assistant Chief**

Captain Valenta has a Bachelor of Arts Degree in Political Science from Columbia University. She is also a 2018 National Institute of Justice LEADS scholar. She was hired with the MPD in 1997 and is the current Captain of our South District.

During her 21-year career with our Department, Captain Valenta has served as a lieutenant, sergeant, detective, field training detective, community policing team police officer, neighborhood liaison officer, patrol officer, and as a member of SWAT.

Captain Valenta has commanded MPD's Officer Involved Critical Incident Team, has instructed for MPD's pre-service academies/in-services, has represented MPD on multiple committees/subcommittees, and is also a founding member of, and an annual instructor at Camp Hero.

Please join me in congratulating Captain Valenta on this well-deserved accomplishment!



**Madison Police Department**  
***CORRESPONDENCE / MEMORANDUM***

DATE: December 11, 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:

**Lieutenant Timothy Patton to Captain**

Lieutenant Patton has a Bachelor's Degree in Education from the University of Wisconsin-Madison. Lieutenant Patton started his career with the MPD in 2002 and is currently assigned to our Investigative Services Unit as the Lieutenant.

During his tenure with our Department, Lieutenant Patton has served in the following roles: patrol officer, Entry Platoon Lead Training Coordinator for SWAT, training officer, Patrol Sergeant, FTO Sergeant, Sergeant of Training and Tactical Team Commander for SWAT.

Prior to his service to our Department and community, Lieutenant Patton was a Special Education Teacher with the Madison Metropolitan School District for nine years.

Please join me in congratulating Lieutenant Patton on this well-deserved accomplishment!



**Madison Police Department**  
***CORRESPONDENCE / MEMORANDUM***

DATE: December 11, 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:

**Sergeant Scott Kleinfeldt to Lieutenant**

Sergeant Kleinfeldt has a Master of Science Degree in Management from Cardinal Stritch University and a Bachelor of Science Degree in Criminal Justice/Law Enforcement from Winona State University. Sergeant Kleinfeldt was hired with the MPD in 2002. He is currently assigned as the Community Outreach and Resourced Education (CORE) Sergeant.

Prior to his current assignment, Sergeant Kleinfeldt was a Patrol Sergeant, Community Policing Team (CPT) Sergeant, a neighborhood officer and a patrol officer. He is a current member of our Police Explorer program (advisor), MPD's recruiting cadre and an instructor for our pre-service academies. Sergeant Kleinfeldt previously held a position with the MPPOA board. Sergeant Kleinfeldt was a law enforcement officer for four years prior to being hired with the MPD.

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



**Madison Police Department**  
***CORRESPONDENCE / MEMORANDUM***

DATE: December 11, 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:

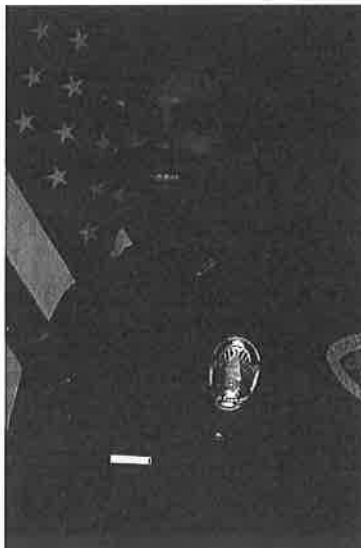
**Officer Blake Hoefs to Sergeant**

Officer Hoefs has a Bachelor Degree in Criminal Justice from Upper Iowa University and an Associate Degree in Criminal Justice/Law Enforcement from Northcentral Technical College.

Officer Hoefs was hired with the MPD in 2013 and is currently assigned to patrol services (third detail, East District). He is a current Field Training Officer, background investigator and member of MPD PRIDE. Officer Hoefs has assisted with recruitment and various trainings during his tenure with the MPD.

Prior to joining the MPD, Officer Hoefs was a law enforcement officer for 8 years.

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



**Paige Valenta**

**EDUCATION**

---

Columbia University- Bachelor of Arts in Political Science – 2006

- Academic All Ivy League - 1996
- Dean's List 1994 through 1997
- 3.7 Cumulative G.P.A.
- Ed Hewitt Award (Women's Varsity Crew) for Dedication, Tenacity, and Inspirational Leadership – 1996

**DEPARTMENT HISTORY**

---

Date of Hire:	September 8, 1997	
Current Assignment:	South District Captain	2018 to Present
Other Assignments:		
Lieutenant:	West Detective Lieutenant	2016 to 2018
	OICI Team Commander	2016 to 2018
Sergeant:	West District, Third Shift	2013 to 2015
	East District, Fifth Shift	2012 to 2013
Detective:	Special Investigations Unit	2011 to 2012
	East District, Person Crimes	2011 to 2011
	West District, Person Crimes	2009 to 2011
	West District, Crime Patterns	2008 to 2009
C.P.T.:	West C.P.T.	2007 to 2008
	South/West C.P.T.	2004 to 2007
S.W.A.T.	Entry Team	2001 to 2004
Patrol:	Central District, Third Shift	2002 to 2004
	South District, Third Shift	2000 to 2002
	West District, Third Shift	1999 to 2000
	South District, Third Shift	1998 to 1999

**DEPARTMENT INITIATIVES**

---

2018 to Present	National Institute of Justice L.E.A.D.S Scholar
2018 to Present	Results Madison Performance Based Budgeting
2018 to Present	Patrol Staffing Analysis
2016 to 2018	Commander of the Officer Involved Critical Incident Team
2016	Investigative Model Restructuring Committee- Command Subcommittee

2015	Sergeant Field Training Process Restructure
2014	Field Manual Revision: Sergeant Review Team
2014 to 2015	Third Detail Shift Scheduler
2011 to Present	Camp Hero Founding Member and Annual Instructor
2011 to 2012	Leadership Committee: Leadership Instructor
2010	Field Training Detective
2008	West District Crime Pattern Response Unit
2008	Coordinated a modification to Madison's scrap metal ordinance
2007	University of Wisconsin Law School Mock Court
2004	D.A.A.T Instructor for C.P.T Academy
2003 to 2011	MPD Taser Instructor
2003	MPD Carbine Rifle Instructor
2002 to 2011	MPD D.A.A.T Instructor
2002 to 2004	D.A.A.T. Instructor for S.W.A.T. Entry and Scout Teams
2002 to 2004	Pre-service Academy Tactics Instructor
2001 to Present	MPD Firearms Instructor
2001 to 2002	Vilas Neighborhood Liaison Officer
2000 to 2001	Ann Street Liaison Officer

#### DEPARTMENT COMMITTEES

---

- Results Madison Performance Based Budgeting Committee
- Patrol Staffing Analysis Committee
- 4M Partnership Committee (MMSD, Metro, MPD)
- Mid-Town District Station Design Team
- Vehicle Operations Review Committee
- Search Warrant Review Committee
- Leadership Committee
- Trust Based Policing Committee

#### RECENT TRAININGS

---

- NIJ Women's in Policing Summit
- I.A.C.P Conference
- NTOA Supervising Patrol Critical Incidents
- Ethics Instructor Certification Course
- I.A.C.P. Leadership in Police Organizations Training

#### AWARDS

---

- 2015 MPD Problem Solving Citation: Frisch Road Weapons Offense
- 2014 MPD Problem Solving Award: For S.I.U. Development
- 2013 MPD Outstanding Service Award: For MPD Leadership Instruction
- President's Award- Girl Scouts of America: Camp Hero

**Madison Police Department**  
*CORRESPONDENCE / MEMORANDUM*

Date: April 29, 2018

TO: Chief Michael Koval  
FROM: Lieutenant Timothy Patton, #3346  
RE: 2018 Promotional Process – Rank of Captain

Chief Koval,

Please accept this correspondence as my intention to compete for the rank of Captain for the 2018 Promotional Process. Attached to this memo, is a two-page resume.

Thank you for your consideration,

Lt. Tim Patton, #3346



# Timothy J. Patton

---

## PROFILE

Committed to making a positive difference through competency, character and compassion. Dedicated to the Mission of the Madison Police Department through embodiment of the core values of Human Dignity, Service, Community Partnership, Integrity, Diversity, Leadership, Proficiency and Continuous Improvement. An exemplary follower and servant leader who approaches new challenges with innovative problem solving and a positive outlook. A strong communicator with proven organizational skills dedicated to collaboration and a long-term view. Life-long resident of Madison with over twenty-five years of service to the city as a teacher and police officer. Graduate of James Madison Memorial High School and University of Wisconsin – Madison with a bachelor's degree in Education.

---

## PROFESSIONAL PERFORMANCE

- May 20, 2002**    **MPD date of hire, 3<sup>rd</sup> in Class, Selected as Class Speaker**
- 2003 – 2007**    **Patrol Officer in the West and Central Districts**
- 2005 – 2012**    **Entry Platoon, SWAT Team**  
In addition to functioning as a tactical team operator, I served as the Entry Platoon's Lead Training Coordinator. In 2011, I worked collaboratively with the Office of Justice Assistance in securing a grant to develop a debriefing of the Discover Center Hostage incident from 2010.
- 2007 – 2012**    **Training Officer, Personnel and Training Team**  
During this time, I served as an instructor in the Pre-Service Academy and Department In-Service Model. In the academy, I was assigned as the lead instructor in Vehicle Contacts and Tactical Response.
- 2013 – 2014**    **Patrol & FTO Sergeant, Third Detail Central District, Fifth Detail West District**  
As a Patrol Sergeant, I supervised employees with years of service ranging from one to twelve. In 2013, I implemented a platoon initiative to improve the quality of police reports while assisting officers in transitioning to a new department report model.
- 2014 – 2016**    **Sergeant of Training, Personnel and Training Team**  
As the Pre-Service Academy Sergeant, my primary responsibilities include recruiting and supervision of the pre-service academy. In this role, I supervised recruits, Program Assistant Deb Slawek and six Training Officers. In 2014, I developed the MPD Recruiting Cadre to enhance the department's recruiting efforts.
- 2017 – Present**    **Lieutenant of Investigative Services**  
As the Lieutenant of Investigative Services, my responsibilities include the supervision of six specialty units within Investigative and Specialized Services. They include the Violent Crimes Unit, Burglary Crimes Unit, Special Investigations Unit, Gang Unit, Criminal Intelligence Section and the Criminal Intake Unit. In this role, I supervise sergeants, detective sergeants, detectives, officers and civilian personnel. I also serve as the department's lead for the Madison Addiction Recovery Initiative.
- 2017 – Present**    **Tactical Team Commander, SWAT Team**  
As the Tactical Team Commander, I oversee all aspects of the Tactical Team to include selection, training and deployment. The Tactical Team consists of five team leaders and twenty-four operators.
- 

## PREVIOUS EMPLOYMENT

- 1993 – 2002**    **Special Education Teacher – Madison Metropolitan School District**  
While teaching at Memorial High School, I served as a Vocational and Community Living Skills Teacher. I was responsible for designing and implementing curriculum for students with severe and profound cognitive disabilities. I served as the direct supervisor for as many as six educational assistants tasked with implementing the educational programming in both the school and community.

**LIEUTENANT EXPERIENCE**

As the Lieutenant of Investigative Services and Tactical Commander for SWAT, I have had a wealth of experience in a relatively short period of time. I routinely plan, implement and supervise large-scale operations involving officers and detectives from districts, specialty units and Investigative Services. In 2018, I coordinated a weeklong pattern bank robbery operation in partnership with SWAT, Taskforce, Fitchburg PD, Middleton PD and the FBI. This successful operation required extensive coordination, effective communication and timely decision-making.

Investigative Services is comprised of over forty personnel to include officers, detectives, sergeants, detective sergeants, and civilian personnel. As the Tactical Commander for SWAT, I supervise five team leaders and twenty-four tactical platoon members. These two assignments provide a multitude of supervisory tasks and experiences to include direct supervision, mentoring, goal setting, performance evaluation, Telestaff maintenance and disciplinary investigations.

**COMMUNITY PARTNERSHIPS**

Over the course of 2017 and 2018, I worked closely with the Mayor's Office and numerous community partners to improve our collective response to critical incidents of violence in our city. I have played a leadership role in developing a strong working relationship with the Focused Interruption Coalition while building support for the collaboration internally. Partners in this work include MMSD, Joining Forces for Families, Public Health Madison and Dane County, Dane County Human Services, Madison Alders, Boys and Girls Club of Dane County and multiple area faith leaders. In May, I will serve as the lead facilitator for a day of training with the Mayor's Community Safety Intervention Team.

**REPRESENTING MPD / TRAININGS AND CONFERENCES**

In 2018, I joined the Madison team for the National League of Cities Mayors' Institute on Opioids. In May of 2018, the team travels to Boston, MA. Our team will work to identify and advance practical, comprehensive solutions to address the opioid epidemic in our community. In 2017, I attended the National Tactical Officers Association SWAT Command Decision-Making and Leadership course in Henderson, NV. Also in 2017, I attended the Smart Policing Initiative National Meeting in Alexandria, VA as the Administrator of the Madison Addiction Recovery Initiative.

**DEVELOPMENT OF MPD PERSONNEL**

Since the beginning of 2017, I have implemented seven internal selection processes for positions in SWAT, VCU, BCU, CIS and Gang. I have demonstrated my commitment to MPD personnel in countless hours of interview prep and feedback for all interested candidates. For the past five years, I have volunteered to serve as an Intern Supervisor for college students interested in a career in policing. Two of my interns were recently hired at MPD and UWP. I have served as a curriculum evaluator for countless MPD instructors and most recently assisted PO Thiesenhusen with the development of the spring in-service Transgender 101 presentation. I have also served as an informal mentor to MPD employees such as PO Jimmy Imoehl. We have met multiple times to assist him in his development in order to achieve his professional and personal goals.

**TESTIMONIALS**

Email from Dan Grupe, Center for Investigating Healthy Minds (12/8/17) - *I wanted to express my gratitude to you for being so instrumental in getting this project off the ground. This work could not have happened without somebody with the Department recognizing the need for this kind of program and throwing their support behind it, and I thank you for being that person. I hope our paths will cross again as we continue to move this work forward!*

Employee Recognition Form authored by PO Imoehl (1/24/18) - *Lt. Patton regularly makes himself available to me for mentorship questions and career advice. This time and mentorship was given freely with no expectation of compensation or recognition, but is an example of his commitment to MPD and junior officers.*

**OUTSTANDING SERVICE AWARDS**

MPD Training Center and Marketing Plan – At the direction of Captain Sue Williams and with the assistance of Officer Tim Harder, I researched and authored a marketing plan that served as the foundation for the department's use and rental of the new MPD Training Center. On May 7, 2012, I was awarded the department's **Outstanding Service Award** for my role in the development and construction of the MPD Training Center.

Madison Police Department Leadership Development Program – I served as a lead instructor in both the department-wide eight-hour curriculum as well as the weeklong Leadership Academy. These trainings were the result of nearly a year of curriculum development following attendance at IACP's three week Leadership in Police Organizations training in late 2010 and early 2011. On May 7, 2012, I was awarded the department's **Outstanding Service Award** for my role in this initiative.

# SCOTT A. KLEINFELDT

---

## EDUCATION

### **Master of Science in Management**

*Cardinal Stritch University - Milwaukee, WI; 2003 - 2004*

### **Bachelor of Science in Criminal Justice/Law Enforcement**

*Winona State University - Winona, MN; 1993 - 1996*

---

## DEPARTMENT HISTORY

Community Outreach and Resource Education Sergeant *2016-present*

Patrol Sergeant *2010-2012, 2015-2016*

Central Community Policing Team Sergeant *2013-2014*

Darbo Worthington Neighborhood Officer *2008-2010*

Patrol Officer *2002-2008*

## DEPARTMENT INITIATIVES

- Developed the Community Outreach and Resource Education unit manual *2017*
- Quantified data collection for youth academies *2017*
- Developed close working relationships with Madison School and Community Recreation, Madison Metropolitan School District, YMCA, YWCA, Big Brothers/Big Sisters, Urban League, Boys and Girls Club, Operation Fresh Start, Briarpatch, Dane County Time Bank and the GROW Academy to support youth in the community *2016-present*
- Created the MPD Outreach Database concept *2016*
- Assisted in creating and designing the MPD Hiring Resource Group *2016*
- Assisted in developing "Fireside Five-Oh" program *2015*
- Increased the efficiency and job responsibilities of the Central CPT team through problem solving and community policing efforts *2013-2014*
- Collaborated with Central District taverns to facilitate communication and improve trust with the Police Department *2013-2014*
- Assigned investigations to CPT team members based on their current workload, experience and knowledge *2013-2014*
- Cell phone theft prevention project at central district taverns *2013-2014*
- Helped plan and coordinate educational efforts for Mifflin Street Block Party *2013-2014*
- Assisted in organizing the Darbo Worthington Block Party *2006*
- Worked in cooperation with the management of the Meadows Apartment Complex to address neighborhood concerns regarding increased crime and drug activity *2006*

## COMMITTEES, PRESENTATIONS, AND INSTRUCTION

- Police Explorer Advisor *2016-present*
- Member of MPD recruiting cadre *2014-present*
- Instruct MPD recruit academy in Standardized Field Sobriety Testing *2007-present*
- Instruct at the WI DNR recruit academy(SFST) *2014-present*
- Political Action Chair of the Madison Professional Police Officers Association *2017*
- Participated in a restorative justice panel at a community relations symposium *2017*

- Participated in a community outreach panel at the National Lifesavers conference 2017
- UW Platteville guest lecturer on police community outreach 2017
- UW Whitewater guest lecturer on restorative justice 2016-2017
- Present to MPD recruit academy regarding community engagement 2016-2017
- Assisted with MPD recruit academy fitness 2016
- Search warrant review committee 2014
- Coordinated and facilitated two City of Madison Tavern Safety Trainings 2013
- Assisted in the development and coordination of the Active Shooter training and Officer Rescue training during Central District In-Service 2013
- Law Enforcement Standards Board Instructor Development Training 2009
- Peer nominated member of Officer Advisory Council 2005-2006

### **PREVIOUS EMPLOYMENT**

Police Officer – City of Waukesha Police Department, Waukesha, WI; 2000-2002

Assigned to the patrol division with experience working every shift

Gang liaison for patrol division, worked in conjunction with a detective to identify and build rapport with members of the Latin Kings and Spanish Cobras.

Member of Mayor's Community Policing Council, elected Union treasurer

Police Officer – City of Watertown Police Department, Watertown, WI; 1998-2000

Assigned to the patrol division with experience working every shift

Managed calls for service from start to finish including; initial response, gathering evidence, developing and interviewing suspects and completing case intakes

Assistant Manager- Hagen House Group Home, La Crosse, WI; 1997-1998

Coordinated and monitored daily activities of juvenile male offenders while providing a structured living and learning environment

### **TRAINING**

Crime Prevention through Community Engagement 2017

FitForce coordinator course 2016

Preventing Crime in the Black Community National Conference 2016

Seven Habits of Highly Effective People/Law Enforcement 2012

First Line Supervision Training 2011

Problem Oriented Policing Conference 2008

Reid Method of Interview and Interrogation

Identifying Deceptive Behavior

Community Policing Seminar

Emergency Response to Terrorism/Emergency Management Training

### **VOLUNTEER WORK**

East Madison YMCA Board of Directors 2017-present

Madison International Partners Volunteer 2013-present

Youth Baseball/Basketball/Softball Coach 2008-present

Shop with a Cop 2008-present

Concerns of Police Survivors Camp Volunteer 2013-present

Saint Vincent DePaul Side by Side program 2015-present

East Suburban Youth Baseball League Board Member 2015-2017

# Blake A. Hoefs

**Police Officer**

bhoefs@cityofmadison.com

---

## Education

Northcentral Technical College  
**Associate Degree in Criminal Justice**  
– **Law Enforcement**  
Spring 2003 – Spring 2005  
*Advanced Standing Status*

Upper Iowa University  
**Bachelor Degree in Criminal Justice**  
January 2010 – December 2011  
*Dean's List*

- Basic Law Enforcement Training 576 Hours (NTC 2005)
  - Basic Jail Officer Training 120 Hours (NTC 2005)
  - Basic Secure Juvenile Detention Officer 120 Hours (NTC 2005)
  - DWI Detection & Standardized Field Sobriety Testing (NHTSA 2005)
- 

## Department History

**Date of Hire-** May 2013 - Accelerated Academy  
**Patrol Officer-** East District - 3<sup>rd</sup> Detail

I have been assigned to the South and East Districts as a Police Officer for the city of Madison, working the majority of my assignments on 3<sup>rd</sup> detail with a year on 2<sup>nd</sup> detail. I am currently assigned 3F2 for the East District. The East District is a demanding and busy district based on the amount of calls for service ratio per officer. I have great time management skills, scene management skills, work with minimal supervision, complete detailed and efficient investigations, well organized, and communicate effectively. While on routine patrol, I am often making contact at the East Towne Mall or one of the Motels in my assigned beat to address any concerns and assist with problem solving initiatives. After a significant call, I have learned from MPD supervisors the importance of debriefing. I will often meet with the Officers on scene to debrief and talk about what went well and improvements for future incidents.

In 2015, I was approached by the Unconscious Bias group and asked to co-present for an upcoming training called "Judgment Under the Radar", which consisted of sworn and non-sworn audience members from around the state. I co-presented on unconscious biases as it related to the LGBT community. Since then, (2017) I have co-presented "Understanding the Growing 10%". I found this experience to be engaging, display leadership qualities, and informative. I felt I could share my knowledge, experience, and personal accounts with the audience which formed a great learning connection for everyone.

Later in 2015, myself and several MPD personnel were assigned with a task to create a

LGBT community outreach group. This resulted in the creation of MPD PRIDE. MPD PRIDE's mission is to serve as a resource to employees within the MPD by providing information and support in light of the unique challenges with which LGBT individuals are often faced. In addition, we serve as points-of-contact for members of the Madison LGBT community and work to cultivate trust and offer an added level of support to LGBT individuals in need of police services. In 2016, I was elected the Co-Chair for this group which assists in meeting agendas, outreach initiatives, and a main contact person for the group. I have continued to maintain this position through 2017. I organized MPD's participation in the LGBT OutReach Pride Parade for 2015 and 2016 and also have been a liaison Officer for the LGBT OutReach Center since 2015.

**Current Supervisor:** Sgt. Jennifer Kane

**Prior Supervisors:** Sgt. Sarah Shimko, Sgt. Bernie Gonzalez, Sgt. Paul Jacobson

### **Department Committees, Awards, Certifications, and Trainings**

- Field Training Officer (2017)
- Task Force In-House Training (2017)
- Interview panel for DECA – East PD High School Intern (2017)
- Presenter: Understanding the growing 10% (2017)
- Background Investigations (2017)
- Life Saving Award (2016)
- MPD PRIDE - LGBT Resource Group (2015); Co-Chair (2016- present)
- Judgment Under the Radar - Presenter (Unconscious Bias) - LGBT (2015)
- Recruitment at LGBT Job Fair (2014)
- Criminal Financial Crimes Investigation School (2013)

### **Previous employment**

**Police Officer** for Village of DeForest Police Department, DeForest WI, from December 2011 to May 2013

- Advanced Roadside Impaired Driving Enforcement Training (MATC 2012)
- Interview and Interrogation (NCTC 2012)
- FEMA compliant (DHS 2012)

**Deputy Sheriff** for Juneau County Sheriff's Office, Mauston WI, from May 2005 to January 2012

- Pit & Pursuit Dynamics (WSP 2011)
- Basic Crash Investigation (WSP 2009)
- Conducting Complete Traffic Stops (NCTC 2008)
- Field Training Officer (2007)
- Correctional Emergency Response Team (2006)
- Undercover Initiative Commendation (NLPD 2006)
- Intoximeter EC/IR II Operator Certification (DOT 2006)



# Police and Fire Commission Meeting Report from the Fire Department



January 14, 2019

---

## Promotions, Probationary Status, and Reclassifications:

- No Action Items.

## 2018 Firefighter Recruit Class:

- The 13 recruits in the Fire Academy are all doing well and are all expected to graduate on 1/18/2019.
- 8 recruits will enter the field on 1/20/19 and 5 will begin EMT Training.

## 2019 Hiring Process:

- Community Oral Boards Last Week:
  - 398 candidates were invited to participate;
  - 286 scheduled an interview time;
  - 21 were no shows;
  - 6 withdrew after scheduling;
  - 3 arrived late and did not participate;
  - 256 participated in oral boards.
- Fire Department Oral Boards will held 2/11/19 to 2/15/19.

## Personnel Investigations:

- Two investigations pending.

## Other:

- Fire Station 14 opened on 12/27/2018.
- Firefighter Elizabeth Smith resigned on 1/19/2019 due to "family conflicts".

