

**Madison Board of Police and Fire Commissioners
Minutes of the Meeting of January 9, 2017**

Meeting convened at approximately 5:25 p.m. Commissioners present: Sparkman, Yapp, Hamdan, Enemuoh-Trammel; Kamperschroer by phone for closed session,

Staff also present: Chief Davis, AC Popovich, DC Price, DC Stedman, Capt. Schauf; Board Counsel Scott Herrick
Also present: Steve Connolly, Howard Jordan, Julie Ruhlin, from the OIR Group

PUBLISHED AGENDA

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| 1. Agenda | 4. Monthly Fire Dept. Report | 8. Correspondence |
| 2. Minutes | 5. Monthly Police Dept. Report | 9. Agenda and Calendar Planning |
| 3. Public Comment | 6. OIR Consulting | 10. Disciplinary Matters |
| | 7. Report of Counsel | 11. 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 12, 2016, and January 6, 2017.** (Hamdan/ Enemuoh-Trammel: unanimous)
3. Public Comment: none.
5. Monthly Police Dept. Report: Commissioners first received and considered Chief Koval's current promotional recommendations. Having conducted satisfactory file reviews where pertinent, Commissioners acted on recommendations as follows:

Motion:

1. **to approve the initial recommendations of the Police Chief for the promotions of Vic Wahl to the rank of Assistant Chief, Cory Nelson to the rank of Captain, Erik Fuhremann to the rank of Lieutenant, Brian Chaney Austin to the rank of Lieutenant, Rose Mansavage to the rank of Sergeant, Stephanie Drescher to the rank of Sergeant, and Daniel Perez to the rank of Sergeant; each to be effective January 1, 2017; 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 effective date; and**
2. **to direct the Chief to advise the named individuals of the stated conditions to the Board's approval of the preliminary recommendation to promote and to advise them further that any unsatisfactory performance or conduct occurring or coming to the attention of the department during the during the 12 months following the effective date of the Chief's preliminary recommendation shall be sufficient basis for reversion to the rank held prior to the preliminary recommendation to promote, whether by the Chief's determination in his sole discretion not to include the name in his final recommendation, or by rescission of the Board's preliminary approval of the Chief's recommendation, or otherwise.** (Enemuoh-Trammel/ Hamdan: unanimous)

4. Fire Dept. Report: Chief Davis presented the monthly report, including his recommendations for hiring and promotion, and summarized the status and impending steps in the current hiring process, with interviews to be conducted in the near future. He extended special thanks to Asst. Chief Popovich, who will now be assigned to other command duties, being replaced by Che Stedman for management of training and personnel matters.

Having conducted satisfactory file reviews where pertinent, Commissioners received and acted on recommendations of the Fire Chief as follows:

Motion: to approve the final recommendations of the Fire Chief for the appointments of Firefighters Brian W. Bieganski, Marcus R. Bobholz, Michael Guerten, Michael K. Olson, Joshua M. Ramsey, and Paul A. Schecklman, each effective January 6, 2017. (Enemuoh-Trammel/ Hamdan: unanimous)

Motion: to approve the final recommendations of the Fire Chief for the appointments of Firefighters Joshua C. Balli, David J. Bartkowiak, Matthew W. Boyle, Vaughn G. Brockel, Caluster C. Buie, Oscar Castillo, Steven M. Foulks, Cameron R. Gassaway, Richard O. Miyagawa, Eric M. Popovich, Christopher J. Staveness, and Brian E. Tremain; each effective February 3, 2017. (Yapp/ Enemuoh-Trammel: unanimous)

Motion: to approve the final recommendations of the Fire Chief for the promotions of Fire Lieutenants Mike McCartney, Casey Preimesberger, Derek Teff, Lisa Becher, Sue Juedes, Ted Higgins, and Matt Mialik, each effective January 3, 2017. (Yapp/ Enemuoh-Trammel: unanimous)

Motion:

1. to approve the initial recommendations of the Fire Chief for the promotions to the rank of Apparatus Engineer, effective January 15, 2017, of the following individuals: Derek Brown, Cole Christenson, Samuel Cooke, Matt Klein, Todd Mahoney, Daniel Pazurek, Chad Powell, Louis Soto, and Bradley Vogen; 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 effective date; and

2. to direct the Chief to advise the named individuals of the stated conditions to the Board's approval of the preliminary recommendation to promote and to advise them further that any unsatisfactory performance or conduct occurring or coming to the attention of the department during the during the 12 months following the effective date of the Chief's preliminary recommendation shall be sufficient basis for reversion to the rank held prior to the preliminary recommendation to promote, whether by the Chief's determination in his sole discretion not to include the name in his final recommendation, or by recision of the Board's preliminary approval of the Chief's recommendation, or otherwise. (Yapp/ Enemuoh-Trammel: unanimous)

Motion:

1. to approve the initial recommendations of the Fire Chief for the promotion of Che Steman to the rank of Assistant Fire Chief, effective January 15, 2017, on a

probationary basis pursuant to Rule 4.v, and with continuing appointment subject to a final recommendation by the Chief and final Board approval pursuant to Rule 4.v and WS 62.13(4)(a), which are reserved for 12 months from effective date; and

2. to direct the Chief to advise the named individual of the stated conditions to the Board's approval of the preliminary recommendation to promote and to advise them further that any unsatisfactory performance or conduct occurring or coming to the attention of the department during the during the 12 months following the effective date of the Chief's preliminary recommendation shall be sufficient basis for reversion to the rank held prior to the preliminary recommendation to promote, whether by the Chief's determination in his sole discretion not to include the name in his final recommendation, or by rescision of the Board's preliminary approval of the Chief's recommendation, or otherwise. (Yapp/ Enemuoh-Trammel: unanimous)

DC Price reported on the lieutenant promotion process and job task analysis project, which has been based on contracted work by Ergometrics. The newly updated analysis will guide training as well as promotions. The extensive report document is not attached to these minutes but is available upon request.

5. Monthly Police Dept. Report: Commissioners resumed their consideration of Chief Koval's current promotional recommendations. **Motion: to approve the final recommendations of the Police Chief for the following promotions: Sergeant Kipp Hartman and Sergeant Michael Richardson, effective January 17, 2017; Investigator Clint Spade, effective January 31, 2017; Lieutenant Matt Tye, effective January 10, 2017; Detective James McDermott, effective January 31, 2017.** (Yapp/ Hamdan: unanimous)

Capt. Mary Schauf presented the monthly report including the current hiring process, with analysis now available for the new pool. The current hiring process continues with interviews; background investigations have begun. Comm. Enemuoh-Trammel will review personnel files in anticipation of promotional recommendations.

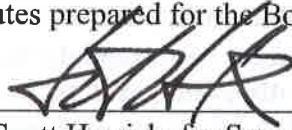
Without taking formal action, commissioners expressed approval of a pilot protocol for the physical assessment in which candidates will be allowed a one-time re-test of the complete PA battery if the testing schedule allows.

6. OIR Consulting: Members of the OIR team who are conducting a police department review under contract with the City of Madison introduced themselves and described their project, still in its preliminary stages.
10. Disciplinary Matters, and 5., Police Department Report: **Motion: to convene in closed session for the following purposes, authorized as noted by Wisconsin Statutes: deliberating concerning a case which was the subject of a quasi-judicial hearing, WS 19.85(1)(a); considering employment, promotion, compensation or performance evaluation of a public employe, WS 19.85(1)(c); considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons, WS19.85 (1)(f); and conferring with legal counsel with respect to litigation, WS 19.85(1)(g); and more**

specifically, to receive and discuss commissioners' reports regarding review of personnel files in anticipation of promotional recommendations, and to deliberate and schedule deliberations in the pending disciplinary matters of charges filed against Det. Tom Helgren. The Commission may thereafter reconvene into open session to continue its proper business. (Enemuoh-Trammel/ Yapp: unanimous) Commissioners then convened into closed session at approximately 6:45 p.m., Comm. Kamperschroer participating by telephone.

Meeting adjourned without action taken at approximately 7:15 p.m.

Minutes prepared for the Board by Scott Herrick



Scott Herrick, for Secretary Craig Yapp