

Madison Board of Police and Fire Commissioners  
**Minutes of the Meeting of November 14, 2016**

Meeting convened at approximately 5:20 p.m. Commissioners present: Sparkman, Yapp, Kamperschroer, Hamdan, Enemuoh-Trammel

Staff also present: Fire Chief Davis, Police Chief Koval, AC Popovich, Capt. Snyder; Board Counsel Scott Herrick

**PUBLISHED AGENDA**

- |                   |                                |  |
|-------------------|--------------------------------|--|
| 1. Agenda         | 4. Monthly Fire Dept. Report   | 8. Agenda and Calendar Planning                |
| 2. Minutes        | 5. Monthly Police Dept. Report | 9. Disciplinary Matters (Case management only) |
| 3. Public Comment | 6. Report of Counsel           | 10. Adjourn                                    |
|                   | 7. Correspondence              |  |

*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 October 10, 2016, as corrected to show agenda numbering accurately.** (Kamperschroer/ Enemuoh-Trammel: unanimous)
3. Public Comment: none.
5. Monthly Police Dept. Report: Capt. Snyder reviewed the most recent hiring recommendations, noting that the personnel files have received commissioner review. **Motion:**
  1. **to approve the initial recommendations of the Police Chief for the promotions of Sgt. Anthony Fiore to the rank of Lieutenant; P.O.s Michael Alvarez and Eugene Woehrle to the rank of Sergeant; and P.O. Lisa Rahrenbruch to the rank of Detective; each effective November 6, 2016; 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 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/ Kamperschroer: unanimous)
4. Fire Dept. Report: AC Popovich presented the attached monthly report, noting that the interview steps in the current hiring process are now being planned and scheduled. Command staff

rotations will occur in February, with AC Popovich moving to Support Services and AC Laurenzi taking over personnel and training duties, including working with the PFC.

5. Police Dept. Report: Capt. Snyder presented the balance of the monthly report. The promotional cycle is on schedule. Applications for the next hiring cycle are very low, despite special efforts at recruiting and outreach; demographic information on the pool should be available for the December meeting. Several personnel files are ready for commissioner review in anticipation of upcoming promotions; Comm. Sparkman will arrange to conduct those reviews.
6. Report of Counsel: none.
10. Disciplinary Matters: **Motion: to convene in closed session for the purposes of 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 specifically, to conduct deliberations and related case administration in the pending cases *Matters of the Charges filed by Sharon Irwin against Chief Michael Koval; the Charges filed by Shadayra Kilfoy-Flores against Chief Michael Koval; and the Charges filed by Roxane V. Stillman against Chief Koval and Det. Tom Helgren*; the records of which are separately maintained.**  
(Yapp/ Kamperschroer: unanimous)

The PFC then convened in closed session at approximately 6:00 p.m., adjourning without action except as reflected in the records of pending cases.

Meeting adjourned at approximately 6:40 p.m.  
Minutes prepared for the Board by Scott Herrick

  
\_\_\_\_\_  
Scott Herrick, for Secretary Craig Yapp



# Madison Police and Fire Commission Monthly Report

Submitted by Capt. Tom Snyder

---

November 2016

## Recruiting/Hiring

---

As we previously discussed, early application numbers for our next Pre-service campaign were above normal. Unfortunately the application numbers slowed significantly over the past two months. As the deadline of November 1<sup>st</sup> passed, we tallied a total of 640 applications. This is slightly down from 2015 when we received 681 applications. In fact there have only been three years, out of the last 25, when we have received fewer than 640. This is quite disappointing, particularly in the context of doubling down on recruiting efforts throughout the Midwest, spending more money on advertising than recent years and utilizing a larger cadre of recruiters. By December's PFC meeting we will have a full demographic breakdown of all our applicants.

Below is our current hiring process timeline for the 2017/2018 Pre-Service Academy:

- **Application Deadline:** November 2, 2016
- **Written & Physical Agility Testing:** November 6, December 11
- **Consolidated Testing for Distant Candidates** (those living more than 6 hours from Madison) - January 8, 2017
- **Oral Board Interviews:** December -Early February
- **Background Investigations:** May begin immediately after an Oral Board interview, but no later than February, 2017
- **Seek PFC Approval of Eligibility Hiring List** - March 2017
- **Trilogy:** Chief's Interview, Personality Assessment and Ride-Along with a Field Training Officer - April 17-28, 2017
- **Seek PFC Approval of Hiring List Candidates and Contingency List** - May, 2017
- **Tentative Job Offers:** May, 2017
- **Medical Clearance:** Mid-July, 2017
- **Final Job Offers:** Early August, 2017
- **Academy begins:** September 11, 2017

## Promotions

---

The Chief presented an initial promotional recommendation to the Board at your September business meeting designating the following promotions

Current Rank	Designated Promoted Rank
Sergeant Anthony Fiore	Lieutenant of Police

## **Discipline**

---

### **PFC Summary, October 2016**

The Professional Standards and Internal Affairs Office currently has five open cases against employees that are being investigated. Below is a brief summary of each case:

#### Old Cases

1. Use of Force (Deadly)
2. APM 3-9 Appropriate use of Computer Resources/ MDC Use
3. APM 3-9 Appropriate use of Computer Resources/ MDC Use

#### New Cases

4. Absence from Duty
5. Firearms Safety

#### **Attachments:**

---

1. Capt. Vic Wahl Resume
2. Lt. Cory Nelson Resume
3. Sgt. Erik Fuhremann
4. Sgt. Brian Chaney Austin Resume
5. PO Rose Mansavage Resume
6. PO Stephanie Drescher Resume
7. PO Dan Perez

Cc: Attorney Scott Herrick

Attorney Marci A. Paulsen

Chief Michael Koval

**Professional Standards & Internal Affairs, January 2003 – December 2004**

- Responsible for overseeing all departmental internal investigations and discipline
- Responsible for investigating all allegations of non-minor officer misconduct
- Responsible for oversight of officer involved shootings/critical incidents
- Public records custodian for personnel and complaint files
- Departmental liaison with City Attorney's Office and private counsel for all civil suits involving MPD

**West Police District Detective Lieutenant, October 2002 – December 2002**

- Responsible for review and assignment of district cases
- Supervised district detectives and major case investigations
- Monitored crime trends and worked with other WPD personnel to address district issues

**Night Shift Officer in Charge, November 2001 – September 2002**

- Responsible for overall shift operations (including media relations, arrest review, shift scheduling, etc.)

***Sergeant of Police, November 1998 – November 2001***

**Dane County Narcotics & Gang Task Force, January 2001 – November 2001**

- Responsible for coordinating drug enforcement efforts of officers and detectives
- Coordinated investigative efforts with outside agencies, including local, state & federal law enforcement
- Planned and supervised execution of search warrants and high-risk suspect apprehensions
- Planned and supervised large-scale drug enforcement and drug interdiction efforts
- Planned, coordinated and supervised special events, crowd control situations, and dignitary protection details
- Member of MPD Special Events Team

**Patrol, November 1998 – December 2000**

- Supervised shift operations, major incidents and personnel issues
- Facilitated problem-solving, goal-setting and career development for officers assigned to platoon
- Field Training Sergeant

***Police Officer, August 1991 – November 1998***

**Dane County Narcotics & Gang Task Force, January 1997 – November 1998**

- Involved in all aspects of drug investigations
- Worked cooperatively with state, federal & local agencies
- Helped coordinate drug enforcement efforts with other MPD personnel
- Involved in planning and staffing special events and dignitary protection details

**Patrol Officer, May 1992 – December 1996**

- Worked primarily South District, Night Shift
- Field Training Officer

**Additional Initiatives:**

**MPD Special Weapons and Tactics (SWAT) Team**

- Team member, 1995 – 2002; Tactical team lieutenant, 2007 – 2008; Overall team commander, 2011 – Present
- Involved in numerous high-risk tactical incidents
- Extensive experience planning and supervising tactical operations
- Extensive training in all aspects of tactical operations
- Extensive experience in planning and coordinating team training

### Policy/SOP Development

- Regularly involved in drafting or revising MPD policy/SOP
- Have personally drafted all or part of numerous MPD policies/SOP's
- Member, Policy Review Committee, 1996 – 2002

### Training

- Attended numerous trainings/seminars on topics including: legal issues, open records, civil liability, internal affairs, less lethal technologies, crowd management, drug enforcement, tactics, dignitary protection and labor law
- Regularly earn continuing legal education credits to maintain law license; admitted to Wisconsin Bar

### Selected Instructing/Speaking Experience

- Legal Issues, Street Level Drug Enforcement Seminar, 1996; 1998
- Legal Issues, Fitchburg Police Department Inservice, 1997; 2000; 2001; 2002; 2003
- Enforcement of "Loitering for Purposes of Illegal Drug Activity" ordinance, MPD internal training, 1997; 1999; 2000
- Tactics, MPD pre-service academy, 1998; 1999; 2000; 2001
- Drug Enforcement, MPD pre-service academy, 1998
- Legal Issues, DeForest Police Department & Waunakee Police Department Joint Inservice, 1998
- Legal Issues, Sun Prairie Police Department Inservice, 1998; 2003
- Interview & Interrogation, MPD Pre-Service Academy, 1998; 1999; 2000
- Legal Issues, Unified Tactical Instructor Update, 1998; 1999
- Tactics, West District Inservice, 1999
- Wisconsin Association of School District Administrators, "Violence in Our Schools" conference; 1998
- Association of Wisconsin School Administrators, Annual Legal Seminar; 1998; 1999; 2001
- Winneconne Community School District; 1998
- Northwestern Wisconsin Education Association, Professional Development Conference; 1999
- Legal Issues, MPD FTO Update, 1999; 2000; 2001
- Legal Issues, University of Wisconsin Police Department, Monona Police Department and Shorewood Hills Police Department Joint Inservice, 1999; 2002; 2004
- Interview & Interrogation, MPD Investigative Academy, 1999; 2000; 2001
- Legal Issues, DCNAGTF Update Training, 1999; 2007
- Legal Issues, Dane County Suburban Agency Inservice, 2000; 2001; 2002
- Search & Seizure, MPD Leadership Academy, 2000; 2001; 2002; 2003; 2004; 2005; 2006; 2007
- Civil Liability, MPD Leadership Academy, 2000; 2001; 2002; 2003; 2004; 2005; 2006
- Crisis Intervention, Madison Metropolitan School District, 2002
- Legal Issues for Supervisors, Blackhawk Technical College Police Leadership Training, 2003
- Legal Issues for Supervisors, Fox Valley Technical College Police Leadership Course, 2002; 2003, 2004, 2005; 2006; 2007; 2008; 2009; 2010; 2011
- Discipline/Peace Officers' Bill of Rights, MPD Leadership Academy, 2003; 2004; 2005
- Legal Issues for Supervisors, Southwest Technical College Police Leadership Training, 2003
- Internal Affairs/Excessive Use of Force investigations, Dane County Sheriff's Office Supervisory Training, 2003
- Legal Issues for Supervisors, Northwest Technical College Police Leadership Training, 2003
- Internal Affairs, Fox Valley Technical College Police Leadership Course, 2004, 2005; 2006; 2007; 2008; 2009; 2010; 2011; 2012; 2013
- Legal Issues, Community Policing Team training, 2004
- Legal Issues, Sun Prairie Police Department, Fitchburg Police Department and Middleton Police Department Joint Inservice, 2004
- Legal Issues, Oshkosh Police Department, 2004-2005
- Police Use of Force and the Taser, Madison; 2005

## Cory S. Nelson

### Education

- 1985 LaFollette High School, Madison, WI, and member of the National Honor Society
- 1989 University of Wisconsin-Stevens Point – Bachelor of Science degree- Natural Resource Management , Environmental Law Enforcement minor

### Previous Employment

- 1987-1989 State of Wisconsin Department of Natural Resources, Special Conservation Warden- part time during college, full time during summers
- Enforced hunting, fishing and boating laws in Wisconsin
  - Assisted Native Americans in exercising their federal treaty rights allowing them to spearfish for sustenance. This was a time of great unrest and protests of these rights in northern Wisconsin. We assisted in providing protection and crowd control during the spear fishing seasons.

### Current Outside Employment

- 2016 Center for Naval Analyses (CNA) Subject Matter Expert (SME) for Focused Deterrence

### Madison Police Department Work Assignments

- July 10, 1989 Date of Hire, Madison Police Department
- 1989-1992 Patrol Officer assigned to the Experimental Police District- second detail
- 1993-1997 Patrol Officer assigned to Blue Blanket Task Force
- Focused on street level drug enforcement involving the newly arrived crack cocaine
  - Crowd control at major events
  - Dignitary protection
- 1998 Patrol Officer assigned to the North District- second detail
- July 1998 Promoted to Acting Detective- Sensitive Crimes- Central District- second detail
- 1999 Detective assigned to Person Crimes- Central District- second detail
- 2002-2005 Detective assigned to Dane County Narcotics and Gangs Task Force
- 2005-2011 Detective assigned to Person Crimes- North District- first detail
- 2011-2013 Detective assigned to the Special Investigations Unit
- Responsible for identifying, back grounding, monitoring and investigating most violent repeat offenders in Madison
- 2013 Promoted to Lieutenant assigned as Officer in Charge of third detail for the city
- Resource monitoring and allocation , scheduling, case management
  - Day to day supervision of officers assigned to second, third and fourth detail

- 2003- 2012 Organizer and equipment procurer for Detective Dignitary Protection Team
- 2007- 2012 Invited to be a part of the Dane County Major Case Management team
- Responsible for developing county wide investigative protocols for major case response
  - Law enforcement presenter at county wide training sessions
- 2009 Organized bank robbery prevention campaign with FBI, and MPD Crime Prevention
- Conducted presentations to area bank employees
- 2009-2010 Coordinator of researching and planning of MPD Violent Crime Unit that later morphed into the Special Investigations Unit
- 2009-present One of key people involved in starting up the Western District of WI Robbery Victim Task Force
- Presenter and coordinator of law enforcement involvement
  - Partnered with US Attorney's Office, FBI, Dane County District Attorney's Office and various private financial institutions
- 2009 Coordinator of MPD's involvement in the WI Assoc. of Homicide Investigators Cold Case Playing Card Initiative
- Statewide initiative designed to generate tips on cold case homicides throughout WI
- 2010-2013 Developed, coordinated and led the Detective Advisory Committee
- Discussed topics related to the Investigative Bureau and had guest speaker to spoke about investigative subject matter
- 2010 Developed and led the Ultraviolet Stamp Initiative with convenience stores throughout Dane County
- Attempt to reduce cigarette related burglaries and robberies
  - Initiative was introduced to the statewide convention of convenience stores
  - Partnered with community owned businesses and the WI Petroleum and Marketers Association to reduce victimization of local convenience stores
  - Burglaries and Robberies were reduced the following 2 years
- 2010 Developed a formalized system for training newly promoted Lieutenants at MPD
- 2011 Worked with one other Lt. in developing the concept of the Special Investigations Unit
- Nationwide research, proposal and implementation including site visit to High Point, NC to observe their Focused Deterrence program
  - Responsible for identifying, monitoring and investigating the most violent repeat offenders in the City of Madison using a "Focused Deterrence" model.
- 2012 Coordinated and led the Detective Sergeant Proposal committee
- Researched, surveyed and developed a proposal for the newly created Detective Sergeant position that was implemented in 2013
- 2012 Member of the Leadership Advisory Committee
- 2013 Member of the Investigative Model Committee
- Researched and made recommendations on revamping the entire investigative model for MPD to make it more efficient



- 2003-2004 Worked in Chicago, IL for several weeks on two different Title 3 federal wiretap investigations with DEA involving multi kilo cocaine dealers from Mexico that were supplying Madison
- 2006 Traveled to Louisville, KY with FBI to work a nationwide stolen property trafficking case in which I was able to develop a key informant. The investigation resulted taking down a warehouse in KY that was trafficking in stolen property resulting in a seizure of approximately 10 million dollars in cash and assets and recovered several million more dollars in stolen property. Subject indicted was a target of the Louisville Joint Terrorism Task Force who was suspected of funneling money to Hamas, a Palestinian terrorist organization.
- 2008 Received an award from the Dept. of Homeland Security's National Gang Unit for "Leadership and exceptional contribution" involving a joint investigation on the C-14 gang with US Immigration and Customs Enforcement (ICE) and US-Attorney's Office
- 2009 Attended City of Madison Fall Leadership Academy
- 2009 Received an award for "Outstanding Service" from the United States Department of Justice for work on a high profile attempted kidnapping case. I traveled to Massachusetts along with the Bureau of Alcohol Tobacco and Firearms (BATF) to investigate this case that originated in Madison
- 2010 Selected to attend the 3 week training "Leadership in Police Organizations" sponsored by International Chiefs of Police
- 2010 Received an award from the US Department of Justice- Bureau of Alcohol, Tobacco and Firearms (BATF) for "Outstanding dedication and commitment to the mission of BATF" I was involved in an investigation involving guns and drugs and the South Side Locos gang with BATF, WI Dept. of Criminal Investigation and the Dane County Sheriff's Office
- 2011 Received a "Problem Solving Award" from the Madison Police Dept. for "Innovative Policing aimed at reducing burglaries and robberies" for my work in partnering with community businesses and the WI Petroleum and Marketers Assoc to reduce convenience store related crime.
- 2012 Presenter at the WI Problem Oriented Policing Conference in Appleton, WI on the topic of "Focused Deterrence" based upon our Special Investigations Unit that I helped develop.
- 2013 Attended a 3 day seminar on "Managing Police Discipline" in San Antonio, TX
- 2014 Received a "Problem Solving Award" from the Madison Police Department for assisting in the development of the Special Investigations Unit and the successful undertaking of getting the unit operational. This unit received a great deal of positive press and community support from a number of community service agencies.
- 2014 Selected to be an assessor for the Springfield, IL Police Department's promotional process for the Sergeant of Police position
- 2014-2015 Selected to attend the six week Wisconsin Command College which was co-hosted by

- 2014-Present Assisted WI Dept of Natural Resources (DNR) with Fisheries research in northwest WI
- 2014- Present Assisted WI DNR with children's learn to fish program at the Musky Festival in Hayward, WI
- 2015-16 Event coordinator for the Central WI Hero Games that was held at the Tomah Veterans Hospital. This is an event competition for disabled and ambulatory Veterans. I coordinated the staff at each event, rules/scoring of each event and the participants at each event.
- 2015 Attended the Concerns of Police Survivors (COPS) Kid's Camp, for one week in East Troy, WI as a mentor for a group of eight 10 year old boys. This is a camp for children and family members who have lost a law enforcement parent in the line of duty. Assisted with mentoring, monitoring and counseling children.

### **Activities and Interests**

---

Hunting, fishing, reading, gardening, traveling, exploring, snorkeling/diving and other outdoor related pursuits

- Documented performance of recruits, including performance deficiencies. Worked with training staff, FTO and recruit on implementation of Performance improvement Plan

### **Supervisory Assessment Center-Subject Matter Expert 2012-2014**

- Collaboratively developed the assessment scenarios utilized to measure and evaluate Sergeant Candidates
- Analyzed the candidate performance, solicited feedback and worked jointly to implement improvements in the Assessment Center
- Received Department Accommodation for performance in this event

## **Instructional Experience**

### **Social Studies Teacher-Madison Memorial High School, Madison WI 1999-2002**

- Taught 5 classes daily. Responsible for curriculum development, instruction and assessment
- Worked directly with department members, support staff, administration, parents and stakeholders to maximize student success
- Maintained records and compiled grades for approximately 250 students annually
- Worked collaboratively to develop unique curriculum with an emphasis on improving students critical thinking, public speaking and debate skills
- Arranged instruction to meet multiple learning styles via: lecture, small group discussion, debate and multi-media presentation
- Developed and implemented strategies to improve performance of students with special/adaptive needs

### **SWAT Entry Platoon Training 2006-2010**

- Developed multiple team training plans, including: Rifle, and handgun courses, deadly force decision making and live fire shoot house scenarios
- Attended firearms instructor school in 2006, utilized training internally only with SWAT

### **SWAT Full Team Tactical Training Scenario-2012**

- Created tactical scenario, secured training site, actors and safety coaches
- Procured necessary equipment and supplies, communicated with stakeholders before, during and after event to maximize training opportunity for SWAT team members
- Received Department Accommodation for implementation of this event

**Pre-Service Academy Presenter-Officer Involved Shootings-Multiple occasions**

**Pre-Service Academy Instructor-Tactical Training-Multiple occasions**

**Specialized Training-CPT Search Warrant Execution-tactical training-Multiple occasions**

**Patrol-platoon level training: tactic fitness, legal updates and tactical scenario trainings-2010-present**

## **Education**

- **Bachelor of Arts in Political Science-University of Wisconsin-Madison, 1997**
- **Certification in Secondary Education-University of Wisconsin-Whitewater, 1999**
- **MPD Pre-Service Academy 2002**
- **MPD Supervisory Academy 2009, 2014**

## **Personal Experience**

**Youth Coach Volunteer-Basketball, Softball, Soccer, Baseball, Football 2008-Present**

**High School Coach-Basketball and Football, 1994-2001**

- Developed and promoted: player skill, teamwork, cooperation and sportsmanship
- Managed practice schedules, team meetings and game plans
- Proactively communicated with stakeholders such as: players, parents, teachers and administrators

Professional Experience Continued

2001-May 2002

19<sup>th</sup> Judicial Circuit Court of Illinois, Lake County, IL  
*Juvenile Probation Officer- Assistant Instructor*

- Worked with juveniles sanctioned by the court to complete in-house treatment program in both secure and minimum security environments
- Created and maintained reports of individual juvenile's progress and work with assigned social workers and contracted educators to develop best treatment program

Dewitt County Human Services, Dewitt Co, IL  
*Juvenile Counselor*

1999-Dec 2000

- Worked with various juveniles (victims and offenders) in the community providing positive guidance and direction during the rehabilitation process

**EDUCATION AND PROFESSIONAL DEVELOPMENT**

---

Bachelor of Arts, Criminal Justice Illinois State University Normal, IL 1997-2001

---

Graduate level coursework in Homeland Security: Penn State University (no degree obtained)

**TRAINING**

- MPD Pre-Service Academy 2002
- MPD Police Bicycle Training 2006
- WI Instructor Development Course 2007
- WI EVOC Instructor Course 2007
- Northeast Counterdrug School: Drug Identification 2008
- MPD Community Policing Training 2009
- National Gang Crime Research Center Conference, Chicago IL 2014
- Wisconsin Gang Summit 2014
- City of Madison Leadership Conference 2015
- Various additional in-service/ in house trainings

**PROFESSIONAL AFFILIATIONS**

---

Madison Professional Police Officer Association  
City of Madison Employee Assistance Program  
MPD Peer Support Program  
OPEN- LGBT Community

**NOTEWORTHY HONORS AND AWARDS**

---

- 2009 Wisconsin State Assembly Citation (May 14<sup>th</sup> 2009)
- 2009 MPD Life Saving Award and Medal
- Recipient of numerous MPD performance citations since employment

- **Department Initiatives**
  - Assisted in implementation of new records keeping program for K9 unit
  - Create and implement training scenarios; academy instruction
  - Developed designs for new K9 merchandise to aid non-profit organization
  - Applied for and was awarded two separate grants for K9 training
  - Participated in Peacekeeper meetings
  - Police Pioneer advisor

## **DEPARTMENT COMMITTEES, AWARDS, CERTIFICATIONS AND TRAININGS**

- **Certifications & Awards**
  - MPD Outstanding Service Award- 2013
  - WLECHA Meritorious Track- 2010, 2015
  - General Law Enforcement Instructor- 2011- Present
  - Handgun & Rifle Instructor- 2011- Present
  - North American Police Work Dog Association -2009- Present
  - Wisconsin Law Enforcement Canine Handler Association- 2009- Present
  - Intoximeter ECIR Certification- 2007- Present
  - Taser Certification- 2007 – Present
  - SFST/PBT Certification- 2005 – Present
- **Trainings**
  - Implicit Bias Training- 2015
  - Excellence In Training- 2015
  - Situational Awareness Training- 2014
  - Rifle Instructor Course- 2014
  - Kevin Kocher Tracking School- 2011, 2014
  - K9 Decoy Training- 2007, 2014
  - Canine Tactical Operations Course- 2012, 2013
  - Handler Instructor Training Seminar- 2013
  - Criminal Justice Instructor Development Course- 2011
  - Firearms Instructor Course- 2011
  - Identifying Deceptive Behavior- 2011
  - Tarheel Basic Handler Course- 2009
  - Basic Narcotics Investigation- 2008
  - Emotional Survival for Law Enforcement- 2007
  - Assist with On Duty Shoots since 2011

## **COMMUNITY SERVICE**

- Capitol K-9/Merchandise Committee – 2006- Present
- Amigos En Azul/ Car Seat Safety Checks- 2008
- Shop with a Cop – 2006

- 2013-Present: Routinely assist Detective Lieutenants with case follow up that does not get assigned to a Detective
- 2009: Assisted Central Community Policing Team with an operation that resulted in shutting down an illegal alcohol sales organization
- 2012: Assisted West Community Policing Team with a undercover purchase from a known large scale drug dealer
- 2012: Mentored a struggling teenager who was not going to school and is now scheduled to graduate from LaFollette High School

---

### **Previous Employment:**

Spring 1999-Spring 2003: Devils Head Resort and Convention Center

- Worked in several departments including housekeeping and information services

Summer 2002-Fall 2004: Fish Tales, LLC

- Worked as a full time server while attending college

Fall 2004-Winter 2006: The Blankenhaus, LLC

- Worked as a full time server while attending college

Fall 2005-Winter 2006: Sauk County Corporation Counsel's Office

- Worked as a legal assistant for three attorneys scheduling and submitting court paperwork as needed.

Winter 2006-Spring 2009: Wisconsin Municipal Mutual Insurance Company

- Worker's Compensation Claims Adjuster for the City of Madison, County of Kenosha, St Croix County and Manitowoc County.

---

### **Other Experience:**

Spring 2005 Teaching Assistant: Edgewood College, Madison, Wisconsin

\*History 371: Honors, East Asian Immigration

\*History 271: African American History

Spring 2005: Guest Lecturer; Edgewood College, Madison, Wisconsin

\*"Black Power and Vietnam"

Spring 2005: Served as founding President of the Edgewood College History Association

\*Initiated cross organizational communication

\*Organized fund raisers for the United Refugee Services of America

\*Represented the History Department as student leader

\*Conducted interviews on incoming faculty as well as tenure track Professors

- Leadership & Police Organizations
- ACISS
- Leads On-Line
- Vehicle Searches and Contacts – Drug Interdiction
- Terry Stop Refresher – Drug Interdiction
- Inside My Prison of Darkness Presentation
- Less Lethal Shotgun Certified
- Mark-9 OC Spray Certified
- Trash Pick Trained
- LiveScan Trained
- Received numerous letters of Commendations

### ***Community Service***

- Living Room Discussions
- Special Olympics
  - Polar Plunge
  - Torch Run
- Kipling Dr. Bike Rodeo
- Coppers and Bobbers
- Kipling Dr. Earth Day
- Red Cross
  - Donate Blood

### **Previous Employment**

#### ***MC Sports: November 2006 – May 2007***

##### *Associate Manager*

- Managed subordinates and delegated employee assignments
- Worked closely in a team environment
- Responsible for opening and closing procedures of store
- Assisted with staffing schedule for the week
- Trained new employees
- Problem solving when coming up with solutions for customers with complaints/concerns
- Able to adapt and work well with diverse group of co-workers and customers

#### ***Lake Lawn Resort: May 2003 – November 2006***

##### *Lead Banquet Server*

- Leadership position and delegated employee assignments
- Worked closely in a team environment
- Responsible for banquets/weddings
- Trained new employees
- Able to adapt and work well with diverse group of co-workers and customers



## Police and Fire Commission Meeting Report from the Fire Department



November 14, 2016

### Class 5

-Recruits, (19) are starting their 7<sup>th</sup> week in the fire academy and are currently learning about hazardous materials operations. They all were able to participate in a live house burn last week.

-Graduation and swearing in of Class 5 is set for Friday, January 13, 2017, 1400 hours at the Monona Terrace

### B Band Firefighter Eligibility List

-The Department will begin interviews with the B Band in January. D/C Winston is looking for community members to sit on the interview panels. Commissioners are invited to seek out people to sit on the panel.

-Past and present members of the MFD will sit on the panels for the second interview

-As with A Band, the Chiefs interview will follow the Community Panel Interview and the FD Interview.

### Fire Lieutenant Job Task Analysis

-The department has contracted with Ergo Metrics to assist us with performing a JTA of the entire Lieutenants process. Division Chief Price will provide a report at the December meeting

-We will also look at the Lieutenants process using the City initiative, Racial Equity and Social Justice. D/C Price has had training with this process and will be completed this review soon. ( <http://www.cityofmadison.com/mayor/priorities/racialequity.cfm> ).

### Disciplinary Issues and Citizen Concerns

Three commissioned members are currently being investigated for department rule and/or city APM infractions

### 2017 Command Staff Changes

-Chief Davis will implement several Command Staff changes in February of 2017 to include moving A/C Mike Popovich to the Support Services division and A/C Laura Laurenzi will report to the PFC.