

Madison Board of Police and Fire Commissioners
Minutes of the Special Meeting of March 21, 2019

Commissioners present: Jackson, Hamdan (by phone), Findley (by phone)
Staff also present: Capt. Krueger Favour, Finance Dept. staff Brian Pittelli, Board Counsel Scott Herrick

PUBLISHED AGENDA

1. Agenda 2. Police Dept. Hiring 3. Staffing and Legal Counsel Arrangements 4. Adjourn

Meeting convened at approximately 12:20 p.m., Comm. Jackson presiding in person.

1. Agenda. Approved by unanimous consent.
2. Police Dept. Hiring. Capt. Krueger Favour reviewed the more recent steps in the hiring process and presented the recommendations of Chief Koval for hiring from the Eligibility List. **By unanimous consent commissioners approved the following actions:**
 1. **to approve the preliminary recommendations of the Police Chief for the appointment to the rank of Police officer of the 50 individuals named on the Final Hiring List, attached, each effective March 21, 2019, or as soon thereafter as an offer of hire may be communicated, 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 18 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 18 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; and**
 3. **to approve the contingent preliminary recommendations of the Police Chief for appointments from the Eligibility List of the 9 individuals named in the attached "Contingency Hiring List - Order of Hire", in the order shown thereon and as vacancies in the academy class may allow, upon the terms and conditions set forth in the preceding two paragraphs of this motion.**
3. Staff and Legal Counsel Arrangements. Commissioners did not take up this item.
4. Adjourn. Meeting adjourned at approximately 12:45 p.m.

Minutes prepared for Secretary Keith Findley by Scott Herrick



Scott Herrick

Final Hiring List

03/21/2019

Status	Hire
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Officer Candidates	Race	Gender	Age	LA	Education	Life / Work Experiences
Abrahamzon, Matthew C. DeForest, WI	W	M	31		Bachelor's degree; UW-Green Bay (Geology, Chemistry and Environmental Science)	Abrahamzon is currently employed as an Assistant Store Manager. He also has experience with the following: 1. Research Assistant 2. Sanitation Laborer
Batusich, Jake J. Crest Hill, IL	W	M	22		Bachelor's degree; Western Illinois University (Law Enforcement and Justice Administration)	Batusich is currently employed in Security. He also has experience with the following: 1. Umpire 2. Grounds Crew
Blair, Seth A. Madison, WI	A	M	24		Bachelor's degree; University of Tulsa (Sociology)	Blair is currently employed as a Day Camp Pack Leader. He also has experience with the following: 1. Material Handler 2. Security 3. Associate
Bonds, Mark A. Chicago, IL	AA	M	26		Bachelor's degree; Lewis University (Criminal & Social Justice)	Bonds is currently employed by the Illinois National Guard. He also has experience with the following: 1. Security 2. Warehouse Worker
Ciufo, Anthony D. Madison, WI	W	M	24		Bachelor's degree; Wisconsin Lutheran College (Psychology)	Ciufo is currently employed as a Laborer. He also has experience with the following: 1. Cashier 2. Parking Enforcement Officer
Clennon, Steven T. Austin, MN	W	M	23		Bachelor's degree; Winona State University (Sociology/Law Enforcement)	Clennon is currently employed as a Floor Attendant. He also has experience with the following: 1. General Labor 2. Customer Service 3. Waiter
Connelly, Anne K. Elk Grove Village, IL	W	F	41		Master's degree; University of Texas Austin (Science Education) Bachelor's degree; Indiana University (History)	Connelly is currently employed as a teacher. She also has experience with the following: 1. Sales Clerk

Final Hiring List

03/21/2019

Status	Hire
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Officer Candidates	Race	Gender	Age	LA	Education	Life / Work Experiences
Dudek, Tyler O. Burr Ridge, IL	W	M	24		Master's degree; Western Illinois University (Law Enforcement and Justice Administration) Bachelor's degree; Western Illinois University (Law Enforcement and Justice Administration)	Dudek is currently employed as a Graduate Research Assistant. He also has experience with the following: 1. Student Patrol 2. Parking Attendant/Usher
Duden, Timothy A. Ames, IA	AA	M	22		Bachelor's degree; Iowa State University (Criminal Justice/Political Science) Associate's degree; Northwest Iowa Community College (Liberal Arts)	Duden is currently employed as a Retail Supervisor. He also has experience with the following: 1. Customer Service 2. Laborer
Eanes, Hailey L. Big Rapids, MI	W	F	21		Bachelor's degree; Ferris State University (Law Enforcement)	Eanes is currently employed as a Dispatcher. She also has experience with the following: 1. Customer Service 2. Park Maintenance 3. Marine Patrol
Echevarria, Angelo Wood Dale, IL	H	M	39	Spanish, Japanese, Portuguese, Mandarin Chinese	Bachelor's degree; Elmhurst College (Sociology, Psychology)	Echevarria is currently employed as a Early Childhood Educator. He also has experience with the following: 1. English Language Teacher 2. Counselor
Ellis, Stephen T. Cottage Grove, WI	W	M	33	Ltd Spanish	Bachelor's degree; Ashford University (Organizational Management)	Ellis is currently employed as a Correctional Officer. He also has experience with the following: 1. US Air Force
Finger, Anthony L. Madison, WI	W	M	30	Spanish	Bachelor's degree; UW-Milwaukee (Criminal Justice)	Finger is currently employed as a Probation and Parole Agent. He also has experience with the following: 1. Investigator 2. Security 3. Customer Service
Frey, Jarad P. Madison, WI	W	M	26		41 Credits; University of New Mexico (EMT-Paramedic)	Frey was most recently employed by the US Air Force as a Pararescue. He also has experience with the following: 1. Paramedic 2. Lifeguard

Final Hiring List

03/21/2019

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Officer Candidates	Race	Gender	Age	LA	Education	Life / Work Experiences
Friske, Zane D. Madison, WI	W	M	24		Bachelor's degree; UW-La Crosse (Professional & Organizational Communication)	Friske is currently employed as by the US Marine Corp as a Squad Leader. He also has experience with the following: 1. Laborer 2. Restaurant Worker
Georgeson, Alexander A. Nashville, TN	W	M	33	Ltd Spanish	Bachelor's degree; DePaul University (Psychology)	Georgeson is currently employed as a Police Officer. He also has experience with the following: 1. Server 2. Manager
Grenier, Jaydin N. Madison, WI	W	F	22		Bachelor's degree; UW-Madison (Biochemistry & Criminal Justice)	Grenier is currently employed as a Aquatic Supervisor. She also has experience with the following: 1. Lifeguard 2. Sandwich Artist
Hahn, Nathaniel H. West Palm Beach, FL	W	M	33		Certificate; Universal Technical Institute (Automotive Technology)	Hahn is currently employed as a Claims Manager. He also has experience with the following: 1. Training and Quality Assurance Manager
Hannig, Michaela C. Whitewater, WI	H	F	22		Bachelor's degree; UW-Whitewater (Criminology/Psychology)	Hannig is currently employed as a Head Campus Service Officer. She also has experience with the following: 1. Product Picker 2. Food Prep 3. Barista
Heche, Cody M. Palatine, IL	W	M	28	Wolof	Bachelor's degree; Augustana College (Sociology)	Heche is currently employed as a Special Education Teacher Assistant. He also has experience with the following: 1. Peace Corps 2. Landscaper 3. Direct Support Provider
Hernke, Devlin S. Madison, WI	W	M	24		64 credits towards a Bachelor's degree; UW Madison (Legal Studies); 45 credits towards an Associate's degree; MATC (Criminal Justice)	Hernke is currently employed as a Security Officer. He also has experience with the following: 1. Wisconsin National Guard 2. Student Building Supervisor 3. Competitive Sports Supervisor

Final Hiring List

03/21/2019

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Officer Candidates	Race	Gender	Age	LA	Education	Life / Work Experiences
Hess, Tyler W. St. Petersburg, FL	W	M	26		60 credits towards a Bachelor's degree; Saint Petersburg College (Public Safety)	Hess is currently employed as a Deputy Sheriff. He also has experience with the following: 1. Youth Development Worker 2. Server Assistant 3. Line Cook
Hogan, Benjamin A. Milwaukee, WI	A	M	25		Bachelor's degree; UW-Whitewater (English Literature)	Hogan is currently employed as an English Teacher. He also has experience with the following: 1. Assistant Facility Manager 2. Stocker 3. Cook
Hohf, Kraig R. Marysville, MI	W	M	25		3 credits towards a Master's degree; Ferris State University (Criminal Justice Administration) Bachelor's degree; Ferris State University (Criminal Justice) Associate's Degree; St. Clair Community College (General Education)	Hohf is currently employed as a Marine Deputy. He also has experience with the following: 1. Technician Supervisor 2. Network Technician
Holmquest, Rebecca L. Madison, WI	W	F	21		84 credits towards a Bachelor's degree; UW Platteville (Criminal Justice)	Holmquest is currently employed as a Security Officer. She also has experience with the following: 1. Swing Manager 2. Crew Member
Jackson, Ashley M. Lemoore, CA	W	F	27		115 credits towards a Bachelor's degree; UW-Milwaukee (Political Science) Assoc degree??	Jackson was most recently employed by the US Navy. She also has experience with the following: 1. Server/Hostess 2. Line Cook 3. Catering/Event Staff
Jahnke, Trey D. Watertown, WI	W	M	21		Bachelor's degree; UW-Whitewater (Criminology)	Jahnke is currently employed as a Campus Service Officer. He also has experience with the following: 1. Grounds Crew 2. Customer Service 3. Mover
Kamp, Joseph E. Madison, WI	W	M	29		Master's degree; University of Central Missouri (Sociology) Bachelor's degree; University of Central Missouri (Sociology)	Kamp is currently employed as a Security Support Specialist. He also has experience with the following: 1. Trainer 2. Youth Residential Youth Care Worker 3. Clerk

Final Hiring List

03/21/2019

Status	Hire
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Officer Candidates	Race	Gender	Age	LA	Education	Life / Work Experiences
Kaplan, Lillian R. Random Lake, WI	W	F	21		Bachelor's degree; Winona State University (Criminal Justice Law Enforcement)	Kaplan was most recently employed as a Physical Plant Worker. She also has experience with the following: 1. Security 2. Customer Service 3. CNA
Khilji, Firoz I.	A	M	32	Ltd Urdu	Bachelor's degree; UW-Milwaukee (Social Welfare/Criminal Justice)	Khilji is currently employed as a police officer. He also has experience with the following: 1. Trooper Inspector 2. Assistant Manager 3. Customer Service
Lathrop, Brittany R. Round Lake, IL	W	F	30		Associate's degree; Kaplan University (Health Science)	Lathrop is currently employed by the US Army.
Lawrence, Sarah J. Homewood, IL	W/AA	F	22	Spanish	Bachelor's degree; Western Illinois University (Law Enforcement and Justice Administration)	Lawrence is currently employed as a Office Manager. She also has experience with the following: 1. Records Clerk 2. Sales Associate 3. Security Guard
Lee, Xeng Madison, WI	A	M	24	Hmong	Bachelor's degree; UW-Platteville (Criminal Justice)	Lee is currently employed as a Security Officer. He also has experience with the following: 1. Library Patron Assistant 2. Army National Guard
Loumos, Nicholas A. Chicago, IL	H	M	29	Spanish	Master's degree; University of Chicago (Social Work) Bachelor's degree; University of Illinois at Chicago (Acting)	Loumos was most recently employed as a Personal Trainer. He also has experience with the following: 1. Youth Counselor 2. Assistant ESL Teacher
Marino, Catherine E. Jackson, NJ	W	F	27		Master's degree; Stockton University (Criminal Justice) Bachelor's degree; Stockton University (Criminal Justice) Associate's degree; Ocean Community College (Science)	Marino was most recently employed in Retail Sales. She also has experience with the following: 1. Security 2. Intern

Final Hiring List

03/21/2019

Status	Hire
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Officer Candidates	Race	Gender	Age	LA	Education	Life / Work Experiences
McDaniel, Austin K. Oregon, IL	W	M	28	Russian	Bachelor's degree; Northern Illinois University (History) Associate's degree; Community College of the Air Force (Intelligence Studies)	McDaniel is currently employed by the US Air Force. He also has experience with the following: 1. Retail Associate 2. Delivery Driver
McHugh, Evan P. Chicago, IL	W	M	25		Bachelor's degree; Loyola University (Criminal Justice)	McHugh is currently employed in IT Support. He also has experience with the following: 1. Customer Service
Olson, Mikaela C. Madison, WI	W	F	27		55 credits towards an Associate degree; Madison College (Criminal Justice)	Olson is currently employed in Customer Service. She also has experience with the following: 1. Funeral Home Apprentice 2. Service Representative 3. Nanny
Ortiz, Fabiola Elgin, IL	H	F	24	Spanish	Bachelor's degree; University of Dubuque (Psychology/Criminal Justice)	Ortiz is currently employed as a Customer Service Specialist. She also has experience with the following: 1. Retail Sales 2. Wildland Firefighter
Pescheck, Ryan J. Minot, ND	W	M	30		Master's degree; American Military University (Criminal Justice) Bachelor's degree; UW-Milwaukee (Criminal Justice) Associate's degree; Community College of the Air Force (Police Science)	Pescheck is currently employed by the US Air Force. He also has experience with the following: 1. Shift Manager 2. Warehouse Logistics
Rabe, Keagan R. La Crosse, WI	W	M	22		Bachelor's degree; UW-La Crosse (Archaeology)	Rabe is currently employed by the Wisconsin Army National Guard. He also has experience with the following: 1. Bouncer 2. Sales Associate 3. Lifeguard
Schaefer, Isaac M. Madison, WI	W	M	24		Bachelor's degree; UW-Madison (Sociology)	Schaefer is currently employed as a Security Officer. He also has experience with the following: 1. Guest Service Coordinator 2. Administrative Assistant 3. Snow Removal

Final Hiring List

03/21/2019

Status	Hire
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Officer Candidates	Race	Gender	Age	LA	Education	Life / Work Experiences
Schmidt, Adam J. Elkhorn, NE	W	M	25		Bachelor's degree; Creighton University (Journalism/Public Relations)	Schmidt is currently employed as a Carpenter. He also has experience with the following: 1. Mystery Shopper 2. Brand Coordinator 3. Lighting Technician
Shuda, Michael S. La Crosse, WI	W	M	35		Bachelor's degree; UW-La Crosse (Business Management)	Shuda is currently employed as a ISC Supervisor. He also has experience with the following: 1. Logistics Planner 2. Operations Officer
Springer, Lou Ann Naperville, IL	W	F	49		Bachelor's degree; DePaul University (Business Management & Organizational Development)	Springer is currently employed as a Campus Safety Officer. She also has experience with the following: 1. Senior Strategic Account Executive 2. Regional Sales Manager
Torres, Jazlyn Palos Hill, IL	H	F	23		Bachelor's degree; Western Illinois University (Law Enforcement)	Torres is currently employed as a Logistics Team Member. She also has experience with the following: 1. Package Handler 2. Resident Assistant
Truman, Alexander S. West Bloomfield, MI	AA	M	22		Bachelor's degree; Western Michigan University (Criminal Justice)	Truman is currently employed as a Facility Manager. He also has experience with the following: 1. Sales Associate
Volling, Bryant M. Fort Campbell, KY	W	M	30		Bachelor's degree; UW-Whitewater (Sociology/Criminal Justice) Associate's degree; College of Lake County (Criminal Justice)	Volling is currently employed by the US Army. He also has experience with the following: 1. Community Service Aid 2. Resident Assistant 3. Laborer
Zaruba, Brett Bollingbrook, IL	W	M	28		Bachelor's degree; Lewis University (Criminal Justice)	Zaruba is currently employed as a Investigative Analysis. He also has experience with the following: 1. Air Force Reserve 2. Associate

Final Hiring List

03/21/2019

Status	Hire
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Officer Candidates	Race	Gender	Age	LA	Education	Life / Work Experiences
Zielicke, Jeremiah D. Port Wentworth, GA	W	M	24		Bachelor's degree; Georgia Southern University (Finance)	Zielicke is currently employed as a Financial Representative. He also has experience with the following: 1. Sales Associate 2. US Army 3. Lifeguard

MPD Statistics

Race

Status	Hire
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Race	Data	
	Count	Percent
W	37	74.00%
AA	3	6.00%
A	4	8.00%
H	5	10.00%
W/AA	1	2.00%
Grand Total	50	100.00%

Education

Status	Hire
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Degree	Data	
	Count	Percent
0-59 College	4	8.00%
60-120 College	3	6.00%
2 year	1	2.00%
4 year	36	72.00%
Master's / J.D.	6	12.00%
Grand Total	50	100.00%

Gender

Status	Hire
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Gender	Data	
	Count	Percent
M	36	72.00%
F	14	28.00%
Grand Total	50	100.00%

Age

Status	Hire
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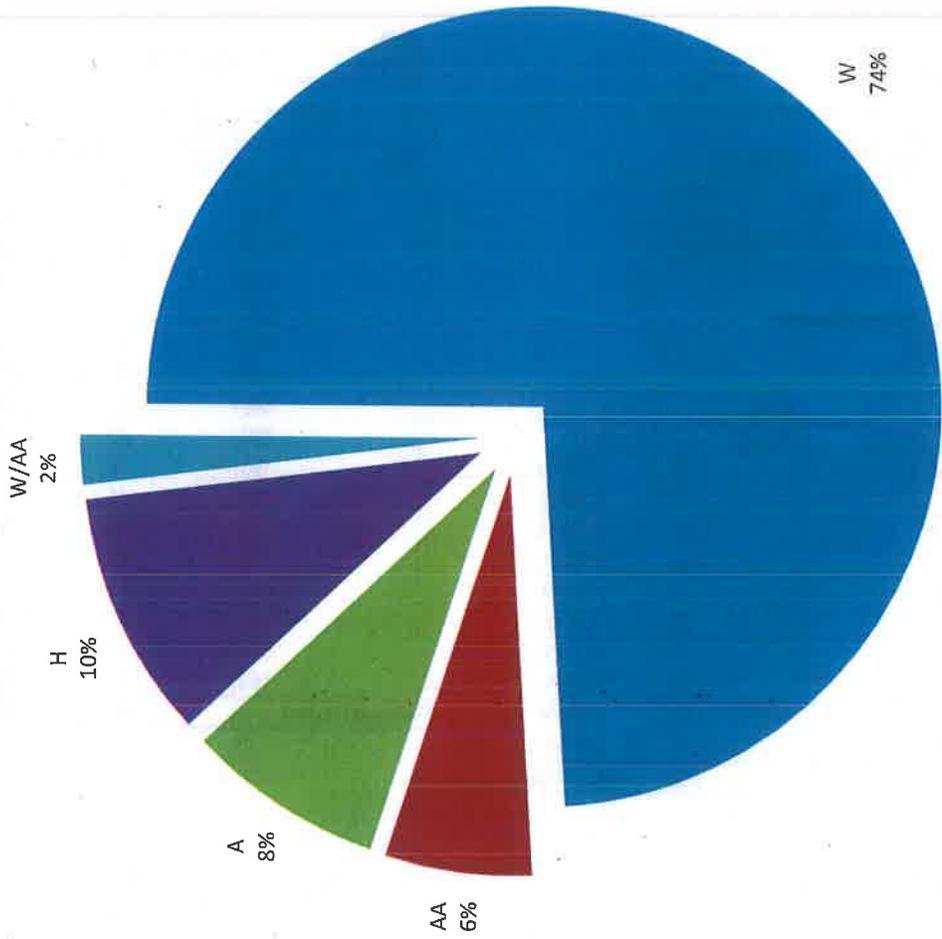
Age	Data		
	Count	Average	
21	4	21.00	
22	7	22.00	
23	2	23.00	
24	9	24.00	
25	4	25.00	
26	3	26.00	
27	3	27.00	
28	3	28.00	
29	2	29.00	
30	4	30.00	
31	1	31.00	
32	1	32.00	
33	3	33.00	
35	1	35.00	
39	1	39.00	
41	1	41.00	
49	1	49.00	
Grand Total	50	26.94	

Breakdown of Race/Gender

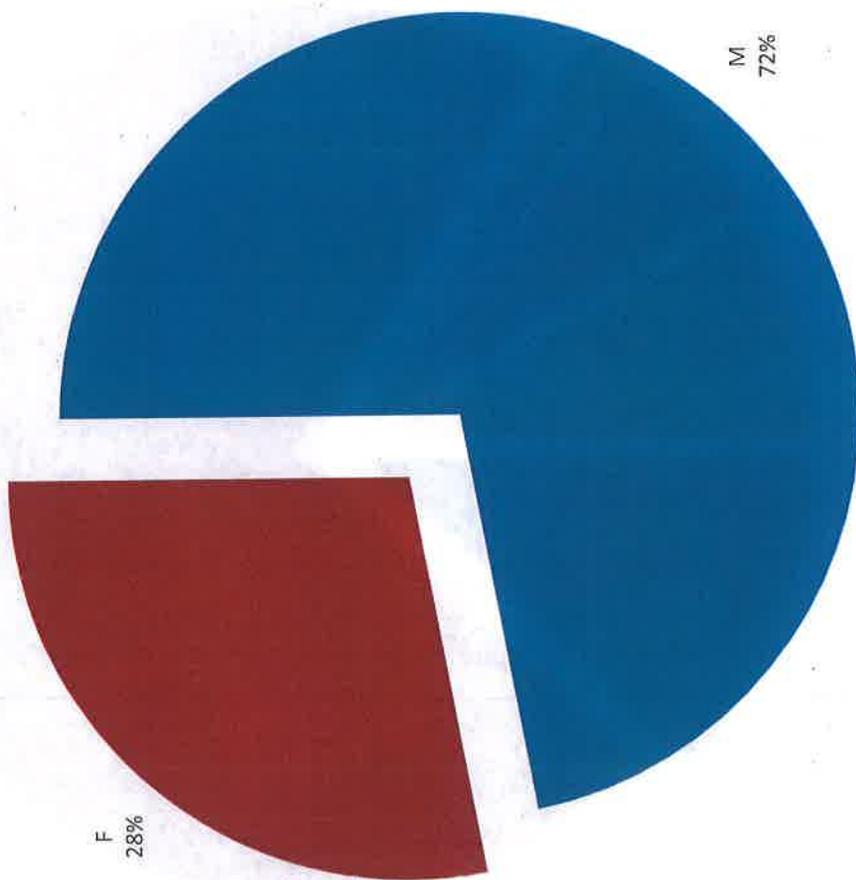
Status	Hire
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Race	Gender	Data	
		Count	Percent
A	M	4	8.00%
	F	0	0.00%
W	M	27	54.00%
	F	10	20.00%
AA	M	3	6.00%
	F	0	0.00%
H	M	2	4.00%
	F	3	6.00%
W/AA	M	0	0.00%
	F	1	2.00%
Grand Total		50	100.00%

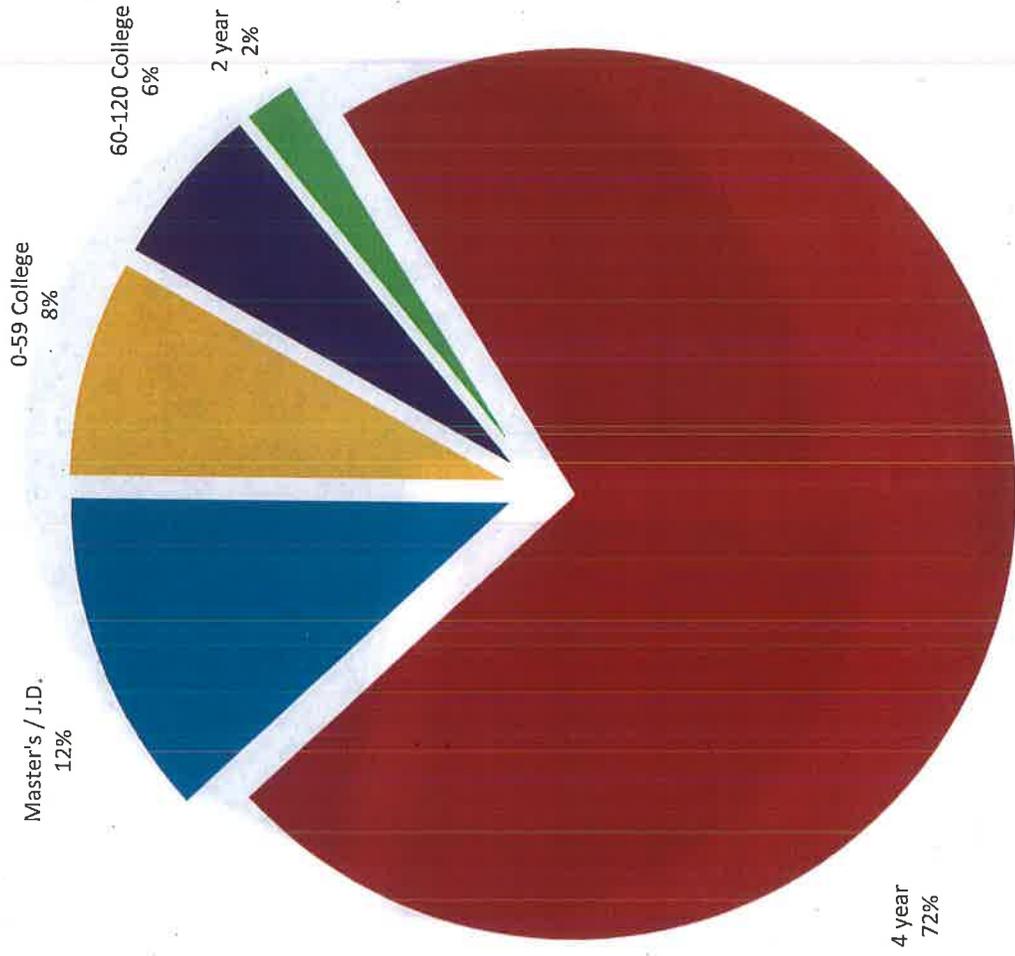
Race



Gender



Education



2019 Hiring List



Matthew Abrahamzon
Deforest, WI



Jake Batusich
Hill Crest, IL



Seth Blair
Madison, WI



Mark Bonds
Chicago, IL



Anthony Ciuffo
Madison, WI



Steven Clennon
Austin, MN



Anne Connelly
Elk Grove Village, IL



Tyler Dudek
Macomb, IL



Timothy Duden
Ames, IA



Hailey Eanes
Big Rapids, MI



Angelo Echevarria
Wood Dale, IL



Stephen Ellis
Cottage Grove, WI



Anthony Finger
Madison, WI



Jarad Frey
Madison, WI



Zane Friske
Madison, WI



Alexander Georgeson
Nashville, TN



Jaydin Grenier
Madison, WI



Nathaniel Hahn
West Palm Beach, FL



Michaela Hannig
Whitewater, WI



Cody Heche
Palatine, IL



Devlin Hernke
Madison, WI



Tyler Hess
St. Petersburg, FL



Benjamin Hogan
Milwaukee, WI



Kraig Hohf
Marysville, MI



Rebecca Holmquest
Madison, WI



Ashley Jackson
Lemoore, CA



Trey Jahnke
Watertown, WI



Joseph Kamp
Madison, WI



Lillian Kaplan
Random Lake, WI



Firoz Khilji
Madison, WI



Brittany Lathrop
Round Lake, IL



Sarah Lawrence
Homewood, IL



Xeng Lee
Madison, WI



Nicholas Loumos
Chicago, IL



Catherine Marino
Jackson, NJ



Austin McDaniel
Oregon, IL



Evan McHugh
Chicago, IL



Mikaela Olson
Madison, WI



Fabiola Ortiz
Elgin, IL



Ryan Pescheck
Minot, ND



Keagan Rabe
La Crosse, WI



Isaac Schaefer
Madison, WI



Adam Schmidt
Elkhorn, NE



Michael Shuda
La Crosse, WI



Lou Ann Springer
Naperville, IL



Jazlyn Torres
Palos Hill, IL



Alexander Truman
Bloomfield, MI



Bryant Volling
Ft. Campbell, KY



Brett Zaruba
Bolingbrook, IL



Jeremiah Zielicke
Port Washington, GA

Contingency Hiring List - Order of Hire

Eff. 03/21/2019

Contingency

Applicant	Race	Gender	Age	LA	Education	Life / Work Experiences
Borton, Justin L. Mason, MI	W	M	29		Associate's degree; Jackson Community College (Law Enforcement)	Borton is currently employed as a Animal Control Officer. He also has experience with the following: 1. US Army 2. Janitor/Grounds Keeper 3. Machine Press Operator
Hill, Nicholas W. Orfordville, WI	W	M	32		Master's degree; University of Phoenix (Administration in Criminal Justice) Bachelor's degree; University of Phoenix (Psychology)	Hill is currently employed as a Veterans Affairs Police Officer. He also has experience with the following: 1. Loss Prevention Manager 2. Administrative Assistant 3. Postal Carrier
Lisko, Hunter R. La Crosse, WI	W	M	21		Bachelor's degree; UW-La Crosse (Political Science and Public Administration)	Lisko is currently employed as a Resident Assistant. He also has experience with the following: 1. Retail Sales 2. Office Assistant 3. Bank Teller
Modransky, Eric C. Western Springs, IL	W	M	26		Bachelor's degree, Western Illinois University (History)	Modransky is currently employed as a Security Officer. He also has experience with the following: 1. Army National Guard 2. Change Over Technician
Tropp, Matthew Chicago, IL	W	M	27		Bachelor's degree; University of Illinois at Chicago (Gender Studies, Philosophy)	Tropp is currently employed as a Server. He also has experience with the following: 1. Dog Walker 2. Produce Clerk 3. Soccer Referee
Wolff, Kevin Elgin, IL	W	M	54		Bachelor's degree; Northern Illinois University (Physical Education, Fitness Leadership)	Wolff is currently employed as a Laborer. He also has experience with the following: 1. Partner in a Fitness Center 2. Property Management
Hudson, Matthew R. Sauk City, WI	W	M	31	Ltd Spanish	Bachelor's degree; UW-Platteville (Criminal Justice) Associate's degree; UW-Baraboo (Arts and Science)	Hudson is currently employed as a Insurance Agent. He also has experience with the following: 1. Geek Squad Consultation Agent 2. Business Owner 3. Car Sales

Contingency Hiring List - Order of Hire

Eff. 03/21/2019

Contingency

Applicant	Race	Gender	Age	LA	Education	Life / Work Experiences
Schmitgen, Nicole Madison, WI	W	F	28		Bachelor's degree; Edgewood College (Criminal Justice)	Schmitgen is currently employed as a Server. She also has experience with the following: 1. Case Manager 2. Cook 3. Student Manager
Oren, Jay D. Janesville, WI	W	M	22		Bachelor's degree; UW-Platteville (Criminal Justice)	Oren is currently employed as a Bartender. He also has experience with the following: 1. Student Senate Vice President 2. Student Office Manager 3. Sales Associate

2019 Contingency List



Justin Borton
Mason, MI



Nicholas Hill
Orfordville, WI



Hunter Lisko
La Crosse, WI



Eric Modransky
Western Springs, IL



Matthew Tropp
Chicago, IL



Kevin Wolff
Elgin, IL



Matthew Hudson
Sauk City, WI



Nicole Schmitgen
Madison, WI



Jay Oren
Janesville, WI

