

City of Madison, Wisconsin
Board of Police and Fire Commissioners

**For Immediate Release
February 18, 2022**

The Board of Police and Fire Commissioners of the City of Madison (PFC) has selected four (4) finalists who will advance in the hiring process for the position of Fire Chief for the City of Madison. The PFC is pleased to announce the final candidates, together with a short biography and photograph from each candidate.

The PFC will conduct final interviews of the candidates on March 8, 2022. The final interview process will include a 15-minute recorded Community Presentation from each candidate, which will be released for public viewing. The PFC utilized the community input received to date to inform all aspects of the search. With the assistance of the City's Information Technology Department, the PFC intends to publicly release the 15-minute recordings of each candidate by March 10, 2022. The PFC will conduct all of the final interviews in closed session to ensure a fair process. The recordings will be available at the following link:
www.cityofmadison.com/PFC.

The PFC will meet on Monday, March 14, 2022 at 5:30 pm for its regular business meeting. The public is encouraged to provide input on the final candidates. Public comment will be taken at the start of the meeting. Members of the public who wish to offer comment during the public comment period must register in advance using the City of Madison's online registration system. In addition, public input may be made in writing at any time to pfc@cityofmadison.com. The PFC has also scheduled special meetings on March 11 and 18, 2022, to deliberate regarding the final candidates. The PFC will not have public comment periods during its special meetings.

The PFC has named the following final candidates.

Scott K. Bavery



As a native of Madison, Scott Bavery is a dedicated and safety-oriented Assistant Fire Chief that offers a vision-driven approach to decision making, strategic planning, and tactical implementation that he's excited to bring to the Madison Fire Chief position. Scott has established a reputation as a transformational leader who is driven by challenge, undeterred by obstacles, and committed to furthering standards of excellence to promote transparency and influence positive change in our community.

Tracy L. Burrus



Tracy Burrus began her firefighting career with the City of Macomb, IL Fire Department in 1995 where she progressed to the rank of Fire Lieutenant. She has been a Madison resident since relocating to the City in 2001 to accept a position with the Fire Department and has served in the roles of Firefighter/EMT, Training Officer, Apparatus Engineer, Fire Lieutenant, Division Chief of Training, and Assistant Chief of Personnel. She has a Bachelor's Degree in Sociology/Psychology from Western Illinois University and is a U.S. Army Veteran, having served as a diesel mechanic and achieving the rank of Sergeant/E5.

Chris P. Carbon



Chris Carbon is a lifelong “Madisonian”, having attended Madison West High School, as well as graduating from the UW-Madison with a Bachelor of Science degree. He has been involved in the fire and EMS services beginning in 1992, and has been with the City of Madison Fire Department since 1999 serving in the roles of Firefighter, Paramedic, Lieutenant, Training Officer, and has been heavily involved in community paramedicine. Chris is married with three school-aged children and is presently the Division Chief overseeing Emergency Medical Services (EMS) Training and Logistics.

Theodore D. Higgins



Ted Higgins, a Madison resident, is a 19-year veteran of the Madison Fire Department and currently serves as a Lieutenant and as a Principal Officer for the International Association of Fire Fighters, Local 311. Higgins holds a Bachelor's Degree of Business Administration from the University of Notre Dame; is a graduate of the Malcolm X College (Chicago) paramedicine program; and worked previously for PricewaterhouseCoopers in Chicago. Higgins leads a wide-range of community outreach activities through his leadership with the Firefighters Local 311 Charitable Trust and has extensive experience building regional partnerships with twelve other Dane County Fire and EMS Departments in his executive leadership role with Local 311.
