

Police Officer Selection Process

Selection Process

Governed by:

- Wisconsin State Statute 62.50
- Uniform Guidelines on Employee Selection Procedures
- Wisconsin Law Enforcement Standards Board
- Fire and Police Commission Rules

Selection Process

Step One:	Accept Applications
Step Two:	Written Exam
	Preference Points
Step Three:	Physical Ability Test
Step Four:	Oral Exam
Step Five:	Writing Sample Exercise
Step Six:	Background Investigation
Step Seven:	Pre-Employment Screening

Step One: Accept Applications

Minimum Requirements:

- Minimum age 21.
- United States Citizenship.
- High School Diploma or GED. A Home Education Diploma will also be accepted.
- Valid driver's license at the time of background investigation.
- Physically able to perform Police Officer training and job duties.
- Must successfully pass a background investigation.

Step One: Accept Applications

Disqualifiers:

- Convicted of a felony.
- Dishonorably discharged from any branch of the United States Military Service.
- Convicted of a misdemeanor crime of domestic violence.
- Failed a Milwaukee Police Department background investigation within the last two years from the date of application.
- Terminated / discharged or resigned with charges pending from either the Milwaukee Police Department or Milwaukee Fire Department within the last two years from the date of application.
- Applicants may also be disqualified on the basis of background standards, which are included on the

Step Two: Written Exam

- All accepted applicants are invited to complete the written exam.
- Written Exam is a multiple-choice exam.
- A candidate must pass the Written Exam to continue in the selection process.
- Due to the large number of applicants, the top 300 applicants were invited to continue in the selection process immediately.
- Any candidate who passed the written exam with a rank of 301 or higher has been placed on a waiting list, and may be invited to continue the selection

Step Three: Physical Ability Test

- The Physical Ability Test (or PAT) consists of a timed obstacle course and a timed mile-and-a-half run.
- Candidates must successfully complete each event in the obstacle course within the time allowed.
- Candidates are allowed one opportunity to re-take the obstacle course.
- Candidates who pass the obstacle course are invited to complete the timed mile-and-a-half run. The obstacle course and timed run are held on separate days.

Step Four: Oral Exam

- Candidates are then invited to participate in the Oral Exam.
- Candidates speak before three separate oral boards. Candidates are asked to respond to three different work-related scenarios.
- Candidates are granted time in advance to prepare for two of the three scenarios. The third scenario must be completed without advance preparation.

Step Five: Writing Sample Exercise

- The Writing Sample Exercise is administered the same day as the Oral Exam.
- Candidates view a short video of a Police Officer performing job duties. They may take notes during the video.
- Candidates are then asked to write a paragraph describing the content of the video.

Step Six: Background Investigation

- All Police Officer candidates must pass a Police Department Background Investigation before being hired. The Background Investigation is a lengthy process, and is usually being completed concurrent to the examination process.
- Candidates complete a Personal History Questionnaire. This document must be turned in by the deadline in order to continue in the selection process.
- A Milwaukee Police Service Special Investigator collects background information and prepares a

Step Six: Background Investigation

- The Background Investigation is reviewed by an Applicant Review Committee based on a background matrix created in conjunction with the Department of Justice.
- A chief from the Police Department reviews the Applicant Review Committee recommendations and has an opportunity to object to a passing recommendation.
- Any Police Officer candidate who fails the Background Investigation has the opportunity to appeal the decision to the Fire and Police

Step Seven: Pre-Employment

- Once a candidate successfully completes the selection process, they are placed on an eligible list in rank order.
- Any candidate who receives an offer of employment must pass a pre-employment medical evaluation, psychological evaluation, and drug screen.