

POLICE SERGEANT

Recruitment #2605-2348-001

List Type	Promotional
Requesting Department	Milwaukee Police Department
Open Date	5/22/2026 08:00:00 AM
Filing Deadline	6/22/2026 4:45:00 PM
HR Analyst	Jordan Hendry

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ESSENTIAL FUNCTIONS

A Police Sergeant may be assigned to patrol duty, investigative duty, desk duty or other assignments as required.

- Police Sergeant supervises and evaluates personnel assigned to patrol duty within a specific area of the city or an investigative assignment within the Criminal Investigation Bureau.
- Supervising incidents or special operations.
- Investigations and case management.
- Desk Sergeant is responsible for administrative work on an assigned shift.
- Ensure personnel are performing their duties in accordance with the Department's Code of Conduct, policies and procedures and training.

MINIMUM REQUIREMENTS

Applicants must have served continuously as a sworn member of the City of Milwaukee Police Department for at least **six (6) years immediately prior to June 22, 2026**. Applicants currently serving as Detectives may qualify with a minimum of **five (5) years of continuous service**, provided they have at least **two (2) years of Detective experience** immediately prior to June 22, 2026.

Detectives promoted after June 22, 2024 must have 6 years of continuous service.

Continuous service includes:

- Time spent on military leave or duty disability will count toward the actual years of service requirement.
- Police Officers who have had leaves of absence related to physical disabilities, including maternity leave, sick leave, or education leave or leaves which qualify under the Family and Medical Leave Act.
- A break in service of **thirty (30) cumulative days** or less for other non-disciplinary reasons.
- A break in service of **four (4) cumulative days** or less for disciplinary reasons will be considered to have continuous service but must have six years of actual service.

KNOWLEDGE, SKILLS, ABILITIES & OTHER CHARACTERISTICS

The position of Police Sergeant requires the following knowledge, skills, abilities and personal characteristics for successful performance of duties, which will be evaluated in the examination process:

- Knowledge of laws and ordinances; rules and regulations, standard operating procedures and other department procedures.
- Knowledge of supervisory principles and practices; effective law enforcement practices and legal guidelines
- Ability to read and understand job related materials.
- Ability to command and direct a force of personnel of lesser rank and efficiently enforce discipline.
- Skill and knowledge to abide by and enforce the Department's Code of Conduct · Ability to prepare effective written communications.
- Ability to analyze, solve problems, make decisions consistent with the core values of the department and exercise judgment effectively.
- Ability to supervise police officers and other personnel and direct and coordinate their work using effective techniques.
- Ability to interact with others in an effective and ethical manner. ·
- Ability to communicate clearly and effectively orally and in writing.
- Ability to maintain effective performance under stress; and Ability to perform all other essential functions required of a sergeant.

SELECTION PROCESS

Applications are available online only at www.jobaps.com/Mil/jobs/FPC. Applications must be submitted by June 22, 2026. The Commission is not responsible for applications not received by the deadline.

EXAMINATION

The examination will consist of the following components:

Written Technical Knowledge Test	25%
Assessment Center**	70%
Seniority (added after passing assessment center)	5%
Total	100%

A candidate orientation will be held virtually and recorded for all qualified candidates.

The Written Technical Knowledge Test is scheduled for **Thursday, August 6, 2026, at 9 a.m. at the Milwaukee Safety Academy**. Qualified candidates who have submitted an application will receive an email notification with additional information regarding the written test.

Applicants must pass the Written Technical Knowledge Test in order to proceed to the **Assessment Center which will be tentatively held the week of November 9, 2026**. Those applicants will be notified at a later date of the time, place, and nature of the remaining test components. Promotion is contingent upon passing a drug screen test. The eligible list resulting from this examination process will remain in effect for two years unless rescinded or extended by the Board.

A Reading List containing information regarding the Written Test will be made available to applicants for promotion to sergeant. The reading list will be available on the MPD HR Division SharePoint.

The assessment center will include a separate leadership exercise held on **September 8, 2026 outside of the normal assessment center.

ADDITIONAL INFORMATION

If you will be unavailable for one or more portions of the examination due to military service or training, you may be eligible for a make-up examination pursuant to the Uniformed Services Employment and Reemployment Rights Act (USERRA).

In order to qualify for a make-up examination, you must meet USERRA eligibility requirements, including the requirement to provide advance written or verbal notice of your service to your employer.

For more information about your rights and responsibilities under USERRA, please visit the U.S. Department of Labor website at www.dol.gov. You may also contact Jordan Hendry at (414) 286-5038, jhendr@milwaukee.gov, via fax at (414) 286-5050 or in person at City Hall Room 706.