



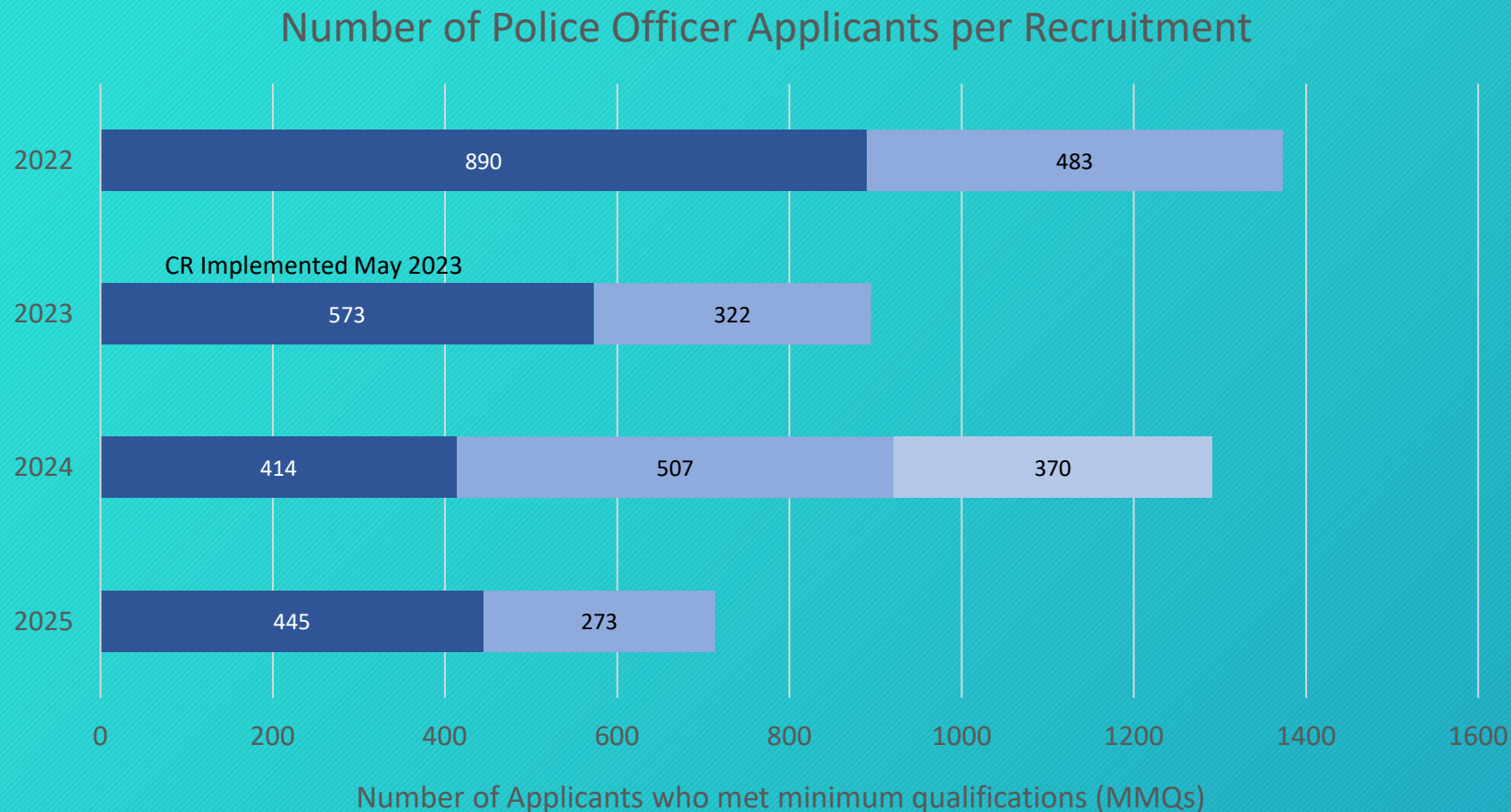
Update on Police Officer Recruiting and Hiring (7-15-25)

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**City of Milwaukee
Fire and Police Commission (FPC)
Testing and Recruitment Committee**

Number of Police Officer Applications per Recruitment

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2024 Total Entry-Level:

- 1,291 MMQs
 - Approx. 27/week

2025 Total Entry-Level (as of 7/14/25):

- 718 MMQs
 - Approx. 28/week

Number of Police Officer Recruits per Class

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Year	Recruit Class	Budgeted No.	Actual No. Appointed	Actual No. Graduated	%
2019	Class 1 - 2019	50	48	37	77%
2020	Class 1 - 2020	65	65	62	95%
2021	Class 1 - 2021	30	30	26	87%
2022	Class 1 - 2022	65	59	50	85%
	Class 2 - 2022	65	62	51	82%
2023	Class 1 - 2023	65	65	51	78%
	Class 2 - 2023	50	51	41	80%
2024	Class 1 - 2024	65	46	37	80%
	Class 2 - 2024	65	35	25	71%
	Class 3 - 2024	65	29	25	86%
2025	Class 1 - 2025	65	31	26*	-

* Currently remaining in the Academy

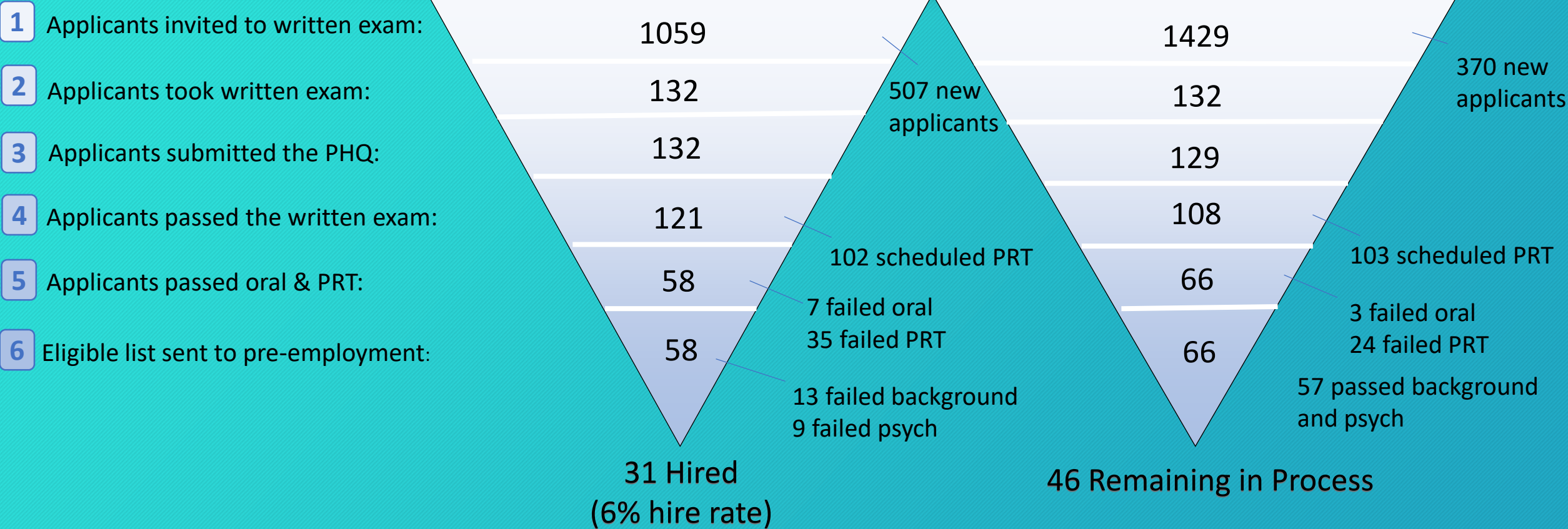
- **116 new hires in 2023**
- **110 new hires in 2024**
 - Applicants from the 2023 continuous recruitment had a 9% hire rate
 - To date, applicants from the 2024 recruitment have had a 6.5% hire rate
- **For Class 2-2025**
 - 46 entry-level candidates have passed all testing components
 - In addition, 1 lateral, 1 police aide, and 2 reappointees are eligible to join this class
 - These 50 candidates are currently scheduled to join Class 2-2025, starting Aug. 4, 2025

Police Officer Recruitment: Applicant to Hire

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Class 1-2025

Class 2-2025



MPD Target Staffing Levels

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- Since the passage of Act 12 in 2023, MPD has slowly increased the size of its officer corps
 - In **2023**, MPD's average adjusted sworn strength (excluding recruits and grant funded officers) was **1,454.7 FTEs**
 - In **2024**, MPD's average adjusted sworn strength was **1,465.4**, an increase of **10.7 FTEs**
 - To date in **2025** (thru PP12), MPD's average adjusted sworn strength is **1,468.9**, an increase of **3.5 FTEs**
 - There are also currently an additional **50** officers funded through a COPS grant (which will expire in March 2026) and **26** recruits who cannot be counted yet for purposes of Act 12
- Per Act 12, the city must employ **1,725** law enforcement officers (including **175** detectives) by 2034

Total Sworn Law Enforcement Positions

- 1,725 – Act 12 target
- 1,564 – Actual (as of PP12)
 - 161 – variance (Class 2-2025 should increase MPD's total sworn strength by approximately 50 FTEs)

Detective Positions

- 175 – Act 12 target
- 141 – Actual (as of PP12)
 - 34 – variance (does not include 8 new detectives who have been promoted since PP12)

2025 FPC Recruitment & Hiring Strategies

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FPC's strategic plan for increasing the size of MPD includes two main components:

- 1. Recruiting:** FPC seeks to increase the number of applications to ensure a broad, diverse, and high-quality applicant pool. Tactics include:
 - Conducting robust recruiting at community events, job fairs, and other strategic locations
 - Using targeted advertising and social media outreach
 - Maximizing opportunities for candidates to apply
 - Utilizing hiring incentives, where possible
- 2. Testing & Hiring:** We also seek to increase the percentage of applicants who are ultimately hired into the academy. The strategic aims of this goal including improving and modernizing our testing and hiring process, while at the same time:
 - Maintaining high testing standards
 - Ensuring a fair, competitive, and merit-based hiring process

Recruitment Tactics - Recruiting at Community Events & Job Fairs

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- **FPC recruits at community events, career and resource fairs, open houses, faith-based events, and colleges and tech schools**
 - In 2023, we added a second recruiter to our ranks, which allows us to:
 - Attend additional recruitment events
 - Hold more test fit camps and prep sessions
 - Visit more MPS schools to recruit for the police aide program
- In **2024**, FPC recruiters attended a total of **88** separate recruitment and community events, and hosted an additional **84** test prep sessions and fit camps
- **Expanding our presence and engagement in the community** (as opposed to solely focusing on recruiting) is part of a broader strategy to not only recruit more police officers, but to improve community-police relations in Milwaukee

Recruitment Tactics - Advertising & Social Media

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- **To attract a robust pool of applicants, the FPC uses targeted advertising, including flyers/brochures, social media, jobsites, billboards, bus ads, radio, and TV**
 - In recent years, we have expanded our advertisement partnerships, more than tripling our overall advertising budget and expenditures
 - We have also deployed new types of advertisements, like ads in the Brewers' Yearbook, at movie theaters, in pod casts, and at gas station pump screens
 - New streaming ad campaign with CBS 58 and FOX 6 News
 - Updated recruitment theme: *More Than an Officer*
- **New initiatives in the works:**
 - Partnering with **Safeguard Recruiting** to improve recruiting, branding, marketing, website design, and social media outreach
 - Hiring a **management trainee** to focus on creating social media content

Recruitment Tactics - Maximizing Applicant Opportunities

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- **In May 2023, the FPC began conducting continuous recruitment for police officers:**
 - More applicant-focused and applicant-friendly model
 - Allows applicants to apply year-round, and easily try again if they are unsuccessful with certain testing components
- **In Nov. 2024, we conducted our first lateral/transfer officer recruitment**
 - We plan to conduct an additional lateral recruitment in the near future
- **MPD's 30x30 Initiative**
- **Updated FPC Rules** to provide former officers and recruits **more opportunities to seek reappointment**

Recruitment Tactics - Hiring Incentives

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- **Our 2024 lateral/transfer officer recruitment included of \$10k signing bonus**
- **In Nov. 2024, we also launched an employee referral program**
 - MPD and city employees will receive an incentive of \$500
 - Incentive applies to entry-level and lateral officers and has no limit on the number of referrals
- **Ongoing Recruitment/Retention Workgroup.** FPC, MPD, and the City Innovation Director are collaborating through an on-going workgroup to consider and vet other potential incentives (e.g., housing, daycare, entry-level sign-on bonus, retention, etc.)

Testing & Hiring Tactics

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- In addition to our continuous recruitment model, the FPC has implemented several other initiatives to improve and modernize our testing process
 - New testing vendor, **National Testing Network (NTN)**, will help reduce the overall time of the testing process
 - **Online testing** option now available for the written and oral exams
 - Increased number of **fit camps**
 - Keeping candidates informed and engaged through **frequent email and text message reminders** to increase show rates for applications, events, and exams
- **New initiatives in 2025:**
 - In 2025, FPC began using **NTN to conduct background investigations** for the police officer candidates. This will further reduce the time the testing process takes