



**Fire and Police Commission**

**Michael G. Tobin**  
Executive Director

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Commissioners

March 19, 2013

To Alderman Terry Witkowski, Chair  
Public Safety Committee  
City Hall - Room 205  
Milwaukee, WI 53202

RE: File #121587 Status of Current Sworn Position Eligible Lists

Dear Alderman Witkowski:

In a letter dated March 5, 2013, Alderman Joe Dudzik inquires about the current status of eligible lists for the positions of Police Officer and Firefighter. This correspondence addresses Alderman Dudzik's six specific inquiries:

**1. How many candidates remain on the eligible list for the position of Police Officer? For the position of Firefighter?**

Police Officer = 1,699

Firefighter = 706

**2. How much longer do you anticipate each eligible list lasting? When do you anticipate starting the process of creating new lists?**

Police Officer = currently expires July, 2014. Established in 2011 and is on its first two (2) year extension.

Firefighter = currently expires April, 2013. Established in April, 2009 and is completing its second one (1) year extension. This list will be extended to April, 2014.

Each eligible list takes 12 – 18 months to establish. It has not been determined whether the lists will be extended in 2014 or if budget authority will be requested to initiate the process of establishing new eligible lists.



**3. *What is the estimated cost of creating a new eligible list for each of these positions?***

Each eligible list will require a new job analysis and test development process. Based upon past development costs and the extremely high volume of expected applications for these positions it is estimated that \$125,000 - \$135,000 would be required for each of the two processes. These costs would be in addition to normal expected staffing and currently anticipated operational costs in our annualized budget.

**4. *What has been the Fire and Police Commission's recent experience in terms of the percentage of candidates on these lists that are still eligible for and interested in these positions with the City? For candidates who have decided not to pursue employment with the City, do we know the reasons for their decisions?***

In the most recent survey of the next 300 Police Officer applicants on the eligible list, 53% indicated that they remain interested in the position. Forty-seven percent (47%) either did not respond to the survey or indicated they were no longer interested in the position. Most individuals that indicated they were no longer interested said they had found another job.

In the most recent survey of the next 200 Firefighter applicants on the eligible list, 51% indicated that they remain interested in the position. Forty-nine percent (49%) either did not respond to the survey or indicated they were no longer interested in the position. Most individuals that indicated they were no longer interested said they had found another job.

**5. *If new eligible lists need to be created in the near future, will you be able to coordinate the timing of the testing and list-creation with the lifting of the residency requirement, to maximize the size of the pools of potential candidates?***

Creation of new eligible lists for Police Officer and Firefighter will require appropriate budget authority and approximately 12 – 18 months to complete. Conducting both examination processes simultaneously will incur additional cost, beyond the estimated \$125,000 - \$135,000 per eligible list due to additional personnel resources that would be necessary.

**6. *What effects do you believe the lifting of the residency requirement would have on the number of persons who take the tests for these positions?***

Past examination processes that have been conducted with a residency requirement in place have yielded extraordinarily high numbers of qualified applicants. A comparatively small number of applicants are hired from the current pools of total candidates. Many applicants that are hired possess qualifications well beyond the minimum requirements. The high number of applications we have received with a residency restriction in place suggests anecdotally that most potential applicants for these particular positions are not deterred by the current residency requirement. Also anecdotally, we do not believe that lifting the residency requirement will improve the diversity of the applicant pool and may in fact have a detrimental effect. Since this would be a matter of first impression, it is difficult to predict the effects, if any, on the total number of applications we might receive.

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We would be pleased to answer any additional inquiries with respect to the current eligible lists for Police Officer and Firefighter.

Sincerely,

A handwritten signature in black ink, appearing to read "M. G. Tobin".

Michael G. Tobin  
Executive Director

MGT:kj

Enclosure: Letter from Alderman Dudzik

CC: Alderman Joseph Dudzik  
City Clerk