

Fire Department

Aaron Lipski
Chief

Joshua Parish
Assistant Chief

David Hensley
Assistant Chief

Schuyler Belott
Assistant Chief



November 13, 2025

To the Honorable
The Board of Fire and Police Commissioners
200 East Wells Street, Room 705
Milwaukee, Wisconsin 53202

Dear Commissioners:

I am requesting that the Performance and Training Physical Therapist in the Health and Safety Division, formerly the Athletic Trainer, be classified as exempt from competitive examination, pursuant to Fire and Police Commission Rule V, Sections 2 and 6. It is a civilian professional position.

The Performance and Training Physical Therapist supports the day-to-day administration and delivery of injury care and prevention programming across the department. This role is central to planning, organizing, and implementing the MFD's health, safety, and fitness initiatives. Bringing expertise in applied injury management and performance evaluation, the Performance and Training Physical Therapist will elevate current member-facing services for prospective, active, and retired department personnel.

Exemption is appropriate given that Performance and Training Physical Therapist will need a strong professional background to carry out the position's responsibilities, which include being a graduate of a Commission on Accreditation in Physical Therapy Education (CAPTE) accredited program and having a valid Wisconsin Physical Therapy License at time of hire. Experience in orthopedic or sports medicine physical therapy settings is necessary.

Experience with data management and analysis, and a demonstrated history of working as an effective collaborator within an integrative team is essential. Experience working with fire service, military, law enforcement, or tactical populations is required. Educational experience to obtain, analyze, and apply evidence in program and best practice development is needed.

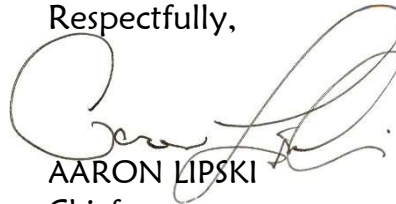
In addition, skills required include the ability to create and integrate exercise programming, the ability to independently produce educational materials and present them, the ability to conduct fitness assessments, and strong communication, documentation, and interdisciplinary collaboration skills.

This position's primary job duties are listed below:

- Manages injury care for active and prospective members, including sworn personnel, civilian staff, and academy cadets and recruits.
- Educates and supports members through the entire injury care process, including provider collaboration, workers' compensation navigation, records management, and customer service.
- Conducts musculoskeletal evaluations, movement screenings, and return-to-work assessments.
- Collaborates with the Fire Health and Safety Manager (HSMGR) and the contracted Health and Fitness Coordinator (HFC) to identify safety risks and implement mitigation strategies.
- Develops and delivers innovative, data-informed training sessions related to injury prevention and physical readiness.
- Serves as a resource and trainer on injury care topics during recruit onboarding, return to work refresher training, and field operations.

For your information, I have attached the position's current job description. If you have any questions regarding this matter, please contact Assistant Chief Joshua Parish at (414) 286-8946.

Respectfully,



AARON LIPSKI
Chief

AL/JP/jlb
Enclosure
FPC\Exempt Positions\Request Exemption Perf and Trng PT 1125

Approved by the BOARD OF FIRE AND POLICE COMMISSIONERS

Date _____

Executive Director