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April 2, 2026

Milwaukee Fire and Police Commission  
200 East Wells Street  
Milwaukee, WI 53202

Re: Proposed Section 7 – Volunteer Service Preference Points

Dear Commissioners,

On behalf of the Milwaukee Police Association, I am writing regarding the proposed addition of Section 7 to the promotional process, which would award preference points based on volunteer service hours.

At the outset, I want to be clear that we support the intent behind this proposal. Many of our members already dedicate significant time to serving the Milwaukee community outside of their law enforcement duties and recognizing that commitment can be a meaningful way to enhance the promotional process. Providing additional opportunities for members to distinguish themselves is something we can support.

However, we do have concerns regarding the implementation and administration of this proposal, particularly as it relates to fairness, consistency, and transparency for all candidates.

First, the policy outlines specific thresholds of 120, 180, and 240 hours for the award of 3, 6, and 9 points, respectively. While these benchmarks are clear, the proposal does not establish how those hours will be verified, tracked, or audited. It is unclear what standards will be applied to confirm the legitimacy of reported hours, who will be responsible for certifying them, and how discrepancies will be addressed.

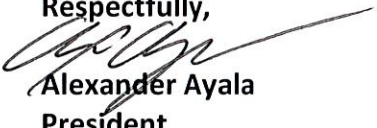
Second, while the policy limits eligible volunteer service to 501(c)(3) organizations or schools, additional clarity is needed regarding which organizations will be deemed acceptable and how “good standing” will be determined. Without a standardized approval or certification process, there is a risk of inconsistent application, which could undermine confidence in the promotional system.

Finally, consideration must be given to equitable access. Officers’ work schedules, assignments, and personal obligations vary significantly. The ability to complete 120–240 volunteer hours within a two-year period may not be equally attainable for all members. Any point system tied to volunteer service must be carefully structured so it does not unintentionally disadvantage otherwise qualified candidates.

The Milwaukee Police Association remains willing to work collaboratively with the Commission to ensure that, if implemented, this policy is applied in a manner that is fair, transparent, and consistent for all members. We believe these concerns can be addressed through clear standards, defined verification procedures, and safeguards to ensure equal opportunity.

Thank you for your time and consideration.

Respectfully,



Alexander Ayala

President

Milwaukee Police Association

AA/lw