



Milwaukee Police Department
Police Administration Building
749 West State Street
Milwaukee, WI 53233
<http://www.city.milwaukee.gov/police>

Jeffrey B. Norman
Chief of Police

(414) 933-4444

March 5, 2026

The Board of
Fire and Police Commissioners
200 East Wells Street, Room 706
Milwaukee, WI 53202

Dear Commissioners:

I hereby nominate and appoint, subject to your approval, the following individual:

3. Nicholas A. Hickman

to the position of Maintenance Assistant (Pay Range 8CN) in this Department to fill an existing vacancy. The effective date of this appointment will be Monday, March 30, 2026. Mr. Hickman participated in a selection process, which included an evaluation of training and experience, and oral interviews. Mr. Hickman is being recommended based on the results of this process.

The above name appears in the indicated order on the eligible list for Maintenance Assistant as certified by the Department of Employee Relations on September 16, 2025. This appointment is contingent upon the individual successfully completing the background investigation, a medical examination and drug screening.

Sincerely,

JEFFREY B. NORMAN
CHIEF OF POLICE

JBN:ms
CC: Payroll Supervisor Santiago
F&P: 4/16/2025 (Reyes)

I hereby certify that the above agenda item has been approved by the Commission:

Executive Director

Date: _____