

Reply to Common Council File No. 001468

From DOA-Budget and Management Division

February 19, 2001

Ref: 01009 (02)

Common Council file 001468 contains a resolution reserving \$75,000 in the 2001 Common Council Contingent Fund to cover expenses for hiring testing consultants for City of Milwaukee Fire Department selection procedures in connection with the case captioned Brotherhood of Firefighters v. City of Milwaukee, EEOC Charge No. 260970100.

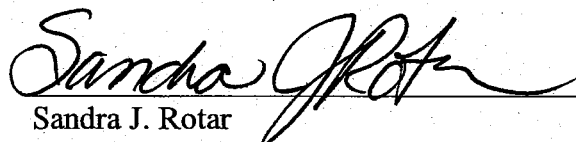
The equal Employment Opportunity Commission (EEOC) has issued a probable cause determination finding the 1993 and 1995 entry level firefighter written tests, the 1995 Fire Lieutenant and the 1996 Battalion Chief promotional examinations had adverse impact and were not valid within the meaning of hiring guidelines. The consultants may be needed to review existing and develop new selection procedures for City of Milwaukee firefighters and fire cadets, and promotional examinations for the position of Fire Lieutenant and Battalion Chief in light of this EEOC finding.

This resolution will also grant authority to the Fire and Police Commission (FPC) to negotiate and enter into a contract with testing consultants for this purpose, in the event that the FPC finds it necessary to do so in order to comply with the current requirements of the law.

The City Attorney has indicated that \$75,000 is the minimum amount needed for these purposes. The actual amount that may be required is not known at this time and is contingent on several litigious factors.

This resolution will only reserve \$75,000 in the Contingent Fund for this purpose, thus ensuring that funds will be available in the event that an appropriation becomes necessary. However, further Common Council action would be needed before these funds expended.

RECOMMENDATION: APPROVE COMMON COUNCIL FILE 001468 WHICH RESERVES \$75,000 FROM THE COMMON COUNCIL CONTINGENT FUND TO COVER EXPENSES FOR HIRING CONSULTANTS TO REVIEW AND DEVELOP SELECTION AND PROMOTIONAL PROCEDURES FOR POSITIONS IN THE MILWAUKEE FIRE DEPARTMENT.



Sandra J. Rotar
Budget & Management Team Leader

SJR:sjr

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