



# Milwaukee Police Supervisors' Organization

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September 13, 2022

Milwaukee Fire and Police Commission  
C/O Leon Todd, Executive Director  
Milwaukee City Hall  
200 East Wells Street Room 706  
Milwaukee, WI 53202

Dear Commissioners:

We are writing to you today regarding file #FPC21781 which appears as Item 32 on your just-released September 15, 2022 Regular Meeting Agenda. The reason for the late submission is that we were not made aware of this proposal until the aforementioned agenda was posted publicly.

We would appreciate your sharing this letter with the Commissioners prior to their decision on this file. This letter pertains only to the portions of file FPC2178 that include the Police Sergeant and Police Lieutenant eligible lists.

For newer or unfamiliar Commissioners, the Milwaukee Police Supervisors' Organization (MPSO) is the certified bargaining unit for all sworn police supervisors of the Milwaukee Police Department. We are not a fraternity or the like, we are the individuals hired and later promoted with careful, thorough, and individual consideration by the Milwaukee Fire & Police Commission.

We stand opposed to the extension of promotional lists. It is not a best-practice in any agency we have ever found. Refreshing lists as often as possible is a basic tenet of organizational success. Elevating only the best and brightest to management is exactly what an oversight board exists to achieve. What success an agency reaps, or conversely suffers, as a result of those it chooses to lead is exactly our concern here.

It is no secret that with tenure requirements for application to participate in the promotional testing process, individuals 'come of age' so to say as a list ages. It is therefore incumbent on the testing authority to include those individuals so as to assess their aptitude for advancement. Extending lists and going deeper down the line of finishers from year's past testing processes in no way serves the public interest. Being the start of the NFL season, such an analogy comes to mind; To ask you to use a years old list for promotions is akin to a coach asking to draft players from a 3 years-ago NFL draft because they haven't acted to assess the current pool of talent. How do we think that team's stats will look? How do we want the MPD's metrics to look? How efficient do we want our police department, and how safe do we want our Community?

We need new lists and a full staff of the best managers available in this police department, and time matters.

Sincerely,

*The MPSO Board of Directors*