

Rule VIII – Examinations –

Section 7.

(a) Prior to appointment, each candidate for an entry-level position shall undergo a thorough medical **and psychological** examination ~~by medical examiners approved by the Board~~ to determine whether or not the candidate meets the standards of health and physical **and psychological** fitness necessary to successfully perform the essential functions of the position. (Rev. 7/26/01)

(b) In the medical examination, the candidate shall be reported to be either medically qualified or medically unqualified. (Rev. 7/26/01)

(c) The medical examiners shall immediately report the results of the examination to the Board. There shall be no appeal from the decision of the medical examiners, and any candidate rejected shall not be re-examined for the same selection process, unless the Board so decides. (Rev. 7/26/01)

(d) In the psychological examination, the candidate shall be reported to be either psychologically qualified or psychologically unqualified.

(e) The psychological examiners shall immediately report the results of the psychological examination to the Board. If a candidate is determined to be psychologically unqualified, the candidate will be provided an opportunity to appeal the determination to a three-member panel consisting of (1) the Executive Director or Chief of Staff, (2) a member of the Board, and (3) a member of the Board or a City of Milwaukee employee who did not participate in the testing, hiring, or recruiting of the candidate. The appeal process shall include a second psychological examination by a psychological examiner who did not conduct the initial examination. The psychological examiner conducting the second examination shall immediately report the results of the examination to the three-member panel for consideration in deciding the appeal. Any candidate unsuccessful in their appeal shall not be re-examined for the same selection process, unless the Board so decides.