



Milwaukee Police Supervisors' Organization

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April 10th, 2026

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 regarding FPC File 212493, concerning the communication related to minimum service requirements for the Police Sergeant Promotional Examination. The Milwaukee Police Supervisors' Organization, as the duly elected representative body of sworn police supervisors within the Milwaukee Police Department, respectfully submits the following position for your consideration. Each of our members has been selected and promoted through a rigorous and deliberate process conducted under the authority of your esteemed body.

We firmly maintain that the current seven-year service requirement represents the optimal standard for eligibility. Police supervisors must demonstrate experience, maturity, composure, sound judgment, and effective communication skills. These essential qualities are developed through years of service and continuous professional growth. A critical responsibility of front-line supervisors is the ability to proactively identify and mitigate potential issues before they escalate, thereby reducing the risk of unnecessary litigation involving the City of Milwaukee. Individuals who consistently demonstrate the willingness and ability to intervene effectively are most often seasoned and tenured personnel.

Accordingly, we respectfully request that the seven-year service requirement for eligibility to participate in the Police Sergeant Promotional examination be maintained.

The current promotional list, which is set to expire in May 2026, includes a total of 161 individuals who are eligible for promotion. This number specifically represents those candidates who have successfully completed all phases of the promotional process, rather



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than the broader pool of applicants. Out of the 161 eligible individuals, only 39 have been promoted to date. The fact that only a portion of eligible candidates have received promotions highlights the competitive nature of the process. Additionally, when inquiries were made regarding how many more individuals would become eligible for the promotional exam if the service requirements were reduced by one year, no definitive answer was available at this time.

We wish to express our appreciation to the Fire and Police Commission for initiating a new promotional examination for the Sergeant position. It has long been our position that conducting a new promotional process every two years affords the department the opportunity to promote the most highly qualified individuals.

Alternative Proposal

Should the Commission be open to considering an alternative approach, we propose the implementation of a one-year service credit for Detectives who have completed at least two years in that role at the time of posting. This adjustment would allow eligible Detectives to participate in the Police Sergeant Promotional Examination after six years of service rather than seven.

Currently, the Detective eligibility list consists of only 46 individuals. While the Milwaukee Police Supervisors' Organization does not directly represent Detectives, we work closely with and supervise them, and we strongly support efforts to encourage greater participation in the Detective career path. Providing a service credit would enhance the competitiveness and attractiveness of this role, potentially increasing the number of applicants.

Detectives are responsible for conducting complex and high-stakes investigations. While they are not supervisors, they learn valuable skills at that rank, and that experience contributes significantly to their development as well-rounded, knowledgeable, and capable professionals, which will serve them well upon promotion to Sergeant.

Sincerely,

The MPSO Board of Directors