

How Psychological Assessments are Processed



- Milwaukee Police Department (MPD) and Milwaukee Fire Department (MFD) and Ascent Talent Strategies.

- Attrition

Rationale

- FPC Executive Director prerogatives hire/not hire (i.e., “pass/fail”)

- The evaluation process

- Rule Out

- Identify

Purpose of Psychological Assessment

- Supported By:

- Candidates Complete written evaluation

- The face-to-face-interview

How FPC Becomes Aware of “Psych Fails”

- The Report

- The Presence of a Psychologist

- Second Opinions

- Re-Application

- While candidates may seek a second opinion at their expense, as the executor of the FPC oversight function, it remains at the discretion of the Executive Director to accept and uphold either of the proffered professional opinions

Supporting Processes

- Individuals who “fail” a psychological evaluation are able to re-apply whenever there is an open recruitment. There is no waiting period to re-apply, and they may re-apply with either MPD or MFD unless disqualified for reasons in addition to the “psych fail”, whereupon the required waiting period following disqualification supersedes the immediate re-application allowed following a psych-fail only.

- Lost in the fire is the process wherein the contractor who conducts the psychological assessment follows the copying and securing protocol of the two other testing entities

- Though time constraints appear to have obscured the process, the face-to-face clinical interview should be made in consideration of background information and with careful review of test results.

Moving Forward

- • Directors have consistently decided to uphold or over-turn “psych fails”, usually with either a verbal or written note. This practice should continue with the all decisions to uphold or over-turn rendered in writing, initialed and dated. This process can be executed by the Executive Director or delegated to the staff psychologist, with the requirements of date, decision, and initials or signature.

- The FPC process for addressing “psych fails” is well-established, with line-staff continuing to track and collect the data used in review of the decision to remove candidates from the process based upon their performance on the psychological assessment phase. The process has become obscure and less transparent simply due to staff attrition. Finally, the investigative unit continues to address the Commission’s request to assess whether past “psych fail” determinations have had adverse impact on racial minority groups.

References

- *Rules of the Board of Fire and Police Commissioners, City of Milwaukee, Milwaukee, Wisconsin, Revised: July 26, 2001, Most Recent Amendment: October 17, 2019, Rule VIII and Rule IX.*