



**Fire and Police Commission**

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**David L. Heard**  
Executive Director

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Hearing Examiner

July 27, 2007

Ald. Willie Hines, President  
Common Council  
City Hall – Room 205  
200 E. Wells Street  
Milwaukee, WI 53202

Finance and Personnel Committee Members  
Common Council  
City Hall – Room 205  
200 E. Wells Street  
Milwaukee, WI 53202

Ald. Robert Donovan, Chair  
Public Safety Committee  
Common Council  
City Hall – Room 205  
200 E. Wells Street  
Milwaukee, WI 53202

Dear Aldermen:

As you know, there are two additional police recruit classes scheduled for 2007. Earlier this year, it was anticipated that one of these classes would start at the end of August. Throughout the spring and early summer months, the testing process for police officer candidates has undergone significant changes. These changes include placing greater emphasis on dimensions designed to measure integrity and honesty traits and the ability to deal with conflict, the addition of a written exercise, and the addition of a mile and a half run to the physical ability portion of the test.

Additional changes were also made to the background investigation standards and procedures to ensure that candidates who are not fit to become police officers are identified and disqualified as necessary. In order to allow for adequate time to process all candidates through the new testing components and ensure accurate and complete background investigations, it has been determined that the class date will be September 24<sup>th</sup>. This will ensure that successful candidates have enough time to complete medical and drug screens as well as psychological interviews. This will also permit successful candidates to provide a two week notice to their current employers upon resignation.

As we strive to recruit and hire the best possible Police Officer candidates for the Milwaukee Police Department, we will continue to identify and recommend the appropriate and necessary changes to the recruitment and testing procedures in order to have two full recruit classes—one in September and one in December.

Sincerely,

David L. Heard  
Executive Director

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