

Hello and Good Afternoon Everyone:

My name is Robert Agnew Jr, I am the son of the late Robert Agnew, Sr., who before he passed in 1994 dedicated and worked for the city of Milwaukee as a sanitation worker for over 20 years with only a 7th grade education. I am the son of Patricia Ann Agnew, who after graduating as valedictorian in Memphis, TN, moved to Milwaukee with a plan to become a Registered Nurse as she worked for the post office. My parents careers as essential workers for the Milwaukee community spans over 50 years of combined service. My father before he passed away had one career, a retired City of Milwaukee sanitation worker. I acknowledge and am proud of the length of service my parents contributed to the milwaukee community because their service and sacrifice made a way for me and my siblings but also their careers; especially during the controversial and problematic times for the Black community, under Mayor Henry Maier tenure, is the foundation of my motivation to seek and have sought a career with the city of Milwaukee like my father and in Healthcare like my mother as an EMT/Firefighter.

Therefore, my reason for speaking on item 6 of today's agenda is because I am upset, disappointed, distraught, and deeply saddened by my rejection and elimination from the Milwaukee Fire Department recruitment process solely and I repeat solely due to the non-appealable decision of business psychologist Robert E. Young of Ascend Talent Strategies.

And by the time of my psychological evaluation interview on May 21st 2019, Here is what I achieved: a ranking of 174 from an initial pool size of 3,000 candidates, passing scores on the written exam in Fall of 2017 and on the oral board interview in Jan. 2018, the total candidates remaining was 1,500. So out of 1,500 candidates my application, residency points, Higher Ed points, scores on exams and interviews- I achieved a ranking that put me in the top 10% of the recruitment pool. It is noteworthy to add that before Fall 2017 the last time the Milwaukee Fire Department application was made available was 10 years prior so about 2007 was the last time the window of opportunity was open to work for MFD.

Also, by May 21st 2019, I was in the final weeks of completing the MFD 16 week EMT training course held on Teutonia Ave at MFD/MPD Academy. While completing the course, I maintained full time employment which I now longer have as of April 8th 2020 due to COVID-19. I attended EMT class from 6pm-10pm 5 days a week for the entire 16 weeks. Sometimes, I had to bring my, then 6 year old daughter with me to class.

Also, I physically trained for three years and passed on the first attempt another required test to become a Milwaukee EMT/Firefighter called the Candidate Physical Ability Test or CPAT. It measures one's ability to handle the physical demands of a firefighter. This test is pass or fail including 8 separate but consecutive tasks that simulate the exact tasks a firefighter can face on a fire call. My passing time was 8:45 seconds beating the 10 minutes and 20 second mark.

I also passed the physical and by being diagnosed with asthma as a minor, this part of testing brought the most anxiety because from experience it is challenging to convince doctors that your asthma is adequately managed.

On that day, May 21st 2019, is the first time I ever met Dr. Young and it is a day I will always remember. The only preparation I received for the psychological evaluation interview from FPC, was told to bring my resume, nothing more. Going into the interview, as you can imagine, I was uncertain of what to expect. The interview consisted of Dr. Young questioned me about my professional resume, life, childhood, and about my responses to the 500 multiple choice psychological questions. On June 21st 2019, I received a letter stating I was no longer eligible to continue in the selection process because I did not meet the psychological screening standards for this position. My question is, what standards explicitly did I not meet and why are the standards obscure to the candidates during the entire process? And why is it not detailed in the "position-updated status" letter of how one failed to meet these standards?

To get these questions answered, I immediately on a Friday afternoon headed to City Hall to speak with Human Resources and I was told nothing could be done. The decision is not appealable. I then called the office of Ascend Talent Strategies to speak with Dr. Young to get an understanding of what he misunderstood by if anything I said that would make him give this final decision. Dr. Young wasn't available until the following Monday, his front desk said and set up the meeting for Monday afternoon. I went to his office on Monday and we had a phone conference. Dr. Young began by telling me his decision had nothing to do with my multiple choice results but his explanation to my questions was about my multiple choices, contradicting himself. I was 100% honest in my interview and shared with Dr. Young the two reasons why I am pursuing being a firefighter. In 1994 at the age of six, I witnessed my father wake-up out of his sleep due to an acute massive heart attack. In 2016, I walked in my mother's bedroom and found my older sister, 36, deceased from an accidentally overdose. She was unresponsive, cold to the touch, and apneic. I never want to be in a position where I can not help in these types of emergencies because that was not a good feeling for me. I told Dr. Young these were my reasons for this career pursuit. When Dr. Young ruled me out and stop the building of generational wealth and preventing me from adding to my family legacy in this city. I promised my 7th year old daughter, I would be a firefighter and she hasn't stopped seeing me as that since. Dr. Young needs to be investigated and my case like others need a reversal of decision. He used and wrongly interpreted my traumatic experiences to be reasons for denial versus a part of a my destiny.

In conclusion, the Fire and Police Standard Operation Procedures need to be edited because Dr. Young has been allowed to consolidate power and abuse power and as a result unjustly denied me an opportunity for a job life has qualified me for. I am exhausted from having to fight for everything after I have filled out an application like others. I am still pursuing this career and I have been volunteering my time, EMT skills, and resources since May 30th to The People's

Movement peaceful protests. I keep a running log of all the EMS calls I and other medics under me have had to respond too. I am currently unemployed due to COVID-19 waiting for UI benefits due to backlog, and volunteering my time 10 hours a day on average with the protest marches in our city. I was present as an EMT medic on the 40th and Lloyd the day of the search for the missing children. That day I and other medics provided aid to a dozen injured citizens by teargas canisters, rubber bullets and pepper spray. I am serious about the career path I have chosen and want to be taken serious so I ask for an appeal to be granted on my psychological evaluation decision.

Thank you for the opportunity to share my experience with the Milwaukee Fire Department recruitment process. Lastly, the current executive director of FPC had a perfect opportunity to undo a discriminatory act against me and others but opted not to when she halted the review/audit process of Dr. Young's decisions therefore in a time when the world is partaking in calling for and undoing racist acts and harms, our leadership failed to model what the people want and deserve equity, justice, and equal opportunity so Griselda needs to know her failure has had a greater impact on me and the Milwaukee community more so than her success has had an impact on those she serves. I recommend you all to vote no on her reappointment hinging on the failure to start and complete the audit of the psychological evaluation testing.