



Milwaukee Police Department
Police Administration Building
749 West State Street
Milwaukee, Wisconsin 53233
<http://www.milwaukee.gov/police>

Alfonso Morales
Chief of Police

(414) 933-4444

August 29, 2019

The Board of
Fire and Police Commissioners
200 East Wells Street, Room 706
Milwaukee, WI 53202

RE: REQUEST FOR REQUIREMENT CHANGES - POLICE LIEUTENANT, POLICE SERGEANT, AND DETECTIVE EXAMS

Dear Commissioners:

I respectfully request that the following minimum requirements for the various exams listed below, be considered for the upcoming testing processes:

Police Lieutenant Exam:

- Must be a Police Sergeant for a minimum of three (3) years preceding date of written exam.
- Only active Detectives listed on the Memorandum of Understanding between the City of Milwaukee and the Milwaukee Police Association, dated November 4, 2011, are eligible to take the exam.
- Candidates will not be considered if they have been the subject of a sustained disciplinary action resulting in suspension(s) causing a break in service for five (5) cumulative days or more, within the previous five years of the date of the written exam, or the subject of an involuntary demotion.

Police Sergeant Exam:

- Must be a Police Officer for a minimum of seven (7) years or have a combination of experience as a Police Officer and Detective equivalent to seven (7) years immediately preceding date of written test. No additional preference points given.
- Candidates will not be considered if they have been the subject of a sustained disciplinary action resulting in suspension(s) causing a break in service for five (5) cumulative days or more, within the previous five years of the date of the written exam, or the subject of an involuntary demotion.

Detective Exam:

- Must be a Police Officer for a minimum of three (3) years immediately preceding date of written test.
- Candidates will not be considered if they have been the subject of a sustained disciplinary action resulting in suspension(s) causing a break in service for five (5) cumulative days or more, within the previous five years of the date of the written exam, or the subject of an involuntary demotion.

The Milwaukee Police Department is a "young" department in terms of experience level of our current supervisors. The Milwaukee Police Department has been through several high profile incidents where the department was sued for multi-millions of dollars. It is the belief of the department that this could have been either prevented or the ramifications/impact could have resulted in less damage costs to the department had there been more senior supervisors on scene. Individuals who have the level of expertise, experience, and seniority ultimately results in them being better prepared and knowledgeable as to how to handle the incidents at hand, which increases the effectiveness of Police supervision.

Police Sergeants and Police Lieutenants are assigned tasks, oversee day-to-day operations of the Patrol Division, investigate and communicate about patrol activities, crimes, and safety. Police Supervisors are expected to be actively engaged in the community and lead their officers on the street. They closely monitor the police radio, to stay on top of what their officers are doing and respond quickly to certain calls, especially critical incidents where the chances of conflict or public attention are high. When on the streets, Police Supervisors (Police Sergeant and Police Lieutenants) are expected to be much more than technical experts on managing crime scenes or other incidents. They are meant to be decision makers and problem solvers. They are responsible for ensuring every responding officer has a role, knows their role, and is held accountable for carrying out their respective role.

Permitting these changes would afford more Department members who meet the minimum eligibility criteria to the ranks of Police Lieutenant, Police Sergeant, and Detective an opportunity to be considered for promotions. Department representatives are available to assist Fire and Police Commission staff in this matter. If you have questions regarding this request, please contact Human Resources Administrator Arvis Williams at 935-7110.

Sincerely,



ALFONSO MORALES
CHIEF OF POLICE

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