



Fire and Police Commission

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Memorandum

To: Board of Fire and Police Commissioners

From: Deputy Director Jay Pucek

Date: June 26, 2026

RE: Bifurcated Approach to PRT Scoring

As the Board is aware, our request to the Wisconsin Law Enforcement Standards Board (LESB) for a waiver of the entrance standards for the physical readiness test (PRT) was denied. Despite that denial, we are still interested in exploring ways to bring in more candidates and also increase the number of female officers in MPD. To that end, we have developed an alternative approach to the PRT involving a bifurcated scoring system. Under this approach, FPC staff will still administer the LESB's PRT test as designed. For candidates who are able to pass the LESB entrance standards (listed in the table below under "outright pass") they will be admitted to the MPD Academy upon passage of the pre-employment screening battery in the same way that they have in the past.

Event	Outright Pass	Contingent Pass
Vertical Jump	11.5"	9.5"
Agility Run	23.40 sec	28.08 sec
Sit-ups	24	19
Push-ups	18	12
300m Run	82.0 sec	98.40 sec
1.5 Mile Run	20:20	21:20

However, there will be a second tier of scores in each PRT event that are more forgiving than the entrance standards (they are listed in the table above under the header "contingent pass"). For candidates that are able to satisfy each of these scores, but not all of the entrance standards, they will be allowed to continue in the hiring

process on a contingent basis. Thus, they will progress to the pre-employment testing battery. If these candidates successfully pass pre-employment testing, they will then have to retake the PRT and achieve the entrance standard scores in each event prior to their admission into the MPD Academy. This retest will be conducted by MPD and will take place on or near the academy start date. If they still cannot achieve the PRT entrance standards, their offer of employment would be rescinded.

The idea behind this bifurcated approach is to identify candidates who are committed to becoming an officer and have a solid base of fitness, but have not quite reached the standards necessary for admission to the academy. Because there is a gap of approximately 3-4 months between the first PRT and the beginning of the academy, there is plenty of time for these marginally fit candidates to improve their fitness to the level necessary to meet the PRT entrance standards.

In addition to being notified of their contingent offer and the areas that they need to improve on, the candidate will be given information on MPD's weekly Fit Camps. They will be required to attend at least two of these Fit Camp sessions between the first PRT and their retest in order to continue in the hiring process. MPD will structure the Fit Camps to focus specifically on the PRT and provide each candidate guidance on how to improve in the areas where they originally failed to meet the entrance standard.

We believe that administering the PRT using this bifurcated scoring system will allow us to identify candidates that are close to meeting the entrance standards, but would otherwise fail and be out of the process. By identifying these candidates and providing them with resources, we believe we can get them up to the required standards and thus increase the number of successful candidates entering the academy.