



Fire and Police Commission

Griselda Aldrete
Executive Director

Steven M. DeVougas

Chair

Nelson Soler

Vice-Chair

Ann Wilson

Fred Crouther

Angela McKenzie

Everett Cocroft

Commissioners

Testing and Recruiting Committee Report

Meeting Date:

Thursday, November 14, 2019

Present:

Nelson Soler, Commissioner

Angela McKenzie, Commissioner

Everett Cocroft, Commissioner

Griselda Aldrete, Executive Director

Alfonso Morales, Chief of Police

Raymond Banks, Assistant Chief of Police

Alexander Ramirez, Inspector of Police

Arvis Williams, Human Resources Administrator

File FPC19335: Resolution to approve requirement changes for the Police Lieutenant, Police Sergeant and Detective Exams

The committee voted unanimously to approve the Chief's changes as stated in the letter dated August 29, 2019, to allow the Milwaukee Police Department to move forward with their promotional exam process for the Police Lieutenant, Police Sergeant and Detective exams. Commissioner DeVougas moved this motion and Commissioner Soler seconded the motion with an amendment to the motion which states this process will be approved for this current class only, *pending discussion of preference points for the next class*. The motion carried unanimously.

The preference points referred to in this discussion would be for Detectives testing for Police Sergeant. The board will continue to discuss with the Milwaukee Police Department how preference points will be applied to Detective's test scores. The Board also will continue to discuss residency points for those members who live in the City of Milwaukee. Research will continue with the City Attorney's office. The qualifications the Testing and Recruiting Committee will recommend to the full board are as follows:



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 next Testing and Recruiting Committee meeting will take place on January 16, 2020.