



Fire and Police Commission

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Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: May 2, 2023

RE: MPD Progression through Application Process by Gender and Ethnicity, 2022
Recruitment

This report follows the progression in the February/March 2022 MPD recruitment through the first group of hires from that recruitment.

The method followed was to calculate the final dispositions for the group at each step along the way. Each applicant's disposition as recorded in JobAps, the FPC's job application program, is that applicant's final disposition. If an applicant fails at a step that applicant is eliminated.

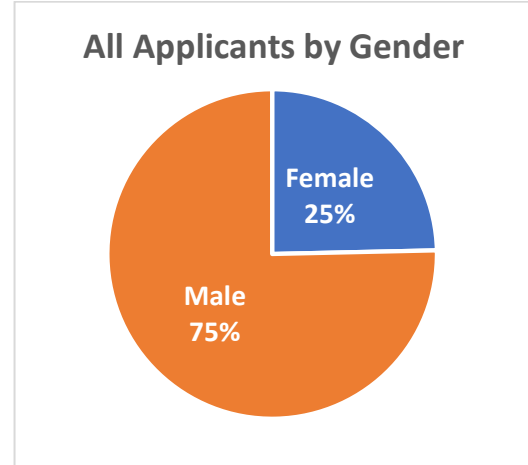
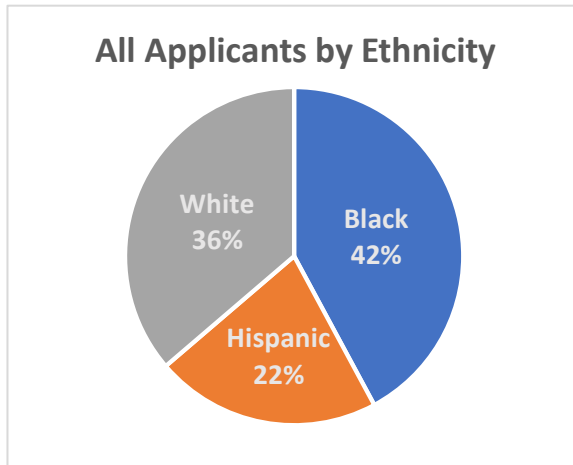
The total number of applicants for the recruitment was first reduced by those ineligible after the first test, the written test, which is administered to the entire applicant group. The eligible remainder, those passing the written test, was divided into two testing groups. The progress of the first testing group, which recently resulted in a class of recruits, is followed in this report by calculating the number of fails at each step in the process.

The final result shows that proportions of the major ethnicities – Black, Hispanic and White – and of both sexes remain essentially the same from beginning to end of the process, with some fluctuation during the testing process.

NOTE: Because there are regrettably too few candidates for meaningful results in the ethnic categories of American Indian, Asian/Pacific Islander, those categories have been omitted from this analysis. Asian Americans, 4.5% of the city of Milwaukee's population, comprised 4.6% of the testing group analyzed in this report and 4.6% of final hires from the group after testing. The two American Indians/Alaska Natives comprised .8% of the testing group and none of the final hires (one failed the background investigation and one was a no-show for the physical readiness test).

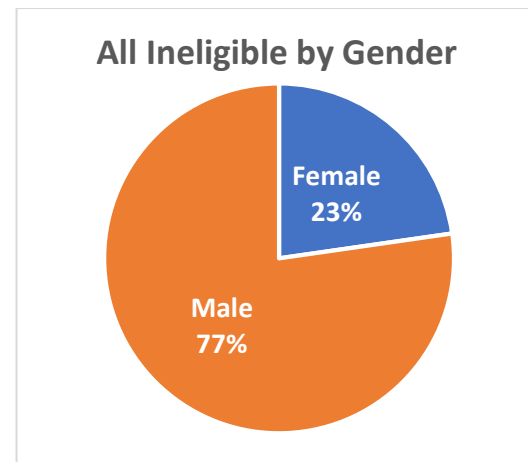
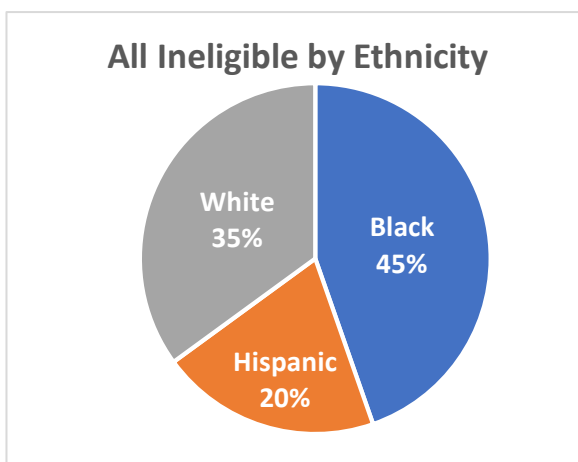
Ethnic and gender characteristics of all Black, Hispanic and White, Female and Male applicants from recruitment 2202-2342-001 are:

All Applicants	Black	Hispanic	White	Total
Female	115	42	53	210
Male	244	142	256	642
Total	359	184	309	852



Ethnic and gender characteristics of those ineligible to proceed past the written test are:

Ineligible	Black	Hispanic	White	Total
Female	54	15	16	85
Male	113	61	115	289
Total	167	76	131	374



The ineligible applicants comprised the following:

- 307 no-shows at the written test (NSW)
- 25 voluntary withdrawals before the written test (VWDL)
- 34 not qualified (NQ)
- 7 failed written test (FW)
- 1 disqualified at the written test (DQW)

The 307 no-shows at the written test included:

- 46 Black females
- 94 Black males
- 15 Hispanic females
- 50 Hispanic males
- 13 White females
- 89 White males

The 25 voluntary withdrawals included:

- 1 Black female
- 1 Black male
- 4 Hispanic males
- 19 White males

The 34 not qualified applicants included:

- 5 Black females
- 14 Black males
- 4 Hispanic males
- 3 White females
- 8 White males

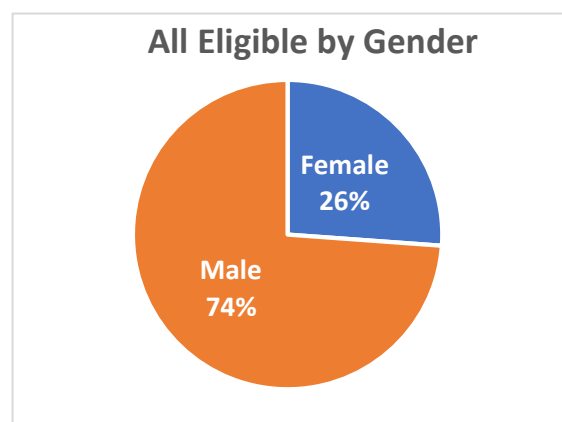
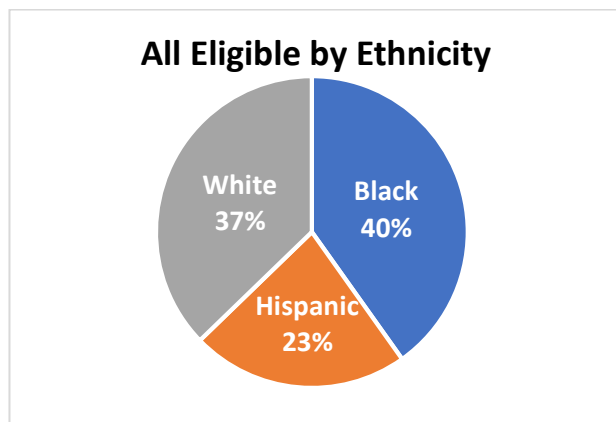
The 7 failed written tests included

- 1 Black female
- 4 Black males
- 2 Hispanic males

The 1 applicant disqualified at the written test was a Black female.

Ethnic and gender characteristics of those remaining eligible are:

Eligible to Continue	Black	Hispanic	White	Total
Female	61	27	37	125
Male	131	81	141	353
Total	192	108	178	478

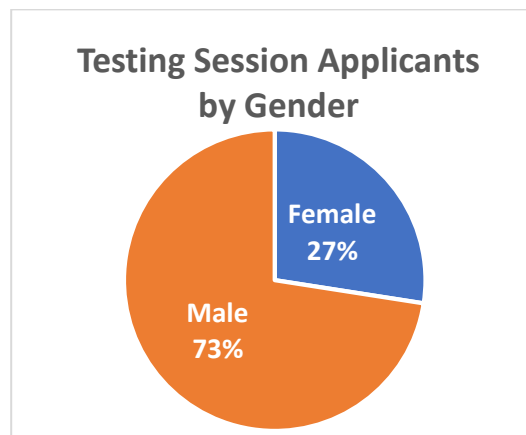
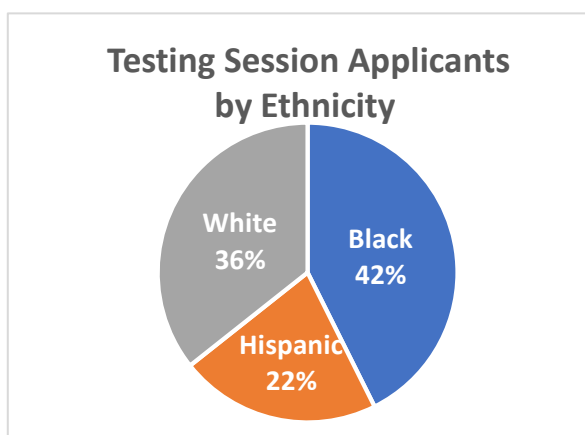


The remaining eligible candidates were divided into two groups for testing according to their ranking, labeled Session 100 and Session 200

Session 100 contains a total of 244 applicants (out of the 478) and has completed the testing process. As of the second week of April 2023, 58 from that group have been hired.

This group of 244 applicants has been analyzed for fail and withdrawal rates according to gender and ethnicity.

All Testing Session Applicants	Black	Hispanic	White	Total
Female	29	16	22	67
Male	75	37	65	177
Total	104	53	87	244



Note that the races in the testing group are distributed in identical proportions to the initial applicant pool: 36% White, 42% Black and 22% Hispanic.

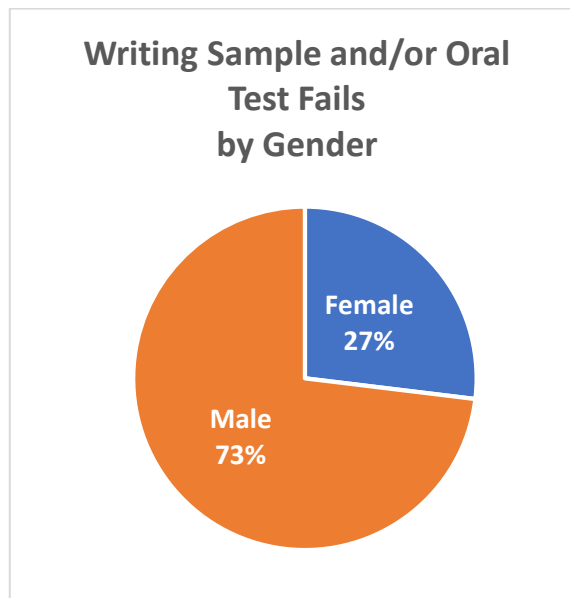
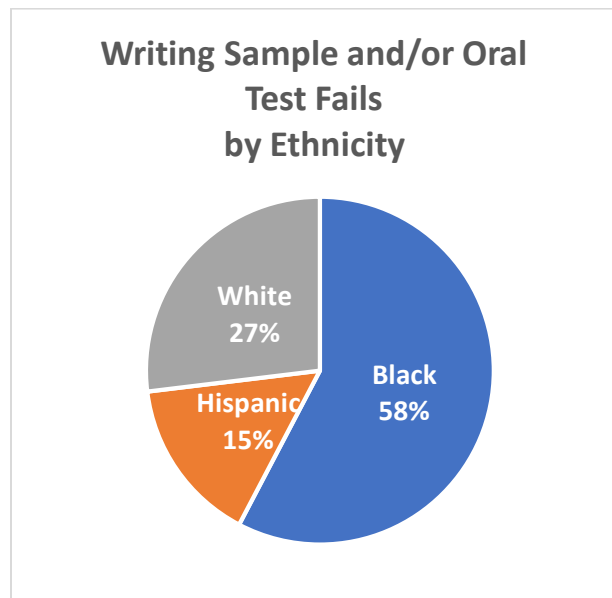
For comparison: The racial makeup of the city of Milwaukee, from the most recent Census Bureau statistics, is 33% White, 39% Black, and 20% Hispanic/Latino.

The testing process then consists of:

1. Writing sample and oral tests
2. Physical readiness test (PRT)
3. Background and pre-employment screening, including background investigation, medical exam, drug screen and psychological exam.

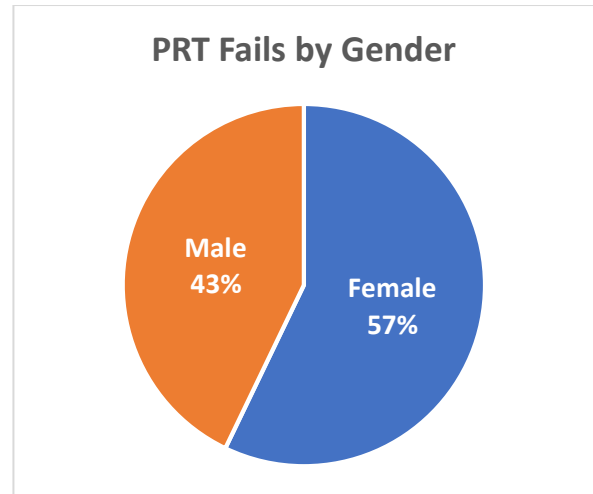
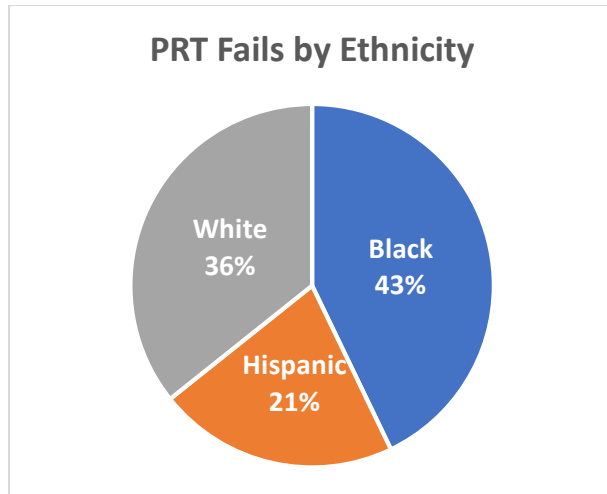
Failure in any of these areas eliminates the applicant from the process. Fails by ethnicity and gender are shown below:

Writing Sample and/or Oral Test Fails	Black	Hispanic	White	Total
Female	6	4	4	14
Male	24	4	10	38
Total	30	8	14	52



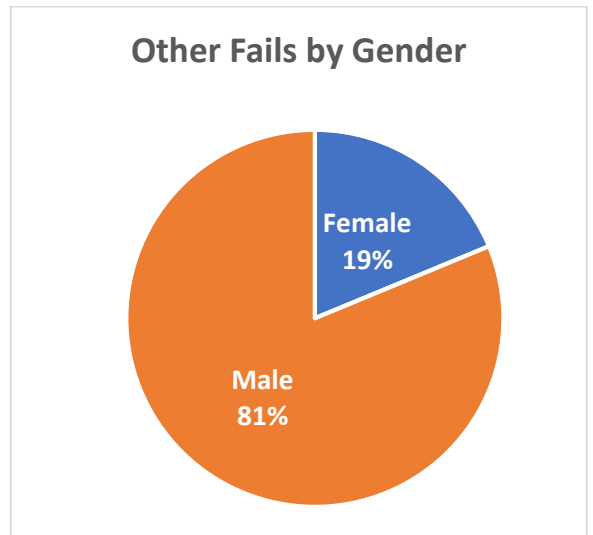
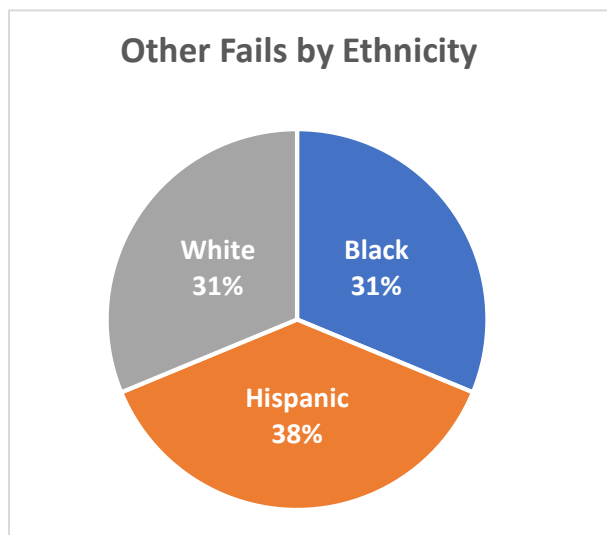
Note: Dispositions are FO (Failed Oral), FWS (Failed Writing Sample) and FOS (Failed Oral and Writing Sample).

Physical Readiness Test Fails	Black	Hispanic	White	Total
Female	4	2	2	8
Male	2	1	3	6
Total	6	3	5	14



Other Fails*	Black	Hispanic	White	Total
Female	1	3	2	6
Male	9	9	8	26
Total	10	12	10	32

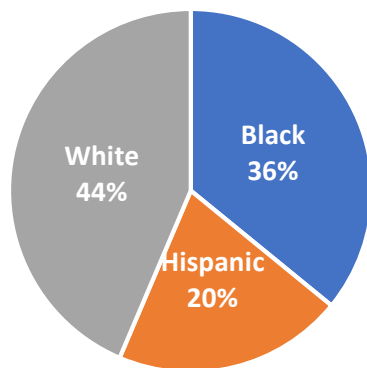
*Background Investigation, medical exam, psychological exam. There were no drug test fails.



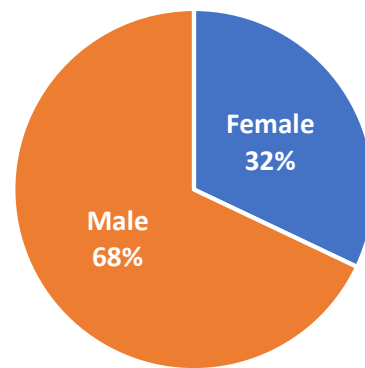
Withdrawals*	Black	Hispanic	White	Total
Female	10	6	9	25
Male	18	10	25	53
Total	28	16	34	78

*No shows, voluntary withdrawals, PHQ not returned

Withdrawals by Ethnicity



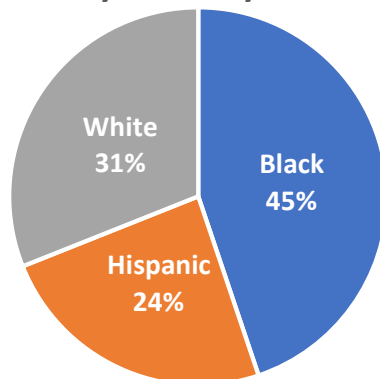
Withdrawals by Gender



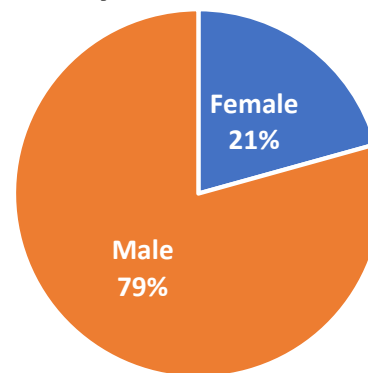
From this Session 100 group, there were 58 hires:

All Testing Session Hires	Black	Hispanic	White	Total
Female	7	1	4	12
Male	19	13	14	46
Total	26	14	18	58

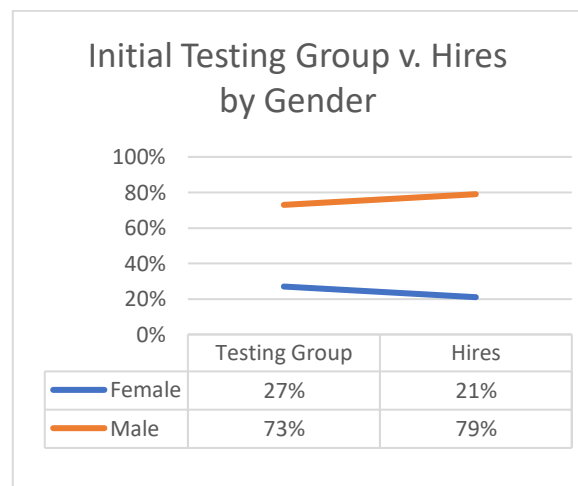
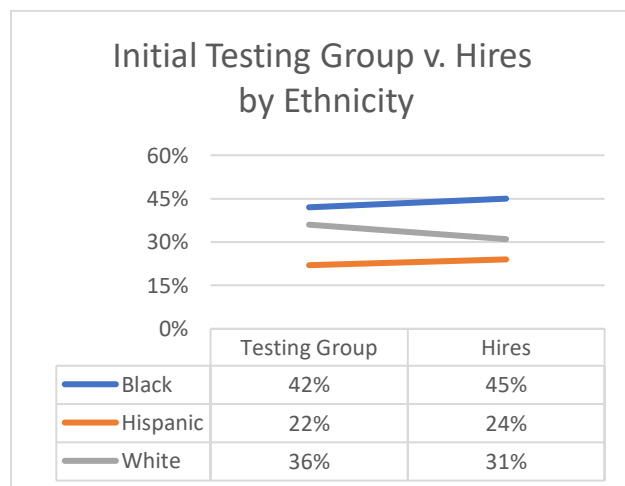
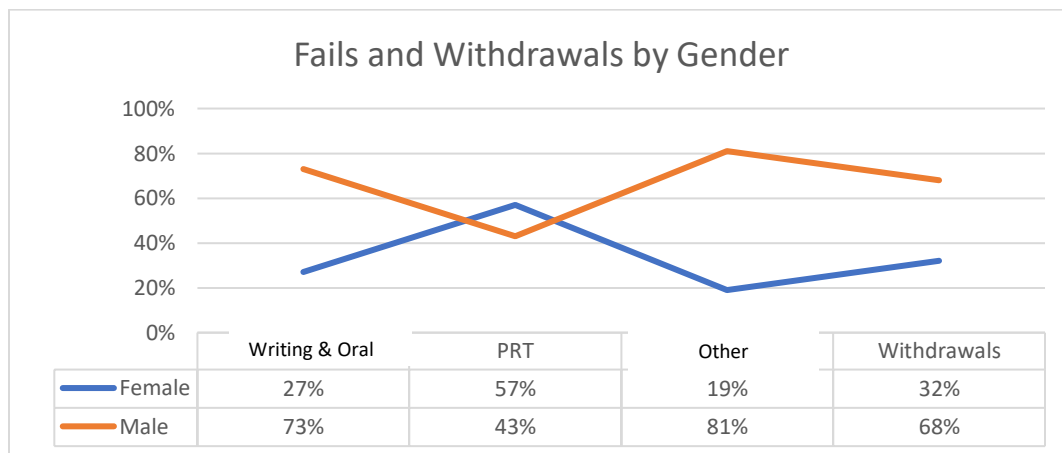
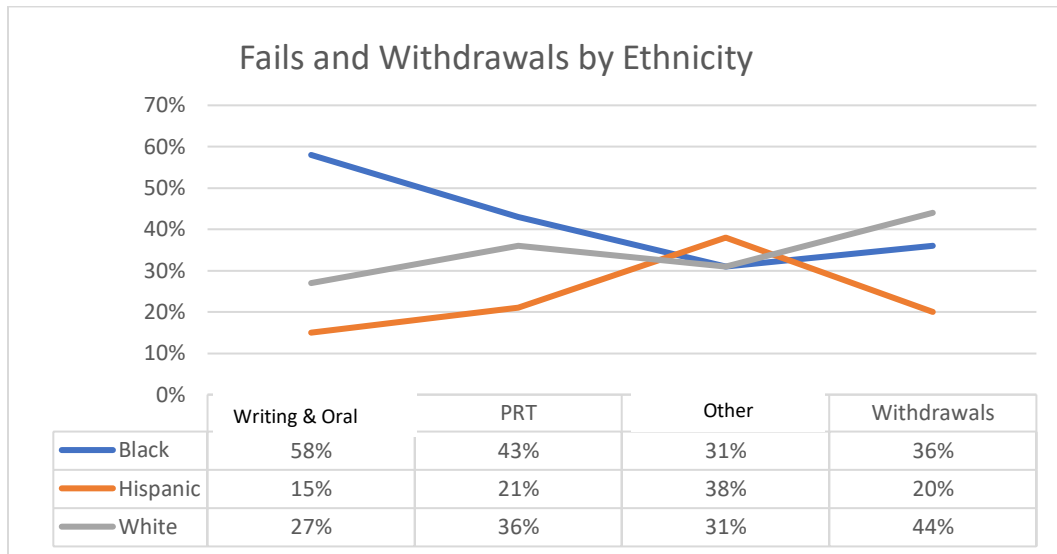
Testing Session Hires by Ethnicity



Testing Session Hires by Gender



Considerable variation during the testing process is canceled out for the most part. Final proportions do not vary greatly between the initial testing group and the final group of hires:



CONCLUSION

Results which may merit attention:

- Black applicants represented a higher share of fails in oral and/or writing sample testing than in their initial group: 58% compared to 42%.
- Women had a fail share of 57% on the physical readiness test compared to their share in the initial group, 27%.
- Men had a higher share of pre-employment fails compared to their share in the initial group: 81% to 73%.

However, in spite of the internal variability in testing results, and noting that the ethnic and gender makeup of the testing group matched that of the full applicant group, the testing process did yield a result with essentially the same ethnic and gender makeup as in the initial testing group. It should also be noted that the testing group had an identical ethnic and gender makeup to that of the initial recruitment.

The new hires, at 31% White, 45% Black, and 24% Hispanic/Latino, have a higher minority v. White representation than the overall ethnic demographics of the City of Milwaukee at 33% White, 39% Black, and 20% Hispanic/Latino.