



February 1, 2019

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

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

RE: REQUEST TO RESCIND EXEMPTION STATUS FOR THE MARKETING AND
COMMUNICATIONS OFFICER POSITION

Dear Commissioners:

The Milwaukee Police Department is respectfully requesting to **rescind our request to EXEMPT** the Marketing and Communication Officer Position for the following reasons:

- **Time Constraints:** Based on the necessity of filling this position expeditiously, it is imperative MPD initiates engagement in the hiring process at this time. As a result of this request being referred to the Recruitment Committee, which will not meet until late March and would then go back to the full Commission, hiring for this position would be stalled at least an additional two months. MPD is currently developing multiple marketing and communication campaigns and initiatives, and further delay in filling this position would create a significant negative impact on those efforts.
- **Staffing Levels:** The Public Information Office has been understaffed for quite some time, which has placed tremendous constraints on meeting the business needs of this department. This position has been pending since its initial referral to DER to be added to the position ordinance in October 2018. In order to fund this position, MPD has foregone filling its two open Media Producer positions. As a result of this understaffing, the PIO Office has had to pull members from other sections (and responsibilities) to cover the media and communications requirements of MPD until this position can be filled.

At the January 10, 2019 FPC Meeting, a request was presented to the Fire and Police Commissioners requesting approval for the Department of Employee Relations (DER) to conduct recruitment, administer an examination and provide an eligibility list for the position of Marketing and Communications Officer. The request was approved by the Board of Fire and Police Commissioners at the January 10, 2019 FPC meeting.

IN SOME JOBS, SUCCESS IS MEASURED BY WHAT DOESN'T HAPPEN.

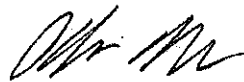
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Due to the aforementioned concerns raised by the Board of Fire and Police Commissioners regarding exempting the Marketing and Communication Officer Positions, coupled with the prolonging of the recruitment, selection and hiring process for this position I have determined the circumstances dictate the necessity of partnering with DER to ensure a more timely recruitment, selection and hiring process.

While it remains the position of MPD that the Marketing and Communications Officer position should be exempt (for the same reasons articulated in a previous correspondence to the FPC and the comments made at the January 24, 2018 hearing), given the Commission's referral to committee and the significant consequences of this additional delay, I respectfully request to rescind the request to exempt and to move forward with the Civil Service process immediately.

This department would like to be afforded the opportunity to meet with the members of the Recruitment Committee and discuss matters of this nature further in the hopes of accomplishing the same goal of staffing MPD with the most qualified candidates for future requests.

Respectfully submitted

A handwritten signature in black ink, appearing to read 'Alfonso Morales', is positioned above the printed name.

ALFONSO MORALES
CHIEF OF POLICE

cc: Nicholas DeSiato, Chief of Staff