



Department of Employee Relations

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Department of Employee Relations
City of Milwaukee
200 E Wells St, Room 706

March 25, 2021

Board of Fire and Police Commissioners
City of Milwaukee

RE: Probationary Period Rule Change for 911 Dispatchers and 911 Telecommunicators

Dear Commission Members:

This communication requests changing the probationary period for the titles of 911 Dispatcher and 911 Telecommunicator to 12 months as opposed to the current 18 months. These new titles were created by a reclassification report submitted by DER – Compensation Service for the Fire and Police Commission on December 3, 2020 and subsequently to Finance and Personnel and Common Council for passage. Prior to these new titles, these duties were combined within the previous titles Emergency Communications Operator and Fire Dispatcher. The length of the probationary period was to cover training for both call taking and dispatching. After passage of the report, these positions are now two distinct titles and if an employee were to become a 911 Dispatcher from a 911 Telecommunicator, they would have to serve a separate probationary period as they learn dispatcher duties. Due to the reclassification report being passed and effective Pay Period 2, 2021, this communication further requests that this rule change be effective Pay Period 2, 2021 to be in line with the report.

During discussions with personnel from both the Police and Fire Departments, regarding the reclassification of the previous Emergency Communications Operator and Fire Dispatcher duties into two new distinct titles, 911 Dispatcher and 911 Telecommunicator, they agreed that a shorter probationary period would be more suitable as moving between the two titles would require serving another probationary period.

This communication therefore proposes that FPC Rule XI, Section 7(a) be amended to remove the language “Emergency Communications Operators and Fire Dispatchers shall be on probation for an aggregate of 18 months of actual active service” and that instead 911 Dispatchers and 911 Telecommunicators serve a 12 month probationary period.

Respectfully Submitted,

Makda Fessahaye
Employee Relations Director

