

December 16, 2008

A meeting of the Committee on Testing and Recruiting of the Board of Fire and Police Commissioners was held on the above date, commencing at 1:55 P.M.

PRESENT: Commissioners: Ernesto A. Baca, Chair
Earl A. Buford
Paoi X. Lor

ALSO PRESENT: Michael Tobin, Executive Director
David Heard, Community Relations Manager
Maria Monteagudo, Director, Department of Employee Relations (DER)
Sally McAttee, DER Human Resources Manager
Timothy Keeley, DER Human Resources Representative
Cassandra Scherer, DER Human Resources Representative
Michelle Stein, DER Human Resources Representative
Marti Cargile, DER Human Resources Representative
Sgt. Richard Kelly, Milwaukee Police Department (MPD)
Val Williams, MPD Personnel Administrator
Pamela Roberts, MPD Personnel Analyst
Miriam Horwitz, Assistant City Attorney

1. STATUS REPORT ON POLICE OFFICER RECRUITING EFFORTS

Assistant Chief Ray informed the Testing and Recruiting Committee that the Milwaukee Police Department (MPD) has formed a committee of its own to look at the Police Department's recruiting efforts. The committee has formed three sub-committees: one for recruiting efforts, one to review the application process, and one to look at developing a department brand. Cramer Krasselt has agreed to assist the MPD with developing a brand pro bono. It was made clear that the Fire and Police Commission (FPC) and the Department of Employee Relations (DER) are responsible for recruiting and testing. The Police Department will continue its recruitment efforts while they seek ways to improve them. MPD will update the Testing and Recruiting Committee at the next meeting in January and make sure that DER and/or FPC staff is involved in the Police Department's recruiting committee.

2. UPDATE ON POLICE AIDE TESTING

A report from DER Director Maria Monteagudo and Human Resources Representative Michelle Stein was given regarding the Police Aide testing process. There were 305 applications received, and 180 applicants were invited to participate in the written examination. The written test was given on November 8th to 77 applicants, of which 11 were disqualified. Sixty-six (66) applicants took the exam, and 48 passed. Twenty-six (26) applicants passed the physical ability test, and 20 of them completed the 1½ mile run. Only 18 applicants are scheduled to participate in the oral interview and writing sample exercise on Wednesday, December 17, 2008. The anticipated academy start date for the Police Aide class is February 23, 2009. DER is waiting for 17 background investigations to be completed by the Police Department. Ms. Monteagudo stressed the need to start recruiting potential applicants before the junior and senior year of high school. There was some discussion on the hiring process and applicants being prepared for the oral interview. The Police Department is going to provide DER with an updated job description, after which DER will develop an announcement bulletin for FPC approval. The Committee would like to see a recruiting plan for Police Aide at the next committee meeting from Sgt. Kelly.

3. STATUS REPORT ON 2009 POLICE OFFICER CLASS

The Police Officer recruit class is on track to begin around the end of February with 40 recruits if DER receives the final background investigations from the Police Department before December 19, 2008. MPD is committed to getting the backgrounds done in time. There are currently 2,000 applications for the next Police Officer exam in 2009. A date for the exam has not been scheduled.

4. DETECTIVE EXAMINATION RESEARCH PROJECT FLUENCY TRAINING

At the November 11, 2008 Committee meeting, Shannon Lopez, a Ph.D. candidate, explained her research proposal to conduct fluency training for the Detective examination using a control group of six Police Officers who are not currently eligible to take the examination. DER voiced strong objections to that proposal. At that meeting, the Director indicated he would seek an informal legal opinion on the matter. Assistant City Attorney Miriam Horwitz was present and indicated that the information provided to her did not raise any legal flags although the security of the test is always an issue. After more discussion, Ms. Lopez offered to file an open records request for the names and work locations of the officers who are eligible to take the Detective examination. She would mail them an offer to help them study for the Detective exam using her methodology. Ms. Lopez is going to take her new proposal back to UWM to see if is acceptable and report back to the Committee in January.

5. MILWAUKEE POLICE SUPERVISOR ORGANIZATION ARBITRATION RULING

At Ms. Monteagudo's request, this item was adjourned to the next committee meeting scheduled for Tuesday, January 20, 2009, at 3:30 p.m.

6. FIREFIGHTER EXAMINATION PROCESS

The Chair asked for a motion to go into closed session pursuant to Section 19.85 (1) (c) Wis. Stats. to consider employment, promotion, compensation or performance evaluation data of any public employee over whom the Board has jurisdiction or exercises responsibility, and Section 19.85 (1)(f) Wis. Stats. to consider financial, medical, social or personal histories of specific candidates for employment which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories, to wit: Firefighter examination process. Commissioner Buford moved to go into closed session. The motion was seconded by Commissioner Lor. The motion carried unanimously.

The meeting concluded at 4:20 P.M.

Respectfully submitted,



David L. Heard
Community Relations Manager

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