

September 15, 2010

The Testing and Recruiting Committee of the Board of Fire and Police Commissioners was held on the above date, commencing at 3:00 P.M. in Room 405 of City Hall.

PRESENT: Commissioners: Kathryn A. Hein, Chair  
Sarah W. Morgan

ALSO PRESENT: David Heard, Community Relations Manager (FPC)  
Maria Monteagudo, Director, Department of Employee Relations (DER)  
Sally McAttee, Human Resources Manager (DER)  
Marti Cargile, Human Resources Representative (DER)  
Michelle Stein, Human Resources Representative (DER)  
Tim Keeley, Human Resources Representative (DER)  
Debra Weber, Deputy Chief, Milwaukee Fire Department (MFD)  
Pamela Roberts, Personnel Officer, Milwaukee Police Department (MPD)  
Valerie Sprewell, Personnel Analyst-Senior (MPD)  
Katrina Harris, Police Officer (MPD)

Commissioner Morgan moved approval of the minutes from the meeting of July 9, 2010, seconded by Commissioner Hein. The motion carried unanimously.

Deputy Chief Debra Weber gave a status report on the Firefighter recruit class. The recruit class is down to 32 recruits out of the initial 35 recruits. The fitness of the recruits has improved substantially since the class began. The ethnic makeup of the class is 28 Caucasians, two African-Americans, one Hispanic, and one other; there are no females in the class. Commissioner Hein asked where the women fall in the eligible list. Chief Weber responded toward the middle of the eligible list. Tim Keeley added they are approaching the middle of the list now, and there are two females in the next group of candidates. Tentatively the next recruit class will be a class of 50 and will begin in July, depending on budget approval.

Sally McAttee presented information regarding psychological testing and the search for a new physiologist due to the retirement of the current one. The psychologist administers the MMPI and reviews the background investigation. She explained that it is a time intensive process and needed to eliminate candidates with psychopathologies that would prevent them from doing the job. Maria Monteagudo explained by law a conditional offer of employment must be made before the psychological exam is administered. The next psychologist will need to be selected through the Request For Proposal process which can take four months, the criteria was established by the consulting firm EB Jacobs. The psychologist must be willing to drop everything when needed for face to face interviews. Psychological exams will need to be administered in May for Seasonal Telecommunicators, June for Firefighters and Police Aides, and August for Police Officers.

Michelle Stein gave an update on the 2011 Police Aide recruit class. Tentatively the class will start around July 25, 2011. The timeline will be the same for the 2010 recruit class. The application period will close on November 8, 2011. Ms. Stein gave some background on the Police Aide program.

Ms. Stein gave a status report on the current Police Officer testing process. The Department of Employee Relations is currently on track with the testing timeline. The results from the written exam are still being calculated. The top 300 candidates will be invited to the next step of the process, which is the physical ability test (PAT). Six PAT practice dates have been scheduled to allow more time to practice. The earliest the recruit class will start is September. Ms. Monteagudo stated there is a possibility that an earlier recruit class could start with 17 Police Aides who meet the minimum requirements for promotion to Police Officer, but it is pending budget approval.

Police Officer Katrina Harris began recruiting for Police Aide during the summer by visiting neighborhood community centers and schools that are on the year-round calendar. She also scheduled times to visit schools in October for presentations. In August she presented at the United Neighborhood Centers of Milwaukee (UNCOM) who invited her to visit their afterschool programs to recruit. A 16"x 20" poster was created to be displayed in schools, community centers, and businesses. Officer Harris will also be working with School Resource Officers, Community Liaison Officers, and the Community Services Division to get the word out to possible Police Aide applicants. Valerie Sprewell stated their will be announcements at schools a few days prior to Officer Harris' visit. Office Harris also visits area colleges and universities because some of the freshmen fall within the 17-19 year old age range for Police Aide. She also had made contacts with martial arts centers, YMCAs, Boy and Girls Scouts, and faith-based organizations.

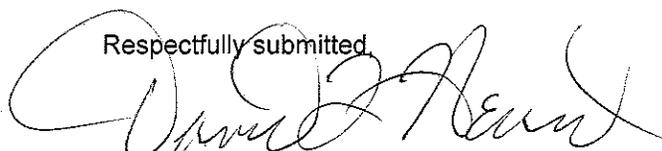
Pamela Roberts presented the Milwaukee Police Department's (MPD) Equal Employment Opportunity Plan (EEOP). The report is something that is provided to the Department of Justice (DOJ) in compliance with various grants MPD receives. The purpose of the EEOP is to see how MPD utilizes the workforce in the community labor market, and to demonstrate the DOJ where labor is underutilized. The positions were grouped into various job categories set forth by the DOJ. MPD is underutilizing white males in protective services non-sworn and administrative support, females in the protective services non-sworn, and white females in protective services non-sworn. MPD submitted to the DOJ their objects and steps for correcting the underutilization issues. The report is done every two years. She stated MPD plans to focus on targeted recruitment of females. Ms. Monteagudo stated the underutilization of females should be looked at. It is known that females do not do as well on the PAT, and for the current testing process more PAT practices were held closer to the time of the test. The consultant looked at the idea of a fence instead of the wall, but subject matter experts could not agree which held more validity.

Commissioner Morgan asked about recruitment of women in the military. Office Harris stated she went to a veteran's career fair last week. Ms. Monteagudo stated there was a targeted recruitment for females for firefighter. Commissioner Hein asked about current employees recruiting at their high schools. Officer Harris responded that is something that current Police Aides do. Ms. Monteagudo said the goal is to increase exposure and not to think of recruitment as a two week process.

Commissioner Morgan asked if fitness is retested throughout police and fire careers. Ms. Monteagudo stated that is subject to labor contracts and collective bargaining agreements.

The meeting concluded at 4:01 P.M.

Respectfully submitted,



David L. Heard  
Community Relations Manager

DLH:mk