

March 4, 2010

The Testing and Recruiting Committee of the Board of Fire and Police Commissioners was held on the above date, commencing at 3:30 P.M. in Room 405 of City Hall.

PRESENT: Commissioners: Paoi X. Lor, Chair  
Richard C. Cox

ALSO PRESENT: David Heard, Community Relations Manager (FPC)  
Maria Monteagudo, Director, Department of Employee Relations (DER)  
Sally McAttee, Human Resources Manager (DER)  
Tim Keeley, Human Resources Representative (DER)  
Debra Weber, Acting Assistant Chief, Milwaukee Fire Department (MFD)  
Al Jansen, Lieutenant (MFD)  
Katrina Harris, Police Officer, Milwaukee Police Department (MPD)  
Becky Tupper, Intern (FPC)

Commissioner Cox moved approval of the minutes from the meetings of December 1, 2009 and January 26, 2010, seconded by Commissioner Lor. The motion carried unanimously.

Sally McAttee gave an update on the Police Aide testing process. A total of 240 candidates passed the written exam held December 4, 2009. A total of 94 candidates passed the Physical Ability Test (PAT) and the run. Some candidates have been disqualified through the background investigation. The remaining 82 have been scheduled for the oral examination and the writing sample exercise taking place March 10<sup>th</sup>-12<sup>th</sup>. Commissioner Cox asked why admitted drug use is an automatic disqualifier. Ms. McAttee explained that decision was based on discussions between FPC, DER, and MPD. Commissioner Cox suggested looking at the issue again and Ms. McAttee agreed. She stated the process began with 831 applicants, with 651 meeting the minimum requirements, and only 82 remain in the process. She also stated the withdrawal rate is very high and that may have something to do with a lack of targeted recruitment. Commissioner Cox stated when only 10% of the applicants make it through the process, there is something wrong with the process and should be examined.

Ms. McAttee stated the testing process for Police Telecommunicator (Seasonal) has just begun. Applications are currently being accepted until March 5<sup>th</sup>, as of February 25<sup>th</sup> over 200 applications had been received. After the applications are reviewed a typing test will be conducted. For those who pass the typing test a written job performance test will be given as well as an oral interview. Seasonal Police Telecommunicators from last year may be reinstated as well as candidates from the current Police Telecommunicator (Regular) eligible list. Currently MPD only has 10 vacancies. The tentative start date for Police Telecommunicator (Seasonal) is June 1<sup>st</sup>, but will depend on the backgrounds being completed by mid-May.

Tim Keeley stated he is currently working on several components of the testing process for the 2010 Firefighter recruit class of 35 recruits, with a projected class start date of July 26<sup>th</sup>. The background investigation training was conducted March 1<sup>st</sup> for raters who will be on the panels consisting of someone from each FPC, DER, and MFD. The Candidate Physical Ability Test (CPAT) orientation will be held March 24<sup>th</sup> and 25<sup>th</sup>, with tentative testing dates of May 19<sup>th</sup> and 20<sup>th</sup>. The West Allis Fire Department will be conducting the CPAT training and testing for 35-40 candidates. The Emergency Medical Technician (EMT) classes will be held on the weekends beginning March 6<sup>th</sup> conducted by MFD. Many candidates already have their EMT license.

Ms. McAttee presented the DER Annual Review. She pointed out the Firefighter background process has an 81% passing rate with minimal adverse impact against Hispanics and African Americans. The Police Officer background process pass rate is 46.6%. Commissioner Cox questioned the difference

in the pass rates. Ms. McAttee explained that the difference between the two processes, the Firefighter background process allows raters to look at positive and negative behaviors; you can evaluate a candidate in context. The process does not involve adding up points like in the Police Officer background process, but focuses on five dimensions and evaluates the candidate on a whole, it is a judgment call. David Heard stated he likes that the process gives you the opportunity to look at entire background and it offers you more explanation of the life events, not just adding up points. Commissioner Cox says he's looking for a process that allows for common sense, looks at the candidate's ability to be a police officer, and rewards positive behavior. Commissioner Lor said the Firefighter background process allows you to look at bad and good behavior and allows you to make a judgment.

Maria Monteagudo explained that the Firefighter background process was developed internally and was not the result of litigation. It allows you to exercise judgment and defend that judgment. She stressed the need to look at the Police Officer background process and the original intent. She stated she is also looking for a directive from the Commission about what they are looking for in a background process. MPD is looking at the background fails and why they failed. Ms. Monteagudo stated she is already in conversations with the consultants, and is looking at the adverse impact against women on the Physical Ability Test (PAT), where people are being lost in the process and why. She also suggested looking at the overturned background appeals. Ms. McAttee stated the Personal History Questionnaires (PHQ) orientations have helped the background pass rate for police aides.

Police Officer Katrina Harris suggested contacting high schools earlier to get their schedules as to not interfere with sports, school events, exams, etc. and to build recruiting around the school schedule. She thinks recruiting should begin in eighth grade or the beginning of ninth grade to prepare applicants for the process and meeting the minimum requirements. Ms. McAttee suggested not having a 2.0 grade point average requirement. Officer Harris touches on drug use in the past three years being an automatic disqualifier when she visits schools, but Detective Sue Schlegel goes into detail about it during the PHQ orientations. Commissioner Cox suggested teaming up with MFD because they already have school programs that deal with decision making. Acting Assistant Chief Debra Weber stated in elementary school children visit the Survive Alive House and in middle school they participate in Project Staying Alive. Commissioner Cox stated it is the perfect time to recruit for public safety positions and provide a united front.

Ms. Monteagudo stated a lot of people participate in the background process from the investigators to conducting background appeals and would like feedback from everyone involved to make an informed decision about the process. She also explained that the process takes time and involves working with the consultant. She stressed that the polygraph discussions have taken too much time and there are other components that should be revised first. She stated DER will continue to work with EB Jacobs who have been responsive to changes in the testing process.

Lieutenant Al Jansen is astounded by the lack of diversity in the Fire Department and the lack of attraction of females to the fire service. He would like a program in conjunction with Milwaukee Public Schools (MPS) to attract women to the fire service. He feels this can bring the best qualified female and minority candidates to the fire service. He believes diversity in recruitment should be a mandate for the new Fire Chief. He spoke of the New York High School for Firefighting as a model of fire service education.

Commissioner Lor stated she is interested in learning more about programs and suggestions Lt. Jansen may have.

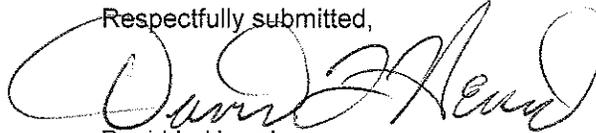
Acting Assistant Chief Weber stated Bay View and North Division high schools were involved in a similar program and those programs did not attract women. Camp Blaze is a program for women in Madison that is run by the state. No one from Camp Blaze applied to the MFD. A first responder program and EMT program in conjunction with MPS was considered but there were wage issues with the union.

Ms. Monteagudo stated that MFD had staff focused on targeted recruitment of women and Milwaukee Magazine ran a cover story about women in the fire service. The Chief and his staff put a lot of work into recruitment of women and 587 applied.

Commissioner Cox stressed the need for long term commitment for the long haul, and a sustainable effort. He suggested building on the current programs that MFD provides to MPS students.

The meeting concluded at 4:28 P.M.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "David L. Heard". The signature is written in a cursive, flowing style with large loops.

David L. Heard  
Community Relations Manager

DLH:mk