

January 28, 2009

A meeting of the Committee on Testing and Recruiting (TRC) of the Board of Fire and Police Commissioners was held on the above date, commencing at 3:30 P.M.

PRESENT: Commissioners: Ernesto A. Baca, Chair
Paoli 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
Michelle Stein, DER Human Resources Representative
Marti Cargile, DER Human Resources Representative
Luis Gonzales, Milwaukee Police Department (MPD)
Pamela Roberts, Personnel Officer (MPD)
Debra Weber, Battalion Chief (MFD)
Troy Hamblin, Labor Negotiator

APPROVAL OF DECEMBER 16, 2008 MINUTES

Commissioner Lor moved approval of the minutes as presented. Commissioner Baca seconded the motion, which carried unanimously.

STATUS REPORT ON POLICE OFFICER RECRUITING EFFORTS

Personnel Officer Pamela Roberts informed the Testing and Recruiting Committee (TRC) that the Milwaukee Police Department (MPD) has formed a fourth sub-committee. The new committee was formed to look at the Police Aide program in its entirety. The other standing sub-committees are charged with reviewing overall recruiting efforts, the application process, and developing a brand for the department. Ms. Roberts will provide the TRC with a summary of the various sub-committees, their goals and objectives, and a list of the individuals assigned at the February 17, 2009 TRC meeting. The Police Department is in the process of purchasing material for the recruiters to hand out at career fairs.

UPDATE ON POLICE AIDE TESTING

Human Resources Representative Michelle Stein informed the TRC that there are currently 13 candidates remaining in the selection process for Police Aide. The candidates are in the process of completing medicals and drug screens. The anticipated academy start date for the Police Aide class is February 23, 2009.

The examination announcement bulletin for the next Police Aide recruitment will go to the Fire and Police Commission February 5, 2009, for approval. If the announcement is approved, applications will be accepted from February 6th to the end of February. The class from that recruitment would start on or after August 11, 2009.

STATUS REPORT ON 2009 POLICE OFFICER CLASS

Ms. Stein indicated they are currently processing what she believes to be a sufficient number of candidates for the up-coming recruit class. Candidates still have to pass psychological interviews, medical and drug screens. The top 40 will be given appointments to the recruit class which will begin either late February or early March. The individuals remaining on the eligible list will continue in the background process and be considered for the next recruit class. There are currently over 2,000 applications on file waiting for the next Police Officer exam. Individuals who applied before January 30, 2009, will be administered the written exam around the end of March. Applications will continue to be accepted on a continuous basis.

DETECTIVE EXAMINATION RESEARCH PROJECT FLUENCY TRAINING

Shannon Lopez proposed an alternative plan for her project where she would recruit about three MPD officers who are eligible for promotion to Detective but who are not going to apply for the examination. She would wait until after the actual 2009 promotional examination has been completed before seeking participants for her training. After her study group has completed the fluency training, she would like DER to administer the actual Detective exam to her group. After much discussion from DER, the Milwaukee Police Association, and the League of Martin, the Committee decided not to allow the use of the Detective exam for her research project. However, the FPC will assist her via an open records request to identify officers who meet her requirements so that she may offer fluency training to them.

MILWAUKEE POLICE SUPERVISORS' ORGANIZATION ARBITRATION RULING (MPSO)

Troy Hamblin, Labor Negotiator, informed the Committee of the outcome of the MPSO interest arbitration and how it affects the promotional process administered by DER for the Police Department. Maria Monteagudo, Director of DER, informed the TRC that DER will be having an internal meeting to discuss how the ruling affects DER and FPC. DER will determine what protocols need to be put in place to make sure that DER and FPC are in compliance with the intent of the arbitration ruling and report back to the TRC.

FIRE AND POLICE COMMISSION/DEPARTMENT OF EMPLOYEE RELATIONS RESOLUTION

The TRC had requested a report from DER for information on the functions it performs for the Board of Fire and Police Commissioners related to testing and recruiting. Ms. Monteagudo summarized that report for the Committee. The report contains recruiting and testing activity for 2008 and the anticipated activity for 2009. She pointed out that the report does not have the requested information on applicant flow or the budget. She will provide that information along with an assessment of the continuous Police Officer testing and its effect on the recruiting process at the next committee meeting. Tim Keeley, Human Resources Representative, provided an update on the Firefighter selection process. He informed the TRC that the process of administering the oral interview will start at the end of February, and over 1600 candidates have been invited to participate. The eligible list will be compiled based upon the written score and the oral interview.

The next meeting of the TRC is scheduled for Tuesday, February 17, 2009. The meeting concluded at 4:50 P.M.

Respectfully submitted,

David L. Heard
Community Relations Manager

DLH:rk