

February 17, 2009

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 3:30 P.M.

PRESENT: Commissioners: Ernesto A. Baca, Chair
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ALSO PRESENT: David Heard, Community Relations Manager
Maria Monteagudo, Director, Department of Employee Relations (DER)
Sally McAttee, DER Human Resources Manager
Michelle Stein, DER Human Resources Representative
Luis Gonzales, Sergeant, Milwaukee Police Department (MPD)
Pamela Roberts, Personnel Officer (MPD)
Debra Weber, Battalion Chief, Milwaukee Fire Department

MINUTES

The Committee approved the minutes of the January 28, 2009, meeting.

STATUS REPORT ON POLICE OFFICER RECRUITING COMMITTEE

Personnel Officer Pamela Roberts provided the Testing and Recruiting Committee (TRC) with the names of the four committees formed by the Milwaukee Police Department (MPD), a short summary of the sub-committees' goals and objectives, and a list of the individuals assigned to each committee. She also informed the TRC that only two of the four committees have met, and she did not have minutes from those meetings. Commissioner Baca requested that bullet points from those meetings be provided at the next TRC meeting.

POLICE AIDE

Human Resources Representative Michelle Stein informed the TRC that there are nine candidates for the February 23, 2009 Police Aide class. However, there is still the possibility of picking up an additional candidate if that person is medically cleared. Starting February 6, 2009, applications were being accepted for the August Police Aide class. To date, 141 online applications and 12 paper applications have been received. After the applications are screened, the remaining applicants will be administered the written exam on March 28th. After they complete the written test, they will attend the background investigation briefing provided by the Police Department and be allowed to practice the physical ability test.

POLICE OFFICER

The Police Officer recruit class start date has been moved to March 23rd. There are 40 candidates ready to go pending successful completion of drug screens. There are also 10 contingency candidates in case of no shows.

FIRE AND POLICE COMMISSION/DEPARTMENT OF EMPLOYEE RELATIONS RESOLUTION

As part of the annual review of the functions that DER performs for the Board of Fire and Police Commissioners, the TRC requested a report detailing applicant flow. Director Monteagudo informed the Committee that the report was not available for this meeting but will be available for the next committee meeting. She also informed the Board that she had been considering administering the written test for Police Officer in March to the 3000 applicants who are on file. However, the Police Department has requested a meeting to talk about their recruiting and branding campaign and possible changes to the hiring process. She feels that it would be premature to administer a test before that meeting occurs. She will update the committee at its next meeting.

Director Monteagudo updated the TRC on the selection process for Firefighter. A tentative timeline has been developed beginning with oral interviews starting the week of February 23rd. The eligible list for Firefighter is tentatively scheduled to be presented to the Commission on April 23rd. The CPAT process will occur from May through June. DER is developing the frame work for Firefighter backgrounds investigations, and they will be conducted by the Police Department during the summer with appeals being heard in July and August. EMT training will be conducted by the Fire Department starting in September. This takes approximately 10 weeks. After the EMT process is completed, there will be medical and drug screens conducted to start a recruit class in December. According to Chief Weber, there are currently 96 vacancies on the Fire Department.

Respectfully submitted,

David L. Heard
Community Relations Manager

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