



Fire and Police Commission

Griselda Aldrete
Executive Director

Nelson Soler
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Angela McKenzie
Vice-Chair

Ann Wilson
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Commissioners

THE BOARD OF FIRE AND POLICE COMMISSIONERS TO DO A LOCAL AND NATIONAL SEARCH TO SEEK AN INNOVATIVE AND VISIONARY LEADER TO PROVIDE DIRECTION AND LEADERSHIP FOR THE MILWAUKEE POLICE DEPARTMENT AS POLICE CHIEF

TIMELINE OF EVENTS:

- Thursday, August 6, 2020, then Chief Alfonso Morales is demoted back to the rank of Captain
- Thursday, August 6, 2020, Assistant Chief Michael J. Brunson is named Acting Chief of Police
- Friday, August 7, 2020, Acting Chief Michael J. Brunson is sworn in by the FPC Executive Director at 11 a.m. in City Hall, Council Chambers
- Wednesday, August 12, 2020: Chief of Police Applications open
- Friday, September 11, 2020: Chief of Police Applications close by 4:45 p.m.

The Board of Fire and Police Commissioners has identified the following key issues, challenges and opportunities that will require the attention, expertise and leadership of the new Chief of Police. Annual salary range is within \$110,689 to \$154,961.

Incidents of police misconduct have been addressed by implementation of psychological testing for candidates, an increase in in-service training for officers, and the acquisition of an Early Intervention System (EIP) to identify MPD employees who show symptoms of job stress, training deficiencies or personal problems that affect job performance. While delays have slowed the implementation of this computer based software, the need for confidence building measures to increase trust between the police department and the community remains ongoing. Use of force issues and police misconduct will require constant vigilance as well as a commitment by an incoming Chief to be a presence in this diverse urban metropolis. With the realization that no city is immune from the realities of racial polarization, Milwaukee's next Chief of Police will need to build bridges between the department and a citizenry sometimes disaffected by interactions between officers and residents.



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Milwaukee's emergence from the era where an industrialized base provided family-supporting jobs for generations of citizens has brought new challenges, not the least of which is crime, borne to some degree, by poverty and unemployment. Like most major American cities, economic development is the cornerstone of efforts to build job opportunities. Criminal activity can impede progress. A new Chief will need to be innovative in developing crime prevention and crime solving strategies that will contribute to the safety of the city.

Funding of essential public safety services under the unrelenting pressure of tightening municipal budgets confronts major cities annually. Milwaukee is no exception. Police overtime is an ongoing concern for policy-makers and police personnel. Consequently, management of limited resources must be foremost in the mind of the city's next Chief of Police while, at the same time, aggressive pursuit of both government and private grant funding will need to be continued.

Calls for service are increasing with the expectation from citizens that response time will improve accordingly. Police district boundary lines are being reviewed, outside consultants have been retained to conduct staffing studies, and deployment of police resources to meet demands in a priority-based system are under constant review. Computerization has been a persistent problem and calls for civilianization of the MPD computer operation are being heard. Strong leadership and a commitment to excellence by the next Chief will be needed to meet these challenges and others facing the largest police department in the State of Wisconsin.

QUALIFICATIONS (The ideal candidate will meet the following minimum requirements):

- At least three (3) years of executive leadership experience in a law enforcement agency serving a multi-cultural population of at least 300,000 residents or
- Be of the rank of Captain or above in a law enforcement agency
- A minimum of ten (10) years' experience in law enforcement
- Bachelor's Degree from an accredited college or university in Criminal Justice, Public Administration or Business Administration or a related field. Master's preferred.
- Citizen of the United States at time of application. Must become a City of Milwaukee resident within six months of appointment and throughout employment.
- Graduate degree in a related field is preferred.
- Completion/ graduation from FBI National Academy, Northwestern Police Command School, Southern Police Institute or a comparable course of study is preferred
- Successful candidate must currently be or must be eligible for and become certified by Wisconsin Law Enforcement Standards Board within six months after hire

Note: The Fire and Police Commission Board may consider equivalent combinations of training and experience in lieu of the above on a case-by-case basis.



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SELECTION PROCESS:

The Board of the Milwaukee Fire and Police Commission will select the Chief of Police for the Milwaukee Police Department for a renewable term of a minimum of four (4) years.

The recruitment for this position is being conducted on a local and nationwide basis. Initial screening will be based on an evaluation of each applicant's experience, professional accomplishments, education, community engagement, among other factors.

All resumes and supporting documentation will be appropriately submitted by the deadline will be reviewed and evaluated. The Fire and Police Commission reserves the right to call only the most qualified candidates for further consideration in a manner to be determined by the Board of Fire and Police Commissioners. The most qualified candidates will be invited to participate in further screening, which may include, but is not limited to:

- Oral Interviews
- Writing exercises
- Background Investigation
- Management Assessment Medical Examination/ Drug Screen
- Psychological Evaluation
- Community Presentation Meetings

EVALUATION MAY FOCUS ON THE FOLLOWING DIMENSIONS:

• Demonstrated effective management and administrative skills, including organizing and coordinating the activities of a large, complex organization, planning, delegating, setting goals and objectives, and maintaining budget and fiscal responsibility.

• Strong leadership skills, including the ability to command respect, motivate subordinates, maintain department morale, foster teamwork and cooperation, and empower managers and command staff.

• Impeccable integrity, ethics and a proven history of values based leadership.

• Extensive knowledge of 21st century police administration and technology, including crime prevention and crime reduction strategies.



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- Innovative decision-making and problem solving, including problem analysis, judgment, decisiveness and logic.
- Demonstrated commitment to community outreach and partnerships, accessibility, cultural sensitivity and diversity.
- Strong communication skills, including oral communication, written communication and oral presentation.
- Effective interpersonal skills, including the ability to establish and maintain cooperative and effective working relationships with the Fire and Police Commission Board and staff, citizens, community groups, the media, government officials and community leaders.

APPLICATION PROCEDURE:

Applications will be open from **Wednesday, August 12, 2020 until Friday, September 11, 2020.** Candidates are asked to submit a cover letter, resume listing education, experience and accomplishments **AND** essay on the candidates' view of 21st Century Policing, which should include views on Community Oriented Policing, specifically as it pertains to the City of Milwaukee. **All application documents should be submitted via e-mail or by mail to the attention of Griselda Aldrete, Executive Director of the Fire and Police Commission, Room 705, City Hall, 200 E. Wells Street, Milwaukee, WI 53202 or to griselda.aldrete@milwaukee.gov.** Applicants should include their e-mail address. **All relevant materials must be received in the office of the Fire and Police Commission, to the attention of the Executive Director, on or before 4:45 p.m. on Friday, September 11, 2020, unless the deadline is extended.** Incomplete applications will not be considered. Names of candidates may be subject to disclosure.