

Madison Board of Police and Fire Commissioners
Minutes of the Meeting of April 10, 2017

Meeting convened at approximately 5:20 p.m. Commissioners present: Sparkman, Kamperschroer, Yapp (by phone)

Staff also present: Chief Davis, AC Stedman, Capt. Schauf; Board Counsel Scott Herrick

PUBLISHED AGENDA

- | | | |
|-------------------|--------------------------------|---------------------------------|
| 1. Agenda | 4. Monthly Fire Dept. Report | 7. Correspondence |
| 2. Minutes | 5. Monthly Police Dept. Report | 8. Agenda and Calendar Planning |
| 3. Public Comment | 6. Report of Counsel | 9. Adjourn |

Published agenda items shown in the order considered.

1. Agenda: **Unanimous consent: to approve the agenda, subject to adjustment of sequence by the chair.**
2. Minutes: approval of minutes of meeting of March 13, 2017 deferred to next meeting, by unanimous consent
3. Public Comment: none.
4. Fire Dept. Report: AC Stedman presented the monthly report with specially compiled statistical analysis of recent hiring cycles. Chief Davis joined in the discussion of the analysis and commented on the current hiring process, noting that experiments with interviewing and with timing of the physical agility testing have worked well, while so far producing significant continuity with previous demographic results. He also noted the emerging demographic difficulty of maintaining strong representation of women staff because a significant number of women are nearing retirement age.
5. Monthly Police Dept. Report: Capt. Schauf noted that two candidates on the current Eligibility List have accepted positions in other departments and recommended adding two individuals to the list. **Motion: to add James Anderson and Jason Hunn to the current Eligibility List.** (Kamperschroer/ Yapp: unanimous)

Following further discussion of the current hiring process, commissioners directed Herrick to schedule a special meeting to act on anticipated hiring recommendations, preferably on May 11 or 12.

Capt. Schauf reviewed recent adjustments to the state standards for the Physical Agility Test and "Physical Readiness Standards." The Department will be changing hiring and Academy standards accordingly.

Comm. Kamperschroer will review a personnel file and report to the May meeting. In the absence of two commissioners, further discussion of pending promotional recommendations was tabled to the next meeting by unanimous consent.

Meeting adjourned at approximately 6:15 p.m.

Minutes prepared for the Board by Scott Herrick



 Scott Herrick, for Secretary Craig Yapp



Police and Fire Commission Meeting Report from the Fire Department



April 10, 2017

Promotions, Probationary Status, and Reclassifications

Lieutenants Process

- 24 Candidates signed up to take the written exam on April 19, 2017
- Assessment center scheduled May 9 & May 10, 2017

2016/2017 Firefighter Hiring Process

Fire Department Oral Board

- 149 signed up for the interview on March 8 & 9
- 3 cancelled, 2 did not show and 2 were late
- 142 completed the interview
- 91 passed

Chief's Interview

- 91 scheduled to interview from April 17 to April 26, 2017

Physical Agility

- Scheduled for June 20, 2017

2014 & 2016 Hiring Process Data

- See attached

Personnel Investigations

- One internal investigation pending.

2014 Hiring Process

	TOTAL		GENDER			RACE/ETHNICITY					
			F	M	ND	AI	A	B	H	O	W
Total Applications	1887	100.0%	146	1723	18	15	23	131	75	43	1572
			7.7%	91.3%	1.0%	0.8%	1.2%	6.9%	4.0%	2.3%	83.3%
Screened Out	19	1.0%	5	14	0	0	2	8	2	1	6
			26.3%	73.7%	0.0%	0.0%	10.5%	42.1%	10.5%	5.3%	31.6%
Withdrew before Entry Test	9	0.5%	1	8	0	0	0	0	2	0	7
			11.1%	88.9%	0.0%	0.0%	0.0%	0.0%	22.2%	0.0%	77.8%
Did Not Appear Entry Level Test	562	29.8%	36	520	6	8	7	44	29	8	457
			6.4%	92.5%	1.1%	1.4%	1.2%	7.8%	5.2%	1.4%	81.3%
Failed Entry Level Test	445	23.6%	49	392	4	1	4	64	21	21	327
			11.0%	88.1%	0.9%	0.2%	0.9%	14.4%	4.7%	4.7%	73.5%
Passed, not random selected	276	14.6%	17	257	2	1	3	3	5	5	257
			6.2%	93.1%	0.7%	0.4%	1.1%	1.1%	1.8%	1.8%	93.1%
Withdrew before PAT	10	0.5%	3	6	1	0	0	0	1	0	9
			30.0%	60.0%	10.0%	0.0%	0.0%	0.0%	10.0%	0.0%	90.0%
Did Not Appear PAT	62	3.3%	7	55	0	1	0	0	2	2	56
			11.3%	88.7%	0.0%	1.6%	0.0%	0.0%	3.2%	3.2%	90.3%
Failed PAT	15	0.8%	1	14	0	0	0	2	1	0	12
			6.7%	93.3%	0.0%	0.0%	0.0%	13.3%	6.7%	0.0%	80.0%
Disqualified from PAT	69	3.7%	20	49	0	1	2	0	3	2	59
			29.0%	71.0%	0.0%	1.4%	2.9%	0.0%	4.3%	2.9%	85.5%
Withdrew during PAT	16	0.8%	3	13	0	0	1	0	1	0	14
			18.8%	81.3%	0.0%	0.0%	6.3%	0.0%	6.3%	0.0%	87.5%
Withdrew before Oral Board	7	0.4%	0	7	0	0	0	0	0	0	7
			0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Did Not Appear Oral Board	36	1.9%	0	35	1	0	1	1	0	0	34
			0.0%	97.2%	2.8%	0.0%	2.8%	2.8%	0.0%	0.0%	94.4%
Failed Oral Board	57	3.0%	0	57	0	0	0	1	1	1	53
			0.0%	100.0%	0.0%	0.0%	0.0%	1.8%	1.8%	1.8%	93.0%
Band A - Chief Inerview	169	9.0%	3	163	3	2	3	4	4	1	150
			1.8%	96.4%	1.8%	1.2%	1.8%	2.4%	2.4%	0.6%	88.8%
Band B - Eligible List	135	7.2%	1	134	0	1	0	4	3	2	124
			0.7%	99.3%	0.0%	0.7%	0.0%	3.0%	2.2%	1.5%	91.9%
Hired	16	0.8%	3	13	0	1	1	2	0	0	11
			18.8%	81.3%	0.0%	6.3%	6.3%	12.5%	0.0%	0.0%	68.8%

2016 Hiring Process

	TOTAL		GENDER			RACE/ETHNICITY						
			F	M	ND	AI	A	B	H	O	ND	W
Total Applications	1752	100.0%	155	1556	41	18	14	145	97	57	34	1381
			8.8%	88.8%	2.3%	1.0%	0.8%	8.3%	5.5%	3.3%	1.9%	78.8%
Screened Out	32	1.8%	7	24	1	0	1	10	7	3	0	11
			21.9%	75.0%	3.1%	0.0%	3.1%	31.3%	21.9%	9.4%	0.0%	34.4%
Withdrew before Entry Test	10	0.6%	3	7	0	0	0	0	2	0	0	8
			30.0%	70.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	80.0%
Did Not Appear Entry Level Test	669	38.2%	53	597	19	4	5	63	42	23	15	515
			7.9%	89.2%	2.8%	0.6%	0.7%	9.4%	6.3%	3.4%	2.2%	77.0%
Failed Entry Level Test	322	18.4%	42	271	9	6	2	53	20	13	7	220
			13.0%	84.2%	2.8%	1.9%	0.6%	16.5%	6.2%	4.0%	2.2%	68.3%
Band B	360	20.5%	13	339	8	5	4	12	14	9	7	307
			3.6%	94.2%	2.2%	1.4%	1.1%	3.3%	3.9%	2.5%	1.9%	85.3%
Withdrew before Comm Oral Board	7	0.4%	0	7	0	0	0	0	1	0	0	6
			0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	85.7%
Did Not Appear Comm Oral Board	30	1.7%	3	26	1	0	0	0	1	2	0	27
			10.0%	86.7%	3.3%	0.0%	0.0%	0.0%	3.3%	6.7%	0.0%	90.0%
Failed Comm Oral Board (Band A)	96	5.5%	7	88	1	1	0	2	5	3	2	82
			7.3%	91.7%	1.0%	1.0%	0.0%	2.1%	5.2%	3.1%	2.1%	85.4%
Withdrew before MFD Oral Board	5	0.3%	3	2	0	1	0	0	0	0	0	4
			60.0%	40.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%
Did Not Appear MFD Oral Board	5	0.3%	0	5	0	0	0	0	1	0	0	4
			0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	80.0%
Failed MFD Oral Board (Band A)	73	4.2%	7	65	1	1	0	1	3	2	1	65
			9.6%	89.0%	1.4%	1.4%	0.0%	1.4%	4.1%	2.7%	1.4%	89.0%
Withdrew before Chief Interview	2	0.1%	0	2	0	0	0	0	0	0	0	2
			0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Did Not Appear Chief Interview	6	0.3%	0	6	0	0	0	0	0	1	0	5
			0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	83.3%
Failed Chief Interview (Band	92	5.3%	5	86	1	0	0	2	0	0	1	89
			5.4%	93.5%	1.1%	0.0%	0.0%	2.2%	0.0%	0.0%	1.1%	96.7%
Did Not Appear PAT	1	0.1%	0	1	0	0	0	0	0	0	0	1
			0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Failed PAT	1	0.1%	1	0	0	0	0	0	0	0	0	1
			100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Disqualified from PAT	4	0.2%	3	1	0	0	0	0	0	0	0	4
			75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Withdrew during PAT	1	0.1%	1	0	0	0	0	0	0	0	0	1
			100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Passed PAT, Not Selected	10	0.6%	0	10	0	0	0	0	0	0	0	10
			0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Rejected Conditional Offer	1	0.3%	0	1	0	0	0	0	0	0	0	1
			0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Hired	20	6.2%	5	15	0	0	2	2	1	0	1	14
			25.0%	75.0%	0.0%	0.0%	10.0%	10.0%	5.0%	0.0%	5.0%	70.0%

2017 B-Band Process

	TOTAL	GENDER			RACE/ETHNICITY						
		F	M	ND	AI	A	B	H	O	ND	W
Community Oral Board- Band B	360 20.5%	13 8.4%	339 21.8%	8 19.5%	5 27.8%	4 28.6%	12 8.3%	14 14.4%	9 15.8%	7 20.6%	307 22.2%
Fire Oral Board Band B	152 8.7%	6 3.9%	144 9.3%	2 4.9%	3 16.7%	1 7.1%	7 4.8%	7 7.2%	3 5.3%	2 5.9%	129 9.3%
Chief Interview Band B	91 5.2%	4 2.6%	86 5.5%	1 2.4%	2 11.1%	1 7.1%	6 4.1%	6 6.2%	2 3.5%	2 5.9%	72 5.2%

DEMOGRAPHIC**CODES****Gender**

Female

F

Male

M

Race/Ethnicity

American Indian or Alaskan Native

AI

Asian

A

Black or African American

B

Hispanic or Latino

H

Native Hawaiian or Other Pacific Islander

PI

Other/Multi Racial

O

White or Caucasian

W

Asian/Pacific Islander (used 2005 & prior)

API

Not Disclosed

ND

Step	Description/Explanation	2013-14 Process	2015-16 Process
Total Applications	Total number of applications received during the recruitment process	First time using online application process - NEOGOV	NEOGOVS used for candidate self-scheduling of entry level test
Screened Out	Those not eligible: not 18 yrs old; not US citizen; no valid driver's license; or no HS diploma/GED/HSED		
Withdrew before Entry Test	Those who withdrew from process before the test		
Did Not Appear Entry Level Test	Those who failed to appear for Entry level test or arrived late	Extremely cold day; Schools closed; 3 sessions	
Failed Entry Level Test	Those who failed one or more components of the FireTeam test: Human Relations (75%), Mechanical (65%), Math (70%), Reading (70%)	New test, FireTeam, from vendor Ergometrics	
Passed Entry, not Random Selected	Those who passed the Entry level test, but were not randomly selected to continue	Random selection processed by vendor Ergometrics	Not included; Divided passing candidates into 2 bands; Band A proceeded to Community Oral Boards (new added step)
Withdrew before PAT	Those who withdrew from process before the Physical Agility Test (PAT)		Moved PAT to end of process, following Chief's interview
Did Not Appear PAT	Those who failed to appear for PAT or arrived late		
Failed PAT	Those who completed the PAT, but did not meet the cut scores on at least 5 of the 7 events	NEOGOVS used for candidate self-scheduling; First time conducting indoors; Revised PAT following analysis	Only 1 stairmaster and Pike Pole used
Disqualified from PAT	Those who did not meet the time or repetition requirements of at least 1 event		
Withdrew during PAT	Those who voluntarily ended the PAT before completing it		
Withdrew before Oral Board	Those who withdrew from process before the Oral Boards		
Did Not Appear Oral Board	Those who failed to appear for the Oral Board or arrived late		
Failed Oral Board	Those who did not score 70% or higher on the interview	NEOGOVS used for candidate self-scheduling	



Madison Police and Fire Commission Monthly Report

Submitted by Mary A. Schauf, Captain of Police

April 2017

Promotions

Designated Promotion in the First (1st) Step of the PFC Review Process

Current Request

April 2017: On March 14, 2017 Chief Koval made a promotional designation due to a position vacancy. The Chief respectfully requests that the PFC initiate the review process for the designated acting promotion. The resume for the candidate is attached. The Chief is requesting that you review personnel and complaint files of the candidate prior to the next business meeting.

Name, Current Rank	Promoted Rank	Effective Date
Manuel Gatdula	Detective	TBD

Review of Previous Actions

None

Pending Actions

May 2017: PFC file review is complete. When the PFC is ready I will invite the above candidate to the next business meeting where Chief Koval will request that you approve his preliminary promotional recommendations.

June 2017: Request for approval by the PFC of the Chief's Preliminary Promotional Designation (Acting to Interim).

TBD 2018: Pursuant to WS 62.13(4)(a) the Chief will request the continuing appointment to the promoted rank, subject to a final recommendation by the Chief and final Board approval. Effective dates for each promotion are based upon actual position vacancies. The Chief requests that the effective dates of the promotions be as indicated above.

Designated Promotions in the Second (2nd) Step of the PFC Review Process

Current Request

April 2017: The PFC requested additional information and checks to be completed prior to approval. Information has been gathered and is ready for further discussion.

Name	Promoted Rank	Effective Date
R. Cameron Friday, Police Officer	Detective of Police	January 29, 2017

Review of Previous Actions

December 2016: The Chief introduced the designee for promotion with a formal preliminary recommendation to the Board. Resume was provided.

January 2017: The PFC had the opportunity to review the file. There was a closed session discussion. Other PFC members chose to review the file so additional time will be provided.

February 2017: The entire PFC has had the opportunity to review the files. After a closed session, additional time was requested by commissioners to review the personnel record.

March 2017: The entire PFC has had additional opportunities to review this file. If needed I am prepared to move into closed session to discuss this file.

Pending Actions

May 2017: Request for approval by the PFC of the Chief's Preliminary Promotional Designation.

January 2018: Pursuant to WS 62.13(4)(a) the Chief will request the continuing appointment to the promoted rank, subject to a final recommendation by the Chief and final Board approval. Effective dates for each promotion are based upon actual position vacancies. The Chief requests that the effective dates of the promotions be as indicated above.

Recruiting and Hiring

Hiring Process Timeline

2017/2018 Pre-Service Academy

- **Application Deadline:** November 2, 2016
- **Written & Physical Agility Testing:** November 6, December 11
- **Consolidated Testing for Distant Candidates** (those living more than 6 hours from Madison) - January 8, 2017
- **Oral Board Interviews:** December -Early February
- **Background Investigations:** May begin immediately after an Oral Board interview, but no later than February, 2017
- **Seek PFC Approval of Eligibility Hiring List - March 2017**
- **Trilogy:** Chief's Interview, Personality Assessment and Ride-Along with a Field Training Officer – March and April, 2017
- **Special Meeting—Seek PFC Approval of Hiring List Candidates and Contingency List –** May, 2017** I would respectfully request the meeting be no sooner than May 11, 2017 so staff members can prepare materials for the PFC.
- **Tentative Job Offers:** May, 2017
- **Medical Clearance:** Mid-July, 2017
- **Final Job Offers:** Early August, 2017
- **Academy begins:** September 11, 2017

**The regular business meeting of the PFC for the month of May lands on the 8th. Due to the numbers of individuals to evaluate we will not be able to meet with the psychiatrists until May 9. I would respectfully request the Committee consider a special meeting after May 9th to approve the Hiring List. I am concerned that if we prolong until the June regular business meeting that those we wish to hire will take jobs with other agencies.

The applications are already arriving for the 2018-2019 Academy. I will have a full time line of the milestones soon. The physical agility testing begins April 30, 2017.

Amended Eligibility List

Due to vacancies found during scheduling the Chief respectfully requests adjustment to the 2017-18 Eligibility List with an expiration date of October 1, 2017. The changes had minimal impact on the demographics of the list. Please refer to attached updated Eligibility List.

Physical Skills Assessment for 2018-2019 Hiring Cycle

The Training Team has discussed the role and function of the physical skills assessment during the hiring process. Based on the State of Wisconsin standards the team recommended to the Chief an adjustment of the acceptable 1.5 mile run time to mirror the post-Academy State Standard run time.

The State has developed validated readiness standards for a police officer, which our officers must successfully complete to enter and exit the Academy.

MPD Hiring Process Physical Skills Assessment

Physical Agility Test

Standards 1 through 3 as listed below are minimums established by the Police and Fire Commission (PFC) that **MUST** be met as a condition of employment.

1. **Abdominal Strength:** 25 sit-ups in 1 minute.
2. **Cardio-Vascular Endurance:** 1-1/2 miles in no more than 14:30.
3. **Upper Body Strength:** 15 "perfect protocol" push-ups

Candidates will also be assessed, but not graded on:

- Flexibility (lower back and hamstrings): Sit and Reach Test
- Explosive power of the lower body (leg strength): Vertical Jump Test

State of Wisconsin Physical Readiness Standards for Police Officers

Physical Readiness Test	Entrance Standards	Exit Standards
1.5 mile run	20:20 minutes	16:57
300m run	82 seconds	68 seconds
Push ups	18	23
Sit-ups	24	30
Vertical Jump	11.5 inches	14 inches
Agility Run	23.4 seconds	19.5 seconds

MPD has set the cut-off time for the 1.5 mile run at 14:30. The recommendation is to adjust this standard to the State of WI Academy Exit Standard of 16:57. Other elements of the MPD Physical Assessment would remain the same.

I have included several reference documents, The Fit Force Executive Summary to the State, an excerpt from documents from the Cooper Institute, a document to prospective employees from State Training and Standards staff, and meeting minutes that detail the process of validation/transportation; please refer to end material.

Attachments and Notices

- There were no suspensions requiring notification to the PFC
- Professional Standards Open Case Memo
- P.O. Manuel Gatdula, MPD Memo and Resume
- Amended Eligibility List
- Documents Related to Fitness Standards

CC

Scott Herrick, Attorney for PFC
Marci Paulsen, Assistant City Attorney
Michael C. Koval, Chief of Police



CITY OF MADISON POLICE DEPARTMENT



INTRA-DEPARTMENTAL CORRESPONDENCE

DATE: April 10, 2017

TO: Mary Schauf, Captain of Police
FROM: Edward Marshall, Sergeant of Police
SUBJECT: **PS&IA Open Cases**

Good Morning Captain,

As of 04/01/2017, PS&IA has the following open cases concerning sworn MPD employees:

1. Performance of Duties, SOP-Domestic Abuse

Please contact me if you have any questions.

Sincerely,
Sgt. Ed Marshall, #3689
Professional Standard and Internal Affairs

Madison Police Department
CORRESPONDENCE / MEMORANDUM

DATE: March 14, 2017

TO: All Personnel

FROM: Michael C. Koval, Chief of Police

RE: **Promotion Announcement**

It is my pleasure to announce to the organization the following promotion:

Officer Manuel Gatdula to Detective

Officer Manuel Gatdula will assume Detective duties at a date that has yet to be determined.

Officer Gatdula has a Bachelor of Science Degree in Sociology from Colorado State University-Pueblo.

Officer Gatdula was hired with our Department in 2007 and is currently assigned as a neighborhood officer in the West District (Allied Drive neighborhood). Prior to becoming a neighborhood officer he worked in patrol services. He is currently a member of our Special Events Team, is a Field Training Officer and a Background Investigator. Officer Gatdula has been a part of several committees during his tenure with the MPD, such as the Diversity Inclusion Team and the Allied Drive Neighborhood Resource Team.

Please join me in congratulating Officer Gatdula on this well-deserved accomplishment!



Manuel B. Gatdula

2628, 14th St
Monroe, WI 53566
(608) 214-8258
mgatdula@cityofmadison.com

Education

Bachelor of Science in Sociology, Colorado State University-Pueblo

Department History

Date of Hire: May 27, 2007

Current Assignment: Allied Drive Neighborhood Police Officer, West Police District

Other Assignments: Special Events Team Member, Field Training Officer, Background Investigator, (former) Mental Health Liaison, (former) Neighborhood Liaison

Department Committees

Diversity and Inclusion Team

Allied Drive Neighborhood Resource Team

Community Service

Operation Uplift (helping challenged kids with school work)

Allied Drive Outreach Program

Police Club (program with Allied Drive Learning Center)

Trainings

Identifying Deceptive Behavior (8 hours) Milwaukee, WI

Strategies for Effective Child Interviews (8 hours) Madison, WI

Path to Excellence in Public Service (8 hours) Madison, WI

Drug Interdiction Training (8 hours) Madison, WI

Background Investigations (8 hours) Madison, WI

US Army Primary Leadership Development Course (200 hours)

US Army Paratrooper School (120 hours)

Previous Employment

US Army, Soldier 1996-2006

*Monitored appropriated money for Special Operations throughout the Global War on Terrorism areas of operation

*Supervised a team of seven soldiers in base defense operations while deployed in Iraq

TDS Communications, Pay Processor 2006

*Processed customer payments

Activities and Interest

Cooking

Physical Fitness Training

Cooper Assessment

<u>Test</u>	<u>Range</u>
1.5 mile run	14:40 – 15:54 minutes
300 meter run	64.3 – 66.0 sec.
1 RM bench press raw score	151 – 165 lbs
1 RM bench press ratio	.78 - .84 of body weight
Push-up	25 – 34 reps in a minute
Sit-up	30 – 38 reps in a minute
Vertical Jump	15.5 – 16 inches

Nevada Academy Requirements

<u>Test</u>	<u>Range</u>
1.5 mile run	Not more than 16:57
300 meter run	Not more than 68 seconds
Push-up	Not less than 23 reps in a minute
Sit-up	Not less than 30 reps in a minute
Vertical Jump	Not less than 14 inches
Agility Run	Not more than 19.5 seconds

DNR Example of Absolute Standards

<u>Test</u>	<u>Federal</u>	<u>State</u>	<u>Municipal</u>
1.5 mile run	13:35 – 14:31	14:05 – 15:31	14:36 – 16:28
300 meter run	64.3 – 72.0 sec.	56.0 – 65.4	63.0 – 71.0
1 RM bench press ratio	.84 body weight	.67 - .85	.64 - .82
Push-ups in a minute	34 – 36 reps	21 – 35	25 - 28
Sit-ups in a minute	38 – 42	30 – 38	29 – 35
Vertical Jump	15.5 inches	17.0 – 18.0 inches	16.0 – 18.5 inches

San Antonio Police Academy – Based on age and gender

<u>Test</u>	<u>Absolute Minimum Requirement</u>			
	<u>Age</u>	<u>20 – 29</u>	<u>30 – 39</u>	<u>40+</u>
<u>1.5 mile run</u>				
Male		13:22	14:08	14:56
Female		15:57	16:35	17:24
<u>Push-up</u>	<u>Age</u>	<u>20 – 29</u>	<u>30 – 39</u>	<u>40+</u>
Male		26 reps	20 reps	15 reps
Female		13 reps	9 reps	7 reps
<u>Sit-up</u>	<u>Age</u>	<u>20 – 29</u>	<u>30 – 39</u>	<u>40+</u>
Male		35 reps	32 reps	27 reps
Female		29 reps	22 reps	17 reps

Vertical Jump

This portion of the evaluation is not timed and only requires completion of the task.

Rolla Police Department – Based on Age and Gender (1.5 mile run, alternate 3 mile walk, sit-ups and push-ups)

Material Clipped from document, *Frequently Asked Questions Regarding Fitness Standards in Law Enforcement*, from Cooper Institute Web Page; downloaded April 5, 2017 (www.cooperinstitute.org).

Underlying Task	Predictive Factor
Sustained Pursuit	Aerobic Power
Sprints	Anaerobic Power
Dodging	Aerobic/Anaerobic Power/Flexibility
Lifting and Carrying	Muscular Strength/Muscular Endurance/Anaerobic Power
Dragging and Pulling	Muscular Strength/Muscular Endurance/Anaerobic Power
Pushing	Muscular Strength/Muscular Endurance/Anaerobic Power
Jumping and Vaulting	Anaerobic Power/Leg Power and Strength
Crawling	Flexibility/Muscular Endurance/Body Fat Composition
Use of Force <2 minutes	Anaerobic Power/Muscular Strength/Muscular Endurance
Use of Force >2 minutes	Aerobic Power/Muscular Strength/Muscular Endurance

More Specific Questions Regarding Physical Fitness Assessment

1. What fitness tests accurately measure the underlying fitness areas?

Aerobic Capacity (Cardiorespiratory)	1.5 Mile Run ***
Anaerobic Power (Sprinting Ability)	300 Meter Run ***
Anaerobic Power (Explosive Leg Strength)	Vertical Jump***
Muscular Strength (Upper Body)	1 RM Bench Press ***
Muscular Endurance (Upper Body)	1 Minute Push-Ups **
Muscular Endurance (Core Body)	1 Minute Sit-Ups **
Muscular Strength (Lower Body)	1RM Leg Press*
Flexibility (Lower Back and Hamstrings)	Sit-and-Reach*
Body Composition (Percent Body Fat)	% Fat (caliper/underwater weighing/impedance)*

*** Is highly predictive of performing job tasks in all cases

** Is predictive of performing job tasks in most cases

* Is not predictive or is predictive in only a few cases



**STATE OF WISCONSIN
DEPARTMENT OF JUSTICE**

**BRAD D. SCHIMEL
ATTORNEY GENERAL**

**Andrew C. Cook
Deputy Attorney General**

**Division of Law Enforcement Services
Training and Standards Bureau**

**17 West Main Street
P.O. Box 7070
Madison, WI 53707-7070
608/266-8800
FAX 608/266-7869
V/TTY 1-800-947-3529**

June 2015

**TO: Law Enforcement Academy Candidates
RE: Physical Readiness Standards for Entrance into Preparatory Law Enforcement Officer Training**

The Wisconsin Department of Justice - Training and Standards Bureau, contracted with FitForce™, a national leader in Physical Readiness Solutions for Public Safety, to conduct a study to determine the physical tasks needed to perform the duties of an entry level law enforcement officer (patrol officer) in Wisconsin. FitForce™ translated the physical tasks into a Physical Readiness Test. An individual who can pass the Physical Readiness Test is considered able to perform the physical duties of a Wisconsin patrol officer.

We want to ensure that all candidates who complete preparatory law enforcement officer training are prepared on all fronts to be a patrol officer. Knowledge, skills, and physical ability are necessary to perform the duties of a patrol officer. Knowledge and skills are evaluated during preparatory training. Physical ability will be tested prior to entrance into a preparatory law enforcement officer training academy and again during Phase 3 of the academy. There are both entrance and exit standards for passing the Physical Readiness Test (see below).

Physical Readiness Test	Entrance Standards	Exit Standards
1.5 mile run	20:20 minutes	16:57
300m run	82 seconds	68 seconds
Push ups	18	23
Sit-ups	24	30
Vertical Jump	11.5 inches	14 inches
Agility Run	23.4 seconds	19.5 seconds

The Physical Readiness Test will be offered by Law Enforcement Standards Board certified preparatory law enforcement officer training academies. Candidates for preparatory law enforcement officer training shall be permitted to take the Physical Readiness Test as many times as necessary to pass the Entrance Standards for admittance into preparatory training.

Candidates who pass the Physical Readiness Test Entrance Standards, and who are admitted to a preparatory law enforcement officer training academy, will have fitness sessions throughout the academy to prepare them to meet the Physical Readiness Test Exit Standards. It is also highly encouraged that students admitted into preparatory law enforcement officer training take additional

time on their own to prepare to meet the Physical Readiness Test Exit Standards. Students who are unable to meet the Exit Standards will only be permitted one re-test of the entire Physical Readiness Test, and the Exit Standards must be met prior to beginning the final scenario evaluation.

We want all candidates to be able to meet the Physical Readiness standards, so please review the directions on how the Physical Readiness Test is administered. You will note that the directions include information on the Bench Press. Candidates are not required to meet the Bench Press standards unless requested by their academy.

It is ultimately up to every candidate to put in the work necessary to either maintain their fitness level or to improve their fitness level to meet the Physical Readiness Standards. Being prepared for the Physical Readiness Test, and having the ability to pass the Physical Readiness Test, will not only prepare candidates for the law enforcement profession, but will also assist candidates in the skills training they will receive during the academy, and will allow them to focus on learning the specific tactics and knowledge needed to be successful.

Best of luck to you!

Sincerely,
Tony Barthuly, Director
Wisconsin Department of Justice
Training and Standards Bureau

Physical Fitness and Officer Wellness Advisory Committee
Risser Justice Building, Room 150
17 W. Main Street, Madison, WI 53703
Contact: Kristin Boustany (608/267-1304, boustanykk@doj.state.wi.us)
April 30, 2014
1:00 am – 4:00 pm

Attendees:

Clark Pagel, David Holmes, Tina Braun, Colleen Belongea, Jack Russell, Gregorie McKay, and

Staff: David Zibolski and Kristin Boustany.

A. Welcome and Introductions

Kristin Boustany introduced David Holmes the new Academy Director for the DNR who is replacing Ronald Cork

B. Overview of Transportability Study

Executive Summary

Background

General physical fitness is an integral part of the law enforcement officer function, providing sufficient capability for each officer to successfully perform their duties at a minimum level of safety and effectiveness. The requirement to perform the physical tasks may come on a moment's notice, without prior warning or opportunity to prepare, under extreme circumstances, and with significant threat to personal safety and public order. Therefore it is incumbent upon officer, agency and certifying authority to ensure the physical readiness of those sworn to maintain public safety. FitForce, Inc. proposes to team with PDRI to provide the Wisconsin Department of Justice Training and Standards Bureau (TSB) with unparalleled support in this effort.

Approach

In order to accomplish this work, FitForce has developed a team that includes exercise physiologists, psychologists, and industrial/ organizational (I/O) psychologists with experience in litigation, high profile testing, physical abilities assessment, and military research. The FitForce Team will work collaboratively with TSB to conduct detailed physical job analysis of the LEO position, identifying the essential tasks, working conditions, and physical demands, then transporting a validated, legally defensible physical readiness test and standards that will predict an individual's ability to perform the essential physical tasks. Of critical importance, we will develop detailed documentation of the job analysis, transportation and validation process, and ensure that the project results are in compliance with the EEOC Uniform Guidelines and other professional and legal guidelines, and all procedures will withstand legal challenge.

Results

The FitForce Team offers unmatched expertise in developing physical readiness solutions to the public safety community. Through our collaboration with TSB we will provide:

- Validated physical readiness standards for the law enforcement officer position
- Documentation of procedures and results that demonstrate compliance with

EEOC Uniform Guidelines and other professional standards

- Manuals and training procedures for the administration of the physical tests

Step 1: Conduct Kick-Off Meeting Held on April 29, 2014

One purpose of the meeting will be to learn more about TSB's requirements and any other conditions that will affect the present work. We will ask for available job-related materials such as previous job analysis work, job descriptions, physical fitness requirements, and validation reports. A second purpose of the kickoff meeting will be for Project personnel to discuss the project steps, timeline, and requirements with the stakeholders

Step 2: Review Existing Job Information and Requirements

The project team will review all existing information regarding the physical demands of the LEO position. This will include but not be limited to a review of any existing job analysis data, job descriptions, policies and procedures, existing tests and standards as well as any validity evidence for them, injury/illness and or disability information, use of force incident data, curricula for entrance, incumbent or specialized training related to physical skills/training or other supporting documentation. This background information will be used to inform the job analysis and subsequent report writing steps.

Step 3: Job Analysis

A job analysis provides the foundation for valid selection procedures. A job analysis identifies the content domain of the job being assessed. A job's content domain consists of the tasks performed on the job and the critical knowledge, skills, abilities, and other requirements (KSAOs) required for performing job tasks successfully. We propose to develop and administer a Job Analysis Questionnaire (JAQ), applying methods we have used successfully in the past with similar agencies. The JAQ will include task and KSAO lists to supplement any existing job data. The task list will represent the work performed in all locations by LEOs. The KSAOs will focus on physical abilities needed for successful job performance. The task and KSAO items will contain several response scales to collect information regarding importance and frequency. In addition, we will collect quantifying data on the physical tasks and the conditions under which they are performed. Finally, incumbent officers participating in the JAQ will provide rating data on the contribution of physical abilities to successful job performance. The primary focus of the JAQ will be on the physical demands of the job. The JAQ can be administered using an online survey platform. We will develop a comprehensive sampling plan intended to capture the diversity of the agencies and demographics of the TSB constituency. This phase will take into consideration the type of agency, size of the agency, as well as the age and gender of its incumbent officer cadre. It is critical we capture the diversity of the state law enforcement function and workforce; therefore, we have selected PDRI as a contract partner. Their primary function will be the development of the sampling plan and the inter-rater reliability analyses. After the JAQ administration, we will compile, screen, and analyze the JAQ data applying descriptive statistical analyses. We will also conduct inter-rater reliability analyses on the results. All of this new data and any existing job analysis data will serve as the foundation for the comparative analysis, described in the next two steps.

Step 4: Comparative Analysis

The results of the JAQ provide the common ground upon which to compare the job of a law enforcement officer in Wisconsin to that performed in other jurisdictions. As noted previously, it is not enough to compare job descriptions, training curricula, or anecdotes; the specific physical demands, the frequency and importance of task performance, the conditions under which they are performed, and the perception of the relative importance of physical fitness to job performance by those in the

occupational classification represent the objective data for comparison. FitForce will compare data from over 140 points two ways: agreement at a threshold level as to task relevance and agreement in numerical rating. The JAQ we propose to use is vastly similar to that used in dozens of studies conducted by members of the consultant for agencies around the country of various size, geographical location, and overall mission. These experiences and access to validation studies performed help to establish our unique qualifications to conduct transportability studies such as the one proposed herein for Wisconsin TSB.

Step 5: Judgment Process

Our precedence is to transport standards from one location to another when an Index of Commonality is greater than 90%, i.e. there is agreement, in this case between LEOs in Wisconsin and those in a second location across more than 90% of the tasks, conditions, and physical ability ratings. A second level of judgment may be exercised if more than one jurisdiction shows similar agreement. We will work staff from TSB to discuss the relative merits of the eventual options and document the process and justification of transportation.

Step 6: Develop Recommendations for Implementation

The judgment process above will result in the identification of both the job simulation test and the fitness test standards criteria. The judgment group consisting of project staff will critically consider the data from this project as well as longitudinal research and clinical experience to formulate recommendations for standards implementation. Recommendations will be formulated for the following areas.

- **Medical screening and safety/environmental guidelines** for testing participation that will meet the latest ADA and American College of Sports Medicine requirements.
- **Coordinator Handbook(s)** with the testing procedures for those physical performance tests requiring specification. This would include guidelines for the sequence and procedures for fitness testing, recording, and scoring test results.
- **Reasonable accommodation fact sheet** to assist the agency to responding to requests for alternative testing.
- **Guidelines and qualifications for personnel to function as Fitness Coordinators** involved in administering fitness tests and fitness programs.
- **Ongoing fitness training** and education program for both basic training and incumbent in-service programming. Remedial and incentive programs will be defined. Associated with this will be the **formulation of an applicant and incumbent Fitness Handbook** explaining the tests and standards and exercise programs on how to train for them.
- **Education materials for fitness**, especially those specifically aimed at law enforcement personnel.
- **Ongoing data collection**, analysis and upgrades.
- **Guidelines for specifying policy, procedures and regulations** that would need definition once fitness standards would be in place to include such areas as retest policies, liability, personnel performance review, medical fit for duty policy, limited duty assignments, labor practices etc.

Step 7: Technical Documentation

At the conclusion of project work, the project team will prepare a technical validation report for delivery to the Wisconsin Department of Justice Training and Standards Bureau. The report will be written in accordance with the *Uniform Guidelines on Employee Selection Procedures (1978)*, *SIOP's Principles (2003)*, and *Standards for Educational and Psychological Testing (1999)*. This report will serve as the primary documentation of the transportation validity of the PRT, documenting the details of the study

methodology, and the rationale for test selection. The report will be sufficiently detailed to facilitate defense of the PRT, if challenged. As part of this step and deliverable, the project team will also produce an administrator's manual that describes the specific events in the PRT, how to administer and score the events, and lists the required equipment. The report will be provided in the formats required by the terms of the contract.

Group Discussion points:

- Vertical Jump will eliminate too many females – Concern
- If recruits do not pass the entrance PRT, they will not continue in the academy
- The entrance PRT will be a certain percentage lower than the final PRT. For example, Nevada's entrance PRT is 20% lower than the final PRT. This allows the recruit to train to the physical fitness readiness standard that has been validated by FitForce as the minimum physical readiness standard for WI LE officers that will ensure officer safety and effectiveness
- Entrance PRT can be administered during the selection phase or in the first week of the academy
- This committee will now be focusing on finalizing the supporting materials for the instructors and compiling and supporting material for the recruits as it pertains to the physical readiness program for the new academy
- Kristin Boustany shared that T&S hopes to be done with steps 1-5 of the transportability study by August.
- Clark Pagel shared that he is still concerned that establishing this entrance standard will eliminate the ability to look at the "whole person" during the selection process

C. Physical Fitness and Officer Wellness Course Outcome Summaries

1. Physical Fitness Program

i. Instructor/Student resources from Cooper Institute (Colleen B. /Tina B)

Colleen Belongea went over lessons learned from the law enforcement specialist course run by the Cooper institute. Colleen showed the group 2 Apps (CFIT and I WILL) that are free that will assist recruits in documenting their fitness goals as well as nutrition goals.

The committee also discussed breaking down the course outcome summary by phases.

2. Officer Wellness Program

i. Sub-Committee

A sub-committee has been developed to begin working on the supporting material for the Officer Wellness curriculum.

D. Instructor Certifications

1. Physical Fitness

In order to be a LESB certified physical readiness instructor the instructor:

- a. Must attend CJ-IDC prior to attending a physical fitness instructor course like all other LESB certified instructors are required to do. Those who have already attended a course for this first round of certifications will be exempt from going to CJ-IDC prior to attending the physical fitness instructor course.

- b. Must have taken the Cooper Instructor course (40 hours) in order to conduct the Physical Readiness Assessment. Only the lead instructor must be certified for the assessment to provide oversight and ensure correct implementation of the test.
- c. Must either be Cooper certified or certified in another certified fitness program (such as Cross Fit, Tactical Functional Training, or another program approved by the Training and Standards Bureau) to oversee the formal training sessions with recruits.

2. Officer Wellness

Kristin Boustany explained to the group that we have established a Officer Wellness sub-committee to evaluate instructor certifications and to develop course material for the new recruit academy. All material will be presented to this committee before being presented to the Curriculum Advisory Committee in the fall of 2014.

E. Next meeting

We will meet again following the completion of step 4 in the transportability study

**Officer Wellness sub-committee
Madison Area Technical College
Room 204-Protective Services Building
Contact: Kristin Boustany (608/267-1304, boustanykk@doj.state.wi.us)
May 6, 2014
11:00 am – 3:00 pm**

Present:

Chief John Morrissey, Kenosha PD, Chief Kevin Ruder, Stevens Point PD, Chief Ron Tischer, La Crosse PD
Colleen Belongea –FVTC, Chief Tim Zarzecki, Mt. Pleasant PD

A. Welcome and Introductions

B. Update of Physical Fitness Committee

1. Executive Summary: Transportability Study

Background

General physical fitness is an integral part of the law enforcement officer function, providing sufficient capability for each officer to successfully perform their duties at a minimum level of safety and effectiveness. The requirement to perform the physical tasks may come on a moment's notice, without prior warning or opportunity to prepare, under extreme circumstances, and with significant threat to personal safety and public order. Therefore it is incumbent upon officer, agency and certifying authority to ensure the physical readiness of those sworn to maintain public safety. FitForce, Inc. proposes to team with PDRI to provide the Wisconsin Department of Justice Training and Standards Bureau (TSB) with unparalleled support in this effort.

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- Manuals and training procedures for the administration of the physical tests



**PHYSICAL READINESS STANDARDS
TRANSPORTABILITY REPORT:**

**WISCONSIN DEPARTMENT OF JUSTICE
TRAINING & STANDARDS BUREAU**



FINAL REPORT

March, 2015

EXECUTIVE SUMMARY

The Wisconsin Department of Justice, Training and Standards Bureau (TSB) contracted with FitForce, Inc. to transport job-related physical readiness tests and standards for the law enforcement officer position to the Law Enforcement Standards Board (LESB), the certifying body for officers in the State of Wisconsin. FitForce created a job analysis procedure to rate and quantify the physical demands of the statewide position. The results of the analysis were compared against the job findings for other jurisdictions. This report details the methods used in the current study, the validity evidence collected, and justifies the transportation of standards to Wisconsin.

The job analysis procedure was based upon a review of previous studies conducted for the TSB, curricula, and previous validation studies. PDRI, Inc. created a sampling plan that was executed by TSB staff and FitForce. The randomly selected and stratified statewide sample of 1162 incumbent law enforcement officers rated 45 physical tasks required of them as essential (either frequent and or critical), provided quantifying data for 35 specific tasks, rated 28 physical conditions as having an impact on job performance, and rated 11 basic abilities as important and underlying job performance.

The job task data in the current study was compared to similar data collected in four original criterion-concurrent validation studies performed by members of the consultant team. A minimum threshold of 90% agreement was met in all four instances. The balance of the report provides background information on the methods used in the original studies, justifies the transportation of standards from Nevada POST to the TSB and provides guidance on the implementation of the physical readiness test, standards, and programming for the Wisconsin TSB, LESB, employing law enforcement agencies and other stakeholders. In addition, the findings contained herein, may be used to inform other human capital initiatives.

2017 Eligibility List



Bryan Allen
Madison, WI



Hannah Anderson
Madison, WI



James Anderson
Winter Garden, FL



Isabel Berkson
Skokie, IL



Mitchel Burgess
Union, MO



Mitchell Burkholder
Dickeyville, WI



Adam Bush-Emmart
Madison, WI



Guadalupe Contreras
Cross Plains, WI



Mackenzie Doyle
Ames, IA



Kyle Dunlap
Kappa, IL



Dennis Fuller
Forest Park, IL



Ruben Garcia
Hales Corners, WI



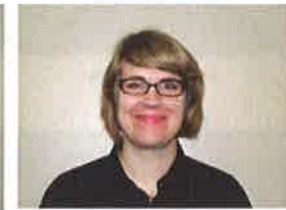
Mario Gonzalez
Deforest, WI



Keith Green
St. Charles, IL



Lucas Hale
Edgerton, WI



Pamela Hallsson
Madison, WI



Michelle Hanson
Verona, WI



Wesley Hartkemeyer
Eau Claire, WI



Jason Hunn
Lone Rock, WI



Ben Knopp
Medford, WI



Andrew Kressin
Middleton, WI



Noah Lane
Jefferson, WI



Dritan Lazami
Madison, WI



Chase Lewis
Cottage Grove, WI



Jennifer Lewis
Madison, WI



Casey Main
McFarland, WI



Hailey Massey
Madison, WI



Eric McCarthy
Sun Prairie, WI



Nicholas Meredith
Waukesha, WI



Claudiu Nybroten
Madison, WI



Leah Pedersen
Ames, IA



Charles Pratt
Pittsburgh, PA



Stephanie Precourt
Madison, WI



Claudia Roedl
Scottsdale, AZ



Donald Rogers
Lumberton, NJ



Elizabeth Röth
Madison, WI



Matthew Sanda
Superior, WI



Tanner Sandmire
Madison, WI



Matthew Schaefer
Ingleside, IL



David Schon
Madison, WI



Justin Smith
Belleville, MI



Ashley Stacey
Bloomington, IL



Michael Stluka
Madison, WI



King Vang
Madison, WI



Megan Volgren
Madison, WI



Chelsea Wetjen
Madison, WI



Carla Wilson
Hazel Crest, IL



Daniel Wipperfurth
Verona, WI



Thomas Wright
Racine, WI



Andrew Yamriska
Arlington, WI



Stephen Zigelboim
Sun Prairie, WI



Alina Zulch
Madison, WI

**Eligibility List for Pre-Service Academy
Commencing September, 2017**

Prepared by Sgt. Kipp Hartman
04/13/2017

Status	Eligible
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Applicant	Race	Sex	Age	LA	Education	Life / Work Experiences
Allen, Bryan Madison, WI	W	M	32		Bachelor's degree; University of Georgia (Psychology)	Allen is currently employed in Customer Service. He also has experience with the following: 1. Police Officer 2. Stocker
Anderson, Hannah Fitchburg, WI	W	F	22		Bachelor's degree; UW-Madison (Legal Studies & Criminal Justice)	Anderson is currently employed as a Case Manager. She also has experience with the following: 1. Food Service Assistant 2. Dietary Aide
Anderson, James Winter Garden, FL	W	M	32		9 credits towards a Master's degree; University of Central Florida (Criminal Justice), Bachelor's degree; University of Central Florida (Legal Studies), Bachelor's degree; University of Central Florida (Criminal Justice)	Anderson is currently employed as a Detective. He also has experience with the following: 1. Police Officer/Trooper 2. Security Officer
Berkson, Isabel East Lansing MI	W	F	22		Bachelor's degree; Michigan State University (Criminal Justice/Sociology)	Berkson is currently employed as a Green Coat Supervisor. She also has experience with the following: 1. Public Works Seasonal Worker 2. Clothing Stylist
Burgess, Stephen Union, MO	W	M	22		Bachelor's degree; Truman State University (Justice Systems)	Burgess is currently employed as a Community Coordinator. He also has experience with the following: 1. Army National Guard 2. Student Advisor 3. Customer Service Associate
Burkholder, Mitchel Dickeyville, WI	W	M	22	Spanish	Bachelor's degree; UW-Platteville (Criminal Justice)	Burkholder is currently employed as an Advanced EMT. He also has experience with the following: 1. Bank Teller 2. Waiter
Bush-Emmart, Adam Madison, WI	W	M	27	Spanish	Law degree; University of Wisconsin Law School, Bachelor's degree; Marquette University (History/Spanish)	Bush-Emmart is currently employed as a Host. He also has experience with the following: 1. Legal Intern 2. Tutor Coordinator

**Eligibility List for Pre-Service Academy
Commencing September, 2017**

Prepared by Sgt. Kipp Hartman
04/13/2017

Status	Eligible
--------	----------

Applicant	Race	Sex	Age	LA	Education	Life / Work Experiences
Contreras, Guadalupe Cross Plains, WI	H	F	28	Spanish	Bachelor's degree; Purdue University (Sociology-Criminal Justice/Spanish)	Contreras is currently employed as a Transportation Security Officer. She also has experience with the following: 1. Youth Care Worker & Counselor 2. Replenishment Associate 3. Server
Doyle, Mackenzie Downers Grove, IL	W	F	22	Spanish	Bachelor's degree; Iowa State University (Spanish and Criminal Justice)	Doyle is currently employed in Catering. She also has experience with the following: 1. Bakery/Café Associate 2. ACCESS Assault Care Center Victim Counselor
Dunlap, Kyle Madison, WI	W	M	25	Spanish	Bachelor's degree; Western Illinois University (Criminal Justice & Spanish) Associate's degree; College of DuPage (General Education Studies)	Dunlap has been previously employed as a Operations Center Representative. He also has experience with the following: 1. Camp Counselor 2. Office Night Manager
Fuller, Dennis Forest Park, IL	AA	M	31		Bachelor's degree; Lewis University (Criminal Justice/Psychology)	Fuller is currently employed as a Daycamp Counselor. He also has experience with the following: 1. Lifeguard/Swim Instructor 2. Undergrad Assistant
Garcia, Ruben Hales Corners, WI	H	M	23		Bachelor's degree; UW-Madison (Psychology, Sociology, Criminal Justice)	Garcia is currently employed as a Store Manager. He also has experience with the following: 1. Press Material Handler 2. Project Manager Intern
Gonzalez, Mario DeForest, WI	H	M	23	Spanish	Bachelor's degree; Pensacola Christian College (Criminal Justice)	Gonzalez is currently employed as a Library Assistant. He also has experience with the following: 1. Facilities Maintenance 2. Resident Assistant 3. Landscape Laborer
Green, Keith St. Charles, IL	W	M	33		Bachelor's degree; Northern Illinois University (Criminology/History)	Green is currently employed as a Correctional Officer. He also has experience with the following: 1. EMT/Paramedic 2. Landscaping Laborer

**Eligibility List for Pre-Service Academy
Commencing September, 2017**

Prepared by Sgt. Kipp Hartman
04/13/2017

Status	Eligible
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Applicant	Race	Sex	Age	LA	Education	Life / Work Experiences
Hale, Lucas Edgerton, WI	W	M	31		Bachelor's degree; UW-Oshkosh (Criminal Justice)	Hale is currently employed as a Police Officer. He also has experience with the following: 1. EMT 2. Community Service Officer 3. Community Advisor
Hallsson, Pamela Madison, WI	W	F	36		Master's degree; Hunter College (Secondary Education: Science) Bachelor's degree; Northern Illinois University (Biology)	Hallsson is currently employed as a Teacher.
Hanson, Michelle Verona, WI	W	F	48	Ltd Spanish	Associate's degree; Madison College (Liberal Arts)	Hanson is currently employed as a Hairstylist/Salon Owner. She also has experience with the following: 1. Reach a Child Volunteer
Hartkemeyer, Wesley Menomonie, WI	W	M	23		Bachelor's degree; UW-Stout (Criminal Justice/Vocational Rehab)	Hartkemeyer is currently employed as a Police Officer. He also has experience with the following: 1. Cold End Technician 2. Sales 3. Server
Hunn, Jason Lone Rock, WI	W	M	38		Bachelor's degree; University of Memphis (History)	Hunn is currently employed as a Project Manager. He also has experience with the following: 1. Continuous Improvement Manager 2. CI Manager 3. Oversaw Hardlines Department
Knopp, Benjamin Medford, WI	W	M	23		Bachelor's degree; Marquette University (Criminology & Law Studies)	Knopp is currently employed as a Material Handler. He also has experience with the following: 1. Barista/Delivery Team 2. Laborer
Kressin, Andrew Middleton, WI	W	M	40	Arabic	Master's degree; Texas A&M (International Affairs), Bachelor's degree; UW-Madison (Political Science)	Kressin was most recently employed as a Intelligence Research Specialist. He also has experience with the following: 1. US Marine Corps

**Eligibility List for Pre-Service Academy
Commencing September, 2017**

Prepared by Sgt. Kipp Hartman
04/13/2017

Status	Eligible
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Applicant	Race	Sex	Age	LA	Education	Life / Work Experiences
Lane, Noah Jefferson, WI	W	M	52	Russian	73 credits towards a Bachelor's degree; Southern New Hampshire University (History)	Lane is currently employed in Security. He also has experience with the following: 1. US Army 2. Voice Interceptor
Lazami, Dritan Madison, WI	W	M	35	Albanian, Macedonia, Serbo- Croatian, Bularian	Bachelor's degree; SS. Cyril and Methodius University (Professor Elementary Education)	Lazami is currently employed as a Deputy Sheriff. He also has experience with the following: 1. Security 2. Host/Server 3. Macedonia Law Enforcement
Lewis, Chase Oshkosh, WI	W	M	24		Bachelor's degree; UW-Oshkosh (Criminal Justice)	Lewis is currently employed in Security. He also has experience with the following: 1. Sales 2. Landscaping
Lewis, Jennifer Madison, WI	W	F	33		Master's degree; UW-Milwaukee (Social Work), Bachelor's degree; Marian University (Social Work), Associate's degree; Fox Valley Technical College (Alcohol and Other Drug Abuse Counseling)	Lewis is currently employed as a Government Relations Specialist. She also has experience with the following: 1. On-Call Advocate 2. Teen Program Coordinator 3. Adoption Counselor
Main, Casey McFarland, WI	W	M	24		Bachelor's degree; UW-Platteville (Criminal Justice, Sociology)	Main is currently employed as a Fork Lift Operator. He also has experience with the following: 1. Asphalt Repair 2. Warehouse Worker 3. Hockey Coach
Massey, Haley Madison, WI	W	F	22	American Sign	Bachelor's degree; Edgewood College (Criminal Justice, Philosophy)	Massey is currently employed as a Transportation Office Student Lead Worker. She also has experience with the following: 1. Retail Associate
McCarthy, Eric Sun Prairie, WI	W	M	37		Bachelor's degree; UW-Oshkosh (Exercise and Fitness Management)	McCarthy is currently employed as a Director of Sports Performance. He also has experience with the following: 1. Personal Trainer 2. Assistant Sports Coordinator

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Commencing September, 2017**

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Status	Eligible
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Applicant	Race	Sex	Age	LA	Education	Life / Work Experiences
Meredith, Nicholas Geneva, IL	W	M	28		Law degree; Lewis and Clark Law School, Bachelor's degree; Allegheny College (Psychology)	Meredith has experience as a Certified Law Student. He also has experience with the following: 1. Financial Assistant 2. Event Staff
Nybroten, Claudiu Madison, WI	W	M	29	French	Associate's degree; Madison College (Paralegal Studies)	Nybroten is currently employed in Foreign Language Customer Service. He also has experience with the following: 1. Waiter 2. Office Administration
Pedersen, Leah Ames, IA	W	F	22		Bachelor's degree; Iowa State University (Criminal Justice and Psychology)	Pedersen is currently employed in Customer Service. He also has experience with the following: 1. Server
Pratt, Charles Pittsburgh, PA	W	M	26	Ltd Spanish	Bachelor's degree; University of Pittsburgh (Emergency Medicine), Associate's degree; Community College of Alleghany County (Nursing)	Pratt is currently employed as a Paramedic Crew Chief. He also has experience with the following: 1. BLS Instructor 2. EMT Lab Instructor
Precourt, Stephanie Madison, WI	W	F	30		Bachelor's degree; Winona State University (Broadcast Journalism)	Pratt is currently employed as a Broadcast Assistant. He also has experience with the following: 1. Computer Sales Associate 2. Marketing & Video Coordinator
Roedl, Claudia Scottsdale, AZ	W	F	53	Spanish	Master's degree; Northern Arizona University (Human Relations/Mediation), Bachelor's degree; Arizona State University (Liberal Arts)	Roedl is currently employed as a Compliance Analyst. She also has experience with the following: 1. Accounting
Rogers, Donald Lumberton, NJ	W	M	40		Bachelor's degree; American Military University (Fire Science)	Rogers is currently employed as a Student Aid. He also has experience with the following: 1. US Marine Corps 2. Officer in Charge 3. Operations Chief

**Eligibility List for Pre-Service Academy
Commencing September, 2017**

Prepared by Sgt. Kipp Hartman
04/13/2017

Status	Eligible
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Applicant	Race	Sex	Age	LA	Education	Life / Work Experiences
Roth, Elizabeth Madison, WI	W	F	41	Spanish	Master's degree; Edgewood College (Special Education), Bachelor's degree; UW-Madison (Psychology)	Roth is currently employed as a Special Education Teacher. She also has experience with the following: 1. Outreach Worker Recovery House 2. Tutor
Sanda, Matthew Superior, WI	W	M	21		Bachelor's degree; UW-Oshkosh (Criminal Justice & Political Science)	Sanda is currently employed as a Community Service Officer. He also has experience with the following: 1. Visitor's Service Associate 2. Lawn Care
Sandmire, Tanner Madison, WI	W	M	26		Associate's degree; Madison College (Liberal Arts & Emergency Services)	Sandmire is currently employed as a Medical Assistant. He also has experience with the following: 1. Fire Crew Member 2. Customer Service
Schaefer, Matthew Ingleside, IL	W	M	38	Ltd Spanish	24 credits towards a Bachelor's degree; Northeastern Illinois University (Political Science), Associate's degree; College of Lake County (Education)	Schaefer is currently employed as a Correctional Officer. He also has experience with the following: 1. Restaurant Owner
Schon, David Madison, WI	W	M	37	Russian	Bachelor's degree; Beloit College (Russian Language)	Schon is currently employed as a Able Bodied Seaman.
Smith, Justin Belleville, MI	AA	M	25		Bachelor's degree; Eastern Michigan University (Criminal Justice & Psychology)	Smith is currently employed as a Nutrition Consultant. He also has experience with the following: 1. Community Outreach 2. Usher
Stacey, Ashley Normal, IL	AA	F	25		Master's degree; Illinois State University (Criminal Justice Science), Bachelor's degree, Michigan State University (Criminal Justice)	Stacey is currently employed in Security. She also has experience with the following: 1. Retail 2. Residential Community Worker 3. Mentor

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Applicant	Race	Sex	Age	LA	Education	Life / Work Experiences
Stluka, Michael Madison, WI	A	M	30		Bachelor's degree; Edgewood College (Economics)	Stluka is currently employed as a Senior Program Manager. He also has experience with the following: 1. Bartender 2. Lacrosse Coach 3. Employment and Training Specialist
Vang, King Madison, WI	A	M	26	Hmong	Associate's degree; Madison College (Criminal Justice)	Vang is currently employed as a Personal Care Worker. He also has experience with the following: 1. Security Guard 2. Cashier 3. Customer Service Supervisor
Volgren, Megan Balsam Lake, WI	W	F	22		Bachelor's degree; UW-Madison (English, Criminal Justice)	Volgren is currently employed as a Administrative Assistant. She also has experience with the following: 1. Environmental Services
Wetjen, Chelsea Madison, WI	W	F	30		Law degree; UW Law School, Bachelor's degree; Iowa State University (Animal Science, Food Safety)	Wetjen is currently employed as a Assistant District Attorney. She also has experience with the following: 1. Volleyball Referee 2. Processing Team Advisor 3. Laboratory Assistant
Wilson, Carla Hazel Crest, IL	AA	F	25	Spanish	Bachelor's degree; University of Illinois at Chicago (Criminology, Law, Justice and Applied Psychology)	Wilson is currently employed as a Customer Service Representative. She also has experience with the following: 1. Communications and Outreach Director 2. Advance Communications Aide 3. Personal Trainer
Wipperfurth, Daniel Verona, WI	W	M	24		12 Credits towards a Master's degree; UW-Platteville (Criminal Justice Management), Bachelor's degree; UW-Platteville (Criminal Justice)	Wipperfurth is currently employed as a Deputy Sheriff. He also has experience with the following: 1. Community Service Officer 2. Head Lifeguard, Swim Instructor 3. SAFE Team Intern
Wright, Thomas Racine, WI	W	M	28		Bachelor's degree; UW-Parkside (Criminal Justice)	Wright is currently employed as a Corrections Officer. He also has experience with the following: 1. Security Officer 2. Water Patrol Officer 3. Commuity Service Officer

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Applicant	Race	Sex	Age	LA	Education	Life / Work Experiences
Yamriska, Andrew Arlington, WI	W	M	22		Bachelor's degree; UW-Platteville (Criminal Justice)	Yamriska is currently employed as a Wisconsin Air National Guard Operations Intelligence Specialist. He also has experience with the following: 1. EMT 2. Criminal Analyst 3. Lifeguard
Zigelboim, Stephen Sun Prairie, WI	H	M	27	Spanish, Ltd Hebrew	Bachelor's degree; UW-Madison (International Studies, Global Security, Hebrew)	Zigelboim is currently employed as a Police Officer. He also has experience with the following: 1. Security Officer 2. Customer Service 3. Shift Lead
Zulch, Alina Madison, WI	A	F	22	Japanese	Bachelor's degree; UW-Madison (Legal Studies & Criminal Justice)	Zulch is currently employed in Customer Service. He also has experience with the following: 1. Hostess 2. Cashier

MPD Statistics

Race

Status	Eligible
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Race	Data	
	Count	Percent
W	41	78.85%
AA	4	7.69%
A	3	5.77%
H	4	7.69%
Grand Total	52	100.00%

Sex

Status	Eligible
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Sex	Data	
	Count	Percent
M	35	67.31%
F	17	32.69%
Grand Total	52	100.00%

Breakdown of Race/Sex

Status	Eligible
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Race	Sex	Data	
		Count	Percent
A	M	2	3.85%
	F	1	1.92%
AA	M	2	3.85%
	F	2	3.85%
H	M	3	5.77%
	F	1	1.92%
W	M	28	53.85%
	F	13	25.00%
Grand Total		52	100.00%

Education

Status	Eligible
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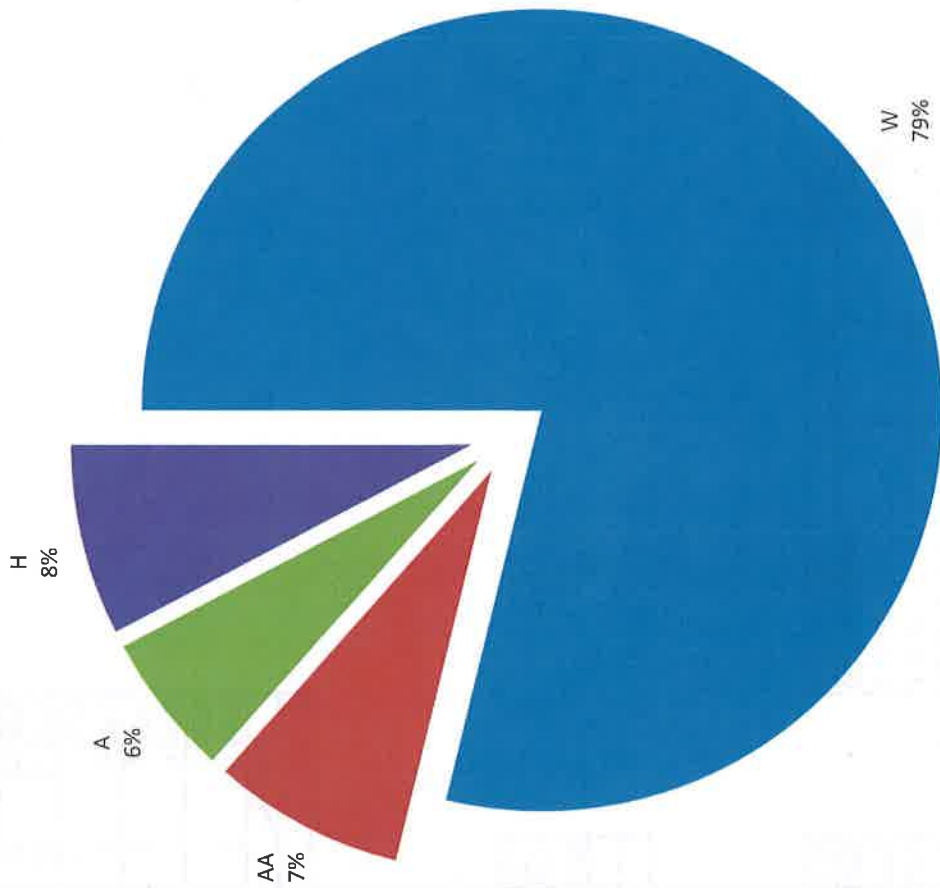
Degree	Data	
	Count	Percent
Master's / J.D.	9	17.31%
4 year	36	69.23%
2 year	5	9.62%
60-120 College	2	3.85%
Grand Total	52	100.00%

Age

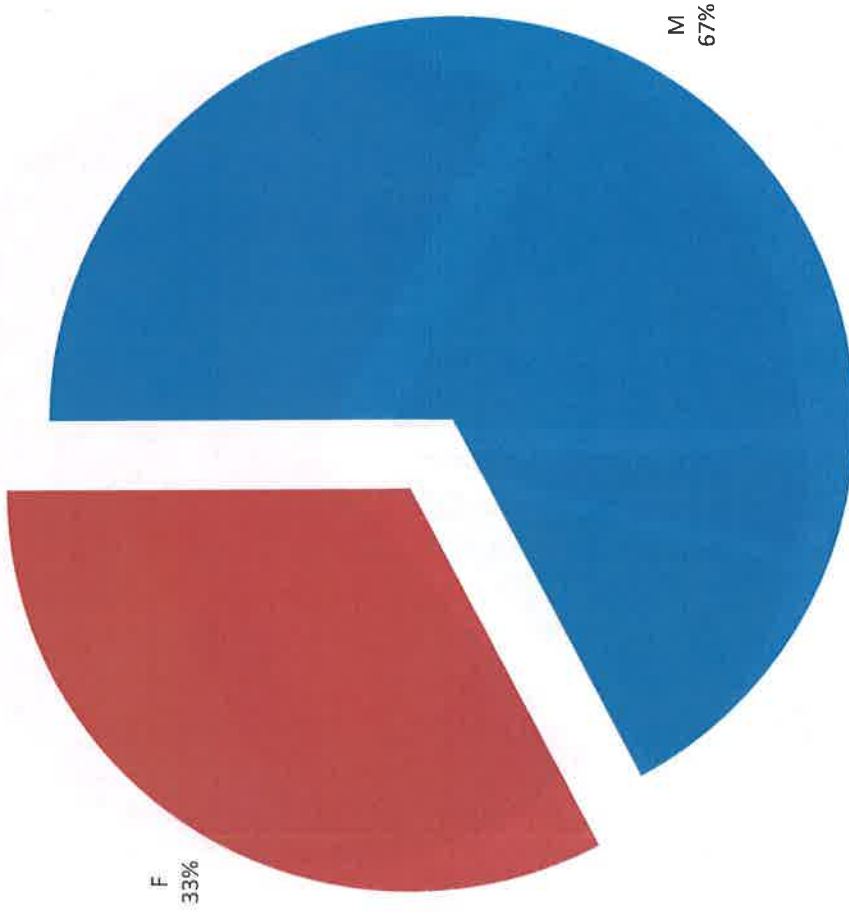
Status	Eligible
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Age	Data	
	Count	Average
21	1	21.00
22	10	22.00
23	4	23.00
24	3	24.00
25	4	25.00
26	3	26.00
27	2	27.00
28	3	28.00
29	1	29.00
30	3	30.00
31	2	31.00
32	2	32.00
33	2	33.00
35	1	35.00
36	1	36.00
37	2	37.00
38	2	38.00
40	2	40.00
41	1	41.00
48	1	48.00
52	1	52.00
53	1	53.00
Grand Total	52	29.37

Race



Gender



Education

