

JOB EVALUATION REPORT

Fire and Police Commission Meeting Date: March 15, 2012
 Department: Police

| Present | Request | Recommendation |
|-------------------|---|---|
| Two New Positions | Crime Analyst PR 2GN \$50,206 - \$70,295 | Crime Analyst PR 2GN \$50,206 - \$70,295 |

Rationale: The nature of work and level of work performed by these positions, as indicated in a job description created by the Milwaukee Police Department, and reviewed by the Department of Employee Relations, is the same as that of the established job classification of Crime Analyst. With the addition of these two positions, the Police Department will employ a total of four Crime Analysts.

No Action Required

Background

On February 2, Employee Relations received a communication from Chief Edward Flynn to asses the appropriate job tile and pay level for two new positions of Crime Analyst that will be assigned to the Intelligence Fusion Center. These positions were included in the Department's 2012 budget.

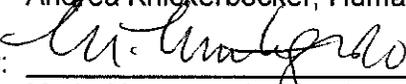
A review of the job description submitted for these positions indicates that they will perform the same work as two other Crime Analysts namely collecting, analyzing, disseminating, and evaluating crime data to discover developing trends, patterns, and changes in criminal activity, using mapping and other analytical software.

The requirements of the job are a master's degree in geography, public policy or related field of study with a concentration in statistics and research methods; the ability to use quantitative and qualitative research methods; and one year of work experience conducting research using complex statistical analysis and statistical software such as SPSS or SAS. Equivalent combinations of education and experience are acceptable. Knowledge of police computer systems and certification from International Association of Crime Analysts (IACA) as a Certified Law Enforcement Analyst are desirable.

Since these new positions will perform the same work as that of two presently existing Crime Analysts and require the same level of education and work experience as those positions, it is recommended that these new positions be classified as Crime Analysts in Pay Range 2GN.

Prepared by: 
 Laura Sutherland, Human Resources Representative

Reviewed by: 
 Andrea Knickerbocker, Human Resources Manager

Reviewed by: 
 Maria Monteagudo, Employee Relations Director