



BE A FORCE

July 21, 2014

The Board of the
Fire and Police Commissioners
200 East Wells Street, Room 706
Milwaukee, WI 53202

RE: Reclassification Request

Attached is an updated job description for the position of Crime and Intelligence Specialist, which is assigned to the Office of Management Analysis and Planning and reports to the Captain of Police. This position is responsible for collecting, evaluating, and disseminating criminal intelligence. The Crime and Intelligence Specialist also manages the Department's Crime Analysts and oversees all intelligence analytic work products from inception through completion.

The Department is authorized one Crime and Intelligence Specialist position, which is currently vacant. In preparation for the recruitment of this position, I respectfully request that this position be studied and classified to receive an appropriate recruitment rate. The Department's crime analysis functions have recently expanded – twenty additional Crime Analyst positions were authorized for 2014, and nine Crime Analysts have been hired this year. As crime analysis is a growing function within the Department, I would like to ensure the salary for the Crime and Intelligence Specialist position is competitive enough to attract quality candidates. This position is in pay range 1FX (\$61,721 - \$86,406). It is the objective of the Department to be able to recruit for the Crime and Intelligence Specialist at a higher salary within the current pay range.

In addition, because of the diverse functions performed in this position as a supervisor to the Department's Crime Analysts, and to be consistent with the Department's organization, I am requesting that the Crime and Intelligence Specialist position title be changed to Senior Crime Analyst. The proposed title would be a more accurate description of the duties and responsibilities performed.

I request that these matters be referred to the Department of Employee Relations (DER) for study. Department representatives are prepared to assist DER staff with this process.

Sincerely,

EDWARD A. FLYNN
CHIEF OF POLICE

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Attachment

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