



**BE A FORCE**

**Milwaukee Police Department**  
Police Administration Building  
749 West State Street  
Milwaukee, Wisconsin 53233  
<http://www.milwaukee.gov/police>

**Edward A. Flynn**  
Chief of Police

(414) 933-4444

November 25, 2015

The Board of the  
Fire and Police Commission  
200 E. Wells Street, Room 706  
Milwaukee, WI 53202

RE: Request Exemption from Competitive Examination (Database Analyst and IT Support Specialist - Senior Positions)

Dear Commissioners:

At the Fire and Police Commission meeting of November 5, 2015, the Department of Employee Relations presented classification reports on one position of Database Analyst and two positions of IT Support Specialist. I am requesting that these positions be classified as exempt from competitive examination pursuant to Fire and Police Commission Rule V, Sections 4 and 5. The Department has received capital funding for its Records Management System project scheduled to begin on January 1, 2016. The two to three year Records Management System project is a high profile initiative being implemented to better track and report on crime information and to help improve public safety. These specialized positions have proven difficult to recruit for and will take concentrated effort by my staff to fill. In order to ensure the timely implementation and success of this critical project, it is important that the Department be able to fill these positions as soon as administratively possible in conjunction with a focused effort to find highly qualified persons.

The Database Analyst is responsible for designing, installing, monitoring, maintaining and performance tuning production databases, backup and training while ensuring high levels of data availability. These are civilian positions assigned to Information Systems. The IT Support Specialist - Senior is responsible for troubleshooting applications and software for the Department. This position also reviews, analyzes and modifies programming systems including encoding, testing and debugging to support the organization's application systems.

If you have any questions regarding this matter, please contact Human Resources Specialist Pamela K. Roberts at 935-7191.

Sincerely,

EDWARD A. FLYNN  
CHIEF OF POLICE

JAMES C. HARPOLE  
ASSISTANT CHIEF OF POLICE

IN SOME JOBS, SUCCESS IS MEASURED BY WHAT DOESN'T HAPPEN.