



Department of Employee Relations

Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Renee Joos
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

Job Evaluation Report

Fire and Police Commission Meeting: November 16, 2023

Current	Recommended
Video Electronic Technician 4 PR 3UN: \$75,690 - \$87,801 (One Position)	Video Systems Specialist PR 3TN: \$71,993 - \$83,512 (One position)
Video Electronic Technician 3 PR 3TN: \$71,993 - \$83,512 (Underfill Title)	
Video Electronic Technician 2 PR 3SN: \$64,567 - \$83,101 FN: Recruitment is at \$68,565 (Underfill Title)	
Video Electronic Technician 1 PR 3RN: \$55,763 - \$72,430 FN: Recruitment is at \$65,300 (Underfill Title)	

Note: Residents receive a rate that is 3% higher.

The Milwaukee Police Department (MPD) requested a reclassification study of one Video Electronic Technician 4 position. An updated job description was provided, and discussions were held with Pamela Roberts, Police Human Resources Administrator; April Nwandu, Human Resources Supervisor; and Jeffrey Larson, Police Information Systems Director

The Video Systems Specialist is responsible for maintaining and coordinating the installation, repair, maintenance, and recovery of a variety of video collection platforms and other specialized equipment used by the Milwaukee Police Department for video investigative purposes, production, training, and equipment placement needs. Duties and responsibilities include:

- Coordinate and perform, as needed, the installation, repair, maintenance, and recovery of surveillance platforms, closed-circuit recording systems, pole cameras, and other related installations.
- Provide video management system (VMS) and related project support.
- Assist with Body Worn Camera and Evidence.com technical support.
- Coordinate and perform, as needed, the installation, repair, and maintenance of the audio/video (A/V) equipment in departmental conference rooms.
- Perform basic TCP/IP network maintenance; install software patches and updates on video servers and applications.
- Write and compile all necessary reports with supporting documentation.
- Perform other duties as assigned.

Minimum requirements include an associate's degree in information technology or a closely related field from an accredited college or university; four years of experience in broadcast or industrial television engineering and maintenance, including making mechanical equipment repairs. Equivalent combinations of education and experience may be considered.

Analysis and Recommendation

The Milwaukee Police Department has expressed that they do not foresee the need to expand the number of positions within this section, but does need a highly qualified individual to perform the functions that have since evolved due to technological advances and with added technology within the Police Department.

In comparing this position to others in city government, the required technical knowledge is comparable in level to the City Channel Production Specialist position within the City Clerks' Channel 25 section and MPD's Electronic Technicians.

City Channel Production Specialists act as support staff for all departments servicing technical requests including the creation of MP3 audio files, rendering video files, re-encoding and re-uploading of corrupt video and data files to Granicus and service on site cable TV issues. Maintain service and troubleshoot technical issues, including: Leightronix recording and playback processes, encoding o video signals, master control Panacea router and switcher signal flow and signal synchronization for high definition audio and video quality. Able to provide live technical direction; post production editing for local PSA's, station IDs, television bumpers, multimedia presentations and specialized video requests for city-sanction events.

Electronic Technicians in the Police Department repair, install, and maintain all mobile radio communications equipment used by the Police Department and other city departments as well as fixed-site radio communication equipment. As with virtually all jobs of this nature that work with communications equipment, the technology used by Electronic Technicians now includes such equipment as base stations, voting receiver systems, IP dispatch consoles, power distribution system, T1 shelves, fiber optics, Ethernet wireless bridges, point-to-point microwave systems, and channel banks.

This report also considers the cost of labor for a hybrid job functions that can be found in a Production Technician - TV and Broadcast Engineer:

Area Name	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
West Allis, Wisconsin	\$56,428	\$61,430	\$68,125	\$74,628	\$81,251
Kenosha, Wisconsin	\$59,751	\$65,016	\$71,986	\$78,667	\$85,397
Madison, Wisconsin	\$56,185	\$60,865	\$67,106	\$73,164	\$79,337
Milwaukee, Wisconsin	\$56,191	\$61,182	\$67,862	\$74,350	\$80,955
Racine, Wisconsin	\$56,764	\$61,718	\$68,335	\$74,760	\$81,310
Waukesha, Wisconsin	\$56,429	\$61,436	\$68,139	\$74,649	\$81,278

ERI defines Production Technician – TV as a position that assists with preproduction planning of recording and transmitting broadcasts. Helps with postproduction duties such as editing and dubbing. Prearranges and controls television production equipment, such as cameras, lights, microphones, and microphone booms, and recording equipment, in studio and at locations outside of studio, to record or transmit broadcasts.

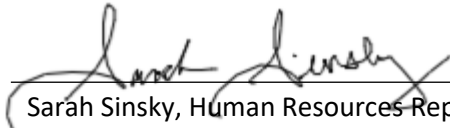
ERI defines Broadcast Engineer as a position that operates and troubleshoots broadcast equipment. Performs repairs and maintenance on equipment to ensure production goes smoothly.


Based upon the comparability in technical expertise to other positions within the City, as well as the hybrid market rates of pay for Production Technician TV and Broadcast Engineer, this report recommends the following:


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Action Required – Effective Pay Period 25, 2023 (November 26, 2023)

*** Please see submitted addendum to CCFN for Salary and Position Ordinance changes.**

Prepared by: 
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