



Department of Employee Relations

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Job Evaluation Report

Fire and Police Commission Meeting: July 16, 2026

Police Department

Current	Recommended
Crime and Intelligence Manager PR 1HX (\$75,162 - \$108,380) FN: Recruitment at \$90,032 (Four Positions)	Crime and Intelligence Manager PR 2LN (\$75,162 - \$108,380) FN: Recruitment at \$90,032 (Four Positions)
Crime Analyst III PR 2JN (\$66,154 - \$95,390) FN: Recruitment at \$69,462 (28 FTE Positions + 1 0.5 FTE Position)	Crime Analyst III PR 2JN (\$66,154 - \$95,390) FN: Recruitment at \$77,102 (28 FTE Positions + 1 0.5 FTE Position)
Crime Analyst II PR 2IN (\$62,041 - \$89,460) FN: Recruitment at \$65,142 (Underfill Title)	Crime Analyst II PR 2IN (\$62,041 - \$89,460) FN: Recruitment at \$72,705 (Underfill Title)
Crime Analyst I PR 2HN (\$58,223 - \$83,952) FN: Recruitment at \$61,134 (Underfill Title)	Crime Analyst I PR 2HN (\$58,223 - \$83,952) FN: Recruitment at \$67,949 (Underfill Title)

Note: Residents receive a rate that is 4% higher.

The Milwaukee Police Department (MPD) has requested a pay study of their Crime and Intelligence Manager positions and their Crime Analyst I, II, and III positions. The department has also requested a change in designation from exempt to nonexempt under the FLSA (Fair Labor Standards Act) for the Crime and Intelligence Manager positions.

Market Data

The Department provided some market pay data for positions in other states and in other Wisconsin communities. This data was reviewed along with the data listed below from some other large cities in other states, the city of Madison, Wisconsin, and the State of Wisconsin. Please note that the term “broadband” for the State of Wisconsin indicates that pay ranges have been combined. As a result, the range is wider, the minimum is lower, and the maximum is higher. Despite these differences it still provides a general comparison for the positions under study. The titles and rates for the City of Milwaukee are in bold.

City/State	Title	Current Pay	Adjusted Pay
Minneapolis, Minnesota	Crime Analyst II	\$94,330 - \$128,326	\$102,710 – \$139,727
State of Wisconsin (Broadband)	Criminal Analyst Supervisor/Criminal Analyst – Senior	\$58,739 - \$135,054	\$56,928 - \$130,890
Minneapolis, Minnesota	Crime Analyst I	\$82,241 - \$111,879	\$89,547 - \$121,818

Nashville/Davidson County, Tennessee	Criminal Intelligence Analyst 2	\$84,666 - \$114,298	\$86,297 - \$116,500
El Paso, Texas	Senior Crime Analyst	\$60,533 - \$90,799	\$69,368 - \$104,051
State of Wisconsin (Broadband)	Criminal Analyst	\$45,136 - \$103,626	\$43,745 - \$100,431
Madison, Wisconsin*	Crime Analyst 3	\$85,983 - \$103,336	\$83,332 - \$100,150
New Orleans, Louisiana	Crime Analyst IV	\$84,062 - \$113,261	\$74,303 - \$100,112
Milwaukee, Wisconsin	Crime Analyst III	\$69,462 - \$95,390	\$69,462 - \$95,390
New Orleans, Louisiana	Crime Analyst III	\$79,987 - \$107,770	\$70,701 - \$95,258
Nashville/Davidson County, Tennessee	Criminal Intelligence Analyst 1	\$70,102 - \$91,127	\$71,453 - \$92,883
El Paso, Texas	Crime Analyst	\$53,814 - \$80,720	\$61,668 - \$92,501
Madison, Wisconsin*	Crime Analyst 2	\$79,210 - \$93,997	\$76,768 - \$91,099
New Orleans, Louisiana	Crime Analyst II	\$76,109 - \$102,546	\$67,273 - \$90,641
Milwaukee, Wisconsin	Crime Analyst II	\$65,142 - \$89,460	\$65,142 - \$89,460
New Orleans, Louisiana	Crime Analyst I	\$72,420 - \$97,575	\$64,012 - \$86,247
Madison, Wisconsin*	Crime Analyst 1	\$73,026 - \$85,983	\$70,775 - \$83,332
Milwaukee, Wisconsin	Crime Analyst I	\$61,134 - \$83,952	\$61,134 - \$83,952
El Paso, Texas	Associate Crime Analyst	\$47,829 - \$70,786	\$54,810 - \$81,117
Detroit, Michigan	Crime Analyst II	\$58,225 - \$69,409	\$58,633 - \$69,896
Detroit, Michigan	Crime Analyst I	\$51,475 - \$58,979	\$51,836 - \$59,393

Crime and Intelligence Manager

Current	Crime and Intelligence Manager	PR 1HX (\$75,162 - \$108,380) FN: Recruitment at \$90,032	Four Positions
Recommended	Crime and Intelligence Manager	PR 2LN (\$75,162 - \$108,380) FN: Recruitment at \$90,032	Four Positions

There are four positions of Crime and Intelligence Manager; two are located in the Office of Management, Analysis, and Planning and two are located in the Intelligence Fusion Center. They perform similar functions, and the general duties and responsibilities are shown below.

Under the direction of the Office of Management, Analysis, and Planning Lieutenant or the Fusion Division's Captain these positions are responsible for the supervision of crime analysts who perform short and long term analysis of crime trends, patterns, and series as well as the collection and interpretation of data and statistics using quantitative and qualitative methods. These positions oversee from inception through completion and dissemination, the retrieval and analysis of various crimes, call for service, arrest and other data requests generated throughout the MPD; and are responsible for providing analytic support to on-going investigations and assisting in the production of analytic products or presentations in law enforcement and community-based forums. They also compile accurate and unbiased information for use in various internal and external forums; and have a direct impact on geographic commands, investigations, and outside agencies at the local, state, and federal level. Duties and responsibilities include the following.

- Applies appropriate analytical methods and techniques to identify and analyze raw information for the purpose of substantiating criminal patterns and/or trends and predictive analysis; uses computerized analytic tools to create charts, maps, timelines, and link diagrams for the purpose of demonstrating analytical findings including target relationships, time sequence of events, and

criminal hierarchies; conducts tactical, strategic, and intelligence lead policing assessments of major crime; manages personnel; and assists in the establishment and training of Crime Analysts.

- Correlates, integrates, and evaluates varying types of information from investigative activities to generate investigative leads, prepare reports and summarize findings; leads and/or assists with special projects and investigative efforts of the MPD; prepares reports, presentations or maps that assist with efficient deployment of resources to prevent or control crime; and reviews existing reports and data, analyzes statistics to identify patterns and trends, and prepares useful products, including reports and maps in a timely manner so criminal activity can be predicted, monitored, interrupted, and/or suppressed.
- Participates in investigative efforts through meetings with law enforcement officers to identify intelligence requirements needed to support investigations and to report analytical findings; collects, collates, researches, and prepares documents to assist with the development of agency strategy; educates law enforcement personnel on criminal findings including data, trends, and forecasts which involves research, writing reports, and delivering presentations; maintains the confidentiality and integrity of information and investigations coordinated, developed and/or assisted by the MPD; represents the MPD when interacting with counterparts throughout the law enforcement community; provides pertinent training to other federal, state, and local law enforcement strategic and intelligence personnel as needed; researches and reviews new automated analytical tools in support of law enforcement tactical analysis, and investigative and intelligence activities; works in partnership with associated state, federal and local agencies, analysts, and investigators to facilitate information sharing in accordance with the National Crime Intelligence Sharing Plan; develops curriculum and provides training to department members regarding intelligence lead policing strategies; attends related training and conferences to expand job skills and assists in the development of professional contacts; and maintains compliance with all rules and procedures and the appropriate position responsibilities of the MPD.

Minimum requirements include a bachelor's degree in criminal justice, information management systems, computer science or related field; and four years of experience performing strategic and criminal intelligence analyses including three years of experience with relational database development and management and data mining. A master's degree in a related field, experience in a law enforcement environment, and in teaching and/or presenting in the field of strategic, technical, and criminal intelligence, a Wisconsin Department of Justice Law Enforcement Standards Board (LESB) instructor certification, and certification as a Structured Query Language (SQL) Database Administrator (DBA) are preferred. Equivalent combinations of education and experience may be considered.

The Department has requested a pay study due to concerns about pay compression and a change in designation from exempt to nonexempt under the FLSA. As we did not find pay compression, we focused on the requested change in designation under the FLSA. This change in designation under the FLSA would allow these positions to earn overtime. The department indicated they routinely work hours beyond a standard schedule including evenings, weekends, holidays, and extended hours to meet operational needs and provide coverage. It should also be noted that although these positions provide supervision and oversight, they also are responsible for providing analytic support to on-going investigations and assisting in the production of analytic products or presentations in law enforcement and community-based forums. The Department has other supervisory classifications designated as nonexempt due to routinely working hours beyond a standard schedule. They include Crime Scene Supervisor in Pay Range 2LN (\$75,162 - \$108,380) with a recruitment rate of \$90,032 and Emergency Communications Supervisor in Pay Range 2MN (\$80,098 - \$115,501) with a recruitment rate of \$91,465.

To change the designation from exempt to nonexempt under the FLSA we recommend these four positions of Crime and Intelligence Manager in Pay Range 1HX (\$75,162 - \$108,380) with a recruitment rate of \$90,032 be reallocated to pay Range 2LN (\$75,162 - \$108,380) with a recruitment rate of \$90,032.

Crime Analyst I, II, and III

Current	Recommended
Crime Analyst III PR 2JN (\$66,154 - \$95,390) FN: Recruitment at \$69,642 (28 FTE Positions + 1 0.5 FTE Position)	Crime Analyst III PR 2JN (\$66,154 - \$95,390) FN: Recruitment at \$77,102 (28 FTE Positions + 1 0.5 FTE Position)
Crime Analyst II PR 2IN (\$62,041 - \$89,460) FN: Recruitment at \$65,142 (Underfill Title)	Crime Analyst II PR 2IN (\$62,041 - \$89,460) FN: Recruitment at \$72,705 (Underfill Title)
Crime Analyst I PR 2HN (\$58,223 - \$83,952) FN: Recruitment at \$61,134 (Underfill Title)	Crime Analyst I PR 2HN (\$58,223 - \$83,952) FN: Recruitment at \$67,949 (Underfill Title)

There are 28 full time positions and one half-time position authorized at the Crime Analyst III level. Crime Analyst II and Crime Analyst I are underfill titles. Eleven full time positions and one part-time position (0.5 FTE) are located at the Office of Management and Planning and thirteen full time positions are located at the Intelligence Fusion Center. They perform similar functions, and the general duties and responsibilities are shown below.

Under the direction of the Commanding Officer and the Crime and Intelligence Manager, these positions are responsible for collecting, collating, analyzing, disseminating, and evaluating data to discover developing trends, patterns, and changes in criminal activity. Duties and responsibilities include the following.

- Produce information related to crime trends to assist the department in preventing and suppressing criminal activities, aiding the investigative process, increasing apprehension of offenders, and clearing cases.
- Create profiles of known offenders and arrestees and research their past crimes through multiple databases or available sources.
- Conduct and present historical analysis on general and specific crime and calls for service information.
- Conduct spatial analysis to identify crime trends for deployments.
- Utilize data to make recommendations regarding staff deployment and resource allocations.
- Collect, analyze, and interpret data received from various departmental units and other law enforcement agencies.
- Train departmental members on crime analysis techniques, including how to access and analyze various types of data.
- Maintain, prepare, and present statistical and analytical reports detailing the results of analyses, conclusions, and recommendations for departmental commanders.
- Measure and forecast long-term public safety activity related to problem solving, intervention, and crime reductions efforts.

Minimum requirements include a bachelor's degree in statistics, sociology, criminal justice, geography, or a closely related field. A master's degree in statistics, criminal justice, geography, sociology or closely related field, advanced knowledge of statistics and qualitative and/or quantitative research methods, and knowledge of law enforcement computer systems, such as Records Management System (RMS) and Computer Aided Dispatch (CAD) is desirable. Equivalent combinations of education and experience may be considered.

There are three levels of Crime Analyst as described below.

Crime Analyst I is an entry level underfill title in which incumbents perform the duties and responsibilities listed above.

Crime Analyst II is a journey level underfill title in which incumbents perform the duties and responsibilities listed above plus long term forecasting/crime reduction efforts; training department members on crime analysis techniques; maintaining proficiency with GIS software; performing more detailed research and analysis of criminal intelligence information and developing links between criminal, crime groups and/or patterns of criminal activity; determining any assistance that could be provided to patrol or investigative units assigned to an incident including offender, victim, and MO (modus operandi – a distinct pattern or method of operation), exchanging research information with other internal and external law enforcement analysts/officers; attending briefings and meetings to provide and receive information on crime series and trends, wanted suspects, and major cases, and sharing this information as relevant to department personnel for increased awareness, response planning, or investigative support; and establishing and maintaining working relationships with other law enforcement agencies and crime analysts to share information.

Crime Analyst III is the highest-level title of the job series and incumbents perform the duties and responsibilities listed above for the I and II level plus assist in the development and maintenance of computerized automated crime analysis systems; train new hires; and develop complex queries and formulas to extract data from police systems to enhance the analytical capabilities of the MPD.

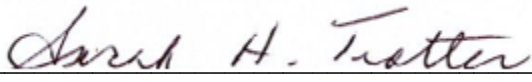
The Department has requested a market study due to concerns related to recruitment and retention of staff. Currently there are eight, soon to be nine, positions that are not filled for a current vacancy rate of 28%. The department indicated that they have had extensive turnover which has caused a backlog in the work performed. A review of the market data indicates that an increase in the recruitment rate is warranted.

Based on the above market data and to assist with recruitment and retention we recommend that the Crime Analyst I, II, and III classifications be reallocated as shown below.

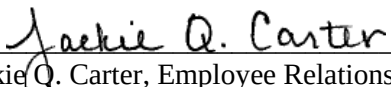
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Action Required – Effective Pay Period 17, 2026 (August 2, 2026)*** See addendum included in CCFN for Salary and Position Ordinance changes.**

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