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Labor Negotiator

City of Milwaukee

Department of Employee Relations

Job Evaluation Report

Fire and Police Commission Meeting: February 1st, 2024

Police Department

Current		Recommended	
Database Analyst Police Dept - One Position	2KX: $70,501-$98,703 Recruit Rate: $82,527	Database Analyst - Senior	2MX: $80,098-$112,137 Recruit Rate: $97,066

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

Background

The Department of Employee Relations has conducted a citywide pay study to evaluate rates of pay for Information Technology and other occupations that focus on data analysis and its functional applications throughout the City. This report covers a follow up position recommendation after further conversations with the department.

Responsibilities and Minimum Requirements

The Database Analyst's role is to design, install, monitor, maintain, and performance tune production databases, backup and training while ensuring high levels of data availability. This individual is also responsible for developing, implementing, and overseeing database policies and procedures to ensure the integrity and availability of databases and their accompanying software. Database systems supported are Microsoft SQL and Oracle.

- Assess and develop long-term strategic goals for production databases along with backup and training in conjunction with data owners and department managers.
- Work with application development staff to develop database architectures, coding standards, and quality
- assurance policies and procedures.
- Design and implement redundant systems, polices, and procedures for disaster recovery and data archiving
- to ensure effective protection and integrity of data assets.
- Conduct research and make recommendations on database products, services, protocols, and standards in
- support of procurement and development efforts.
- Create models for new database development and/or changes to existing ones.
- Install and configure relevant network components to ensure database access as well as database
- consistency and integrity.
- Respond to and resolve database access and performance issues.
- Monitor database system details within the database, including stored procedures and execution time, and
- implement efficiency improvements.
- Monitor, optimize and allocate physical data storage for database systems.
- Plan and coordinate data migrations between systems.
- Develop, implement, and maintain change control and testing processes for modifications to databases.
- Create, or support creation of, required reports in response to business user needs.
- Perform database transaction and security audits. Establish appropriate end-user database access control levels.

- Develop routines for end users to facilitate best practices database use. Manage and/or provide guidance to junior members of the team.

Minimum qualifications include Bachelor's degree in computer science or other closely related field from an accredited college or university. Four years of related professional experience in database creation, maintenance and management.

Market Data Comparison for Database Analyst from ERI

ERI defines a Database Analyst as a position that Analyzes business procedures and problems to refine data for database management. Analyzes, designs and implements accurate, secure, efficient, logical and physical data bases and coordinates database development applying knowledge of database design standards and database management system. Conducts special studies and investigations pertaining to development of new information systems to meet current and projected needs. Plans and prepares technical reports, memoranda, and instructional manuals relative to the establishment and functioning of complete operational systems. Workers typically specialize in one or more types of database management systems. May specialize in adding, deleting, and modifying data items in data dictionary.

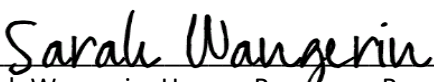| Job Title	Geographic Area	Level	25th Percentile	Survey Mean	75th Percentile
Database Analyst	Milwaukee, Wisconsin	Level 1	$78,401	$86,425	$94,273
Database Analyst	Milwaukee, Wisconsin	Level 2	$93,214	$102,678	$112,096
Database Analyst	Milwaukee, Wisconsin	Level 3	$112,049	$123,400	$134,837

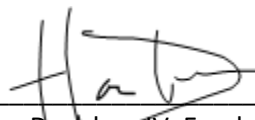ERI as of August 14th, 2023

Analysis and Recommendation

Based upon the above comparison to the market rates of pay in Southeastern Wisconsin, the recommendation is to classify the Database Analyst – Senior in Pay Range 2MX: $80,098-$112,137 with a minimum recruitment rate of $97,066.

Action Required – Effective Pay Period 04, 2024 (February 4, 2024)
* Please see submitted addendum to CCFN for Salary and Position Ordinance changes.

Prepared by: _____
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Prepared by: _____
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Reviewed by: _____
Harper Donahue IV, Employee Relations Director

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