



May 10, 2024

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

**Jeffrey B. Norman**  
Chief of Police

(414) 933-4444

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

RE: INSPECTOR OF POLICE POSITION – REQUEST FOR SALARY STUDY &  
CLASSIFICATION

Dear Commissioners:

At the Fire and Police Commission meeting of January 4, 2024, a classification salary report was presented allocating new salaries for the City of Milwaukee Leadership positions, which included the Chief of Police, Assistant Chief of Police and the Chief of Staff of the Police Department. The new increased salaries were approved by the Finance and Personnel Committee and made effective Pay Period 10, April 28, 2024.

I am submitting this correspondence, because the Inspector of Police position was not included in the salary study and did not receive an increase. Like the Assistant Chief of Police position, this position is not part of the Union, and has not been fully studied for classification for many years to reflect its evolving duties and responsibilities. I am respectfully requesting that the current incumbents, Inspectors of Police David K. Feldmeier and Paul D. Lough, also receive a pay study and pay increase, Promotion after Reallocation as soon as possible. The below chart reflects their current salary, non-resident and without the 1% longevity incentive.

Name	Annual Salary	Title	Promotion Date
Feldmeier, David K.	\$ 139,207.38	Inspector of Police	12/12/2021
Lough, Paul D.	\$ 144,743.82	Inspector of Police	12/12/2021

The Inspector of Police is responsible for the oversight of all operations of the Department, and has complete charge of the Department during those hours when the command staff is not on duty. This position has the responsibility to ensure the efficient and effective operation of the Department in the delivery of services by exacting compliance with all rules, regulations, and standard operating procedures; adherence to all orders and directives of the Chief of Police; and to ensure the maintenance of the general good order of the Department through constant oversight of all its operations. I have also included Inspectors of Police Feldmeier's and Lough's resumes and the Inspector of Police job description for your reference.

I am requesting that this matter be referred to the Department of Employee Relations for processing. Thank you in advance for expeditiously looking into this matter, and your favorable consideration for this request is greatly appreciated. Staff is available to assist with any questions.

Salary Study Request  
Inspectors of Police  
May 10, 2024  
Page 2

Sincerely,

A handwritten signature in black ink, appearing to read 'JBN', enclosed within a large, loopy oval flourish.

JEFFREY B. NORMAN  
CHIEF OF POLICE

cc:  
Attachments

# JOB DESCRIPTION

## FOR DER USE ONLY

### Vacancy No.

City Service  
Commission:  
Fire & Police  
Commission:

Finance  
Committee:  
Common  
Council:

**Instructions:** Complete all sections. Refer to the *Guidelines for Preparing Job Descriptions* for instructions on completing specific items.

<b>1. Date Prepared/ Revised:</b> 2/3/16 / 3/19/19		<b>2. Present Incumbent:</b> Various Incumbents		<b>Is incumbent underfilling position?</b>	
<b>3. Date Filled:</b> 2/7/2016		<b>4. Previous Incumbent:</b>		YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> If YES, indicate Underfill Title in box 10.	
<b>5. Department:</b> Milwaukee Police Department		<b>Bureau:</b> Administration <b>Division:</b>		<b>Unit:</b> <b>Section:</b>	
<b>6. Work Location:</b> Police Administration Building 749 W. State St.		<b>Telephone:</b> <b>Email:</b>		<b>Work Schedule:</b> Hours: 8 / Days: Monday-Friday	
<b>7. Represented by a Union?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		<b>8. Bargaining Unit:</b> If in District Council 48, which local?		<b>9. FLSA Status (check one):</b> <input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Non-Exempt	
<b>10. Official Title:</b> INSPECTOR OF POLICE		<b>Pay Range</b>		<b>Job Code</b>	<b>EEO Code</b>
<b>Underfill Title (if applicable):</b>		4QX		5313	100
<b>Requested Title (if applicable):</b>					
<b>Recommended Title (DER Use Only):</b>		<b>Approved by:</b>  <b>Date:</b>			

## 11. BASIC FUNCTION OF POSITION:

The Inspector of Police is responsible for the oversight of all operations of the Department, and has complete charge of the Department during those hours when the command staff is not on duty. This position has the responsibility to ensure the efficient and effective operation of the Department in the delivery of services by exacting compliance with all rules, regulations, and standard operating procedures; adherence to all orders and directives of the Chief of Police; and to ensure the maintenance of the general good order of the Department through constant oversight of all its operations.

## 12. DESCRIPTION OF JOB (Check if description applies to **Official Title** ☒ or **Underfill Title** ☐):

### A. ESSENTIAL FUNCTIONS/Duties and Responsibilities: (Refer to the "Guidelines for Preparing Job Descriptions" for instructions on determining Essential Functions.)

% of Time	ESSENTIAL FUNCTION
100%	<ul style="list-style-type: none"> <li>Regular and consistent attendance.</li> <li>Ensures that the basic police functions of protecting lives and property, suppressing criminal activity, enforcing all laws, ordinances and traffic regulations and maintaining public peace are efficiently and effectively carried out.</li> <li>Exact compliance with all rules, regulations, standard operating procedures, and directives and orders of the Chief of Police.</li> <li>Maintains proper discipline throughout the Department.</li> <li>Conducts line inspections and takes corrective action where deficiencies are noted.</li> <li>Supervises all major occurrences and ensures that prescribed procedures are adhered to and that all personnel perform their duties in a proper manner.</li> <li>Inform the Assistant Chief of Police of all major occurrences and other incidents of significance.</li> <li>Inspects staffing levels of all operating units and takes corrective action where deficiencies are noted.</li> <li>Monitors response to calls for police service to ensure timely response and proper disposition.</li> <li>Attends meetings with other agencies and citizen groups as directed by the Assistant Chief of Police.</li> <li>Act as the deputy bureau commander to the Assistant Chief of Neighborhood Patrol Bureau, Criminal Investigation Bureau, or Administration Bureau.</li> <li>Perform the duties of the Assistant Chief in their absence in an Acting capacity.</li> <li>Oversee the management of Captains of Police and subordinates as assigned by the Assistant Chief.</li> <li>Act as a project manager for various projects as assigned by the Assistant Chief.</li> </ul>

The above statements are intended to summarize the nature and level of work and typical responsibilities and duties being performed by the incumbent(s) of this job. They are not intended to be an exhaustive list of all responsibilities, duties, and tasks required of the position.

% of Time	ESSENTIAL FUNCTION
	• Perform other duties as assigned by the Chief of Police.
	•
	•
	•

**B. PERIPHERAL DUTIES:**

% of Time	PERIPHERAL DUTY
	•
	•
	•
	•
	•
	•
	•
	•
	•
	•

**C. NAME AND TITLE OF IMMEDIATE SUPERVISOR:**

Assistant Chief of Police of the Administration Bureau, Criminal Investigation Bureau, and Neighborhood Patrol Bureau.

**D. SUPERVISION RECEIVED:** (Describe the extent to which work assignments and methods are outlined, reviewed, and approved by this position's supervisor.)

**E. SUPERVISION EXERCISED:**

Total number of employees for whom responsible, either directly or indirectly = 0.

**Direct Supervision:** List the number and titles of personnel directly supervised. Specify the kind and extent of supervision exercised by indicating one or more of the following:

a. Assign duties	e. Sign or approve work	
b. Outline methods	f. Make hiring recommendations	
c. Direct work in progress	g. Prepare performance appraisals	
d. Check or inspect completed work	h. Take disciplinary action or effectively recommend such	
Number Supervised	Job Title	Extent of Supervision Exercised (Select those that apply from list above, a - h)
		This position has the responsibility for the oversight of all operations of the Department and has complete
		charge of the Department during those hours when the command staff is not on duty.
		The Inspector of Police provides supervision and direction for all members of the Department working during this period.

**F. MINIMUM QUALIFICATIONS REQUIRED:** (Indicate the MINIMUM qualifications required to enter the job.)

i. Education and Experience:

- Advanced education, and/or training experience focusing on Management, Criminal Justice/Police Science, and Public Administration/Business Administration desirable.

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- ii. Knowledge, Skills and Abilities:
  - Demonstrates leadership ability.
  - Thorough knowledge of Department Rules and Procedures.
  - Ability to effectively supervise the activities of large groups of personnel involved in diverse duties as well as to control and direct personnel under highly stressful conditions.
  - Ability to effectively apply skills such as planning, organizing, directing, and controlling in carrying out assigned duties.
- iii. Certifications, Licenses, Registrations:
  - Valid Wisconsin's driver's license at time of appointment and throughout employment.
- iv. Other Requirements:

### 13. PHYSICAL AND ENVIRONMENTAL DEMANDS: TOOLS AND EQUIPMENT USED

The Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008 requires job descriptions to provide detailed information regarding the physical demands required to perform the essential functions of a job; the conditions under which the job is performed; and the tools and equipment the employee will be required to use on the job. Reasonable accommodations may be made to enable qualified individuals to perform the essential duties and responsibilities of the job for each of the categories listed below.

- G. PHYSICAL ACTIVITY OF THE POSITION:** (List the physical activities that are representative of those that must be met to successfully perform the essential functions of the job).

**CHECK ALL THAT APPLY:**

<input type="checkbox"/>	<b>Climbing:</b> Ascending or descending ladders, stairs, scaffolding, ramps, poles, and the like; using feet and legs and/or hands and arms. Body agility is emphasized. Check only if the amount and kind of climbing required exceeds that required for ordinary locomotion.
<input type="checkbox"/>	<b>Balancing:</b> Maintaining body equilibrium to prevent falling when walking, standing or crouching on narrow, slippery or erratically moving surfaces. Check only if the amount and kind of balancing exceeds that needed for ordinary locomotion and maintenance of body equilibrium.
<input type="checkbox"/>	<b>Stooping:</b> Bending body downward and forward by bending spine at the waist. Check only if it occurs to a considerable degree and requires full use of the lower extremities and back muscles.
<input type="checkbox"/>	<b>Kneeling:</b> Bending legs at knee to come to a rest on knee or knees.
<input type="checkbox"/>	<b>Crouching:</b> Bending the body downward and forward by bending leg and spine.
<input type="checkbox"/>	<b>Crawling:</b> Moving about on hands and knees or hands and feet.
<input type="checkbox"/>	<b>Reaching:</b> Extending Hand(s) and arm(s) in any direction.
<input type="checkbox"/>	<b>Standing:</b> Particularly for sustained periods of time.
<input type="checkbox"/>	<b>Walking:</b> Moving about on foot to accomplish tasks, particularly for long distances.
<input type="checkbox"/>	<b>Pushing:</b> Using upper extremities to exert force in order to draw, press against something with steady force in order to thrust forward, downward or outward.
<input type="checkbox"/>	<b>Pulling:</b> Using upper extremities to exert force in order to draw, drag, haul or tug objects in a sustained motion.
<input type="checkbox"/>	<b>Lifting:</b> Raising objects from a lower to a higher position or moving objects horizontally from position-to-position. Check only if it occurs to a considerable degree and requires substantial use of the upper extremities and back muscles.
<input checked="" type="checkbox"/>	<b>Fingering:</b> Picking, pinching, typing or otherwise working primarily with fingers rather than with the whole hand or arm, as in handling.
<input type="checkbox"/>	<b>Grasping:</b> Applying pressure to an object with fingers and palm.
<input type="checkbox"/>	<b>Feeling:</b> Perceiving attributes of objects such as size, shape, temperature or texture by touching with the skin, particularly that of the fingertips.
<input checked="" type="checkbox"/>	<b>Talking:</b> Expressing or exchanging ideas by means of the spoken word. Those activities which demand detailed or important instructions spoken to other workers accurately, loudly or quickly.
<input checked="" type="checkbox"/>	<b>Hearing:</b> Perceiving the nature of sounds with no less than a 40 db loss. Ability to receive oral communication and make fine discriminations in sound.
<input type="checkbox"/>	<b>Repetitive Motions:</b> Substantial movements (motions) of the wrist, hands, and/or fingers.
<input checked="" type="checkbox"/>	<b>Driving:</b> Minimum standards required by State Law (including license).

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**H. PHYSICAL REQUIREMENTS OF THE POSITION:** (List the physical requirements that are essential functions of the job.)

**CHECK ONE:**

<input type="checkbox"/>	<b>Sedentary Work:</b> Exerting up to 10 pounds of force occasionally and/or negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.
<input checked="" type="checkbox"/>	<b>Light Work:</b> Exerting up to 10 pounds of force occasionally and/or negligible amount of force constantly to move objects. If the use of arm and/or leg controls requires exertion of forces greater than that for sedentary work and the worker sits most of the time, the job is rated for Light Work.
<input type="checkbox"/>	<b>Medium Work:</b> Exerting up to 50 pounds of force occasionally and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.
<input type="checkbox"/>	<b>Heavy Work:</b> Exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects.
<input type="checkbox"/>	<b>Very Heavy Work:</b> Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects.

**I. VISUAL ACUITY REQUIREMENTS:** (List the visual acuity requirements that are essential functions of the job.)

**CHECK ONE:**

<input type="checkbox"/>	<b>Operators (Electronic Equipment), Inspection, Close Assembly, Clerical, Administrative:</b> This is a minimum standard for use with those whose job requires work done at close visual range (i.e. preparing and analyzing data and figures, accounting, transcription, computer terminal, extensive reading, visual inspection involving small parts, operation of machines, using measurement devices, assembly or fabrication of parts).
<input type="checkbox"/>	<b>Machine Operators, Mechanics, Skilled Tradespeople:</b> This is a minimum standard for use with those whose work deals with machines where the seeing job is at or within arm's reach. This also includes mechanics and skilled tradespeople and those who do work of a non-repetitive nature such as carpenters, technicians, service people, plumbers, painters, mechanics, etc. (If the machine operator also inspects, check the "Operators" box.)
<input type="checkbox"/>	<b>Mobile Equipment Operators:</b> This is a minimum standard for use with those who operate cars, trucks, forklifts, cranes, and high lift equipment.
<input type="checkbox"/>	<b>Other:</b> This is a minimum standard based on the criteria of accuracy and neatness of work for janitors, sweepers, etc.

**J. THE CONDITIONS THE WORKER WILL BE SUBJECT TO IN THIS POSITION:**

List the environmental/working conditions to which the employee may be exposed while performing the essential functions of the job. Include scheduling considerations such as on-call for emergencies, rotating shift, etc. **Approximate Percentage of time performing field work:** \_\_\_\_\_%

**CHECK ALL THAT APPLY:**

<input checked="" type="checkbox"/>	<b>None:</b> The worker is not substantially exposed to adverse environmental conditions (such as typical office or administrative work).
<input type="checkbox"/>	<b>The worker is subject to inside environmental conditions:</b> Protection from weather conditions but not necessarily from temperature changes (i.e. warehouses, covered loading docks, garages, etc.)
<input checked="" type="checkbox"/>	<b>The worker is subject to outside environmental conditions:</b> No effective protection from weather.
<input checked="" type="checkbox"/>	<b>The worker is subject to extreme cold:</b> Temperatures below 32 degrees for period of more than one hour.
<input type="checkbox"/>	<b>The worker is subject to extreme heat:</b> Temperatures above 100 degrees for periods of more than one hour.
<input type="checkbox"/>	<b>The worker is subject to noise:</b> There is sufficient noise to cause the worker to shout in order to be heard above the surrounding noise level.
<input type="checkbox"/>	<b>The worker is subject to vibration:</b> Exposure to oscillating movements of the extremities or whole body.
<input type="checkbox"/>	<b>The worker is subject to hazards:</b> Includes a variety of physical conditions, such as proximity to moving mechanical parts, electrical current, working on scaffolding and high places or exposure to chemicals.
<input type="checkbox"/>	<b>The worker is subject to atmospheric conditions:</b> One or more of the following conditions that affect the respiratory system or the skin: Fumes, odors, dust, mists, gases or poor ventilation.
<input type="checkbox"/>	<b>The worker is subject to oil:</b> There is air and/or skin exposure to oils and other cutting fluids.
<input type="checkbox"/>	<b>The worker is required to wear a respirator.</b>

**K. MACHINE, TOOLS, EQUIPMENT, ELECTRONIC DEVICES, SOFTWARE, ETC. USED BY POSITION:**

List equipment needed to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.)

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**CHECK ALL THAT APPLY:**

<input type="checkbox"/> Camera and photographic equipment	<input type="checkbox"/> Office Equipment (desk, chair, telephone, etc.)
<input type="checkbox"/> Cleaning supplies	<input type="checkbox"/> Office supplies (pens, staplers, pencils, etc.)
<input type="checkbox"/> Commercial vehicle	<input type="checkbox"/> Packing materials (boxes, shrink wrap, etc.)
<input type="checkbox"/> Data processing equipment	<input type="checkbox"/> PC equipment (monitor, keyboard, printer, etc.)
<input type="checkbox"/> Handcart	<input type="checkbox"/> PC software
<input type="checkbox"/> Hand tools <i>(please list)</i> :	
<input type="checkbox"/> Office Machines <i>(check all that apply)</i> : <input type="checkbox"/> Copier <input type="checkbox"/> Facsimile <input type="checkbox"/> Calculator <input type="checkbox"/> Cash register	
<input type="checkbox"/> Other <i>(please list)</i> :	

- L. SUPPLEMENTARY INFORMATION:** (Indicate any other information which further explains the importance, difficulty, or uniqueness of the position, such as its scope of responsibility related to finances, equipment, people, information, etc. Also indicate success factors such a personal characteristics that contribute to an individual's ability to perform well in the job, and any other special considerations.)

The Inspector of Police must be highly motivated, self-directed and completely dedicated to providing all citizens of the City of Milwaukee with the highest quality police service. The Inspector of Police is expected to be available to respond to critical incidents 24 hours a day.

- M. I believe that the statements made above in describing this job are complete and accurate.**

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*Signature of Department Head or Designated Representative*

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