



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

Jeffrey B. Norman
Chief of Police

(414) 933-4444

October 14, 2025

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

RE: Request for Recruitment/Eligible List for Police Records Specialist I

Dear Commissioners:

I respectfully request that your Honorable Commission refer this request to the Department of Employee Relations (DER) to conduct recruitment, administer an examination, and provide an eligibility list for the position of Police Records Specialist I as soon as administratively possible. The Police Records Specialist I provides the final review of complex crime reports entered into the Tiburon Automated Reporting System prior to submission to the State of Wisconsin and the Federal Bureau of Investigation (FBI). In addition, the Police Records Specialist I is an underfill to the Police Records Specialist II and Police Records Specialist III positions.

Attached please find a job description for the position. Department representatives are available to assist DER staff in this matter. If you have questions regarding this matter, please contact Human Resources Representative Shrea Smith at (414) 935-7683.

Sincerely,

JEFFREY B. NORMAN
CHIEF OF POLICE

A handwritten signature in black ink, appearing to read "C. Sarnow", written over a horizontal line.

CRAIG D. SARNOW
ASSISTANT CHIEF OF POLICE

JBN:CDS:ss
Attachment

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.

1. Date Prepared/ Revised: 9/18/2012 / 10/14/25		2. Present Incumbent: 17 Positions		Is incumbent underfilling position?	
3. Date Filled: 5/13/2012		4. Previous Incumbent:		YES ☒ NO ☐ If YES, indicate Underfill Title in box 10.	
5. Department: Administration, Dept. of		Bureau: Administration Division: Records Management		Unit: Section:	
6. Work Location: 2333 N. 49 th St. – 2 nd floor		Telephone: Email:		Work Schedule: Hours: 8 / Days: M – F	
7. Represented by a Union? ☐ Yes ☒ No		8. Bargaining Unit: If in District Council 48, which local?		9. FLSA Status (check one): ☐ Exempt ☒ Non-Exempt	
10. Official Title: Police Records Specialist III		Pay Range		Job Code	
Underfill Title (if applicable):		5IN		2335PD	
Police Records Specialist II		5HN		2334PD	
Police Records Specialist I		6GN		2333PD	
Requested Title (if applicable):					
Recommended Title (DER Use Only):		Approved by:			
		Date:			

11. BASIC FUNCTION OF POSITION:

The Police Records Specialist III is a key subject matter expert in the classification and coding of crime reports processed by the Milwaukee Police Department (MPD) and reported to the State of Wisconsin and the Federal Bureau of Investigation (FBI). The Police Records Specialist III provides quality assurance by conducting the final review of complex crime reports entered into the Tiburon Automated Reporting System (ARS) prior to submission to the State of Wisconsin and the FBI. In addition, the Police Records Specialist III performs National Incident-Based Reporting System (NIBRS) incident control validation to check for reporting errors.

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 %	- Regular and consistent attendance. - Classifies and codes crime reports processed by the MPD and reported to the State of Wisconsin and the Federal Bureau of Investigation (FBI). - Reads crime report narratives and supplements to ensure the elements of the crime support the State Statute(s) selected by the Police Officer. - Selects the correct NIBRS code to match the crime. - Determines if the proper format is used for names and locations. - Ensures that proper involvement codes have been selected and that required IBRS fields are completed and accurate. - Matches arrest information in crime reports with the arrest charge(s) in the Corrections Management System (CMS), and makes any necessary corrections.
	- Performs National Incident-Based Reporting System (NIBRS) incident control validation to check for reporting errors. - Interprets the error-based messages, and makes the appropriate corrections. - Enters incident reports into MPD's Data Integrity Database; notifies the police officer and supervisor of any adjustments and/or corrections made to the report. - Resolves reporting disputes with police officers and Quality Control Representatives. - Collaborates with team members to resolve questions regarding unusual reports and/or circumstances.

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
	- Provides support to police officers regarding their reporting questions and concerns. - Provides ARS training to MPD personnel as necessary. - Receives FBI certification training as necessary. - Researches and resolves discrepancies within the system. - Maintains strict confidentiality regarding all work-related information.
	•
	•

B. PERIPHERAL DUTIES:

% of Time	PERIPHERAL DUTY
	Performs other duties as assigned.
	•
	•
	•

C. NAME AND TITLE OF IMMEDIATE SUPERVISOR:

Police Records Assistant Manager

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

All incident reports reclassified are audited by the 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 <i>(Select those that apply from list above, a - h)</i>

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

i. **Education and Experience:**

Police Records Specialist III: Three years of experience as Police Records Specialist and successfully passed probation as Police Records specialist II. Meets and exceeds production standards of 85 reports daily. Proficiency in completing request for Open Records Division accurately and timely. Ability to manage complex records by identifying errors while reviewing reports in RMS and/or TraCS with minimal assistance from a team member or management personnel. Ability to be on more than one Records Management Team (Imaging, Arrest Clearance, State Reporting TraCS, Trittech, and Online Citizen), and assist with other Department Projects. Ability to work with minimal supervision. Ability to use various Information Systems (RMS/Trittech, TraCS, Online Citizen Portal,

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.

I/CAD, etc). Ability to demonstrate exceptional customer service skills when assisting internal and external stakeholders, MPD personnel and citizens. Takes on additional responsibilities with the ability to train and/or lead role.

Police Records Specialist II: Two years of experience as Police Records Specialist and successfully passed probation as Police Records specialist I. Meets and exceeds production standards of 65 reports daily. Proficiency in completing request for Open Records Division accurately and timely. Ability to manage complex records by identifying errors while reviewing reports in RMS and/or TraCS with minimal assistance from a team member or management personnel. Ability to be on more than one Records Management Team (Imaging, Arrest Clearance, State Reporting TraCS, Trittech, and Online Citizen), and assist with other Department Projects. Ability to work with minimal supervision. Ability to use various Information Systems (RMS/Trittech, TraCS, Online Citizen Portal, I/CAD, etc). Ability to demonstrate exceptional customer service skills when assisting internal and external stakeholders, MPD personnel and citizens.

Police Records Specialist I: One year of experience with an automated records management system, preferably law enforcement related duties closely related to the Police Records Specialist position.

ii. Knowledge, Skills and Abilities:

- Knowledge of and ability to use MPD's automated records management systems, currently the Tiburon Automated Reporting System (ARS) and Records Management System (RMS).
- Ability to read, understand, interpret, and apply information in work-related documents, including Wisconsin State Statutes related to this position as well as written directions, policies, and procedures.
- Ability to follow oral instructions from supervisors.
- Oral and written communication skills.
- Ability to exercise independent judgment and seek guidance from supervisors when unsure.
- Ability to work effectively with peers, supervisors, and sworn personnel; teamwork skills.
- Customer service skills.
- Ability to maintain the utmost confidentiality of privileged information.
- Ability to remain professional regarding highly sensitive topics.
- Ability to proofread and detect errors in reports.
- Attention to detail and accuracy when performing routine tasks.
- Organizational and time management skills.
- Ability to learn data collection procedures and become certified in law enforcement records management through training offered by the FBI.
- Ability to become certified to use the Wisconsin Department of Justice, Training and Standards Bureau's Transaction Information for Management Enforcement (TIME) System.
- Proficiency using standard computer applications such as word processing and email.

iii. Certifications, Licenses, Registrations:

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).

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.

CHECK ALL THAT APPLY:

☐	Climbing: 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.
☐	Balancing: 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.
☐	Stooping: 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.
☐	Kneeling: Bending legs at knee to come to a rest on knee or knees.
☐	Crouching: Bending the body downward and forward by bending leg and spine.
☐	Crawling: Moving about on hands and knees or hands and feet.
☒	Reaching: Extending Hand(s) and arm(s) in any direction.
☐	Standing: Particularly for sustained periods of time.
☐	Walking: Moving about on foot to accomplish tasks, particularly for long distances.
☐	Pushing: Using upper extremities to exert force in order to draw, press against something with steady force in order to thrust forward, downward or outward.
☐	Pulling: Using upper extremities to exert force in order to draw, drag, haul or tug objects in a sustained motion.
☐	Lifting: 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.
☒	Fingering: Picking, pinching, typing or otherwise working primarily with fingers rather than with the whole hand or arm, as in handling.
☐	Grasping: Applying pressure to an object with fingers and palm.
☐	Feeling: Perceiving attributes of objects such as size, shape, temperature or texture by touching with the skin, particularly that of the fingertips.
☒	Talking: 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.
☒	Hearing: Perceiving the nature of sounds with no less than a 40 db loss. Ability to receive oral communication and make fine discriminations in sound.
☒	Repetitive Motions: Substantial movements (motions) of the wrist, hands, and/or fingers.
☐	Driving: Minimum standards required by State Law (including license).

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

☒	Sedentary Work: 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.
☐	Light Work: 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.
☐	Medium Work: 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.
☐	Heavy Work: 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.
☐	Very Heavy Work: 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:**

☒	Operators (Electronic Equipment), Inspection, Close Assembly, Clerical, Administrative: 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).
☐	Machine Operators, Mechanics, Skilled Tradespeople: 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

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.

☐	people, plumbers, painters, mechanics, etc. (If the machine operator also inspects, check the "Operators" box.)
☐	Mobile Equipment Operators: This is a minimum standard for use with those who operate cars, trucks, forklifts, cranes, and high lift equipment.
☐	Other: 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:

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

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.)

CHECK ALL THAT APPLY:

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

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.)

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

Signature of Department Head or Designated Representative

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.