



**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

January 8, 2025

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

RE: Reclassification Request – (Police Budget and Administration Manager to Police Budget and Administration Director)

As a result of subsequent market studies provided by the Department of Employee Relations since January 2022, traditional lower level positions are now equal or above this civilian leadership position. I therefore request that the Police Budget and Administration Manager position (Pay Range 1JX), be retitled to Police Budget and Administration Director and be compensated appropriately with placement in the same pay range as the Police Records Director position (Pay Range 1PX), based on the level of responsibility and organizational structure.

The Police Budget and Administration Director is responsible for overseeing the Budget Division. This position is also responsible for policy development through financial management support functions within the Milwaukee Police Department. This includes project reviews and implementations, budget preparations and monitoring, accounting activities, purchasing, capital and asset forfeiture management, ensuring the department operates within its overtime budget, and other financial duties.

The uniqueness and complexities of the Milwaukee Police Department coupled with the quasi-military structure of the organization, chain of command; specialized units/divisions within the organization and the number of employees both sworn and civilian requires a specific set of skills, fortitude, and tenacity along with subject matter experience to be successful within the organization.

I respectfully request that this matter be referred to the Department of Employee Relations (DER) for classification. Department representatives are prepared to assist DER staff with this process.

Sincerely,

JEFFREY B. NORMAN  
CHIEF OF POLICE

JBN:an  
Attachments

# JOB DESCRIPTION

## FOR DER USE ONLY

**Vacancy No.**

City Service Commission:	Finance Committee:
Fire & Police Commission:	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> 1/15/15 / 1/7/2025		<b>2. Present Incumbent:</b> Laura Engan		<b>Is incumbent underfilling position?</b>	
<b>3. Date Filled:</b> 8/21/2023		<b>4. Previous Incumbent:</b> Veronika Rudychev		YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> If YES, indicate Underfill Title in box 10.	
<b>5. Department:</b> Police Department		<b>Bureau:</b> Office of the Chief <b>Division:</b> Budget & Finance		<b>Unit:</b> <b>Section:</b>	
<b>6. Work Location:</b> 749 W. State St., Rm 375		<b>Telephone:</b> 935-7452 <b>Email:</b> drotar@milwaukee.gov		<b>Work Schedule:</b> Hours: 6:00am-2:45pm/Days: M-F	
<b>7. Represented by a Union?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		<b>8. Bargaining Unit:</b> Management-General City 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.</b>	<b>Official Title:</b> Police Budget and Administration Manager			<b>Pay Range</b>	<b>Job Code</b>
	<b>Underfill Title (if applicable):</b>			1JX	5231
	<b>Requested Title (if applicable):</b> Police Budget and Administration Director			1PX	
<b>Recommended Title (DER Use Only):</b>			<b>Approved by:</b>		
			<b>Date:</b>		

**11. BASIC FUNCTION OF POSITION:**

This position is responsible for policy development through financial management support functions within the Milwaukee Police Department including project review and implementation, budget preparation and monitoring, accounting activities, purchasing, capital and asset forfeiture management and other financial duties.

**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> </ul>
	<ul style="list-style-type: none"> <li>Plan and oversee the implementation of the MPD policies and projects through the development and monitoring of the operating, capital, asset forfeiture, and special projects budgets. Provide regular reporting and updates to Office of the Chief as to the status of ongoing MPD projects and their relationship to the MPD operating budgets. Assist in policy recommendations within goals established by the Chief of Police.</li> </ul>
	<ul style="list-style-type: none"> <li>Monitor department actions in terms of financial management, including salary, capital, and asset forfeiture reporting and management. Provide guidance and training to the Command Staff relative to monitoring budgets, grant milestones, and other financial activities.</li> </ul>
	<ul style="list-style-type: none"> <li>Coordinate and prepare departmental responses to requests from other City agencies or external entities. Monitor relevant Common Council Committees and help to coordinate departmental responses. Represent department at Council Committee meetings on all financial matters. Work with Common Council, Comptroller's Office, Purchasing, and City of Milwaukee Budget Office on project and budgeting matters.</li> </ul>
	<ul style="list-style-type: none"> <li>Monitor departmental activities to ensure that there are no adverse effects on MPD operating, capital, asset forfeiture, or other budgets and that proper procedures are followed.</li> </ul>
	<ul style="list-style-type: none"> <li>Provide assistance to the Chief of Police and his Commanders relating to a variety of management issues.</li> </ul>
	<ul style="list-style-type: none"> <li>Assist with development of grant applications, coordinate the implementation and administration of grants, and handle grant-related budgeting and financial requirements.</li> </ul>
	<ul style="list-style-type: none"> <li>Oversee purchasing, accounts payable, accounts receivable and invoicing, and inventory controls.</li> </ul>
	<ul style="list-style-type: none"> <li>Serve as the ProCard Manager for MPD by distributing bi-weekly statements of account activity and maintaining records of cardholders and approvers.</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.

**B. PERIPHERAL DUTIES:**

% of Time	PERIPHERAL DUTY
	• Provide various other reports as requested by MPD personnel.
	• Other duties as assigned by the Chief of Police.
	•
	•
	•
	•
	•
	•
	•
	•

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

Chief of Staff

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

General policy guidance provided by the Chief of Staff and the Assistant Chiefs of Police.

**E. SUPERVISION EXERCISED:**

Total number of employees for whom responsible, either directly or indirectly = 4.

**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	
<b>Number Supervised</b>	<b>Job Title</b>	<b>Extent of Supervision Exercised</b> (Select those that apply from list above, a - h)
2	Accounting and Grant Specialist	a,b,c,d,e,f,g,h
2	Accounting Coordinator I	a,b,c,d,e,f,g,h
1	Grant Compliance Manager	a,b,c,d,e,f,g,h

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

i. Education and Experience:

Bachelor's Degree in Public Administration, Accounting, Business Administration, or closely related field. A Master of Public Administration, Accounting, Business Administration or other related field is highly desirable. Five years of progressively responsible experience in financial management, policy analysis, and budget preparation. Prior supervisory experience desirable.

ii. Knowledge, Skills and Abilities:

Excellent written and verbal communication skills. Above average knowledge of spreadsheet and word processing software. Familiarity with Governmental Accounting principles. Strong understanding of PeopleSoft financial management information system. Detailed knowledge of the City's budget process and procedures related to budget preparation and administration. Ability to supervise staff of various levels.

*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.*

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).

**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 checked="" 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 checked="" 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 checked="" type="checkbox"/>	<b>Repetitive Motions:</b> Substantial movements (motions) of the wrist, hands, and/or fingers.
<input type="checkbox"/>	<b>Driving:</b> 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:**

<input checked="" 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.
-------------------------------------	--

*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.*

<input 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 checked="" 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 type="checkbox"/>	<b>The worker is subject to outside environmental conditions:</b> No effective protection from weather.
<input 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.)

**CHECK ALL THAT APPLY:**

<input type="checkbox"/>	Camera and photographic equipment	<input checked="" type="checkbox"/>	Office Equipment (desk, chair, telephone, etc.)
<input type="checkbox"/>	Cleaning supplies	<input checked="" 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 checked="" type="checkbox"/>	PC equipment (monitor, keyboard, printer, etc.)
<input type="checkbox"/>	Handcart	<input checked="" type="checkbox"/>	PC software
<input type="checkbox"/>	Hand tools ( <i>please list</i> ):		

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.

<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.)
- 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.*

**City of Milwaukee – Department of Employee Relations  
JOB CLASSIFICATION REQUEST FORM**

Please fill out all form fields when applicable with a completed job description that is signed and dated  
(include a job analysis questionnaire, if applicable) and email to sasinsk@milwaukee.gov.

Department	Police
Department Head	Chief of Police Jeffrey B. Norman

**Job Study Contact Information:**

HR Contact	Pamela K. Roberts
Phone Number	414-935-7191
Email Address	prober@milwaukee.gov
Supv/Mgr of Incumbent	Heather Hough
Phone Number	414-935-7830
Email Address	hehoug@milwaukee.gov

**Request Type (Check All That Apply):**

<input type="checkbox"/>	Classification	To classify a new position authority as a result of the budget or grant funding
<input checked="" type="checkbox"/>	Reclassification	To modify a current position's title and pay
<input type="checkbox"/>	Repurpose	To use a vacant position's funding to a create a new position
<input type="checkbox"/>	Title Change	To modify a position's title only
<input type="checkbox"/>	Reallocation	To modify a position's pay range only
<input type="checkbox"/>	Market Study	To study the market rate of pay of a position
<input type="checkbox"/>	Designation	For example – bilingual, recruitment flexibility, task rate

**Title/Position Information As It Is Listed In the Salary/Positions Ordinance:**

Current Title	Police Budget and Administration Manager
Current Pay Range	1JX (\$86,365.80 – \$119,520.70); Recruitment at \$104,997.10
Proposed Title	Police Budget and Administration Director0
Proposed Pay Range	1PX (\$125,200.92 - \$175,274.84)
Division	Budget Division
Section	-
Number of Positions	1
Incumbent(s)	1

**Changes to duties and responsibilities:**

No change in duties and responsibilities. However, this request is a result of subsequent city-wide market studies changing several positions' classifications that led to traditional lower level positions being equal or above this civilian leadership position.

Changes in the level of work as defined by knowledge, skill, mental or physical effort requirements, responsibility level, or working conditions:

None; however, it should be noted that the uniqueness and complexities of the Milwaukee Police Department coupled with the quasi-military structure of the organization, chain of command; specialized units/divisions with the organization and the number of employees both sworn and civilian requires a specific set of skills, fortitude, and tenacity along with subject matter experience to be successful within the organization. This position should be compensated appropriately based on the level of responsibility and organizational structure.

Program, policy, or organizational changes that have impacted the position and its responsibility level:

Subsequent city-wide market studies have changed several positions' classifications that has affected the Milwaukee Police Department. As a result, traditional lower level positions within the department are now equal or above this civilian leadership position.

Documented recruitment or retention difficulties:

Position is currently filled. No recruitment or retention difficulties.

Titles of other positions within the city that may be comparable to the position(s) to be studied:

Administrative Services Director, Chief Assessor, Chief Court Administrator, Deputy City Treasurer, Deputy Commissioner of Clinical Services, Deputy Commissioner of Community Health, Deputy Commissioner of Environmental Health, Deputy Commissioner of Policy, Innovation and Equity, Deputy Comptroller, Emergency Communications Deputy Director, Employee Benefits Director, ERS Applications Development Manager, Executive Director – Deferred Compensation Board, ITMD Policy and Administration Manager, Labor Negotiator, Police information Systems Director, Police Records Director

The impact of this change on other positions in the department:

Approval of this reclassification request will help alleviate pay compression and equity issues related to this position.



Any other relevant information:

None

Prepared by: \_\_\_\_\_

Approved by: \_\_\_\_\_