



June 30, 2025

**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 Street, Room 706  
Milwaukee, WI 53202

RE:    Reclassification and Market Study Request (Crime Analyst I, II, and III)

Attached is the updated job descriptions for the positions of Crime Analyst I (Pay Range 2HN), Crime Analyst II (Pay Range 2IN), and Crime Analyst III (Pay Range 2JN). We are currently experiencing extreme difficulty recruiting and retaining qualified members for these positions as a result of the current levels of compensation. There is no process for advancing through the pay ranges. Attached is a chart prepared by the Office of Management, Analysis and Planning detailing the higher recruitment pay at other agencies compared to Milwaukee. I am requesting that the Crime Analyst tiers be studied for reclassification to reflect the appropriate salary rates.

The Crime Analyst I, II, and III, under the direction of the Commanding Officer and Crime & Intelligence Manager, are responsible for collecting, collating, analyzing, disseminating, and evaluating crime data to discover developing trends, patterns, and changes in criminal activity, using mapping and other analytical software.

Therefore, I respectfully request that this request be referred to the Department of Employee Relations (DER) for study. Department representatives are prepared to assist DER staff with this process. If you have any questions regarding this matter, please contact Human Resources Representative Meryl Simmons at 414-935-7591.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'J. B. Norman', written over a horizontal line.

JEFFREY B. NORMAN  
CHIEF OF POLICE

JBN:SJ:ms  
Attachments

## Reclassification and Market Study Request (Crime Analyst I, II, and III)

### Supporting Data:

Where Milwaukee Police Department falls in pay for Crime Analysts in Wisconsin

City	Job Title	Pay - Low	Pay - High	Pay - Average
Green Bay	Crime Analyst	\$75,275.20	\$101,857.60	\$88,566.40
Madison	Crime Analyst	\$70,889.40	\$100,326.72	\$85,608.06
Oshkosh	Crime Analyst	\$69,368	\$95,118	\$82,243.00
Eau Claire	Crime Analyst	\$69,680	\$81,224	\$75,452.00
West Allis	Crime Analyst	\$63,065.60	\$87,588	\$75,326.80
Racine County	Crime Analyst	\$61,027	\$85,509	\$73,268.00
<b>Milwaukee</b>	<b>Crime Analyst</b>	<b>\$61,133.54</b>	<b>\$69,461.86</b>	<b>\$65,297.70</b>

Where Milwaukee Police Department falls in pay for Crime Analysts Nationwide

City	State	Job Title	Pay - Low	Pay - High	Pay - Average
Minneapolis	MN	Crime Analyst	\$77,910.56	\$121,565.60	\$99,738.08
Houston	TX	Senior Criminal Intelligence Analyst	\$65,962	\$127,010	\$96,486.00
New Orleans	LA	Crime Analyst	\$70,643	\$113,261	\$91,952.00
Green Bay	WI	Crime Analyst	\$75,275.20	\$101,857.60	\$88,566.40
Mesa	AZ	Crime Analyst	\$72,275.01	\$102,518.83	\$87,396.92
Alexandria	VA	Crime Analyst	\$62,719.28	\$110,373.64	\$86,546.46
Scottsdale	AZ	Crime Analyst	\$72,564.00	\$99,778.00	\$86,171.00
Anaheim	CA	Criminal Research Specialist	\$75,296	\$91,520	\$83,408.00
Houston	TX	Criminal Intelligence Analyst	\$56,466.00	\$107,146.00	\$81,806.00
Riverside	CA	Crime and Intelligence Analyst I	\$67,121.64	\$91,935.96	\$79,528.80
Peoria	IL	Crime Analyst	\$63,529	\$94,024	\$78,776.50
Cary	NC	Crime Analyst	\$61,484.80	\$95,305.60	\$78,395.20
Newport News	VA	Law Enforcement Analyst	\$52,179.00	\$90,931.00	\$71,555.00
Greenville	SC	Crime Analyst	\$59,675.20	\$77,563.20	\$68,619.20
<b>Milwaukee</b>	<b>WI</b>	<b>Crime Analyst</b>	<b>\$61,133.54</b>	<b>\$69,461.86</b>	<b>\$65,297.70</b>
Memphis	TN	Senior Crime Analyst	\$51,321.40	\$78,520.00	\$64,920.70
North Miami	FL	Crime Analyst I	\$49,037.45	\$73,556.17	\$61,296.81
Memphis	TN	Crime Analyst	\$46,025.72	\$69,950.40	\$57,988.06
Detroit	MI	Crime Analyst	\$45,761.00	\$59,906	\$52,833.50
Louisville	KY	Strategic Crime Intel Analyst	\$51,168.00	\$51,168.00	\$51,168.00