

**BE A FORCE**

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

**Edward A. Flynn**  
Chief of Police

(414) 935-7200

January 26, 2012

Alderman, Michael J. Murphy, Chairman  
Finance and Personnel Committee  
200 East Wells Street  
Council Chambers, 3<sup>rd</sup> Floor  
Milwaukee, WI 53202

Re: Amendment to Salary Ordinance  
Police Department's Communications Systems Manager

Dear Ald. Murphy:

The Police Department has conducted a national recruitment for the position of Communication Systems Manager, which proved to be unsuccessful in hiring a viable candidate. At this time, I am utilizing the recruiting services of PS Companies; however, it is difficult to recruit a well-qualified candidate at the current maximum appointment above minimum starting rate of Pay Range 1F, which is \$75,401. The candidates considered for this position are currently earning and/or requesting \$84,000 or more.

Because of the critical need to hire the best qualified candidate with the expertise needed for this position, I am requesting that your honorable committee amend the Salary Ordinance for the Communication Systems Manager position (Pay Range 1F) to include footnote number four (4), which will allow the Department to recruit at any rate in Pay Range 1F, subject to approval by the Department of Employee Relations and the Chair of the Committee on Finance and Personnel.

Sincerely,



EDWARD A. FLYNN  
CHIEF OF POLICE

cc: Michael Tobin, F&PC Director  
Maria Monteagudo, DER Director

EAF:pkc

IN SOME JOBS, SUCCESS IS MEASURED BY WHAT DOESN'T HAPPEN.