

CRIME ANALYST

Recruitment #2304-2305-001

List Type	Exempt
Requesting Department	Milwaukee Police Department
Open Date	4/21/2023
Filing Deadline	5/12/2023 11:59:00 PM
HR Analyst	Jeff Harvey

INTRODUCTION

This non-sworn (civilian) position is exempt from Civil Service and serves at the pleasure of the Chief of Police.

Located on the western shore of Lake Michigan, Milwaukee is an urban hub bursting with energy. Milwaukee provides a casual sophistication – big city appeal without the big city hassles. We are accessible and affordable, and our residents are welcoming. Milwaukee has evolved through the years, bringing together its unsurpassed historic charm with a breathtaking art museum, top-flight cultural attractions, professional sports, lakefront festivals, recreational opportunities, and great restaurants.



The City of Milwaukee is proud to employ a diverse workforce that is committed to providing exemplary service to the City's residents. If you have a passion for being a part of an inclusive team of public servants, please consider the following opportunity.

PURPOSE

Under the direction of the Commanding Officer and/or the Crime and Intelligence Manager, the Crime Analyst collects, collates, analyzes, disseminates, and evaluates data to discover developing trends, patterns, and changes in criminal activity. The Crime Analyst may be assigned to the Office of Management, Analysis and Planning (OMAP), the Fusion Division, or the Milwaukee Police Department (MPD) Districts.

**** NOTE: Potential to promote to Crime Analyst II and then Crime Analyst III after successful completion of probation. ****

ESSENTIAL FUNCTIONS

Research and Monitoring of Developing Crime Trends

- Perform entry level work; conduct detailed research and analysis of confidential and investigative information relating to law enforcement operations involving crime trends and violations of laws.
- Produce information related to crime trends to assist the department in preventing and suppressing criminal activities, to aid in the investigative process, to increase the apprehension of offenders, and to clear cases.
- Utilize data to make recommendations regarding staff deployment and resource allocation.
- Maintain, prepare, and present statistical and analytical reports detailing results of analyses, conclusions, and recommendations for department commanders.

Data Analysis

- Collect, analyze, and interpret data received from various departmental units and other law enforcement agencies.
- Train departmental members on crime analysis techniques, including how to access and analyze various types of data.
- Measure and forecast long-term public safety activity related to problem solving, intervention, and crime reduction efforts.

GIS Analysis

- Maintain proficiency with geographic information systems (GIS) and crime analysis methods and tools.

We welcome qualified individuals with disabilities who are interested in employment and will make reasonable accommodations during the hiring process in accordance with the Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008.

CONDITIONS OF EMPLOYMENT

- Persons offered employment must pass an MPD background investigation, medical examination, and pre-employment drug test.
- The person in this position must work overtime and modify one's work schedule based on operational demand.

MINIMUM REQUIREMENTS

1. Bachelor's degree in statistics, sociology, criminal justice, or a closely related field from an accredited college or university.
2. One year of experience conducting research using complex statistical analysis and statistical programs such as SPSS (Statistical Package for the Social Sciences) or SAS (Statistical Analysis Software) and GIS, computer databases, relational databases, spreadsheets, and Microsoft Office.
3. Valid driver's license at time of appointment and throughout employment.

Equivalent combinations of education and experience may also be considered.

NOTICE: Please do not attach your academic transcripts to your employment application. The hiring department will verify candidates' education as part of the background screening process prior to extending any job offers.

DESIRABLE QUALIFICATIONS

- Master's degree in geography, business administration, public administration, or a related field from an accredited college or university with a concentration in statistics, research methods, and intermediate or advanced quantitative or qualitative methods.
- Knowledge of law enforcement computer systems, i.e., Records Management System (RMS) and Computer Aided Dispatch (CAD).
- The International Association of Crime Analysts (IACA) certification.

KNOWLEDGE, SKILLS, ABILITIES & OTHER CHARACTERISTICS

Technical:

- Knowledge of and ability to use sophisticated computer applications to conduct research, analyze data, and effectively present and communicate findings.
- Knowledge of SPSS, SAS, or comparable programs; SQL (structured query language); Tableau; GIS; relational databases; and spreadsheet programs.
- Ability to collect, analyze, and interpret data and statistics using quantitative and qualitative methods.
- Ability to use both tactical and strategic crime analysis techniques when addressing crime problems.

Communication and Interpersonal:

- Ability to read, interpret, and explain complex technical information.

- Written communication skills, including the ability to prepare clear reports.
- Verbal communication skills, including the ability to present information effectively to various audiences.
- Ability to prepare and present complex statistical reports.
- Ability to work cooperatively, effectively, and fairly with people whose backgrounds may differ from one's own.
- Ability to collaborate and innovate with team members in a quasi-military environment under deadlines and in critical situations.

Judgment:

- Ability to use sound judgment using analytical, problem-solving, and decision-making skills.
- Ability to plan and organize work related activities.
- Ability to maintain confidentiality and exercise discretion in all work-related activities.
- Ability to engage in continuous improvement activities to improve departmental programs and services.

CURRENT SALARY

The current salary range (Pay Range 2HN) is **\$59,936-\$79,909** annually, and the resident incentive salary range for City of Milwaukee residents is **\$61,733-\$82,306** annually. *Appointment above the minimum is possible based upon level of experience and other qualifications and is subject to approval.*

The City of Milwaukee provides a comprehensive benefit program that includes the following:

- Defined Benefit Pension Plan
- 457 Deferred Compensation Plan
- Health and Dental Insurance
- Paid Parental Leave
- Comprehensive Wellness Program
- Onsite Clinic Services
- Onsite Employee Assistance Program
- Alternative Work Schedules
- Long Term Disability Insurance
- Group Life Insurance
- Tuition Benefits
- Paid Vacation
- 12 Paid Holidays
- Paid Sick Leave and other paid leaves
- Flexible Spending Arrangement
- Commuter Value Pass

For full details of the benefits offered by the City of Milwaukee, please visit <http://city.milwaukee.gov/Benefits>.

SELECTION PROCESS

- Screening for this position will be based on an evaluation of each applicant's education, experience, and professional accomplishments, which should be detailed in a cover letter and resume.
- Cover letter and resume must be sent via email to Human Resources Representative Mai Xiong at maxion@milwaukee.gov by 4:45 p.m. on **May 12, 2023**.
- Please indicate "Crime Analyst" in the subject line of the email.
- Questions relative to the selection process may be directed to Human Resources Representative Mai Xiong at maxion@milwaukee.gov.
- The City of Milwaukee reserves the right to invite only the most qualified applicants to participate in the selection process.

INITIAL FILING DATE:

- The selection process will be conducted as soon as practical after **May 12, 2023**.
- Receipt of application materials may be discontinued at any time after this date without prior notice. However, recruitment may continue until the needs of the City have been met. The applicant is responsible

for attending all phases of the job selection process at the time and place designated by the City of Milwaukee.

CONCLUSION

EEO Code 204

The City of Milwaukee values and encourages diversity and is an equal opportunity employer.