



April 22, 2019

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

Alfonso Morales
Chief of Police

(414) 933-4444

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

RE: REQUEST TO RE-EXEMPT EMERGENCY COMMUNICATIONS MANAGER POSITION

Dear Commissioners:

The Department received the Finance and Personnel Committee's approval to fill the Emergency Communications Manager position at its meeting of February 4, 2019. Pursuant to Fire and Police Commission Rule XI, Section 12, I am requesting that the Board re-exempt this position.

The Emergency Communications Manager manages the day-to-day operations and strategic direction of the department's Technical Communications Division, which handles both emergency and non-emergency calls for service. The incumbent of this position is responsible for planning, scheduling, supervising and monitoring police communications systems, coordinating equipment utilization, overseeing the division's budget, and managing personnel of approximately 185 employees.

The Department is requesting to re-exempt the Emergency Communications Manager position to create greater flexibility in selecting the best qualified candidate, as well as the candidate that fits best with cultural, demands, challenges, and structure of the Police Department. In addition, the position requires confidentiality, sensitivity and commitment to working cooperatively with departments, other departments, government officials, and members of the community.

The Department will utilize the services on the Department of Employee Relations (DER) for recruitment purposes as well as referrals.


- DER will post and recruit for the position through their website and others.
- The position will be advertised with other law enforcement agencies, businesses, TV Stations where there is a higher probability of attracting qualified candidates.
- Interested candidates will be required to submit a resume, cover-letter and three (3) professional references.
- All candidates who meet the minimum qualifications for the position will be invited for an interview.

- A structured oral interview process with a scoring matrix will be conducted and facilitated by MPD Human Resources staff.

Attached is a current job description for reference, a list which identifies the other exempt positions and the corresponding pay ranges within the department. Having the right candidate is both critical and essential to the department, and the candidate to be successful in the Emergency Communications Manager position.

Sincerely,

ALFONSO MORALES
CHIEF OF POLICE


MICHAEL BRUNSON
ASSISTANT CHIEF OF POLICE

AM:MB:pk

MILWAUKEE POLICE DEPARTMENT MEMORANDUM

DATE: April 22, 2019
TO: The Board of Fire and Police Commissioners
FR: Arvis R. Williams, HR Administrator
RE: Current EXEMPT Civilian Positions



Chief of Staff – Pay Range 1JX \$80,441.92 - \$112,626.80

Communications Systems Manager – 1FX \$62,338.38 - \$87,270.30

Community Service Officer – 5EN \$40,500.72 - \$46,723.56

Crime Analyst – 2GN - \$54,251.08 (recruitment rate) - \$72,062.90

Data Communications Specialist – 2HX \$54,864.68 - \$76,806.08

Database Analyst – 2JX - \$62,338.38 - \$87,270.30

Emergency Communications Manager -
1IX - \$83,481.06 (recruitment rate - \$105,669.20

IT Support Specialist Senior –
2GN – \$56,766.84 (recruitment rate) - \$72,062.90

Police Budget and Administration Manager –
1HX - \$70,827.12 - \$99,154.38

Police Information Systems Director –
1MX - \$97,420.44 - \$136,395.22

Police Planning and Policy Director –
1JX - \$80,441.92 - \$112,626.80

Police Services Specialist Investigators (Background)
5EN - \$40,500.72 - \$46,723.56

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.

1. Date Prepared/ Revised: 09/07/2016 / 4/16/19		2. Present Incumbent: Vacant		Is incumbent underfilling position?	
3. Date Filled:		4. Previous Incumbent: Robert Malasuk		YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> <i>If YES, indicate Underfill Title in box 10.</i>	
5. Department: Police Department			Bureau: Administration Division: Technical Communications		Unit: Section:
6. Work Location: 2333 North 49 th Street			Telephone: Email:		Work Schedule: Hours: 8 / Days: 5
7. Represented by a Union? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		8. Bargaining Unit: Management, General City If in District Council 48, which local?			9. FLSA Status (check one): <input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Non-Exempt
10.	Official Title: Emergency Communications Manager			Pay Range	Job Code
	Underfill Title (if applicable):			11X	5291
	Requested Title (if applicable): Technical Communications Manager				101
Recommended Title (DER Use Only):				Approved by: Date:	

11. BASIC FUNCTION OF POSITION:

The Emergency Communications Manager manages the day-to-day operations and strategic direction of the department's Technical Communications Division, which handles both emergency and non-emergency calls for service. The incumbent of this position is responsible for planning, scheduling, supervising and monitoring police communications systems, coordinating equipment utilization, overseeing the division's budget, and managing personnel of approximately 185 employees.

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"> Regular and consistent attendance. Interpret and apply department standards, policies, and procedures, along with pertinent federal, state and local laws, codes and regulations.
	<ul style="list-style-type: none"> Oversees, monitors and maintains a variety of dispatch equipment including a computer-aided dispatch (CAD) system, automated telephone system, and radio system. Works with vendors, contractors, and consultants for the maintenance and repair of equipment.
	<ul style="list-style-type: none"> Plans, prioritizes, assigns, reviews, coordinates and manages through shift supervisors the day-to-day operations of the division to include the identification of improving service delivery methods and procedures related to resource needs and allocation.
	<ul style="list-style-type: none"> Oversees the preparation and administration of the division's budget, inter-agency grants and as required, requisition of supplies and materials.
	<ul style="list-style-type: none"> Work cooperatively with department members, other departments, government officials, and members of the community, engaging tactful and clear discussions to develop problem resolution, investigate and respond to citizen complaints and inquiries, conduct highly complex or sensitive investigations, and respond to inquiries from city representatives and the general public. Work with TCD staff, management and staff of Milwaukee Fire Department communications, political leaders and related vendors towards the city's long term goal of combining police and fire communications into a single unified operation.
	<ul style="list-style-type: none"> Ensures the recording of phone and radio traffic within the Communications Division and the retention of

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
	records as required by policy.
	<ul style="list-style-type: none"> Ensures quality assurance monitoring of division personnel to include call activity, review of incidents and complaints, and identification of personnel deficiencies in adherence with operating objectives and goals.
	<ul style="list-style-type: none"> Participates in the selection of division personnel, development, and coordination of training relating to law enforcement best practices and/or operations in police communications, to include division in-service training.
	<ul style="list-style-type: none"> Participates in the development of standards, policies, and procedures and makes recommendations for change and improvements to existing standards, policies, and procedures, along with monitoring compliance as a result of researching, analyzing and evaluating evidentiary best practices.
	<ul style="list-style-type: none"> Analyze and effectively resolve operational problems.

B. PERIPHERAL DUTIES:

% of Time	PERIPHERAL DUTY
	<ul style="list-style-type: none"> Attends and participates in professional conferences and/or seminars maintaining awareness of new systems, technologies, and telecommunication trends and developments.
	<ul style="list-style-type: none"> Supervises Police Lieutenants, Police Sergeants, Police Officers, Police Alarm Operators, Police Dispatchers and Police Telecommunicators.
	<ul style="list-style-type: none"> Testifies in court depositions related to TCD Standard Operating Instructions and Standard Operating Procedures. Periodically present information at public safety or common council meetings as requested.
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C. NAME AND TITLE OF IMMEDIATE SUPERVISOR:

Inspector of Police of the Administration Bureau.

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

The Emergency Communications Manager communicates to the Inspector of Police via phone or email critical issues (e.g. operation changes) that arise.

E. SUPERVISION EXERCISED:

Total number of employees for whom responsible, either directly or indirectly = **185**.

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 (Select those that apply from list above, a - h)
3	Police Lieutenants	a,d,e,g,h
9	Police Sergeants	a,d,e,h
13	Emergency Communications Operator Supervisors	a-h
1	Telecommunications Supervisor	a-h
17	Police Officers	a-h
1	Police Alarm Operator	a-h
1	Communications Facilities Coordinator	a-h
123	Emergency Communications Operator	a-h
1	Office Assistant IV	a-h
1	Office Assistant III	a-h
4	Office Assistant II	a-h

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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
2	Mail Processor
9	Police Aides
Extent of Supervision Exercised (Select those that apply from list above, a - h)	
a-h	
a-h	

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

- i. Education and Experience:
Bachelor's Degree in Police Science, Criminal Justice, Computer Science or Telecommunications preferred. Applicant should have four (4) years supervisory experience and/or equivalent in a Public Safety Answering Point (PSAP) of comparable size to the city of Milwaukee. Five (5) to 10 years work-related experience in a PSAP as a supervisors, dispatcher or telecommunicator preferred.
- ii. Knowledge, Skills and Abilities:
Should have an understanding of computer aided, automated telephone, and radio systems and possess the ability to troubleshoot system and systemic problems. Familiarity with MS Word, Access, Excel, PowerPoint or equivalent software. The ability to write reports using MS Word and the ability to perform data analysis utilizing Excel. Strong analytical and oral/written skills and possession of good functional knowledge related to a PSAP environment's best practices regarding call taking and dispatching.
- iii. Certifications, Licenses, Registrations:
Applicant shall have a valid Wisconsin Driver's License at time of background investigation and shall maintain a valid license throughout term of employment. Incident Command System knowledge highly recommended.
- 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"/>	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.
<input type="checkbox"/>	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.
<input type="checkbox"/>	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.
<input type="checkbox"/>	Kneeling: Bending legs at knee to come to a rest on knee or knees.
<input checked="" type="checkbox"/>	Crouching: Bending the body downward and forward by bending leg and spine.
<input checked="" type="checkbox"/>	Crawling: Moving about on hands and knees or hands and feet.
<input checked="" type="checkbox"/>	Reaching: Extending Hand(s) and arm(s) in any direction.

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<input type="checkbox"/>	Standing: Particularly for sustained periods of time.
<input checked="" type="checkbox"/>	Walking: Moving about on foot to accomplish tasks, particularly for long distances.
<input type="checkbox"/>	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.
<input type="checkbox"/>	Pulling: Using upper extremities to exert force in order to draw, drag, haul or tug objects in a sustained motion.
<input type="checkbox"/>	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.
<input type="checkbox"/>	Fingering: Picking, pinching, typing or otherwise working primarily with fingers rather than with the whole hand or arm, as in handling.
<input type="checkbox"/>	Grasping: Applying pressure to an object with fingers and palm.
<input type="checkbox"/>	Feeling: 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"/>	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.
<input checked="" type="checkbox"/>	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.
<input type="checkbox"/>	Repetitive Motions: Substantial movements (motions) of the wrist, hands, and/or fingers.
<input checked="" type="checkbox"/>	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:

<input checked="" type="checkbox"/>	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.
<input type="checkbox"/>	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.
<input type="checkbox"/>	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.
<input type="checkbox"/>	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.
<input type="checkbox"/>	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:

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

<input checked="" type="checkbox"/>	None: The worker is not substantially exposed to adverse environmental conditions (such as typical office or
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<input type="checkbox"/>	<i>administrative work).</i>
<input type="checkbox"/>	The worker is subject to inside environmental conditions: Protection from weather conditions but not necessarily from temperature changes (<i>i.e. warehouses, covered loading docks, garages, etc.</i>)
<input type="checkbox"/>	The worker is subject to outside environmental conditions: No effective protection from weather.
<input type="checkbox"/>	The worker is subject to extreme cold: Temperatures below 32 degrees for period of more than one hour.
<input type="checkbox"/>	The worker is subject to extreme heat: Temperatures above 100 degrees for periods of more than one hour.
<input type="checkbox"/>	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.
<input type="checkbox"/>	The worker is subject to vibration: Exposure to oscillating movements of the extremities or whole body.
<input type="checkbox"/>	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.
<input type="checkbox"/>	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.
<input type="checkbox"/>	The worker is subject to oil: There is air and/or skin exposure to oils and other cutting fluids.
<input type="checkbox"/>	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:

<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>):	
<input checked="" type="checkbox"/> Office Machines (<i>check all that apply</i>): <input checked="" type="checkbox"/> Copier <input checked="" 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 as a personal characteristics that contribute to an individual's ability to perform well in the job, and any other special considerations.)

Law enforcement operation functions, federal privacy laws and federal and state penal codes governing the transmission and release of information. Possess knowledge related to emergency contingency plans, resources within city government, principles of budget preparation and control, supervision, organizational management, training, performance evaluations, business letter writing and report preparation, office procedures, and knowledge of equipment including computers, computer applications such as word processing, spreadsheets, and statistical databases.

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.