



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

March 1, 2023

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

RE: Classification Study Request – Police Records Manager

Dear Commissioners:

Attached is an updated job description for the position of Police Records Manager (Pay Range 1DX). I am requesting a classification study for this position to receive an appropriate title and recruitment rate.

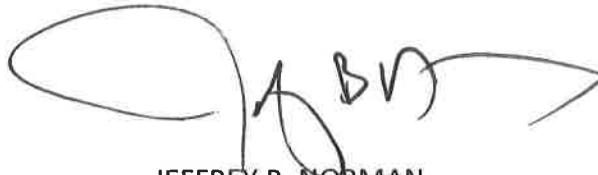
The Police Records Manager, under general direction of command staff, is responsible for the efficient and effective operations of the Records Management Division. The Police Records Manager also assures rules, procedures, and guidelines are followed according to the National Incident Based Reporting System (NIBRS). The Police Records Manager serves as Police Department liaison with the Department of Transportation (DOT) and assures accuracy of Traffic and Criminal Software (TraCs) reports for vehicles involved in accidents. The Police Records Manager also monitors work activities to ensure compliance with established policies and procedures by effectively providing supervision of the Records Management Division personnel. The Police Records Manager serves as Police Department liaison with the Department of Justice (DOJ) and Federal Bureau of Investigation (FBI) to assure accuracy of crime coding and compliance with State, Federal and National Incident Based Reporting Standards regulations.

The duties of the Police Records Manager have evolved to a higher level of responsibilities, accountability, skills, and duties; which include but are not limited to participating in the development of policies, processes, procedures, and operational manuals for the Records Management Division and Records Management systems. I would like to ensure the title and salary for this position are appropriate and competitive based on the job duties and responsibilities. Accordingly, I respectfully request that this matter be referred to the Department of Employee Relations (DER) for study. Department representatives are prepared to

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assist DER Staff with this process. If you have any questions regarding this matter, please contact Human Recourses Representative Shrea Whitten at 414-935-7683.

Sincerely,

A handwritten signature in black ink, appearing to read 'JBN', with a large, stylized loop on the left side.

JEFFREY B. NORMAN
CHIEF OF POLICE

JBN:sw
Attachments

**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	Inspector Craig Sarnow
Phone Number	414-935-7802
Email Address	csarno@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 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 Records Manager
Current Pay Range	1DX
Proposed Title	Police Records Manager
Proposed Pay Range	1HX
Division	Records Management
Section	
Number of Positions	1
Incumbent(s)	Henry Alvarez

Changes to duties and responsibilities:

Under general direction of command staff, is responsible for the efficient and effective operations of the Records Management Division. The Police Records Manager also assures rules, procedures, and guidelines are followed according to the National Incident Based Reporting System (NIBRS). The Police Records Manager serves as Police Department liaison with the Department of Transportation (DOT) and assures accuracy of Traffic and Criminal Software (TraCs) reports for vehicles involved in accidents. The Police Records Manager also monitors work activities to ensure compliance with established policies and procedures by effectively providing supervision of the Records Management Division personnel. The Police Records Manager serves as Police Department liaison with the Department of Justice (DOJ) and Federal Bureau of Investigation (FBI) to assure accuracy of crime coding and compliance with State, Federal and National Incident Based Reporting Standards regulations.

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

Records management experience in a government (public sector) or law enforcement entity.
Experience researching Municipal Ordinances, Wisconsin State Statutes, and/or Federal Laws, Codes and Regulations. Also participating in the development of policies, processes, procedures, and operational manuals for the Records Management Division and Records Management systems.

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

None

Documented recruitment or retention difficulties:

None

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

None

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


None

Any other relevant information:

None

Prepared by:

Approved by:

A handwritten signature in dark ink, appearing to be 'J. B. D.', is written over two horizontal lines. The signature is stylized with a large loop at the beginning and end.

JOB DESCRIPTION

FOR DER USE ONLY

Vacancy No.

City Service
Commission:
Fire & Police
Commission:

Finance
Committee:
Common
Council:

Instructions: Complete all sections. Refer to the *Guidelines for Preparing Job Descriptions* for instructions on completing specific items.

1. Date Prepared/ Revised: 02/07/2023	2. Present Incumbent: Henry Alvarez	Is incumbent underfilling position? YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> If YES, indicate Underfill Title in box 10.	
3. Date Filled: 06/22/2020	4. Previous Incumbent: Jacqueline Block		
5. Department: Police Department		Bureau: Administration Bureau Division: Records Management Division	Unit: Section: Records Management Division
6. Work Location: 2333 N. 49 th Street		Telephone: 935-7375 Email:	Work Schedule: Hours: 40 per week / Days: M-F
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: Police Records Manager	Pay Range 1DX	Job Code 2331	EEO Code
Underfill Title (if applicable):			
Requested Title (if applicable):			
Recommended Title (DER Use Only):		Approved by: Date:	

11. BASIC FUNCTION OF POSITION:

Under general direction, the Police Records Manager is directly responsible for the efficient and effective operations of the Records Management Division. The Police Records Manager manages the daily operations of the Milwaukee Police Department Records Management System (RMS), TraCS (Traffic and Criminal Software), Online Citizen Reporting (Milwaukee citizens reporting, no police response needed) and Imaging (Milwaukee Police Department document scanning unit). Assures rules, procedures, policies and guidelines are followed according to the National Incident Based Reporting System (NIBRS). This position is responsible for the discipline, conduct, good order and efficiency of every member under their command.

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. Responsible for the overall efficient and effective operations of the Records Management Division. Works independently and makes appropriate decisions based on knowledge of Department policies and procedures; performs duties within scope of authority.
	<ul style="list-style-type: none"> Monitors Records Management Division work activities and ensures that quality and timeliness report processing standards are met and appropriate services are provided; serves as Police Department liaison with the DOJ and FBI to assure accuracy of crime coding and compliance with State, Federal and National Incident Based Reporting Standards (NIBRS) regulations; serves as Police Department liaison with the DOT and assures accuracy of (TraCS) reports for vehicles involved accidents. Oversee and manage Police Department Online Citizen Reporting (Milwaukee citizens reporting, no police response needed) and Imaging (Milwaukee Police Department document scanning unit).
	<ul style="list-style-type: none"> Participates in the development of policies, processes, procedures, operational manuals and systems; monitors work activities to ensure compliance with established policies and procedures; makes recommendations for changes and improvements to existing standards and procedures.
	<ul style="list-style-type: none"> Establishes staffing levels and methods for providing records management services; identifies resource needs; reviews needs with appropriate management staff; allocates resources accordingly.
	<ul style="list-style-type: none"> Provides management and leadership to personnel assigned to Records Management Division.

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
	<ul style="list-style-type: none"> • Prepare and administer the Records Management program budget; submit budgetary recommendations and monitor expenditures.
	<ul style="list-style-type: none"> • Prepare and assess analytical and statistical reports on operations and activities.
	<ul style="list-style-type: none"> • Attend and participate in professional group meetings; stay abreast of new trends and innovations in the field of records management. • Supervise the legal and procedural developments related to law enforcement records.
	<ul style="list-style-type: none"> • Perform other duties and have other such responsibilities, as the Chief of Police, or designee(s), may from time to time direct.
	<ul style="list-style-type: none"> •

B. PERIPHERAL DUTIES:

% of Time	PERIPHERAL DUTY
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	•
	•
	•
	•
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	•
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	•

C. NAME AND TITLE OF IMMEDIATE SUPERVISOR:

Inspector Craig Sarnow.

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

Performs duties under the general supervision of the Executive Officer of the Administration Bureau.

E. SUPERVISION EXERCISED:

Total number of employees for whom responsible, either directly or indirectly = 22.

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:

or 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 <i>(Select those that apply from list above, a - h)</i>
2	Police Officers	a-h
1	Police Records Supervisor	a-h
18	Police Records Specialists I, II, III	a-h
1	Document Technician	a-h

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

i. Education and Experience:

Bachelor's Degree and four years of responsible police records management experience including

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two years of progressively responsible supervision experience. Equivalent combination of experience and education may be considered.

ii. Knowledge, Skills and Abilities:

Advanced understanding of records management systems, Uniform Crime Statistics and National Incident Based Reporting (NIBRS). Knowledge of pertinent federal, state, and local laws, codes, and regulations. Knowledge of principles and practices of data storage, retrieval, processing, retention and disposition. Knowledge of (TraCS) reporting to the DOT and assures accuracy of vehicles involved accidents. Knowledge of Online Citizen Reporting (Milwaukee citizens reporting, no police response needed) and knowledge of Imaging (Milwaukee Police Department document scanning unit). Knowledge of principles of supervision, training and performance evaluation. Knowledge of the modern and complex principles and practices of the criminal justice system. Knowledge of Sharepoint. Knowledge of and ability to apply federal, state and local laws, codes and regulations related to police record management. Skill in organizing and operating a law enforcement records management system. Skill in written communications including preparing clear and concise reports. Problem solving, decision making and analytical skills. Skill in managing projects. Strong computer skills. Ability to orally communicate clearly and concisely, including interpreting and explaining City and Department policies and procedures. Ability to establish and maintain effective working relationships with management, other city employees, subordinates, elected officials and others contacted in the course of work. Honesty and integrity and the ability to maintain confidentiality.

iii. Certifications, Licenses, Registrations:

Valid Wisconsin Driver's License. NIBRS Certification.

iv. Other Requirements:

13. PHYSICAL AND ENVIRONMENTAL DEMANDS: TOOLS AND EQUIPMENT USED

The Americans with Disabilities Act of 1993 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 type="checkbox"/>	Crouching: Bending the body downward and forward by bending leg and spine.
<input type="checkbox"/>	Crawling: Moving about on hands and knees or hands and feet.
<input type="checkbox"/>	Reaching: Extending Hand(s) and arm(s) in any direction.
<input type="checkbox"/>	Standing: Particularly for sustained periods of time.
<input 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

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	extremities and back muscles.
<input checked="" 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 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:** 0%

CHECK ALL THAT APPLY:

<input checked="" type="checkbox"/>	None: The worker is not substantially exposed to adverse environmental conditions (such as typical office or administrative work).
<input type="checkbox"/>	The worker is subject to inside environmental conditions: Protection from weather conditions but not necessarily from temperature changes (i.e. warehouses, covered loading docks, garages, etc.)
<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.

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<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 checked="" 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.