



Fire and Police Commission

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To: Fire and Police Commissioners

From: La Keisha W. Butler, Executive Director

Date: September 17, 2018

Re: Amendment to Rule V, Section 4

Chief Morales has requested that the position of Program Assistant III be exempt from competitive examination. This position title does not currently exist in your rules regarding Police Department positions. I therefore request that Rule V – Classifications, Section 4, be amended to add the title “Program Assistant III” followed by the “(E)” designation.

LWB:rk

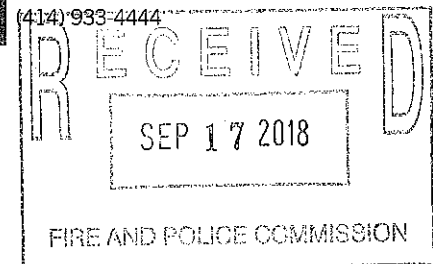


August 30, 2018

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

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

Alfonso Morales
Chief of Police



RE: REQUEST TO EXEMPT PROGRAM ASSISTANT III POSITION


Dear Commissioners:

I request that the position of Program Assistant III be classified as an exempt position from competitive examination pursuant to Fire and Police Commission Rule V, Sections 4 and 5. This is a civilian position assigned to the Safety Division. The purpose of this exemption request is because this position serves as support to the Milwaukee Safety and Civic Commission, which is an independent entity from the Police Department.

Under the supervision of the MPD Safety Division Manager, the incumbent of this position is responsible for assisting the Milwaukee Safety and Civic Commission, with targeted public education and public information efforts on civic issues in the City of Milwaukee. In addition, this position will provide support and assistance to the Safety and Civic Commission by facilitating clerical reporting of meetings, supporting the Sub Committees, and assisting with educational and community programs. The Program Assistant III supports the development of educational materials, and assists with research of citywide data. Additionally, this position will serve as a back-up to the Office Assistant III position assigned to the Safety Division as needed.

If you have any questions regarding this matter, please contact Human Resources Analyst Senior Cathy Walker-Harris at 935-7683.

Sincerely,


ALFONSO MORALES
CHIEF OF POLICE

AM:cwh

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: 5/15/18 / 09/13/18		2. Present Incumbent: Vacant		Is incumbent underfilling position? YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> If YES, indicate Underfill Title in box 10.	
3. Date Filled:		4. Previous Incumbent:			
5. Department: Police Department		Bureau: Administration Division: Safety Division		Unit: Section:	
6. Work Location: 6680 N. Teutonia Ave.		Telephone: 414-935-7990 Email:		Work Schedule: Hours: 8 / Days: 5	
7. Represented by a Union? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		8. Bargaining Unit: Non-Mgmt/Non-Rep If in District Council 48, which local?		9. FLSA Status (check one): <input checked="" type="checkbox"/> Exempt Non-Exempt	
10. Official Title: Program Assistant III		Pay Range		Job Code	
Underfill Title (if applicable):					
Requested Title (if applicable):					
Recommended Title (DER Use Only):		Approved by: Date:			

11. BASIC FUNCTION OF POSITION: Under the supervision of the MPD Safety Division Manager, the Program Assistant III position is responsible for assisting the Milwaukee Safety and Civic Commission with targeted public education and public information efforts on civic issues in the City of Milwaukee. The position will provide assistance to the Safety and Civic Commission by facilitating clerical reporting of meetings, supporting the Sub Committees, and assisting with educational and community programs. The Program Assistant III will also support the development of educational materials, assist with research of citywide data, and prepare reports. Additionally, the position will serve as a back-up to the Office Assistant III position for entering bi-weekly payroll for Part-time employees, as needed.

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"> Assist Safety Division Manager with the Safety & Civic Commission by providing support to the Commissioners and Sub Committees on civic issues for the City of Milwaukee. Assist with attending Commission meetings, providing clerical reporting, preparing correspondence, and settings up meetings. Work with elected officials, appointed officials, other governmental departments and the public on civic and safety initiatives for the City of Milwaukee.
	<ul style="list-style-type: none"> Community Leadership: Organize, attend and speak at community meetings, provide assistance with community and civic engagement programs associated with project implementation and Commission initiatives.
	<ul style="list-style-type: none"> Educational Promotional Initiatives: Assist with the preparation of Safety & Civic Commission educational safety pamphlets and brochures; work with the MPD Safety Division Manager and Public Information Office to assist with Safety & Civic Commission media initiatives.
	<ul style="list-style-type: none"> Research and Programing: Ability to research and prepare comprehensive reports, spreadsheets, and program documents, maintain files and project data of safety and civic community safety programs.
	<ul style="list-style-type: none"> Clerical Support: Serve as a back up to Office Assistant III for entering office staff and part-time employee hours into the online payroll system. Support office clerical staff by providing general guidance, if needed, along with other duties as assigned.

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
	•

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:

Lishunda Patterson, MPD Safety Division Manager

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

Key work deliverables are reviewed and supervised by the MPD Safety Division Manager.

E. SUPERVISION EXERCISED:

Total number of employees for whom responsible, either directly or indirectly = 0.

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)

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

i. Education and Experience:

Bachelor's Degree in Education, Community Education, Business Administration, Management, or Public Policy or a related field. Prior experience in the areas of program development, knowledge and background experiences in the areas of civic engagement that has fostered outcomes of collective actions designed to identify and address issues of public concern that make a positive change in civic and public safety. At least three years of experience of working in an office environment.

NOTE: Equivalent combination of education and experience may be considered.

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ii. Knowledge, Skills and Abilities:

- Knowledge of and experience in program development, and community education or related field.
- Proficiency with word processing, spreadsheets, and database applications. (Microsoft Word Complete, Microsoft Access, and Microsoft Excel).
- Good oral and communication skills to effectively communicate with a high degree of diplomacy when working with the public, Safety & Civic Commissioners, and all levels of supervisory and Command Staff of the Milwaukee Police Department.
- Ability to identify and work on civic engagement issues through collective actions designed to identify and address issues of public concern.
- Strong written communication skills including the ability to prepare clear and concise written reports, correspondences, and other materials.
- Strong analytical and critical thinking skills.
- Ability to work efficiently and independently.
- Ability to read, understand and apply work related material to complete work assignments.
- Good organizational skills to prepare and maintain accurate records.
- Ability to plan, prioritize, and organize work in order to meet deadlines.
- Ability to handle multiple priorities simultaneously and change priorities when needed.
- Ability to maintain a high level of confidentiality when working with sensitive files.
- Ability to enter 175 personnel into the online bi-weekly payroll system if needed.
- Honesty, integrity, and the ability to maintain confidentiality.
- Proven ability to work with diverse populations on a professional basis.

ii. Certifications, Licenses, Registrations:

iii. Other Requirements:

Valid Wisconsin Driving License.

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 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.

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<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 checked="" 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 checked="" 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.

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<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 checked="" 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 checked="" type="checkbox"/> Commercial vehicle	<input type="checkbox"/> Packing materials (boxes, shrink wrap, etc.)
<input checked="" type="checkbox"/> Data processing equipment	<input checked="" type="checkbox"/> PC equipment (monitor, keyboard, printer, etc.)
<input checked="" 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.