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(FORM UPDATED: 08/11/2010)

WISCONSIN STATE LEGISLATURE ...
PUBLIC HEARING - COMMITTEE RECORDS

2011-12

(session year)

Senate

(Assembly, Senate or Joint)

Committee on ... Labor, Public Safety, and Urban
Affairs (SC-LPSUA)

COMMITTEE NOTICES ...

- Committee Reports ... **CR**
- Executive Sessions ... **ES**
- Public Hearings ... **PH**

INFORMATION COLLECTED BY COMMITTEE FOR AND AGAINST PROPOSAL

- Appointments ... **Appt** (w/Record of Comm. Proceedings)
- Clearinghouse Rules ... **CRule** (w/Record of Comm. Proceedings)
- Hearing Records ... bills and resolutions (w/Record of Comm. Proceedings)
 - (**ab** = Assembly Bill) (**ar** = Assembly Resolution) (**ajr** = Assembly Joint Resolution)
 - (**sb** = Senate Bill) (**sr** = Senate Resolution) (**sjr** = Senate Joint Resolution)
- Miscellaneous ... **Misc**

* Contents organized for archiving by: Mike Barman (LRB) (July/2012)

Senate

Record of Committee Proceedings

Committee on Labor, Public Safety, and Urban Affairs

Senate Bill 30

Relating to: placing limits on residency requirements for 1st class city police officers and fire fighters.

By Senators Vukmir, Wanggaard and Lazich; cosponsored by Representatives Kramer, Kuglitsch and Honadel.

March 07, 2011 Referred to Committee on Labor, Public Safety, and Urban Affairs.

March 22, 2011 **PUBLIC HEARING HELD**

Present: (5) Senators Wanggaard, Grothman, Lazich, S.
 Coggs and Wirch.
Absent: (0) None.
Excused: (0) None.

Appearances For

- Bill Kramer — Representative
- Leah Vukmir — Senator
- Van Wanggaard — Senator
- Michael Crivello — President, Milwaukee Police Association
- Mark Buetow — Vice-President, Milwaukee Police Association
- David Seager — President, Milwaukee Professional Firefighters Association
- Michael Edwards — Milwaukee Police Supervisors Organization
- Timothy Latona, Milwaukee
- Christopher Kietzke, Milwaukee
- Andrea Kietzke, Milwaukee
- Seann Cleveland, Milwaukee
- Stephen Witkowski, Milwaukee
- John Belsha, Milwaukee — Milwaukee Police Association

Appearances Against

- Tom Barrett, Milwaukee — Mayor
- Mark Rollfing, Milwaukee — Chief, Milwaukee Fire Department
- Joel Plant, Milwaukee — Chief of Staff, Police Chief Edward Flynn

- Mike Tobin — Director, Milwaukee Fire and Police Commission
- Kurt Leibold — Milwaukee Police Department
- Joe Dudzik — Alderman, 11th District, City of Milwaukee
- Ashanti Hamilton — Alderman, 1st District, City of Milwaukee
- Michael Murphy — Alderman, 10th District, City of Milwaukee
- Nik Kovac — Alderman, 3rd District, City of Milwaukee
- Willie Wade — Alderman, 7th District, City of Milwaukee
- Tim Carpenter — Senator, 3rd District
- Dewayne Smoots, Milwaukee
- Chapman Alonzo, Milwaukee
- Herbert Zautke, Milwaukee
- Jettie Carr, Milwaukee — Southside Organizing Committee
- Mark Weinstock, Milwaukee — Southside Organizing Committee
- Steve Fendt, Milwaukee — Southside Organizing Committee
- Charles L. Walton, Milwaukee
- Salvador de Leon, Milwaukee

Appearances for Information Only

- None.

Registrations For

- Michael Grzesiak, Milwaukee
- Steven Pokora, Milwaukee
- Andrew Hornik, Milwaukee
- David Aussprung, Milwaukee
- Mark Pegelow, Milwaukee
- John Cooley, Mequon — MFD
- Joshua J. LaDue, Milwaukee — Milwaukee Fire Department
- Scott Hall, Milwaukee
- Rick Michalak, Oak Creek — MPD
- David Schultz, Milwaukee
- Kathleen O'Neill, Brookfield
- Jeff Hoffman, Milwaukee
- Brad Gudynowski, Milwaukee — Milwaukee Fire Department
- Justin Owens, Milwaukee
- Jeffrey Wills, Milwaukee — Milwaukee Fire Department
- Terry Curtis, Milwaukee — Milwaukee Fire Department
- Jim Loucks, Milwaukee — Milwaukee Fire Department - Local 215
- David Coffey, Milwaukee — Milwaukee Fire Department - Local 215

- John Fabina, Milwaukee — Milwaukee Fire Department - Local 215
- Dan Klug, Milwaukee
- David Rogowski, Milwaukee — Milwaukee Fire Department
- Ralph L. Salyers, III, Waukesha — Milwaukee Police Association
- William Schmitz, Milwaukee
- Brian Young, Milwaukee
- Matthew R. Bongel, Milwaukee — Milwaukee Police Association
- Kyle Baus, Milwaukee
- Carmelo Patti, Milwaukee — MPSO
- Nicholas Kerhin, Milwaukee — MPSO
- James R. Krause, Milwaukee
- Craig Parello, Milwaukee
- Kevin P. Hart, Milwaukee
- James D. Belongia, Milwaukee
- James Merchant, Milwaukee
- Timothy A. Newman, Milwaukee
- William Savagian, Milwaukee
- Paul Huba, Milwaukee
- Michael Olinger, Milwaukee — Milwaukee Fire Department - Local 215
- Charles Stamschror, Milwaukee — Milwaukee Fire Department - Local 215
- Kevin Bolyard, Milwaukee
- Ramona Ruud, Milwaukee — Milwaukee Police Department
- Jeff Desannoy, Milwaukee
- Nate Valley, Janesville
- Karen B. Bailey, Milwaukee — Reverend, CYD

Registrations Against

- Lena Taylor — Senator
- David Cullen — Representative
- Leon Young — Representative
- Matt Thomas, Waterloo
- Joe Ruditys, Milwaukee — Firefighters 311
- Joe Conway, Madison — MFD
- James Roberts, Fitchburg
- Mike Amato, Madison
- Maria Monteagudo, Milwaukee
- Curt Witynski, Madison — League of Wisconsin Municipalities
- Malcolm Kemp, Milwaukee

- James W. Nelson, Sr., Milwaukee
- Lynn Whitford, Madison
- Michael Miller, Milwaukee
- Charles Elftmann, Pleasant Prairie
- Lee Rass Shack, Milwaukee
- Darvin Moore, Milwaukee
- Roy De La Rosa — Milwaukee County

Registrations for Information Only

- None.

November 1, 2011 **EXECUTIVE SESSION HELD**

Present: (5) Senators Wanggaard, Grothman, Lazich, Wirch and King.
 Absent: (0) None.
 Excused: (0) None.

February 28, 2012 **EXECUTIVE SESSION HELD**

Present: (5) Senators Wanggaard, Grothman, Lazich, Wirch and King.
 Absent: (0) None.
 Excused: (0) None.

Moved by Senator Wanggaard, seconded by Senator Lazich that **Senate Amendment 1** be recommended for introduction and adoption.

Ayes: (3) Senators Wanggaard, Grothman and Lazich.
 Noes: (2) Senators Wirch and King.

INTRODUCTION AND ADOPTION OF SENATE AMENDMENT 1 RECOMMENDED, Ayes 3, Noes 2

Moved by Senator Wanggaard, seconded by Senator Lazich that **Senate Bill 30** be recommended for passage as amended.

Ayes: (2) Senators Wanggaard and Lazich.
 Noes: (3) Senators Grothman, Wirch and King.

PASSAGE AS AMENDED, Ayes 2, Noes 3

Craig Summerfield
Committee Clerk

Vote Record
Committee on Labor, Public Safety, and Urban Affairs

Date: 2/28/12

Moved by: WANBGAARD Seconded by: LAZICH

AB _____ SB 30 Clearinghouse Rule _____
 AJR _____ SJR _____ Appointment _____
 AR _____ SR _____ Other _____

A/S Amdt _____
 A/S Amdt _____ to A/S Amdt _____
 A/S Sub Amdt _____
 A/S Amdt _____ to A/S Sub Amdt _____
 A/S Amdt _____ to A/S Amdt _____ to A/S Sub Amdt _____

- Be recommended for:
- Passage Adoption Confirmation Concurrence Indefinite Postponement
 - Introduction Rejection Tabling Nonconcurrence

Committee Member

	<u>Aye</u>	<u>No</u>	<u>Absent</u>	<u>Not Voting</u>
Senator Van Wanggaard, Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Glenn Grothman	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Mary Lazich	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Robert Wirch	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Jessica King	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Totals:	<u>2</u>	<u>3</u>	_____	_____

Motion Carried

Motion Failed

Vote Record
Committee on Labor, Public Safety, and Urban Affairs

Date: 2/28/12

Moved by: WANGGAARD Seconded by: LAZICH

AB _____ SB 30 Clearinghouse Rule _____
 AJR _____ SJR _____ Appointment _____
 AR _____ SR _____ Other _____

A/S Amdt 1
 A/S Amdt _____ to A/S Amdt _____
 A/S Sub Amdt _____
 A/S Amdt _____ to A/S Sub Amdt _____
 A/S Amdt _____ to A/S Amdt _____ to A/S Sub Amdt _____

Be recommended for:
 Passage Adoption Confirmation Concurrence Indefinite Postponement
 Introduction Rejection Tabling Nonconcurrency

<u>Committee Member</u>	<u>Aye</u>	<u>No</u>	<u>Absent</u>	<u>Not Voting</u>
Senator Van Wanggaard, Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Glenn Grothman	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Mary Lazich	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Robert Wirch	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Jessica King	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Totals: 3-2 _____

Motion Carried Motion Failed



①

Levy M Duga
Milwaukee, 53228
March 16, 2011

Senator Van Tanggaard Chair and
The Committee on:
Labor Public Safety and
Urban Affairs - Bill SB-30

As a resident of the City of
Milwaukee I am pro City of Milwaukee
and the residency ruling for City
Employees to live in the City of
Milwaukee. It is a Safety Issue!!!!

Also the city employees need
to support the city that pay their
Salary.

I wish my tax money to go
for residents who live in the City of
Milwaukee. If not they should
seek jobs else where. Possibly were
they choose to live.

This residency rule is
important! it should be upheld.

March 16, 2011

As a surgical nurse I needed to live a certain distance from the hospital I worked at because of being on call as a surgical nurse.

Further more my husband (deceased) worked for the City of Milwaukee Water Department and was required to live in the city. I pay for my secondary insurance myself on a fixed income.

Milwaukee is a beautiful city and has alot to offer.

How can and why should Scott Walker interfere in the City of Milwaukee's government policies and laws.

I thank you

Luey M Duga
3742 S. 88th. St.
Milwaukee, Wi. 53228
414 321 1596





Tom Barrett
Mayor, City of Milwaukee

March 16, 2011

Senator Van Wanggaard
Senator Glenn Grothman
Senator Mary Lazich
Senator Spencer Coggs
Senator Bob Wirsch
Senator Leah Vukmir

Dear Senators Wanggaard, Vukmir, and Members of the Senate Committee on Labor, Public Safety and Urban Affairs:

On March 7, **Senate Bill 30** was introduced and referred to your committee. The bill strips the right of the City of Milwaukee to include residency in the City as a condition of employment for police officers and firefighters. I firmly believe that residency requirements are an issue of local control, an issue the State Legislature should not interfere with.

Not one of the 15 members of the City's Common Council, nor I, requested this legislation. Our constituents, city residents, are not flooding our offices with emails and phone calls demanding that the Wisconsin State Legislature trample on the principles of local control and destabilize our neighborhoods. The Chief of the Milwaukee Police Department and the Milwaukee Fire Chief have not asked for this legislation. In fact, they oppose this intrusion as well.

Yet suburban legislators, without consultation with City of Milwaukee officials, have moved ahead, deciding that home rule is secondary to special interests.

In the same vain that state legislators often decry the Federal Government meddling in state affairs, I feel that it is unfair and unbelievable for the legislature to meddle in our local affairs.

This bill is attempting to solve a problem that does not exist. One of the arguments often heard when discussing residency requirements is that residency limits a city's ability to recruit qualified candidates. This line of reasoning does not apply to Milwaukee. We have had residency requirements since 1938 and have never had a problem attracting qualified job applicants. In fact, our last recruitment for public safety employees saw

5,711 applicants for the position of firefighter and 3,569 applicants for the position of police officer. These numbers do not constitute a problem.

If there were a problem, the 15 members of the Common Council and I would perform the duties that we were independently elected to do.

Because Senate Bill 30 is specifically targeting Milwaukee, I am requesting that the bill's public hearing be moved to the City of Milwaukee instead of its current scheduled hearing on March 22nd in Madison, thereby giving our citizens the opportunity to voice their opinions on the State's role in defining local conditions for City employment.

I pledge to work with the Senate Committee in any way necessary to ensure a safe, orderly meeting in which all sides of this local issue can be discussed here in Milwaukee. I can be reached at 414-286-6202 to discuss a suitable time and date for this hearing to take place. Thank you.

Sincerely,

A handwritten signature in cursive script that reads "Tom Barrett".

Tom Barrett
Mayor

CC: Rep. Kramer
Rep. Kuglitsch
Rep. Honadel
Members of the Common Council





WISCONSIN LEGISLATIVE COUNCIL

*Terry C. Anderson, Director
Laura D. Rose, Deputy Director*

TO: SENATOR VAN WANGGAARD
FROM: Margit Kelley, Staff Attorney
RE: 2011 Senate Bill 30 and Municipal Residency Requirements for Police and Fire Personnel
DATE: March 21, 2011

This memorandum describes 2011 Senate Bill 30, and compares residency requirements for police officers and firefighters in 1st and 2nd class cities of Wisconsin.

2011 SENATE BILL 30

2011 Senate Bill 30 places a statutory limit on residency requirements that may be imposed by a municipality for police officers and firefighters in a 1st class city.

Under the bill, if a 1st class city imposes a residency requirement on police officers or firefighters, it must allow residency within the county in which the 1st class city is located and within any county that is adjacent to the county in which the 1st class city is located.

CURRENT LAW

Under current law, a public official of a 1st class city must reside within the boundaries of the city within 180 days of his or her confirmation. A public official of a 1st class city is a person who is appointed to a public office, such as a city engineer, director of administration, emergency management coordinator, city personnel director, or the executive secretaries of the board of fire and police commissioners. [ss. 62.51 (1) and 62.53, Stats.]

The statutory residency requirement for 1st class cities does not apply to police and fire department chiefs or personnel.

Currently, Milwaukee is the only 1st class city in Wisconsin, and there are 16 2nd class cities. A 1st class city has a population of 150,000 or more, and a 2nd class city has a population between 39,000 and 149,999. If population growth (or decline) makes a city eligible for a change in class, the city may pass from one class to another when a proclamation is made by the mayor, declaring the fact, and the proclamation is properly published. [ss. 62.05 and 990.001 (15), Stats.] Madison is the only 2nd class

city that meets the population threshold for becoming a 1st class city, but no mayor has issued a proclamation to change its class.

COMPARISON OF RESIDENCY REQUIREMENTS FOR POLICE AND FIRE PERSONNEL

The following table lists each of the 1st and 2nd class cities in Wisconsin, describes the city's ordinance, if any, restricting residency for its police and fire personnel, and lists each city's population and the name of the county in which the city is located.¹

City	Residency Restricted by Ordinance?	Text of Ordinance Restricting Residency for Police & Fire Personnel	County	2008 City Population Estimate
Milwaukee	Residency within city required.	5-02.1. All employees of the City of Milwaukee are required to establish and maintain their actual bona fide residences within the boundaries of the city.... 5-02.9. The provisions of this section shall be fully applicable to members of the police force and the fire department....	Milwaukee, Washington, Waukesha ²	590,870
Appleton	Residency within city required for police and fire chiefs.	2-216. All department heads and members of boards or commissions shall be residents of the city....	Calumet, Outagamie, Winnebago	72,297
Brookfield	Residency within seven miles required for police and fire chiefs.	2.24.080 Residency within seven miles of the intersection of Calhoun Road and Civic Drive shall be a requirement for the incumbents of the positions of police chief and fire chief.	Waukesha	39,780

¹ Source: State of Wisconsin Blue Book, 2009-2010, Compiled by the Wisconsin Legislative Reference Bureau, p. 757.

² Note: A population of zero is listed for the City of Milwaukee in Washington and Waukesha Counties, Blue Book, p. 781.

City	Residency Restricted by Ordinance?	Text of Ordinance Restricting Residency for Police & Fire Personnel	County	2008 City Population Estimate
Eau Claire	No.		Chippewa, Eau Claire	65,362
Fond du Lac	No.		Fond du Lac	43,460
Green Bay	Residency within city required , unless otherwise specified by a collective bargaining agreement.	<p>1.80 (1) (a) Unless specifically provided otherwise, all employees of the city are required to establish and maintain their actual bona fide residence within the boundaries of the city....</p> <p>1.80 (1) (c) Collective bargaining and meet and confer groups may negotiate in their agreements a residency exception that is no less restrictive than that applicable to administrative employees provided adequate provision is made concerning emergency services and the specific needs of each department.</p> <p>1.80 (9) The provisions of this section shall be fully applicable to members of the police force and fire department.</p>	Brown	103,950
Janesville	No.		Rock	63,540
Kenosha	Only as specified by a collective bargaining agreement.	<p>1.28.A. Residency is required as follows for city officers and employees:</p> <p>4. For represented protective service employees, pursuant to the terms of their respective collective bargaining agreement.</p> <p>5. For nonrepresented protective service employees...shall remain [or become] residents of Kenosha County....</p>	Kenosha	95,910

City	Residency Restricted by Ordinance?	Text of Ordinance Restricting Residency for Police & Fire Personnel	County	2008 City Population Estimate
La Crosse	Only as specified by resolution or a collective bargaining agreement.	2.38 (B) The council shall by resolution establish the number and type of jobs and the terms and conditions of employment. All officers and employees shall comply with all rules and regulations so established by the council and/or the conditions set forth in collective bargaining laws under section 111.70 and 111.71 S.S.	La Crosse	51,840
Madison	As specified by collective bargaining agreements for fire and police supervisors .		Dane	226,650
Oshkosh	No.		Winnebago	65,920
Racine	Residency within city required for police and fire chiefs .	2-437 (b) [Chief of police and chief of the fire department] ... shall ... establish residence within the city limits of the city.	Racine	80,320
Sheboygan	No.		Sheboygan	50,580
Superior	Within 25 minutes' driving time, or as specified by city policy or a collective bargaining agreement.	42-82. (a) Except as set forth below, residency for all employees not covered under or by any other contract or collective bargaining agreement shall be defined in city policy 04.06B. (b) Employees shall be allowed ... to locate within the 25-minute driving time area....	Douglas	27,170
Waukesha	No.		Waukesha	68,030

City	Residency Restricted by Ordinance?	Text of Ordinance Restricting Residency for Police & Fire Personnel	County	2008 City Population Estimate
Wauwatosa	<p>Residency within city required for police and fire chiefs.</p> <p>Distance limitation permitted.</p> <p>Residency within three miles of city required for assistant fire chiefs.</p>	<p>2.58.320.A. Employees of the city in positions set forth in this subsection are required as a condition of their continued employment to maintain residence in the City of Wauwatosa.... 3. Police chief; 4. Fire chief.</p> <p>2.58.320.G. Nothing contained in this section shall prohibit a department head from establishing reasonable distance requirements with respect to any position when operational reasons so require.</p> <p>2.52.240.A. ... [P]ersonnel hereafter employed by the city in the positions of assistant fire chief, deputy fire chief and battalion fire chief shall be required, as a condition of continued employment, to establish and maintain residence within three miles of the nearest border of the City of Wauwatosa....</p>	Milwaukee	45,880
West Allis	Only as specified by rule.	4.22 The Board of Police and Fire Commissioners of the City of West Allis may adopt rules and regulations governing residency requirements for all sworn officers of the police and fire departments.	Milwaukee	60,370

If you have any questions, please feel free to contact me directly at the Legislative Council staff offices.

MSK:ksm





122 W. Washington Avenue
Suite 300
Madison, Wisconsin 53703-2715

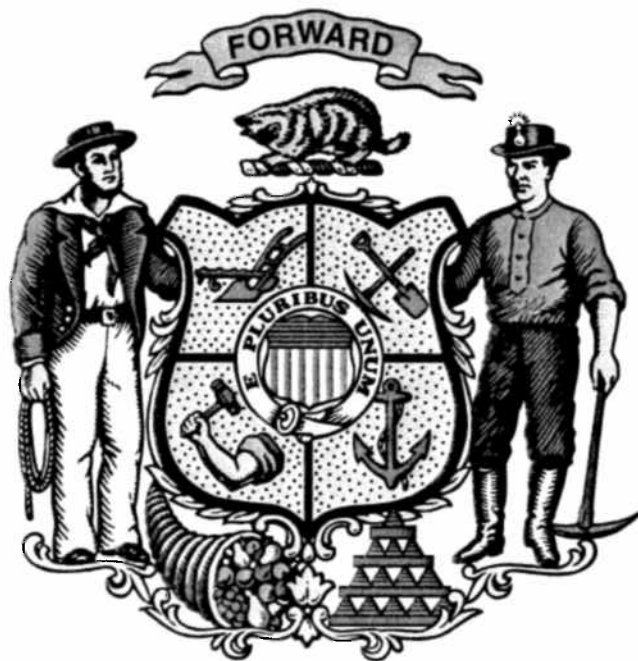
608/267-2380
800/991-5502
Fax: 608/267-0645

E-mail: league@lwm-info.org
www.lwm-info.org

To: Senate Committee on Labor, Public Safety, and Urban Affairs
From: Curt Witynski, Assistant Director, League of Wisconsin Municipalities
Date: March 22, 2011
Re: SB 30, Limiting City of Milwaukee's Powers to Impose Residency Requirements on Police Officers and Fire Fighters

The League of Wisconsin Municipalities, on behalf of its 592 city and village members, opposes SB 30 as an unnecessary infringement on municipal powers to impose residency requirements on employees. One of the League's core guiding principles is preserving local control. We oppose legislation preempting or reducing any municipality's ability to make decisions about issues that are primarily of local concern. Municipal work rules and conditions of employment clearly qualify as a fundamental matter of local control, in which the state should not interfere.

We urge you to vote against recommending passage of SB 30. Thanks for considering our comments.



Milwaukee POLICE Association®

Local #21 IUPA-AFL-CIO



OFFICE: 6310 WEST BLUEMOUND ROAD, MILWAUKEE, WI 53213
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Mark A. Sikora

Trustees
John T. Belsha Dale Bormann Jr.
Rodolfo Gomez Jr. Troy K. Jankowski

March 23, 2011

Sir/ Ma'am,

I appreciate those that had an opportunity to be present at the committee hearing on March 22, 2011. For those that were unable to attend, or were otherwise obliged to leave prior to the conclusion of the hearing I offer the following, as it is basically what I had orally addressed to the Labor, Public Safety, and Urban Affairs Committee.

The Milwaukee Police Association represents approximately 1700 sworn members of the Milwaukee Police Department

The Association is honored to be afforded the opportunity to address the: Labor, Public Safety, and Urban Affairs Committee.

I am here today to speak in favor of **Senate Bill 30** – I do so as the representative voice of the Milwaukee Police Association

It has been a long time expressed desire and concern of the Association's membership that the absolute residency requirement of the City (Milwaukee) be lifted, or relaxed. The Association has always been willing to negotiate residency with the City. The Association has demonstrated financial savings and compensation during negotiating; however, the City has stated they will never bargain residency, and challenged "the only way to get it (residency) is through legislation"!

Today I will briefly cover the most important reasons the Association's members' finds this Bill to be so important; so important to the quality of life of our officers, their families, and to that of our communities. I will also dispel some the falsely portrayed negative comments that have been brought forth by the few and the uninformed.

I will briefly discuss:

- The opportunity for a broader pool of qualified officer candidates
- Greater school options for the children of officers
- How infrastructure supports timely response
- How an exodus (mass) is highly unlikely and/or impossible as homes are primary investments
- The Importance of Enhanced security options for off-duty officers & their families

+

The City has suggested that there has never been a shortage of qualified applicants. We have heard the City tout the large number of applicants that apply, but conversely we don't hear about the high level of unqualified applicants – unqualified applicants who quickly lessens the **over-all inflated** number the City boasts.

The goal should be to encourage the **best and brightest** – **the most** diverse pool of **qualified candidates** to compete for the positions.

There is no doubt that we have lost [officers that left after certification] ...have lost incredible officers over the years simply because of the overly restrictive residency rule.

For the same reason, it certainly stands to reason that the City most assuredly has lost out on opportunity to hire **incredibly** qualified individuals.

Our Milwaukee community most definitely has lost out on **broader diversity** opportunities and certainly may have missed out on a greater representation of the best and the brightest – those that chose to serve elsewhere simply due to the overly restrictive residency rule.

Officers are true professionals, it matters not if they are your **neighbor** or work in your **neighborhood**. The career of Police Officer is a calling – a **vocation**; once an police officer is sworn, **has taken the oath**the community can absolutely expect the officer to protect and serve without question.

To **protect and serve** whether they (police officers) drive across town or across the county to get to their assigned district. Although an officer may live on the far South side of Milwaukee and work on the far North side, no difference can be detected; just as if the same officer lived in a neighboring city.

When an officer works a beat, a district, or a specific area of the city – that area **becomes their neighborhood**. I will say it again, our officers are professionals and I am **absolutely confident** that service to the community will remain **impeccable!**

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An officer is a dad, a mom – a concerned parent. A parent who wants to offer the best that they can for their children.

The **school system** of Milwaukee has not consistently represented the best choice. I share with you, officers have expressed their concern that they cannot afford to send their children to private school. However, they see the situation as no other choice – they sacrifice future college savings and life memories, no vacations – no trips; all for the goal of a better education for their children.

Some officers have moved their families from Milwaukee to expose their children to greater school opportunities – in some cases we ultimately have lost the officer's service as the separation from family had proven to be more than the officer could sacrifice.

+

The City has asserted that they need their work force close in-case of emergency or call-up. This is *in-of-itself* an archaic thought process.

Milwaukee's surrounding counties **infrastructure absolutely supports timely response**. There are times when the roads of Milwaukee have been impassable while the main arterials afford the traveler a direct route to the interior of the city.

Further an additional advantage is *in-fact* that the Milwaukee Police Department's greatest asset [the police officers] would be dispersed - this affords opportunity for strategic response to catastrophic incident – *a basic Emergency Management System protocol*.

Incidentally, in twenty years of service I have never received a call-up!

While the City has maintained an unforgiving residency rule imposed on their police force, they have not maintained the same stringent level on their police leadership.

We have lost quality, qualified officers because their attempt to offer more for their families by maintaining dual residencies did not pass the Fire and Police Commission weighting system – yet we have had three chiefs that successfully have **gamed the system**.

+

The City leadership portrays a doom and gloom scenario should officers be granted the **liberty and freedom to choose** to live within, or outside the City's boundaries.

What we should be hearing from City leadership is positive statements. A message clearly stating confidence in the vitality of the City; in a worst case scenario the population would falter by approximately a half of one percent – our City should absolutely be stable enough to absorb such a flux.

Our City is a great place, of which **no mass exodus** will occur, this is the confidence that our residents should expect to hear from the City leadership.

It is unrealistic to think police officers will suddenly pick up and leave. Police Officers make a fair wage – extremely modest, based on what is expected of the officers. Few, probably no officer can afford to abandon or take such a significant loss to their greatest financial asset, their homes. Therefore; no officer will leave the City without first finding a new family willing to pay a fair market value for their home, ***thereby the tax base remains unaffected.***

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Of all other reasons, the **safety of our officers and their families** is of the greatest concern. There have been too many stories of officers being approached near or at their homes by individuals that they had arrested.

For example:

- an off-duty officer crosses path with multiple subjects he had arrested, a short time later a single gunshot was fired into his home
- an officer at the gas pump near his home, his wife and children in the car and suddenly from his backside a loud voice yells out, “you arrested me”
- an officer’s home is burglarized by an individual who knew she was an officer – duty weapon stolen, subsequent arrest and ultimate parole – same suspect retaliates by vandalizing the officer’s personal car

Very simply, we need to afford ***peace in the life of the families of those who protect us*** – our officers deserve to know that their family is safe at home, while they are at work patrolling the city streets.

Certainly an advantage of broadening the residency requirement is that it would be more difficult for those that would seek to cause harm to an officer’s family.

Currently the restrictive residency rule aids a suspect in their endeavor to locate an officer’s residency – currently only one city database need be searched to find the officer; should the bill

carry as written a subject would have to access up to 112 city databases to locate the officer's residency.

+

In closing I ask that when you consider the five points that I shared:

- broader diversity pool of officer candidates
- school options
- fallacy to a concern regarding call-up/timely response
- improbability of mass exodus
- concerns for security for off-duty officers and their families

....consider that our officers of today face dangers on a daily basis, *other than that of firefighters* - no other career field expects so much from an employee

....we have asked for little in returnwhile we have pledged ourselves to our careers - focused on impacting life to the positive *each and every day* we pin the badge to our chest

....we ask for the *liberty and freedom* to choose within reasonable constraint

....we ask to be *appreciated for our professionalism* and *recognized for our accomplishments*

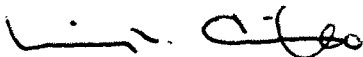
....today we ask that Senate Bill 30 be supported in earnest

The City of Milwaukee has incredible Police and Fire forces – this will not change!

....we thank you for your awareness

....may God direct your decision making process

Sincerely,
MILWAUKEE POLICE ASSOCIATION



Michael V. Crivello

President

Local #21, IUPA, AFL-CIO