City of Milwaukee

Equity Impact Statement

1. Describe the proposed ordinance or resolution. File number: _____

2023 Wisconsin Act 12 creates s. 77.701(2)(c), Wis. Stats., which mandates that the City maintain the number of law enforcement officers at least equivalent to that provided on April 1, 2023, as measured by the number of full-time equivalent law enforcement officers.

2. Identify the anticipated equity impacts, if any, of this proposal.

The new law limits the ability of the City to adopt new approaches to law enforcement and crisis intervention that do not involve sworn officers. Rising costs related to law enforcement personnel could continue to mount year to year, forcing the City to redirect resources intended for other essential services just to maintain the status quo. According to the Wisconsin Policy Forum, between 2015 and 2020 Milwaukee increased its budgeted police operations spending by $48.8 million (19.6%), from $248.6 million to $297.4 million. Spending on salaries, wages, and benefits of all staff increased by $50.4 million to comprise 94.6% of total department operating spending. Yet these spending increases come in the context of a decrease in Milwaukee's sworn police officers during the same time period.

3. Identify which minority groups, if any, may be negatively or positively impacted by the proposal.

This statute will negatively impact historically marginalized groups. In addition to concerns relating to over-policing, this statute also severely curtails the City's ability to adopt responses that do not involve law enforcement, such as violence interrupters or substituting sworn officers with mental health professionals in certain emergency situations. Furthermore, the statute limits the City's ability to direct law enforcement spending towards non-sworn staff, such as community service officers, who are capable of responding to and assessing non-urgent situations but at a fraction of the cost of a sworn officer. This lack of flexibility also means that sworn officers will have less flexibility to prioritize how their time is spent, since an officer will be the only resource available, regardless of the severity of the situation.

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4. Describe any engagement efforts with minority communities potentially impacted by the proposal.

This is a new, state-mandated effort, not a City-led proposal, therefore there has been no organized engagement of minority communities to date.

5. Describe how any anticipated equity impacts of the proposal will be documented or evaluated.

The City can track, year to year, the increased cost of maintaining current police levels, showing how more money is needed just to maintain the status quo. In addition, the City can evaluate how that money may have been spent in ways that could have benefited the City's minority communities, particularly as it relates to alternative approaches to safety and crisis intervention.

6. Describe strategies that will be used, if any, to mitigate any anticipated equity impacts.

There are 2 main ways the City can mitigate the impact of statute. The first is to pursue additional funding that would allow for additional, more flexible approaches to law enforcement. The second would be to engage with MPD to recommit the department to practices like community policing and explore the creation of alternative response teams who are sworn officers, but have gone through training to adopt new approaches. The City can also pursue other sources of funding for alternative response models that approach law enforcement and crisis intervention with a less "one-size-fits-all" approach.

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Signature: Christopher Hillard Digitally signed by Christopher Hillard Date: 2023.06.22 10:39:20 -05'00'

Date: **6/16/2023**