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 fire department personnel at least equivalent to that provided on April 1, 2023, as measured by the number personnel who are engaged in the duties of fire fighting, fire fighting training and directly related skills, including fire prevention, investigation and inspection.

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

The new law limits the ability of the City to budget with flexibility. Mandating a minimum number of fire fighting personnel will obligate the City to spend increasing amounts of money each year to maintain the status quo, which may eventually require the City to draw funds from other priorities that could have a direct impact on the City's minority populations.

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

This statute will negatively impact historically marginalized groups. This statute severely curtails the City's ability to allocate funds to other priorities. It also reduces the City's ability to adjust Fire Department budgets as situations change and impacts the City's ability to civilianize aspects of fire operations that do not require trained personnel.

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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 fire 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 other health and safety priorities.

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

The City can mitigate the impact of statute somewhat by pursuing additional funding that would allow for the City to pursue other priorities while also maintaining fire department staffing levels. The City can do outreach to make residents aware of the requirements it must operate under. The City could also partner with community organizations to explore alternative ways to support minority-related priorities in the absence of additional funding.

Name: **Christopher Hillard**

Signature: Christopher Hillard Digitally signed by Christopher Hillard Date: 2023.06.22 10:40:26 -05'00'

Date: **6/16/2023**