



Department of Administration  
Office of Equity and Inclusion

Cavalier Johnson  
Mayor

Preston Cole  
Director of Administration

Bernadette Karanja  
Chief Equity Officer

July 18<sup>th</sup>, 2025

Honorable Milwaukee Council Members  
200 East Wells Street,  
Milwaukee, WI. 53202

RE: Proposed Legislation for Habitual Parking Violation

Dear Honorable Council Members,

I am writing to respond to your request for an Equity Assessment of the proposed ordinance for Habitual Parking Violators, vide Common Council File #250163.

It is my understanding from Hon. Mayor Cavalier Johnson's Office that the overarching goal of the proposed ordinance is to help residents avoid inconvenient towing, and ensure clarity for repeat parking offenders. The related objectives include:

1. Holding residents accountable
2. Proactively notifying residents they have a debt emanating from multiple citations
3. Creating a structure that provides information alerts on how residents can potentially resolve debt arrears, including through non-monetary options.
4. Enforcing the scheduling of a municipal court date
5. Increasing the successful retrieval of towed vehicles

The Office of Equity and Inclusion's communication with Department of Public Works (DPW) has determined that:

- ❖ In 2024, 396,655 parking citations were issued.
- ❖ The Aldermanic Districts with the most citations were **District 4** (87,375 | 22%), **District 3** (74,449 | 19%), **District 12** (36,079 | 9%), and **District 14** (25,768 | 6%) totaling 56% of all parking citations.

Data from DPW for 2024 indicates that successful retrieval of towed vehicles represents only 0.9% of total parking citations in 2024.

As of July 11<sup>th</sup>, 2024, The Office of Equity and Inclusion (OEI) did not have concrete data to submit a conclusive equity report.

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While OEI was preparing the equity assessment, we learned from DPW Parking Services that they do not collect demographic data on who the actual violating Drivers are. We are unaware of the violating Drivers' income level, age, gender, and race. Consequently, **OEI cannot infer demographics at this time.**

We are seeking a grace period of ten to twelve months to track a representative random sampling of habitual parking violators from citations issued in 2024. OEI is committed to, and are actively working with the Mayor's Office, DPW, Municipal Court, and the City Attorney's Office in developing a data-informed analytical process.

We are currently corresponding with DPW and Municipal Court to determine how to securely pull collated demographic data by:

❖ Income Level | Age | Gender | Race | Aldermanic District

Should this data collation prove successful, we will be able to provide a measurable equity assessment report **limited only to incidence reporting in 2024.**

The Office of Equity and Inclusion is a compliance and data analysis body for: (1) Americans with Disabilities Act (2) Small Business Enterprise (3) and The Residential Preference Program. OEI is uniquely qualified to perform these types of analysis.

Together, we will iron out operational processes related to:

- 1.** Establishing clear communication about potential towing actions
- 2.** Determining a measurable and reasonable grace period to alert violators of potential vehicle towing
- 3.** Building multi-lingual notices, payment plans, and non-monetary remediation
- 4.** Where applicable, agreeing on non-Intimidating enforcement and court options
- 5.** Developing an innovative outreach framework that drives community buy-in on enforcement

Thank you in advance for your consideration.

I Remain Yours in Service



Bernadette Karanja  
Chief Equity Officer

c.c. Chief of Staff Nick DeSiato  
DOA Director Preston Cole  
Operations Administration Director Steve Mahan