



July 14, 2020

To the esteemed members of the City of Milwaukee Public Works Committee and Common Council,

It has come to the Bike Fed's attention, that the Common Council has been sending appointed department heads back to committees for further discussion around their commitment to anti-racism in their organizational policies and practices.

Now that DPW leadership performance is being re-evaluated, it has also come to our attention that Samir Amin, the City of Milwaukee Engineer has announced his retirement after 32 years of service, and we believe that this reappointment is an opportunity to ensure that the City Engineer role is filled with the utmost consideration.

As some of you may know, the Bike Fed has been heavily involved in promoting and advocating for the practical application of the recently passed [Complete Streets Policy](#). One key tenet of the City of Milwaukee Complete Streets Policy cites that *"The City recognizes that a safe, reliable, and comprehensive transportation network is a right of all residents of, and visitors to, Milwaukee, regardless of ability, age, gender, race, ethnicity, or income."*

We believe the Complete Streets policy is a superior guiding lens for the Public Works Committee to aid in evaluating the performance of the Commissioner of Public Works for his re-appointment. It's important to recognize that in 2017 the Bike Fed and other community orgs.collaborated with the DPW on the Complete Streets Policy. The Bike Fed along with the Complete Streets Community Coalition played a pivotal role in refining and strengthening the policy language to advocate for **community justice, inclusivity, and equitable outcomes for vulnerable users in the public right of way**. With this upcoming vacancy of the City Engineer role, we believe that the Commissioner of DPW, whether it be the current individual or new, can further demonstrate their leadership qualities by taking steps towards anti-racist practices and ensuring the new City Engineer puts our Complete Streets policy into practice immediately.

Additionally, the following requests are critical in filling the next City of Milwaukee Engineer role:

- The Commissioner whether it be the current individual or new, works with the Mayor to look **outside** of the City for a professional engineer that is qualified, passionate, and **accountable**.
- The Commissioner whether it be the current individual or new, works with the Mayor to ensure that the next City Engineer is **active transportation minded**. The individual should be passionate about building safe bike, walk, and transit networks throughout *all* Milwaukee neighborhoods—striving for **environmental** and

racial justice. The new City engineer should also be predisposed to take on the shared task to **combat reckless driving** through street engineering solutions.

- Once appointed, the Commissioner, whether it be the current individual or new, ensures that the new City Engineer along with other City managers begins the process of reorganizing the DPW to address performance gaps as well as recruitment and retention issues, in order to improve the hiring process—focusing on gender and race equity in the workplace.

We are positive about the future for safer and healthier streets in Milwaukee, but we must be taking bolder steps in order to shift the paradigm into a more sustainable, safe, and inclusive, city. This effort will require shared power, transparency, as well as proactive and fearless leadership. We expect nothing less from the office of the Mayor and the DPW administration.

The Bike Fed thanks the Council for its efforts to try to maintain good public health and safety during the pandemic, and we wish you and your family good health. Thank you for your consideration, and we applaud the Common Council's willingness to be thorough in order to ensure a better quality of life for all Milwaukee residents.

Sincerely,

The Wisconsin Bike Fed

We Moved! We're pleased to share a brand new space with our local partners Wheel & Sprocket and Rails to Trails Conservancy!

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