



# The Residency Requirement: City of Milwaukee

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Researched

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## Executive Summary

Since 1938, the City of Milwaukee has mandated residency for Police Officers. Throughout this period to the present day, residency and its attendant issues have acted as an “open wound” stimulating friction and ill will between the government of the City of Milwaukee and its public servant employees.

A combination review of residency requirements in thirty- eight (38) similarly sized cities around the United States illustrated that NO city other than Milwaukee required mandatory *permanent* residency. Additionally no evidentiary findings were discovered to substantiate the City’s assertion that lifting the residency requirement would have a causal effect related to increased crime or diminishment of property value. An opinion survey produced both quantitative and qualitative findings that reflect a wide range of responses as to the possible effects lifting mandatory residency will have on the Membership of the Association.

Findings note that the range of responses mirror issues of time in service, time to retirement, family status, ages of children, need for education, and other issues of individual personal or familial preference. This document clearly records that the majority of police officers want to rescind the mandatory residency requirement.

No one truly can predict the actual effects such a legislative action will have on housing values, tax income or neighborhood stability. However, for the Membership, the concern they voiced most constantly as a dominant single issue was the perceived dysfunction of the Milwaukee Public Schools.

Removing the mandatory residency requirement is fraught with social uncertainty. The Membership of the Milwaukee Police Association is conscious of this fact and sensitive to the psychic uncertainty produced by its elimination to the City and its residents. Nevertheless, in the end, they want it eliminated.

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## **The Residency Requirement: *Foreword***

By: Michael Crivello, President, Milwaukee Police Association

It is important for the reviewer of the following research to understand why this project was commissioned. The ABSOLUTE residency requirement imposed upon Milwaukee Police and Fire is decades old, and archaic by the very premise. The membership of the Milwaukee Police Association (MPA) has demanded of the Association a focused endeavor to positively effect change. The membership of the Association desires the Liberty & Freedom to choose what is best for their family(s). The Executive Board of the MPA responded to the plea of the membership by seeking a negotiated benefit through the collective bargaining process. The City (Milwaukee) rejected the offers of mutual benefit presented by the Association; in-fact the City directed the Association to pursue legislation as the only alternative to bargaining. The City stated they will never bargain residency, and challenged, “The only way to get it (residency) is through legislation”. The MPA requested the assistance of the legislative body of the State Capitol. Both Assembly Bill 65 and Senate Bill 30 were thus introduced.

The City appeared at the respective hearings; although they never denied the fact that the issue (residency) was before the Assembly and Senate by their mandate, they did speak in opposition. The City presented argument based in unsupported anecdotal rhetoric, while the MPA presented a case supported by first-hand knowledge and research. The MPA pursued an evidence-based argument founded in factual account. Conversely, the City offered compelling unsupported scare tactic; when challenged to origin of fact, they (City) neither would nor could provide source information. Therefore, the MPA presents the following credible research in valid support of challenging the City of Milwaukee’s ABSOLUTE residency requirement.

I would like to draw the attention of the reader to the absence of any information supporting the City’s claim of plummeting property values and crime spikes as related to a relaxed residency requirement. To note: NO correlation (nationwide) has been substantiated between city employee residency requirement change and an advent of decline relative to municipality quality of life. Additionally, rather compelling, I would draw your attention to the undisputable fact that no other city (case study) in the nation continues to exercise an ABSOLUTE residency requirement upon their police officers.

In conclusion, it is reasonable and certainly responsible to support Assembly Bill 65 and Senate Bill 30 as the facts bear out that change is sensible and warranted.

## Introduction

In order to understand the significance of mandatory residency to police officers you need to consider that for many officers this policy represents an “open wound”. Like all scratched open wounds, residency evokes pain and brings to the surface hidden emotions not normally communicated by individuals who pride themselves in dealing with stress. Law enforcement is a stressful profession.

*First of all, I am a lifetime Milwaukee resident, along with most of my family. This is the fifth neighborhood that I have moved to in the city, due to the declining living conditions in Milkshake. I have watched a once safe city turn into an urban crime mecca. I once felt safe with my family in most parts of the city. Now I can't even visit my parents' home on the northwest side without feeling that I have to carry a firearm to protect my family. As [a] resident, we pay a huge amount of taxes for public schools that are terrible. As a responsible parent, I have paid large amounts of money to send my child to a parochial school. In addition, as police officers we are constantly under the scrutiny of the public. It's like living in a fishbowl, and we are easily accessible to a criminal element who would harm us and our families. I have personally had two partners on the job who left because of the residency requirement. Their wives didn't want to raise their children in the City of Milwaukee. Rescinding the residency requirement would attract a better qualified police applicant, and wouldn't cause the city to degrade any more then it already [has]. Rescinding the residency requirement SHOULD HAVE BEEN THE FIRST ITEM TO BE NEGOTIATED BY THE UNION. (Anonymous Comment)*

This report chronicles the following: First, dominant historic arguments advocating residency requirements; for and against. Second, the status of residency in the United States. Third, the surveyed perceptions of first line officers. A summary and conclusions concludes the report.

## Arguments for and against residency

For Residency:

1. Having officers live in the city supports emergency work force needs.
2. Living in the city increases officer's sensitivity to city needs and demonstrates more interest in his/her community.
3. Residency enhances the economic viability of the community by internalizing both tax receipts and budget expenditures (the “public coffer argument”, [Schug]).
4. Hiring only city residents supports diminishment of resident unemployment.
5. Residency supports a healthy “middle class” who live in the City.
6. Union bargaining power in relationship to city administration shifts in favor of the city because the worker would be striking against its own community (Shug).

## Against Residency:

1. An individual's right to live wherever one wants is infringed.
2. It is difficult to link job effectiveness and individual performance to residency.
3. Residency unduly restricts the potential hiring labor pool of qualified candidates.
4. Wages for city workers are artificially depressed by residency requirements because of the non-competitive nature of internalized hiring.
5. Public employees are aware of market value and areas of the city that are conducive of equitable living. They presently live there.
6. Flight from the city and residency are difficult to link.

## Existing conditions of residency in the City of Milwaukee

Residency, as stated in Wisconsin State Statute 62.53 requires:

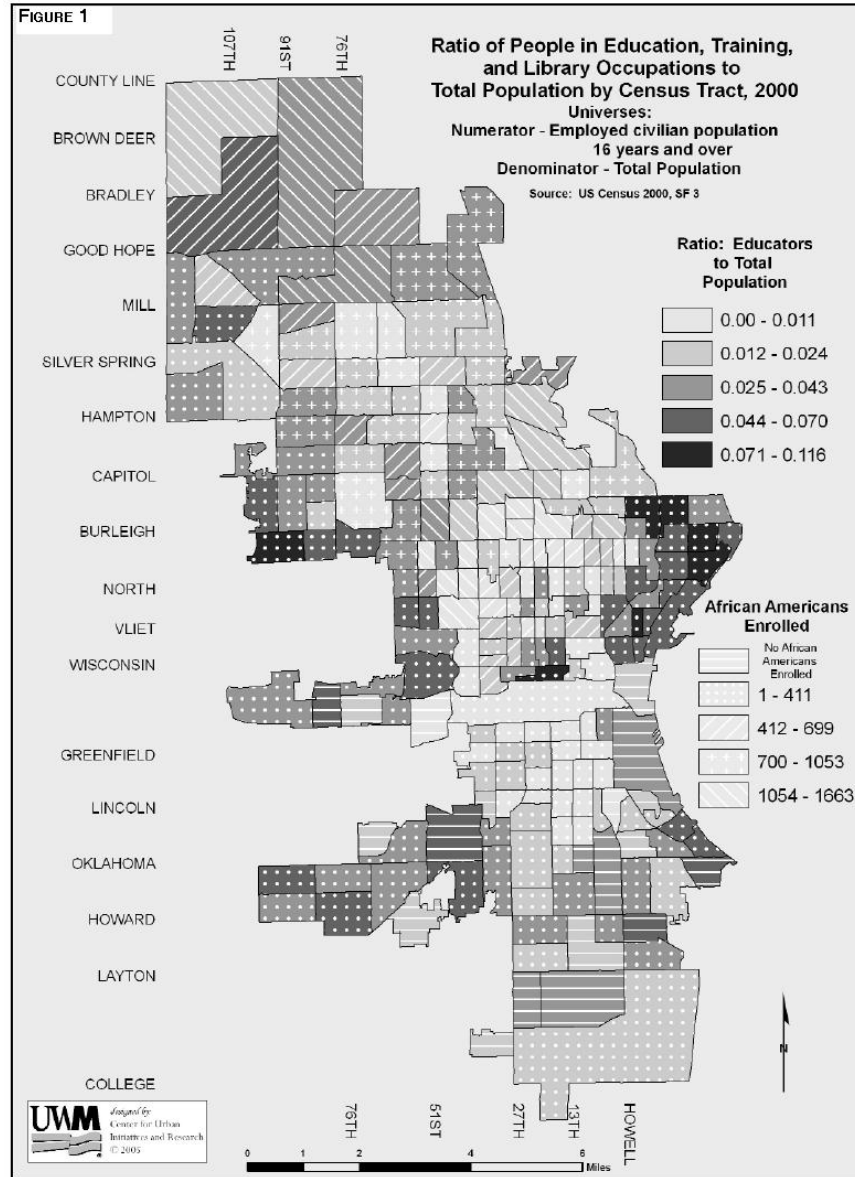
*for public officials in 1<sup>st</sup> class cities. Any public official, as defined in s. 62.51 (1) (b), may not serve more than 180 days after his or her confirmation unless he or she resides within the boundaries of the 1st class city by which he or she is employed. History: 1987 a. 289; 1999 a. 150 s. 300; Stats. 1999 s. 62.53.*

Milwaukee is the sole 1<sup>st</sup> class city in the State of Wisconsin. Originally passed by charter ordinance in 1938 (wisn.com) and a “mandatory subject for collective bargaining” (Political), residency requirements in the United States historically can be traced back to the English feudal system brought to American colonial governments. (Schug , p. 5). Originally, residency reinforced patronage and created a “spoils system” through internalized hiring. This perceived corrupt system became one of many drivers behind initiating civil service reforms of the early 20<sup>th</sup> Century. Those initial challenges led to residency laws dropped from many jurisdictions.

Conversely, a renewed interest in residency came during the 1970's spurred by litigation and difficult economic conditions. There is a direct and recurring link between perceptions of commitment to one's community and depressed economic circumstances. It can be argued that angst over the current “Great Recession” is hindering the ability of many decision-makers to clearly determine the cost/benefit relationships of residency requirements for police in the City of Milwaukee.

The Wisconsin State Legislature is considering changing statutes to lift the Milwaukee residency requirement by allowing “Milwaukee police officers and firefighters to live anywhere in the five-county area, not just in the city” (Stein). Other pending legislation addresses lifting residency for “6000 Milwaukee Public Schools teachers” (wisn.com). These actions, when taken in aggregate, have created a firestorm of controversy over both the affect and intent of the legislation.

## Residency Patterns for Teachers as an Analogue for Police



The illustration depicted above from the 2000 census notes that the largest concentrations of educators are “on Milwaukee East Side, South Side and Bay View neighborhoods, along the Wauwatosa border and near Greenfield and West Milwaukee. The next darkest are in the northern part of the city near Ozaukee County with further concentrations also scattered about Milwaukee’s South and West Side Census tracts” (Schug , p. 16).

Significantly, few teachers chose to live in the central city. Therefore, one can argue that the residency requirement for teachers fails to draw individuals into inner-city neighborhoods (a laudable political outcome justifying residency for employment). If the patterns of residency depicted in this graphic mirror police residency patterns (which I believe they do) then the arguments about teacher residency (for or against) mirror police.

### **Why do residency requirements continue to be enforced?**

When one studies the economic behavior of city government with “public choice theory” (premised on the concept that individuals seek to maximize personal benefits while minimizing individual costs) one finds that public officials, as individuals, tend to maximize personal self-interest over public interest. They do this by utilizing the power of special interest groups to support maintenance of city policy.

Presently, public policy seems based on unchallenged public and emotional assessment. Residency requirements enhance an elected official’s public image and resultant electability. In essence, one can argue that city policy seems held hostage to the desires of untested special interest opinions and unstable economic conditions.

This report is designed to chronicle Association membership range of views on residency. The consequences of rescinding residency are not addressed in the scope of this report.

### **Research Question**

To what extent will be the effects of cessation of mandatory residency in the City of Milwaukee?  
The research findings that follow answer this question.



## Cities of Comparable Size

The following chart lists cities of comparable size. These cities were requested as part of this report by the MPA. These are “Vernon 18” Jurisdictions based on 2008 U.S. Census Data *Estimates* (we need to update this information with 2010 Census Data).

Note: The Vernon 18 designate originated from a 2009 arbitration agreement between the Milwaukee Police Supervisors’ Organization and the City of Milwaukee stipulating conditions of salary parity for bargaining purposes (Case 546).

JURISDICTION	POPULATION
Indianapolis	798,382
Austin	757,688
Columbus	754,885
Fort Worth	703,073
Charlotte	687,456
Memphis	669,651
Baltimore	636,919
El Paso	613,190
Boston	609,023

<b>Milwaukee</b>	<b>604,477</b>
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Denver	598,707
Seattle	598,541
Nashville	596,462
Washington DC	591,833
Las Vegas	558,383
Portland	557,706
Louisville	557,224
Oklahoma City	551,789
Tucson	541,811

Estimates are based on U.S. Census methodology for determining annual population of incorporated places over 100,000 (see [www.census.gov/popest/cities/SUB-EST2008.html](http://www.census.gov/popest/cities/SUB-EST2008.html)).

This researcher's initial findings led him to believe that the Vernon 18 list was insufficient as to both size and scope. The researcher expanded the list to cover 19 more cities with populations ranging from 945,942 to 147,433. These additional cities confirmed that residency was unstandardized. Significantly, there is no national norm.

### Expansion of the Vernon Cities

In order to insure proper coverage of residency requirements the initial Vernon data set was expanded to cover the following jurisdictions:

JURISDICTION	POPULATION
San Jose	945,942
Jacksonville	821,784
Detroit	713,777
Oklahoma City	579,999
Albuquerque	545,852
Long Beach	462,257
Kansas City	459,787
Atlanta	420,003
Colorado Springs	416,427
Cleveland	396,815
Minneapolis	382,578
Cincinnati	296,943
Buffalo	261,310
Fort Wayne	253,691
Birmingham	212,237
Boise	205,671
Des Moines	203,433
Rockford	152,871
Joliet	147,433

## Methodology

In planning the project this researcher and the Association agreed, that its prime purpose was to question the Membership as to their preferences based on the assumption that mandatory residency was to be eliminated. What drove this process was a desire to see what the effects of elimination would be by examining anticipated behavior of Members. It was not the scope of this study to discern if the Members believed residency should or should not be eliminated. We are concerned more with determining anticipated consequences and individual behavior initiated by residency modification.

### Stage One – Recruitment Policies

In order to determine current policy in each city thirty eight (38) police websites were visited and recruitment policies recorded. Those policies were then analyzed and displayed in the spreadsheet that follows. The jurisdictions name, population (the determining factor for inclusion) are highlighted and recruitment requirements noted. The one consistent variable of difference was residency and those differences are in text information in each graphic table.

### Stage Two – Survey Design

It was agreed that the research consist of both choice questions (choose one issue over another or list choices) and two qualitative open questions that would provide Members views on the residency issue. The Association sent a general mailing to its membership and included a printed survey (see Appendices “[Survey Questions](#)”) and a return envelope. The total response provided 511 surveys returned to the Association.

### Stage Three – Data Analysis

In order to insure anonymity and overall security the Association President handed the unopened envelopes directly to the researcher. This researcher had total control over all aspects of data entry and analysis. Survey Monkey was utilized as the input and display software.

Quantitative data were tabulated and displayed. Qualitative data were inputted by this researcher, sorted by comment content, and displayed in an appropriate area in this document. This researcher sought to give clear voice to the Members without undue interpretation. This document is as close to the existing consensus of the Association Membership as to the effect of residency revision or elimination as possible.

Finally, information on tax rates (see Appendices “[Municipal Tax Rates](#)”) for an adjacent community was included to inform the reader as to the extent to which believed economic benefits of moving are actualized.

### Data Summary

Only **two cities** reviewed for this report require Police Officers to reside in their city of employment at the time they are hired: **Boston** and **Milwaukee**.

Boston allows movement after 10 years of service. Finally, eight have distance or county restrictions. The rest have no residency restrictions.

INITIAL FINDINGS ON RECRUITMENT REQUIREMENTS											
JURISDICTION	POPULATION	AGE	CITIZEN	NO FELONY/MORAL CHARACTER	GED/HS/COLLEGE	DRIVERS LICENSE	MEDICAL	DRUGS	PHYSICAL	HONORABLE DISCHARGE-MILITARY	RESIDENCY
Indianapolis	798,382	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Austin	757,688	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
Columbus	754,885	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
Fort Worth	703,073	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Charlotte	687,456	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Memphis	669,651	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
Baltimore	636,919	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
El Paso	613,190	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
Boston	609,023	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>Milwaukee</b>	<b>604,477</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>
Denver	598,707	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
Seattle	598,541	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
Nashville	596,462	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
Washington DC	591,833	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
Las Vegas	558,383	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
Portland	557,706	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
Louisville	557,224	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
Oklahoma City	551,789	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
Tucson	541,811	Y	Y	Y	Y	Y	Y	Y	Y	Y	N

Resident of Marion County or one of seven adjoining counties.

Live within 30 minutes of report in station, achieved within 6 months of

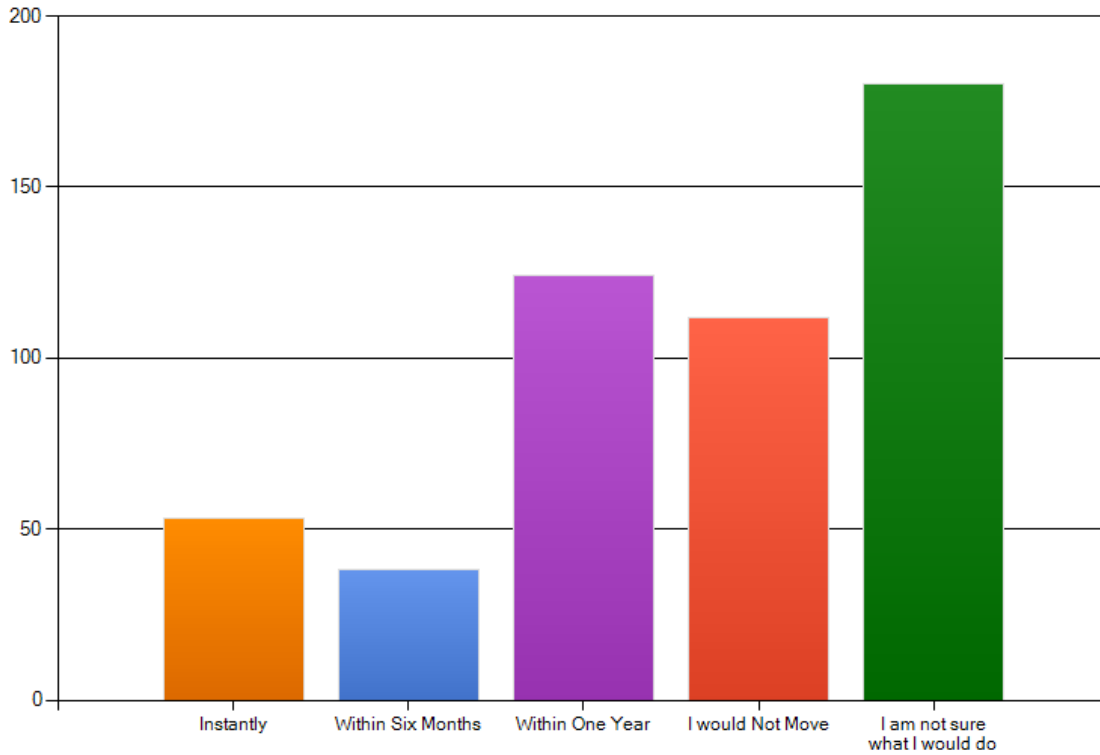
Reside in State of NC/SC and live within 45 mile radius of Police Headquarters.

Must reside within Boston upon hire. Free to move after 10 years service

**Must reside within Milwaukee**

EXPANSION OF DATA ANALYSIS TO NEW CITIES												
JURISDICTION	POPULATION	AGE	CITIZEN	NO FELONY/MORAL CHARACTER	GED/HS/COLLEGE	DRIVERS LICENSE	MEDICAL	DRUGS	PHYSICAL	HONORABLE DISCHARGE-MILITARY	RESIDENCY	
San Jose	945,942	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	
Jacksonville	821,784	Y	Y	Y	NM	Y	Y	Y	Y	Y	N	
Detroit	713,777	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	
Oklahoma City	579,999	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	
Albuquerque	545,852	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	
Long Beach	462,257	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	
Kansas City	459,787	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Live within city within twelve months of employment
Atlanta	420,003	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	
Colorado Springs	416,427	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	
Cleveland	396,815	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	
Minneapolis	382,578	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	
Cincinnati	296,943	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Must be a Hamilton County Resident by date of employment and maintain residency for length of employment
Buffalo	261,310	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Resided continuously in Erie, Niagara, Genesee, Wyoming, Cattaraugus or Chautauqua County for at least 90 days prior to March 16, 2100
Fort Wayne	253,691	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Meet residency requirements consistent with Indiana statute
Birmingham	212,237	Y	Y	Y	Y	Y	Y	Y	Y	N	N	
Boise	205,671	Y	Y	Y	Y	Y	Y	Y	Y	N	N	
Des Moines	203,433	Y	Y	Y	Y	Y	Y	Y	Y	N	N	
Rockford	152,871	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Employees must live in Winnebago County or within fifteen (15) miles of the Public Safety Building within six (6) months of the conclusion of their probationary period.
Joliet	147,433	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	

**With the drop of residency as a requirement for employment, I would move out of the City of Milwaukee.**



With the drop of residency as a requirement for employment, I would move out of the City of Milwaukee.		
Answer Options	Response Percent	Response Count
Instantly	10.5%	53
Within Six Months	7.5%	38
Within One Year	24.6%	124
I would Not Move	22.2%	112
I am not sure what I would do	35.6%	180
<i>answered question</i>		<b>505</b>
<i>skipped question</i>		<b>6</b>

## Representative Anonymous Comments

There is a sense of ambivalence over residency in the membership as to their moving if residency is dropped.

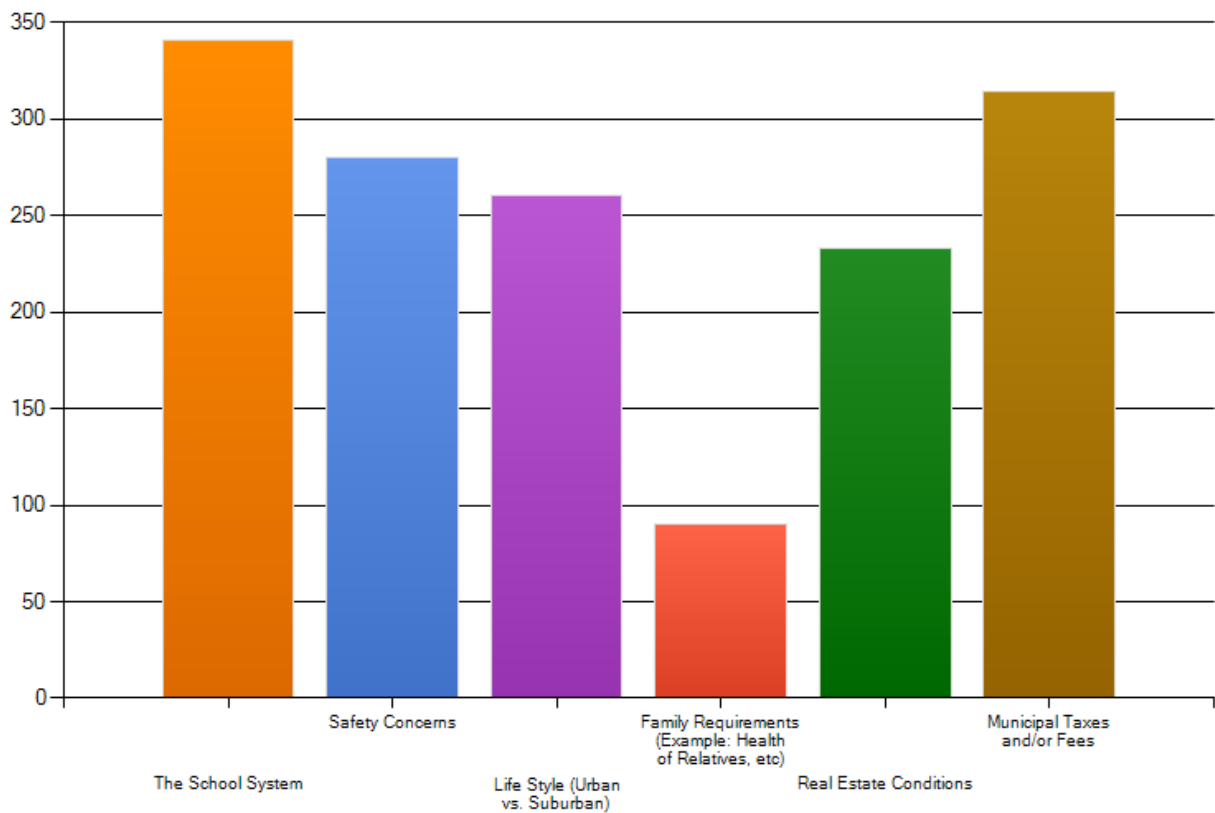
*There are a lot of officers that come on the job because they want to protect and serve and help better the lives of Milwaukeeans. Many of those officers didn't grow up in Milwaukee and have family somewhere else. These officers still are committed to Milwaukee, but also want to share their lives with their hometown family.*

*I own a house that, due to the downturn in the housing market, [it] has little equity left in it. I'm not sure I could find a buyer for my house. Given those two conditions, I don't know that I could move. Schools are my number one concern, so if I could afford to move, I would.*

*Lifting residency is on no benefit to me. I was born and raised in the city, and I currently live on the same street I grew up on. I enjoy Milwaukee. Property taxes are high, but if residency is lifted I guarantee the taxes in the municipalities surround us will increase in anticipation of the mass exodus of city employees. Lifting residency may be a perk for some, but not for me. Give me a pay raise instead.*

*I believe this requirement is outdated, since the improvement on roads and interstate [were] constructed. I don't see a difference in a commute from Waukesha to any District than someone that resides on the northwest part of Milwaukee that commutes to District 6 or 2 for work. Due to the real estate market, there won't be an exodus of officers and the these officers with less than 10 years to retirement may not leave to avoid another mortgage when they retire or attempt to sell another house. If I sell my house someone will take over my Milwaukee property tax and there won't be massive [numbers] of abandoned houses, as the Mayor projects.*

**Which of the following conditions determine my decision to move? (Check all that are appropriate)**



**Which of the following conditions determine my decision to move? (Check all that are appropriate)**

Answer Options	Response Percent	Response Count
The School System	71.8%	341
Safety Concerns	58.9%	280
Life Style (Urban vs. Suburban)	54.7%	260
Family Requirements (Example: Health of Relatives, etc)	18.9%	90
Real Estate Conditions	49.1%	233
Municipal Taxes and/or Fees	66.1%	314
Other (please specify)		81
<i>answered question</i>		<b>475</b>
<i>skipped question</i>		<b>36</b>



## Representative Anonymous Comments

The dominant theme that directly affects police families is the negative perception of the Milwaukee Public School System. Members with school age children believe that the only option they have for their kids is private schooling and attendant educational expenses that would not be needed if their children could attend safe suburban systems.

The next dominant issue is safety (personal and family). Officers object to the fact that they have to shop and interact with a public in Milwaukee that they recently arrested. Finally, there are economic conditions that act as catalysts for feelings of entrapment. A corollary to this perception is the belief that Milwaukee taxes are exorbitant (See Exhibit 2 for a table of taxes produced by the State of Wisconsin).

*Private school[s] are almost mandatory for our children since MPS is very poorly rated and I cannot send my children to the same schools in which have kids that I kicked in their door, shot their dog and arrested their Dad(s). Because of this it is very costly and unfair to officers. The local government employees hold down the base of the middle class in this city and because of this we are over burdened with rising health costs, inflation and the need to live somewhere else.*

*I/we only do about 10% of our shopping/entertainment/eating in the city of Milwaukee. Everything else is in other cities. When doing things in the city I feel like I have to have my guard up and like I am at work.*

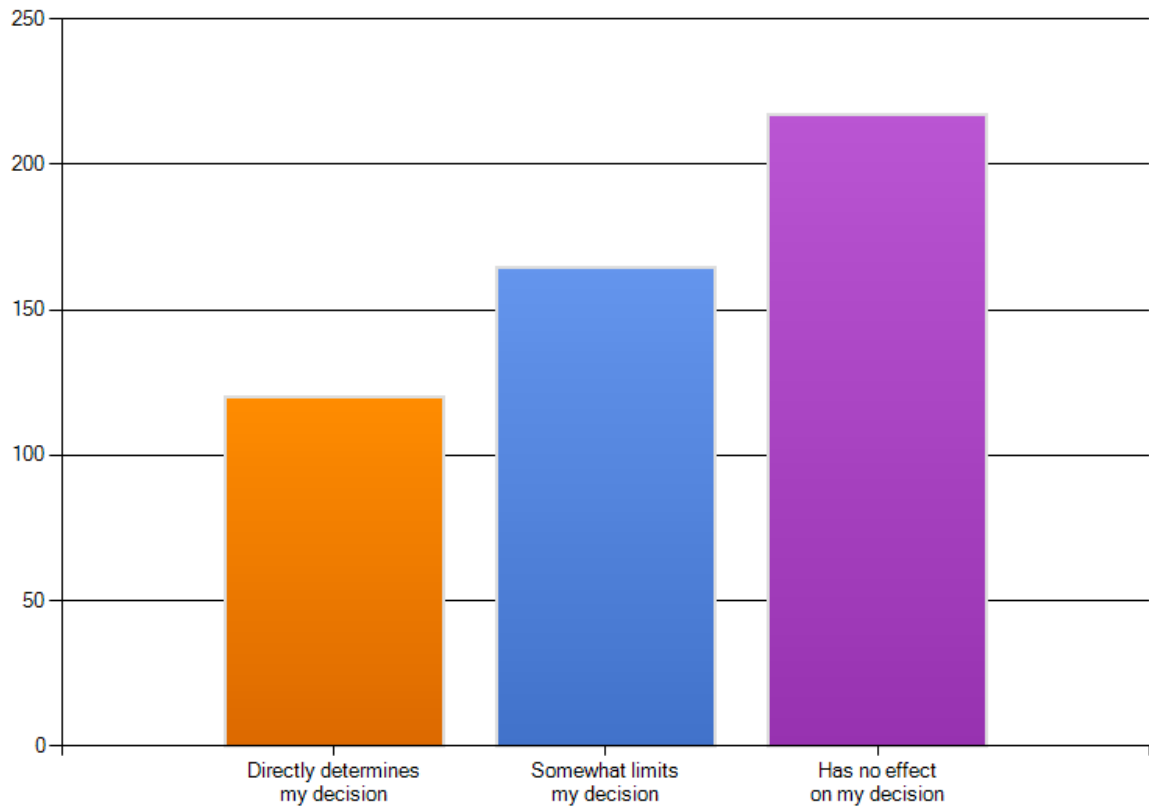
*I believe the level of stress of officers will decrease if we, and our families had a choice where to live. Less incidents of misconduct, less alcohol consumption, less worries. Greatest moments becoming an MPD officer and sad one knowing my family loses any choice where to live.*

*I have kids enrolled out of MPS so that makes the decision based on economy and whether I can sell house. How about the ability to move after 20 years on the job (preparing for retirement)?*

*We as officers need to be able to go home and not worry that someone might have broken in you residence. Yes, it happens everywhere but the chance of it happening in Milwaukee is greater. A suburban home is much more relaxing as well. You need to get away and recharges one you.*

*The answers to these questions will vary with an officer's time on the job. For me with 20 years on I will stay until retirement and hope to sell to another city employee. So at this time I am opposed to lifting the residency requirement. If however I had between 1-10 years on the job, my outlook on this would be completely different. At this time, our goal is to move to the middle part of the country for some lake living for our retirement years.*

**To what extent does the current economy determine your willingness to move?**



To what extent does the current economy determine your willingness to move?		
Answer Options	Response Percent	Response Count
Directly determines my decision	24.0%	120
Somewhat limits my decision	32.8%	164
Has no effect on my decision	43.4%	217
<i>answered question</i>		<b>500</b>
<i>skipped question</i>		<b>11</b>

## Representative Anonymous Comments

Respondents emphasized a feeling of entrapment. The economy is stagnant. Housing and real estate markets are inelastic. Sales seem nonexistent and the membership seems to believe that it will take years for elasticity to return to the market.

The angst over one's ability to sell one's home is significant. Couple these feelings with the dominant social issues confronting the City of Milwaukee and you have dissatisfaction.

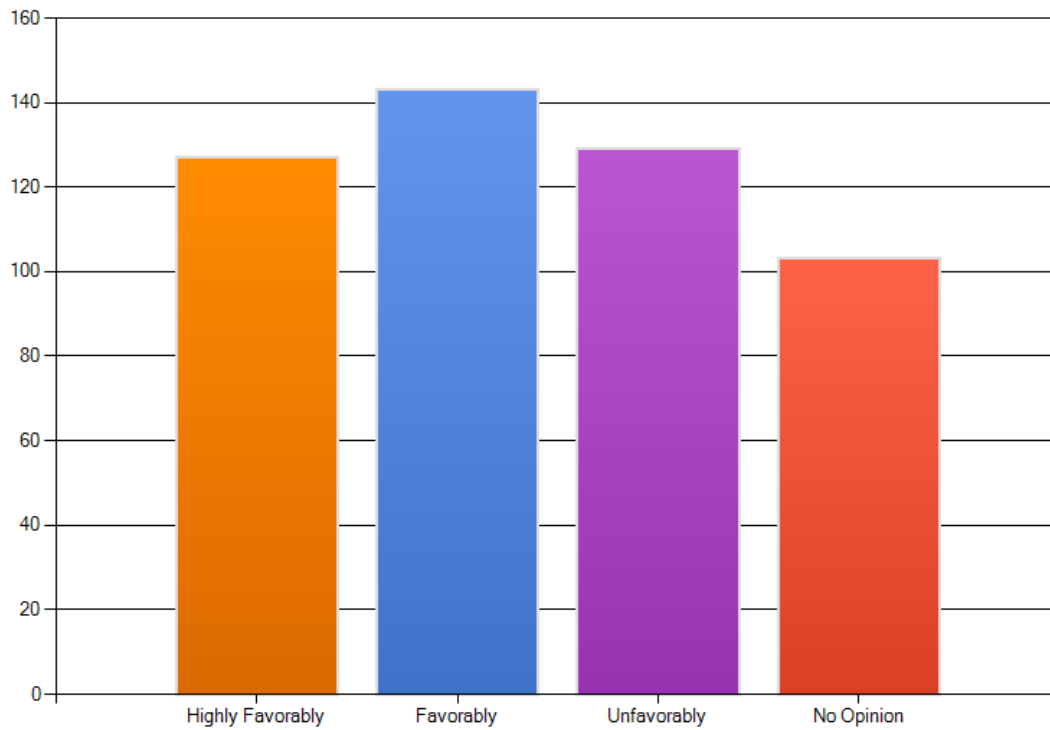
*Please buy my house so I can move out of this place. If I can't sell, I can't move. Residency means nothing to me if I can't sell. I'm stuck. Just like all the others.*

*The poor economy along with high taxes will certainly limit the sale of my house which will limit my ability to move out.*

*I am going to retire somewhat soon so I don't want residency to be lifted so I can sell my house. My kids are enrolled in a suburban school already. Even if residency was lifted I wouldn't sell my house to move 5 miles. I've been stuck for 18 years, what's another 7.*

*I don't think it's fair to take in cases to the DA's office and have Milwaukee County not process them or see repeat felons get probation time after time, for crimes like burglary/robbery and deal with the stress and frustration of it. Then also have to deal with the fact that if it happens to my house I will have to face the same system. A place where it would be more difficult for a subject I arrest to find transportation to my residence. Even though a lot of officers leave it will be very difficult for me not to leave because we need somebody to sell our house to.*

If the residency requirement were altered to stipulate that you would have to live within a specific distance from your duty station, how would you view that changed condition of employment?



If the residency requirement were altered to stipulate that you would have to live within a specific distance from your duty station, how would you view that changed condition of employment?

Answer Options	Response Percent	Response Count
Highly Favorably	25.5%	127
Favorably	28.7%	143
Unfavorably	25.9%	129
No Opinion	20.6%	103
<i>answered question</i>		<b>499</b>
<i>skipped question</i>		<b>12</b>

## Representative Anonymous Comments

Many communities in the United States who have residency restrictions design those restrictions around a specific distance from a static “duty station”. Most require police officers to live with a specific county, number of counties or distance from the city that employs them.

The overwhelming majority of members’ surveys noted that for a city the size of Milwaukee requiring one to live a specific distance was illogical. The MPD transfers officers on an as needed basis and requiring one to buy a home relative to the District she/he serves in is absurd.

*How does that related from distance from station (D4 or D6) far ends - I see distance from city but how can you say from duty station. If I work at D4, but live far end of D6 am I out of range?*

*You can't stipulate distance from specific work locations because you may be in compliance with the rule at one point, then get an unwanted transfer and be in violation of the rule. It needs to be setup in a way that allows you to live with a certain distance of the City itself because that never changes. Or set it up saying you have to live a certain distance from a specific point (City Hall). Countywide is another option.*

*Residency is nothing more than keeping taxes in the city. If a response time is the factor, I could respond to Districts 3, 5 or 7 faster from Oak Creek than I could from the NW part of the City.*

*I don't think it's a good idea to have to live within a certain/specific distance from you duty station. What happens if you get transferred.*

*A geographic restriction to live a certain distance away is a favorable step. But I personally feel that now employer, municipal or otherwise, should have the power to limit choice of residency. It becomes a matter of denying me my freedom to choose where and how I raise and provide a better living for my family. After all we protect everyone else s freedom to do and go where they want.*

*It should be a specific distance from the city. What if you get moved districts. I don't think the MPA should waste its time on this. Work on increasing pay and decreasing cost of benefits than we can afford private school. Work on allowing more reciprocity to other school districts for staying in the city. We like the city - we hate the school system. If cops don't want to live in the city - go work for a suburban department.*

## Summary

In answering the following research question:

To what extent will be the effects of cessation of mandatory residency in the City of Milwaukee?

One must conclude that the surveyed membership generally believes that residency no longer serves a viable function but the effects of eliminating residency on the willingness of the Membership to stay or leave the City are mixed. The decision to move away is dependent on a mix of constantly changing variables, economic conditions, and personal needs that are very hard to predict.

This comment articulates many members' positions well:

*This isn't horse and buggy time. Everyone has a car. For some people, it doesn't matter if they live across the street from a district station, it will take them an hour to get to work in an emergency call-up situation. Distance should not be a stipulation. Eliminating residency would bring in better candidates for police officers, improve morale in the department, and better the force through attrition. I'd rather see the union contribute money to lobbyist and this passed as a state law, rather than allow it to be used as a bargaining chip.*

## A Final Thought

This researcher (a homeowner and resident of Sherman Park) is struck by the irony of being forced to react to the obvious. Police departments employ human beings who react to conditions affecting their personal lives as *normal humans* generally do. However, more importantly, they deal with the City's problems on a continuous basis in ways the average citizen cannot fully understand. Hyper-vigilant to the city's difficulties, they become extremely sensitive to their own familial needs.

Significantly, when confronted by a perceived inability to provide their families with a personal high level of "comfort and convenience" and a safe, "rich social life"...the same one they work to provide the population of their city, they rebel. Thus, the "open wound" alluded to at the beginning of the report. More importantly, this report chronicles an acute awareness of individual members that, regardless of the outcome of the fight over residency: the police officer is still a Milwaukeean with a stake in the well-being of our City.

Finally, the individual officer reflects the desire of the average Milwaukeean to "fix the school system" (Anonymous Comment). Redirecting our energy back onto this central, systemic, and controversially complex issue would do much to reduce the friction that hinders people of good will to continue living together and exasperates the endemic problem mandatory residency presents.

## References

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## Appendices



## Research Questions

Please answer the following questions. This survey records your thoughts if given the opportunity to live wherever you wish. Your responses are anonymous. All questions suppose alteration of the residency requirement stipulating that Police Officers must reside in the City of Milwaukee.

1. With the drop of residency as a requirement for employment, I would move out of the City of Milwaukee.
  - a. Instantly
  - b. Within Six Months
  - c. Within One Year
  - d. I would Not Move
  - e. I am not sure what I would do
2. Which of the following conditions determine my decision to move? (Check all that are appropriate)
  - a. The School System
  - b. Safety Concerns
  - c. Life Style (Urban vs. Suburban)
  - d. Family Requirements (Example: Health of Relatives, etc.)
  - e. Real Estate Conditions
  - f. Other
3. To what extent does the current economy determine your willingness to move?
  - a. Directly determines my decision
  - b. Somewhat limits my decision
  - c. Has no effect on my decision
4. If the residency requirement were altered to stipulate that you would have to live within a specific distance from your duty station, how would you view that changed condition of employment?
  - a. Highly Favorably
  - b. Favorably
  - c. Unfavorably
  - d. No Opinion
5. Please add any comments about the MPD Residency Requirement that you would think useful to your Association Leadership.

## **Boston Residency Requirement**

### **Article II. Residency**

Effective upon ratification and approval, members of the bargaining unit must be residents of the City of Boston in accordance with the City of Boston's Residency Ordinance (Ord. 1976, c. 9 as amended), except that after ten (10) consecutive years of active service from date of hire with the City of Boston, bargaining unit members will be exempted from the Residency Ordinance.

Agreement: City of Boston and Boston Municipal Police Superior Officers Association, IBPO

## Municipal Tax Rates-Net Levy (2010-2011)

This is a comparative table designed to aid in judging taxes. The communities chosen were adjacent to Milwaukee and represent areas to which Association families might migrate to with the end of mandatory residency.

Type	Name	Net Rate	Net Rank	Per Capita	Rank
City	Milwaukee	25.25	65	1284	290
City	Brookfield	18.02	501	2798	37
City	Cedarburg	19.00	449	1940	90
City	Mequon	16.01	559	2840	34
City	Oak Creek	21.61	270	2064	72
City	Pewaukee	14.89	580	3177	27
City	Port Washington	17.20	524	1361	255
City	Wauwatosa	22.16	223	2643	42
City	West Allis	25.91	44	1758	116
Village	Brown Deer	26.19	38	2408	50
Village	Cedar Grove	21.48	281	1411	238
Village	Elm Grove	18.50	467	3202	25
Village	Fox Point	24.17	106	3809	20
Village	Germantown	18.41	472	2195	63
Village	Greendale	25.13	68	2358	53
Village	Oconomowoc Lake	14.68	584	9432	4
Village	West Milwaukee	29.18	7	2506	48
Village	White Fish Bay	22.45	202	3235	24
Town	Brookfield	15.12	1015	2431	171
Town	Delafield	13.30	1152	2442	168
Town	Franklin	18.91	318	1505	630
Town	Glendale	24.17	9	1386	777
Town	Oconomowoc	13.98	1121	2477	160

The table was constructed from State of Wisconsin Tax Levy information.