

PROFESSIONAL FIRE FIGHTERS OF WISCONSIN, INC.

7 NORTH PINCKNEY STREET, SUITE 200, MADISON, WI 53703-2840

PHONE: (608) 251-5832 / FAX: (608) 251-8707

MEMBER OF INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

MEMBER OF WISCONSIN STATE AFL-CIO



MAHLON MITCHELL
STATE PRESIDENT

ALAN HEFTER
STATE VICE-PRESIDENT

STEVE WILDING
STATE SEC. / TREAS.

March 6, 2013

Members of the Joint Committee on Finance:

The Professional Fire Fighters of Wisconsin (PFFW) represents over 3,200 fire fighters in 57 local departments statewide. We urge you to support the proposed end to residency requirements for the men and women who put their lives on the line each day to serve the State of Wisconsin.

We believe that every fire fighter in Wisconsin should have the freedom to live where they wish. That change will have a positive impact on Wisconsin's ability to recruit and retain high-quality fire fighters to serve and protect the communities of our state.

The fire fighters of Wisconsin have freely chosen their career path. We will continue to serve our neighborhoods to the best of their abilities regardless of where we live. Individual fire fighters risk their lives every day to protect the people of our state and for that they deserve the option to choose what is best for their families.

Again, we hope you will support the proposed lift on Wisconsin's residency rule for fire fighters throughout Wisconsin. It is the right thing to do.

Sincerely,

Mahlon Mitchell
President
Professional Fire Fighters
of Wisconsin, Inc.

Alan Hetter
Vice President
Professional Fire Fighters
of Wisconsin, Inc.

Steve Wilding
Secretary/Treasurer
Professional Fire Fighters
of Wisconsin, Inc.



Professional Fire Fighters Association of Omaha

LOCAL 385

OMAHA, NEBRASKA

AFFILIATED
INTERNATIONAL ASSOCIATION
OF FIRE FIGHTERS

NEBRASKA STATE AFL-CIO



AFFILIATED
NEBRASKA
PROFESSIONAL FIRE FIGHTERS

AFFILIATED WITH AFL-CIO

A PROUD PROFESSION • A BOLD UNION • A BRIGHTER FUTURE

March 10, 2013

Dear Representative John Nygren,

My name is Steve LeClair and I am President of the Professional Firefighters Association of Omaha, Local 385 which is the sole and exclusive collective bargaining agent on behalf of employees of the Omaha Fire Department in Omaha, Nebraska. I represent over 650 firefighters and their families in negotiating with the City of Omaha regarding wages and terms and conditions of employment, and I write to you to provide perspective on an issue facing firefighters and other municipal employees in the State of Wisconsin with regard to residency requirements.

The City of Omaha has not had a residency requirement applicable to its firefighters or police officers at any time. There was an effort in the mid-1980s to impose one by virtue of an ordinance that was later overturned by the court system, and we have had generations of firefighters come through Local 385 who have worked their entire careers without being under the requirements of a residency clause. With that being said, over half of our members do in fact live in the city of Omaha, and roughly 80% of the total membership lives either in the city or within the city zoning area; which is 3 miles from the city limits. The fact we have not had a residency requirement has not diminished the level of professionalism and effectiveness of our Fire Department. Quite to the contrary, we are very proud to have been recognized for the level of safety and technical expertise we provide to the citizens, whether it is in fire protection or emergency medical services. It has not been my observation that the lack of a residency clause has reduced the overall morale of the Department, as during my tenure I have lived both inside and outside the city, and even outside the State of Nebraska. During these times I have seen our Department excel in the provision of services to the citizens in increasingly difficult economic times. Based on this long history it has not been my observation that a lack of a residency requirement for public safety employees in Omaha has led to a depression in the real estate market. In fact, according to a recently released Brookings Institution study, Omaha was the No. 1 ranking economic performer among American cities during the most recent recession. I note that Madison, Wisconsin was No. 5 on that list. This rating took into account the fact that among the top 100 municipalities in the country, Omaha ranked 21st during the recession with respect to housing values.

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As is the situation in the State of Wisconsin, our firefighters are selected through a vigorous application, testing and interview process and they are hired on the condition that they satisfy the Firefighters Code of Ethics. The men and women on the Omaha Fire Department accept the immense responsibility of engaging in the important work of public safety with a sincere commitment to the citizens they serve, even if they do not actually live within the corporate city limits. We would expect nothing less as the safety of the citizens we serve is a shared commitment along with the commitment that we look out for one another when engaging in the dangerous work we are called on to perform.

In the city of Omaha, I am not aware of any residency requirement placed on any employee of the City, be they in public safety or otherwise, and the city itself is able to operate efficiently and responsibly without jeopardizing public safety.

For your information, the Fire Chief of the City of Milwaukee is a man named Mark Rohlring, whom I know fairly well as Mark worked over 20 years in the Omaha Fire Department before moving on to a career in fire management. During his entire career with the Omaha Fire Department, Chief Rohlring did not once live inside the city limits of Omaha and he was able to complete his career here as a decorated and respected member of the Omaha Fire Department. He was also able to move to a management capacity in other departments, including the City of Milwaukee, and continue that level of performance in his adopted communities in large part because of his professional commitment to the fire service.

Omaha has long compared itself to the cities of Milwaukee and Madison, Wisconsin when determining wages and terms and conditions of employment based on an array of comparable employers with our Fire Department. I have extensive experience evaluating those agencies and I have no hesitation in saying that the removal of residency requirements on those employees would have no diminishing effect on their ability to respond to the safety needs of the citizens they serve.

Professional Fire Fighters Association of Omaha

LOCAL 385

OMAHA, NEBRASKA

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For these reasons, I ask that you would support giving relief to employees of municipalities in the State of Wisconsin subject to residency requirements, and I would be happy to visit with any of you if you have any questions. Thank you for your favorable consideration.

Sincerely,

Steve LeClair, President
Omaha Professional Fire Fighters Association
IAFF Local 385

cc: Members of Joint Finance Committee
David Seager, President, Milwaukee Professional Firefighters, Local 215



BE A FORCE

Milwaukee Police Department
Police Administration Building
749 West State Street
Milwaukee, Wisconsin 53233
<http://www.milwaukee.gov/police>

Edward A. Flynn
Chief of Police

(414) 935-7200

February 14, 2013

Governor Scott Walker
Wisconsin State Capitol, 115 East
Madison, WI 53702

Dear Governor Walker:

We are writing to express our concern over a request to eliminate the residency requirement for police officers and firefighters through the state budget process. We understand that the leaderships of the unions representing the employees of our departments have made this request.

Combined, we have over 70 years of governmental public safety experience in seven states. We offer a perspective that is not necessarily available to those in the midst of the longstanding debate about this issue. What we really need in the governing process is a little more practical wisdom and a little more skepticism about simple answers to complex problems. It is our hope that if we can point out some things that we have learned through our experience, that some of these discussions might move in a more positive direction.

It is easy to understand why any city worker is attracted to the suburbs, particularly given that so many of them are paying tuition to school their children. But this is a benefit not without negative consequences. It has a dramatic impact over the long term on the economic and social life of the city. It doesn't happen all at once, but gradually and inexorably as a critical mass of middle-class city workers and their families leave the city.

Those who can sell their houses do. But the value of those houses decreases as the potential market for those houses decreases. Those unable to sell their houses take the equity as a down payment and rent their homes, destabilizing the neighborhood. The police officers and firefighters who move soon find they are strangers in two communities. Gradually, an important connection between the protective services and those whom they protect is lost.

We are each proud to be able to say at community meetings, "My staff share your burdens and concerns as they share a great responsibility for the city." We don't believe the level of professionalism will decline if they move, but the bonds of trust and legitimacy with the people who are being protected will be frayed. Viable cities are the result of a very delicate balance of economic and social diversity. Sudden disruptions in that balance have historically had negative consequences.

When I, Chief Flynn, was a police officer in Jersey City, state law released firefighters, teachers, and police officers from the residency requirement. I saw firsthand what happened to Newark, Jersey City, Paterson, Trenton, and Camden when these workers left their cities. None benefited from the loss of this critical part of their middle-class. Most of these cities have never recovered. The same sad scenario has played out across the nation in other old industrial cities such as Buffalo, Baltimore, St. Louis, Cincinnati, and Detroit.

When I, Chief Rohlffing, was a firefighter in Omaha, the city had already lifted its residency requirement in the 1960's. At the time I left, about 60% of our force was living outside the city. While Omaha has a smaller

IN SOME JOBS, SUCCESS IS MEASURED BY WHAT DOESN'T HAPPEN.

RESIDENCY REQUIREMENT
FEBRUARY 14, 2013
PAGE 2 OF 2

population than Milwaukee, it has a 30% larger land area and three school districts from which to choose, but people still moved outside city limits. Based on this experience, I think Milwaukee's concerns that a significant number of employees would move out over time are well-founded. Those who moved out were still good employees but they were no longer paying the city taxes and were therefore were not as invested in the city's problems.

Milwaukee firefighters will tell you that one of the proudest monuments of their life is when they walk across the stage at recruit graduation and are presented with their badge, officially joining the Milwaukee Fire Department. All our firefighters make an important life and career decision when they decide to take our entrance test, when they choose to enter recruit training, and when they choose to become a Milwaukee firefighter. Each of these very important decisions is made with full knowledge that they will live in the City of Milwaukee. I ask you to please leave the critical decision of residency in the hands of our local elected officials. The men and women of the Milwaukee Fire Department have made a conscious choice to live in the city by choosing to serve as a Milwaukee firefighter, please let them live up to their word and obligation.

Given that police and fire unions are the only unions still able to negotiate contracts with the city, it must be recognized that the potential for additional budget pressure exists. The state would be essentially giving these unions something for nothing and then saying that the city still has to bargain with them. Not only do we lose the immediate economic trade-off by not receiving anything in exchange, but also the future leverage the residency requirement will provide us to make modifications to employee benefit packages.

We also note that only Milwaukee is affected by another law that states that arbitrators are required to isolate police contract provisions issue-by-issue. This means that rather than deciding between two final and best offers, provisions are no longer weighed against each other once labor negotiations reach an impasse. That creates a dangerous climate in which, regardless of the aid cuts to the city and its inability to raise additional revenue, it might still be exposed to additional budgetary pressure by an arbitrator's award that refused to take into account the city's finances.

For these reasons, we urge you not to include any change to residency requirements in your Executive Budget. Thank you for considering our comments.

Sincerely,


EDWARD A. FLYNN
CHIEF OF POLICE
MILWAUKEE POLICE DEPARTMENT


MARK A. ROHLFING
FIRE CHIEF
MILWAUKEE FIRE DEPARTMENT

c: Majority Leader Scott Fitzgerald
Speaker Robin Vos
Senator Alberta Darling
Representative John Nygren ✓
Members, Joint Committee on Finance



WILLIE L. HINES, JR.
15th District Alderman
Common Council President

February 8, 2013

ASHTANTI HAMILTON
1st District Alderman

Governor Scott Walker
WI State Capitol
115 East Capitol
Madison, WI 53702

JOE DAVIS, SR.
2nd District Alderman

Dear Governor Walker:

NIK KOVAC
3rd District Alderman

On behalf of the City of Milwaukee, we ask you to not include lifting the residency requirement for City of Milwaukee police and fire employees or general employees in your executive budget.

ROBERT J. BAUMAN
4th District Alderman

Residency in the City of Milwaukee has been a condition of employment for all employees since 1938. Removing the residency requirement particularly for police and fire employees would be a terrible inequity to taxpayers in Milwaukee. By state law, residency as a condition of employment is a mandatory subject of collective bargaining and these employees, through your actions, are our only employees who have retained that right. Additionally, Milwaukee police have the most favorable arbitration laws in the state, if not the country, with issue by issue arbitration.

MILELE A. COGGS
6th District Alderman

Governor, this is not a gift that should be given to them. It is a matter of local control and bargaining, and thus, should be handled between the City's labor negotiator, Mayor, and Common Council as the management of the City's finances representing taxpayers' interests and the union representing their member's interests. We fail to see why this is a matter of statewide concern. Many communities throughout the State have some form of a residency requirement, and each community must decide what works best for them on the local level.

ROBERT G. DONOVAN
8th District Alderman

The issue of residency has gone to arbitration at least twice before and each time the arbitrator has ruled in the City's behalf citing that the union has not offered a sufficient quid pro quo as there is real economic value to the City and its taxpayers for giving it up. The value of what the union offered at that time would be just over \$4 million dollars today. If you insert yourself and circumvent the negotiating process, you are in effect giving the unions something of incredible value and giving nothing to the taxpayers in return. You will be imposing a tax increase on Milwaukee residents by including this in your budget.

ROBERT W. PUENTE
9th District Alderman

We are currently in negotiations with these unions for their next contract. We have been and continue to be very generous with these unions who have the most favorable public employee retirement benefits statewide with a 25 year-and-out provision. General City employees' wages have been frozen for over 5 years while these unions have continued to receive wage increases over the last several years. Additionally, police and fire make up over 60% of the City's operating budget and the entire state shared revenue amount does not even cover the police budget alone. It is not asking too much of our employees to live amongst the taxpayers they serve and who pay their salaries and pensions.

MICHAEL J. MURPHY
10th District Alderman

JOSEPH A. DUDZIK
11th District Alderman

JOSÉ G. PÉREZ
12th District Alderman

TERRY L. WITKOWSKI
13th District Alderman

It is unclear to us what problem you are trying to solve by eliminating the residency requirement. We do not have a problem with recruitment, retention or attracting quality candidates. In our most recent recruitment, the City received 5,743 applications for the position of firefighter and 3,691 for the position of police officer from applicants all over the country. It also has not impeded our ability to retain quality employees. Last year, only 2 sworn firefighters and 12 sworn officers voluntarily separated from City employment.

TONY ZIELINSKI
14th District Alderman



From: Brent Oleson <sheriff1@co.juneau.wi.us>
Sent: Monday, March 04, 2013 10:30 AM
To: Darling, Alberta; Sen.Harsdorf; Sen.Olsen; Sen.Leibham; Sen.Lazich; Sen.Grothman; Sen.Shilling@wisconsin.gov; Sen.Wirch; Rep.Nygren; Rep.Strachota; Rep.Kooyenga; Rep.Knudson; Rep.LeMahieu@wisconsin.gov; Rep.Klenke; Rep.Mason; Rep.Richards
Cc: David Kaminski; Dean Meyer (badgersheriff@brucetel.net)
Subject: Residency Requirement in Budget Bill

Dear Members of Joint Finance,

Currently the Governors' Budget Proposal eliminates residency requirements for municipal employees. As Chairman of the Legislative Committee for Wisconsin Badger State Sheriffs Association (BSSA), I want to make you aware that most Sheriff's do not support this proposal.

The majority of Sheriff's Offices in the State require their deputies to live in the county they serve. A few counties actually require their deputies to live in specific areas of the county. The reason for this is a timely response should emergency situations arise. Additionally, deputies who live in the county they serve are more familiar and knowledgeable with the people they take an oath to "serve and protect." This makes sense and is the whole basis for the "community policing concept" that police agencies have strived and worked toward in the last several decades. To now veer away from this recognized and effective concept would be detrimental to good policing policy and contrary to the public's best interest.

I ask that you not support the removal of the residency requirement as proposed in the Governor's Budget.

Feel free to contact me if you have any questions regarding this matter.

Respectfully,

Sheriff Brent H. Oleson
Juneau County Sheriff's Office
200 Oak Street
Mauston, WI 53948

Phone: (608) 847-9481



Members of The Joint Committee on Finance:

On behalf of the 2,715 police officers and firefighters represented by the Milwaukee Police Association and Milwaukee Professional Firefighters Association, we respectfully request that you support Governor Walker's proposal to eliminate Wisconsin's residency requirement for public employees in the 2013-2015 state budget.

The men and women of the Milwaukee Fire and Police Departments affirm their commitment to the safety and security of the City of Milwaukee each and every day. These hard working, dedicated public servants have freely chosen to put their lives in harms way to protect our community. And they will continue to do so, regardless of where they choose to live.

Minneapolis, Indianapolis, St. Louis, Denver and Cincinnati all comparable in size and demographics to Milwaukee, do not have residency requirements for Police and Fire personnel. In fact, almost every major urban area in the country has abandoned these unnecessary residency requirements.

Defenders of the status quo have resorted to scare tactics – they warn of devalued property, escalating crime rates and delays in response times. There is simply no evidence to support these claims.

Many of Milwaukee's police officers and firefighters will remain in Milwaukee. Those individuals that do choose to relocate will only do so after they have sold their homes. They will not abandon that investment. They will sell homes at fair market value to other families. This exchange ensures that the property values and neighborhoods will remain stabilized.

If other cities are any indication, there is no correlation between the elimination of residency restrictions and increases in crime rates. In fact, most cities have seen crime rates decrease after residency was eliminated.

Claims about increases in response times are also completely baseless. No officer or firefighter responds to an emergency call from his or her home. They are dispatched from district police stations or local firehouses while on duty.

Our unions have attempted to resolve the residency issue with city leaders at the bargaining

WISCONSIN PROFESSIONAL POLICE ASSOCIATION

Law Enforcement Employee Relations Division • Supervisory Officers Relations Division • Civilian Employees Relations Division

March 6, 2013

The Honorable Members of the Wisconsin Legislature's Joint Committee on Finance:

Representing nearly 10,000 members from more than 300 local association affiliates, the Wisconsin Professional Police Association is the state's largest law enforcement group. Our mission is to protect and promote public safety, as well as the interests of the dedicated men and women that serve to provide it. I write to share the WPPA's support for Governor Walker's proposed 2013-2015 state budget proposal to end residency requirements for municipal employees, which we believe will effectively serve that ideal.

Wisconsin's law enforcement community continues to successfully confront a difficult economic environment to keep our streets safe. Governor Walker's budget proposes a number of law enforcement-related provisions and investments aimed at helping our members maintain the quality of public safety that our citizens have come to expect and have every right to deserve. One such proposal would wisely repeal stringent residency requirements mandating where law enforcement officers reside.

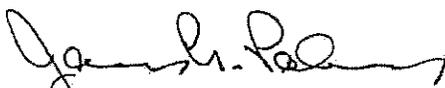
Across the nation, residency requirements have become increasingly rare, as state and local governments have recognized the limitations that they pose on law enforcement agencies seeking to recruit and retain the best candidates for employment. In Wisconsin alone, we are aware of agencies that have struggled to attract a sufficient number of candidates to apply for new positions due to these archaic residency standards. Governor Walker's proposal to eliminate these austere requirements will provide law enforcement agencies with the flexibility they need to draw from a larger pool of candidates, thus aiding them to ensure Wisconsin's ability to remain a safe place in which to live, work, and raise a family.

The law enforcement officers that risk their personal safety to provide for the safety of others deserve the right to choose where to live and to raise and educate their children. Allowing officers this freedom will benefit public safety, while doing nothing to undermine their undying commitment to honorably execute their duty to keep our communities safe. Our members' uncompromising devotion to public safety will persist regardless of where they have to reside while off duty, but their agencies' abilities to effectively fulfill their mission to protect us all will improve. For that reason, the WPPA commends Governor Walker on his proposal to lift residency requirements, and we respectfully urge the members of this committee to support this measure.

Thank you in advance for your consideration.

Respectfully,

THE WISCONSIN PROFESSIONAL POLICE ASSOCIATION



James L. Palmer, II
Executive Director

