



West Allis Police Department

Administrative Officers Association

December 8, 2005

Dear Mayor Bell and Members of the Common Council,

Now that negotiations have begun with the Police, Fire, and Public Works Departments, I would like to remind you that we, your Police Administrative Officers Association (AOA), continue to be faithful, loyal and committed to this community. I would also like to take this opportunity to bring some important concerns of our membership to your attention.

I am sure you recall that the last police contract was a subject of arbitration between the City and the Police Association. That arbitration resulted in a two percent lift in the Police Association member's salaries. That increase, although granted solely to the police, was given away freely to every other union employee in the city. This percentage lift was specifically requested by our membership but it was denied to the members of the Administrative Officer Association.

Denying this increase to the police supervisors, (and other non-represented personnel), left a lasting impression with us. It has raised many questions regarding our status within the City of West Allis.

I would like to mention that during the 2003-2005 contract negotiations we fought a continuous battle to keep up the morale of the rank and file officers. There were noticeable changes in employee attitude and behavior that had to be monitored and modified on a daily basis. The after effects of the negotiations continued even after the contract was settled. During this time we did not allow the professionalism or level of production of our police officers to diminish.

There are numerous reasons why the police administrators should not be overlooked when handing out pay increases. One critical issue is our unending scrutiny of overtime. We continuously watch over the overtime issues of all police personnel and constantly examine methods to further reduce the financial burden to the City and the taxpayer. I am certain that our efforts continue to save the City a tremendous amount of capital annually.

Due to budget constraints, positions continue to be shifted and cut in the administrative division. In 2000 we combined the traffic lieutenant, with the dayshift lieutenant. This move allowed us to create a new position for a night shift lieutenant. That night shift position has now been eliminated. We have also eliminated the dayshift detective bureau lieutenant and have been operating without a second shift lieutenant in the detective bureau on and off for nearly two years.

This year we have eliminated another lieutenant with the loss of the supervisory position in the MMDEG unit. The workload and responsibilities performed by these administrators has never been eliminated but instead they have been absorbed into the responsibilities of the remaining supervisors.

Every administrator at the police department has been voluntarily working a minimum of nine and ten-hour days, nearly every day, without overtime compensation; this is just to keep up with the ever-increasing workload and has become a necessity. This increased workload and extended workday has been done without complaint up to this point and totals hundreds of hours per year for each administrative officer. As a result of the economic climate, we understand the needs for cuts and the need to "do more with less." However, we are now edging towards "just barely getting by" in providing quality service and keeping overall morale at an acceptable level.

As the patrol officer's pay continues to rise it continues to compress the ranks between the association members and administration. Officers can remain in the association and continue to reap the benefits of raises in pay, overtime allowances, and union protection. Fair and comparative compensation is clearly a factor in motivating a person to become an administrative officer. The City has removed the incentive for qualified officers to seek promotions. In the last promotional process for a Captain's position, only two candidates applied. This is troubling to all of us.

Currently, there is not much of a monthly difference in pay between a Specialist III patrol officer and a Lieutenant. The patrol officers can easily make up that difference (and more) through mandatory court appearances and overtime pay and therefore easily surpass the salary of their supervisor.

Please consider that all the administrators at the police department continue to work numerous extra hours, take on extra duties as essential positions are downsized, control overtime and morale issues, maintain or increase productivity, and make critical decisions daily that limit City exposure to civil action. The greatest value to the City is in retaining the highly skilled employee for as long as possible rather than losing them to early retirement or a job change.

On behalf of the West Allis Police Department Administrative Officers Association I hope that you will remember us this year when the contracts are settled. We are only asking to be treated fairly. I can promise you that, as your administrators, we will continue to pursue our Mission and Vision Statements and provide the highest quality of service to the citizens of West Allis.

Respectfully submitted;



Captain Charles Unger
President - West Allis Police Department Administrative Officers Association

Cc; West Allis Police and Fire Commission
Paul Ziehler – City Administrator
Chief Dean Puschnig