



MAYOR'S OFFICE

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To: Honorable Members of the Common Council

From: Mayor Dan Devine *DD*

RE: Structural Reorganization

I am writing this memo to share my thoughts on changes to West Allis' organizational structure. For starters, I feel that the City Administrator position is essential to the operation of the City. As we look forward, we must try to make these decisions without the persona of the current employees and elected officials attached. Right now we are lucky to have very solid Department Heads and a solid Council, but this unfortunately may not always be the case. There are a few things I ask that you carefully consider.

First, how do we create the lines of communication between the City Administrator and the Department Heads? If a Department Head can take their case to the Common Council every time they disagree with the City Administrator, I am concerned it could, in effect, neuter the position. I worry that this potential, and possibly only perceived, weakening of the position could impact recruiting quality candidates. Some potential applicants may be turned off if they interpret the job as being a paper tiger.

My second concern revolves around the potential of micro-managing. Perhaps it is due to what I witnessed by some Supervisors during my term on the Milwaukee County Board, but micro managing is ineffective and counterproductive. If an Alderman (this is not reflective of any current Council members) attempts to direct the day to day operations of a specific department, this will benefit no one. I ask that you are cautious and wary of creating communication lines that may be conducive to this approach.

Thank you for considering my comments and for all the work you have put in on this process. I am always available should you have any follow up questions.