



# CITY OF WEST ALLIS

WISCONSIN



FIRE DEPARTMENT

STEVEN J. HOOK  
*Fire Chief*

December 4, 2003

Mayor Jeannette Bell and Common Council  
City of West Allis  
7525 W. Greenfield Avenue  
West Allis, WI 53214

Dear Honorable Mayor Bell and members of the Common Council,

In consideration of the recent Common Council decision to support a good faith understanding between the City and the West Allis Professional Fire Fighters, IAFF local 1004, I am respectfully requesting your consideration of a similar salary adjustment for members of the fire department's administrative staff.

Non-represented officers, like their represented counterparts, would not receive retroactive back pay, and would continue other contractual issues, like the union's "time trade" and "flex time" language to remain consistent. Any adjustments would take affect simultaneously with represented employees and would affect only seven members of the department.

I am requesting this consideration on behalf of my administrative staff because those members have not been organized and do not negotiate any compensation or other issues on their own accord. However, these members are intimately and vitally involved in the smooth and efficient operation of the fire department. They interact with represented personnel to accomplish day-to-day activities and provide significant direction in emergency situations. Each of these officers have risen through the represented ranks within the fire department in our City, and have shared in the decision-making processes that assure cohesiveness and teamwork that is vital in life-safety operations.

It is imperative that salary and working conditions for non-represented members remain consistent with represented members. Inconsistencies contribute to morale and promotional problems. Internally, members of all ranks share in a level of mutual respect that is supported by a wage and working condition structure that has been in place for many years.

I appreciate your consideration in supporting these members. If I can provide further information, please contact me.

Sincerely,

Steven J. Hook  
Fire Chief



# CITY OF WEST ALLIS

WISCONSIN



City Clerk/Treasurer Office

**Paul M. Ziehler**  
*City Administrative Officer  
Clerk/Treasurer*

**Dorothy E. Steinke**  
*Deputy City Treasurer*

**Monica Schultz**  
*Assistant City Clerk*

January 27, 2004

Steven Hook  
Fire Chief

Dear Chief Hook,

On January 20, 2004, the Common Council placed on file the communication requesting similar salary adjustment for the Fire Department's administrative staff in consideration of the recent Common Council decision to support a good faith understanding between the City of West Allis and the West Allis Professional Fire Fighters, IAFF local 1004.

Sincerely,

Monica Schultz  
Assistant City Clerk

/dm



# CITY OF WEST ALLIS

WISCONSIN



City Administrative Office

Paul M. Ziehler  
City Administrative Officer  
Clerk/Treasurer

February 2, 2004

Chief Steve Hook  
West Allis Fire Department  
2040 S. 67 Place  
West Allis WI 53219

Dear Steve:

You were previously notified by the Clerk/Treasurer's Office that the Common Council, at its meeting on January 20, 2004, placed on file your December 4, 2003 request for the Fire Department's administrative staff to receive the additional salary adjustment that the West Allis Professional Fire Fighters were extended. I thought a further word of explanation was in order.

First, I would point out that the vote to place the request on file was a 6-4 vote. Obviously, that vote shows a difference of opinion on the part of our ten (10) alderpersons and therefore some support for your request.


Secondly, I suspect the majority of the Council in voting the way they did, did so for different reasons. At least one of the reasons I know was the Council's desire that all of the nonunion City employees be treated the same and not give the additional salary adjustment to some and not the others. To give it to some and not all would not be fair and consistent. Whether all nonunion employees would request the additional amount was discussed twice at the Mayor's Department/Division Head meetings. It was the general consensus of the Department/Division Heads (with the exception of Chief Puschnig and you) that on behalf of all nonunion employees, the Council would not be asked to give the extra amount. This feeling was based on the fact that 2004 budgets were all fixed and if the nonunion group received extra compensation, some nonunion employees in some departments would have to be laid off. The group felt that in terms of providing services to our citizens, it was better to have everyone be able to keep their jobs rather than having a few extra dollars.

I am sure there were other reasons why the alderpersons in the majority voted the way they did, but I am not aware of the specifics so I will not attempt to provide further explanation.

Chief Steve Hook  
February 2, 2004  
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If you have any questions or would like further information or clarification, please call. I would be happy to meet with you to discuss this further if you would like. Please contact me in this regard if you so choose.

Sincerely,



Paul M. Ziehler,  
City Administrative Officer  
Clerk/Treasurer

PMZ:jfw

cc: Mayor Bell  
Aldersperson Sengstock  
Aldersperson Czaplewski  
Gary Schmid  
Sue Brees  
Clerk/Treasurer's Office File

ADM/CORR/SALRYADJ.FIRE REQUEST