

# WISCONSIN PROFESSIONAL POLICE ASSOCIATION

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

April 15, 2020

City of Manitowoc Personnel Committee

Dear Personnel Committee:

My name is Andrew Schauer, and I am one of the staff attorneys of the WPPA, the union that represents the rank and file police officers employed by the City of Manitowoc. One of those employees, Officer Amanda Devalk, is a six and one-half year veteran of the department. She has been given an opportunity to buy property owned by a close family friend which will allow her to live close to her extended family. While this property is approximately 48 miles as the crow flies from the Manitowoc Police Department, we understand the residency restrictions in the collective bargaining agreement. As she wrote in her request to you, she respectfully requests a waiver of these restrictions in this case to allow her to purchase this home, and the WPPA supports her in that request.

The collective bargaining agreement allows for this committee to waive this requirement in circumstances it deems appropriate, and the WPPA requests that this committee grant such a waiver for many reasons. Officer Devalk understands the importance of being able to arrive quickly to work when called in an emergency or call-in situation, but she has assured us that if she is allowed to move to this new residence, that she will remain available to the department as she has been. She has done this even now in her current home, for which this committee has granted her a similar waiver in 2014. Amanda has received no discipline for being tardy or for any other attendance issues which would understandably give this committee concern.

The WPPA is also in favor of her receiving this exemption because, with her closer to her extended family, she will be even more available to pick up overtime shifts offered to her. For more on this, please see her request letter to you. If this move makes her more available to work overtime when needed, then this result is in the best interests of all of our members.

Furthermore, in our discussions with Officer Devalk we have made it clear to her that her choice to live this far away may affect her ability to be selected for SWAT and K-9 special assignments. Devalk has assured us that she accepts this as a reasonable outcome of her decision.

Please inform us how you wish to proceed. Officer Devalk can be available at your next meeting if you have any additional questions. Please advise if she can and should attend. Thank you for your consideration of this matter.

Sincerely,



Andrew D. Schauer  
WPPA Staff Attorney