

GOAL	WEEK ENDING	31-Oct	30-Nov	31-Dec	Totals
ARRESTS	ARREST	2	4	6	6
	REPORTS	6	12	18	18
	TICKETS	7	14	21	21
	WARNINGS	9	18	27	27
SELF-INITIATED	50	100	150	150	
ARRESTS	ARRESTS	3	2	2	7
	REPORTS	7	11	11	29
	TICKETS	12	19	8	39
	WARNINGS	4	6	2	12
SELF-INITIATED	151	123	63	337	
ARRESTS	ARRESTS	4	2	4	10
	REPORTS	7	8	14	29
	TICKETS	17	27	14	58
	WARNINGS	10	10	7	27
SELF-INITIATED	69	92	62	223	
ARRESTS	ARRESTS	4	3	8	15
	REPORTS	5	4	22	31
	TICKETS	10	11	16	42
	WARNINGS	6	7	11	24
SELF-INITIATED	70	67	59	196	

* budget cuts

From: [REDACTED]
Sent: Thursday, August 16, 2007 3:03 PM
To: Police
Subject: budget meeting

Attention All Employees:

Just to summarize the mandatory budget meeting, due to a deficit of about \$630,000 after all departments submitted their budgets, some necessary trimming had to be done. Following are the cuts as they relate to the police department:

ALL employees will receive a 3% cost of living (COLA) increase on October 1, 2007, the start of the new fiscal year. However the Step increases for merit are frozen until further notice. The reason the COLA rather than the step increases were approved is because there are several employees who are topped out on the pay scale and wouldn't receive anything if the step were the only raise. All employees receive the COLA. Compared to other cities and even some private businesses, a 3% raise is wonderful in and of itself. This will save the city the biggest chunk of the deficit.

All overtime (other than traffic grants) will be compensated in the form of Comp time. In other words if officers (and civilian personnel) must work overtime for any reason, which certainly happens occasionally, the time will be made up by granting comp time in the same pay period. If this is not possible (services would be affected), any paid overtime MUST be approved by me and ultimately the City Administrator or Assistant City Administrator. Police employees who must work major holidays will still receive overtime, but it is yet to be determined how this will be paid. This issue will be scrutinized closely by the City Administrator and I will hold supervisors accountable for any variations from this policy. There should be no overtime paid that I haven't personally approved. This will save the city about \$200,000.

All departments had to go back through their operating budgets and make additional cuts. These will minimally impact our operations. The exact issues will be shared with the command staff at our staff meeting and they can update you from there. The remainder of the shortage should be made up through the savings on LAGERS, FICA and other benefits derived from less salary needing to be paid (see above cuts).

This all goes into effect on October 1, 2007. It is important to note that this could be a temporary setback. Come January or February and the sales tax revenues are again pored over, the picture could be much brighter. The fact right now is the new WalMart has not met expectations by far as far as revenue is concerned. Now that Target is open and Kohl's and other stores will be right behind, hopefully the revenues go up significantly. If this is the case, it was agreed that the first thing to go back in will be the step increases.

This does not even take into account the health insurance plan that is renewed each year in February. As you all know, insurance rates go up each year almost out of control. The city graciously picks up 100% for the employee and 70% for family insurance. They want this to continue but we are really at the mercy of the insurance companies. Drastic increases would be evaluated at that time.

To summarize, it may appear bleak right now, but we feel that once our new shopping center gets going strong, we will all be in better position budget wise.

budget cuts
Unfortunately until then, the city has to operate within a balanced budget. Please do your best to understand, work as a team and realize every city employee is in the same position. Thanks for your cooperation.

[REDACTED]

Washington Police Department
301 Jefferson Street
Washington MO 63090

Phone: [REDACTED]
Fax: [REDACTED]

From: [REDACTED]
Sent: Thursday, January 10, 2008 1:01 PM
To:
Cc: [REDACTED]
Subject: Quarterly

[REDACTED]
I have reviewed the two quarterly evaluations you have submitted so far; [REDACTED] and [REDACTED]. Both are sub standard for performance in several areas:

[REDACTED] Arrests, Reports & Traffic Warnings

[REDACTED] Arrests, Reports, Traffic Warnings & Self Initiated Activates

You are to discuss this with them and give them notice they are expected to meet standards by next quarter.

[REDACTED]

1/10/2008

From: [REDACTED]
Sent: Tuesday, January 15, 2008 11:03 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: Quarterly Evaluations

[REDACTED]

In reviewing [REDACTED] Quarterly Evaluation, I see he failed to meet performance standards. He failed to meet Arrests, Reports, Traffic Warning and Self Initiated Activates. You are to speak with him and give him his first notice.

Having now reviewed your whole squads Quarterly Evaluations, I see no one on your squad met performance standards for the quarter. This is a direct reflection upon your supervision. You will need to more closely supervise your officers activities to ensure they meet performance standards.

Consider this your first notice for failing to meet performance standards for a supervisor.

[REDACTED]