

KEWASKUM POLICE DEPARTMENT



Thomas F Bishop, Chief of Police

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June 12, 2026

To: Village President Michael Martin and Members of the Village Board

From: Chief Thomas F. Bishop

RE: Formal Complaint Against Village Administrator Adam Gitter

President Martin and Members of the Village Board,

I am submitting this formal complaint regarding the conduct of Village Administrator Adam Gitter. This complaint concerns alleged violations of Village policies, concerns regarding professional conduct and accountability, and issues that have significantly damaged trust between the Police Department and Village Administration.

I respectfully request that the Village Board review these matters and take appropriate action consistent with Village policies and its responsibility to ensure ethical and effective leadership within the organization.

I. Alleged Violation of Village Policy 4.7 – Other Prohibited Practices

Village Policy 4.7 identifies dishonesty or fraud as conduct that is contrary to the best interests of the Village and its employees and may subject an employee to disciplinary action, up to and including dismissal.

As part of the charges filed against me before the Police and Fire Commission, President Martin stated that exit interviews with officers who voluntarily left the department indicated they had departed largely because of my alleged lack of leadership. Administrator Gitter made similar representations to me during discussions on March 17, 2026, while attempting to convince me to resign from my position.

Since 2024, Administrator Gitter has conducted only one exit interview, which occurred in March 2026 during the same period in which efforts were underway to secure my resignation, which raises serious questions regarding the basis for assertions that multiple departing employees identified leadership concerns as a primary reason for leaving the department.

This issue is further complicated by Administrator Gitter's previous documented statements regarding my performance and leadership abilities.

On August 20, 2024, Administrator Gitter submitted a letter to the Wisconsin Chiefs of Police Association supporting my candidacy for Third Vice President. In that letter, he described my leadership and administrative abilities in highly favorable terms.

Additionally, in 2024, Administrator Gitter participated in an interview with the FBI Milwaukee Field Office as part of the vetting process for my attendance at the FBI National Academy. I was subsequently selected to attend that prestigious executive leadership program and completed the training in March 2025.

Further, my most recent performance evaluation was completed on January 30, 2026. Consistent with all prior evaluations during my tenure, I received no indication of significant leadership deficiencies. Village Policy 3.5 states that performance evaluations are intended to provide direct communication regarding performance and recommendations for improvement. No concerns were communicated to me during that evaluation process, or at any other time.

The inconsistency between Administrator Gitter's prior documented endorsements of my leadership and the allegations later advanced against me leaves only two plausible explanations. Either he knowingly misrepresented my leadership abilities to the Wisconsin Chiefs of Police Association, the Federal Bureau of Investigation, Village officials, and the public, or the allegations later used to support employment charges against me were themselves inaccurate and advanced to justify disciplinary action. Regardless of which explanation is correct, the matter raises serious concerns regarding credibility, judgment, and the integrity of the process that resulted in the charges against me.

II. Failure to Timely Comply with Open Records Request

Transparency and accountability are fundamental obligations of public officials and governmental entities. Wisconsin's Open Records Law exists to ensure that government records remain accessible to the public and that governmental actions are subject to appropriate scrutiny.

On April 13, 2026, I submitted an open records request to the Village seeking records relevant to matters involving my employment and the allegations that have been made against me. As of the date of this complaint, more than eight weeks have elapsed and the requested records have not been produced.

During this period, my legal counsel has submitted multiple follow-up communications seeking an update regarding the status of the request and requesting compliance. Despite those efforts, the records have not been provided.

Given the significant delay, the absence of production, and the repeated follow-up requests by legal counsel, serious concerns exist regarding the Village Administration's compliance with Wisconsin's Open Records Law and its obligation to provide records in a timely manner. At a minimum, this delay undermines confidence in the transparency of the process and raises questions regarding why records are being withheld intentionally by the Village Administration.

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As the Village Administrator is responsible for overseeing the administration of Village operations, including public records compliance, I believe this matter warrants review by the Village Board. The public, Village employees, and elected officials should be able to rely on prompt, transparent, and lawful responses to records requests, particularly when those records relate to matters of substantial public interest and ongoing employment proceedings.

III. Alleged Violation of Village Policy 4.1 – General Expectations

Village Policy 4.1 requires Village employees to comply with all applicable laws and ordinances and emphasizes that public servants are held to the highest standards of ethical conduct.

I have personally observed, and have physical evidence of Administrator Gitter parking in violation of applicable parking regulations on multiple occasions, including February 20, 2026, and April 24, 2026, in the vicinity of Kewaskum Middle School during after school dismissal.

Specifically, I observed Administrator Gitter park within a clearly marked no-parking area adjacent to a yellow curb and in proximity to a crosswalk, and in an intersection. These observations are in violation of Wisconsin Statute §346.52 and Village Ordinance 90-96(a)(1).

While these may be relatively minor violations in isolation, the concern extends beyond the violations themselves. Village leadership is expected to model compliance with the laws and ordinances they are entrusted to administer and enforce. Repeated disregard for clearly marked parking restrictions undermines public confidence in that expectation.

IV. Loss of Confidence

The actions taken by Administrator Gitter during recent events have significantly damaged trust between Village Administration and members of the Police Department.

Administrator Gitter contacted previous employers and supervisors of current officers in an effort to obtain information relating to their prior employment, without their consent. Whether intended or not, such actions have contributed to a perception within the department that employees are being drawn into matters unrelated to their current service with the Village. As a result, the working relationship between Village Administration and the Police Department has deteriorated substantially.

Additionally, the Kewaskum Police Association has issued a Vote of No Confidence (attached) regarding Administrator Gitter. The existence of such a vote reflects the seriousness of the concerns held by members of the department.

Additional concerns regarding confidence in Administrator Gitter's leadership arose following the Police and Fire Commission meeting on June 10, 2026. Following the meeting, in the presence of PFC Chairman Laatsch, Administrator Gitter stated that "there is no accountability" within the Police Department anymore and indicated that he was uncertain who complaints regarding the Police Department should be directed to.

I informed Administrator Gitter that citizen complaints and other departmental concerns continue to be directed to the Chief of Police, as has long been the practice. I found it concerning that the Village Administrator expressed uncertainty regarding the proper process for handling complaints involving the Police Department, particularly given his role in Village administration and his involvement in matters concerning the department.

This interaction further contributed to my lack of confidence in Administrator Gitter's understanding of the Police Department's operations, his ability to effectively oversee matters involving the department, and his overall credibility when making representations regarding departmental leadership and accountability.

Conclusion

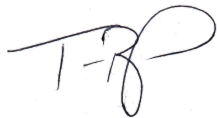
The facts outlined above raise serious questions regarding Administrator Gitter's conduct, credibility, judgment, and fulfillment of his responsibilities as Village Administrator.

Accordingly, I respectfully request that the Village Board conduct a thorough review of these matters and determine what corrective action, if any, is appropriate.

It is imperative for our department, and the community, that the Village Board address these concerns and determine whether Village leadership will be held accountable when credible allegations of policy violations, legal violations, and misrepresentations arise.

Thank you for your consideration of this complaint.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'T. Bishop', written in a cursive style.

Thomas F. Bishop
Chief of Police