

Kewaskum Professional Police Association

WPPA Local 822

Kewaskum, Wisconsin

June 12, 2026

RE: Vote of No Confidence from Kewaskum Professional Police Association WPPA Local 822 for Village Administrator Adam Gitter

Dear Members of the Village Board:

The Kewaskum Professional Police Association, WPPA Local 822, hereby formally notifies the Village Board that the membership of this Association has voted unanimously a vote of no confidence in Village Administrator Adam Gitter. This action was not taken lightly. It reflects the collective judgment of the officers who serve this community every day and who have witnessed firsthand the concerns that have led us to this point.

A primary concern of our membership is the decision by Administrator Gitter to conduct secondary background checks on current active officers of this department without their knowledge or consent. Our members are sworn law enforcement professionals who have already undergone thorough vetting as a condition of their employment. Initiating additional background investigations without clear justification, transparent process, or demonstrated cause sends a troubling message to the officers of this department. It undermines trust, damages morale, and calls into question the motives behind such action. Officers are entitled to know the basis for any such investigation and to be afforded the full protection provided under the law.

Our Association also has serious concerns regarding the handling of investigations conducted under Administrator Gitter's oversight. It is the position of Local 822 that these matters have not been managed with the transparency, fairness, and procedural integrity that officers and the public deserve. Proper investigative process is fundamental to the credibility of this department and the trust of the community we serve. When that process is called into question, it is our responsibility to speak clearly and on record.

Furthermore, this Association has serious concerns about Administrator Gitter's inability to remain impartial in matters affecting this department. It is the position of Local 822 that Administrator Gitter has demonstrated a pattern of siding with the Village President rather than exercising the independent, objective judgment that his role demands. An administrator who cannot act independently of political influence is unable to serve as a fair and credible overseer of village operations. Officers must be able to trust that administrative decisions are made on the merits, not based on political allegiance or personal loyalty.

It is also the finding of this Association that Administrator Gitter has failed to follow established Kewaskum Police Department policy regarding investigations and complaints. Adherence to departmental policy is not optional, it is the foundation upon which fair, lawful, and defensible outcomes rest. Failure to comply with established procedures jeopardizes the integrity of investigations, exposes the Village to legal liability, and denies officers and complainants alike the due process they are entitled to.

Of particular concern is Administrator Gitter's handling of Officer Jeremy Haske's employment status following the conclusion of an internal investigation. Officer Haske was cleared of any wrongdoing, yet Administrator Gitter took no action to return him to duty. This decision to keep a cleared officer on leave is without justification and has had serious consequences for this department and the Village as a whole. The department has been left short staffed as a direct result, placing an undue burden on the officers who remain on duty and compromising the level of service provided to the public. The continued paid leave of a cleared officer represents a significant and unnecessary cost to Kewaskum taxpayers. Furthermore, the failure to return Officer Haske to duty following his clearance exposes the Village to substantial civil liability and the very real possibility of a costly legal settlement. These consequences were foreseeable and avoidable, and they fall squarely on the decision making of Administrator Gitter. This Association would like to thank the Kewaskum Police and Fire Commission for their recommendation vote to return Officer Haske to duty. However, it must be noted that this decision should never have required action by the Commission. Returning a cleared officer to duty is precisely the kind of administrative decision that falls within Administrator Gitter's responsibility, and his failure to act is yet another example of the leadership failures that have led this Association to its vote of no confidence.

Finally, WPPA Local 822 wishes to express its sincere gratitude to the leadership of the Kewaskum Police and Fire Commission, as well as to Chief Bishop and Lieutenant Frank, for their professionalism, guidance, and steady leadership throughout this difficult matter. Their commitment to doing the right thing has not gone unnoticed and is deeply appreciated by the members of this Association.

The Police Officers and Sergeant of WPPA Local 822 remain fully committed to the citizens of Kewaskum and to the mission of this department. It is because of that commitment that we cannot remain silent in the face of leadership decisions that we believe are harmful to our officers, our department, and the taxpayers of this Village. We respectfully urge the Village Board to take this vote of no confidence seriously and to take appropriate action in response.

Respectfully submitted

Aaron Roth

President, WPPA Local 822

Kewaskum Professional Police Association