



# MEMO

## Human Resources

To: Finance & Personnel Committee  
From: Elisa Hodge, HR Director | Chief Graff  
Date: 1/20/2026  
Re: Kaukauna Professional Police Association Contract Ratification

The City and the Kaukauna Professional Police Association have reached an agreement regarding their Collective Bargaining Agreement for 2026-2028.

The attached Tentative Agreement outlines the agreement, which includes the following:

*Note: The list of articles is in the same order as the Tentative Agreement document and not in numerical order.*

### Article 9 – Vacation:

- Incorporate the side letter of agreement for vacation.
- Definition of hours awarded per years of service.
- Add definition of vacation pay upon separation.
- Update to vacation selection by seniority.

### Article 5 – Overtime Pay:

- Update language regarding Court time and overtime pay.
- Increase Call-In hours guaranteed from 2 hours to 3 hours.
- Call-In procedure change to be based on the most senior Officer first.

### Article 30 – Dues Deduction:

- Add language around expectations for timing of dues rate changes to be implemented.

### Appendix C – New:

- Creates a definition of the Deficit Time process that has been in practice.

### Appendix A – Salaries:

- Clarifies language for the pay rate of an Officer who is designated as Officer in Charge (OIC) to be paid at the base Sergeant's pay rate.
- Field Training Officer premium rate increased from \$0.50 per hour to \$5.00 per hour.

### Article 3 – Hours:

- Incorporate the side letter of agreement for schedule definition to be 5-2, 2-5.
- Update scheduled hours to 10.5.
- Add language that Chief or designee shall have discretion to appoint an Officer in Charge, regardless of seniority.

Article 10 – Longevity:

- Longevity pay plan is dissolved with this contract. The wage scale will have a one-time additional increase in rates of \$525 to account for the elimination of the separate pay plan.

Article 4 – Shift Differential:

- Shift differential premium pay is dissolved with this contract. The one-time increase to the wage scale of \$525 incorporates an adjustment to account for the elimination of the separate premium pay.

Article 23 – Vacancies and Promotions:

- Incorporate the side letter of agreement to modify existing language on the posting duration requirements.
- Update language for Sergeant candidates to have 7 years of law enforcement experience (removal of requiring that experience to only come from the Kaukauna Police Department).

Article 11 – Holiday Pay:

- Incorporate side letter language for holiday pay.

Article 15 – Compensation for Attending Training Courses:

- Incorporate side letter language.

Wage Scale:

- Three-year agreement
  - 2026 wage increase 3.5%
  - 2027 wage increase 3.5%
  - 2028 wage increase 3.0%

There were also several areas for grammar and language clean-up that included gender neutral language, updates to position/titles listed, and the final version was updated to arrange like articles/topics together.

The Kaukauna Professional Police Association ratified the contract on Monday, January 12, 2026.

**Staff Recommended Action:**

Council ratifies the Kaukauna Professional Police Association Collective Bargaining Agreement for January 1, 2026 – December 31, 2029.