CITY OF RICHLAND CENTER
AGENDA ITEM DATA SHEET

Agenda Item: Tentative Agreement with the Richland Center Professional Police Association

Meeting Date(s): General Government Committee on 10/27/2026 and Common Council on 11/3/2026

Prepared by: Ashley Oliphant, City Administrator

Background: The City's collective bargaining agreement with the Richland Center Professional Police Association expires December 31, 2026. A bargaining team consisting of Mayor Tepley, Alder Walters, Administrator Oliphant, Chief Jones, and Attorney Hagen of Boardman Clark was appointed. The parties exchanged initial proposals on September 15, 2026, and on October 13, 2026 reached a tentative agreement. Tentative agreements are subject to ratification by both the Association and the Common Council.

Main terms:

Term: Three years, January 1, 2027 through December 31, 2029.

Wages: 4% increase on January 1 of each year (2027, 2028, and 2029). The Association initially proposed 5% per year in split increases. The City initially proposed 2.5% per year.

Health insurance: The City's share of premiums drops from 88% to 87% of the lowest-cost Richland County qualified plan, starting January 1, 2027, and stays at 87% for all three years. The dollar amount will change each year with the premium for that plan. Dental is unchanged.

Annual shift selection: Officers may select shifts each September for the following year, based on seniority. The Association will manage the selection, not the Chief. Specialized positions, such as the Community Resource Officer, K9 handler, and Field Training Officer, will be placed on the shift that best meets the Department's needs as determined by the Chief.

Vacation cash-out (6.02): Clarifies that the one week of vacation that may be paid in cash at year end equals 51 hours.

Emergency room reimbursement (13.07): Kept, with “deductible” changed to “copay.”

Other agreed changes:

Grievances and arbitration (3.02, 3.03): Shorter filing time, clearer steps, and updated arbitration timing.

Job postings, probation, and seniority (4.03, 4.04, 4.05): Postings and the seniority roster move to the squad room. A six-month trial period for promotions. Clarifies when new hires receive insurance, holidays, and sick leave.

Community outreach (5.12): The Chief may flex an officer's schedule within the same week to work an approved community event, without overtime.

Holidays (7.03 and holiday pay): Removes the rule requiring work the day before or after a holiday. The City will follow the holiday pay language as written.

Leave (8.02, 11.02, 12.01): Extended medical leave becomes discretionary and is approved by the Personnel Committee. Clarifies that workers' compensation time counts as time worked. Unpaid leave requests go to the Personnel Committee.

Other clean-up (14.01, 17.04, 17.08): Updates the retirement section to current practice, removes the bond provision, and clarifies the drug and alcohol policy.

Recommended Action: None. Informational only.

Attachment(s): None