

**TENTATIVE AGREEMENT
BETWEEN
THE CITY OF
WATERTOWN AND
THE WATERTOWN POLICE
ASSOCIATION**

November 26, 2025

Except as modified below, the remainder of the Agreement remains *status quo*. The **bold & underlined** provisions indicate new language.

1. AGREEMENT

The parties tentatively agree to replace the reference to “LABOR ASSOCIATION OF WISCONSIN” with “**Wisconsin Professional Police Association Law Enforcement Employee Relations Division Watertown Police Association.**”

2. ARTICLE VIII – UNIFORM ALLOWANCE

The parties tentatively agree to modify Sections 8.01 and 8.02, as follows:

Section 8.01: Employees shall be paid an annual clothing allowance in the amount of ~~Eight Hundred Dollars (\$800.00)~~ **one thousand one hundred (\$1,100.00)**, provided, however, that new employees shall not be eligible for the annual clothing allowance during the first twelve (12) months of employment, but shall, after completing the first twelve (12) months, receive a pro rata amount of the annual clothing allowance equal to the number of months remaining in that calendar year. In the event an employee who has received his clothing allowance terminates his employment with the Employer at any time during that calendar year, he shall have deducted from his final paycheck a pro rata amount of the annual clothing allowance equal to the number of months remaining in that calendar year subsequent to his termination. Clothing allowance checks will be issued separately from normal payroll checks. The City shall contribute ~~Eight Hundred Dollars (\$800.00)~~ **one thousand dollars (\$1,000.00)** for a new ballistic vest every five (5) years for employees.

Section 8.02: New employees shall receive the sum of ~~Eight Hundred Dollars (\$800.00)~~ **one thousand one hundred dollars (\$1,100.00)** as and for an initial clothing allowance during the first month of employment. In the event a new employee who has received his initial clothing allowance terminates his employment within his first year of employment, he shall have deducted from his final paycheck a pro rata amount of his initial clothing allowance equal to the number of months remaining in such first year subsequent to his termination.

3. ARTICLE IX – VACATIONS

The parties tentatively agree to modify Section 9.02, as follows:

Vacation schedules, including the number of employees able to be on vacation at the same time, shall be approved by the police Chief or his representative. **Approved vacation time in increments of half of one shift or more may not be canceled unless required by emergency circumstances, which are defined as a serious, unexpected, and potentially dangerous situations requiring immediate action.**

4. **ARTICLE X – HOLIDAYS**

The parties tentatively agree to add Section 10.04, as follows:

Approved holiday time in increments of half of one shift or more may not be canceled unless required by emergency circumstances, which are defined as a serious, unexpected, and potentially dangerous situations requiring immediate action.

5. **ARTICLE XII – HEALTH AND WELFARE/PENSION**

The parties tentatively agree to modify Section 12.01, as follows:

a) The city **shall provide a group health insurance plan for which it** shall pay ninety percent (90%) of the ~~lowest premium available from a plan provider whose services are readily and substantially accessible to the City of Watertown.~~ **The City has the sole right to select the insurance plan(s), plan administrator, and plan design providing there is no lapse in coverage.**

b) ~~A retired employee may continue to participate in the City's group health insurance program for active employees until the retired employee becomes eligible for Medicare, provided that the insurance carrier agrees to permit the retired employee to continue in such group program and provided the retired employee pays the full premium for such insurance, such payment to be on the basis of two (2) months premium paid in advance.~~ **Upon retirement, employees are entitled to continue their group health insurance coverage in accordance with the Consolidated Omnibus Budget Reconciliation Act (COBRA). The City will provide contact information of eligible retirees to its third-party administrator so that the necessary information and documentation to elect COBRA continuation coverage is provided to each retiree. Retirees must adhere to all COBRA guidelines, including timely payment of premiums and compliance with all applicable regulations, to maintain their health insurance benefits.**

c) ~~For any employee who retires pursuant to the Wisconsin Retirement Fund at or before age fifty five (55), the City will establish a health insurance premium account for such employee in an amount equal to fifty percent (50%) of their hourly rate for each hour of accumulated unused sick leave remaining in such employee's sick leave account as of his date of retirement. Such premium account shall be used only for the purpose of making future payments of premiums toward the City's group health insurance program on behalf of such retired employee, provided such retired employee is a participant in the City's group health insurance program for active employees as provided in paragraph (b) above. Payments of such~~

~~premiums from said premium account will be on the basis of one-half (1/2) the premium cost per month and coordinated with the retired employee's own payment for the other half (1/2) of the premium cost paid two (2) months in advance as provided in paragraph (b) above until such premium account is depleted or the retired employee is no longer a participant in the City's group health insurance program for active employees. Any employee who does not retire between the ages of fifty three (53) through fifty eight (58) shall not be eligible for this health insurance premium account, unless the employee's continued employment is at the request of the City. An employee eligible under this paragraph may to the extent permitted by law, and as an alternative to the above-described payment, take a one-time cash payout equal to the amount the City would otherwise designate for the health insurance premium account.~~

Any employee who elects to retire consistent with the requirements of the State of Wisconsin's Department of Employee Trust Funds will have the opportunity to convert their unused sick leave into a Sick Leave Conversion Account (SLCA). A retired employee may use funds in this account to offset premiums for COBRA continuation of coverage under the City's health plan provided the retired employee is a participant in the City's group health insurance. The City will establish a SLCA and calculate a beginning balance as of the employee's retirement date.

SLCA Funding:

One hundred dollars (\$100.00) per day (nine hours) of unused sick leave
Maximum balance: \$12,000.00

Deductions from the SLCA will be equal to 90% of the monthly health plan premium. The City will inform its COBRA plan administrator of this amount. The deductions will continue to apply to health plan premium payments until the SLCA balance is \$0 or the retired employee is no longer a COBRA participant, whichever occurs first.

Any employee who does not retire at or before age fifty-five (55) shall not be eligible for the SLCA unless the employee's continued employment is at the request of the City. An employee eligible under this paragraph may, to the extent permitted by law, and as an alternative to the above-described payment, take a one-time cash payout equal to the amount the City would otherwise designate for the SLCA.

6. ARTICLE XV – FUNERAL LEAVE

The parties tentatively agree to modify Section 15.01, as follows:

Section 15.01: The City will grant leaves of absence with pay for the purpose of bereaving the loss of the following: three (3) days in case of the death of a parent, step-parent, child, step-child or spouse; two (2) days in case of the death of a sibling or step-sibling; one (1) day in case of the death of an in-law (mother-in-law, father-in-law, daughter-in-law, son-in-law, sister-in-law, brother-in-law) or of a grandparent, step-grandparent, grandchild or step-grandchild of the employee or employee's spouse. **Additionally, one (1) bereavement day per calendar year shall be provided to any employee who serves as a pallbearer in a funeral for an individual not defined as a family member herein.**

7. ARTICLE XXI – VOLUNTARY DUES DEDUCTION

The parties tentatively agree to modify Section 21.04, as follows:

The employer shall pay any amounts deducted, pursuant to Section 21.03 above, to the Treasurer of the Association on or before the end of the month in which the deductions are made. **Payroll deductions for dues shall occur on the first paycheck of each month, covering union representation for that month.**

8. ARTICLE XXIV – DURATION

The parties tentatively agree to modify Section 24.01, as follows:

Section 24.01: This Agreement shall be effective on the 1st day of January, ~~2024~~**2026**, and shall remain in full force and effect to and including the 31st day of December, ~~2025~~**2028**, and shall be automatically renewed from year to year unless the party desiring to open negotiations submits in writing a request to renegotiate said Agreement on or about the 1st day of July during the year of termination. The initial meeting of the parties shall be held within thirty (30) days of the date of the filing of any request, but no later than the 1st day of August.

9. APPENDIX A – POLICE OFFICER PAY RATES

The parties tentatively agree to the following base pay rate increases:

- Pay Period 1 of 2026: 2.00%
- Pay Period 14 of 2026 : 2.00%
- Pay Period 1 of 2027: 2.50%
- Pay Period 14 of 2027 : 2.50%
- Pay Period 1 of 2028: 2.50%
- Pay Period 14 of 2028 : 2.50%

10. APPENDIX A – POLICE OFFICER PAY RATES

The parties tentatively agree to modify Appendix A to increase the bilingual office stipend, as follows:

Officers that are bilingual and fluently speak two languages, as shown by completion of testing approved by the City or a bilingual certification from a accredited university, shall receive ~~a~~ **an** annual stipend of ~~\$500.00~~ **\$1,000.00** on a separate check or direct deposit in the first pay period in December.

11. APPENDIX A – POLICE OFFICER PAY RATES

The parties tentatively agree to add the following language:

Detectives who are required to be on-call over a weekend shall be compensated with six (6)

hours of compensatory time in addition to any wages earned for performing work. On-call detectives are subject to the following:

- a) The on-call weekend is defined as 4:00 p.m. on Friday through 6:00 a.m. the following Monday.
- b) On-call detectives must respond to the police department or the incident scene within one (1) hour.
- c) The on-call detective schedule shall be determined at the discretion of the Chief or designee. In exercising said management right the Chief or designee shall distribute shifts equally among eligible and available employees.
- d) Detective Sergeants may be included in the on-call detective schedule at the discretion of the Chief or designee.
- e) Requests by detectives to trade or to split on-call weekends are subject to the approval of the Chief or designee.