

SIDE LETTER OF AGREEMENT
TO AMEND ARTICLE IX – VACATIONS SECTION 9.03

The City of Watertown, hereinafter referred to as "City," and the Wisconsin Professional Police Association, hereinafter referred to as "Association," agree to the following Side Letter of Agreement to the 2024-2025 collective bargaining agreement.

WHEREAS, the City and the Association have entered into a collective bargaining agreement which expires on December 31, 2025; and

WHEREAS, the City and the Association are currently in negotiations for a successor agreement; and

WHEREAS, the 2024-2025 collective bargaining agreement will be in place until a successor agreement is agreed to and adopted by both parties; and

WHEREAS, the City and the Association wish to extend the permitted vacation carryover time and use deadlines in light of extenuating circumstances realized during the 2025 calendar year with respect to staffing.

NOW THEREFORE, in consideration of the mutual promises contained hereinafter, and other good and valuable consideration, the sufficiency of which is hereby acknowledged by the parties, the City and the Association agree as follows:

1. Section 9.03 of the Agreement is hereby amended as follows for 2025:

Section 9.03: Vacations must be taken in the year in which they accrue, or they shall be considered lost. Up to 90 hours of vacation may be carried over until December 31st of the following year with the prior written approval of the Chief. The grant or denial of approval, and the use of the carry over time shall be at the sole discretion of the Chief consistent with current practices of the department. Carried over vacation time shall be used as soon as practical.

2. Section 10.03 of the Agreement is hereby amended as follows for 2025:

Section 10.03: All holiday time off must be taken within the calendar year or it will be considered lost. Up to 45 hours of holiday may be carried over until December 31st of the following year with the prior written approval of the Chief. The grant or denial of approval and the use of the carry over time shall be at the sole discretion of the Chief consistent with current practices of the department. Carried over holiday time shall be used as soon as practical and before any carried over vacation time is used.

This Side Letter of Agreement shall be in effect from January 1, 2025 through December 31, 2026.

Parties agree that this Side Letter of Agreement was entered into due to extenuating circumstances related to staffing during 2025. This Side Letter of Agreement shall not establish a binding precedent for future negotiations or constitute a past practice.

Any payout of 2025 Vacation or Holiday time that becomes necessary in 2026 due to separation of an employee will be paid at the 2025 hourly rate that was effective as of December 31, 2025.

Dated this 19th day of NOVEMBER, 2025.

CITY OF WATERTOWN

Robert Stocks
Robert Stocks, Mayor

**WATERTOWN PROFESSIONAL POLICE
ASSOCIATION**

Christopher Karnatz
Christopher Karnatz