



Common Council Agenda Item

Meeting Date: September 16, 2025

Agenda Item: Labor Relations Updates – Police, Police Supervisors and Fire & EMS

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BACKGROUND

(Enter the who, what when, where, why)

Police and Police Supervisors

In letters dated August 15, 2025, the Wisconsin Professional Police Association (WPPA) and the Whitewater Police Professional Supervisors Association (WPPSA) both provided notice of their intent to begin contract negotiations for the agreements set to expire on December 31, 2025.

In addition, the union has initiated arbitration concerning a dispute over the payout of unused vacation. This matter is currently pending review through the arbitration process.

Fire & EMS Department

On August 18, 2025, the City received the Fire & EMS Union's most recent proposal. Staff are currently analyzing the proposal and engaging with Counsel to address outstanding matters. Discussions remain ongoing as we work toward resolution of the key issues.

PREVIOUS ACTIONS – COMMITTEE RECOMMENDATIONS

(Dates, committees, action taken)

FINANCIAL IMPACT

(If none, state N/A)

Unknown

NEXT STEPS

- Formally acknowledge the WPPA and WPPSA requests to open contract negotiations.
- Continue preparing for negotiations with both Police and Police Supervisors' unions.
- Monitor the pending arbitration proceedings.
- Review and respond to the Fire & EMS Union's latest proposal while working toward resolution of remaining matters.
- Provide Council with updates as additional information becomes available.

ATTACHMENT(S) INCLUDED

(If none, state N/A)

N/A