City of Whitewater	Council Agenda Item
Meeting Date:	November 5, 2026
Agenda Item:	Resolution to Amend F.D. Union Agreement
Staff Contact (name, email, phone):	Steven T. Chesebro, schesebro@whitewater-wi.gov, 262-458-2780

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

The City of Whitewater and Whitewater Fire Department Local 580 are parties to a collective bargaining agreement dated August 26, 2026, covering employees in the City's fire service bargaining unit. The agreement adjusted pay rates for 2026 – 2028 for firefighter employees. Firefighters who are part of the union did not receive a pay raise in 2025 due to ongoing negotiations. The original expectation was that the union agreement would have incorporated that 2025 pay raise into it. It was not included due to how long into 2026 it took to finalize the agreement. The proposed Addendum provides qualifying current bargaining-unit employees with a one-time retroactive wage adjustment for eligible compensable time worked from January 1 through December 31, 2025.

Under the Addendum, an employee is eligible if the employee was represented by Local 580 when the applicable compensable time was worked, worked compensable time for the City during the retroactive payment period, and remains employed by the City in a bargaining-unit position when the Addendum is last signed, including while on an approved leave of absence.

The proposed adjusted 2025 hourly rates are as follows:

Classification	**2025 Hourly Rate**	**New 1/1/25 – 6/30/25 Hourly Rate**	**New 7/1/25 – 12/31/25 Hourly Rate**
Firefighter/EMT	$17.519	$17.782	$18.049
Firefighter/AMET	$20.605	$20.914	$21.228
Firefighter/Paramedic	$22.665	$23.005	$23.350

PREVIOUS ACTIONS – COMMITTEE RECOMMENDATIONS
(Dates, committees, action taken)

The Council budgeted the Fire Department's union employees wages in 2025 at the new rates in anticipation of the rates being changed in 2025 upon adoption of the union agreement. As the union agreement was not adopted in 2025, but instead in 2026, the funds have remained a budgeted expense in the fire department's budget.

FINANCIAL IMPACT
(If none, state N/A)

It is anticipated this will result in a total cost of $13,537.00 spread among nine employees within the fire department who were employed by the fire department in 2025 and continue to work for the fire department as of drafting this memo. This amount is less than was originally budgeted for the pay increase of Fire department union members in 2025 and can be absorbed by the existing salary expense within the fire department's budget.

STAFF RECOMMENDATION

Staff recommends approval of the Resolution as presented.

ATTACHMENT(S) INCLUDED
(If none, state N/A)

1. Addendum to IAFF AFL-CIO Local 580 Union Agreement
2. Resolution _____