



City of Waukesha
201 Delafield Street
Waukesha, WI 53188
Tel: 262.542.3700
waukesha-wi.gov

City of Waukesha Cover Sheet

Committee:	Meeting Date:
ID Number: ID#25-02454	Ordinance/Resolution Number (if applicable):
Name of Submitter: Anthony Brown, City Administrator	Target Next Board/Council Meeting Date: November 4, 2025
Agenda Item Title: Review and Possible Action on a Side Letter of Agreement between the City of Waukesha and the Waukesha Professional Police Association (WPPA) regarding 2026 Health Insurance Plan Change and Premiums	

Issue Before the Board/Council: The City and the WPPA are in the process of seeking approval of a successor agreement to the 2022–2024 collective bargaining contract. In the interim, this Side Letter will set forth participation in the city’s health care plans and the premium shares effective January 1, 2026, since the 2022-2024 collective bargaining agreement does not address participation or premium shares for 2026.
Options & Alternatives: 1. The Common Council could reject the proposed side letter and direct staff to re-negotiate the provisions. 2. The Common Council could outright reject the proposed side letter.
Additional Details: Effective January 1, 2026, the City will no longer offer the PPO 1 and PPO 2 Health Plans. Since open enrollment for 2026 begins on November 3, 2025, and runs through November 21, 2025, this side letter serves as an agreement between both parties regarding changes to the plans and the premium shares for 2026. The letter will be in effect until ratification of the successor Labor Agreement and shall be incorporated therein unless modified by the parties during negotiations.

What is the Strategic Plan Priority this item relates to: Financial Sustainability
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What impact will this item have on the Strategic Plan Priority?

This side letter will allow WPPA's members to enroll in 2026 benefits in a timely manner to ensure they have uninterrupted coverage. It will also eliminate the extremely high cost of managing two separate plan options (UMR & Centivo) as well as the overtime HR staff would incur to process.

Financial Remarks:

Suggested Motion:

Staff recommends approval of the side letter with the suggested motion being, "I move to approve the Side Letter of Agreement between the City of Waukesha and the Waukesha Professional Police Association (WPPA) regarding 2026 Health Insurance Plan Change and Premiums."

Reviewed By:

Finance Director	Date Reviewed
City Attorney	Date Reviewed
City Administrator	Date Reviewed