
WAUKESHA POLICE MEMORANDUM

DATE: November 4, 2025
TO: Common Council
FROM: Dan Bauman, Captain of Police
SUBJECT: 2025-2028 WPPA Contract Changes

The information below is an overview of the changes to the tentative agreement between the City of Waukesha and the Waukesha Professional Police Association.

Salary

This wage proposal closely aligns with the prior proposal cost from the city that would have matched the fire union wage percentage adjustment settlement previously proposed to this police union. The police union sought to reapportion the wage settlement amounts to raise top pay with reduced amounts to the lower steps and to elongate the schedule in consideration of this cost and based on the union's external comparability concerns

	2025		2026		2027		2028	
	1/1/2025	7/1/2025	1/1/2026	7/1/2026	1/1/2027	7/1/2027	1/1/2028	7/1/2028
Detective Start	1.5	2.25	1.5	2.25	1.5	2.25	1.5	2.25
12 months	1.5	2.25	1.5	2.25	1.5	2.25	1.5	2.25
24 months	1.5	2.25	1.5	2.25	1.5	2.25	1.5	2.25
Specialist Start	1.5	2.25	1.5	2.25	1.5	2.25	1.5	2.25
12 months	1.5	2.25	1.5	2.25	1.5	2.25	1.5	2.25
24 months	1.5	2.25	1.5	2.25	1.5	2.25	1.5	2.25
Officer Recruit	0	0	1.5	2	0	0	1.5	2
Start	0	0	1.5	2	0	0	1.5	2
18 months	0	0	1.5	2	0	0	1.5	2
36 months	0	0	1.5	2	0	0	1.5	2
60 months	1	1	1.5	2	1	1	1.5	2
84 months	1.5	2.25	1.5	2.25	1.5	2.25	1.5	2.25

Furthermore, for employees employed as of October 15, 2025 and still employed with the City on February 15, 2026, they shall receive a \$500.00 retention payment.

Article 9 – Insurance Benefits

The most significant changes to this section involved employees who participate in a different plan offered by the City shall pay the same premium share as non-represented employees.

For employees fully participating and completing the Health Risk Assessment and participating in the Wisconsin 2 plan, the premium share will be the same percentage as paid by nonrepresented employees and capped at 12%. For employees not completing the Health Risk Assessment or participating in a plan other than Wisconsin 2, there is no cap and the premium share shall be set by the City.

The remainder of the contract was administrative housekeeping to stay in line with daily practices and current with Wisconsin State Statutes.

Respectfully,

Dan Baumann
Captain of Police
