

**SIDE LETTER OF AGREEMENT
BETWEEN THE CITY OF WAUKESHA &
WAUKESHA PROFESSIONAL POLICE ASSOCIATION, WPPA**

2026 Health Insurance Plan Change and Premiums

October 15, 2025

The City of Waukesha and the Waukesha Professional Police Association, are presently negotiating a successor agreement to the 2022–2024 collective bargaining agreement. Open enrollment for 2026 health care plan participation begins on or around November 3, 2025 and completes on November 21, 2025. The purpose of this Side Letter of Agreement is to set forth participation by eligible employees represented by the WPPA in the health care plans offered by the City and the premium shares for such plan participation effective January 1, 2026 since the 2022-2024 collective bargaining agreement between the parties does not address participation in or premium shares for the health care plans offered by the City for 2026. Effective January 1, 2026, the City will no longer offer the current PPO 1 and PPO 2 Plans.

The parties, through this Side Letter, agree to not follow Article IX Insurance Benefits, Section 9.01 as presently written and to instead following

Effective January 1, 2026, eligible employees may participate in the health care plans offered by the City, as modified from time to time by the City, and effective on the plan dates set by the plans or the City, as modified from time to time. Employees shall pay the monthly premium copayments set by the City for the plans as set for non-represented employees depending upon the plan option selected by the employee.

Sections 9.01A – E shall remain in effect.

This side letter shall be in effect until ratification of the successor Labor Agreement between the City of Waukesha and the Waukesha Professional Police Association, and shall be incorporated therein unless modified by the parties during collective bargaining negotiations. Nothing herein shall prejudice either parties' position in collective bargaining negotiations for the successor agreement other than agreement as to participation in the plans identified herein. Both parties reserve the right to negotiate different premium shares than those amounts identified herein and nothing herein shall prejudice either parties' position in such negotiations or arbitration.

Dated this _____ day October, 2025.

**WAUKESHA PROFESSIONAL
POLICE ASSOCIATION**

CITY OF WAUKESHA

Business Agent

