

**City of Racine and the Racine Police Staff Officers' Association
Tentative Agreement
March 10, 2026**

**City of Racine
and
Racine Police Staff Officers' Association
Successor Collective Bargaining Agreement**

Tentative Agreement – March 10, 2026 – Effective January 1, 2025

The City of Racine and the Racine Police Staff Officers' Association tentatively agree that the following changes shall be made to the parties' collective bargaining agreement, effective January 1, 2025, subject to ratification by the membership of the Racine Police Staff Officers' Association, and approval of the City of Racine Common Council:

NOTE: Stricken-through language is deleted. Underlined language is added. All other language remains.

The Racine Police Staff Officers' Association Executive Board will advocate for ratification of the changes described in this tentative agreement by the membership of the Racine Staff Officers' Police Association.

The City Administrator and other bargaining representatives for the City of Racine will advocate for approval of the changes described in this tentative agreement by the City of Racine Common Council.

The changes described in this tentative agreement, including but not limited to wage and benefit modifications, shall not take effect until after ratification by the Racine Police Staff Officers' Association, approval of the City of Racine Common Council, and the execution of a final successor collective bargaining agreement by the appropriate representatives of the Racine Police Staff Officers' Association, and of the City of Racine, which actions shall not be unreasonably delayed or withheld. Notwithstanding the foregoing, additional time off benefits do not take effect until January 1, 2026, unless noted otherwise herein.

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I. Length of Contract

A four-year contract (January 1, 2025 through December 31, 2028).

II. Wages

January 1, 2025 – Raise consistent with that of RPA – Maintaining a minimum compression for PH4.5 of 10.15 percent above PH4 and a minimum compression for PH5 of 10.15 percent above PH4.5.

January 1, 2026 - Raise consistent with that of RPA – Maintaining a minimum compression for PH4.5 of 10.15 percent above PH4 and a minimum compression for PH5 of 10.15 percent above PH4.5.

January 1, 2027 - Raise consistent with that of RPA – Maintaining a minimum compression for PH4.5 of 10.15 percent above PH4 and a minimum compression for PH5 of 10.15 percent above PH4.5.

January 1, 2028 - Raise consistent with that of RPA – Maintaining a minimum compression for PH4.5 of 10.15 percent above PH4 and a minimum compression for PH5 of 10.15 percent above PH4.5.

III. Health Insurance

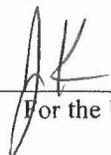
All permissive subjects of bargaining in Article V of the parties' 2021-2024 collective bargaining agreement (CBA), as well as the Side Letter of Agreement Regarding Medicare Advantage Plans appended thereto, should be considered to have been terminated and removed (i.e., "evaporated") from the Police SOA's CBA upon its expiration date of December 31, 2024, as set forth in the Notice of Termination of Permissive Subjects of Bargaining letter, which the City provided to the Police SOA on March 6, 2026.

Language clean-up: Where, in Article V, it states "City shall pay the premiums on insurance," it will be clarified—consistent with past practice—to read, "City shall pay its share of the premiums on insurance . . ."

Revise the employee health insurance premium share that members will pay to 10.0%, effective January 1, 2027 through December 31, 2027, and 12.5%, effective January 1, 2028, as follows:

Beginning January 1, 2020, through December 31, 2026, the premium share members will pay via payroll deduction shall be 7.5% of the health insurance premium for the coverage type (single or family) selected by the

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member, as approved by the Racine Common Council. Beginning January 1, 2027 through December 31, 2027, the premium share members will pay via payroll deduction shall be 10.0% of the health insurance premium for the coverage type (single or family) selected by the member. Beginning January 1, 2028, the premium share members will pay via payroll deduction shall be 12.5% of the health insurance premium for the coverage type (single or family) selected by the member.

Language clean-up – Revise the following language in Article V to clarify that surviving spouses of employees hired on or after 1/1/2010 are not eligible to remain in the City's health insurance program upon reaching the age of Medicare eligibility or federal retirement age, whichever occurs first. Additionally, the age at which dependent survivors become ineligible for the City's health insurance will be updated as follows: "reaching the age of ~~twenty-five (25)~~twenty-six (26) years."

Revise Article V, Paragraph 4 by deleting the maximum dollar amounts, and replacing them with the following language that applies to the annually updated contribution limits for both medical and dependent care:

4. **Self-Funded Flexible Spending Account:** Employees may establish a Flexible Spending Account with voluntary employee contributions ~~to a maximum of of \$2,550 per year and \$5,000 per year for dependent care up to the maximum annual amounts established by the IRS for medical and dependent care.~~

Delete Article V, Paragraph 5, in its entirety because the parties never manifested its intent:

- ~~5. VEBA: The City and the Association agree to the creation of a Healthcare Reimbursement Account/VEBA with the details to be determined in a Memorandum of Agreement developed by the parties.~~

IV. Vacation Pay

Revise Article VII, Section A., as follows:

- A. Vacations: Each employee shall be entitled to an earned vacation with pay, as follows:
 - (1) After one (1) year of continuous employment – 80 hours.
 - (2) After ~~seven (7)~~four (4) years of continuous employment – 120 hours.
 - (3) After ~~fourteen (14)~~nine (9) years of continuous employment – 144 hours.

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- (4) After ~~seventeen (17)~~fourteen (14) years of continuous employment – 160 hours.
- (5) After ~~twenty-three (23)~~twenty-one (21) years of continuous employment – 200 hours.

B. New Employees: ~~Effective January 1, 1979, employees~~Members of the Association having less than one (1) year of service by the first day of January shall earn vacation at the rate of ~~four (4)~~five (5) hours per full month of employment up to November 1st, not to exceed ~~forty (40)~~fifty (50) hours. Thereafter, time in service on or before December 31st of each year shall be used as the basis for computing the length of vacation to which each employee is entitled. First-year employees must work one (1) full year from their date-of-hire before they are entitled to their full vacation accrual. (Example: An employee who starts work on August 1, 1978 would be on the payroll as of December 31, 1978 and would therefore be entitled to a full vacation allotment for 1979, provided the employee remained on the payroll until August 1, 1979, one (1) full year after date-of-hire). First-year employees who terminate or are terminated before completion of one (1) year from their date-of-hire shall receive prorated vacation base on the number of full months worked from the previous December 31st, which number shall be placed as the numerator in a fraction whose denominator is the number twelve (12). Employees who terminate or are terminated before the completion of their probationary period are not eligible for the payment of earned vacation.

V. Work Week

Language clean-up: Remove references to the 5-2, 5-3 schedule, and replace as appropriate with references to a 5-2 schedule.

VI. Duty Incurred Injury

Repeal Article IX – Duty Incurred Injury, in its entirety, and replace it with the following:

**ARTICLE IX
DUTY INCURRED INJURY**

- 1. If an employee is injured during the course of his/her employment and loses 1 or more days of work because of such occupational injury or disease, the City will pay the established wages for the time of his/her absence from work while the employee remains in a healing period and

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has work restrictions for up to nine calendar months from the date said injury or disease first results in lost time from work.

2. Thereafter, the employee shall only receive worker's compensation benefits, if eligible, from the City's worker's compensation insurance carrier or self-funded program provided by the City.
3. If, at any time, any of the employee's chosen healthcare providers advise the employee that he/she has reached maximum medical improvement (i.e., end of healing) from such injury or disease, the employee shall immediately inform the City and provide a statement from the healthcare provider that indicates either that the employee can return to full duty or has permanent restrictions as the result of such injury or disease.
4. If, at any time, any of the employee's chosen healthcare providers have released the employee to return to full duty without any restrictions, the employee shall immediately inform the City and return to duty at the next scheduled time.
5. If, at any time, any of the employee's chosen healthcare providers have advised that the employee is subject to permanent restrictions, the employee shall immediately inform the City and engage in the interactive process under the Americans with Disabilities Act (ADA). If it is determined through the ADA's interactive process that the employee is not a qualified individual with a disability and/or that a reasonable accommodation does not exist that will enable the employee to perform his/her essential job functions, the employee's employment with the City will be terminated and classified as a medical separation. In the event of a medical separation, the City's action will not be subject to the procedures in Wis. Stat. § 62.13.
6. Nothing in this Article prevents the City from exercising its rights under state or federal law, including, but not limited to, the Wisconsin Worker's Compensation Act, Wis. Stat. §§ 40.63 and 40.65, to:
 - a. Require the employee to undergo a fitness-for-duty evaluation or independent medical examination by a medical expert chosen by the City; or
 - b. Conduct a medical record review by a medical expert.

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Further, nothing in this Article prevents the City from relying on the opinions of those medical experts in defending claims asserted by the employee under state or federal laws.

7. If the employee receives permanent restrictions that satisfy the criteria for eligibility for Duty Disability benefits under Wis. Stat. § 40.65 AND the employee files an application for Duty Disability within one month from the date the employee was placed at an end of healing and assessed with permanent restrictions, the City will guarantee a continuous income to the employee, equal to the employee's calculated ETF benefit, while his/her Duty Disability application is being considered for up to 3 months.
8. The employee will sign a written statement agreeing to pay back to the City any monies paid to him/her by the City beyond the retroactive starting date of the employee's Duty Disability benefit, less any offset to the Duty Disability benefit payment directly attributed to payments made to the employee by the City while his/her Duty Disability benefit is being considered, and the Association agrees to assist in such efforts.

VII. Clothing, Uniform, and Equipment Allowance

Revise the first sentence of Article XII as follows:

Each employee shall be paid a clothing allowance of ~~Nine~~ Twelve Hundred Dollars (~~\$900~~1,200.00) for each year of this Agreement.

VIII. Longevity Pay

Delete Article XI – Longevity Pay in its entirety.

IX. Additional Paid Holiday

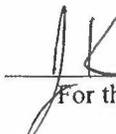
Within two weeks after the execution of a successor agreement, Juneteenth shall be added as an additional holiday and administered consistent with the terms of Article XIII – Holidays.

Within two weeks after the execution of a successor agreement, convert the “half day” holidays of Spring Break Holiday and the day before New Year’s Day (i.e., New Year’s Eve) to “full day” (i.e., 8 hour) holidays.

Language clean-up: All holidays and floating holidays will consist of 8 hours each.

The changes proposed above shall appear in the successor agreement as follows:

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**ARTICLE XIII
HOLIDAYS**

The following holidays shall be paid for at the regular rate of compensation. In the event a holiday falls on a Sunday, the following Monday shall be considered a holiday; and in the event a holiday falls on a Saturday, the preceding Friday shall be considered a holiday. The holidays shall be ~~fourteen (14)~~sixteen (16) work days, as follows:

New Year's Day
The Birthday of Martin Luther King, Jr.*
~~One half day~~ Spring Break Holiday

(Friday before Easter)
Memorial Day
Juneteenth
Fourth of July
Labor Day
Thanksgiving Day
Day before Christmas
Christmas Day
~~One half day before~~ New Year's Day Day Eve
Five floating holidays

All holidays and floating holidays will consist of eight hours each.

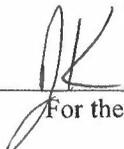
Those working a 5-2 schedule will have eleven (11) scheduled holidays and five (5) floating holidays.

Those working a 4-4 schedule will have eight (8) of the holidays listed in this Article XIII automatically built into their rotating schedule and will receive the remainder as floating holidays.

~~The work schedule set out in Article 8 is computed so as to include the holidays listed in this Article 13.~~

The floating holidays may be taken upon application by the employee and approval of the employee's immediate supervisor.

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Holiday time is to be subject to ~~Department 1408 procedure~~ Policy 1007 – Employee Time-Off and Leave, and all other conditions which currently exist regarding floating holidays.

~~The 5-2, 5-3 work schedule worked by employees assigned to that schedule is computed so as to include the holidays listed above. Employees assigned to work a 5-2 work schedule will observe the eleven (11) paid holidays currently observed by City Hall employees.~~

The floating holidays may be taken upon application by the employee, subject to ~~Departmental 1408 procedures~~ Policy 1007 – Employee Time-Off and Leave. In all cases, the shift commander of the officer's shift shall be notified a reasonable time in advance, and the discretion of the shift commander will decide the actual day to be taken.

The parties agree that an updated version of Policy 1007 - Employee Time-Off and Leave will be finalized and enacted prior to the signing of the 2025-2028 Police SOA CBA.

XI. Funeral Leave

Revise Article XV – Funeral Leave as follows:

- A. **Immediate Family:** Upon application for leave of absence due to death in the immediate family, employees will be allowed up to, but not to exceed three (3) calendar days with pay to arrange for and attend the funeral of an immediate family member. Immediate family means an officer's spouse, children, step-children, legal parents, step-parents, sister, brother, step-brother or step-sister, mother-in-law, father-in-law or guardian who raised the individual. In the case of a death in the immediate family, funeral leave will not be charged against regular off days or vacation. In the case of the death of an officer's grandmother, grandfather, sister-in-law, brother-in-law, son-in-law, daughter-in-law, or grandchildren, up to, but not to exceed, one (1) calendar day with pay will be allowed. Members can request to use additional accumulated paid time off for purposes of this section, which may be granted at the discretion of the Chief of Police.

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- B. **Other Relatives:** In the event of the death of any other relative, employees will be permitted to change their schedule so they may attend the funeral. In lieu of changing their next regular day off, officers may use accumulated paid time off.
- C. **Reasonable Notice Required:** In all these cases, the Commander of the employee's shift shall be notified a reasonable time in advance. In the event of an emergency, the Chief of Police reserves the right to control the nature and extent of funeral leave.

XII. Four-On – Four-Off

Delete the expiration language from the Four-On – Four-Off Side Letter of Agreement.

XIII. Overtime

Delete the expiration language from the Overtime Side Letter of Agreement.

XIV. Wage Table Cleanup

Re-format the wage tables as needed to facilitate more efficient updates thereto. The breakdowns of the Hourly, Overtime, Bi-Weekly, Monthly, and Annual wage amounts will be preserved; however, the formatting of the tables may look a little different. It will be noted in the wage table that the PH-4 – Starting wage rate will be 5.0% above the PH-2 – 7 Year wage rate, and the PH-4 6 Months wage rate will be 2.5% above the PH-4 – Starting wage rate.

XV. Other Formatting Cleanup

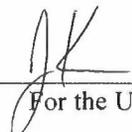
Make additional non-substantive changes to the formatting of the Police SOA collective bargaining agreement as deemed appropriate by the City, subject to the final approval of the union.

SIDE LETTER OF AGREEMENT – Medicare

- The “Side Letter of Agreement Regarding the Medicare Advantage Plans” should be considered to have been terminated and removed (i.e., “evaporated”) from the Police SOA’s CBA upon its expiration date of December 31, 2024, as set forth in the Notice of Termination of Permissive Subjects of Bargaining letter, which the City provided to the Police SOA on March 6, 2026. As such, the “Side Letter of Agreement Regarding the Medicare Advantage Plans” shall be deleted in its entirety from any and all successor agreements. *(Note that the City presently has no intent to discontinue offering its Medicare Advantage plan to eligible retirees and their spouses.)*



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