

**City of Racine and the Racine Police Association
Tentative Agreement
January 9, 2026**

**City of Racine
and
Racine Police Association**

Successor Collective Bargaining Agreement

Tentative Agreement – January 9, 2026 – Effective January 1, 2025

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

The City Administrator and other bargaining representatives for the City of Racine and 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 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 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	PH-2 – Starting	+0.0% (at \$33.11/hr in 2025)
	PH-2 – 1 Year	+0.0% (at \$34.93/hr in 2025)
	PH-2 – 2 Years	+0.0% (at \$36.88/hr in 2025)
	PH-2 – 3 Years	+1.0% (at \$38.95/hr in 2025)
	PH-2 – 4 Years	+2.0% (at \$41.31/hr in 2025)
	PH-2 – 7 Years	+3.0% (at \$43.80/hr in 2025)*
	PH-4 – Starting	(+5.0% above PH-2 – 7 Year moving forward)
	PH-4 – 6 Months	(+2.5% above PH-4 – Starting moving forward)

* For 2025, the PH-2 – 7 Year step will be established using a base rate of +5.0% over the 2024 PH-2 – 4 Year step, i.e., \$42.53/hr. The +3.0% increase will be added to this base rate for 2025.

January 1, 2026	+3.0% across the board	
January 1, 2027	PH-2 – Starting	+0.0%
	PH-2 – 1 Year	+0.0%
	PH-2 – 2 Years	+1.0%
	PH-2 – 3 Years	+1.0%
	PH-2 – 4 Years	+2.0%
	PH-2 – 7 Years	+3.5%
January 1, 2028	+3.0% across the board	

III. Health Insurance

All permissive subjects of bargaining in Article X 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 RPA'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 RPA on December 9, 2025.

Language clean-up: Where, in Article X, 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"

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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 member. 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 X 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.”

IV. Vacation Pay

Revise Article XII, Section 1, as follows:

1. Vacations: Each employee shall be entitled to an earned vacation with pay, as follows:
 - a. After one (1) year of continuous employment – 80 hours.
 - b. After ~~seven (7)~~four (4) years of continuous employment – 120 hours.
 - c. After ~~fourteen (14)~~nine (9) years of continuous employment – 144 hours.
 - d. After ~~seventeen (17)~~fourteen (14) years of continuous employment – 160 hours.
 - e. After ~~twenty-three (23)~~twenty-one (21) years of continuous employment – 200 hours.

Revise Article XII, Section 2, as follows:

2. New 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 4-5 hours per full month of employment up to November 1st, not to exceed ~~40~~50 hours. Thereafter, time in service on or before December 31st of each year

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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 based on the number of full months worked from the previous December 31, 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 Paragraphs 1 and 2 of Article XV – Duty Incurred Injury, and replace them with the following:

**ARTICLE XV
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 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



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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.

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

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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 Article XX as follows: *Reho - 2025*

Each officer shall be paid ~~\$900.00~~\$1200.00 for each year of this agreement. The clothing, uniform, and equipment allowance shall be paid effective February 1 of each year. Each new employee shall be paid ~~\$400.00~~\$1000.00 upon successful completion of his/her probationary period. The City agrees that uniform changes will not be made without providing a reasonable notice period during which officers may utilize uniforms previously purchased.

The City shall pay the cost of repairing uniforms and equipment damaged in the line of duty.

VIII. Longevity Pay

Delete Article XIX – 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 XXI – 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:

**ARTICLE XXI
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:

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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~~Eve
Five floating holidays

~~* The Birthday of Martin Luther King, Jr. shall be added as a paid holiday beginning in January 2023.~~

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

The Four-On – Four-Off work schedule set out in Article XIV above is computed so as to include eight of the ~~nine (9)~~ holidays listed in this Article XXI.

The floating holidays may be taken upon application by the employee, subject to Departmental 1408 procedures. 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.

All members shall have the option to select their floating holidays (40 hours 066 time) as an additional week of vacation in order of their departmental seniority within their division, their shift, and within their assigned day off group. This option will be available once all regular vacation selections have been made within the division, shift and day off group. Members on the 4-4 schedule selecting this option will be charged with two (2) hours of Flexible work time to complete the work week (10.5 hours x 4 Shifts = 42 hours). Members who do not wish to select their floating holidays as an additional week of vacation shall be subject to Departmental 1408 procedures.

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X. Funeral Leave

Revise Article XXIII as follows:

1. 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, brother, sister, step-brother, step-sister, mother-in-law, father-in-law, or guardian who raised the individual. 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) 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.
2. Other Relatives: In the event of the death of any other relative, officers will be permitted to change their next regular day off so they may attend the funeral. In lieu of changing their next regular day off, officers may use accumulated ~~overtime not exceeding eight (8) hours or to charge such time to no more than one (1) holiday or free day~~ paid time off.
3. Exceptions: When any officer is on vacation or scheduled off-time and death occurs as outlined in paragraph 1, such leave of absence shall not be construed as part of such vacation period or scheduled off-time.
4. Reasonable Notice Required: In all of these cases, the Shift Commander of the officer'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.

XI. Paid Parental Leave

Add a new "Article XL – Paid Parental Leave" to the successor agreement. This Article was unintentionally overlooked in the 2021-2024 RPA CBA; however, it has been in effect for members since January 1, 2023 by way of the parties' 2021-2024 Tentative Agreement. This Article XL shall read as follows:


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**ARTICLE XL
PAID PARENTAL LEAVE**

Any member who is eligible for and uses federal or state Family and Medical Leave (FMLA), for the birth of a child or for the placement with the member of a child for adoption or foster care, shall be granted up to 320 hours of paid leave at the member's then-regular hourly pay rate to be used during the FMLA period.

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.


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