



COUNTY OF DANE

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Shelby Slaven
Director of Administration

Date: January 22, 2026

To: Dane County Board Supervisors

From: Shelby Slaven
Director of Administration

Subject: 2025-26 WPPA Collective Bargaining Agreement – Deputy Sheriffs' Association

Since August 2025, the Employee Relations Division and the Department of Administration have been conducting collective bargaining sessions with the Wisconsin Professional Police Association (WPPA), which represents Dane County Deputy Sheriffs' Association. As a result of those bargaining sessions, the parties have agreed to a one-year tentative agreement that will run from December 14, 2025 through December 12, 2026.

This memo explains the changes that are contained within that tentative agreement. 2025 Res-299 approves this agreement.

Wellness Hours

Under the current Collective Bargaining Agreement, employees who select a certain option for Disability Insurance can earn Wellness Days. The Updated CBA provides that Wellness hours may accumulate indefinitely. A similar provision has been provided to general county employees under Employee Benefit Handbook.

Compensatory Time Cash out

The updated agreement provides that Deputies may cash out at least 20 hours of compensatory time at least two times per year. A similar provision has been provided to general county employees under Employee Benefit Handbook

Bilingual Pay MOU

The new bargaining agreement includes a memorandum of understanding that provides for bilingual pay for deputies who become certified in second language. The increase in hourly pay for deputies who become certified in a second language is \$2.00 per hour. A similar provision has been available to general county employees under the Employee Benefit Handbook.

Language Cleanups

The 2025-26 Collective Bargaining Agreement provides for cleaned up language in a number of areas. Those are:

- Crime Scene Unit Acting Class Rate. Under the current bargaining agreement, a Deputy II can earn acting class rate of a Deputy IV if certain conditions are met. The language in this section was inconsistent with previously agreed to language in another section. The updated agreement aligns the language in these sections.

- Removing an outdated Hold Harmless Clause for Deputies hired before December 26, 1992. This section clarified how educational credits would be counted for the purpose of determining educational incentive pay. The DCSO no longer has any employees who would need to be held harmless.
- Removes a confusing sentence from the Overtime Rates Section.
- Purchased Override Day. The updated CBA includes clarifying language with how Purchased Override days function.
- Health Insurance. The 2025-26 agreement updates the Health Insurance section to reflect the 2026 rates for health insurance. No changes were made to the structure of the County's health insurance benefits.
- Disability Insurance. The CBA updated the language on when employees can make changes to the Disability Insurance. The language now reflects the current practice.
- "Designated Beneficiary" instead of "Surviving Spouse." The updated bargaining agreement updates this section to use more accurate terminology.