



## 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 – Supervisory Law Enforcement Unit

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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 the Supervisory Law Enforcement Unit. 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 279 approves this bargaining agreement.

### Association Activities

The updated bargaining agreement contains a new provision related to Association Activities. Under the new agreement Officers selected as delegates to the annual Wisconsin Professional Police Association (WPPA) Convention shall be permitted to use up to three days of accumulated leave to attend the convention. The agreement sets a maximum cap on the number of officers who can participate in this convention.

Additionally, this section allows officers who serve on the Dane County Sheriff's Supervisors Association (DCDSSA) Board of Directors up to 3 hours, but no more than 300 hours per year for the entire Board, for attending meetings held during the employee's scheduled hours.

A further section provides that up to five members of the negotiating committee may receive pay during the employee's schedule hours for negotiations with the County.

In the last aspect of this section, the County agrees that there will be no retaliation against the association or any bargaining unit member for engaging in protected and concerted activity during the negotiation and duration of the agreement.

Similar provisions have been provided to general county employees under Employee Benefit Handbook and to Deputies in the Sheriff's Office under their collective bargaining agreement.

### Compensatory Time Cash out

The updated agreement provides that Sergeants and Lieutenants 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.

### **Language Cleanups**

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

- Removes old effective dates for the incentive plan and longevity plan. When these provisions were added, effective dates were added to the CBA. These effective dates have long since passed and are no longer needed in the agreement.
- The current agreement contains language that describes the wage rate for Sergeants when they promote to that rank. The updated agreement clarifies how longevity credits will be applied in that wage calculation.
- 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.
- Removes a confusing sentence from the Overtime Rates Section.