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Summary of Negotiated Settlement

11/11/25

The City's labor negotiator and the executive board of the West Allis Professional Police Association have agreed to a tentative collective bargaining agreement to replace the current CBA set to expire on December 31, 2025. The following is a summary of the changes from the 2022-2025 contract to this tentative agreement.

- The term of this CBA shall be 4 years (from January 1, 2026, to December 31, 2029)
- Using the pay scale from the end of 2025 as a starting point, pay shall be increased for all positions in the following amounts (first pay period thereafter):
 - o 1.00% on January 1, 2026
 - o 2.00% on July 1, 2026
 - o 1.50% on January 1, 2027
 - o 2.00% on July 1, 2027
 - o 2.00% on January 1, 2028
 - o 2.00% on July 1, 2028
 - o 2.00% on January 1, 2029
 - o 2.00% on July 1, 2029
- Patrol officers who are training new police officers will be compensated with 1 hour of compensatory (green) time per 8-hour shift (or 30 minutes for a 4-8 hour shift) in lieu of current FTO compensation, which is \$25 per month and \$1.50/hr.
- Scheduled overtime assignments will be based upon seniority, except the police chief retains discretion to not offer seniority-based scheduled overtime in certain circumstances.
- Compensatory (green) time bank is capped at 120 hours.
- Funeral leave is expanded to step-relationships and, in some instances, increased from 1 to 2 days.
- Annual uniform allowance is increased from \$280 to \$500.
- Pay dates for any special pays would take place on the same date as the City's standard payroll cycle and allow Finance to make proper year-end payments.
- Any typos/errors, incorrect information, or outdated information has been deleted/edited. Terms used throughout the CBA were amended so they are internally consistent.