



Ratification of BPMA's Extension Agreement

Board of Directors Meeting
April 23, 2026

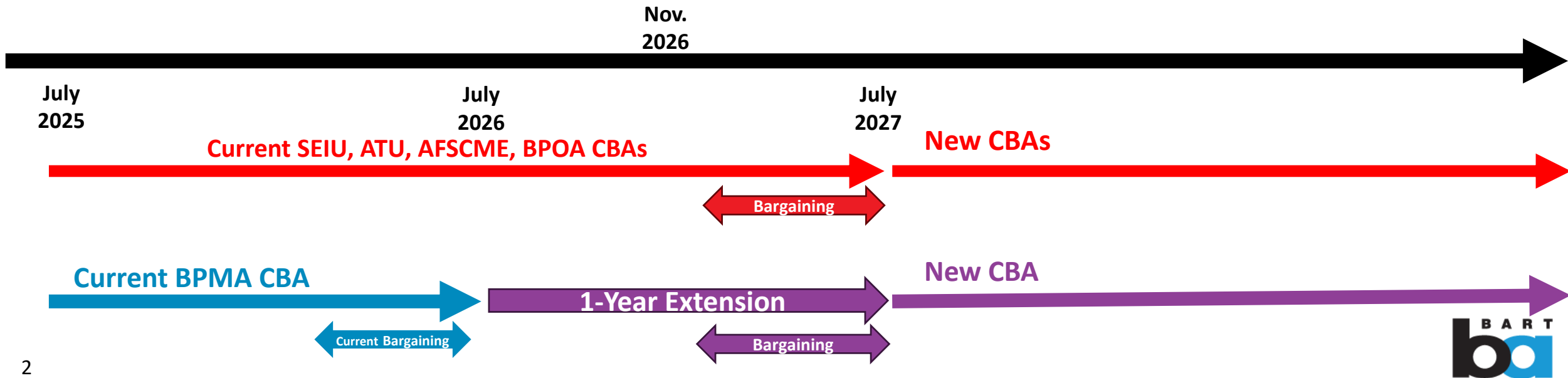


Timing and Context

- In 2024 the Board extended the AFSCME, ATU and SEIU contracts to create cost certainty and flexibility in managing our budget given our economic circumstances. It extended the BPOA agreement in January of this year.
- In 2025 BPMA approached the District about extending its contract under similar terms. The parties have met over the past few months regarding a 1-year extension of their CBA.

The Big Picture

- Given the economic circumstances facing the District, our next round of bargaining will include substantial efforts to align our resources and funding.
- With that need for flexibility, the parties tentatively agreed to a 1-year extension that would place the BPMA temporarily on the same cycle as our other major labor groups allowing the District the most labor flexibility possible to address operational efficiencies within the given economic conditions.



Deal Parameters

Wages

- 2% on July 1, 2026
- 2% on January 1, 2027
 - These wages were priced into our current budget as they were presumed with the increase to the BPOA.

Medical Premiums

- Increase in medical premiums in the following year.
- Maintains the 3% escalator for employee contributions.
 - This guarantees that the employee contribution rises as costs rise into future years

Retiree Health Benefits Trust

- Moving to the CalPERS actuarial method.
- Providing flexibility to defer payments based on economic hardship.
 - This change has already resulted in a projected \$630,000 cost reduction in FY 2027

Other Operational Impacts

BPMA also adjusted two work rules to enhance service of sworn members. These adjustments:

- 1) Reduce the number of leave days to provide more officers in the system and potentially reduce overtime.
- 2) Agreed to establish an independent, market-based compensation model for higher ranking officers.

Resolution

Approve the attached resolution and tentative agreements ratifying the extension of the Collective Bargaining Agreement between the San Francisco Bay Area Rapid Transit District and the BART Police Managers' Association (BPMA) to a term of July 1, 2018 – June 30, 2027.

Discussion