



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL:		GENERAL MANAGER ACTION REQ'D:		
DocuSigned by: <i>Michael Jones</i> 47000790F2D7463...				
DATE: 12/22/2025 12/29/2025		BOARD INITIATED ITEM: No		
Originator/Prepared by: David Coleman Dept: Labor Relations	General Counsel	Chief Financial Officer	District Secretary	BARC
Signature/Date: DocuSigned by: <i>David Coleman</i> B3218F68AE9B41E 12/26/2025	DocuSigned by: <i>Jeanne Belan</i> F8FD7B3A73E74E8... 12/26/2025 []	Signed by: <i>Joseph Beale</i> 7D9A7C6E7348456... 12/26/2025 []	DocuSigned by: <i>Robert Franklin</i> AFF4529E1F0D45C... 12/29/2025 []	DocuSigned by: <i>Pamela Herlihy</i> 3BB24D65B8724F5... 12/26/2025 []

Resolution Ratifying the Agreement to Extend the Collective Bargaining Agreement (CBA) and Create a Successor Agreement with the BART Police Officers' Association (BPOA)

PURPOSE:

To obtain approval of the attached resolution ratifying the extension of the Collective Bargaining Agreement (CBA) between the San Francisco Bay Area Rapid Transit District (District), and the BART Police Officers Association (BPOA).

DISCUSSION:

In July of 2022 the Board ratified the extension and creation of successor CBAs for BPOA spanning July 1, 2018, through June 30, 2026. In 2024 the District extended its contracts with AFSCME, ATU and SEIU through Fiscal Year 2027. By extending the BPOA agreement by one year it aligns the contract with our other labor groups providing the District extra flexibility in its contracts after the outcome of the revenue measure is determined.

The parties negotiated extensively over several months to ensure the District could stay competitive in its labor market, while structuring wage increases and adjusting benefits to limit the impact to the District's projected deficits.

Those terms include extending the CBA by one year to ensure continued labor peace at the District and build in cost certainty through Fiscal Year 2027. It keeps the same raises as our other labor partners with a 2% raise on July 1, 2026, followed by a 2% raise on January 1, 2027. It also makes two work rule changes to provide the Department with further



operational flexibility moving forward.

In exchange for these wage increases, BPOA agreed to a change in the funding of retiree health benefits which is already cutting District costs by approximately \$630,000 in Fiscal Year 2027 to help address funding shortfalls. BPOA similarly agreed to increasing employee contributions to medical premiums for upcoming year and maintaining its 3% escalator on that increased medical premium payments through 2034.

A more detailed version of these provisions can be found in the attached tentative agreements.

BPOA ratified the tentative agreements on December 26, 2025.

FISCAL IMPACT:

In total the BPOA agreement will increase the projected budget deficit in Fiscal Year 2027 by approximately \$750,000 for the six months starting January 2027.

ALTERNATIVES:

Reject the tentative agreements. If the Board does not approve the extension, the parties will remain status quo and enter contract bargaining around March of 2026.

RECOMMENDATION:

Adoption of the following motion

MOTION:

The Board approves 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 Officers Association (BPOA) to a term of July 1, 2018 – June 30, 2027.