



# EXECUTIVE DECISION DOCUMENT

<b>GENERAL MANAGER APPROVAL:</b>		DocuSigned by: <i>Michael Jones</i> 47000790F2D7463...		<b>GENERAL MANAGER ACTION REQ'D:</b>	
DATE: 4/13/2026		4/17/2026		BOARD INITIATED ITEM: No	
<b>Originator/Prepared by:</b> David Coleman <b>Dept:</b> Labor Relations	<b>General Counsel</b>	<b>Chief Financial Officer</b>	<b>District Secretary</b>	<b>BARC</b>	
<b>Signature/Date:</b> DocuSigned by: <i>David Coleman</i> B3278E68AE5B41E 4/15/2026	DocuSigned by: <i>Amelia Sandoval-Smith</i> 2528C067C44147D... 4/15/2026 [ ]	Signed by: <i>Joseph Beach</i> 7D9A7C6E7348456... 4/17/2026 [ ]	DocuSigned by: <i>Robert Franklin</i> AFF4529E1F0D45C... 4/17/2026 [ ]	DocuSigned by: <i>Pamela Herlihy</i> 3BB24D65B8724F5... 4/17/2026 [ ]	

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

### 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 Managers' Association (BPMA).

### DISCUSSION:

In July of 2022 the Board ratified the extension and creation of successor CBAs for BPMA spanning July 1, 2018, through June 30, 2026. With all our focus on a revenue measure in 2026, both the District and the BPMA agree that bargaining in the current environment would take focus from the goal of providing safe reliable service. Additionally, by extending the agreement by one year it aligns the contract with all our other labor groups so that the District will have maximum 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 finalize cost certainty through Fiscal Year 2027. It keeps the same raises as our other labor partners and within the Police Department with a 2% raise on July 1, 2026,



followed by a 2% raise on January 1, 2027. This aligns all union contracts to open in 2027 providing maximum flexibility for the District to address concerns once the outcome of the revenue measure is clear.

In exchange for these wage increases, BPMA agreed to a change in the funding of retiree health benefits which is already saving the District approximately \$630,000 in fiscal year 2027 to help address funding shortfalls. BPMA 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. BPMA also agreed to eliminate certain leave days for sworn staff and altering its compensation model in the following round of bargaining in Fiscal Year 2027.

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

BPMA ratified the tentative agreements on April 15, 2026.

**FISCAL IMPACT:**

As the BPMA wage increases for Fiscal 2027 were incorporated in the previously ratified BPOA extension agreement, there is no increase to the budget deficit from BPMA's extension agreement.

**ALTERNATIVES:**

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

**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 Managers' Association (BPMA) to a term of July 1, 2018 – June 30, 2027.