



Agenda Request and Staff Report

MEETING DATE: January 28, 2026

SUBJECT: Consideration of Board approval for the Black Butte Ranch Police Service District 2025-2027 collective bargaining agreement

RECOMMENDED MOTION: Approval of County Document No. 2026-049 Black Butte Ranch Police Service District 2025-2027 collective bargaining agreement

BACKGROUND AND POLICY IMPLICATIONS:

The Black Butte Ranch Police Service District (“District”) has been actively negotiating with the Black Butte Police Officers Association (“Association”) for a successor collective bargaining agreement (CBA) to the expired 2020-2025 CBA. Negotiations began in October of 2024 and concluded on November 7, 2025 with an impasse. At that time the Association filed for mediation. The first and only mediation occurred on December 23rd, 2025. That meeting also resulted in an impasse. Prior to either side requesting arbitration, the Chief of Police and Association leadership continued to have informal conversations which ultimately led to an agreement on the final issue of the CBA. Both the District and the Association tentatively agreed to this new two-year agreement on 1/15/2026. If approved, the new agreement will have an effective date of July 1, 2025 through June 30, 2027.

BUDGET IMPACTS:

In addition to significant language changes, the District has agreed to the following financial allowances:

- Salary increase of 10% in year 1 (FY26) and 5% in year two (FY27) of the CBA
- Increase in the contribution of each officer's HRA account from \$1,693 to \$1,750 effective Feb 1, 2026 and \$1,900 in year two plus additional one-time contributions of \$500 (2/1/26) and \$1,500 (7/1/26)



- Increases in the intermediate and advanced certificate incentive program with the maximum annual benefit of \$3,300 per officer occurring in year two of the CBA. Changed from percentage to a fixed dollar amount.
- Increase in the Field Training Officer incentive rate
- Creation of a Public Information Officer position with annual benefit of \$3,960
- Increase in the longevity step bonus by \$1,768/year at top pay step
- Addition of a paid holiday program whereby officers working one of nine specified holidays will be paid at the rate of time and one half (1.5) and if working the holiday as overtime will be paid at a rate of double time and a quarter (2.25).
- Addition of a Long-Term Disability Insurance plan paid for by the District.
- Additional allowances for the purchase of duty boots and uniform clothing.

All increased costs of the proposed agreement were built into the FY 2026 budget except for the increases to the HRA contributions. A review of the current FY 2026 budget shows that the District's budget has the capacity to absorb the increased costs of the HRA contributions.

Preliminary planning of the District's FY 2027 budget shows that the increases in the District's revenue as a result of the recent increase to the optional levy rate, and annual increase in property values, will provide sufficient funding to afford these additional costs and meet the other needs of the District.

ATTENDANCE:

Todd Rich, Chief of Police