

**Butte Silver Bow's Final Written Offer to Butte Police Protective Association**  
**April 4, 2024**

BSB offers the following package proposal, which constitutes its final written offer to the Butte Protective Police Association, including items previously tentatively agreed upon by the parties:

1. **Article 26 – Wage/Classification Schedule**

4% increase to base pay for Year 1 retroactive to 7-1-2023  
Wage opener for Year 2

2. **Article 45 – Termination and Renewal**

Two-year contract term from July 1, 2023 through June 30, 2025 with a wage (Article 26, Section 1) and health insurance opener (Article 30, Section 1) for Year 2.

3. **Article 17 – Grievance Procedure, Step 1(b)** (TA'd 11/7/23)

Step 1(b) is modified as follows:

If the Grievance Committee decides the grievance is justified, with or without the presence of the aggrieved employee, it shall take up the grievance or dispute with the employee's immediate supervisor within ~~three (3)~~ five (5) working days. The immediate supervisor shall attempt to adjust the matter and shall respond in writing to the Grievance Committee within ~~three (3)~~ five (5) working days. In the case of Sworn Officers, the immediate supervisor shall be the appropriate Captain (i.e., Operations, Administrative, and Investigative). For non-sworn employees classified as 911 Communications Officer or Detention Officer, it is the 911 Administrator or the Detention Administrator.

4. **Article 30 – Health Insurance** (TA'd 10/27/23)

Replace Section 1 with:

Section 1: The employer agrees to contribute up to a maximum of the amount specified below per month toward the total cost of the premium of a Butte-Silver

Bow Sponsored Health Insurance Plan, a BPPA Sponsored Health Insurance Plan, or any related successor insurance plans:

Employer Contribution	July 1, 2023	July 1, 2024
	\$1,155.29	TBD

5. **Article 24 – Work Day-Work Week** (TA'd 10/27/23)

Section 1:

Police Officers assigned to the Patrol Division, including K-9 Officers, will work 2184 hours per calendar year following the Pitman Schedule. Officers will be paid for actual hours worked. Shift rotation and shift assignments (refer to Addendum A) will be determined by the Sheriff and will be completed by November 1<sup>st</sup> of the year prior to the schedule going into effect with a minimum of three (3) month rotation cycle with a maximum of four (4) months.

Police Officers assigned to the Detective Division, School Resource Officers (SROs), Public Housing Officers (PHOs), Traffic Enforcement Officers (TEOs), Crime Prevention Officers (CPOs), and Bailiffs/Court Officers will work 2184 hours per calendar year. Officers will be paid for actual hours worked. All Detectives will work four (4) days and three (3) days off during each seven (7) day period and scheduled as off on Saturday and Sunday each week, the remaining day off shall be scheduled at the discretion of the Sheriff.

At the discretion of the Sheriff, specialty positions may work four (4) days and three (3) days off during each seven (7) day period or five (5) days and two (2) days off during each seven (7) day period if the Sheriff determines this is in the best interest of the Department or if the specialty position requires this type of work schedule. These officers will be paid for actual hours worked and will work additional hours each week at the beginning or end of the shift and shall be scheduled off on Saturday and Sunday each week. The additional hours total 104 per year or the equivalent of the Patrol Pitman Schedule. The remaining day off shall be scheduled at the discretion of the Sheriff.

**6. Article 27 – Special Pay Provisions (TA'd 2/29/24)**

Effective upon ratification, add New Section 2 – Mandatory Detention Holdovers:  
“For mandatory holdovers within the same pay period, the first holdover is paid at one and one-half (1½) times the employee’s regular rate of pay and the second and subsequent holdovers are paid at two (2) times the employer’s regular rate of pay.”