



STAFF REPORT

AGENDA NO: 9q

MEETING DATE: December 15, 2025

To: Honorable Mayor and City Council

Date: December 15, 2025

From: Maria Saguisag-Sid, Human Resources Director – (650) 558-7209

Subject: Adoption of a Resolution Authorizing the City Manager to Implement the Tentative Agreement between the City of Burlingame and Teamsters Local 856, Amend and Execute a Memorandum of Understanding with Teamsters Local 856, Approve Amended Salary Schedules, and Increase the General Fund Budget Appropriation for the Police Department by Approximately \$12,200

RECOMMENDATION

Staff recommends that the City Council adopt the attached resolution authorizing the City Manager to implement a Tentative Agreement between the City of Burlingame and Teamsters Local 856 and amend the Memorandum of Understanding (MOU), effective January 1, 2026, through December 31, 2028. Staff further recommends approving updated salary schedules for Merit and Casual Classifications effective December 29, 2025 and increasing the General Fund budget appropriation for the Police Department by approximately \$12,200.

BACKGROUND

The Teamsters Local 856 labor agreement is scheduled to expire on December 31, 2025. The City and the Teamsters bargaining teams have met and conferred in good faith on the terms and conditions of employment as provided by State law. The City and the Teamsters bargaining teams have been meeting since October 2025 to negotiate the terms of the successor agreement. After several sessions, the City and Teamsters bargaining teams have agreed on a Tentative Agreement, which the Teamsters members ratified on December 4, 2025.

DISCUSSION

The major terms of the tentative agreements are within Council authority for fiscal impact. The changes to the successor MOUs being recommended are as follows:

Term:

- Three years, January 1, 2026, through December 31, 2028

Salary:

- Effective the first full pay period after City Council approval, 2.5% increase in base salary and a 1.5% equity adjustment, for a total of 4.0% salary increase
- Effective the first pay period of January 2027, 2.5% increase in base salary and a 1.5% equity

adjustment, for a total of 4.0% salary increase

- Effective the first pay period in January 2028, a 2.5% increase in base salary and a 1.5% equity adjustment, for a total of 4.0% salary increase

Bereavement Leave:

- Increase paid bereavement leave to five days and update language to match state statute

DRIVE

- Include Teamster DRIVE language into MOU

Uniform Allowance

- Provide for reimbursement of uniform items for newly hired dispatchers and additional reimbursement upon completion of probation
- Increase annual uniform allowance from \$850 to \$950 per year

Vacation Scheduling

- Amend language to clarify vacation schedule bidding

Staff is requesting approval from the City Council to authorize the City Manager to implement the Tentative Agreement and amend and execute a successor MOU for the bargaining group with the provisions noted above and in the attached Tentative Agreement.

Staff is also requesting approval of the amended Merit and Casual Salary Schedules to be effective December 29, 2025; the new schedules will reflect the changes in compensation as agreed upon by the parties. The Casual Salary Schedule is also being updated to increase the Per Diem Communication Dispatcher pay rates to keep them in line with their regular position counterparts.

FISCAL IMPACT

The increase in Year 1 (calendar year) costs under the negotiated agreement for all covered employees is estimated at \$42,300. The City's adopted budget for fiscal year 2025-26 included an estimated 4% increase for this group. The impact of these negotiated changes to the fiscal year 2025-26 budget is approximately \$12,200 for the Teamsters Local 856. Staff proposes to increase the General Fund budget appropriation for the Police Department by the same amount. Future budgets will incorporate the approved increases going forward.

Exhibits:

- Resolution
- Teamsters Local 856 Tentative Agreement
- Salary Schedules – Merit and Casual