

**SUCCESOR MOU NEGOTIATIONS  
BETWEEN  
THE ASSOCIATION OF POLICE OFFICERS ASSOCIATION  
AND  
THE CITY OF BURLINGAME**

Parties Total Package Tentative Agreement

December 6, 2025

The Parties submit this Total Package Tentative Agreement (TPTA) in good faith to bring this round of negotiations to a mutually acceptable resolution. The Parties TPTA is not effective until a ratification vote of the members of the Association and the first full pay period after City Council approval of a successor MOU in open session or first full pay period in January 1, 2026 whichever is later.

6. SALARY PLAN AND PREMIUM PAYS

Effective ~~February 22, 2023~~ January 1, 2026 or the first pay period after City Council approves a successor MOU in open session, whichever is later, there will be an increase in base salary for all classes of two and a half percent (2.5%) and and a three and two hundredth percent (3.2%) equity adjustment for a total of five and seven hundredth percent (5.7%).

~~Effective February 22, 2023, there will be an equity adjustment for all classes of three percent (3%).~~

Effective the first pay period of January ~~1, 2027~~ 4, there will be an increase in base salary for all classes of two and a half percent (2.5%) and a two percent (2.0%) equity adjustment for a total of four and a half percent (4.5%) ~~five percent (5%)~~.

Effective the first pay period of January 202~~8~~ 5, there will be an increase in base salary for all classes of two and a half percent (2.5%) and a one and a half percent equity adjustment for a total of four percent (4%).

~~Effective the first pay period of January 2025, there will be an increase in base salary for all classes of four percent (4%).~~

6.1.6 The education increment for POST certifications shall be considered as wages for the purposes of computing overtime and holiday pay.

~~6.1.6.1-Effective January 1, 2026 or the first pay period after City Council approves a successor MOU in open session, whichever is later January 1, 2002~~ an employee with an Intermediate POST certificate shall receive a 5% premium pay differential and an employee with an Advanced POST certificate shall receive a 107% premium pay differential (Peace Officer Standard Training (POST) Certificate Pay).

6.3      The salary for a new employee entering City employment shall be the minimum salary step for the classification to which the employee is appointed unless the City determines that appointment to another step is in the best interests of the service. Permanent employees serving in regular established positions shall be advanced to the next higher salary step for their respective classifications, upon satisfactory evaluation, after completion of one (1) year of full time service in each of the salary steps for the classification upon the anniversary of the employee's appointment date or revised salary anniversary date. The Police Chief may grant an early step increase after completion of six (6) months in a classification subject to City Manager approval. Granting an early step increase may result in a revised salary anniversary date for future step increases. 6.3.1 Salary range adjustments for a classification will not set a new salary anniversary date for employees serving in that classification

6.3.1 Salary range adjustments for a classification will not set a new salary anniversary date for employees serving in that classification.

6.3.2 Whenever the schedule of compensation for a classification is revised, each incumbent in a position to which the revised schedule applies shall be paid at the same step in the revised range as the step at which the employee was paid in the previous range.

6.3.3 The salary differential between steps will be approximately 5%.

6.4 When employees are promoted, they shall normally receive the first step in the salary range for their new positions. However, if such step results in a salary increase of less than five percent (5%) of base pay, they shall receive the first step in the range which results in a minimum 5% increase over base pay.

#### 6.7 Longevity

Effective the first pay period of January 1, 2026 or the first pay period after City Council approves a successor MOU in open session, whichever is later January 2024, employees with at least 40-7 years of service as an officer with the Burlingame Police Department, shall receive a longevity pay premium of two and one-half percent (2.5%) of base pay.



Effective the first pay period of January 1, 2026 or the first pay period after City Council approves a successor MOU in open session, whichever is later, employees with at least 12 years of service as an officer with the Burlingame Police Department, shall receive a longevity pay premium of five percent (5.0%) of base pay.

13.6 Bereavement Leave:

In the event of a death in the immediate family or a member of the household of an employee, absence from duty shall not exceed five-three (53) work days. which need not be taken consecutively, provided that the bereavement leave must be taken within three (3) calendar months of the date of the death In the event of the death of a relative not a member of the immediate family, absence from duty shall not exceed one (1) day. Such absences shall not be charged to sick leave. In the event of the death of a non-family member, an employee shall be allowed to use vacation or CTO.

For the purposes of this section, "immediate family" means parent, steparent, spouse, domestic partner, child, stepchild, sibling, grandparents, motherparent-in-law, or father-in-lawgrandchild.

~~14.5 Sick Leave Monitoring Program~~

~~The record keeping to determine sick days used will be from January 1 to December 31 of each year. Sick leave monitoring will be in accordance with the Department's standard operating procedures.~~

**40. TERM**

The term of this agreement shall begin on January 1, 2026 and expire on December 31, 2028.

**This TPTA includes all previously signed Tentative Agreements. All proposals exchanged by the parties that are not included in a signed Tentative Agreement are hereby withdrawn.**

BURLINGAME POLICE  
OFFICERS ASSOCIATION

CITY OF BURLINGAME

Date: 12/16/2025

Date: 12/11/2025



---

Dan Forbes, President



---

Maria Saguisag-Sid, Human Resources  
Director



---

Peter Hoffmann, Negotiator



---

Timothy L. Davis, Negotiator