

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

City's Total Package Proposal

December 10, 2025

The City submit this Total Package Tentative Agreement (TPTA) in good faith to bring this round of negotiations to a mutually acceptable resolution. The City's 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.

**5. SALARY PLAN AND PREMIUM PAYS**

Effective the first pay period of January 2026~~3~~ or the first pay period after Council adopts 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 there will be an equity adjustment for all classes of three and two hundredth percent (3.2%) for a total increase of five and seven hundredth percent (5.7%).

~~Effective the first pay period of January 2023, there will be an equity adjustment for all classes of three percent (3.0%).~~

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

Effective the first pay period of January 2028~~5~~, there will be an increase in base salary for all classes of two and a half percent (2.5%) ~~there will be an equity adjustment for all classes of one and a half percent (1.5%) for a total increase of four percent (4.0).~~

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

5.1.5.1 Effective the first pay period of January 2026 or the first pay period after Council adopts a successor MOU in open session, whichever is later,  
aAn employee with a POST certificate shall receive a premium pay

differential (Peace Officer Standard Training (POST) Certificate Pay) for the highest Certificate they obtain in the following amounts:

POST Advance Certificate = ~~\$518.70/Month~~ 5% of base hourly rate

POST Supervisory Certificate = ~~\$813.00/Month~~ 7.5% of base hourly rate

POST Management Certificate = ~~\$974.82/Month~~ 10% of base hourly rate

### 5.5 Longevity

Effective the first pay period of January 2024, employees with at least 10 years of service 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 2026 or the first pay period after Council adopts a successor MOU in open session, whichever is later, employees with at least 12 years of service with the Burlingame Police Department, shall receive a longevity pay premium of five percent (5.0%) of base pay.

### 12.6 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 ~~three-five~~ (35) 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, stepparent, spouse, domestic partner, child, stepchild, sibling, grandparents, ~~mother~~ parent-in-law, or ~~father-in-law~~ grandchild.


16.4 All promotional appointments shall be tentative and subject to a probationary period of one (1) year from date of appointment, unless extended. Upon satisfactory completion of such probationary period, employees shall be appointed as regular employees.

## 31. TERM

The term of this agreement shall begin on January 1, 202~~36~~ and expire on December 31, 20252028.

BURLINGAME ASSOCIATION OF  
POLICE ADMINISTRATORS

Date: 12/10/2025 \_\_\_\_\_

  
\_\_\_\_\_  
Robert Boll, Negotiator

CITY OF BURLINGAME

Date: 12/10/2025 \_\_\_\_\_

*Maria Saguisag-Sid*  
\_\_\_\_\_  
Maria Saguisag-Sid, Human Resources  
Director

*Timothy Davis*  
\_\_\_\_\_  
Timothy L. Davis, Negotiator

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**Proposal #2 Side Letter**


**New Section**

**5.6 Extra Shift Premium Pay**

Police Lieutenant and Police Captain employees will be paid at 1.5 times their current hourly rate only for work done in accordance with BPD Policy outside an employee's regular schedule and reimbursed by an outside vendor requesting police services. Such shifts shall not impact the employee's normal work schedule. The Police Chief or designee will have absolute discretion to determine the specific shifts that qualify for this program, with no appeal rights for the employee. Police Lieutenant and Police Captain employees are exempt from overtime under the Fair Labor Standards Act (FLSA). Extra Shift Premium Pay is not overtime pay, and the parties agree that this provision does not impact the member's exempt status under the FLSA. Members shall not be entitled to overtime or compensatory time for such work.


**BURLINGAME POLICE  
ADMINISTRATORS ASSOCIATION**


Date: 9-18-2025

  
\_\_\_\_\_  
Robert Boll

**CITY OF BURLINGAME**

Date: 9/18/2025

  
\_\_\_\_\_  
Maria Saguisag-Sid, Human Resources  
Director

  
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Timothy L. Davis, Negotiator