

**SUCCESSOR MOU NEGOTIATIONS
BETWEEN
THE ASSOCIATION OF POLICE SERGENTS 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.

5. SALARY PLAN AND PREMIUM PAYS

Effective the first pay period of January 2023, the Police Sergeant job classification salary range for top step shall be maintained at 21% above that of the Burlingame Police Officer job classification top step salary.

Effective ~~February 22~~ January 1, 2026, 2023 ~~(or the first date after City Council approval of 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 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 the three percent (3%).~~

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 a two (2.0%) percent equity adjustment for a total of four and a half percent (4.5%)~~five percent (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%) and a one and a half percent (1.5%) equity adjustment for a total of four percent (4%)~~four percent (4%)~~.

5.5 Longevity

Effective January 1, 2026 or the first date after City Council approval of a successor MOU in Open Session whichever is later, Effective the first pay period of January 2024, employees with at least 10-7 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 15-12 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.

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 An employee with a POST certificate shall receive a premium pay differential (Peace Officer Standard Training (POST) Certificate Pay) in the following amounts:

POST Intermediate Certificate = ~~\$395.00~~5% of base hourly rate

POST Advance or Supervisory Certificate = ~~\$518.70~~10% of base hourly rate

~~POST Supervisory Certificate=\$813.00~~

~~12.5 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~~

15.6 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, parent~~mother~~-in-law, or ~~father-in-law~~grandchild.

32. TERM

The term of this agreement shall begin on January 1, 20236 and expire on December 31, 20258.

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

Date: 12/10/2025




Michael Bolanos




Peter Hoffmann, Negotiator

CITY OF BURLINGAME

Date: 12/11/2025



Maria Saguisag-Sid, Human Resources Director



Timothy L. Davis, Negotiator