



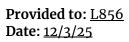
Tentative Agreement Between City and Teamsters Local 856 (Dispatchers)

The Parties having meet and conferred agreed to the following:

Principal Terms:

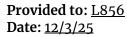
- 1. 3-year term.
- 2. General Wage Increase (4%) each year
- 3. Continued Health Care Coverage
- 4. Clarification of Vacation Bidding
- 5. Paid Bereavement Leave
- 6. Uniform Allowance

Item #	Article	Proposal
1	Salary Plan and Premium Pays Section 6.1	Salary Increases: Effective the first full pay period after Council ratification, there will be an increase in base salary for all classes of two and a half percent (2.5%) and one and half percent equity adjustment for a total of four percent (4%). Effective the first pay period of January 2027, 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 2028, 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%).
2	Salary Plan and Premium Pays Section 6. 2	Premium Pays Insert Side 11/23 Side Letter Agreement into MOU





3.		Strike Existing Language and Replace with:
	Bereavement Leave	
	13.6	In the event of a death in an employee's immediate family,
	_	absence from duty shall be allowed not to exceed five (5) days,
		which need not be taken consecutively, provided that the
		bereavement leave must be taken within three (3) calendar
		months of the date of death. In the event of the death of a
		relative who is not a member of the employee's immediate
		family, absence from duty shall be allowed for one (1) day. Such
		absences shall not be charged to the employee's sick leave
		balance. For the purposes of this Section, "immediate family"
		means parent, stepparent, spouse, domestic partner, child, stepchild, sibling, grandparent, parent-in-law, or grandchild of
		the employee.
		the employee.
		In addition, upon approval of the Department Head, the City will
		allow the employee to use up to two (2) days of sick leave,
		vacation leave or other accrued leave for bereavement.
5.	DRIVE	City is in Agreement with incorporating Teamster DRIVE
		Language into MOU
8.	Vacation Scheduling	Amend Section 9.5 as Follows:
		9.5 VACATION SCHEDULING
		Vacations will be scheduled once per year. The vacation bid
		for the following calendar year will be posted no later than
		November 1 of the prior year. Vacation bidding shall be
		conducted in the order of seniority with the full-time
		dispatcher with the most seniority bidding on their primary
		vacation first and will continue until the least senior full-time
		dispatcher has completed her/his a primary vacation bid.
		When primary vacation bidding is complete, a second
		round of vacation bidding shall begin in the same manner
		and conclude when all full-time Dispatchers have selected
		their secondary vacation dates.
		During any single vacation bid, an employee's vacation
		selection may not include consecutive holidays as
		scheduled days off, unless the holidays fall within ten days
		of each other. For purposes of this section, holidays are
		those listed in Section 8 of this MOU.
		those issue in occion o of this 1400.
		After the completion of primary and secondary vacation
		bidding , Dispatchers will be allowed to modify scheduled
		vacation days if an opening exists on the vacation schedule,
		provided that the Police Services Manager is given notice at least
		seventy two (72) hours in advance of such proposed change





9. Uniform Allowance 16. UNIFORM ALLOWANCE Upon hire, newly hired Dispatchers shall be reimbursed for the cost of one polo shirt with the BPD star and name embroidered, one pair of uniform pants, and one jacket with the BPD star and name embroidered. Upon completion of probation all full-time Dispatchers shall be reimbursed for the cost of one complete uniform, to include:, one class B shirt to include two BPD patches, a name plate, class A necktie, class A tie bar, one pair of class B pants, one belt, and one pair of work boots. Effective January 1, 2005 2026, the City pays a uniform allowance of Eight Nine Hundred and Fifty Dollars (\$850) (\$950) per year per employee. Effective January 1, 2017, uniform allowance will be paid biweekly with the regular payroll check.			
	9.	Uniform Allowance	16. UNIFORM ALLOWANCE Upon hire, newly hired Dispatchers shall be reimbursed for the cost of one polo shirt with the BPD star and name embroidered, one pair of uniform pants, and one jacket with the BPD star and name embroidered. Upon completion of probation all full-time Dispatchers shall be reimbursed for the cost of one complete uniform, to include:, one class B shirt to include two BPD patches, a name plate, class A necktie, class A tie bar, one pair of class B pants, one belt, and one pair of work boots. Effective January 1, 2005 2026, the City pays a uniform allowance of Eight Nine Hundred and Fifty Dollars (\$850) (\$950) per year per employee. Effective January 1, 2017, uniform allowance will be paid bi-

For the City of Burlingame

Teamsters Local Union 856

Mark Wilson

Mark Ueach

Mark Leach

Mark Leach (Dec 9, 2025 10:24:29 PST)

Mark E. Wilson, Lead Negotiator

Date: 12/10/25

Mark Leach, Representative

Date: 12/09/2025