



Provided to: L856  
Date: 12/3/25

## Tentative Agreement Between City and Teamsters Local 856 (Dispatchers)

The Parties having met 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	<p>Salary Increases:</p> <p>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%).</p> <p>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%).</p> <p>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%).</p>
2	Salary Plan and Premium Pays Section 6.2	<p>Premium Pays</p> <p>Insert Side 11/23 Side Letter Agreement into MOU</p>



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3.	Bereavement Leave 13.6	<p>Strike Existing Language and Replace with:</p> <p>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 .</p> <p>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.</p>
5.	DRIVE	City is in Agreement with incorporating Teamster DRIVE Language into MOU
8.	Vacation Scheduling	<p><b>Amend Section 9.5 as Follows:</b></p> <p><b>9.5 VACATION SCHEDULING</b></p> <p>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 <b><u>on their primary vacation</u></b> first and will continue until the least senior full-time dispatcher has completed <del>her/his</del> <b><u>a primary</u></b> vacation bid. <b><u>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.</u></b></p> <p><b><u>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.</u></b></p> <p><b><u>After the completion of primary and secondary vacation bidding,</u></b> 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</p>



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9.	Uniform Allowance	<p>Uniform Allowance will be adjusted as follows:</p> <p>16. UNIFORM ALLOWANCE</p> <p><b><u>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.</u></b></p> <p><b><u>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.</u></b></p> <p>Effective January 1, 2005 <del>2026</del>, the City pays a uniform allowance of <del>Eight</del> <b><u>Nine</u></b> Hundred and Fifty Dollars (<del>\$850</del>) <b><u>(\$950)</u></b> per year per employee.</p> <p>Effective January 1, 2017, uniform allowance will be paid bi-weekly with the regular payroll check.</p>

For the City of Burlingame

Teamsters Local Union 856

Mark Wilson

Mark Wilson (Dec 10, 2025 09:45:04 PST)

Mark E. Wilson, Lead Negotiator

Date: 12/10/25

Mark Leach

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

Mark Leach, Representative

Date: 12/09/2025