

SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF BURLINGAME
AND
TEAMSTERS LOCAL 856

Representatives for Teamsters Local 856 hereinafter "Local 856" and representatives for the City of Burlingame, hereinafter "City" have met and conferred in accordance with Government Code Section 3500 and have mutually agreed to modify the Memorandum of Understanding between the parties, which expires on December 31, 2025, in the following manner:

6.1 Premium Pays will be provided as follows:

The City will provide a 5% premium pay differential to employees designated as bi-lingual service providers, requiring communication skills in languages other than English. Such designation will be pursuant to the City's Administrative Procedure.

While assigned to active training of a new dispatcher for one or more shifts, Communications Dispatchers shall receive an 18.75% differential (Training Premium). This is compensation to employees who are routinely and consistently assigned to train employees.

The City will provide a 5% premium pay differential to an employee who earns and submits evidence of an Intermediate POST certificate and a 7% premium differential to an employee who earns an Advanced POST certificate. The premium differential payments (Peace Officer Standard Training (POST) Certificate Pay) will become effective receipt of appropriate evidence by the City.

Effective following the City Council's approval in open session, the City will provide a ~~5%~~ 7.5% premium pay differential (Lead Worker/Supervisor Premium) to an employee assigned Lead Dispatcher duties. This is compensation to employees who are routinely and consistently assigned to a lead position.

If the foregoing is in accordance with your understanding, please indicate your approval and acceptance in the space provided below.

Approved and Accepted:

TEAMSTERS LOCAL 856:

CITY OF BURLINGAME:

Date: 11/10/2023

Date: 11/9/2023

Shirley Nicholas

Maria Saguisag-Sid

Shirley Nicholas, Negotiator

Maria Saguisag-Sid, Human Resources Director

Peter Finn

Lisa K. Goldman

Peter Finn, Local 856 Vice President - Western Region

Lisa K. Goldman, City Manager