BURBANK CITY COUNCIL
JOINT MEETING WITH THE PARKING AUTHORITY
TUESDAY, MARCH 10, 2026
4:00 p.m. – Closed Session
5:00 p.m. – Study Session
6:00 p.m. – Open Session
Council Chamber
275 E. Olive Avenue, Second Floor

NOTICE TO THE PUBLIC

NOTICE IS HEREBY GIVEN that a Joint City Council Meeting will be held in the Council Chamber – 275 East Olive Avenue, Second Floor, on Tuesday, March 10, 2026, at 4:00 p.m., to discuss matters on the attached agenda.

Members of the public have the option to participate in the meeting via in-person and/or telephonically for Closed Session, General Public Comment, Public Hearings, and Study Sessions. They may also submit their written comments regarding City business using the eComment feature on the City website.

Auxiliary aids and services are available for individuals with speech, vision, or hearing impairments (48-hour notice is required). For more information, please contact the ADA Coordinator at (818) 238-5051.

Interpretation Requests:
If you would like to participate in Public Comments and require an interpreter, please telephone the City Clerk's Office at (818) 238-5851 at least 48 hours in advance of the meeting.

Si desea participar en los comentarios públicos y necesita un intérprete, por favor llame a la Oficina de la Secretaria Municipal al (818) 238-5851 al menos 48 horas antes de la reunión.

Եթե ցանկանում եք մասնակցել հանրային մեկնաբանություններին և թարգմանիչ եք պահանջում, խնդրում ենք զանգահարել քաղաքապետարանի գրասենյակ՝ (818) 238-5851 հեռախոսահամարով հանդիպումից 48 ժամ առաջ:

How to View the Meeting:
Local Cable: Spectrum Channel 6 or AT&T Uverse Channel 99.
YouTube Live Streaming Channel: Click here.
City Website Live Streaming: Click here.

Public Comment Options:

1. To speak during Closed Session Public Comment, General Public Comment, Public Hearing Public Comment, and Study Session Public Comment periods during the meeting, members of the public may speak in-person in the Council Chamber or call (818) 238-3335. Speaker time limits will be determined by the Presiding Officer, depending on how many public comment cards are received and how many callers are in the queue at the commencement of each public comment period (as shown below). Additional public comment cards and calls will not be accepted once the public comment period commences.
    - 1 – 20 Total Speakers – 3 minutes each
    - 21 – 39 Total Speakers – 2 minutes each
    - 40+ Total Speakers – 1 minute each

2. The Reports to Council Public Comment periods are only accepted in person – public comment cards must be submitted before the public comment period begins for each report to Council. Speaker time limits will be determined by the Presiding Officer depending on how many public

comment cards have been received at the commencement of each public comment period (as shown below). Additional public comment cards will not be accepted once the public comment period commences.

- 1 – 20 Total Speakers – 3 minutes each
- 21 – 39 Total Speakers – 2 minutes each
- 40+ Total Speakers – 1 minute each

3. Written public comment may be submitted via eComment, available on the City website (https://www.burbankca.gov/web/city-clerks-office/meeting-agendas-and-minutes) from the time the agenda is posted until 3:00 p.m. the day of the meeting. eComments will be distributed to the City Council in advance of the meeting.

4. The Presiding Officer has the discretion to reduce speaking time for each speaker in order to ensure that City business can be completed at a reasonable hour.

Public Disclosure:
Please be advised that any communication submitted to the City of Burbank, its officials, staff or City consultants, may be considered a public record under the Brown Act and California Public Records Act. This means that any information contained in the communication, including personal information, may be subject to public disclosure. The City reserves the right to disclose such information in accordance with the law.

This agenda contains a summary of each item of business which the City Council and Parking Authority may discuss or act on at this meeting. The agenda packet consisting of the staff reports and all other documentation relating to each item on this agenda will be posted on the City's website at www.burbankca.gov. Any writings or documents provided to the City Council regarding any item on this agenda subsequent to distribution of the agenda packet will be posted on the City's website at www.burbankca.gov. If you have a question about any matter on the agenda, please call the Office of the City Clerk at (818) 238-5851. The Council Chamber is disabled accessible. Auxiliary aids and services are available for individuals with speech, vision, or hearing impairments (48-hour notice is required). Please contact the ADA Coordinator at (818) 238-5051 with questions or concerns.

A. **Public Comment**: (On Closed Session and Study Session items only) To Comment, please telephone into the meeting at (818) 238-3335, or to speak in person a **YELLOW** Public Comment Card must be completed and presented to the City Clerk prior to the comment period.

B. **Closed Session in City Hall First Floor Conference Room:**
1. Conference with Legal Counsel – Existing Litigation
   a. Pursuant to Govt. Code §54956.9(d)(1)
   b. Name of Case: Nicholas Gutierrez v. City of Burbank, and Does 1 though 100
   c. Case No.: 23STCV25587
   d. Brief description and nature of case: California Voting Rights Act violation

C. **Study Session: 5:00 p.m. – 6:00 p.m. – Council Chamber:**

1. Update on the New Library/Civic Center Project – Library Services Department

   Attachments:
   Study Session Cover Sheet
   PowerPoint Presentation

D. **Call to Order: 6:00 p.m.**

E. **Moment of Reflection:**

F. **Flag Salute:**

G. **Roll Call:**

H. **Announcements:** (The Mayor will make announcements on various topics in addition to any listed)

I. **Council Presentations/Recognitions**: (The Mayor will make presentations to various groups/persons)

1. Presentation of a Proclamation Declaring March 1-31, 2026, as "Women's History Month" in the City of Burbank – City Council

2. Presentation of a Proclamation Declaring March 23-27, 2026, as "Government Finance Professionals Week" in the City of Burbank – City Council

3. Presentation of a Proclamation Declaring March 2026 as "Public Procurement Month" in the City of Burbank – City Council

J. **City Manager Report:** (Updates on Notable Events, if any)

K. **Presentations**:

1. Presentation of an Update on the City's Preparation for the 2028 Summer Olympics – Parks and Recreation Department

L. **Reporting on Closed Session:** (The City Attorney will report the Closed Session items and report out actions taken)

M. **Joint General Public Comment:** (On any matter concerning City business and/or any agenda items.) To Comment, please telephone into the meeting at (818) 238-3335 or to speak in person, a **YELLOW** Public Comment Card must be completed and presented to the City Clerk prior to the comment period.)

N. **Council, City Manager, and/or City Attorney Comment:** (Responses to General Public Comment, if any, shall be brief and in accordance with the Ralph M. Brown Act)

O. **Consent Calendar**: (Items on the Consent Calendar are generally routine matters and should be adopted by one motion without an oral report)

1. Council Minutes – City Clerk's Office

Recommendation:
Approve the City Council Minutes of the Regular Meeting of February 24, 2026, and the Dark Meeting of March 3, 2026.

MOTION: Approved 5-0

Attachments:
Council Minutes
Dark Meeting Minutes

2. Parking Authority Minutes – City Clerk's Office

Recommendation:
Approve the Parking Authority Minutes of the Joint Meeting of January 13, 2026.

MOTION: Approved 5-0

Attachments:
Parking Authority Minutes

3. Adoption of Resolutions Approving the Establishment of the Salary and Conflict of Interest Code Designation for the Classification of Senior Manager – BWP Water Systems; and Adoption of a Resolution Approving the Citywide Salary Schedule – Management Services Department

Recommendation:
1. Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING THE ESTABLISHMENT OF THE SALARY AND CONFLICT OF INTEREST CODE DESIGNATION FOR THE CLASSIFICATION OF SENIOR MANAGER – BWP WATER SYSTEMS.
2. Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING THE CITYWIDE SALARY SCHEDULE.

MOTION: Adopted 5-0 (Resolution Nos. 26-29,687 and 26-29,688)

Attachments:
SR - Senior Manager - BWP Water Systems
Att1 - Resolution - Senior Manager
Att2 - Resolution - Citywide Salary Schedule
Resolution No. 26-29,687
Resolution No. 26-29,688

4. Adoption of a Resolution Approving Contract Documents, Plans and Specifications, Authorizing Execution of a Contract for Bid Schedule 1548 – New Emergency Operations Center at Burbank City Hall, to BBS Construction Inc, and Finding of CEQA Exemption (14 CCR § 15302) – Public Works Department

Recommendation:
Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING CONTRACT DOCUMENTS, PLANS AND SPECIFICATIONS, AUTHORIZING EXECUTION OF A CONTRACT FOR BID SCHEDULE NO. 1548 – NEW EMERGENCY OPERATIONS CENTER AT BURBANK CITY HALL, TO BBS CONSTRUCTION INC., AND FINDING OF CEQA EXEMPTION.

MOTION: Adopted 5-0 (Resolution No. 26-29,689)

Attachments:
SR - BS 1548
Att1 - Resolution
Att2 - Bid Summary
Resolution No. 26-29,689

5. Adoption of a Resolution Determining a Public Necessity and Permitting the Prime Contractor to Add a Subcontractor to the Orange Grove Parking Structure Restoration Project – Public Works Department

Recommendation:
Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK DETERMINING A PUBLIC NECESSITY AND PERMITTING THE PRIME CONTRACTOR TO ADD A SUBCONTRACTOR, ACCESS SOLUTIONS INC., TO THE ORANGE GROVE PARKING STRUCTURE RESTORATION PROJECT.

MOTION: Adopted 5-0 (Resolution No. 26-29,690)

Attachments:
SR - Orange Grove Parking Structure
Att1 - Resolution
Resolution No. 26-29,690

6. Review of the 2025 Military Equipment Annual Report and Renewal of Ordinance No. 22-3,974, Approving the Military Equipment Funding, Acquisition, and Use Policy – Police Department

Recommendation:
1. Approve the 2025 Military Equipment Annual Report.
2. Renew Ordinance No. 22-3,974, thereby approving the Police Department's military equipment funding, acquisition, and use policy.

MOTION: Approved and Renewed 4-1 (Anthony, dissent)

Attachments:
SR - Military Equipment Annual Report
Att1 - Military Equipment Inventory
Att2 - Ordinance No 22-3,974
Att3 - AB 481

7. Acceptance of an Additional $200,000 from the Los Angeles County Aging and Disabilities Department - Funding for the Contracted Elderly Nutrition Program Older Americans Act Title III C-1 and Related Amendment of the Fiscal Year 2025-26 Adopted Budget – Parks and Recreation Department

Recommendation:
1. Accept $200,000 from the Los Angeles County Aging and Disabilities Department One-Time-Only Funding to extend the Contracted Elderly Nutrition Program Older Americans Act Title III C-1 Services and approve the executed Elderly Nutrition Program Amendment Two.
2. Amend the FY 2025-26 Adopted Budget as follows upon receipt of the grant funds in FY 2025-26 by appropriating $200,000 One-Time-Only Funding from revenue account 001.PR000.48010.1007.000000 (General Fund, Other Intergovernmental Revenue, Los Angeles County Aging and Disabilities Department Nutrition State C1) to expenditure account 001.PR42A.62300.0000.000000 (General Fund, Supplemental Nutrition Program, Special Department Supplies).

MOTION: Accepted and Amended 5-0

Attachments:
SR - Elderly Nutrition Program

Att1 - ENP Allocation Letter
Att2 - ENP Amendment Two

8. Approval of the 2025 General Plan Annual Progress Report and 2025 Housing Element Annual Progress Report – Community Development Department

Recommendation:
1. Approve the 2025 General Plan Annual Implementation Progress Report.
2. Approve the 2025 Housing Element Annual Progress Report.

MOTION: Approved 5-0

Attachments:
SR - Annual Progress Report
Att1 - General Plan Progress Report
Att2 - General Plan Update Table
Att3 - Housing Element Progress Report
Att4 - ADU Rent Survey Results

9. Approval of the Amended City Council Expectations of Board, Commission, and Committee Members – City Clerk's Office

Recommendation:
Approve the amended City Council Expectations of Board, Commission, and Committee Members.

MOTION: Approved 5-0

Attachments:
SR - Amended Council Expectation
Att1 - Updated Council Expectations

P. **Reports to Council**: (Items listed under this section will have an oral report provided)

1. Review of the General Fund's Financial Status as of December 31, 2025, and Adoption of Resolutions Amending the Fiscal Year 2025-26 Budget for Mid-Year Adjustments – Financial Services Department (with Parking Authority)

Recommendation:
1. Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK AMENDING THE BUDGET OF FISCAL YEAR (FY) 2025-26 FOR THE PURPOSE OF MID-YEAR ADJUSTMENTS.
2. Adopt A RESOLUTION OF THE PARKING AUTHORITY OF THE CITY OF BURBANK AMENDING THE BUDGET OF THE FISCAL YEAR (FY) 2025-26 FOR THE PURPOSE OF MID-YEAR ADJUSTMENTS.

Joint Public Comment: To speak in person, a **YELLOW** Public Comment Card must be completed and presented to the City Clerk prior to the comment period.

Council Action: Adopted 5-0 (Resolution Nos. 26-29,691 and P-26-128)

Attachments:
SR - Mid-Year Adjustments
Att1 - Resolution
Att2 - Parking Authority Resolution

Att3 - Projected Spendable Fund Balance
Att4 - Financial Forecast
Att5 - Summary of Mid-Year Requests
PowerPoint Presentation
Resolution No. 26-29,691
Parking Authority Resolution No. P-26-128

Q. **Council Comments:** (Including reporting on Council committee assignments, attendance at conferences, regional meetings, and community events)

R. **Introduction of Additional Agenda Items:** (Council Members may request future agenda items)

S. **Adjournment**: To Tuesday, March 24, 2026 for a Regular Meeting in the Council Chamber – 275 East Olive Avenue, Second Floor.

Study Session Item #1

March 10, 2026 City Council Meeting

Study Session

Update on the New Library/Civic Center Project – Library Services Department

This item does not have a Staff Report.

Update on the New Library/ Civic Center Project

City Council Study Session

March 10, 2026

CITY OF BURBANK

LIBRARY SERVICES DEPARTMENT

1963

1963

Yonkers
59°
Clear
H:80° L:58°
MONDAY
6
No events today
Calendar
Mon
6
Photos
Camera

2026

797,000
in-person & website visits
88,500
technology uses &
tech help requests
726,000
physical & digital
items checked out
73,000
questions answered
700 / 17,500
programs
program attendees

2026

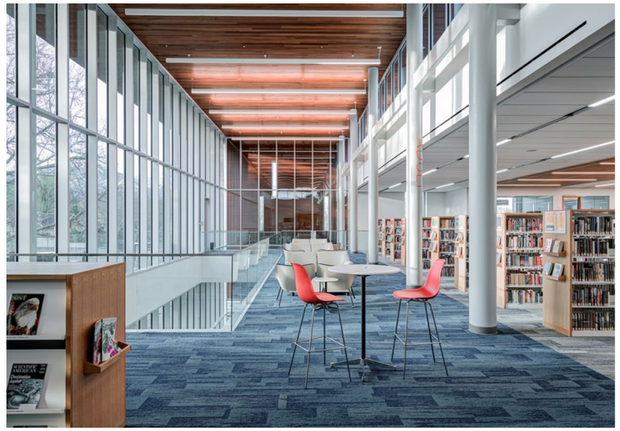
A Generational Transformative Project for the Community of Burbank

Project Components

Parking

310 stalls

Building



97,500 sf

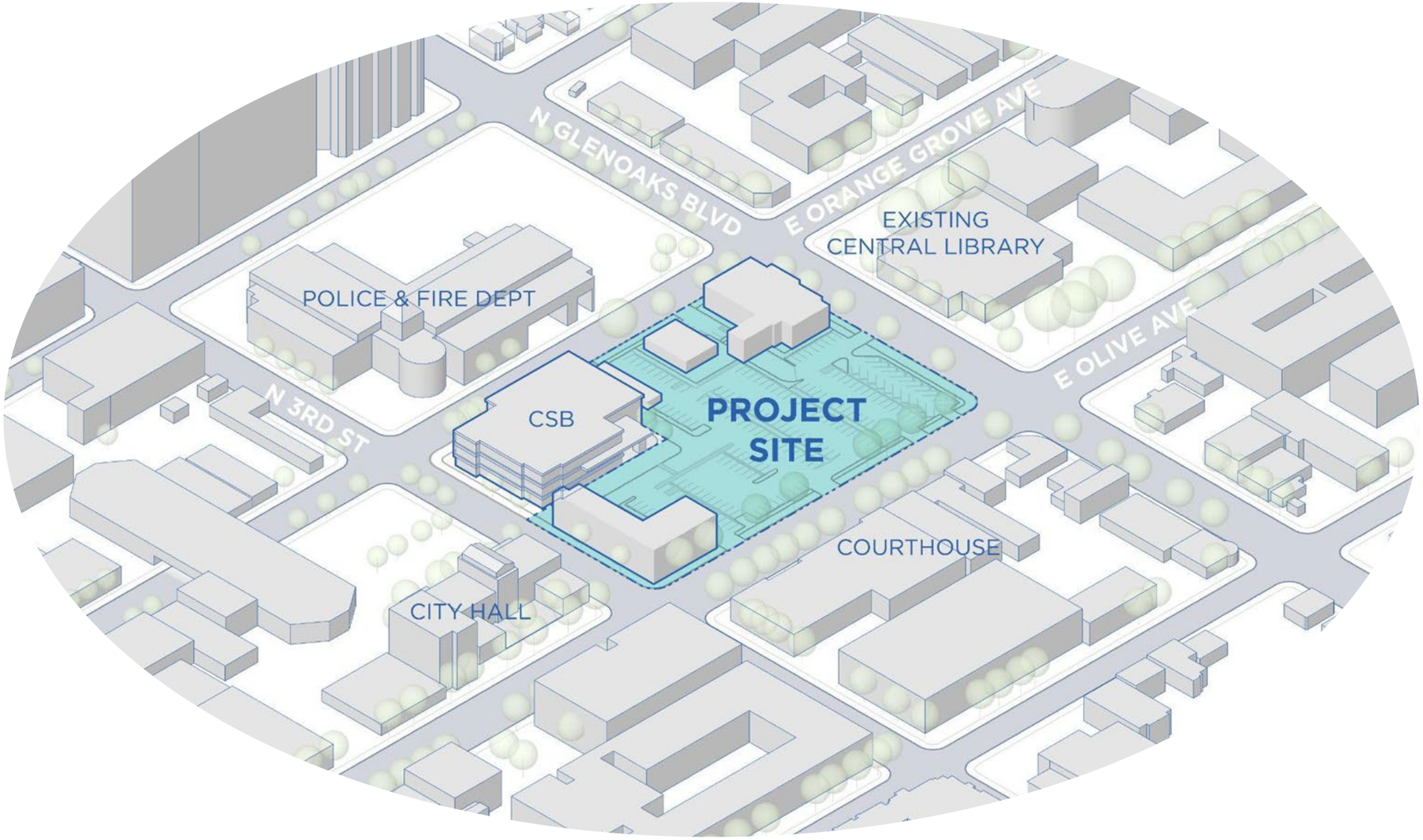
Library

City Offices

Open Space

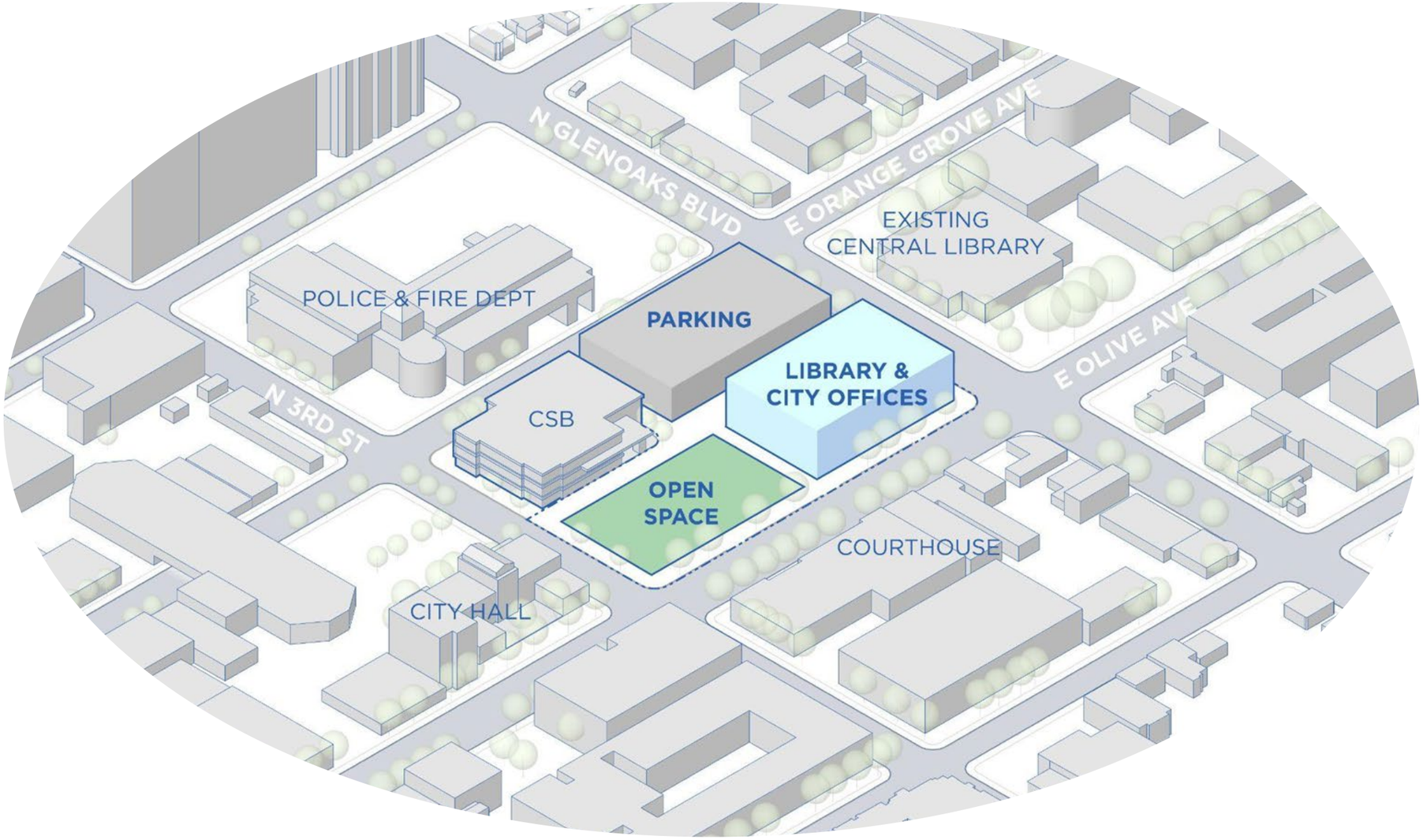
43,000 sf

Project Site



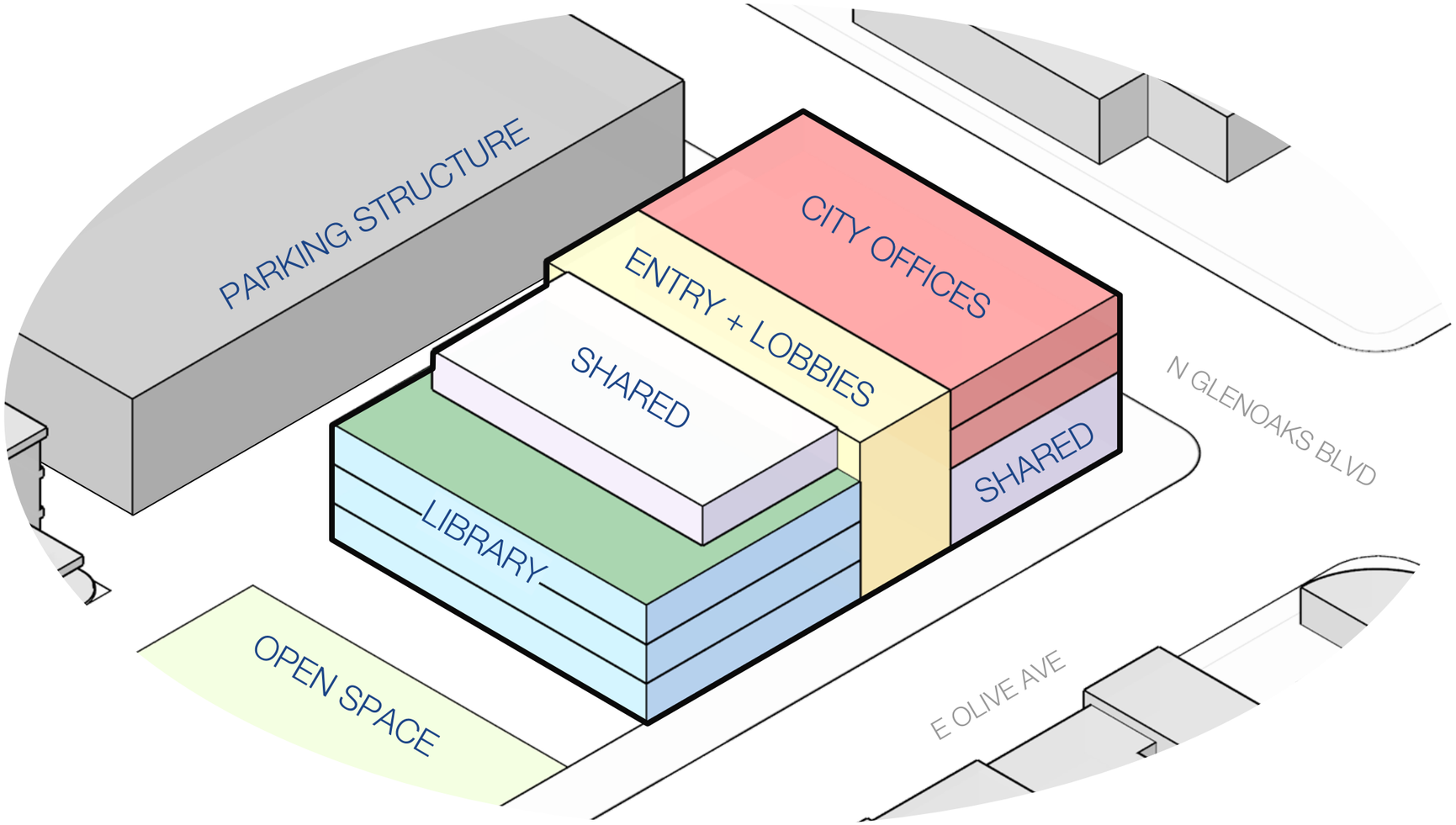
N

Site Planning

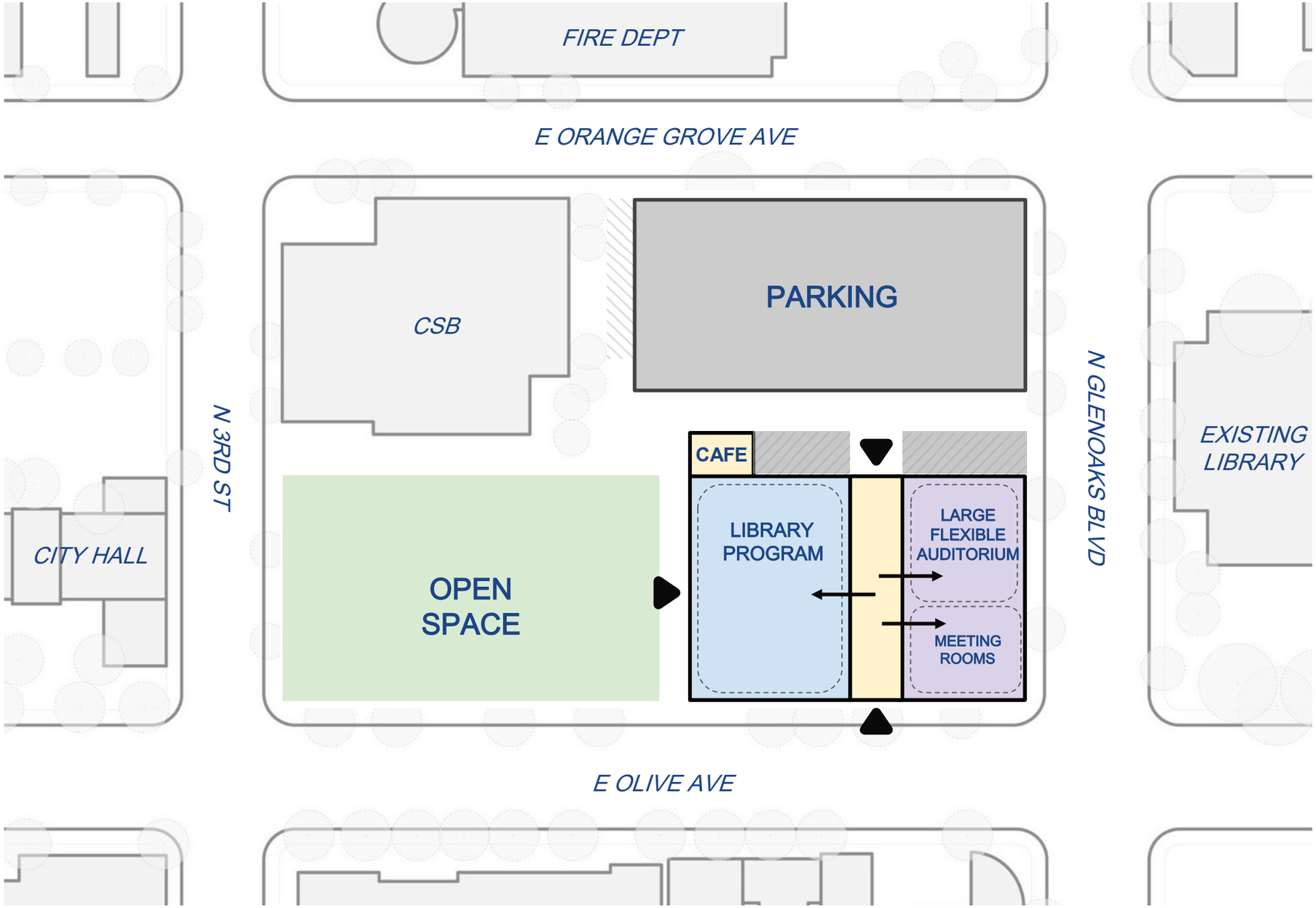


N

Program Organization



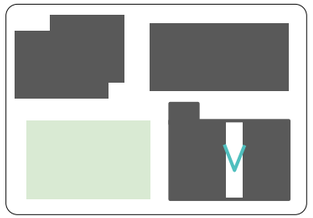
Level 1



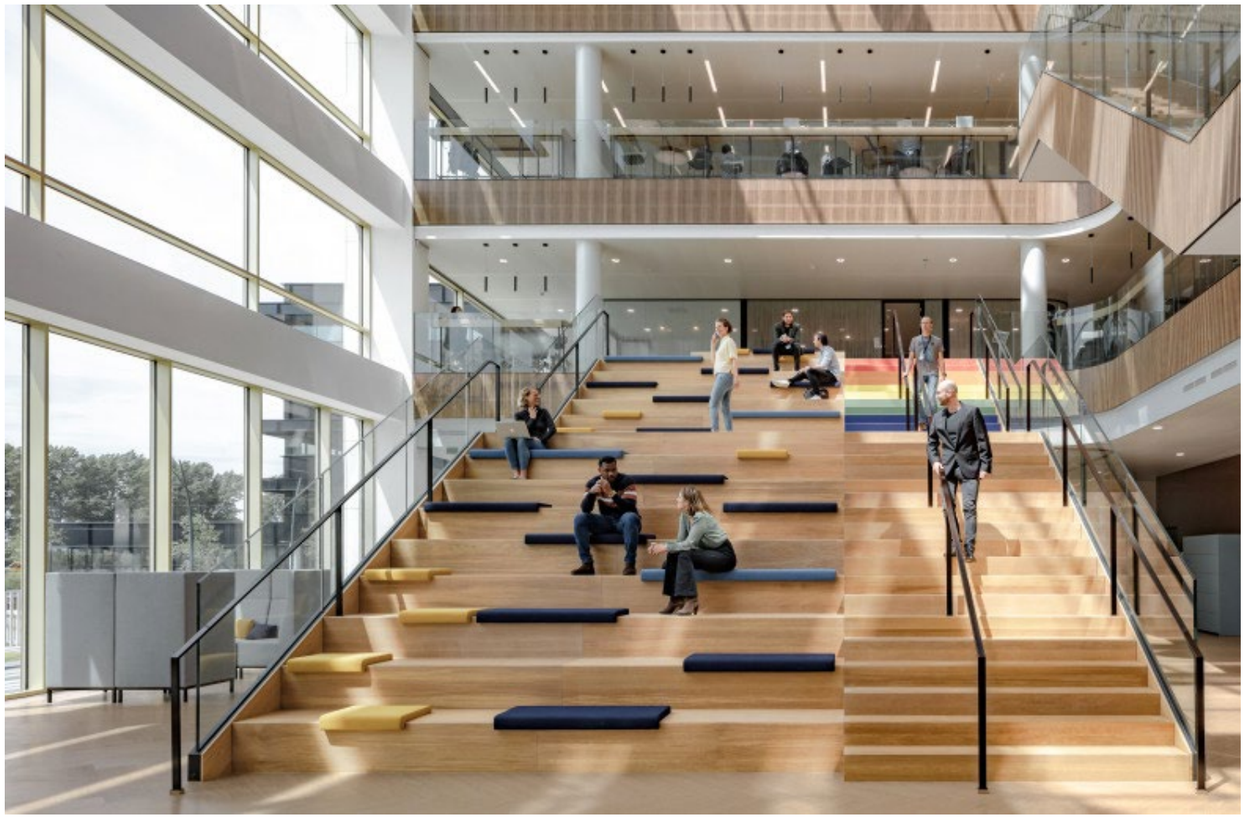
- Library
- Shared
- Office
- Lobby, Entry, Cafe
- Parking & Service
- Open Space

N

Lobby Experience



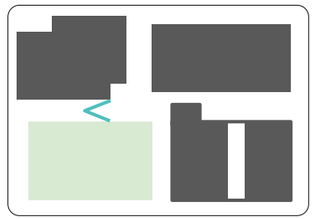
Lobby Experience



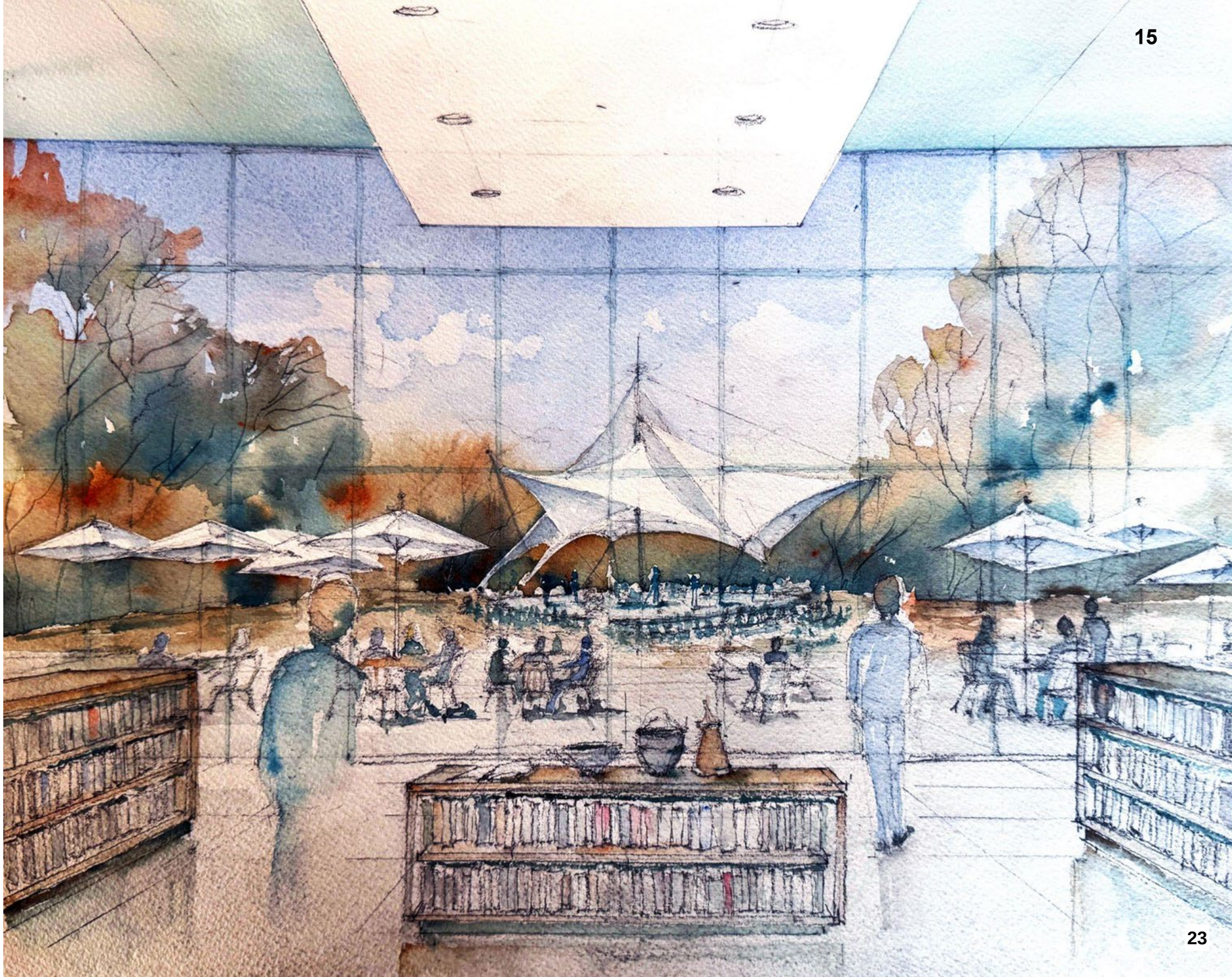
Public Art Experience

Cafe Experience

Pedestrian
Experience

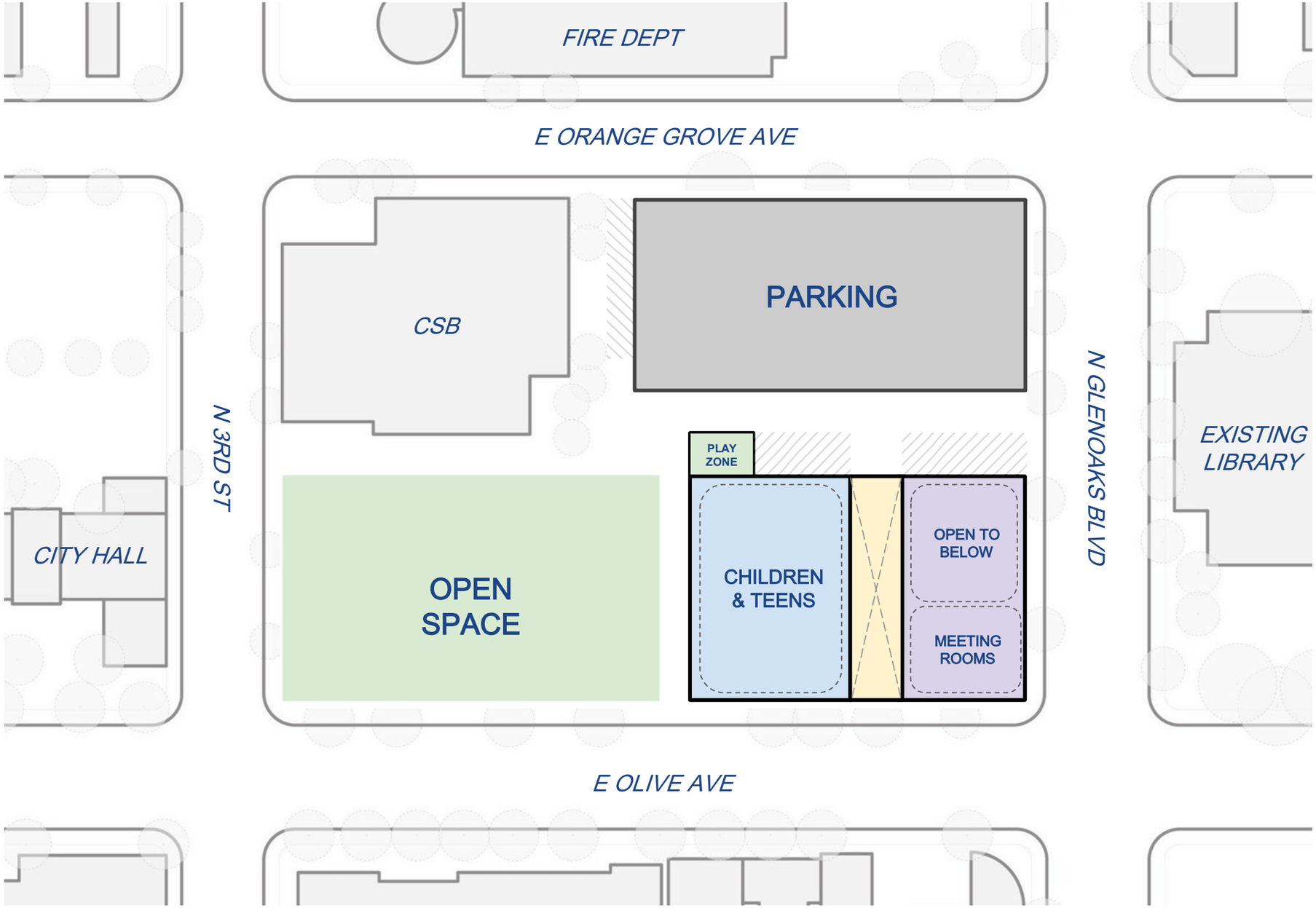


Transparency



Large Flexible Auditorium

Level 2



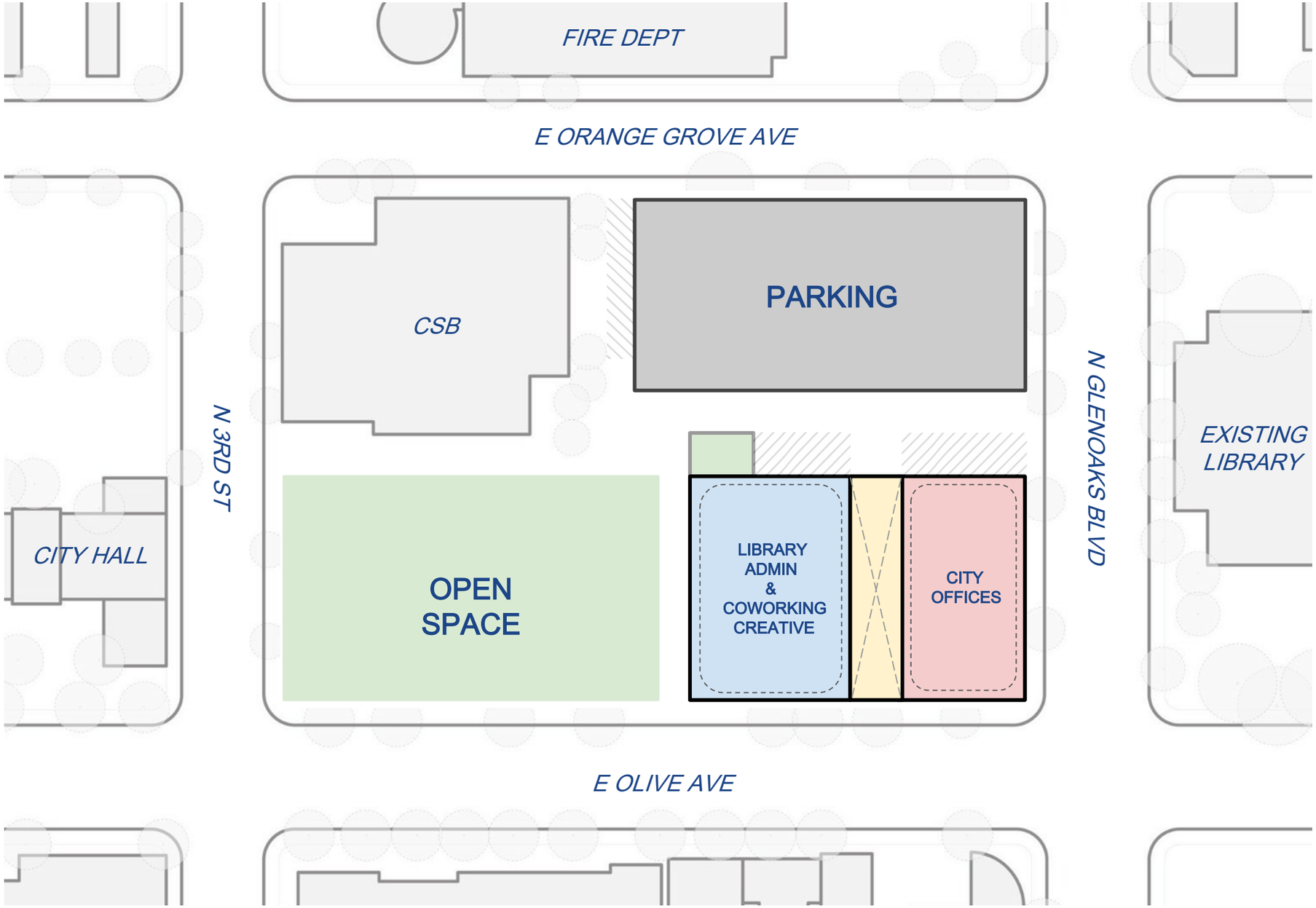
- Library
- Shared
- Office
- Lobby, Entry, Cafe
- Parking & Service
- Open Space

N

Children’s Area

Teen’s Area

Level 3

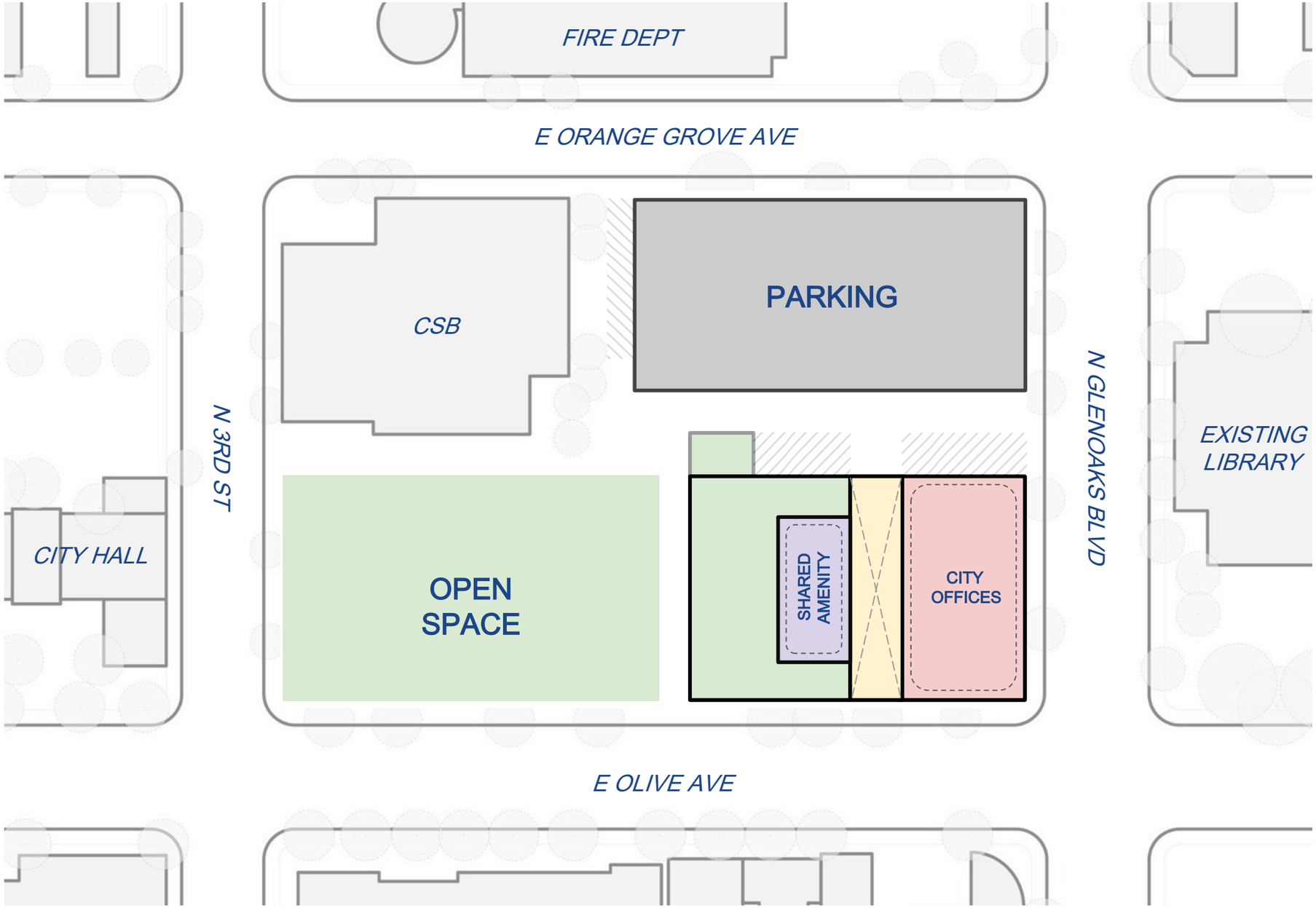


- Library
- Shared
- Office
- Lobby, Entry, Cafe
- Parking & Service
- Open Space

N

Special Program

Level 4

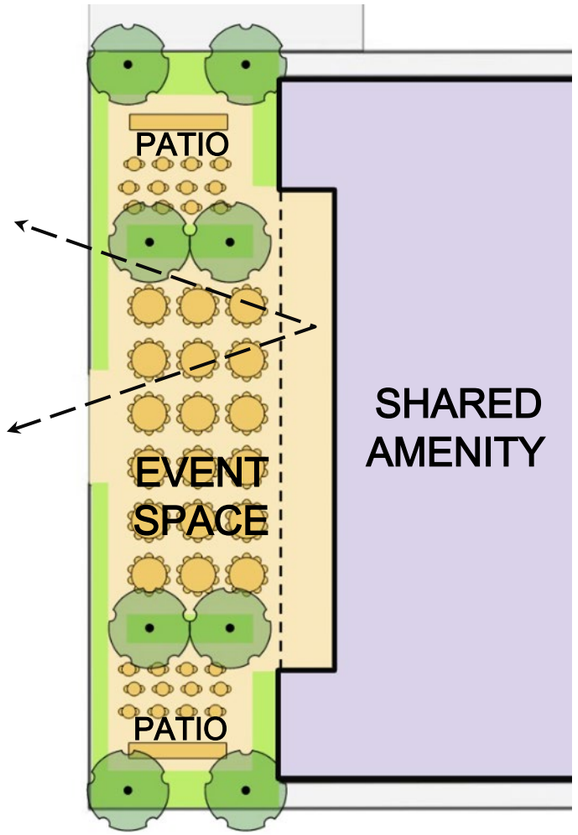


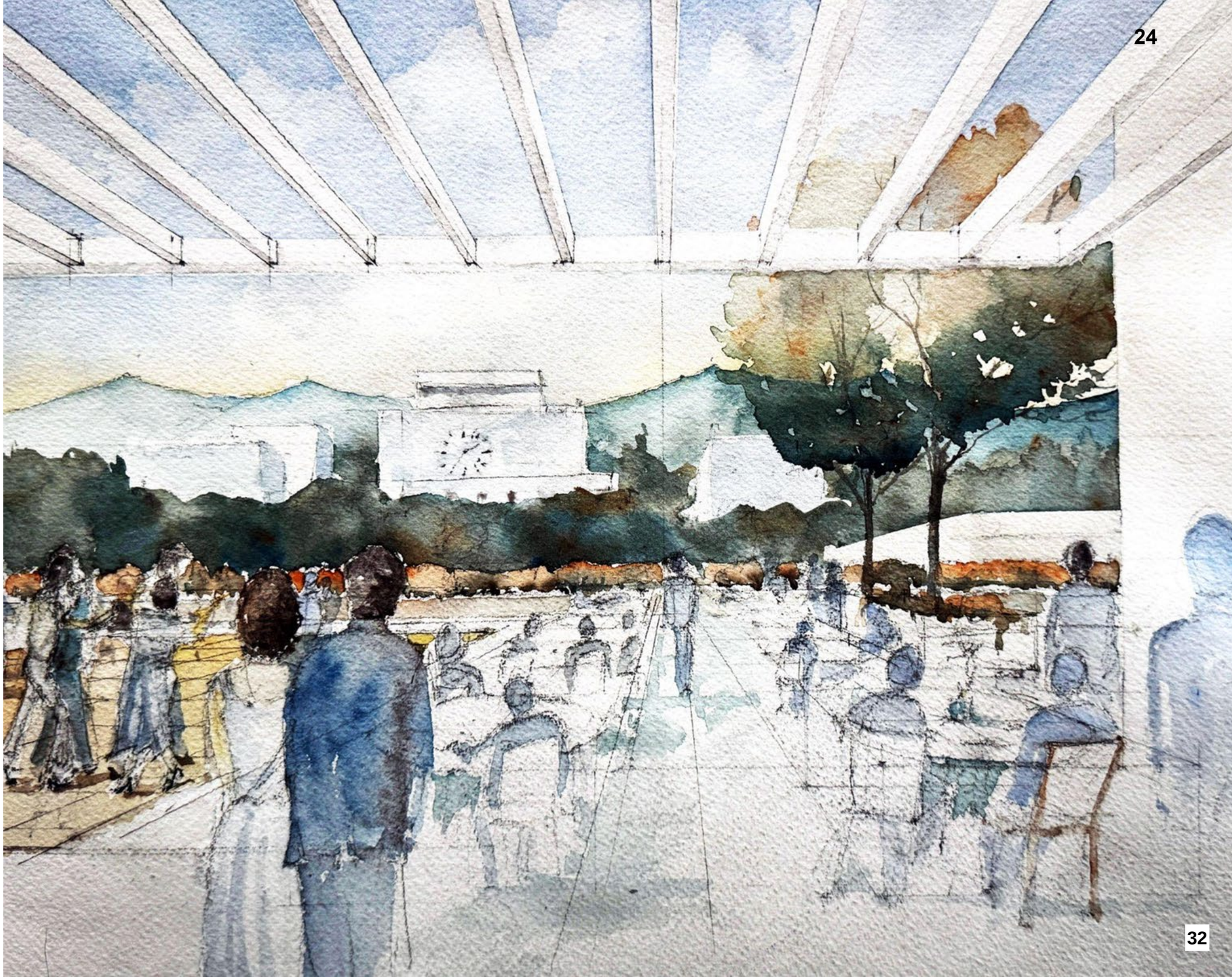
- Library
- Shared
- Office
- Lobby, Entry, Cafe
- Parking & Service
- Open Space

N

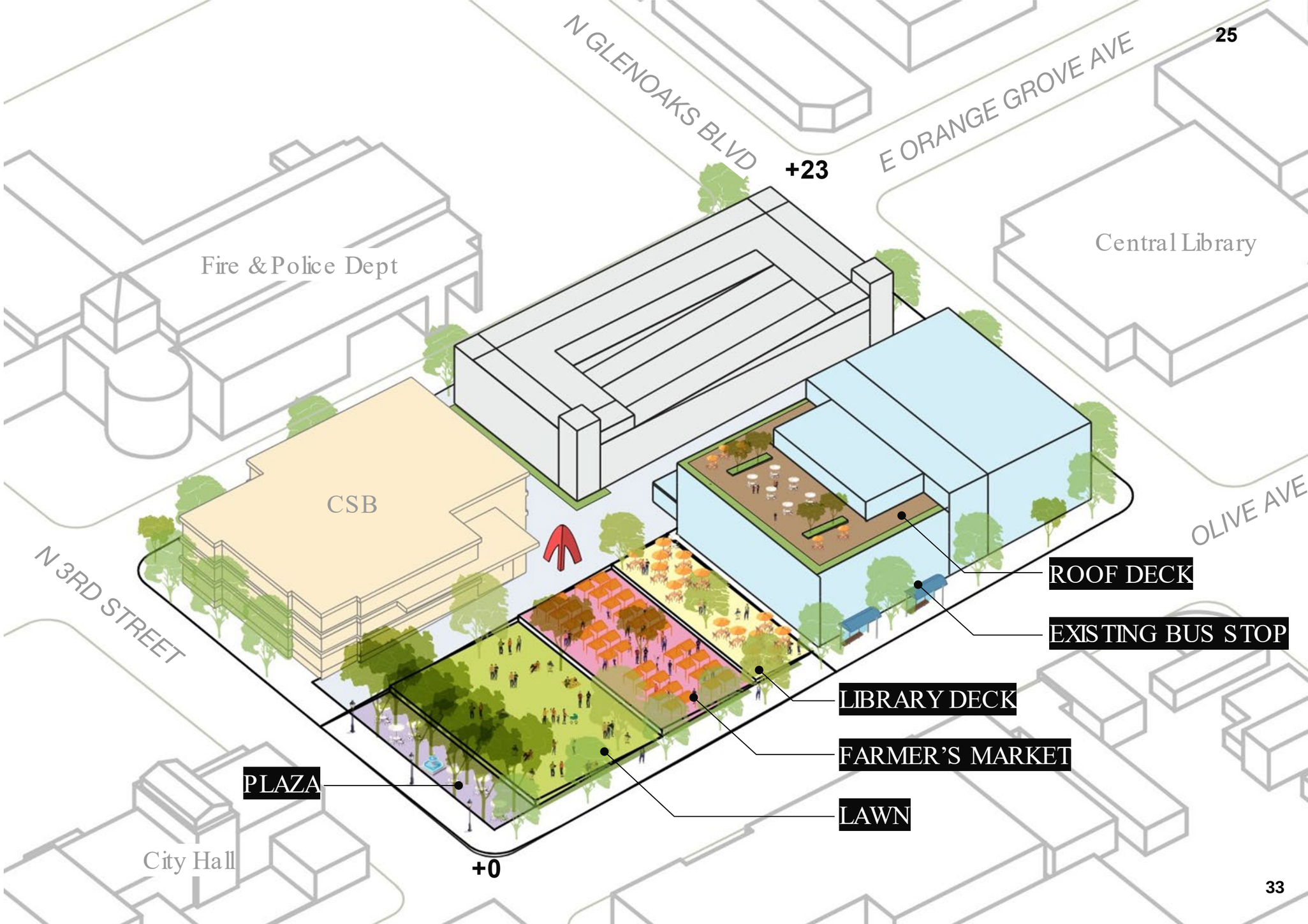
Rooftop Amenities

Rooftop Experience

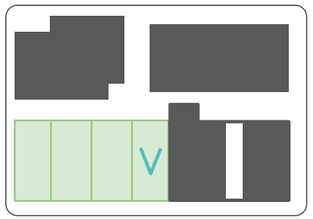




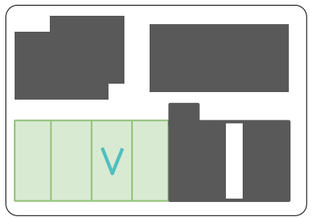
Open Space

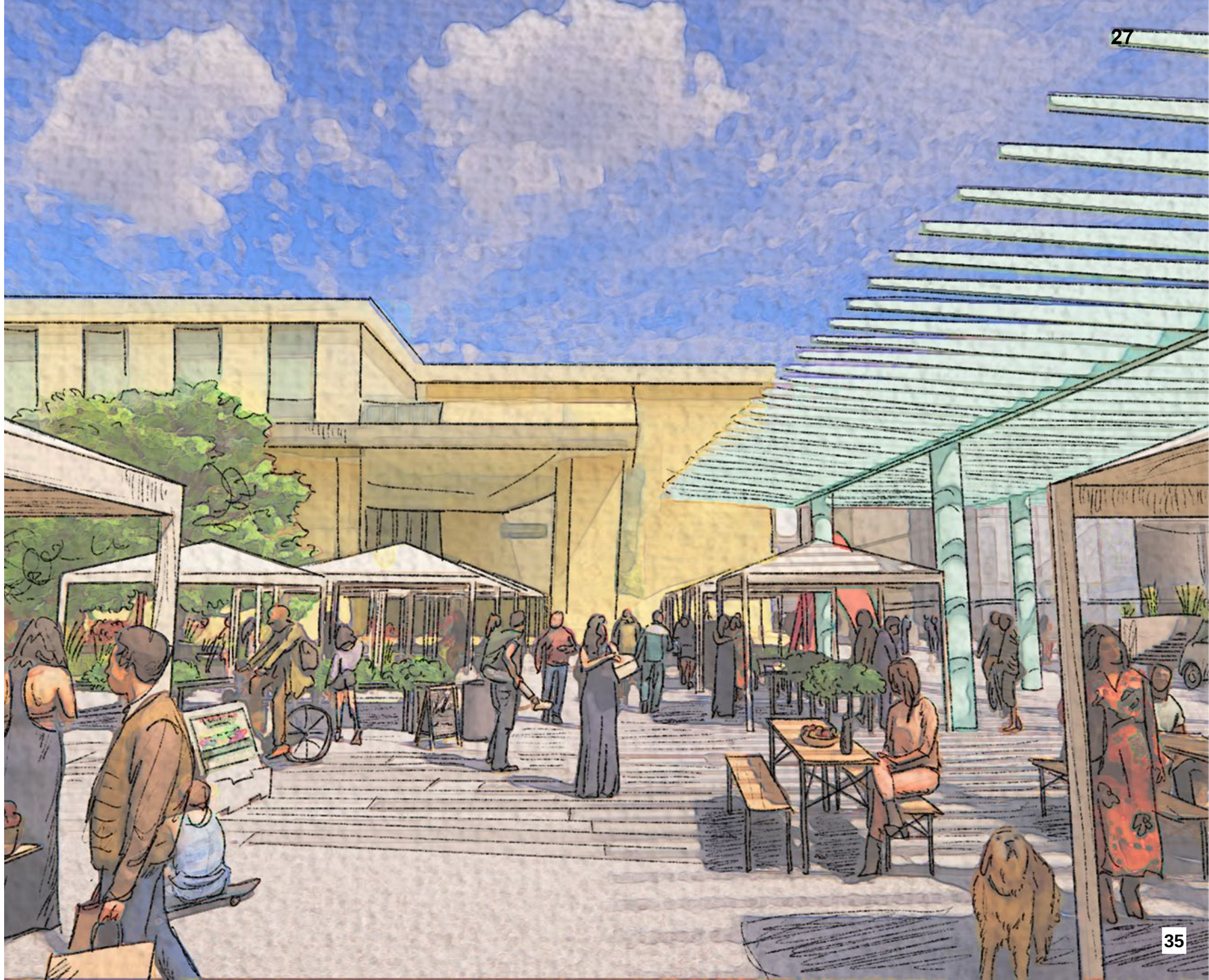

N GLENOAKS BLVD
E ORANGE GROVE AVE
+23
Fire & Police Dept
Central Library
CSB
OLIVE AVE
N 3RD STREET
ROOF DECK
EXISTING BUS STOP
LIBRARY DECK
FARMER'S MARKET
PLAZA
LAWN
City Hall
+0

Library Deck

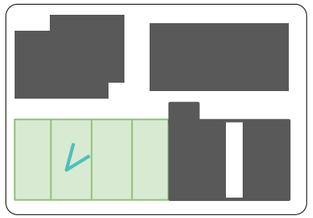


Farmers Market /
Flex Space

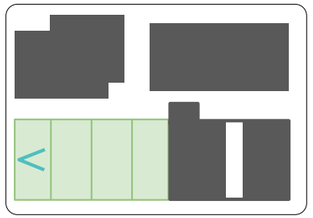




Lawn / Small Events



Plaza / Large Events



Paseo Experience

Project Management Team

CITY OF BURBANK

MOCA SERVICES

HR&A Advisors, Inc.
Funding and Finance Advisor

Dharam Consulting
Cost Estimating

The Robert Group
Community Engagement

Agency Artifact
Landscape Consultant

Farnsworth Group
Commissioning Agent

Community and Stakeholder Engagement

Since October, we have engaged…

COMMUNITY WORKSHOPS

Oct 29 2025	Workshop #1
Dec 11 2025	Workshop #2
Feb 21 2026	Workshop #3
Feb 25 2026	Virtual Workshop
Mar 10 2026	City Council Study Session
Mar 25 2026	Town Hall #1
Apr 09 2026	Town Hall #2
Apr 11 2026	Town Hall #3

COMMUNITY POP-UPS

Nov 08 2025	Burbank Book Festival
Nov 21 2025	Holiday in the Park
Dec 13 2025	Burbank Farmers Market
Mar 13 2026	Burbank Town Center
Mar 28 2026	Eggstravaganza

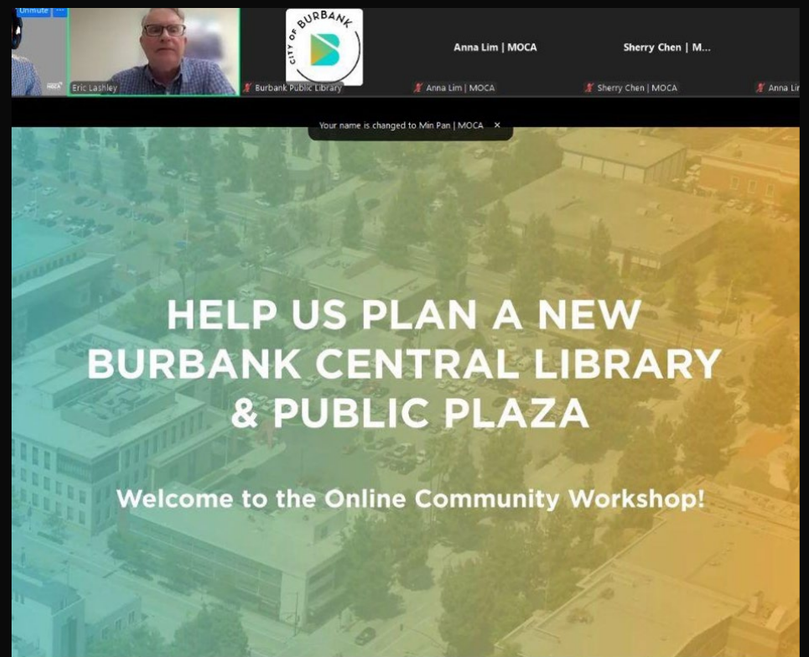
COMMUNITY FOCUS GROUPS

Nov 01 2025	Dia de los Muertas Festival
Jan 2026	During Children's Programming (19 Events)
Jan 10 2026	Teen Community Workshop
Jan 17 2026	Homenetmen Burbank Sipan
Jan 20 2026	Muir Middle School
Feb 19 2026	Tuttle Senior Center
Feb 21 2026	Burbank Adaptive Sports Expo
Feb 24 2026	Burbank Boys & Girls Club
Feb 26 2026	Joslyn Adult Center
Apr 17 2026	Washington Elementary English Language Advisory Committee (ELAC)
Apr 22 2026	Disney Elementary English Language Advisory Committee (ELAC)
Apr 30 2026	Harte Elementary English Language Advisory Committee (ELAC)

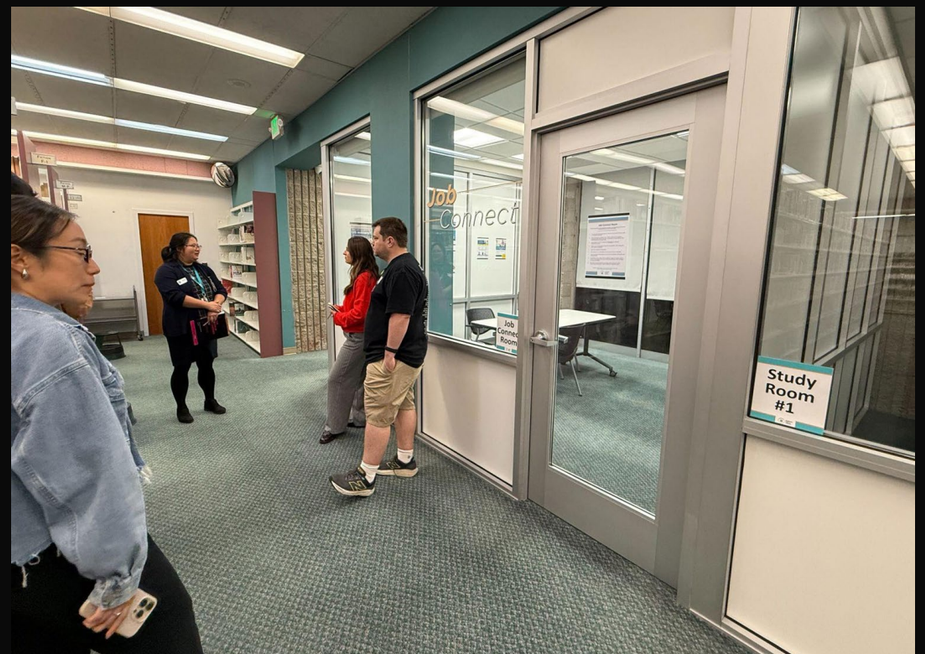
CITY BOARDS, COMMISSIONS, & ORGANIZATIONS

Monthly	Board of Library Trustees
Oct 23 2025	Infrastructure Oversight Board
Nov 17 2025	Sustainable Burbank Commission
Dec 18 2025	Burbank Advisory Council on Disabilities
Dec 20 2025	Youth Leadership Class
Jan 07 2026	Youth Board
Jan 08 2026	Burbank Cultural Arts Commission
Jan 26 2026	Armenian Association of Burbank
Jan 28 2026	Senior Citizen Board
Feb 03 2026	Noon Rotary Club
Feb 18 2026	RISE Leadership Program
Feb 26 2026	PBID Board

525+ *visitors at community workshops*

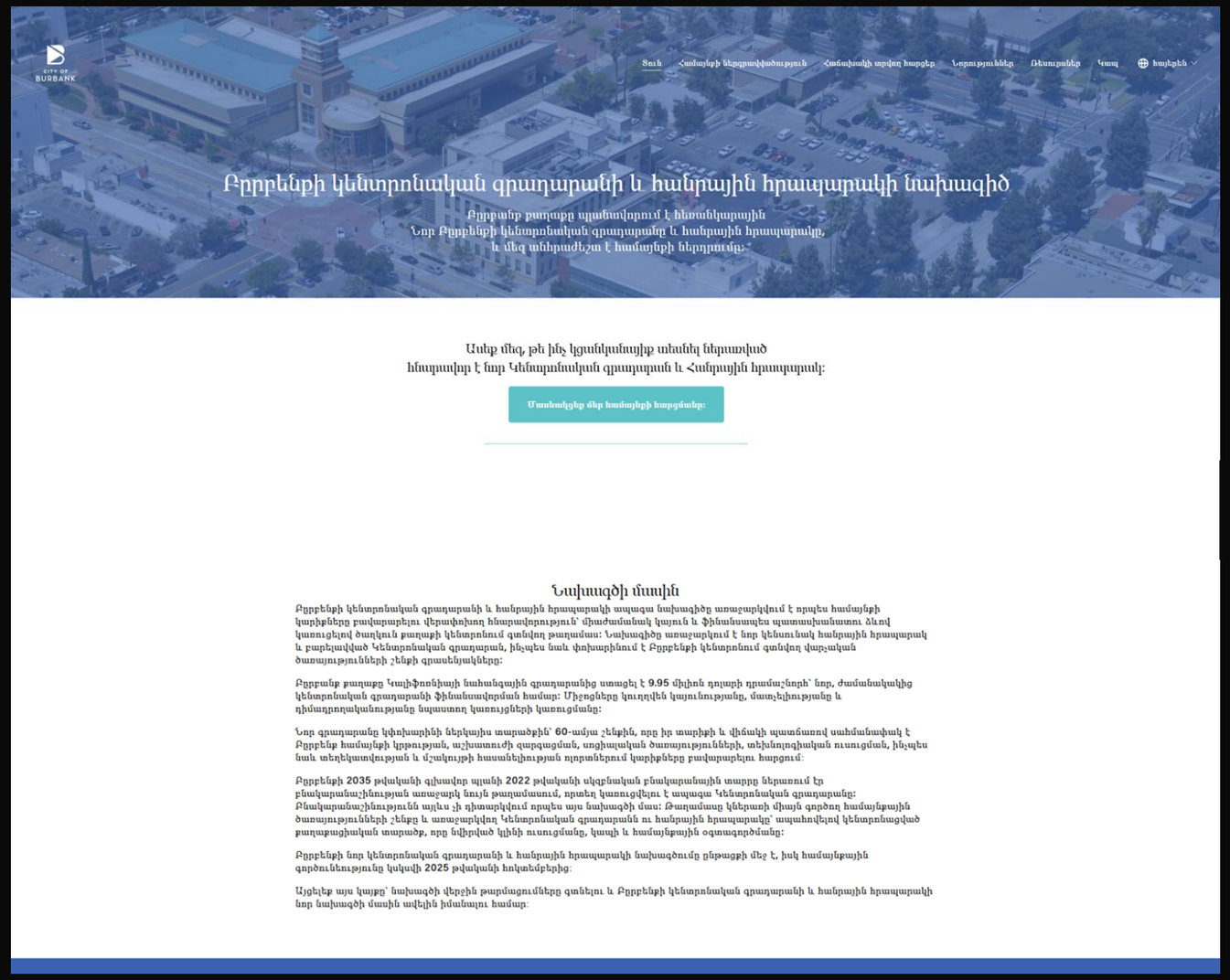


12 guided tours of the existing Central Library



6,200+ *visitors at pop-ups & focus groups*

6,700+ *online visitors to the project website*



Since October, we have engaged online…

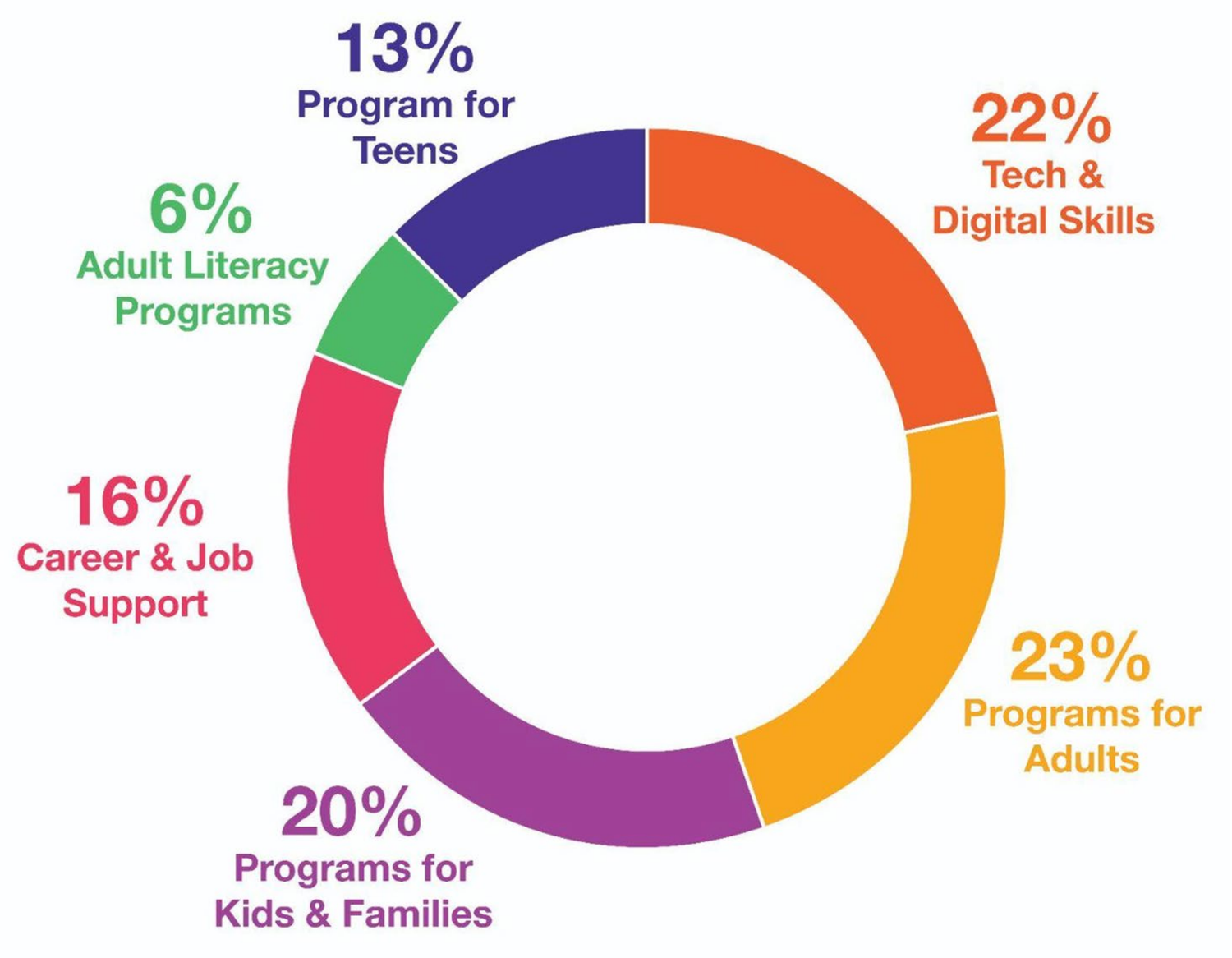
28% young adults, **42%** adults, **30%** seniors

61% female, **28%** male, **11%** other

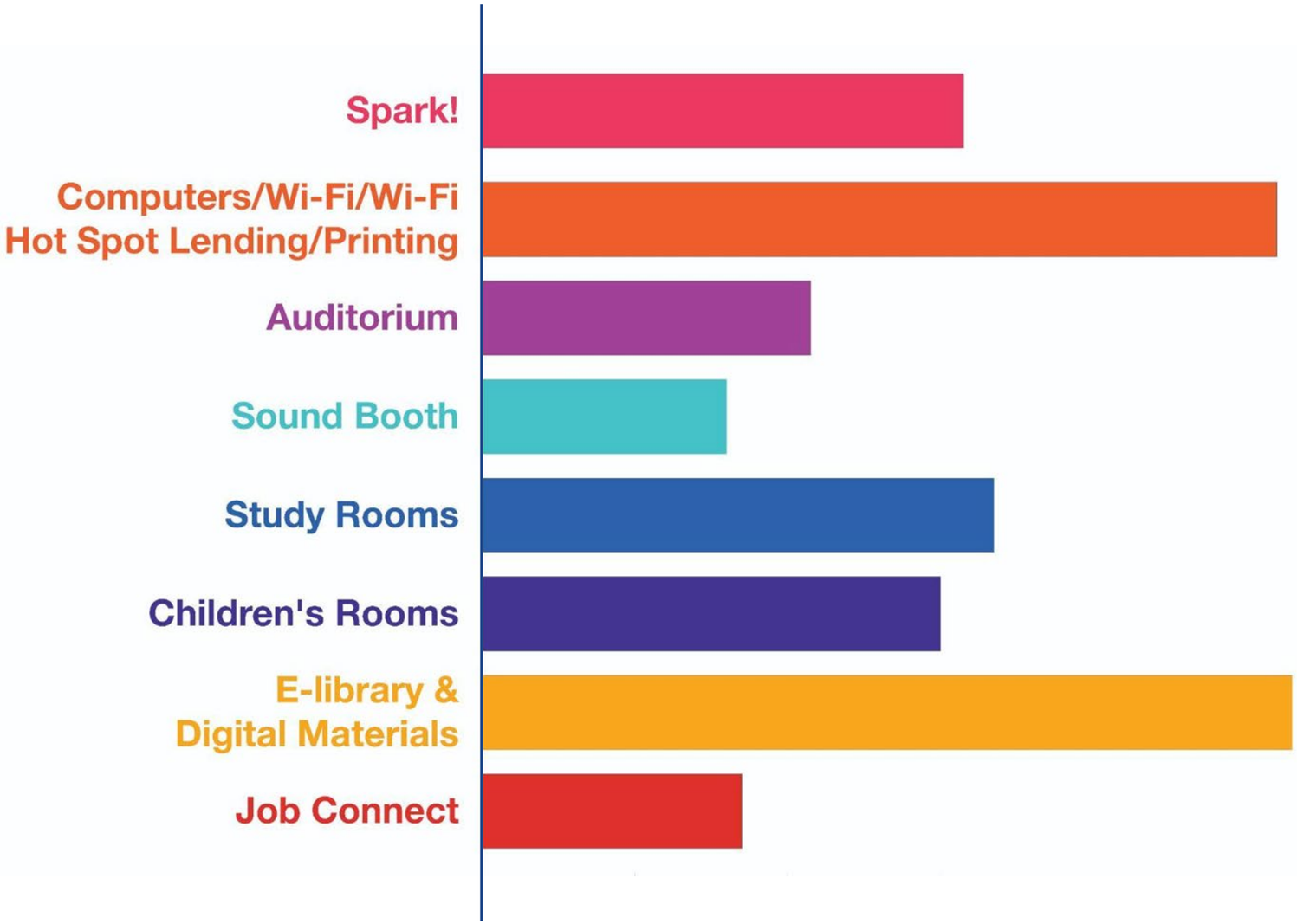
11% disabled

What we heard from **the Community**

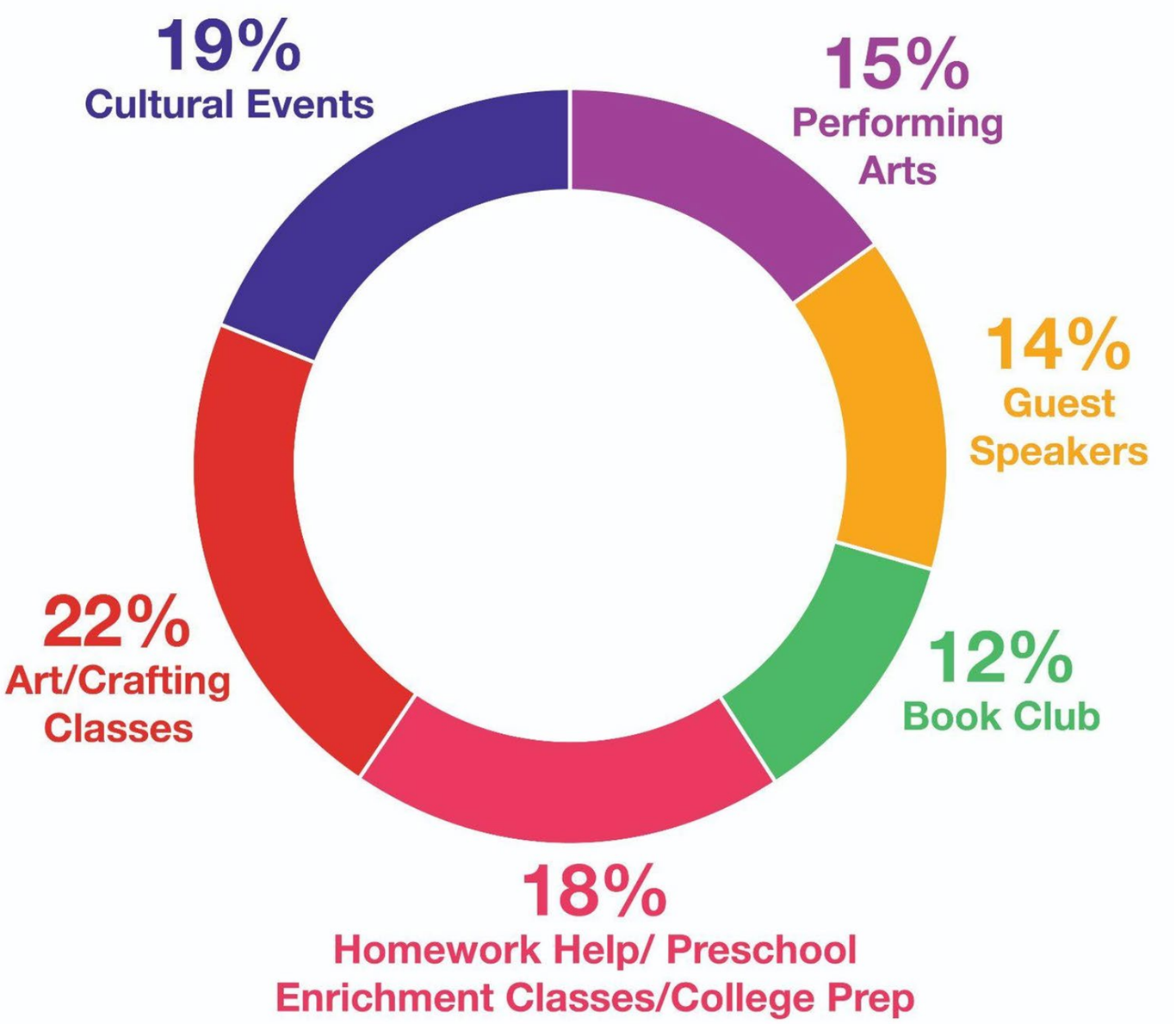
Most Important **Existing Programs**



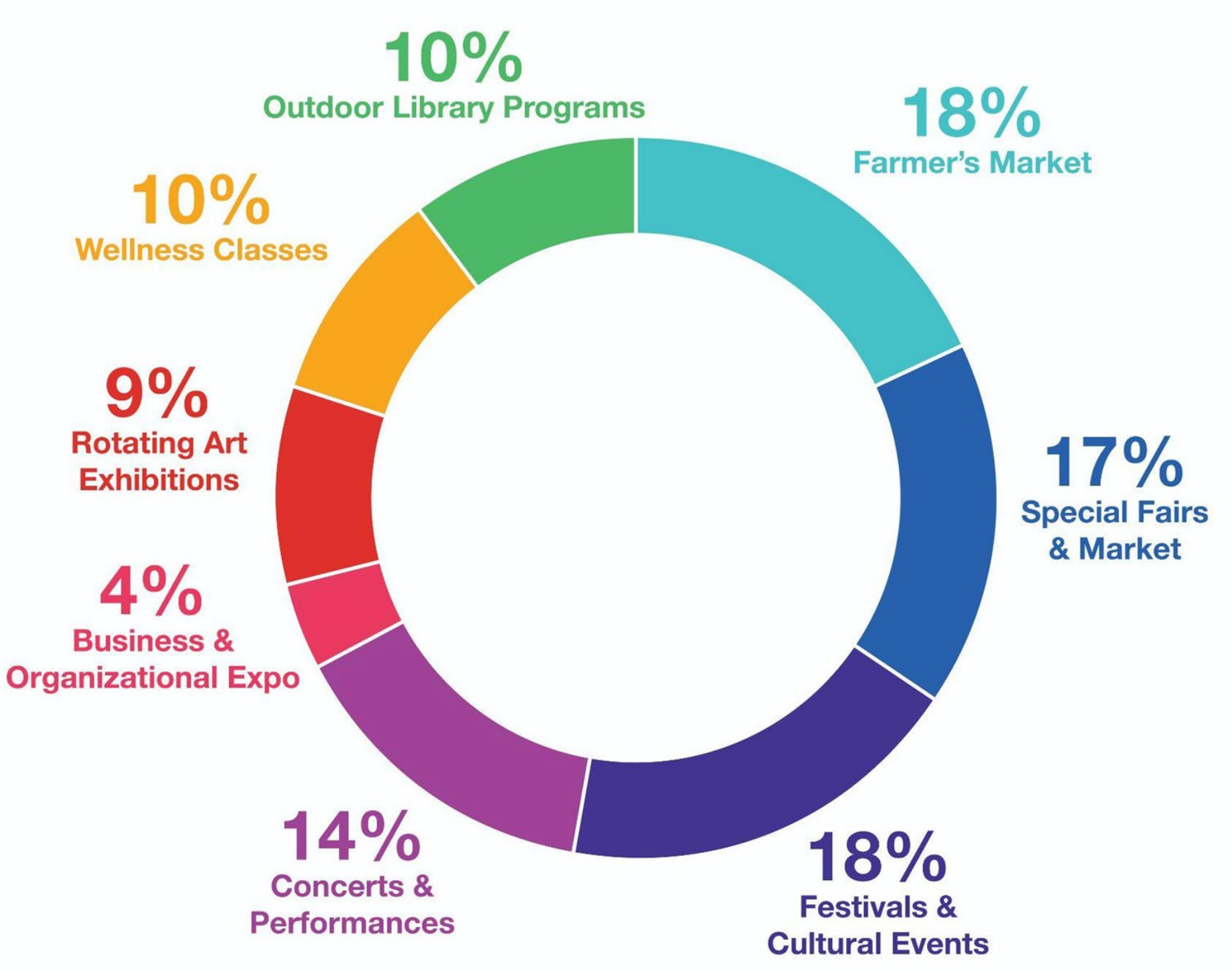
Most Important **Existing Amenities**



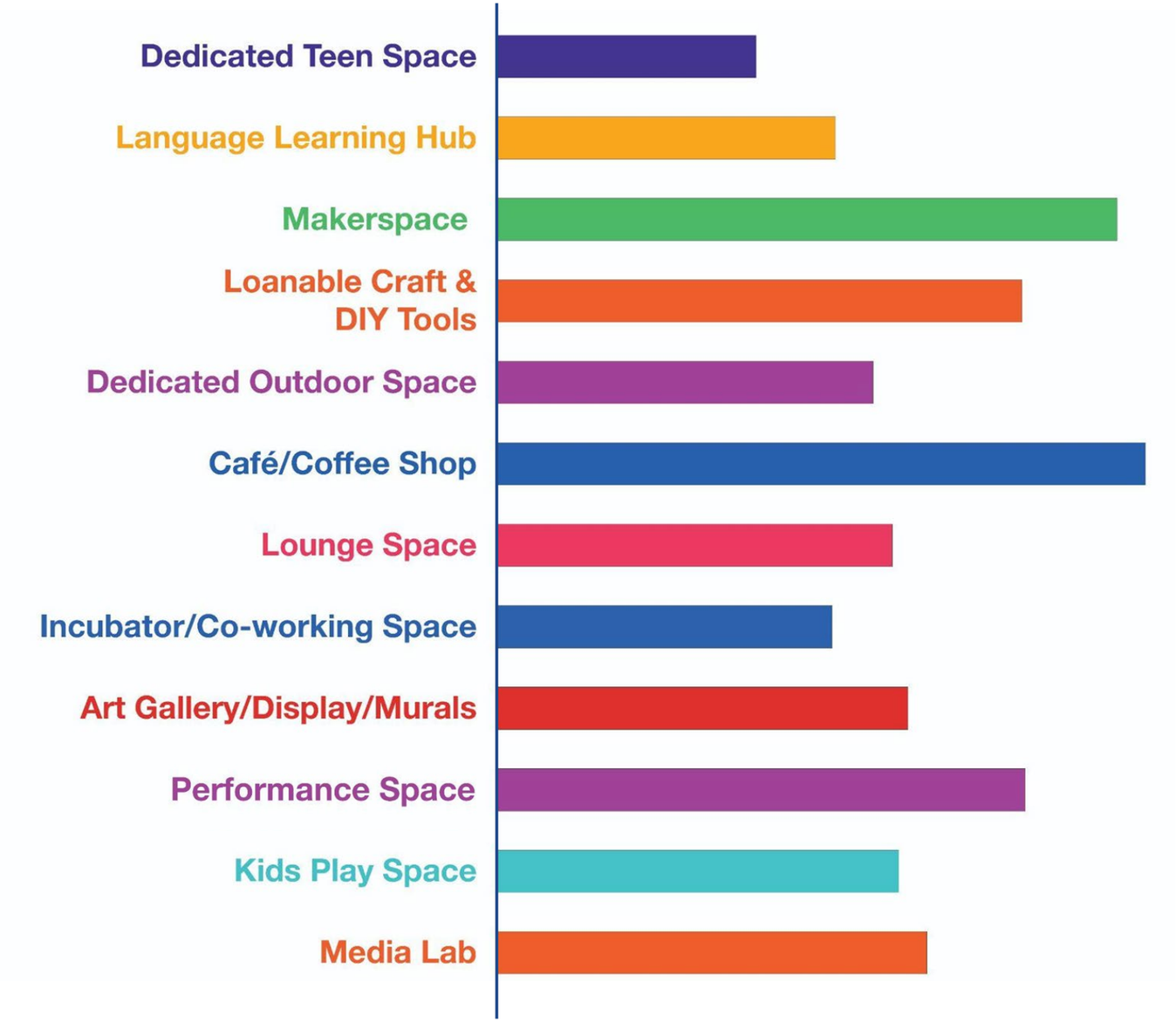
Most Important **Future Programs** for Library



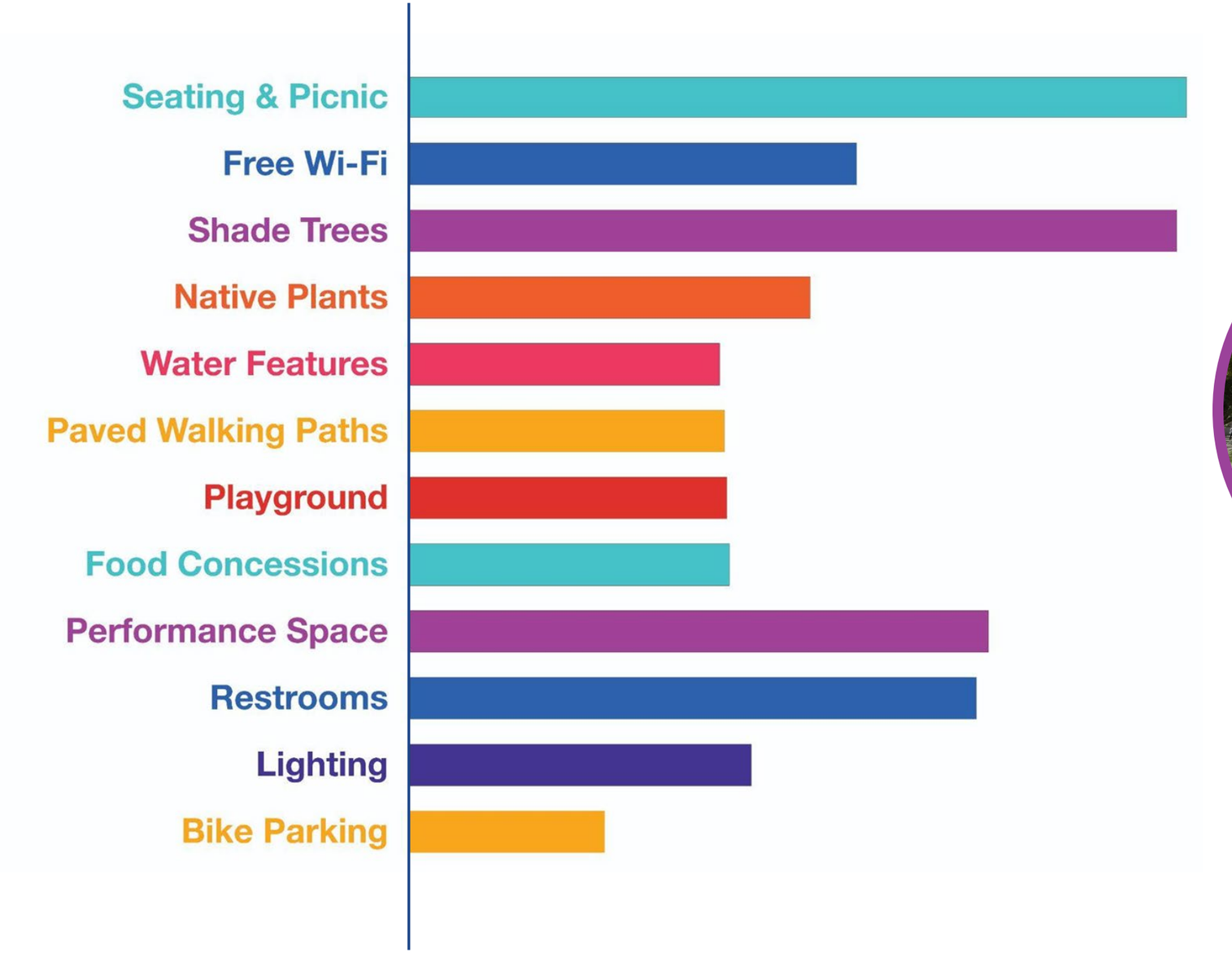
Most Important **Future Programs** for Open Space



Most Important **Future Amenities** for Library



Most Important **Future Amenities** for Open Space



Other Ideas for the Future Library and Open Space

"Author signings, musical evenings, film screenings"

"Native plant/waterwise, demonstration garden"

"More varied-sized spaces meeting rooms."

"Bike-parking, bike repair workshops."

"Would love to see authors/ poets come and speak"

"Community garden space or educational garden space for kids and adults"

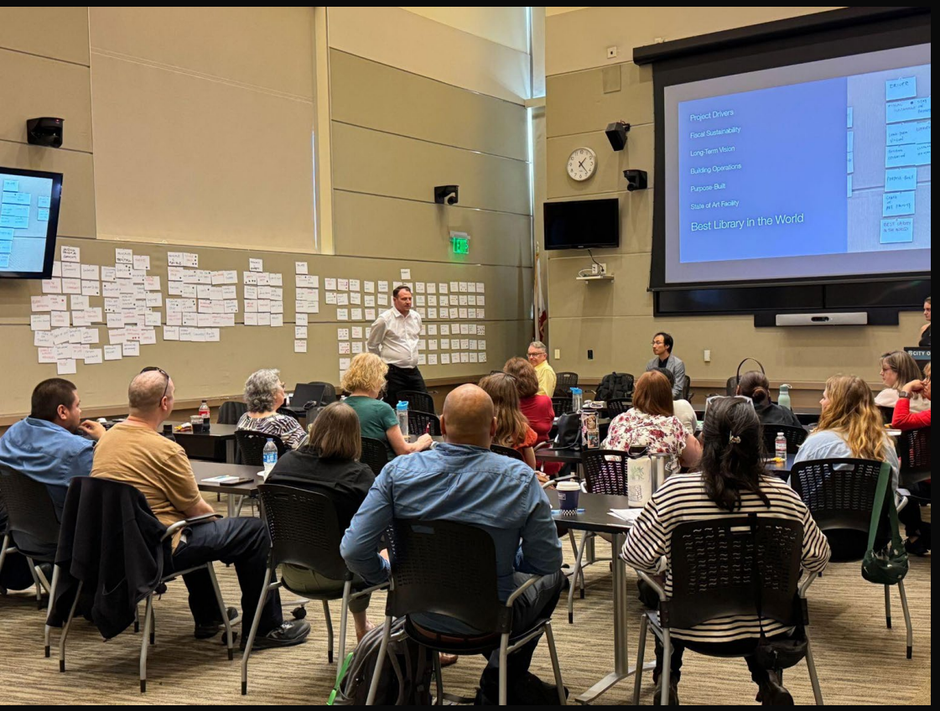
"Modern interior that compliments city hall architecture."

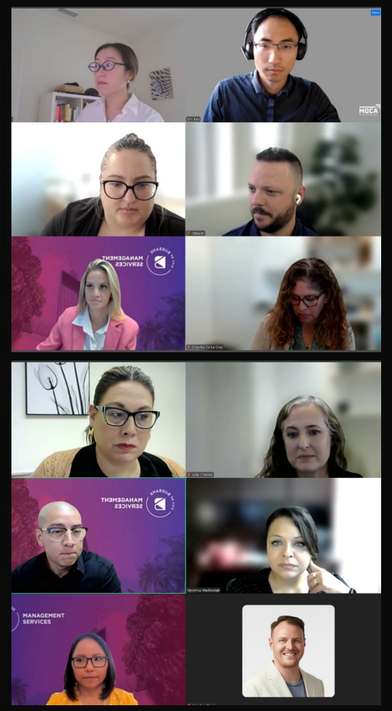
"Kitchen for cooking classes using recipe books you can check out!"

"Career fairs"

What we heard from **the Staff**

Stakeholder Interviews and Surveys





The definition of a library is changing…

"A third space"

"The best part of a democracy- all are equal and truth is available to all"

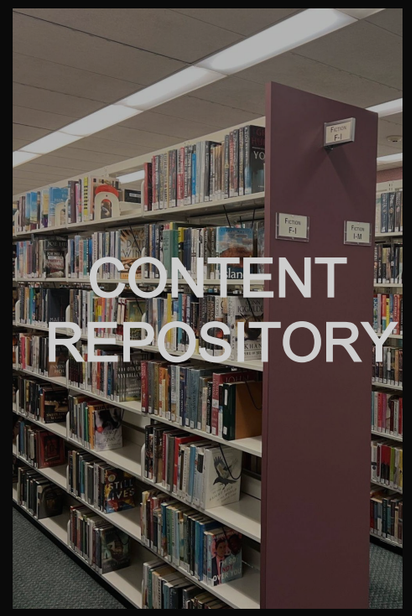
"A welcoming place to nook in for the day "

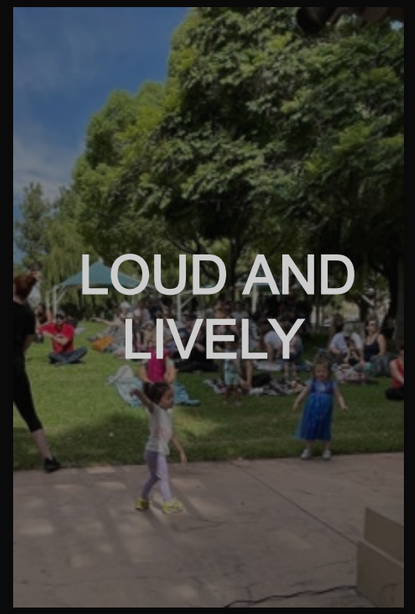
"Social service center"

"A space to spark the imagination"

"Fun and educational events"

"Point (0,0) when starting something new"





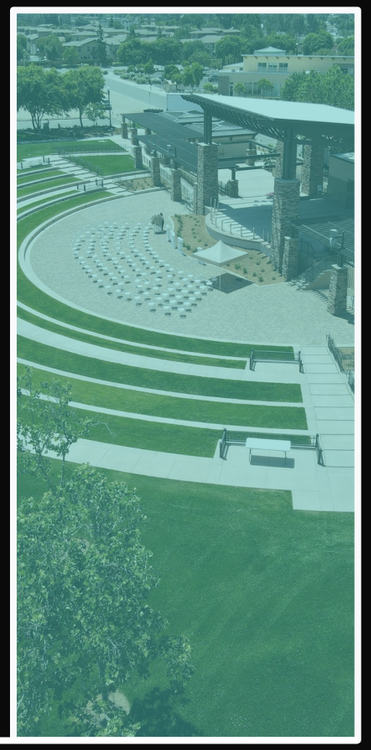
*Thinking about programs and events, which types are **hardest to support** in the current library?*

What do you want most for the ***open space*** *to feel like for the community?*

WELCOMING GREEN SPACE TO GATHER

OUTDOOR EXTENSION OF THE LIBRARY

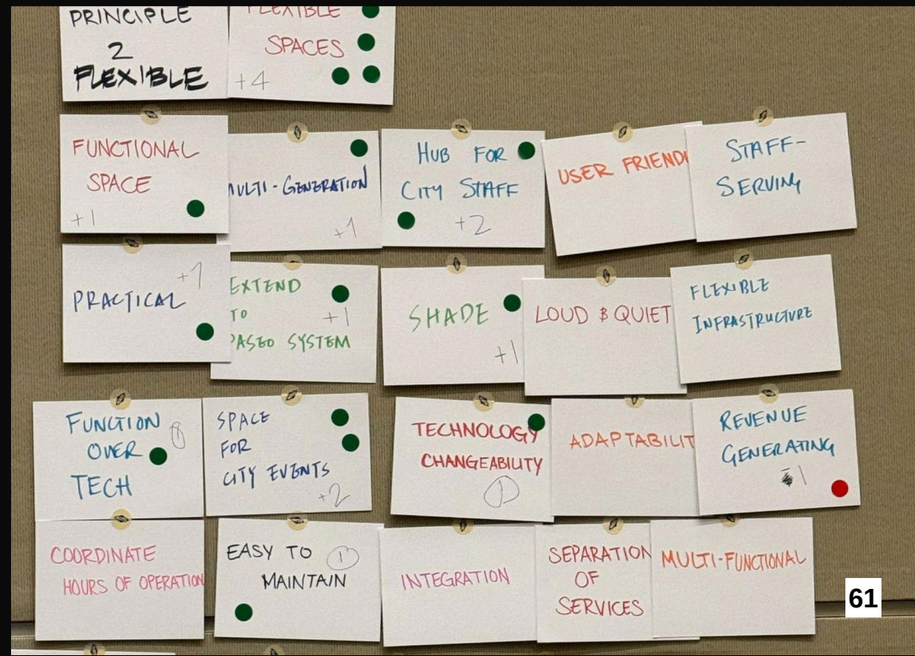
ART AND CULTURAL EXPRESSION



SAFE AND ACCESSIBLE RETREAT

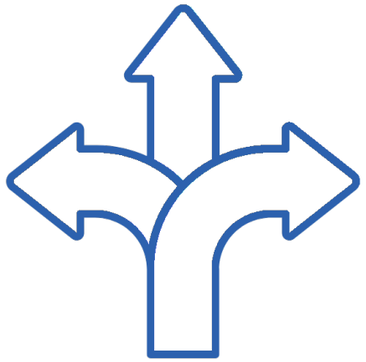
What we heard from **the City Leadership**

vision workshop with city leadership



The Four Guiding Principles

Community

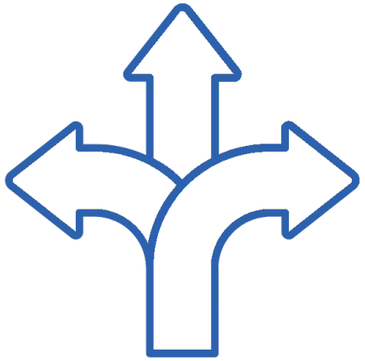


Flexible

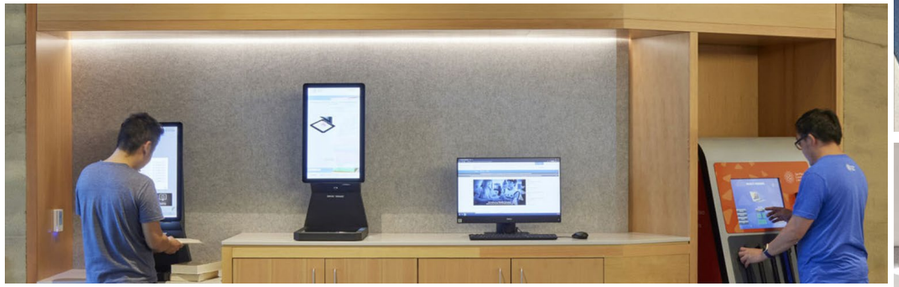
Beautiful

Safety

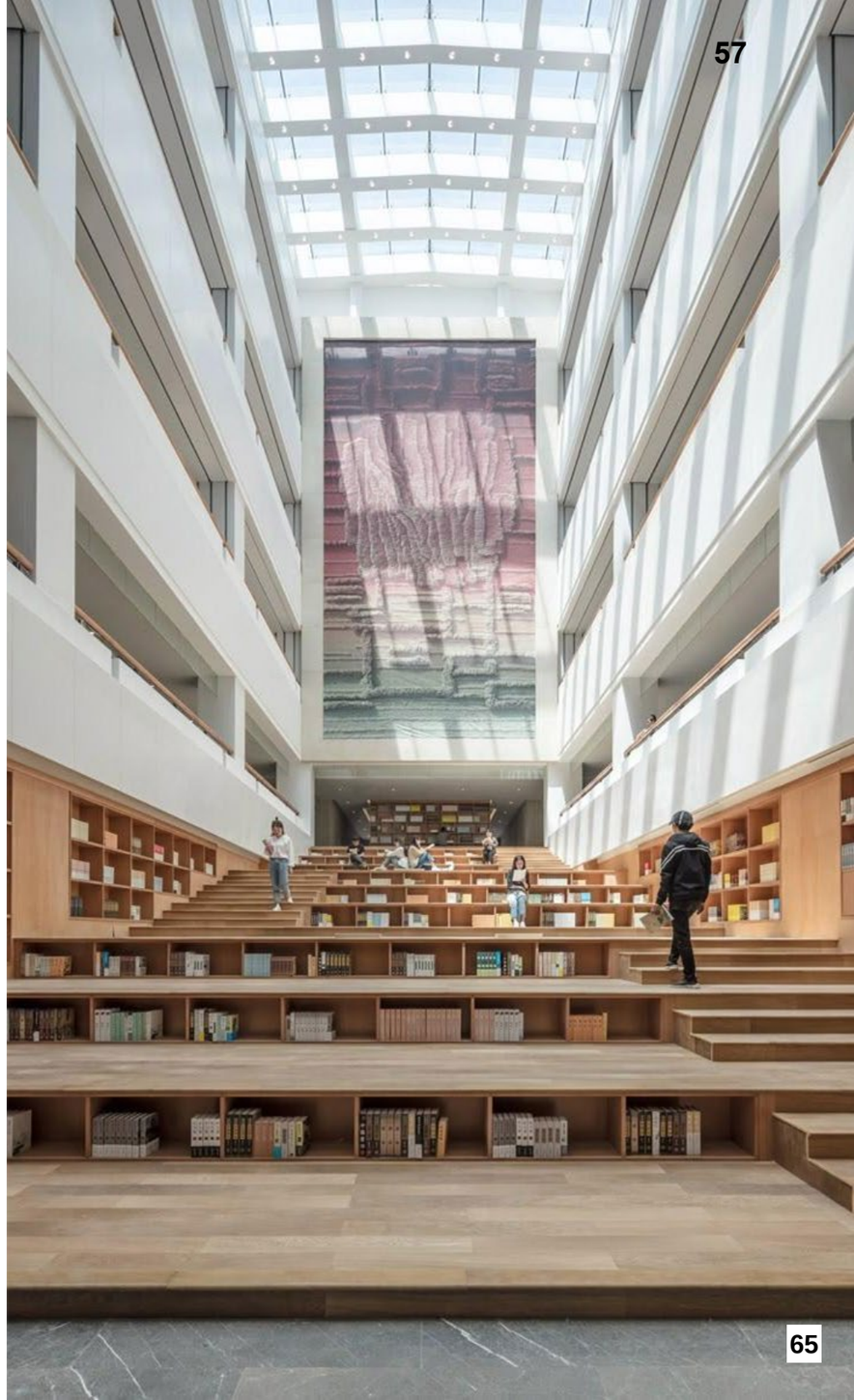
Community



Flexible



Beautiful



Safety

Project Delivery

Project Timeline

AUG 2025
MOCA Selected as Project Manager
- Project Definition
- Community Engagement
- Funding and Finance

FALL 2026
Start of Design Phase

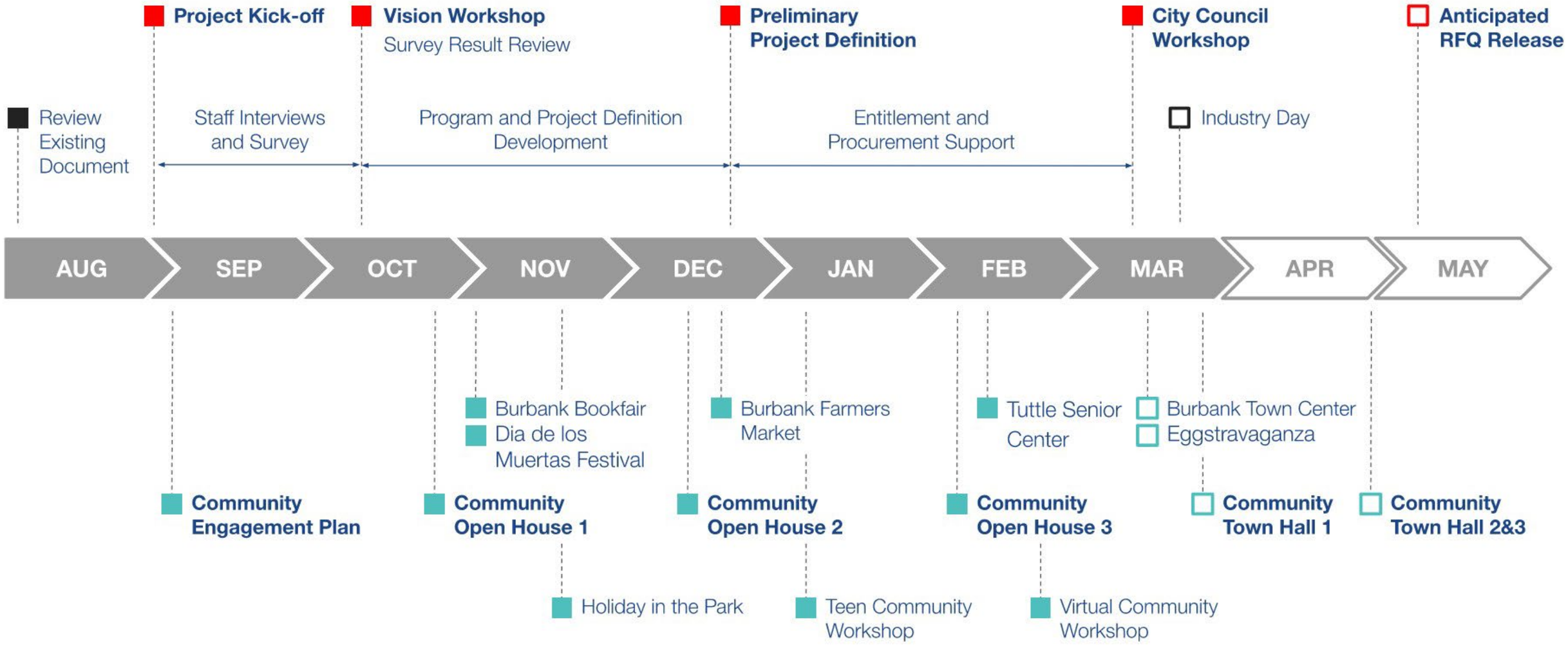
SUMMER 2027
Start of Construction Phase

PROJECT DEFINITION | DESIGN | BUILD

MAY 2026
Anticipated Release of RFQ

SPRING 2029
Completion and Public Opening

Project Activities to Date



Project Summary

- **Project Program**
  - Library/City Office Building — 97,500 sf
  - Parking Structure — 310 stalls
  - Open Space — 43,000 sf primary open space (+ other ancillary site work)
- **Delivery Method:** Progressive Design-Build
- **Estimated Design-Build Contract:** $155 million
- **Estimated Total Project Cost:** $185 to $190 million
- **Design (Pre-GMP):** Fall 2026 to Summer 2027 (9 Months)
- **Construction (Post -GMP):** Summer 2027 to Spring 2029 (21 Months)

Design-Build Contract Breakdown

DESIGN-BUILD CONTRACT

Construction Cost

HARD COST

Library Building (Core and Shell + Interior Fit Out)

Parking Garage

Site Improvement + Landscape

Contractor Markups

Design Contingency

A/E + Pre-Construction

SOFT COST

Professional Team

Pre-Construction

Owner Project Cost

SOFT COST

Owner PM

Owner Contingency

Testing & Inspection

Plan Check, Survey & Utility Connection

FF&E

Relocation & Moving

Public Arts

Other Costs

Design-Build Contract Breakdown

	DESIGN-BUILD CONTRACT *Construction + A/E + Pre-Construction*	% *of total Design-Build Contract*
PARKING	$20.6M	13.3%
BUILDING	$108.5M	70%
SITE WORK & LANDSCAPE	$25.9M	16.7%
	$155M	**100%**
ANTICIPATED OWNER SOFT COSTS	$ 30 - 35M	
ANTICIPATED TOTAL	**$185 - 190M**	

THANK YOU

City Departments and Department Directors for your assistance in this project!

MOCA SYSTEMS, INC.

CITY OF BURBANK

QUESTIONS?

Visit www.newburbanklibrary.com for ongoing Q&A.

MOCA SYSTEMS, INC.

CITY OF BURBANK

CITY OF BURBANK
CITY COUNCIL REGULAR MEETING MINUTES
TUESDAY, FEBRUARY 24, 2026

Call to Order:
A Closed Session Meeting of the City Council of the City of Burbank was held in the Council Chamber, 275 East Olive Avenue, on the above date. The meeting was called to order at 5:02 p.m. by Mayor Takahashi.

Present: Council Member(s) Anthony, Rizzotti, Vice Mayor Mullins, and Mayor Takahashi
Absent: Council Member(s) Perez
Also Present: City Manager Hess, City Attorney McDougall, and City Clerk Clark

Closed Session Public Comment:
There being no response to the Mayor's invitation for Public Comment on Closed Session matters, the City Council recessed at this time to the City Hall First Floor Conference Room to hold a Closed Session on the following:

1. Conference with Real Property Negotiator
   a. Pursuant to Govt. Code §54956.8
   b. Property: 110 W. Olive St., Burbank, CA 91502 APNs: 2451-007-019, 2451-007-020, 2451-007-026
   c. Parties Whom Agency or City is Negotiating with: BCH Enterprises, 110 LLC, a California Limited Liability, 110 W. Olive, Burbank, CA; Brett Warner, Lee & Associates – 15250 Ventura Blvd., Suite 100, Sherman Oaks, CA
   d. City Negotiator: Simone McFarland, Assistant Community Development Director – Business & Economic Development
   e. Terms Under Negotiation: Continuing Negotiations – Potential Real Estate Purchase

Call to Order:
A Regular Meeting of the City Council of the City of Burbank was held in the Council Chamber, 275 East Olive Avenue, on the above date. The meeting was called to order at 6:06 p.m. by Mayor Takahashi.

Mayor Takahashi announced Council Member Perez was absent from the meeting to represent the City at the American Public Power Association Legislative Rally.

Moment of Reflection:
Mayor Takahashi held a Moment of Reflection to begin the meeting with positive and collective support for our beloved community.

Flag Salute:
The Pledge of Allegiance was led by Mayor Takahashi.

Roll Call:
Present: Council Member(s) Anthony, Rizzotti, Vice Mayor Mullins, and Mayor Takahashi
Absent: Council Member(s) Perez
Also Present: City Manager Hess, City Attorney McDougall, and City Clerk Clark

Mayor Takahashi indicated there would be three (3) periods of Public Comment at this evening's meeting and those who wish to participate in the General Public Comment period may call in at (818) 238-3335. The Reports to Council Public Comment period will only be taken in person.

Memorial Adjournment:
Mayor Takahashi announced that tonight Council will adjourn in memory of Linda Murphy, longtime resident and advocate for sports equality.

Announcements:
Mayor Takahashi displayed a PowerPoint presentation announcing the following: (1) Central Library Community Workshop; (2) Film Burbank Campaign; (3) Burbank Tech Talk Mixer; (4) Community Events and Program Grant; and (5) IKE Community Meeting

Council Presentations/Recognitions:

1. Presentation of a Proclamation Declaring February 19, 2026, as "A Day of Remembrance: Japanese American Evacuation" in the City of Burbank
   Mayor Takahashi presented a Proclamation Declaring February 19, 2026, as "A Day of Remembrance: Japanese American Evacuation" in the City of Burbank and introduced Nancy Takayama from the San Fernando Valley Japanese American Community Center, who made remarks.

2. Presentation of a Proclamation Declaring February 1-28, 2026, as “National Children’s Dental Health Month” in the City of Burbank
   Mayor Takahashi presented a proclamation declaring February 1-28, 2026, as “National Children’s Dental Health Month” in the City of Burbank and introduced Dale Gorman, Executive Director for Kids’ Community Dental Clinic, and Artin DerOhanian, Board Member, who made remarks and presented certificates of recognition to 40-year volunteer dentists Timothy Knox and Charles Maseredjian.

City Manager Report:
City Manager Hess indicated there were no items to report.

Reporting on Closed Session:
City Attorney McDougall reported that the City Council met in Closed Session regarding the agendized Closed Session item and took no reportable action.

General Public Comment:
Appearing to comment were: Christina Kopelman, Glen Forsch, Ron Bax, Robert Nielsen, Mark Scroggs, Stefanie Girard, Cary Noren and John Echeto, Natalie Tremaine and Natasha Middleton, Diana Pulver, Corey Mensing, Cynthia Pease, Eric Hawk, Susan O'Carroll, Harry Timuryan, Dan K., Jo Pimienta, and David Donahue.

Calling in to comment were: Chris, Danielle, Ken Anderson, and Terri Freedman.

Council, City Manager, and/or City Attorney Comment:
Council Members and Staff responded to Public Comment.

Consent Calendar:
It was moved by Vice Mayor Mullins, seconded by Council Member Rizzotti, to approve the Consent Calendar. The motion carried 4-0 with the following roll call vote: AYES: Anthony, Rizzotti, Mullins, and Takahashi. NOES: None. ABSENT: Perez.

Council Member Mullins had a question on Item No. 2. Rafael Quintero, Police Chief, responded to Council inquiries.

1. Council Minutes

   Approve the City Council Minutes of the Regular Meeting of February 10, 2026, and the Dark Meeting of February 17, 2026.

2. Adoption of an Ordinance Amending Article 28, Chapter 1, Title 6 of the Burbank Municipal Code Regarding Electric Mobility Devices

   ORDINANCE NO. 26-4,038
   Adopt AN ORDINANCE OF THE COUNCIL OF THE CITY OF BURBANK AMENDING ARTICLE 28, CHAPTER 1, TITLE 6 (BICYCLE PATHS, TRAILS AND BIKEWAYS; EQUESTRIAN, HIKING AND RECREATION TRAILS) OF THE BURBANK MUNICIPAL CODE TO UPDATE AND CLARIFY DEFINITIONS OF ELECTRIC MOBILITY DEVICES, RULES OF THE ROAD, ESTABLISH ENFORCEMENT, AND ESTABLISH SPECIAL RULES APPLICABLE TO THE USE OF ELECTRIC MOBILITY DEVICES ON THE MARIPOSA STREET BRIDGE.

3. Adoption of a Resolution Amending and Restating the Compensation Plan for Unrepresented Mid-Management Employees

   RESOLUTION NO. 26-29,684
   Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK AMENDING AND RESTATING THE COMPENSATION PLAN FOR UNREPRESENTED MID-MANAGEMENT EMPLOYEES.

4. Adoption of a Resolution Approving Final Tract Map No. 84031 and Related Subdivision Improvement Agreement for Project at 529-537 East Palm Avenue

   RESOLUTION NO. 26-29,685
   Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING THE FINAL MAP OF TRACT NO. 84031 AND THE SUBDIVISION IMPROVEMENT AGREEMENT RELATED THERETO BETWEEN PALM

TOWNHOMES, LLC AND THE CITY OF BURBANK (529-537 EAST PALM AVENUE).

5. Adoption of a Resolution Approving Contract Documents, Plans and Specifications, Authorizing Execution of a Construction Contract for Bid Schedule No. 1536 - Phase IIIA Side Slope Liner Expansion Project with Sukut Construction, LLC, and Finding of CEQA Exemption (14 CCR §15301), and Approval of the First Amendment to the Professional Services Agreement with Civil & Environmental Consultants, Inc.

    1. RESOLUTION NO. 26-29,686
       Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING CONTRACT DOCUMENTS, PLANS AND SPECIFICATIONS, AUTHORIZING EXECUTION OF A CONTRACT FOR BID SCHEDULE NO. 1536 – PHASE IIIA SIDE SLOPE LINER EXPANSION PROJECT WITH SUKUT CONSTRUCTION, LLC, AND FINDING OF CEQA EXEMPTION, AND APPROVING THE FIRST AMENDMENT TO PROFESSIONAL SERVICES AGREEMENT WITH CIVIL & ENVIRONMENTAL CONSULTANTS, INC.,

    2. Approve a first amendment to the Professional Services Agreement with Civil & Environmental Consultants, Inc. for construction quality assurance services related to the Phase IIIA Side Slope Liner Expansion Project, and authorize the Public Works Director, as designee of the City Manager, to execute the first amendment and future amendments up to $30,000, provided that the funds are budgeted.

6. Approve and Authorize the Community Development Director to Execute a Fourth Amendment to the On-Call Professional Services Agreement with Moore, Iacofano, Goltsman to Extend the Term from March 16, 2026 to March 16, 2027

   Approve and authorize the Community Development Director, as the designee of the City Manager, to execute a Fourth Amendment to the On-Call Professional Services Agreement between the City of Burbank and Moore, Iacofano, Goltsman to extend the term of the agreement from March 16, 2026 to March 16, 2027.

7. Acceptance of a Donation to the City of Burbank Animal Shelter in the Amount of $5,000 from the Kari and Dick Clark Foundation

   Accept a donation to the City of Burbank Animal Shelter in the amount of $5,000 from the Kari and Dick Clark Foundation and amend the Fiscal Year (FY) 2025-26 Adopted Budget by appropriating $5,000 from revenue account 001.PR000.45000.1019.0000.00000 (General Fund, Parks and Recreation General Donations, Animal Shelter) to expenditure account 001.PR47A.62300.0000.24589 (General Fund, Parks, and Recreation Animal

Shelter Donations).

Reports to Council:

1. Appointment to Fill One Vacancy on the Art in Public Places Committee for an Unexpired Term

   Kimberley Clark, City Clerk, presented the report and responded to Council inquiries.

   Public Comment:
   Appearing to comment was: Jean Marinelli.

   Council Action:
   It was unanimously approved and carried 4-0 (Perez, absent) by a show of hands, to appoint Jean Marinelli to the Art in Public Places Committee to fill an unexpired term ending July 31, 2026.

2. Appointment to Fill One Vacancy on the Burbank Water and Power Board for an Unexpired Term

   Kimberley Clark, City Clerk, presented the report and responded to Council inquiries.

   Public Comment:
   Appearing to comment was: Layla Kashani

   Council Action:
   It was unanimously approved and carried 4-0 (Perez, absent) by a show of hands, to appoint Layla Kashani to the Burbank Water and Power Board to fill an unexpired term ending July 31, 2028.

Council Comments:

Council Members reported out on Council committee assignments and attendance at conferences, regional meetings, and community events.

Consideration of Previously Introduced Additional Agenda Items:

1. Mayor Takahashi's request to consider the inclusion of options beyond a full prohibition of short-term rentals, including the possibility of a limited number of City-authorized short-term rentals, when staff returns with the report pursuant to prior Council direction (February 10, 2026).

   It was approved by Council consensus to direct staff to provide a report on a full prohibition of short-term rentals and challenges of enforcement.

Introduction of Additional Agenda Items:

Vice Mayor Mullins requested to send a letter of support for Senate Bill 1198 (Menjivar) to California State Senator Caroline Menjivar and the Burbank Armenian Association.

Council Member Anthony requested to send additional letters of support for Senate Bill 91 (Harabedian) to state and federal lawmakers. City Manager Hess indicated the city could forego the additional agenda item step as this request fits into the city's current Legislative Platform.

Adjournment:
There being no further business to come before the City Council, the meeting was adjourned at 8:32 p.m. in memory of Linda Murphy, longtime resident and advocate for sports equality, to Tuesday, March 10, 2026, for a Joint Meeting in the Council Chamber - 275 East Olive Avenue, Second Floor.

_____	_____
Kimberley Clark	Tamala Takahashi
City Clerk	Mayor

APPROVED DATE:

CITY COUNCIL REGULAR MEETING MINUTES
DARK MEETING
TUESDAY, MARCH 3, 2026

A Regular Meeting of the Council of the City of Burbank was not held on the above date.

Kimberley Clark City Clerk	Tamala Takahashi Mayor

APPROVED DATE:

PARKING AUTHORITY MINUTES
A JOINT MEETING WITH THE CITY COUNCIL
TUESDAY, JANUARY 13, 2026

Call to Order:
A Joint Meeting of the Parking Authority and the City Council of the City of Burbank was held in the Council Chamber, 275 East Olive Avenue, on the above date. The meeting was called to order at 6:17 p.m. by Chair Takahashi.

Moment of Reflection:
Chair Takahashi held a Moment of Reflection to begin the meeting with positive and collective support for our beloved community and asked for a Moment of Silence in honor of Renee Nicole Good.

Flag Salute:
The Pledge of Allegiance was led by Chair Takahashi.

Roll Call:
Present: Member(s) Anthony, Perez, Rizzotti, Vice Chair Mullins, and Chair Takahashi
Absent: None
Also Present: Executive Director Hess, City Attorney McDougall, and Secretary Clark

Closed Session, Study Session, Announcements, Council Presentations/Recognitions, City Manager Report, Reporting on Closed Session, Reports to Council, Council Comments, Consideration of Previously Introduced Additional Agenda Items, and Introduction of Additional Agenda Items were City Council items only and can be found in the City Council Meeting Minutes.

Joint General Public Comment:
Appearing to comment were: Roy Simison, Mike Van Gorder, Ron Bax, Hilda Avanessian, Angelica Ulloa, Diana Pulver, Suzanne Weerts, David Donahue, Carmenita Helligar, Jo Pimienta, Mark Scroggs, Dan K., Susan O'Carroll, and Jomo.

Calling in to comment were: Kreigh Hempel and Ali.

Council, City Manager, and/or City Attorney Comment:
Members and Staff responded to Public Comment.

Consent Calendar:
It was moved by Vice Chair Mullins, seconded by Member Perez, to approve the Consent Calendar Item Nos. 1-5 and 7-15, with Item No. 15 approved as amended. The motion carried 5-0 with the following roll call vote: AYES: Anthony, Perez, Rizzotti, Mullins, and Takahashi. NOES: None.

Item No. 6 was removed from the agenda and will be brought back to Council at a future meeting.

Consent Calendar Item Nos. 1-3, 5-13, and 15 were City Council items only and can be found in the City Council minutes.

4. Parking Authority Minutes

   Approve the Parking Authority Minutes of the Joint Meeting of October 14, 2025.

14. Review of Fiscal Year 2024-25 Annual Comprehensive Financial Report (Successor Agency, Housing Authority, Parking Authority, and Youth Endowment Services Fund Board)

    Note and file.

Adjournment:
There being no further business to come before the Parking Authority, the meeting was adjourned at 8:28 p.m. to Tuesday, January 27, 2026, for a Regular Meeting in the Council Chamber – 275 East Olive Avenue, Second Floor.

_____	_____
Kimberley Clark	Tamala Takahashi
Secretary	Chair

APPROVED DATE:

STAFF REPORT

MANAGEMENT SERVICES

DATE: March 10, 2026

TO: Justin Hess, City Manager

FROM: Betsy McClinton, Management Services Director
BY: Anna Ter-Yegishyan, Administrative Analyst II

SUBJECT: Adoption of Resolutions Approving the Establishment of the Salary and Conflict of Interest Code Designation for the Classification of Senior Manager – BWP Water Systems; and Adoption of a Resolution Approving the Citywide Salary Schedule

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RECOMMENDATION

1. Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING THE ESTABLISHMENT OF THE SALARY AND CONFLICT OF INTEREST CODE DESIGNATION FOR THE CLASSIFICATION OF SENIOR MANAGER – BWP WATER SYSTEMS (Attachment 1).

2. Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING THE CITYWIDE SALARY SCHEDULE (Attachment 2).

BACKGROUND

The Management Services Department (MSD) manages the City's Classification and Pay Plan, which includes all classifications utilized by the City. MSD periodically requests amendments to assist the departments in ensuring that titles and job specifications for the City's classifications remain relevant and include the necessary essential functions and employment standards to meet the needs of the departments and the City. Maintaining updated job specifications and having competitive salaries also assists with recruitment and retention efforts.

Pursuant to Civil Service Rule I, § 4, the Civil Service Board (CSB) approved the

establishment of the title and specification for the Senior Manager – BWP Water Systems on February 4, 2026. Therefore, MSD is seeking Council approval of the salary and approval of the Conflict-of-Interest Code Designation for this classification.

Additionally, per California Public Employees' Retirement System (CalPERS) regulations, MSD requests Council adopt a resolution approving the updated Citywide Salary Schedule which includes the proposed salary of this classification.

DISCUSSION

Senior Manager – BWP Water Systems

The Burbank Water and Power Department (BWP) proposes establishing a Senior Manager – BWP Water Systems position to ensure continuity of water operations and support succession planning. Under the direction of the Assistant General Manager (AGM), Water Systems, this role would oversee day-to-day operations of the Water Systems Division, allowing the AGM to focus on the City's long-term strategic plans.

Climate change, coupled with increasingly stringent water regulations, have fundamentally altered the water industry. Historically, the City relied on the Metropolitan Water District of Southern California (MWD) for long-term water supply planning. Today, MWD and its 26 member agencies must agree on how MWD should adapt to climate change. Operational changes, capital improvements, and planning scenarios will affect MWD's rates and charges, and the member agencies must invest a significant, ongoing amount of time, focus, and energy on what will be a transformational shift on MWD's role and purpose that will affect Southern California for generations to come.

As a city without water rights and fully dependent on MWD, Burbank faces unique challenges. To protect the City's future water supply and rates, BWP must actively engage in MWD governance, policy development, and regional collaboration. This requires the AGM to devote increased attention to external strategy, stakeholder engagement, climate adaptation planning, and alternative water supply evaluation.

The proposed Senior Manager – BWP Water Systems would oversee day-to-day Water Systems operations under the AGM's direction, allowing the AGM to focus on long-term strategic and regional priorities while maintaining strong operational leadership.

Staff conducted a salary survey of the City's utility survey cities, but there were no comparable classifications. Therefore, the proposed monthly salary range was determined based on maintaining internal equity. Specifically, the initial salary for the Senior Manager – BWP Water Systems will be established at a 13.33 percent increase above the Manager Water Engineering-Planning position. Therefore, staff is proposing the monthly salary range be set at $16,573.44 – $21,794.07 (bi-weekly $7,649.28 – $10,058.80).

The proposed Senior Manager – BWP Water Systems will be a Civil Service classification represented by the Burbank Management Association (BMA). This classification will be exempt from the Fair Labor Standards Act (FLSA) under the professional employee exemption and highly-compensated employee exemption and will be included in the City's Conflict of Interest Code. The BMA has been advised of this proposed establishment and the BWP General Manager concurs with this recommendation.

ENVIRONMENTAL REVIEW

These activities have no potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment, and as such, is not a "project" subject to the requirements of the California Environmental Quality Act (CEQA) 14 Cal. Code Regs § 15378.

FISCAL IMPACT

The proposed position of Senior Manager – BWP Water Systems was included in the Fiscal Year 2025-26 Adopted Budget. Therefore, there is no fiscal impact to the Utility Fund.

CONCLUSION

The proposed establishment of the salary and Conflict of Interest Code Designation for the classification of Senior Manager – BWP Water Systems meets the current and ongoing needs of the City.

ATTACHMENTS

Attachment 1 – Resolution for the Classification of Senior Manager – BWP Water Systems
Attachment 2 – Resolution Approving the Citywide Salary Schedule

RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING THE ESTABLISHMENT OF THE SALARY AND CONFLICT OF INTEREST CODE DESIGNATION FOR THE CLASSIFICATION OF SENIOR MANAGER – BWP WATER SYSTEMS

THE COUNCIL OF THE CITY OF BURBANK RESOLVES:

1. The Position Classification, adopted by Resolution No. 9240 on the 16th day of June, 1953, as amended, is further amended by the addition thereto of the classification of Senior Manager – BWP Water Systems. This classification is added with a title and specification as set forth in Exhibit A, and a biweekly salary as follows:

CTC	Barg. Code	Job Series	Grade	Step 1	Step 14
0825	M	Rec/Gen Admin	M.1037	$7,649.28	$10,058.80

2. After review and consultation by the Management Services Department, City Clerk's Office and the Office of the City Attorney, it has been determined that this classification is a Designated Position as defined in the City's Conflict of Interest Code and shall be required to file a form 700 Statement of Economic Interests as required by Government Code § 81000 et seq. and shall be required to report in disclosure categories 1, 2, 3, 4, 5, and 6.

3. The Financial Services Director is authorized to make such revisions, changes in summaries, fund totals, grand totals, and other portions of the budget document as necessary to reflect and implement the terms and provisions of this resolution.

PASSED and ADOPTED this ___ day of March, 2026.

_____
Tamala Takahashi
Mayor

Approved as to Form:
Office of the City Attorney

Attest:

_____
Kimberley Clark, City Clerk

By: _____
Joseph H. McDougall
City Attorney

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss.
CITY OF BURBANK)

I, Kimberley Clark, City Clerk of the City of Burbank, do hereby certify that the foregoing Resolution was duly and regularly passed and adopted by a vote of the Council of the City of Burbank at its regular meeting held on the ___ day of March, 2026 by the following vote:

AYES:

NOES:

ABSENT:

_____
Kimberley Clark, City Clerk

Exhibit A

Resolution for the Classification of Senior Manager – BWP Water Systems

CITY OF BURBANK

SENIOR MANAGER – BWP WATER SYSTEMS

DEFINITION

Under general direction, to manage the day-to-day operations of the Water Division; provide highly complex and specialized administrative support to the Assistant General Manager (AGM) of the Burbank Water and Power (BWP) Water Systems; manage sections within the division as assigned; and perform related work as required.

ESSENTIAL FUNCTIONS

Upholds the utility's stated mission to safely provide reliable, affordable, and sustainable water utility services for the community demonstrates leadership that aligns with the utility's stated values; supports the AGM across various duties; may serve as the acting AGM in the AGM's absence; manages the daily operations of the division; oversees the operation and maintenance of the water systems within the utility; assists leadership with strategic planning, development, and implementation of the maintenance, improvement, and expansion of BWP's water systems, including the engineering, planning, maintenance, construction, production, operations, and extension of its facilities and infrastructure; monitors the preparation of long-range programs, work schedules, methods, and operations of appropriate BWP functions; administers related contracts and agreements; confers with leadership on policies and strategic planning for the division; confers and coordinates with management, employees, and other City departments, and directs the division's operations to secure the best coordination possible across BWP's divisions and other departments; confers and coordinates with other departments and jurisdictions on related public works matters; confers with the AGM on policies, strategies, and related programs; reviews and responds to developmental reviews; reviews and approves plans, contracts, and work orders; prepares reports for presentations to boards, commissions, City Council, City staff, and regulatory agencies; assists in budget preparation, expenditure control, and record-keeping; manages the preparation of the division budget via statistical research, data collection, analysis, and implementation; manages financial, administrative, and personnel processes across the division; manages the development and implementation of fiscal plans for the division; reviews and upholds City policies and procedures as well as federal, state, and local laws and ordinances relevant to the operation of a utility; represents the utility at workshops, conferences, committee meetings, boards, and other related functions; supervises, trains, and evaluates employees; makes recommendations regarding hiring, promotion, transfer, and disciplinary action, up to and including termination; travels and drives on City business.

MINIMUM QUALIFICATIONS

Employment Standards:

- Knowledge of – administrative, financial, and technical responsibilities of management, including budget and fiscal administration, personnel management and administration, and public relations; basic principles of water engineering and finance as applied to a utility; construction, maintenance, and operation of a water utility facility and equipment; principles and practices of sound leadership and supervision; principles and practices of public speaking; spelling, grammar, and punctuation.

- Skill in – operating modern computers and related software; exercising independent judgement and making decisions based on standard policy and procedures; public speaking and professional writing.

- Ability to – plan, direct, and coordinate large-scale operations; effectively manage projects or programs; provide leadership to other leaders and executives and a large group of subordinate managers; analyze technical and administrative problems and develop effective solutions; prepare and present reports and public presentations; establish and maintain effective working relationships with supervisors, fellow employees, and the public.

Education/Training: Any combination of education and/or experience that has provided the knowledge, skills, and abilities necessary for acceptable job performance as determined by the City. Example combination includes, but is not limited to, graduation from an accredited college or university with a bachelor's degree in civil, electric, or mechanical engineering, business administration, public administration, economics, finance, public policy, mathematics, or a closely related field; eight years of administrative experience, including four years in the oversight of major water projects in a governmental, business, or utility organization, and including three years of supervisory and employee development experience.

License & Certificates: A valid California Class "C" driver's license or equivalent at the time of appointment. All required licenses and certificates must be maintained throughout employment in this classification.

SUPPLEMENTAL INFORMATION

Desirable Qualifications: Master's degree in public administration, economics, engineering, mathematics, English, writing, communications, business administration, political science, or a closely related field; a professional engineers license in mechanical, structural, civil, electrical or related discipline; experience with City Council, Boards/Commissions, and labor groups, and in a public or investor-owned utility; Project Manager Professional (PMP) certification.

RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING THE CITYWIDE SALARY SCHEDULE

THE COUNCIL OF THE CITY OF BURBANK RESOLVES:

In accordance with Government Code Section 20636 and Title 2 of California Code of Regulations Section 570.5 and as required by the California Public Employees' Retirement System ("CalPERS"), the citywide salary schedule, attached as Exhibit A, is hereby approved.

PASSED and ADOPTED this ____ day of March, 2026.

_____
Tamala Takahashi
Mayor

Approved as to Form:
Office of the City Attorney

Attest:

_____
Kimberley Clark, City Clerk

By: _____
Joseph H. McDougall
City Attorney

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss.
CITY OF BURBANK)

I, Kimberley Clark, City Clerk of the City of Burbank, do hereby certify that the foregoing Resolution was duly and regularly passed and adopted by a vote of the Council of the City of Burbank at its regular meeting held on the ____ day of March, 2026, by the following vote:

AYES:

NOES:

ABSENT:

_____
Kimberley Clark, City Clerk

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Account Clerk	B.1205	06/22/25	Financial	Monthly	4116.52	4219.43	4324.91	4433.04	4543.87	4657.47	4773.90	4893.24	5015.57	5140.96	5269.49	5401.22	5536.25	5674.65
	BCEA		Non Exempt	Bi-Weekly	1899.93	1947.43	1996.11	2046.02	2097.17	2149.60	2203.34	2258.42	2314.88	2372.75	2432.07	2492.87	2555.19	2619.07
	0009		8810	40 HRLY	23.75	24.34	24.95	25.58	26.21	26.87	27.54	28.23	28.94	29.66	30.40	31.16	31.94	32.74
				40 O.T.	35.63	36.51	37.43	38.37	39.32	40.31	41.31	42.35	43.41	44.49	45.60	46.74	47.91	49.11
Accountant	B.1620	06/22/25	Financial	Monthly	6494.95	6657.34	6823.77	6994.37	7169.22	7348.45	7532.16	7720.46	7913.47	8111.31	8314.11	8521.96	8735.00	8953.38
	BCEA		Non Exempt	Bi-Weekly	2997.67	3072.62	3149.43	3228.17	3308.87	3391.59	3476.38	3563.29	3652.37	3743.68	3837.28	3933.21	4031.54	4132.33
	0011		9410	40 HRLY	37.47	38.41	39.37	40.35	41.36	42.39	43.45	44.54	45.65	46.80	47.97	49.17	50.39	51.65
				40 O.T.	56.21	57.62	59.06	60.53	62.04	63.59	65.18	66.81	68.48	70.20	71.96	73.76	75.59	77.48
Accounting and Audit Manager	M.1992	06/22/25	Financial	Monthly	11754.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15457.26
	BMA		Non Exempt	Bi-Weekly	5425.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7134.12
	0012		9410	40 HRLY	67.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89.18
				40 O.T.	101.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	133.77
Administrative Analyst I (M)	M.1417	06/22/25	Rec/Gen Admin	Monthly	6005.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7896.72
	BMA		Non Exempt	Bi-Weekly	2771.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3644.64
	0017		9410	40 HRLY	34.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	45.56
				40 O.T.	51.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	68.34
Administrative Analyst I (Z)	Z.1442	06/22/25	Rec/Gen Admin	Monthly	6005.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7896.89
	Z-Group		Exempt	Bi-Weekly	2771.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3644.72
	5017		9410	40 HRLY	34.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	45.56
				40 O.T.	51.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	68.34
Administrative Analyst II (M)	M.1666	06/22/25	Rec/Gen Admin	Monthly	7165.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9422.12
	BMA		Non Exempt	Bi-Weekly	3306.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4348.67
	0014		9410	40 HRLY	41.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	54.36
				40 O.T.	62.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	81.54

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Administrative Analyst II (Z)	Z.1715	06/22/25	Rec/Gen Admin	Monthly	7165.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9422.34
	Z-Group		Exempt	Bi-Weekly	3307.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4348.77
	5014		9410	40 HRLY	41.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	54.36
				40 O.T.	62.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	81.54
Administrative Officer	Z.1932	06/22/25	Rec/Gen Admin	Monthly	9928.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13056.20
	Z-Group		Exempt	Bi-Weekly	4582.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6025.94
	0020		9410	40 HRLY	57.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	75.32
				40 O.T.	85.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	112.98
Administrative Officer-BWP	Z.2023	06/22/25	Rec/Gen Admin	Monthly	11048.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14529.36
	Z-Group		Exempt	Bi-Weekly	5099.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6705.86
	0018		9410	40 HRLY	63.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	83.82
				40 O.T.	95.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	125.73
Administrative Technician	M.1563	06/22/25	Rec/Gen Admin	Monthly	6444.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8474.46
	BMA		Non Exempt	Bi-Weekly	2974.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3911.29
	0022		8810	40 HRLY	37.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	48.89
				40 O.T.	55.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	73.34
Animal Control Officer	B.1382	06/22/25	Safety/Inspection	Monthly	5221.84	5352.38	5486.20	5623.35	5763.94	5908.02	6055.73	6207.13	6362.31	6521.36	6684.41	6851.50	7022.80	7198.36
	BCEA		Non Exempt	Bi-Weekly	2410.08	2470.33	2532.09	2595.39	2660.28	2726.78	2794.95	2864.83	2936.45	3009.86	3085.11	3162.23	3241.29	3322.32
	0026		7720	40 HRLY	30.13	30.88	31.65	32.44	33.25	34.08	34.94	35.81	36.71	37.62	38.56	39.53	40.52	41.53
				40 O.T.	45.20	46.32	47.48	48.66	49.88	51.12	52.41	53.72	55.07	56.43	57.84	59.30	60.78	62.30
Animal Shelter Superintendent	M.1990	06/22/25	Safety/Inspection	Monthly	9749.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12821.12
	BMA		Non Exempt	Bi-Weekly	4499.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5917.44
	0027		8810	40 HRLY	56.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	73.97
				40 O.T.	84.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	110.96

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Applications Development Analyst I	B.1466	06/22/25	Info Sys	Monthly	5540.45	5678.96	5820.95	5966.46	6115.63	6268.51	6425.23	6585.87	6750.51	6919.27	7092.26	7269.56	7451.30	7637.59
	BCEA		Non Exempt	Bi-Weekly	2557.13	2621.06	2686.59	2753.75	2822.60	2893.16	2965.49	3039.63	3115.62	3193.51	3273.35	3355.18	3439.06	3525.04
	0031		9410	40 HRLY	31.96	32.76	33.58	34.42	35.28	36.16	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.06
				40 O.T.	47.94	49.14	50.37	51.63	52.92	54.24	55.61	57.00	58.43	59.88	61.38	62.91	64.49	66.09
Applications Development Analyst II	M.1633	06/22/25	Info Sys	Monthly	7102.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9339.81
	BMA		Non Exempt	Bi-Weekly	3278.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4310.68
	0032		9410	40 HRLY	40.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	53.88
				40 O.T.	61.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	80.82
Applications Development Analyst III (M)	M.1855	06/22/25	Info Sys	Monthly	8864.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11657.38
	BMA		Non Exempt	Bi-Weekly	4091.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5380.33
	0033		9410	40 HRLY	51.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	67.25
				40 O.T.	76.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.88
Applications Development Analyst III (Z)	Z.1856	06/22/25	Info Sys	Monthly	8864.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11656.91
	Z-Group		Exempt	Bi-Weekly	4091.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5380.11
	5033		9410	40 HRLY	51.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	67.25
				40 O.T.	76.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.88
Applications Development Analyst IV	M.2044	06/22/25	Info Sys	Monthly	10506.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13815.73
	BMA		Non Exempt	Bi-Weekly	4849.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6376.49
	0034		9410	40 HRLY	60.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	79.71
				40 O.T.	90.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	119.57
Aquatics Supervisor	B.1300	06/22/25	Recreation	Monthly	7065.46	7242.08	7423.15	7608.73	7798.94	7993.92	8193.77	8398.61	8608.58	8823.79	9044.38	9270.50	9502.24	9739.82
	BCEA		Non Exempt	Bi-Weekly	3260.98	3342.50	3426.07	3511.72	3599.51	3689.50	3781.74	3876.28	3973.19	4072.52	4174.33	4278.69	4385.65	4495.30
	0028		9410	40 HRLY	40.76	41.78	42.83	43.90	44.99	46.12	47.27	48.45	49.66	50.91	52.18	53.48	54.82	56.19
				40 O.T.	61.14	62.67	64.25	65.85	67.49	69.18	70.91	72.68	74.49	76.37	78.27	80.22	82.23	84.29

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Assistant Chief Information Officer	Z.1446	06/22/25	Info Sys	Monthly	14908.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19605.15
	Z-Group		Exempt	Bi-Weekly	6881.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9048.53
	0035		9410	40 HRLY	86.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	113.11
				40 O.T.	129.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	169.67
Assistant City Attorney	Z.2364	06/22/25	Legal	Monthly	13191.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17346.94
	Z-Group		Exempt	Bi-Weekly	6088.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8006.28
	0041		9410	40 HRLY	76.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.08
				40 O.T.	114.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	150.12
Assistant City Clerk	Z.1936	06/22/25	Rec/Gen Admin	Monthly	9609.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12636.80
	Z-Group		Exempt	Bi-Weekly	4435.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5832.37
	0264		9410	40 HRLY	55.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	72.90
				40 O.T.	83.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	109.35
Assistant City Engineer	Z.1430	02/01/26	Engineering	Monthly	13958.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18355.03
	Z-Group		Exempt	Bi-Weekly	6442.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8471.55
	0043		9410	40 HRLY	80.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	105.89
				40 O.T.	120.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	158.84
Assistant City Manager	E.0096	06/22/25	Rec/Gen Admin	Monthly	19439.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25562.81
	Exec		Exempt	Bi-Weekly	8972.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11798.22
	0051		9410	40 HRLY	112.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	147.48
				40 O.T.	168.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	221.22
Assistant City Treasurer	Z.1931	06/22/25	Financial	Monthly	9845.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12947.44
	Z-Group		Exempt	Bi-Weekly	4544.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5975.74
	0054		9410	40 HRLY	56.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	74.70
				40 O.T.	85.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	112.05

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Assistant Community Development Director - Business & Economic Development	Z.2398 Z-Group 0058	06/22/25	Comm Dev Exempt 9410	Monthly	13975.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18377.43
				Bi-Weekly	6450.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8481.89
				40 HRLY	80.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	106.02
				40 O.T.	120.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	159.03
Assistant Community Development Director-Building Official	Z.2319 Z-Group 0057	06/22/25	Engineering Exempt 9410	Monthly	13756.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18090.32
				Bi-Weekly	6349.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8349.38
				40 HRLY	79.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	104.37
				40 O.T.	119.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	156.56
Assistant Community Development Director- Transportation & Planning	Z.2397 Z-Group 0063	06/22/25	Comm Dev Exempt 9410	Monthly	13975.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18377.43
				Bi-Weekly	6450.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8481.89
				40 HRLY	80.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	106.02
				40 O.T.	120.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	159.03
Assistant Financial Services Director	Z.2363 Z-Group 0065	06/22/25	Financial Exempt 9410	Monthly	14108.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18552.89
				Bi-Weekly	6511.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8562.87
				40 HRLY	81.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	107.04
				40 O.T.	122.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	160.56
Assistant Fire Marshal	M.1917 BMA 0391	06/22/25	Safety/Inspection Non Exempt 9410	Monthly	9866.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12974.78
				Bi-Weekly	4553.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5988.36
				40 HRLY	56.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	74.85
				40 O.T.	85.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	112.28
Assistant General Manager-BWP	Z.2517 Z-Group 0067	06/22/25	Engineering Exempt 9410	Monthly	18414.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24215.62
				Bi-Weekly	8499.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11176.44
				40 HRLY	106.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	139.71
				40 O.T.	159.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	209.57

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Assistant General Manager-	Z.2379	06/22/25	Financial	Monthly	16573.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21794.26
Customer Service & Marketing	Z-Group		Exempt	Bi-Weekly	7649.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10058.89
	0068		9410	40 HRLY	95.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	125.74
				40 O.T.	143.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	188.61
Assistant General Manager-	Z.2076	06/22/25	Rec/Gen Admin	Monthly	13258.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17435.38
Utility Administrative	Z-Group		Exempt	Bi-Weekly	6119.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8047.10
Services	0013		9410	40 HRLY	76.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.59
				40 O.T.	114.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	150.89
Assistant Information	Z.2283	06/22/25	Info Sys	Monthly	11819.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15542.93
Technology Director-	Z-Group		Exempt	Bi-Weekly	5455.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7173.66
Application Services	0573		9410	40 HRLY	68.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89.67
				40 O.T.	102.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	134.51
Assistant Information	Z.2284	06/22/25	Info Sys	Monthly	11819.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15542.93
Technology Director-	Z-Group		Exempt	Bi-Weekly	5455.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7173.66
Operations	0563		9410	40 HRLY	68.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89.67
				40 O.T.	102.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	134.51
Assistant Library Services	Z.2147	06/22/25	Library	Monthly	11611.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15269.74
Director	Z-Group		Exempt	Bi-Weekly	5359.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7047.57
	0070		9410	40 HRLY	66.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	88.09
				40 O.T.	100.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	132.14
Assistant Management Services	Z.2212	06/22/25	Rec/Gen Admin	Monthly	12838.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16882.04
Director	Z-Group		Exempt	Bi-Weekly	5925.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7791.71
	0069		9410	40 HRLY	74.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	97.40
				40 O.T.	111.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	146.10

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Assistant Management Services Director-Labor & Human Resources	Z.2233	06/22/25	Rec/Gen Admin	Monthly	12838.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16882.04
	Z-Group		Exempt	Bi-Weekly	5925.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7791.71
	0072		9410	40 HRLY	74.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	97.40
				40 O.T.	111.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	146.10
Assistant Management Services Director-Risk Management & Safety	Z.2075	06/22/25	Safety/Inspection	Monthly	12573.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16533.83
	Z-Group		Exempt	Bi-Weekly	5803.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7631.00
	0073		9410	40 HRLY	72.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	95.39
				40 O.T.	108.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	143.09
Assistant Manager Customer Service Operations	M.1966	06/22/25	Financial	Monthly	9781.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12862.57
	BMA		Non Exempt	Bi-Weekly	4514.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5936.57
	0071		9410	40 HRLY	56.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	74.21
				40 O.T.	84.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	111.32
Assistant Parks and Recreation Director	Z.2311	06/22/25	Recreation	Monthly	13309.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17501.38
	Z-Group		Exempt	Bi-Weekly	6142.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8077.56
	0076		9420	40 HRLY	76.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.97
				40 O.T.	115.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	151.46
Assistant Planner	B.1646	06/22/25	Comm Dev	Monthly	6734.67	6903.04	7075.62	7252.51	7433.81	7619.67	7810.16	8005.42	8205.56	8410.70	8620.95	8836.47	9057.38	9283.82
	BCEA		Non Exempt	Bi-Weekly	3108.31	3186.02	3265.67	3347.31	3430.99	3516.77	3604.69	3694.81	3787.18	3881.86	3978.90	4078.37	4180.33	4284.84
	0074		9410	40 HRLY	38.85	39.83	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52	49.74	50.98	52.25	53.56
				40 O.T.	58.28	59.75	61.23	62.76	64.34	65.94	67.59	69.29	71.01	72.78	74.61	76.47	78.38	80.34
Assistant Power Production Superintendent	M.2184	06/22/25	Utilities	Monthly	14749.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19395.70
	BMA		Non Exempt	Bi-Weekly	6807.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8951.86
	0075		9410	40 HRLY	85.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	111.90
				40 O.T.	127.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	167.85

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Assistant Public Works Director-Fleet & Buildings	Z.2237 Z-Group 0077	06/22/25	Fac/Grounds Exempt 9410	Monthly	13617.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17907.26
				Bi-Weekly	6285.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8264.89
				40 HRLY	78.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	103.31
				40 O.T.	117.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	154.97
Assistant Public Works Director-Streets & Waste Management	Z.2236 Z-Group 0078	06/22/25	Streets/Refuse Exempt 9410	Monthly	13617.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17907.26
				Bi-Weekly	6285.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8264.89
				40 HRLY	78.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	103.31
				40 O.T.	117.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	154.97
Assistant Public Works Director-Traffic	Z.2339 Z-Group 0079	06/22/25	Engineering Exempt 9410	Monthly	14058.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18486.63
				Bi-Weekly	6488.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8532.29
				40 HRLY	81.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	106.65
				40 O.T.	121.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	159.98
Assistant Public Works Director-Wastewater Systems	Z.2338 Z-Group 0080	06/22/25	Engineering Exempt 9410	Monthly	14058.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18486.63
				Bi-Weekly	6488.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8532.29
				40 HRLY	81.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	106.65
				40 O.T.	121.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	159.98
Assistant Traffic Signal Technician	B.1491 BCEA 0087	06/22/25	Utilities Non Exempt 9410	Monthly	5092.45	5219.76	5350.26	5484.01	5621.11	5761.62	5905.68	6053.32	6204.64	6359.77	6518.76	6681.72	6848.77	7020.00
				Bi-Weekly	2350.36	2409.12	2469.35	2531.08	2594.36	2659.21	2725.70	2793.84	2863.68	2935.28	3008.66	3083.87	3160.97	3240.00
				40 HRLY	29.38	30.11	30.87	31.64	32.43	33.24	34.07	34.92	35.80	36.69	37.61	38.55	39.51	40.50
				40 O.T.	44.07	45.17	46.31	47.46	48.65	49.86	51.11	52.38	53.70	55.04	56.42	57.83	59.27	60.75
Assistant Transportation Planner	B.1647 BCEA 0086	06/22/25	Comm Dev Non Exempt 9410	Monthly	6734.67	6903.04	7075.62	7252.51	7433.81	7619.67	7810.16	8005.42	8205.56	8410.70	8620.95	8836.47	9057.38	9283.82
				Bi-Weekly	3108.31	3186.02	3265.67	3347.31	3430.99	3516.77	3604.69	3694.81	3787.18	3881.86	3978.90	4078.37	4180.33	4284.84
				40 HRLY	38.85	39.83	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52	49.74	50.98	52.25	53.56
				40 O.T.	58.28	59.75	61.23	62.76	64.34	65.94	67.59	69.29	71.01	72.78	74.61	76.47	78.38	80.34

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Assistant to the City Manager	Z.2032	06/22/25	Rec/Gen Admin	Monthly	10788.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14187.51
	Z-Group		Exempt	Bi-Weekly	4979.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6548.08
	0085		9410	40 HRLY	62.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	81.85
				40 O.T.	93.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	122.78
Associate Planner	B.1745	06/22/25	Comm Dev	Monthly	7426.68	7612.35	7802.67	7997.73	8197.67	8402.62	8612.67	8828.00	9048.69	9274.92	9506.79	9744.45	9988.07	10237.78
	BCEA		Non Exempt	Bi-Weekly	3427.70	3513.39	3601.23	3691.26	3783.54	3878.13	3975.08	4074.46	4176.32	4280.73	4387.75	4497.44	4609.88	4725.13
	0089		9410	40 HRLY	42.85	43.92	45.02	46.14	47.29	48.48	49.69	50.93	52.20	53.51	54.85	56.22	57.62	59.06
				40 O.T.	64.28	65.88	67.53	69.21	70.94	72.72	74.54	76.40	78.30	80.27	82.28	84.33	86.43	88.59
Associate Transportation Planner	B.1650	06/22/25	Comm Dev	Monthly	7426.68	7612.35	7802.67	7997.73	8197.67	8402.62	8612.67	8828.00	9048.69	9274.92	9506.79	9744.45	9988.07	10237.78
	BCEA		Non Exempt	Bi-Weekly	3427.70	3513.39	3601.23	3691.26	3783.54	3878.13	3975.08	4074.46	4176.32	4280.73	4387.75	4497.44	4609.88	4725.13
	0021		9410	40 HRLY	42.85	43.92	45.02	46.14	47.29	48.48	49.69	50.93	52.20	53.51	54.85	56.22	57.62	59.06
				40 O.T.	64.28	65.88	67.53	69.21	70.94	72.72	74.54	76.40	78.30	80.27	82.28	84.33	86.43	88.59
Benefits Coordinator	B.1584	06/22/25	Rec/Gen Admin	Monthly	6263.57	6420.16	6580.67	6745.18	6913.81	7086.67	7263.84	7445.43	7631.56	7822.36	8017.90	8218.36	8423.83	8634.41
	BCEA		Non Exempt	Bi-Weekly	2890.88	2963.15	3037.23	3113.16	3190.99	3270.77	3352.54	3436.35	3522.26	3610.32	3700.57	3793.09	3887.92	3985.11
	0099		9410	40 HRLY	36.14	37.04	37.97	38.91	39.89	40.88	41.91	42.95	44.03	45.13	46.26	47.41	48.60	49.81
				40 O.T.	54.21	55.56	56.96	58.37	59.84	61.32	62.87	64.43	66.05	67.70	69.39	71.12	72.90	74.72
Budget Manager	Z.2077	06/22/25	Financial	Monthly	11296.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14855.47
	Z-Group		Exempt	Bi-Weekly	5213.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6856.37
	0111		9410	40 HRLY	65.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	85.70
				40 O.T.	97.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	128.55
Building Administration Manager	M.1020	06/22/25	Safety/Inspection	Monthly	10117.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13304.68
	BMA		Non Exempt	Bi-Weekly	4669.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6140.62
	0113		9410	40 HRLY	58.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	76.76
				40 O.T.	87.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	115.14

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Building Inspection Manager	M.1902	06/22/25	Safety/Inspection	Monthly	9092.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11956.49
	BMA		Non Exempt	Bi-Weekly	4196.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5518.38
	0115		9410	40 HRLY	52.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	68.98
				40 O.T.	78.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	103.47
Building Inspector I	B.1552	06/22/25	Safety/Inspection	Monthly	6154.44	6308.29	6466.01	6627.66	6793.35	6963.19	7137.26	7315.69	7498.57	7686.06	7878.20	8075.15	8277.04	8483.95
	BCEA		Non Exempt	Bi-Weekly	2840.51	2911.52	2984.31	3058.92	3135.39	3213.78	3294.12	3376.47	3460.88	3547.41	3636.09	3726.99	3820.17	3915.67
	0117		9410	40 HRLY	35.51	36.39	37.30	38.24	39.19	40.17	41.18	42.21	43.26	44.34	45.45	46.59	47.75	48.95
				40 O.T.	53.27	54.59	55.95	57.36	58.79	60.26	61.77	63.32	64.89	66.51	68.18	69.89	71.63	73.43
Building Inspector II	M.1636	06/22/25	Safety/Inspection	Monthly	6921.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9102.19
	BMA		Non Exempt	Bi-Weekly	3194.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4201.01
	0116		9410	40 HRLY	39.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	52.51
				40 O.T.	59.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	78.77
Building Inspector III	M.1739	06/22/25	Safety/Inspection	Monthly	7676.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10094.41
	BMA		Non Exempt	Bi-Weekly	3542.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4658.96
	0760		9410	40 HRLY	44.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	58.24
				40 O.T.	66.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	87.36
Buyer I	B.1558	06/22/25	Financial	Monthly	6120.83	6273.84	6430.69	6591.46	6756.25	6925.17	7098.28	7275.73	7457.65	7644.07	7835.19	8031.05	8231.84	8437.63
	BCEA		Non Exempt	Bi-Weekly	2825.00	2895.62	2968.01	3042.21	3118.27	3196.23	3276.13	3358.03	3441.99	3528.03	3616.24	3706.64	3799.31	3894.29
	0123		9410	40 HRLY	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.02	44.10	45.20	46.33	47.49	48.68
				40 O.T.	52.97	54.30	55.65	57.05	58.47	59.93	61.43	62.97	64.53	66.15	67.80	69.50	71.24	73.02
Buyer II	B.1698	06/22/25	Financial	Monthly	7039.13	7215.11	7395.51	7580.39	7769.88	7964.15	8163.24	8367.32	8576.51	8790.93	9010.69	9235.96	9466.86	9703.53
	BCEA		Non Exempt	Bi-Weekly	3248.83	3330.05	3413.31	3498.64	3586.10	3675.76	3767.65	3861.84	3958.39	4057.35	4158.78	4262.75	4369.32	4478.55
	0124		9410	40 HRLY	40.61	41.63	42.67	43.73	44.83	45.95	47.10	48.27	49.48	50.72	51.98	53.28	54.62	55.98
				40 O.T.	60.92	62.45	64.01	65.60	67.25	68.93	70.65	72.41	74.22	76.08	77.97	79.92	81.93	83.97

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Capital Projects Program Manager	Z.1443	06/22/25	Engineering	Monthly	12619.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16594.87
	Z-Group		Exempt	Bi-Weekly	5824.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7659.17
	0128		9410	40 HRLY	72.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	95.74
				40 O.T.	109.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	143.61
Carpenter	B.1464	06/22/25	Fac/Grounds	Monthly	5328.66	5461.89	5598.43	5738.40	5881.85	6028.90	6179.62	6334.10	6492.46	6654.77	6821.14	6991.66	7166.47	7345.63
	BCEA		Non Exempt	Bi-Weekly	2459.38	2520.87	2583.89	2648.49	2714.70	2782.57	2852.13	2923.43	2996.52	3071.43	3148.22	3226.92	3307.60	3390.29
	0130		9420	40 HRLY	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38
				40 O.T.	46.11	47.27	48.45	49.67	50.90	52.17	53.48	54.81	56.19	57.59	59.03	60.51	62.03	63.57
Carpenter Leadworker	B.1512	06/22/25	Fac/Grounds	Monthly	5764.59	5908.70	6056.42	6207.83	6363.02	6522.10	6685.14	6852.28	7023.58	7199.16	7379.15	7563.64	7752.72	7946.53
	BCEA		Non Exempt	Bi-Weekly	2660.58	2727.09	2795.27	2865.15	2936.78	3010.20	3085.45	3162.59	3241.65	3322.69	3405.76	3490.91	3578.18	3667.63
	0133		9420	40 HRLY	33.26	34.09	34.94	35.81	36.71	37.63	38.57	39.53	40.52	41.53	42.57	43.64	44.73	45.85
				40 O.T.	49.89	51.14	52.41	53.72	55.07	56.45	57.86	59.30	60.78	62.30	63.86	65.46	67.10	68.78
Cement Finisher	B.1478	06/22/25	Streets/Refuse	Monthly	5645.32	5786.45	5931.12	6079.39	6231.38	6387.16	6546.84	6710.51	6878.28	7050.23	7226.48	7407.14	7592.33	7782.13
	BCEA		Non Exempt	Bi-Weekly	2605.53	2670.67	2737.44	2805.87	2876.02	2947.92	3021.62	3097.16	3174.59	3253.95	3335.30	3418.68	3504.15	3591.75
	0141		9420	40 HRLY	32.57	33.38	34.22	35.07	35.95	36.85	37.77	38.71	39.68	40.67	41.69	42.73	43.80	44.90
				40 O.T.	48.86	50.07	51.33	52.61	53.93	55.28	56.66	58.07	59.52	61.01	62.54	64.10	65.70	67.35
Chief Assistant City Attorney	Z.1445	06/22/25	Legal	Monthly	17512.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23028.63
	Z-Group		Exempt	Bi-Weekly	8082.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10628.60
	0148		9410	40 HRLY	101.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	132.86
				40 O.T.	151.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	199.29
Chief Assistant Community Development Director	Z.2467	06/22/25	Comm Dev	Monthly	14848.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19526.04
	Z-Group		Exempt	Bi-Weekly	6853.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9012.02
	0150		9410	40 HRLY	85.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	112.65
				40 O.T.	128.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	168.98

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Chief Assistant General Manager-BWP	Z.1316	06/22/25	Utilities	Monthly	23065.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30331.62
	Z-Group		Exempt	Bi-Weekly	10645.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13999.21
	0152		8810	40 HRLY	133.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	174.99
				40 O.T.	199.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	262.49
Chief Assistant Public Works Director-City Engineer	Z.2417	06/22/25	Engineering	Monthly	14798.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19459.61
	Z-Group		Exempt	Bi-Weekly	6829.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8981.36
	0151		9410	40 HRLY	85.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	112.27
				40 O.T.	128.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	168.41
Chief Financial Officer	Z.2465	06/22/25	Engineering	Monthly	17494.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23004.80
	Z-Group		Exempt	Bi-Weekly	8074.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10617.60
	0149		9410	40 HRLY	100.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	132.72
				40 O.T.	151.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	199.08
Chief Information Officer	E.0076	06/22/25	Info Sys	Monthly	15814.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20795.45
	Exec		Exempt	Bi-Weekly	7298.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9597.90
	0422		9410	40 HRLY	91.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	119.97
				40 O.T.	136.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	179.96
City Attorney	E.0094	03/16/25	Legal	Monthly	21890.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28785.47
	Exec		Exempt	Bi-Weekly	10103.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13285.60
	0155		9410	40 HRLY	126.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	166.07
				40 O.T.	189.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	249.11
City Clerk	E.0070	06/22/25	Rec/Gen Admin	Monthly	16788.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16788.24
	Exec		Exempt	Bi-Weekly	7748.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7748.42
	0159		9410	40 HRLY	96.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	96.86
				40 O.T.	145.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	145.29

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
City Council	C.0000	08/17/25	Equipment	Monthly	1995.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1995.00
	Council		Non Exempt	Bi-Weekly	920.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	920.77
	0161		9410	40 HRLY	11.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11.51
				40 O.T.	17.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17.27
City Manager	E.0099	06/22/25	Rec/Gen Admin	Monthly	26077.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	34291.68
	Exec		Exempt	Bi-Weekly	12035.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15826.93
	0171		9410	40 HRLY	150.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	197.84
				40 O.T.	225.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	296.76
City Treasurer	E.0072	06/22/25	Financial	Monthly	17038.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17038.26
	Exec		Exempt	Bi-Weekly	7863.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7863.81
	0179		9410	40 HRLY	98.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	98.30
				40 O.T.	147.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	147.45
Civil Engineer-BWP	M.1788	06/22/25	Utilities	Monthly	9841.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12941.24
	BMA		Non Exempt	Bi-Weekly	4542.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5972.88
	0190		9410	40 HRLY	56.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	74.66
				40 O.T.	85.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	111.99
Civil Engineering Assistant	B.1756	06/22/25	Engineering	Monthly	7395.79	7580.69	7770.21	7964.47	8163.57	8367.67	8576.86	8791.27	9011.06	9236.33	9467.25	9703.92	9946.52	10195.19
	BCEA		Non Exempt	Bi-Weekly	3413.44	3498.78	3586.25	3675.91	3767.80	3862.00	3958.55	4057.51	4158.95	4262.92	4369.50	4478.73	4590.70	4705.47
	0188		9410	40 HRLY	42.67	43.73	44.83	45.95	47.10	48.28	49.48	50.72	51.99	53.29	54.62	55.98	57.38	58.82
				40 O.T.	64.01	65.60	67.25	68.93	70.65	72.42	74.22	76.08	77.99	79.94	81.93	83.97	86.07	88.23
Civil Engineering Assistant-BWP	B.1759	06/22/25	Engineering	Monthly	7395.79	7580.69	7770.21	7964.47	8163.57	8367.67	8576.86	8791.27	9011.06	9236.33	9467.25	9703.92	9946.52	10195.19
	BCEA		Non Exempt	Bi-Weekly	3413.44	3498.78	3586.25	3675.91	3767.80	3862.00	3958.55	4057.51	4158.95	4262.92	4369.50	4478.73	4590.70	4705.47
	0189		9410	40 HRLY	42.67	43.73	44.83	45.95	47.10	48.28	49.48	50.72	51.99	53.29	54.62	55.98	57.38	58.82
				40 O.T.	64.01	65.60	67.25	68.93	70.65	72.42	74.22	76.08	77.99	79.94	81.93	83.97	86.07	88.23

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Civil Engineering Associate	B.1910	06/22/25	Engineering	Monthly	8599.78	8814.78	9035.15	9261.03	9492.56	9729.87	9973.12	10222.44	10478.00	10739.95	11008.44	11283.65	11565.75	11854.90
	BCEA		Non Exempt	Bi-Weekly	3969.13	4068.36	4170.07	4274.32	4381.18	4490.71	4602.98	4718.05	4836.00	4956.90	5080.82	5207.84	5338.04	5471.49
	0191		9410	40 HRLY	49.61	50.85	52.13	53.43	54.76	56.13	57.54	58.98	60.45	61.96	63.51	65.10	66.73	68.39
				40 O.T.	74.42	76.28	78.20	80.15	82.14	84.20	86.31	88.47	90.68	92.94	95.27	97.65	100.10	102.59
Civil Engineering Associate-BWP	B.1912	06/22/25	Engineering	Monthly	8599.78	8814.78	9035.15	9261.03	9492.56	9729.87	9973.12	10222.44	10478.00	10739.95	11008.44	11283.65	11565.75	11854.90
	BCEA		Non Exempt	Bi-Weekly	3969.13	4068.36	4170.07	4274.32	4381.18	4490.71	4602.98	4718.05	4836.00	4956.90	5080.82	5207.84	5338.04	5471.49
	0192		9410	40 HRLY	49.61	50.85	52.13	53.43	54.76	56.13	57.54	58.98	60.45	61.96	63.51	65.10	66.73	68.39
				40 O.T.	74.42	76.28	78.20	80.15	82.14	84.20	86.31	88.47	90.68	92.94	95.27	97.65	100.10	102.59
Clerical Worker	B.1016	06/22/25	Rec/Gen Admin	Monthly	3716.42	3809.33	3904.55	4002.16	4102.22	4204.79	4309.89	4417.64	4528.07	4641.28	4757.33	4876.26	4998.15	5123.11
	BCEA		Exempt	Bi-Weekly	1715.27	1758.15	1802.10	1847.15	1893.33	1940.67	1989.18	2038.91	2089.88	2142.13	2195.69	2250.58	2306.84	2364.51
	0196		8810	40 HRLY	21.44	21.98	22.53	23.09	23.67	24.26	24.86	25.49	26.12	26.78	27.45	28.13	28.84	29.56
				40 O.T.	32.16	32.97	33.80	34.64	35.51	36.39	37.29	38.24	39.18	40.17	41.18	42.20	43.26	44.34
Client Technology Specialist	B.0621	06/22/25	Info Sys	Monthly	5542.94	5681.52	5823.55	5969.15	6118.36	6271.33	6428.11	6588.81	6753.54	6922.37	7095.44	7272.83	7454.63	7641.01
	BCEA		Non Exempt	Bi-Weekly	2558.28	2622.24	2687.79	2754.99	2823.86	2894.46	2966.82	3040.99	3117.02	3194.94	3274.82	3356.69	3440.60	3526.62
	0195		9410	40 HRLY	31.98	32.78	33.60	34.44	35.30	36.18	37.09	38.01	38.96	39.94	40.94	41.96	43.01	44.08
				40 O.T.	47.97	49.17	50.40	51.66	52.95	54.27	55.64	57.02	58.44	59.91	61.41	62.94	64.52	66.12
Client Technology Supervisor	M.1017	06/22/25	Info Sys	Monthly	10869.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14293.93
	BMA		Non Exempt	Bi-Weekly	5016.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6597.20
	0197		9410	40 HRLY	62.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	82.47
				40 O.T.	94.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	123.71
Code Compliance Inspector I	B.1459	06/22/25	Safety/Inspection	Monthly	5761.32	5905.34	6052.97	6204.29	6359.41	6518.40	6681.35	6848.38	7019.59	7195.09	7374.97	7559.35	7748.33	7942.03
	BCEA		Non Exempt	Bi-Weekly	2659.07	2725.54	2793.68	2863.52	2935.11	3008.49	3083.70	3160.79	3239.81	3320.81	3403.83	3488.93	3576.15	3665.55
	0495		9410	40 HRLY	33.24	34.07	34.92	35.79	36.69	37.61	38.55	39.51	40.50	41.51	42.55	43.61	44.70	45.82
				40 O.T.	49.86	51.11	52.38	53.69	55.04	56.42	57.83	59.27	60.75	62.27	63.83	65.42	67.05	68.73

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Code Compliance Inspector II	B.1525	06/22/25	Safety/Inspection	Monthly	6154.44	6308.29	6466.01	6627.66	6793.35	6963.19	7137.26	7315.69	7498.57	7686.06	7878.20	8075.15	8277.04	8483.95
	BCEA		Non Exempt	Bi-Weekly	2840.51	2911.52	2984.31	3058.92	3135.39	3213.78	3294.12	3376.47	3460.88	3547.41	3636.09	3726.99	3820.17	3915.67
	0496		9410	40 HRLY	35.51	36.39	37.30	38.24	39.19	40.17	41.18	42.21	43.26	44.34	45.45	46.59	47.75	48.95
				40 O.T.	53.27	54.59	55.95	57.36	58.79	60.26	61.77	63.32	64.89	66.51	68.18	69.89	71.63	73.43
Code Compliance Manager	M.1026	06/22/25	Safety/Inspection	Monthly	10151.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13349.46
	BMA		Non Exempt	Bi-Weekly	4685.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6161.29
	0492		9410	40 HRLY	58.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.02
				40 O.T.	87.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	115.53
Collection Systems Journeyman	B.1469	06/22/25	Equipment	Monthly	5606.32	5746.48	5890.13	6037.40	6188.33	6343.03	6501.60	6664.15	6830.76	7001.52	7176.56	7355.96	7539.87	7728.37
	BCEA		Non Exempt	Bi-Weekly	2587.53	2652.22	2718.52	2786.49	2856.15	2927.55	3000.74	3075.76	3152.66	3231.47	3312.26	3395.06	3479.94	3566.94
	0200		9420	40 HRLY	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	42.44	43.50	44.59
				40 O.T.	48.51	49.73	50.97	52.25	53.55	54.89	56.27	57.68	59.12	60.59	62.10	63.66	65.25	66.89
Collection Systems Leadworker	B.1668	06/22/25	Streets/Refuse	Monthly	6878.28	7050.23	7226.48	7407.14	7592.33	7782.15	7976.69	8176.11	8380.52	8590.03	8804.77	9024.90	9250.52	9481.79
	BCEA		Non Exempt	Bi-Weekly	3174.59	3253.95	3335.30	3418.68	3504.15	3591.76	3681.55	3773.59	3867.93	3964.63	4063.74	4165.34	4269.47	4376.21
	0202		9420	40 HRLY	39.68	40.67	41.69	42.73	43.80	44.90	46.02	47.17	48.35	49.56	50.80	52.07	53.37	54.70
				40 O.T.	59.52	61.01	62.54	64.10	65.70	67.35	69.03	70.76	72.53	74.34	76.20	78.11	80.06	82.05
Collection Systems Supervisor	M.1465	06/22/25	Streets/Refuse	Monthly	8135.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10697.55
	BMA		Non Exempt	Bi-Weekly	3754.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4937.33
	0205		9420	40 HRLY	46.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	61.72
				40 O.T.	70.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	92.58
Collection Systems Worker	B.1337	06/22/25	Streets/Refuse	Monthly	4941.00	5064.52	5191.14	5320.92	5453.93	5590.28	5730.03	5873.29	6020.13	6170.62	6324.89	6483.01	6645.10	6811.22
	BCEA		Non Exempt	Bi-Weekly	2280.46	2337.47	2395.91	2455.81	2517.20	2580.13	2644.63	2710.75	2778.52	2847.98	2919.18	2992.16	3066.97	3143.64
	0203		9420	40 HRLY	28.51	29.22	29.95	30.70	31.47	32.25	33.06	33.88	34.73	35.60	36.49	37.40	38.34	39.30
				40 O.T.	42.77	43.83	44.93	46.05	47.21	48.38	49.59	50.82	52.10	53.40	54.74	56.10	57.51	58.95

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Collections Specialist	B.1438	06/22/25	Financial	Monthly	5546.52	5685.18	5827.32	5973.00	6122.33	6275.38	6432.27	6593.08	6757.90	6926.86	7100.02	7277.51	7459.47	7645.95
	BCEA		Non Exempt	Bi-Weekly	2559.93	2623.93	2689.53	2756.77	2825.69	2896.33	2968.74	3042.96	3119.03	3197.01	3276.93	3358.85	3442.83	3528.90
	0201		9410	40 HRLY	32.00	32.80	33.62	34.46	35.32	36.20	37.11	38.04	38.99	39.96	40.96	41.99	43.04	44.11
				40 O.T.	48.00	49.20	50.43	51.69	52.98	54.30	55.67	57.06	58.49	59.94	61.44	62.99	64.56	66.17
Communications Manager	Z.1952	06/22/25	Rec/Gen Admin	Monthly	11162.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14678.67
	Z-Group		Exempt	Bi-Weekly	5151.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6774.77
	0694		9410	40 HRLY	64.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	84.68
				40 O.T.	96.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	127.02
Communications Network Engineer	M.2462	06/22/25	Utilities	Monthly	11019.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14490.41
	BMA		Non Exempt	Bi-Weekly	5085.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6687.88
	0206		9410	40 HRLY	63.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	83.60
				40 O.T.	95.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	125.40
Communications Operator	B.1420	06/22/25	Rec/Gen Admin	Monthly	5611.69	5751.98	5895.78	6043.18	6194.26	6349.11	6507.84	6670.54	6837.31	7008.24	7183.45	7363.03	7547.11	7735.78
	BCEA		Non Exempt	Bi-Weekly	2590.01	2654.76	2721.13	2789.16	2858.89	2930.36	3003.62	3078.71	3155.68	3234.57	3315.44	3398.32	3483.28	3570.36
	0209		8810	40 HRLY	32.38	33.18	34.01	34.86	35.74	36.63	37.55	38.48	39.45	40.43	41.44	42.48	43.54	44.63
				40 O.T.	48.57	49.77	51.02	52.29	53.61	54.95	56.33	57.72	59.18	60.65	62.16	63.72	65.31	66.95
Communications Supervisor	B.1619	06/22/25	Rec/Gen Admin	Monthly	6846.47	7017.64	7193.07	7372.89	7557.23	7746.16	7939.79	8138.30	8341.75	8550.30	8764.06	8983.15	9207.73	9437.94
	BCEA		Non Exempt	Bi-Weekly	3159.91	3238.91	3319.88	3402.87	3487.95	3575.15	3664.52	3756.14	3850.04	3946.29	4044.95	4146.07	4249.72	4355.97
	0210		8810	40 HRLY	39.50	40.49	41.50	42.54	43.60	44.69	45.81	46.95	48.13	49.33	50.56	51.83	53.12	54.45
				40 O.T.	59.25	60.74	62.25	63.81	65.40	67.04	68.72	70.43	72.20	74.00	75.84	77.75	79.68	81.68
Communications Technician	I.6001	06/22/25	Utilities	Monthly	8808.00	0.00	9248.40	0.00	9710.83	0.00	10196.36	0.00	10706.19	0.00	11241.49	0.00	11803.57	0.00
	IBEW		Non Exempt	Bi-Weekly	4065.23	0.00	4268.49	0.00	4481.92	0.00	4706.01	0.00	4941.32	0.00	5188.38	0.00	5447.80	0.00
	0211		7539	40 HRLY	50.82	0.00	53.36	0.00	56.02	0.00	58.83	0.00	61.77	0.00	64.85	0.00	68.10	0.00
				40 O.T.	76.23	0.00	80.04	0.00	84.03	0.00	88.25	0.00	92.66	0.00	97.28	0.00	102.15	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Communications Technician Supervisor	I.1961	06/22/25	Utilities	Monthly	10833.29	0.00	11374.96	0.00	11943.71	0.00	12540.88	0.00	13167.92	0.00	13826.32	0.00	14517.64	0.00
	IBEW		Non Exempt	Bi-Weekly	4999.98	0.00	5249.98	0.00	5512.48	0.00	5788.10	0.00	6077.50	0.00	6381.38	0.00	6700.45	0.00
	0208		7539	40 HRLY	62.50	0.00	65.62	0.00	68.91	0.00	72.35	0.00	75.97	0.00	79.77	0.00	83.76	0.00
				40 O.T.	93.75	0.00	98.43	0.00	103.37	0.00	108.53	0.00	113.96	0.00	119.66	0.00	125.64	0.00
Communications Technician Trainee	I.1571	06/22/25	Utilities	Monthly	7318.22	7672.32	8026.42	8380.54	8852.68	9324.81	9796.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	3377.64	3541.07	3704.50	3867.94	4085.85	4303.76	4521.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0207		7539	40 HRLY	42.22	44.26	46.31	48.35	51.07	53.80	56.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	63.33	66.39	69.47	72.53	76.61	80.70	84.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Community Assistance Coordinator	Z.1701	06/22/25	Rec/Gen Admin	Monthly	7028.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9241.81
	Z-Group		Exempt	Bi-Weekly	3243.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4265.45
	0217		9410	40 HRLY	40.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	53.32
				40 O.T.	60.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	79.98
Community Development Director	E.0090	06/22/25	Comm Dev	Monthly	16623.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21860.43
	Exec		Exempt	Bi-Weekly	7672.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10089.43
	0204		9410	40 HRLY	95.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	126.12
				40 O.T.	143.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	189.18
Community Service Officer	B.1021	06/22/25	Safety/Inspection	Monthly	4742.10	4860.66	4982.16	5106.73	5234.39	5365.25	5499.37	5636.87	5777.79	5922.24	6070.29	6222.04	6377.58	6537.03
	BCEA		Non Exempt	Bi-Weekly	2188.66	2243.38	2299.46	2356.95	2415.87	2476.27	2538.17	2601.63	2666.67	2733.34	2801.67	2871.71	2943.50	3017.09
	0025		9410	40 HRLY	27.36	28.04	28.74	29.46	30.20	30.95	31.73	32.52	33.33	34.17	35.02	35.90	36.79	37.71
				40 O.T.	41.04	42.06	43.11	44.19	45.30	46.43	47.60	48.78	50.00	51.26	52.53	53.85	55.19	56.57
Conduit Mechanic	I.6002	06/22/25	Utilities	Monthly	8863.21	0.00	9306.38	0.00	9771.69	0.00	10260.27	0.00	10773.27	0.00	11311.95	0.00	11877.54	0.00
	IBEW		Non Exempt	Bi-Weekly	4090.71	0.00	4295.25	0.00	4510.01	0.00	4735.51	0.00	4972.28	0.00	5220.90	0.00	5481.94	0.00
	0219		7539	40 HRLY	51.13	0.00	53.69	0.00	56.38	0.00	59.19	0.00	62.15	0.00	65.26	0.00	68.52	0.00
				40 O.T.	76.70	0.00	80.54	0.00	84.57	0.00	88.79	0.00	93.23	0.00	97.89	0.00	102.78	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Conduit Mechanic-G	I.6102	06/22/25	Utilities	Monthly	9396.14	0.00	9865.96	0.00	10359.25	0.00	10877.21	0.00	11421.09	0.00	11992.13	0.00	12591.74	0.00
	IBEW		Non Exempt	Bi-Weekly	4336.68	0.00	4553.52	0.00	4781.19	0.00	5020.25	0.00	5271.27	0.00	5534.83	0.00	5811.57	0.00
	0220		7539	40 HRLY	54.21	0.00	56.92	0.00	59.76	0.00	62.75	0.00	65.89	0.00	69.19	0.00	72.64	0.00
				40 O.T.	81.32	0.00	85.38	0.00	89.64	0.00	94.13	0.00	98.84	0.00	103.79	0.00	108.96	0.00
Construction & Maintenance Leadworker	B.1535	06/22/25	Fac/Grounds	Monthly	5898.64	6046.13	6197.27	6352.21	6511.01	6673.79	6840.62	7011.64	7186.94	7366.60	7550.77	7739.55	7933.03	8131.35
	BCEA		Non Exempt	Bi-Weekly	2722.45	2790.52	2860.28	2931.79	3005.08	3080.21	3157.21	3236.14	3317.05	3399.97	3484.97	3572.10	3661.40	3752.93
	0222		9420	40 HRLY	34.03	34.88	35.75	36.65	37.56	38.50	39.47	40.45	41.46	42.50	43.56	44.65	45.77	46.91
				40 O.T.	51.05	52.32	53.63	54.98	56.34	57.75	59.21	60.68	62.19	63.75	65.34	66.98	68.66	70.37
Construction Inspector I	B.1635	06/22/25	Safety/Inspection	Monthly	6304.85	6462.47	6624.04	6789.64	6959.38	7133.36	7311.70	7494.48	7681.85	7873.91	8070.75	8272.51	8479.34	8691.30
	BCEA		Non Exempt	Bi-Weekly	2909.93	2982.68	3057.25	3133.68	3212.02	3292.32	3374.63	3458.99	3545.47	3634.11	3724.96	3818.08	3913.54	4011.37
	0213		9410	40 HRLY	36.37	37.28	38.22	39.17	40.15	41.15	42.18	43.24	44.32	45.43	46.56	47.73	48.92	50.14
				40 O.T.	54.56	55.92	57.33	58.76	60.23	61.73	63.27	64.86	66.48	68.15	69.84	71.60	73.38	75.21
Construction Inspector II	B.1310	06/22/25	Safety/Inspection	Monthly	6705.23	6872.86	7044.68	7220.81	7401.33	7586.37	7776.02	7970.41	8169.68	8373.93	8583.27	8797.86	9017.80	9243.24
	BCEA		Non Exempt	Bi-Weekly	3094.72	3172.09	3251.39	3332.68	3416.00	3501.40	3588.93	3678.65	3770.62	3864.89	3961.51	4060.55	4162.06	4266.11
	0048		9410	40 HRLY	38.68	39.65	40.64	41.66	42.70	43.77	44.86	45.98	47.13	48.31	49.52	50.76	52.03	53.33
				40 O.T.	58.02	59.48	60.96	62.49	64.05	65.66	67.29	68.97	70.70	72.47	74.28	76.14	78.05	80.00
Construction Inspector Manager	M.1832	06/22/25	Safety/Inspection	Monthly	8777.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11541.81
	BMA		Non Exempt	Bi-Weekly	4050.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5326.99
	0932		9410	40 HRLY	50.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	66.59
				40 O.T.	75.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	99.89
Construction Superintendent	M.1941	06/22/25	Fac/Grounds	Monthly	8837.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11621.46
	BMA		Non Exempt	Bi-Weekly	4078.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5363.75
	0225		9410	40 HRLY	50.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	67.05
				40 O.T.	76.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.58

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Construction and Maintenance Worker	B.1414 BCEA 0226	06/22/25	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5069.03 2339.55 29.24 43.86	5195.75 2398.04 29.98 44.97	5325.65 2457.99 30.72 46.08	5458.79 2519.44 31.49 47.24	5595.24 2582.42 32.28 48.42	5735.12 2646.98 33.09 49.64	5878.51 2713.16 33.91 50.87	6025.48 2780.99 34.76 52.14	6176.11 2850.51 35.63 53.45	6330.50 2921.77 36.52 54.78	6488.78 2994.82 37.44 56.16	6651.00 3069.69 38.37 57.56	6817.27 3146.43 39.33 59.00	6987.70 3225.09 40.31 60.47
Contracts Administrator	M.1467 BMA 0223	06/22/25	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10177.79 4697.44 58.72 88.08	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13383.78 6177.13 77.21 115.82
Crime Analyst	M.1605 BMA 0231	06/22/25	Police/Fire Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	6835.42 3154.81 39.44 59.16	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	8988.59 4148.58 51.86 77.79
Cross Connection Control Specialist	B.1649 BCEA 0233	06/22/25	Utilities Non Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	8471.23 3909.80 48.87 73.31	8683.03 4007.55 50.09 75.14	8900.10 4107.74 51.35 77.03	9122.60 4210.43 52.63 78.95	9350.66 4315.69 53.95 80.93	9584.42 4423.58 55.29 82.94	9824.04 4534.17 56.68 85.02	10069.65 4647.53 58.09 87.14	10321.39 4763.72 59.55 89.33	10579.42 4882.81 61.04 91.56	10843.91 5004.88 62.56 93.84	11115.00 5130.00 64.13 96.20	11392.88 5258.25 65.73 98.60	11677.71 5389.71 67.37 101.06
Crossing Guard	B.0633 BCEA 0234	06/22/25	Safety/Inspection Non Exempt 9410	40 HRLY 40 O.T.	19.42 29.13	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	19.42 29.13
Cultural Affairs Supervisor	M.1607 BMA 0180	11/25/25	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	7334.80 3385.29 42.32 63.48	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9645.24 4451.65 55.65 83.48

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Custodial Leadworker	B.1107	06/22/25	Fac/Grounds	Monthly	3825.94	3921.60	4019.64	4120.13	4223.14	4328.70	4436.92	4547.86	4661.54	4778.09	4897.53	5019.97	5145.47	5274.10
	BCEA		Non Exempt	Bi-Weekly	1765.82	1809.97	1855.22	1901.60	1949.14	1997.86	2047.81	2099.01	2151.48	2205.27	2260.40	2316.91	2374.83	2434.20
	0244		9420	40 HRLY	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.57	28.26	28.96	29.69	30.43
				40 O.T.	33.11	33.93	34.79	35.66	36.54	37.46	38.40	39.36	40.34	41.36	42.39	43.44	44.54	45.65
Custodial Supervisor	M.1576	06/22/25	Fac/Grounds	Monthly	6082.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7998.81
	BMA		Non Exempt	Bi-Weekly	2807.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3691.76
	0243		9420	40 HRLY	35.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	46.15
				40 O.T.	52.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	69.23
Custodian	B.1019	06/22/25	Fac/Grounds	Monthly	3504.00	3591.62	3681.41	3773.42	3867.76	3964.46	4063.58	4165.16	4269.29	4376.02	4485.43	4597.56	4712.50	4830.32
	BCEA		Non Exempt	Bi-Weekly	1617.23	1657.67	1699.11	1741.58	1785.12	1829.75	1875.50	1922.38	1970.44	2019.70	2070.20	2121.95	2175.00	2229.38
	0250		9420	40 HRLY	20.22	20.72	21.24	21.77	22.31	22.87	23.44	24.03	24.63	25.25	25.88	26.52	27.19	27.87
				40 O.T.	30.33	31.08	31.86	32.66	33.47	34.31	35.16	36.05	36.95	37.88	38.82	39.78	40.79	41.81
Customer Service Representative I	B.1125	06/22/25	Rec/Gen Admin	Monthly	4139.09	4242.57	4348.63	4457.35	4568.79	4682.99	4800.08	4920.07	5043.07	5169.15	5298.39	5430.84	5566.62	5705.79
	BCEA		Non Exempt	Bi-Weekly	1910.35	1958.11	2007.06	2057.24	2108.67	2161.38	2215.42	2270.80	2327.57	2385.76	2445.41	2506.54	2569.21	2633.44
	0246		8810	40 HRLY	23.88	24.48	25.09	25.72	26.36	27.02	27.69	28.39	29.09	29.82	30.57	31.33	32.12	32.92
				40 O.T.	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.59	43.64	44.73	45.86	47.00	48.18	49.38
Customer Service Representative II	B.1249	06/22/25	Rec/Gen Admin	Monthly	4637.92	4753.86	4872.73	4994.54	5119.40	5247.39	5378.58	5513.04	5650.86	5792.13	5936.93	6085.37	6237.49	6393.42
	BCEA		Non Exempt	Bi-Weekly	2140.58	2194.09	2248.95	2305.17	2362.80	2421.87	2482.42	2544.48	2608.09	2673.29	2740.12	2808.63	2878.84	2950.81
	0247		8810	40 HRLY	26.76	27.43	28.11	28.81	29.54	30.27	31.03	31.81	32.60	33.42	34.25	35.11	35.99	36.89
				40 O.T.	40.14	41.15	42.17	43.22	44.31	45.41	46.55	47.72	48.90	50.13	51.38	52.67	53.99	55.34
Customer Service Representative III	B.1362	06/22/25	Rec/Gen Admin	Monthly	5326.06	5459.20	5595.68	5735.58	5878.97	6025.93	6176.58	6331.00	6489.28	6651.49	6817.79	6988.24	7162.94	7342.01
	BCEA		Non Exempt	Bi-Weekly	2458.18	2519.63	2582.62	2647.19	2713.37	2781.20	2850.73	2922.00	2995.05	3069.92	3146.67	3225.34	3305.97	3388.62
	0248		8810	40 HRLY	30.73	31.50	32.28	33.09	33.92	34.77	35.63	36.53	37.44	38.37	39.33	40.32	41.32	42.36
				40 O.T.	46.10	47.25	48.42	49.64	50.88	52.16	53.45	54.80	56.16	57.56	59.00	60.48	61.98	63.54

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Customer Service Supervisor	B.1685	06/22/25	Rec/Gen Admin	Monthly	7313.76	7496.60	7684.02	7876.12	8073.02	8274.85	8481.72	8693.75	8911.09	9133.87	9362.23	9596.28	9836.19	10082.09
	BCEA		Non Exempt	Bi-Weekly	3375.58	3459.97	3546.47	3635.13	3726.01	3819.16	3914.64	4012.50	4112.81	4215.63	4321.03	4429.05	4539.78	4653.27
	0254		8810	40 HRLY	42.19	43.25	44.33	45.44	46.58	47.74	48.93	50.16	51.41	52.70	54.01	55.36	56.75	58.17
				40 O.T.	63.29	64.88	66.50	68.16	69.87	71.61	73.40	75.24	77.12	79.05	81.02	83.04	85.13	87.26
Data Engineer	M.1312	06/22/25	Info Sys	Monthly	9583.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12602.94
	BMA		Non Exempt	Bi-Weekly	4423.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5816.74
	0042		9410	40 HRLY	55.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	72.71
				40 O.T.	82.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	109.07
Database Administrator I	M.1882	06/22/25	Info Sys	Monthly	9116.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11987.78
	BMA		Non Exempt	Bi-Weekly	4207.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5532.82
	0277		9410	40 HRLY	52.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	69.16
				40 O.T.	78.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	103.74
Database Administrator II	M.2013	06/22/25	Info Sys	Monthly	10393.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13667.77
	BMA		Non Exempt	Bi-Weekly	4797.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6308.20
	0278		9410	40 HRLY	59.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	78.85
				40 O.T.	89.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	118.28
Database Administrator Ill	M.2161	06/22/25	Info Sys	Monthly	11819.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15542.65
	BMA		Non Exempt	Bi-Weekly	5455.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7173.53
	0279		9410	40 HRLY	68.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89.67
				40 O.T.	102.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	134.51
Deputy Building Official	M.2189	06/22/25	Engineering	Monthly	12572.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16533.23
	BMA		Non Exempt	Bi-Weekly	5802.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7630.72
	0256		9410	40 HRLY	72.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	95.38
				40 O.T.	108.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	143.07

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Deputy City Attorney	Z.2117	06/22/25	Legal	Monthly	10323.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13575.84
	Z-Group		Exempt	Bi-Weekly	4764.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6265.77
	0258		9410	40 HRLY	59.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	78.32
				40 O.T.	89.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	117.48
Deputy City Manager (E)	E.0098	06/22/25	Rec/Gen Admin	Monthly	16683.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21938.87
	Exec		Exempt	Bi-Weekly	7700.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10125.63
	5266		9410	40 HRLY	96.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	126.57
				40 O.T.	144.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	189.86
Deputy City Manager (Z)	Z.2343	06/22/25	Rec/Gen Admin	Monthly	13484.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17732.33
	Z-Group		Exempt	Bi-Weekly	6223.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8184.15
	0266		9410	40 HRLY	77.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	102.30
				40 O.T.	116.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	153.45
Deputy City Manager-Public Works & Capital Projects	E.0086	06/22/25	Engineering	Monthly	17466.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22967.88
	Exec		Exempt	Bi-Weekly	8061.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10600.56
	0268		9410	40 HRLY	100.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	132.51
				40 O.T.	151.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	198.77
Deputy Director-Park, Recreation, and Community Services	Z.2130	06/22/25	Recreation	Monthly	11743.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15442.40
	Z-Group		Exempt	Bi-Weekly	5419.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7127.26
	0285		9420	40 HRLY	67.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89.09
				40 O.T.	101.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	133.64
Deputy Financial Services Director	Z.2276	06/22/25	Financial	Monthly	13278.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17461.54
	Z-Group		Exempt	Bi-Weekly	6128.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8059.17
	0269		9410	40 HRLY	76.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.74
				40 O.T.	114.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	151.11

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Deputy Fire Chief	Y.2457	06/22/25	Police/Fire	Monthly	17462.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22962.59
	BFFCOU		Non Exempt	Bi-Weekly	8059.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10598.12
	0363		7706	40 HRLY	100.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	132.48
				40 O.T.	151.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	198.72
				56 HRLY	71.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	94.63
				56 O.T.	107.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	141.95
Deputy Fire Marshal	F.2045	06/22/25	Police/Fire	Monthly	8970.65	9194.92	9424.78	9660.41	9901.93	10149.47	10403.21	10663.27	10929.86	11203.12	11483.18	11770.27	12064.52	0.00
	BFF		Non Exempt	Bi-Weekly	4140.30	4243.81	4349.90	4458.65	4570.12	4684.37	4801.48	4921.51	5044.55	5170.67	5299.93	5432.43	5568.24	0.00
	0257		7706	40 HRLY	51.75	53.05	54.37	55.73	57.13	58.55	60.02	61.52	63.06	64.63	66.25	67.91	69.60	0.00
				40 O.T.	77.63	79.58	81.56	83.60	85.70	87.83	90.03	92.28	94.59	96.95	99.38	101.87	104.40	0.00
				56 HRLY	36.97	37.89	38.84	39.81	40.80	41.82	42.87	43.94	45.04	46.17	47.32	48.50	49.72	0.00
				56 O.T.	55.46	56.84	58.26	59.72	61.20	62.73	64.31	65.91	67.56	69.26	70.98	72.75	74.58	0.00
Diversity, Equity, and Inclusion Manager	Z.2024	06/22/25	Rec/Gen Admin	Monthly	9948.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13081.81
	Z-Group		Exempt	Bi-Weekly	4591.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6037.76
	0263		9410	40 HRLY	57.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	75.47
				40 O.T.	86.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	113.21
Duplicating Machine Operator	B.1145	06/22/25	Rec/Gen Admin	Monthly	3926.00	4024.15	4124.75	4227.88	4333.57	4441.91	4552.95	4666.78	4783.46	4903.04	5025.61	5151.25	5280.04	5412.03
	BCEA		Non Exempt	Bi-Weekly	1812.00	1857.30	1903.73	1951.33	2000.11	2050.11	2101.36	2153.90	2207.75	2262.94	2319.51	2377.50	2436.94	2497.86
	0267		9420	40 HRLY	22.65	23.22	23.80	24.39	25.00	25.63	26.27	26.92	27.60	28.29	28.99	29.72	30.46	31.22
				40 O.T.	33.98	34.83	35.70	36.59	37.50	38.45	39.41	40.38	41.40	42.44	43.49	44.58	45.69	46.83
EMS Nurse Specialist	M.1989	06/22/25	Rec/Gen Admin	Monthly	9415.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12381.46
	BMA		Non Exempt	Bi-Weekly	4345.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5714.52
	0318		8810	40 HRLY	54.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	71.43
				40 O.T.	81.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	107.15
Economic Development Manager	M.2465	06/22/25	Comm Dev	Monthly	11451.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15059.27
	BMA		Non Exempt	Bi-Weekly	5285.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6950.43
	0286		9410	40 HRLY	66.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	86.88
				40 O.T.	99.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	130.32

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Electrical Engineer	M.1789	06/22/25	Utilities	Monthly	10008.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13161.33
	BMA		Non Exempt	Bi-Weekly	4619.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6074.46
	0288		9410	40 HRLY	57.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	75.93
				40 O.T.	86.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	113.90
Electrical Engineering Associate I	B.1757	06/22/25	Engineering	Monthly	7934.92	8133.30	8336.62	8545.05	8758.66	8977.63	9202.07	9432.13	9667.93	9909.64	10157.38	10411.31	10671.59	10938.37
	BCEA		Non Exempt	Bi-Weekly	3662.27	3753.83	3847.67	3943.87	4042.46	4143.52	4247.11	4353.29	4462.12	4573.68	4688.02	4805.22	4925.35	5048.48
	0287		9410	40 HRLY	45.78	46.92	48.10	49.30	50.53	51.79	53.09	54.42	55.78	57.17	58.60	60.07	61.57	63.11
				40 O.T.	68.67	70.38	72.15	73.95	75.80	77.69	79.64	81.63	83.67	85.76	87.90	90.11	92.36	94.67
Electrical Engineering Associate II	B.1909	06/22/25	Engineering	Monthly	9226.69	9457.35	9693.78	9936.12	10184.53	10439.13	10700.11	10967.62	11241.82	11522.85	11810.93	12106.21	12408.85	12719.07
	BCEA		Non Exempt	Bi-Weekly	4258.47	4364.93	4474.05	4585.90	4700.55	4818.06	4938.51	5061.98	5188.53	5318.24	5451.20	5587.48	5727.16	5870.34
	0290		9410	40 HRLY	53.23	54.56	55.93	57.32	58.76	60.23	61.73	63.27	64.86	66.48	68.14	69.84	71.59	73.38
				40 O.T.	79.85	81.84	83.90	85.98	88.14	90.35	92.60	94.91	97.29	99.72	102.21	104.76	107.39	110.07
Electrical Service Planner	B.1806	06/22/25	Engineering	Monthly	7945.38	8144.02	8347.63	8556.32	8770.21	8989.48	9214.21	9444.57	9680.69	9922.71	10170.77	10425.03	10685.65	10952.80
	BCEA		Non Exempt	Bi-Weekly	3667.10	3758.78	3852.75	3949.07	4047.79	4148.99	4252.71	4359.03	4468.01	4579.71	4694.20	4811.55	4931.84	5055.14
	0271		9410	40 HRLY	45.84	46.98	48.16	49.36	50.60	51.86	53.16	54.49	55.85	57.25	58.68	60.14	61.65	63.19
				40 O.T.	68.76	70.47	72.24	74.04	75.90	77.79	79.74	81.74	83.78	85.88	88.02	90.21	92.48	94.79
Electrical Supervisor	I.6003	06/22/25	Utilities	Monthly	11113.05	0.00	11668.71	0.00	12252.13	0.00	12864.76	0.00	13507.98	0.00	14183.39	0.00	14892.56	0.00
	IBEW		Non Exempt	Bi-Weekly	5129.10	0.00	5385.56	0.00	5654.83	0.00	5937.58	0.00	6234.45	0.00	6546.18	0.00	6873.49	0.00
	0298		7539	40 HRLY	64.11	0.00	67.32	0.00	70.69	0.00	74.22	0.00	77.93	0.00	81.83	0.00	85.92	0.00
				40 O.T.	96.17	0.00	100.98	0.00	106.04	0.00	111.33	0.00	116.90	0.00	122.75	0.00	128.88	0.00
Electrician	I.6004	06/22/25	Utilities	Monthly	9033.59	0.00	9485.28	0.00	9959.54	0.00	10457.50	0.00	10980.39	0.00	11529.42	0.00	12105.88	0.00
	IBEW		Non Exempt	Bi-Weekly	4169.35	0.00	4377.82	0.00	4596.71	0.00	4826.54	0.00	5067.87	0.00	5321.27	0.00	5587.33	0.00
	0312		7539	40 HRLY	52.12	0.00	54.72	0.00	57.46	0.00	60.33	0.00	63.35	0.00	66.52	0.00	69.84	0.00
				40 O.T.	78.18	0.00	82.08	0.00	86.19	0.00	90.50	0.00	95.03	0.00	99.78	0.00	104.76	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Electrician Apprentice	I.8980	06/22/25	Utilities	Monthly	6779.28	7384.59	7989.89	8595.17	9200.47	9805.77	10411.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	3128.90	3408.27	3687.64	3967.00	4246.37	4525.74	4805.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0314		7539	40 HRLY	39.11	42.60	46.10	49.59	53.08	56.57	60.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	58.67	63.90	69.15	74.39	79.62	84.86	90.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Electrician Apprentice	I.9980	06/22/25	Utilities	Monthly	7505.64	7989.89	8474.12	8958.34	9442.59	9926.82	10411.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	3464.14	3687.64	3911.13	4134.62	4358.12	4581.61	4805.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0314		7539	40 HRLY	43.30	46.10	48.89	51.68	54.48	57.27	60.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	64.95	69.15	73.34	77.52	81.72	85.91	90.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Emergency Management Administrator	Z.2689	06/22/25	Police/Fire	Monthly	10641.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13993.37
	Z-Group		Exempt	Bi-Weekly	4911.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6458.48
	0315		9410	40 HRLY	61.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	80.73
				40 O.T.	92.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	121.10
Energy Services and Utility Rates Manager	M.1025	06/22/25	Utilities	Monthly	12268.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16132.76
	BMA		Non Exempt	Bi-Weekly	5662.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7445.89
	0978		9410	40 HRLY	70.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	93.07
				40 O.T.	106.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	139.61
Energy Trader-Scheduler	M.2418	06/22/25	Utilities	Monthly	13377.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17591.36
	BMA		Non Exempt	Bi-Weekly	6174.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8119.09
	0675		9410	40 HRLY	77.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	101.49
				40 O.T.	115.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	152.24
Engineering Aide	B.1606	06/22/25	Engineering	Monthly	6353.06	6511.90	6674.68	6841.55	7012.59	7187.90	7367.60	7551.79	7740.59	7934.10	8132.45	8335.75	8544.16	8757.75
	BCEA		Non Exempt	Bi-Weekly	2932.18	3005.49	3080.62	3157.64	3236.58	3317.49	3400.43	3485.44	3572.58	3661.89	3753.44	3847.27	3943.46	4042.04
	0323		9410	40 HRLY	36.65	37.57	38.51	39.47	40.46	41.47	42.51	43.57	44.66	45.77	46.92	48.09	49.29	50.53
				40 O.T.	54.98	56.36	57.77	59.21	60.69	62.21	63.77	65.36	66.99	68.66	70.38	72.14	73.94	75.80

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Engineering Assistant-Traffic	B.1569	06/22/25	Engineering	Monthly	7395.79	7580.69	7770.21	7964.47	8163.57	8367.67	8576.86	8791.27	9011.06	9236.33	9467.25	9703.92	9946.52	10195.19
	BCEA		Non Exempt	Bi-Weekly	3413.44	3498.78	3586.25	3675.91	3767.80	3862.00	3958.55	4057.51	4158.95	4262.92	4369.50	4478.73	4590.70	4705.47
	0326		9410	40 HRLY	42.67	43.73	44.83	45.95	47.10	48.28	49.48	50.72	51.99	53.29	54.62	55.98	57.38	58.82
				40 O.T.	64.01	65.60	67.25	68.93	70.65	72.42	74.22	76.08	77.99	79.94	81.93	83.97	86.07	88.23
Engineering Associate-Traffic	B.1904	06/22/25	Engineering	Monthly	8599.78	8814.78	9035.15	9261.03	9492.56	9729.87	9973.12	10222.44	10478.00	10739.95	11008.44	11283.65	11565.75	11854.90
	BCEA		Non Exempt	Bi-Weekly	3969.13	4068.36	4170.07	4274.32	4381.18	4490.71	4602.98	4718.05	4836.00	4956.90	5080.82	5207.84	5338.04	5471.49
	0328		9410	40 HRLY	49.61	50.85	52.13	53.43	54.76	56.13	57.54	58.98	60.45	61.96	63.51	65.10	66.73	68.39
				40 O.T.	74.42	76.28	78.20	80.15	82.14	84.20	86.31	88.47	90.68	92.94	95.27	97.65	100.10	102.59
Engineering Technician	B.1758	06/22/25	Engineering	Monthly	7395.79	7580.69	7770.21	7964.47	8163.57	8367.67	8576.86	8791.27	9011.06	9236.33	9467.25	9703.92	9946.52	10195.19
	BCEA		Non Exempt	Bi-Weekly	3413.44	3498.78	3586.25	3675.91	3767.80	3862.00	3958.55	4057.51	4158.95	4262.92	4369.50	4478.73	4590.70	4705.47
	0324		9410	40 HRLY	42.67	43.73	44.83	45.95	47.10	48.28	49.48	50.72	51.99	53.29	54.62	55.98	57.38	58.82
				40 O.T.	64.01	65.60	67.25	68.93	70.65	72.42	74.22	76.08	77.99	79.94	81.93	83.97	86.07	88.23
Environmental & Safety Manager	M.2201	06/22/25	Safety/Inspection	Monthly	11548.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15186.12
	BMA		Non Exempt	Bi-Weekly	5330.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7008.98
	0327		9410	40 HRLY	66.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	87.61
				40 O.T.	99.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	131.42
Environmental Engineer	M.2004	06/22/25	Safety/Inspection	Monthly	11171.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14690.50
	BMA		Non Exempt	Bi-Weekly	5156.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6780.23
	0325		9410	40 HRLY	64.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	84.75
				40 O.T.	96.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	127.13
Environmental, Health, and Safety Coordinator	M.1786	06/22/25	Safety/Inspection	Monthly	8011.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10534.64
	BMA		Non Exempt	Bi-Weekly	3697.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4862.14
	0730		9410	40 HRLY	46.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	60.78
				40 O.T.	69.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	91.17

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Environmental, Health, and Safety Officer	M.1957	06/22/25	Safety/Inspection	Monthly	9504.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12498.98
	BMA		Non Exempt	Bi-Weekly	4386.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5768.76
	0735		9410	40 HRLY	54.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	72.11
				40 O.T.	82.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	108.17
Executive Assistant	Z.1485	06/22/25	Rec/Gen Admin	Monthly	5983.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7868.25
	Z-Group		Exempt	Bi-Weekly	2761.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3631.50
	0275		9410	40 HRLY	34.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	45.39
				40 O.T.	51.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	68.09
Facilities Maintenance Manager	M.1940	06/22/25	Fac/Grounds	Monthly	8927.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11740.26
	BMA		Non Exempt	Bi-Weekly	4120.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5418.58
	0337		9410	40 HRLY	51.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	67.73
				40 O.T.	77.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	101.60
Facility Attendant I	B.0435	06/22/25	Fac/Grounds	40 HRLY	17.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17.99
	BCEA		Exempt	40 O.T.	26.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26.99
	0338		9410															
Facility Attendant II	B.0685	06/22/25	Fac/Grounds	Monthly	3250.35	3331.60	3414.88	3500.27	3587.76	3677.46	3769.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	BCEA		Exempt	Bi-Weekly	1500.16	1537.66	1576.10	1615.51	1655.89	1697.29	1739.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0339		9410	40 HRLY	18.75	19.22	19.70	20.19	20.70	21.22	21.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	28.13	28.83	29.55	30.29	31.05	31.83	32.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Facility Technology Coordinator	B.1938	06/22/25	Engineering	Monthly	9504.26	9741.88	9985.43	10235.05	10490.94	10753.21	11022.03	11297.59	11580.03	11869.52	12166.27	12470.42	12782.19	13101.75
	BCEA		Non Exempt	Bi-Weekly	4386.58	4496.25	4608.66	4723.87	4841.97	4963.02	5087.09	5214.27	5344.63	5478.24	5615.20	5755.58	5899.47	6046.96
	0340		9410	40 HRLY	54.83	56.20	57.61	59.05	60.52	62.04	63.59	65.18	66.81	68.48	70.19	71.94	73.74	75.59
				40 O.T.	82.25	84.30	86.42	88.58	90.78	93.06	95.39	97.77	100.22	102.72	105.29	107.91	110.61	113.39

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Fiber Services Supervisor	B.1889	06/22/25	Engineering	Monthly	9018.79	9244.26	9475.35	9712.26	9955.05	10203.94	10459.02	10720.49	10988.51	11263.22	11544.80	11833.42	12129.26	12432.51
	BCEA		Non Exempt	Bi-Weekly	4162.52	4266.58	4373.24	4482.58	4594.64	4709.51	4827.24	4947.92	5071.62	5198.41	5328.37	5461.58	5598.12	5738.08
	0322		9410	40 HRLY	52.03	53.33	54.67	56.03	57.43	58.87	60.34	61.85	63.40	64.98	66.60	68.27	69.98	71.73
				40 O.T.	78.05	80.00	82.01	84.05	86.15	88.31	90.51	92.78	95.10	97.47	99.90	102.41	104.97	107.60
Field Service Representative	B.1343	06/22/25	Rec/Gen Admin	Monthly	5658.81	5800.28	5945.29	6093.92	6246.26	6402.41	6562.49	6726.55	6894.70	7067.08	7243.75	7424.84	7610.46	7800.72
	BCEA		Non Exempt	Bi-Weekly	2611.76	2677.05	2743.98	2812.58	2882.89	2954.96	3028.84	3104.56	3182.17	3261.73	3343.27	3426.85	3512.52	3600.33
	0282		9410	40 HRLY	32.65	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78	40.77	41.79	42.84	43.91	45.00
				40 O.T.	48.98	50.19	51.45	52.74	54.06	55.41	56.79	58.22	59.67	61.16	62.69	64.26	65.87	67.50
Field Service Representative II	B.1230	06/22/25	Rec/Gen Admin	Monthly	4750.76	4869.52	4991.26	5116.04	5243.94	5375.05	5509.42	5647.16	5788.34	5933.05	6081.38	6233.41	6389.24	6548.97
	BCEA		Non Exempt	Bi-Weekly	2192.66	2247.47	2303.66	2361.25	2420.28	2480.79	2542.81	2606.38	2671.54	2738.33	2806.79	2876.96	2948.88	3022.60
	0281		9410	40 HRLY	27.41	28.09	28.80	29.52	30.25	31.01	31.79	32.58	33.39	34.23	35.08	35.96	36.86	37.78
				40 O.T.	41.12	42.14	43.20	44.28	45.38	46.52	47.69	48.87	50.09	51.35	52.62	53.94	55.29	56.67
Financial Accounting Manager-BWP	M.2110	06/22/25	Financial	Monthly	12268.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16132.76
	BMA		Non Exempt	Bi-Weekly	5662.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7445.89
	0345		9410	40 HRLY	70.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	93.07
				40 O.T.	106.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	139.61
Financial Analyst (M)	M.1971	06/22/25	Financial	Monthly	9116.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11987.60
	BMA		Non Exempt	Bi-Weekly	4207.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5532.74
	0343		9410	40 HRLY	52.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	69.16
				40 O.T.	78.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	103.74
Financial Analyst (Z)	Z.1444	06/22/25	Financial	Monthly	9263.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12180.96
	Z-Group		Exempt	Bi-Weekly	4275.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5621.98
	0341		9410	40 HRLY	53.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	70.27
				40 O.T.	80.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	105.41

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Financial Planning & Risk Manager	M.2245	06/22/25	Rec/Gen Admin	Monthly	13617.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17907.41
	BMA		Non Exempt	Bi-Weekly	6285.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8264.96
	0347		9410	40 HRLY	78.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	103.31
				40 O.T.	117.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	154.97
Financial Services Director	E.0082	06/22/25	Financial	Monthly	16324.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21466.23
	Exec		Exempt	Bi-Weekly	7534.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9907.49
	0344		9410	40 HRLY	94.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	123.84
				40 O.T.	141.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	185.76
Financial Systems Manager	M.2080	06/22/25	Financial	Monthly	11754.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15457.26
	BMA		Non Exempt	Bi-Weekly	5425.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7134.12
	0348		9410	40 HRLY	67.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89.18
				40 O.T.	101.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	133.77
Fire Administrator	Z.2688	06/22/25	Police/Fire	Monthly	11971.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15742.72
	Z-Group		Exempt	Bi-Weekly	5525.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7265.87
	0358		9410	40 HRLY	69.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	90.82
				40 O.T.	103.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	136.23
Fire Battalion Chief	Y.2356	06/22/25	Police/Fire	Monthly	13301.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17491.57
	BFFCOU		Non Exempt	Bi-Weekly	6139.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8073.03
	0346		7706	40 HRLY	76.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.91
				40 O.T.	115.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	151.37
				56 HRLY	54.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	72.08
				56 O.T.	82.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	108.12
Fire Captain	F.2164	06/22/25	Police/Fire	Monthly	9945.22	10193.84	10448.69	10709.90	10977.66	11252.09	11533.41	11821.72	12117.28	12420.20	12730.71	13048.99	13375.20	0.00
	BFF		Non Exempt	Bi-Weekly	4590.10	4704.85	4822.47	4943.03	5066.61	5193.27	5323.11	5456.18	5592.59	5732.40	5875.71	6022.61	6173.17	0.00
	0349		7706	40 HRLY	57.38	58.81	60.28	61.79	63.33	64.92	66.54	68.20	69.91	71.66	73.45	75.28	77.16	0.00
				40 O.T.	86.07	88.22	90.42	92.69	95.00	97.38	99.81	102.30	104.87	107.49	110.18	112.92	115.74	0.00
				56 HRLY	40.98	42.01	43.06	44.13	45.24	46.37	47.53	48.72	49.93	51.18	52.46	53.77	55.12	0.00
				56 O.T.	61.47	63.02	64.59	66.20	67.86	69.56	71.30	73.08	74.90	76.77	78.69	80.66	82.68	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Fire Chief	E.0088	06/22/25	Police/Fire	Monthly	20170.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26523.60
	Exec		Exempt	Bi-Weekly	9309.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12241.66
	0352		7706	40 HRLY	116.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	153.02
				40 O.T.	174.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	229.53
Fire Engineer	F.2003	06/22/25	Police/Fire	Monthly	8467.46	8679.15	8896.12	9118.53	9346.50	9580.16	9819.66	10065.14	10316.78	10574.70	10839.08	11110.04	11387.78	0.00
	BFF		Non Exempt	Bi-Weekly	3908.06	4005.76	4105.90	4208.55	4313.77	4421.61	4532.15	4645.45	4761.59	4880.63	5002.65	5127.71	5255.90	0.00
	0356		7706	40 HRLY	48.85	50.07	51.32	52.61	53.92	55.27	56.65	58.07	59.52	61.01	62.53	64.10	65.70	0.00
				40 O.T.	73.28	75.11	76.98	78.92	80.88	82.91	84.98	87.11	89.28	91.52	93.80	96.15	98.55	0.00
				56 HRLY	34.89	35.77	36.66	37.58	38.52	39.48	40.47	41.48	42.51	43.58	44.67	45.78	46.93	0.00
				56 O.T.	52.34	53.66	54.99	56.37	57.78	59.22	60.71	62.22	63.77	65.37	67.01	68.67	70.40	0.00
Fire Equipment Mechanic	B.1422	06/22/25	Equipment	Monthly	5589.81	5729.56	5872.79	6019.61	6170.10	6324.35	6482.47	6644.52	6810.64	6980.91	7155.42	7334.32	7517.66	7705.62
	BCEA		Non Exempt	Bi-Weekly	2579.91	2644.41	2710.52	2778.28	2847.74	2918.93	2991.91	3066.70	3143.37	3221.96	3302.50	3385.07	3469.69	3556.44
	0350		7706	40 HRLY	32.25	33.06	33.88	34.73	35.60	36.49	37.40	38.33	39.29	40.27	41.28	42.31	43.37	44.46
				40 O.T.	48.38	49.59	50.82	52.10	53.40	54.74	56.10	57.50	58.94	60.41	61.92	63.47	65.06	66.69
Fire Equipment Specialist	B.1572	06/22/25	Equipment	Monthly	6522.71	6685.77	6852.91	7024.23	7199.83	7379.84	7564.33	7753.44	7947.27	8145.95	8349.60	8558.36	8772.31	8991.60
	BCEA		Non Exempt	Bi-Weekly	3010.48	3085.74	3162.88	3241.95	3323.00	3406.08	3491.23	3578.51	3667.97	3759.67	3853.66	3950.01	4048.76	4149.97
	0351		7706	40 HRLY	37.63	38.57	39.54	40.52	41.54	42.58	43.64	44.73	45.85	47.00	48.17	49.38	50.61	51.87
				40 O.T.	56.45	57.86	59.31	60.78	62.31	63.87	65.46	67.10	68.78	70.50	72.26	74.07	75.92	77.81
Fire Fighter	F.1840	06/22/25	Police/Fire	Monthly	7194.18	7374.03	7558.37	7747.35	7941.03	8139.56	8343.03	8551.62	8765.40	8984.54	9209.16	9439.39	9675.36	0.00
	BFF		Non Exempt	Bi-Weekly	3320.39	3403.40	3488.48	3575.70	3665.09	3756.72	3850.63	3946.90	4045.57	4146.71	4250.38	4356.64	4465.55	0.00
	0359		7706	40 HRLY	41.50	42.54	43.61	44.70	45.81	46.96	48.13	49.34	50.57	51.83	53.13	54.46	55.82	0.00
				40 O.T.	62.25	63.81	65.42	67.05	68.72	70.44	72.20	74.01	75.86	77.75	79.70	81.69	83.73	0.00
				56 HRLY	29.65	30.39	31.15	31.93	32.72	33.54	34.38	35.24	36.12	37.02	37.95	38.90	39.87	0.00
				56 O.T.	44.48	45.59	46.73	47.90	49.08	50.31	51.57	52.86	54.18	55.53	56.93	58.35	59.81	0.00
Fire Fighter Recruit	U.1600	06/22/25	Police/Fire	Monthly	6474.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6474.76
	Unrep		Exempt	Bi-Weekly	2988.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2988.35
	0353		7706	40 HRLY	37.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	37.35
				40 O.T.	56.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	56.03

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Fire Inspector I	B.1671	06/22/25	Safety/Inspection	Monthly	6113.14	6265.98	6422.63	6583.18	6747.76	6916.46	7089.38	7266.61	7448.26	7634.49	7825.35	8020.98	8221.50	8427.03
	BCEA		Non Exempt	Bi-Weekly	2821.45	2891.99	2964.29	3038.39	3114.35	3192.21	3272.02	3353.82	3437.66	3523.61	3611.70	3701.99	3794.54	3889.40
	0371		9410	40 HRLY	35.27	36.15	37.05	37.98	38.93	39.90	40.90	41.92	42.97	44.05	45.15	46.27	47.43	48.62
				40 O.T.	52.91	54.23	55.58	56.97	58.40	59.85	61.35	62.88	64.46	66.08	67.73	69.41	71.15	72.93
Fire Inspector II	B.1675	06/22/25	Safety/Inspection	Monthly	7182.50	7362.05	7546.11	7734.76	7928.14	8126.32	8329.49	8537.73	8751.17	8969.96	9194.21	9424.05	9659.65	9901.15
	BCEA		Non Exempt	Bi-Weekly	3315.00	3397.87	3482.82	3569.89	3659.14	3750.61	3844.38	3940.49	4039.00	4139.98	4243.48	4349.56	4458.30	4569.76
	0357		9410	40 HRLY	41.44	42.47	43.54	44.62	45.74	46.88	48.05	49.26	50.49	51.75	53.04	54.37	55.73	57.12
				40 O.T.	62.16	63.71	65.31	66.93	68.61	70.32	72.08	73.89	75.74	77.63	79.56	81.56	83.60	85.68
Fire Marshal	Y.2456	06/22/25	Police/Fire	Monthly	13361.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17571.00
	BFFCOU		Non Exempt	Bi-Weekly	6167.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8109.69
	0354		7706	40 HRLY	77.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	101.37
				40 O.T.	115.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	152.06
				56 HRLY	55.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	72.41
				56 O.T.	82.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	108.62
Fleet Maintenance Apprentice	B.1247	06/22/25	Equipment	Monthly	4697.59	4815.03	4935.41	5058.78	5185.27	5314.90	5447.76	5583.96	5723.55	5866.64	6013.30	6163.65	6317.74	6475.67
	BCEA		Exempt	Bi-Weekly	2168.12	2222.32	2277.88	2334.82	2393.20	2453.03	2514.35	2577.21	2641.64	2707.68	2775.37	2844.76	2915.88	2988.77
	0369		9420	40 HRLY	27.10	27.78	28.47	29.19	29.92	30.66	31.43	32.22	33.02	33.85	34.69	35.56	36.45	37.36
				40 O.T.	40.65	41.67	42.71	43.79	44.88	45.99	47.15	48.33	49.53	50.78	52.04	53.34	54.68	56.04
Fleet Maintenance Technician	B.1421	06/22/25	Equipment	Monthly	5589.81	5729.56	5872.79	6019.61	6170.10	6324.35	6482.47	6644.52	6810.64	6980.91	7155.42	7334.32	7517.66	7705.62
	BCEA		Non Exempt	Bi-Weekly	2579.91	2644.41	2710.52	2778.28	2847.74	2918.93	2991.91	3066.70	3143.37	3221.96	3302.50	3385.07	3469.69	3556.44
	0370		9420	40 HRLY	32.25	33.06	33.88	34.73	35.60	36.49	37.40	38.33	39.29	40.27	41.28	42.31	43.37	44.46
				40 O.T.	48.38	49.59	50.82	52.10	53.40	54.74	56.10	57.50	58.94	60.41	61.92	63.47	65.06	66.69
Fleet Manager-BWP	M.2001	06/22/25	Equipment	Monthly	10212.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13429.63
	BMA		Non Exempt	Bi-Weekly	4713.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6198.29
	0365		9410	40 HRLY	58.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.48
				40 O.T.	88.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	116.22

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Fleet Services Supervisor	M.1900	06/22/25	Equipment	Monthly	8701.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11441.86
	BMA		Non Exempt	Bi-Weekly	4015.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5280.86
	0361		9410	40 HRLY	50.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	66.01
				40 O.T.	75.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	99.02
Fleet Superintendent	M.1983	06/22/25	Fac/Grounds	Monthly	10212.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13429.63
	BMA		Non Exempt	Bi-Weekly	4713.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6198.29
	0355		9410	40 HRLY	58.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.48
				40 O.T.	88.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	116.22
Fleet Utility Worker	B.1082	06/22/25	Equipment	Monthly	3979.34	4078.84	4180.80	4285.32	4392.46	4502.27	4614.83	4730.20	4848.46	4969.66	5093.90	5221.26	5351.80	5485.59
	BCEA		Non Exempt	Bi-Weekly	1836.62	1882.54	1929.60	1977.84	2027.29	2077.97	2129.92	2183.17	2237.75	2293.69	2351.03	2409.81	2470.06	2531.81
	0368		9420	40 HRLY	22.96	23.53	24.12	24.72	25.34	25.97	26.62	27.29	27.97	28.67	29.39	30.12	30.88	31.65
				40 O.T.	34.44	35.30	36.18	37.08	38.01	38.96	39.93	40.94	41.96	43.01	44.09	45.18	46.32	47.48
Food Services Aide	B.0853	06/22/25	Recreation	Monthly	3118.09	3196.05	3275.94	3357.84	3441.79	3527.83	3616.04	3706.43	3799.10	3894.06	3991.41	4091.21	4193.50	4298.32
	BCEA		Non Exempt	Bi-Weekly	1439.12	1475.10	1511.97	1549.77	1588.52	1628.23	1668.94	1710.66	1753.43	1797.26	1842.19	1888.25	1935.46	1983.84
	0360		9420	40 HRLY	17.99	18.44	18.90	19.37	19.86	20.35	20.86	21.38	21.92	22.47	23.03	23.60	24.19	24.80
				40 O.T.	26.99	27.66	28.35	29.06	29.79	30.53	31.29	32.07	32.88	33.71	34.55	35.40	36.29	37.20
Food Services Supervisor	B.1333	06/22/25	Recreation	Monthly	4818.47	4938.94	5062.40	5188.95	5318.69	5451.66	5587.94	5727.65	5870.84	6017.61	6168.05	6322.25	6480.31	6642.31
	BCEA		Non Exempt	Bi-Weekly	2223.91	2279.51	2336.49	2394.90	2454.78	2516.15	2579.05	2643.53	2709.62	2777.36	2846.79	2917.96	2990.91	3065.68
	0362		9420	40 HRLY	27.80	28.49	29.21	29.94	30.68	31.45	32.24	33.04	33.87	34.72	35.58	36.47	37.39	38.32
				40 O.T.	41.70	42.74	43.82	44.91	46.02	47.18	48.36	49.56	50.81	52.08	53.37	54.71	56.09	57.48
Forensic Specialist	B.1537	06/22/25	Police/Fire	Monthly	6170.23	6324.50	6482.60	6644.67	6810.79	6981.07	7155.59	7334.47	7517.84	7705.79	7898.43	8095.90	8298.29	8505.75
	BCEA		Non Exempt	Bi-Weekly	2847.80	2919.00	2991.97	3066.77	3143.44	3222.03	3302.58	3385.14	3469.77	3556.52	3645.43	3736.57	3829.98	3925.73
	0366		9410	40 HRLY	35.60	36.49	37.40	38.33	39.29	40.28	41.28	42.31	43.37	44.46	45.57	46.71	47.87	49.07
				40 O.T.	53.40	54.74	56.10	57.50	58.94	60.42	61.92	63.47	65.06	66.69	68.36	70.07	71.81	73.61

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Forensic Specialist Supervisor	B.1766	06/22/25	Police/Fire	Monthly	7758.01	7951.95	8150.76	8354.54	8563.38	8777.47	8996.91	9221.83	9452.39	9688.68	9930.92	10179.17	10433.65	10694.49
	BCEA		Non Exempt	Bi-Weekly	3580.62	3670.13	3761.89	3855.94	3952.33	4051.14	4152.42	4256.23	4362.64	4471.70	4583.50	4698.08	4815.53	4935.92
	0367		9410	40 HRLY	44.76	45.88	47.02	48.20	49.40	50.64	51.91	53.20	54.53	55.90	57.29	58.73	60.19	61.70
				40 O.T.	67.14	68.82	70.53	72.30	74.10	75.96	77.87	79.80	81.80	83.85	85.94	88.10	90.29	92.55
Forestry Services Supervisor	B.1579	06/22/25	Fac/Grounds	Monthly	6858.93	7030.40	7206.16	7386.32	7570.96	7760.24	7954.25	8153.10	8356.92	8565.85	8780.01	8999.51	9224.50	9455.10
	BCEA		Non Exempt	Bi-Weekly	3165.66	3244.80	3325.92	3409.07	3494.29	3581.65	3671.19	3762.97	3857.04	3953.47	4052.31	4153.62	4257.46	4363.89
	0967		9420	40 HRLY	39.57	40.56	41.57	42.61	43.68	44.77	45.89	47.04	48.21	49.42	50.65	51.92	53.22	54.55
				40 O.T.	59.36	60.84	62.36	63.92	65.52	67.16	68.84	70.56	72.32	74.13	75.98	77.88	79.83	81.83
GIS Specialist	B.0384	06/22/25	Utilities	Monthly	7726.92	7920.10	8118.11	8321.06	8529.08	8742.31	8960.86	9184.89	9414.51	9649.88	9891.12	10138.40	10391.85	10651.66
	BCEA		Non Exempt	Bi-Weekly	3566.27	3655.43	3746.82	3840.49	3936.50	4034.91	4135.78	4239.18	4345.16	4453.79	4565.13	4679.26	4796.24	4916.15
	0029		9410	40 HRLY	44.58	45.69	46.84	48.01	49.21	50.44	51.70	52.99	54.31	55.67	57.06	58.49	59.95	61.45
				40 O.T.	66.87	68.54	70.26	72.02	73.82	75.66	77.55	79.49	81.47	83.51	85.59	87.74	89.93	92.18
General Manager-Burbank Water & Power	E.0097	06/22/25	Engineering	Monthly	25628.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33701.79
	Exec		Exempt	Bi-Weekly	11828.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15554.67
	0372		9410	40 HRLY	147.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	194.43
				40 O.T.	221.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	291.65
Grants Coordinator	M.1907	06/22/25	Financial	Monthly	9049.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11900.05
	BMA		Non Exempt	Bi-Weekly	4176.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5492.33
	0389		9410	40 HRLY	52.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	68.65
				40 O.T.	78.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	102.98
Graphics Media Designer	B.1570	06/22/25	Rec/Gen Admin	Monthly	7448.96	7635.18	7826.07	8021.72	8222.24	8427.81	8638.50	8854.47	9075.82	9302.71	9535.28	9773.66	10018.02	10268.46
	BCEA		Non Exempt	Bi-Weekly	3437.98	3523.93	3612.03	3702.33	3794.88	3889.76	3987.00	4086.68	4188.84	4293.56	4400.90	4510.92	4623.70	4739.29
	0392		9410	40 HRLY	42.97	44.05	45.15	46.28	47.44	48.62	49.84	51.08	52.36	53.67	55.01	56.39	57.80	59.24
				40 O.T.	64.46	66.08	67.73	69.42	71.16	72.93	74.76	76.62	78.54	80.51	82.52	84.59	86.70	88.86

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Groundskeeper	B.1303	06/22/25	Fac/Grounds	Monthly	4802.18	4922.23	5045.28	5171.40	5300.69	5433.22	5569.05	5708.28	5850.98	5997.25	6147.18	6300.86	6458.38	6619.84
	BCEA		Non Exempt	Bi-Weekly	2216.39	2271.80	2328.59	2386.80	2446.47	2507.64	2570.33	2634.59	2700.45	2767.96	2837.16	2908.09	2980.79	3055.31
	0396		9420	40 HRLY	27.70	28.40	29.11	29.84	30.58	31.35	32.13	32.93	33.76	34.60	35.46	36.35	37.26	38.19
				40 O.T.	41.55	42.60	43.67	44.76	45.87	47.03	48.20	49.40	50.64	51.90	53.19	54.53	55.89	57.29
Groundskeeper Helper	B.0918	06/22/25	Fac/Grounds	Monthly	3822.93	3918.50	4016.48	4116.88	4219.80	4325.30	4433.43	4544.28	4657.88	4774.32	4893.68	5016.03	5141.44	5269.96
	BCEA		Non Exempt	Bi-Weekly	1764.43	1808.54	1853.76	1900.10	1947.60	1996.29	2046.20	2097.36	2149.79	2203.53	2258.62	2315.09	2372.97	2432.29
	0397		9420	40 HRLY	22.06	22.61	23.17	23.75	24.35	24.95	25.58	26.22	26.87	27.54	28.23	28.94	29.66	30.40
				40 O.T.	33.09	33.92	34.76	35.63	36.53	37.43	38.37	39.33	40.31	41.31	42.35	43.41	44.49	45.60
Heavy Equipment Operator	B.1506	06/22/25	Streets/Refuse	Monthly	5332.43	5465.74	5602.37	5742.43	5885.99	6033.15	6183.97	6338.58	6497.03	6659.47	6825.95	6996.60	7171.52	7350.81
	BCEA		Non Exempt	Bi-Weekly	2461.12	2522.65	2585.71	2650.35	2716.61	2784.53	2854.14	2925.50	2998.63	3073.60	3150.44	3229.20	3309.93	3392.68
	0401		9420	40 HRLY	30.76	31.53	32.32	33.13	33.96	34.81	35.68	36.57	37.48	38.42	39.38	40.37	41.37	42.41
				40 O.T.	46.14	47.30	48.48	49.70	50.94	52.22	53.52	54.86	56.22	57.63	59.07	60.56	62.06	63.62
Heavy Truck Driver	B.1279	06/22/25	Streets/Refuse	Monthly	4437.14	4548.07	4661.78	4778.32	4897.77	5020.21	5145.73	5274.36	5406.22	5541.38	5679.92	5821.92	5967.46	6116.65
	BCEA		Non Exempt	Bi-Weekly	2047.91	2099.11	2151.59	2205.38	2260.51	2317.02	2374.95	2434.32	2495.18	2557.56	2621.50	2687.04	2754.21	2823.07
	0406		9420	40 HRLY	25.60	26.24	26.89	27.57	28.26	28.96	29.69	30.43	31.19	31.97	32.77	33.59	34.43	35.29
				40 O.T.	38.40	39.36	40.34	41.36	42.39	43.44	44.54	45.65	46.79	47.96	49.16	50.39	51.65	52.94
Helicopter Mechanic	B.1626	06/22/25	Equipment	Monthly	6854.75	7026.13	7201.78	7381.81	7566.37	7755.52	7949.41	8148.14	8351.85	8560.65	8774.65	8994.03	9218.89	9449.35
	BCEA		Non Exempt	Bi-Weekly	3163.73	3242.83	3323.90	3406.99	3492.17	3579.47	3668.96	3760.68	3854.70	3951.07	4049.84	4151.09	4254.87	4361.24
	0402		9420	40 HRLY	39.55	40.54	41.55	42.59	43.65	44.74	45.86	47.01	48.18	49.39	50.62	51.89	53.19	54.52
				40 O.T.	59.33	60.81	62.33	63.89	65.48	67.11	68.79	70.52	72.27	74.09	75.93	77.84	79.79	81.78
Household Hazardous Waste Leadworker	B.0617	06/22/25	Streets/Refuse	Monthly	6855.38	7026.76	7202.43	7382.48	7567.06	7756.23	7950.13	8148.88	8352.61	8561.43	8775.46	8994.85	9219.71	9450.22
	BCEA		Non Exempt	Bi-Weekly	3164.02	3243.12	3324.20	3407.30	3492.49	3579.80	3669.29	3761.02	3855.05	3951.43	4050.21	4151.47	4255.25	4361.64
	0413		9420	40 HRLY	39.55	40.54	41.55	42.59	43.66	44.75	45.87	47.01	48.19	49.39	50.63	51.89	53.19	54.52
				40 O.T.	59.33	60.81	62.33	63.89	65.49	67.13	68.81	70.52	72.29	74.09	75.95	77.84	79.79	81.78

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Household Hazardous Waste Technician	B.0614	06/22/25	Streets/Refuse	Monthly	4706.28	4823.93	4944.53	5068.16	5194.87	5324.74	5457.86	5594.29	5734.15	5877.50	6024.44	6175.04	6329.42	6487.67
	BCEA		Non Exempt	Bi-Weekly	2172.13	2226.43	2282.09	2339.15	2397.63	2457.57	2519.01	2581.98	2646.53	2712.69	2780.51	2850.02	2921.27	2994.31
	0407		9420	40 HRLY	27.15	27.83	28.53	29.24	29.97	30.72	31.49	32.27	33.08	33.91	34.76	35.63	36.52	37.43
				40 O.T.	40.73	41.75	42.80	43.86	44.96	46.08	47.24	48.41	49.62	50.87	52.14	53.45	54.78	56.15
Housing Assistant	B.1665	06/22/25	Safety/Inspection	Monthly	6637.54	6803.46	6973.55	7147.90	7326.58	7509.75	7697.50	7889.94	8087.19	8289.36	8496.61	8709.00	8926.73	9149.90
	BCEA		Non Exempt	Bi-Weekly	3063.48	3140.06	3218.56	3299.03	3381.50	3466.04	3552.69	3641.51	3732.55	3825.86	3921.51	4019.54	4120.03	4223.03
	0409		9410	40 HRLY	38.29	39.25	40.23	41.24	42.27	43.33	44.41	45.52	46.66	47.82	49.02	50.24	51.50	52.79
				40 O.T.	57.44	58.88	60.35	61.86	63.41	65.00	66.62	68.28	69.99	71.73	73.53	75.36	77.25	79.19
Housing Authority Manager	M.2463	06/22/25	Comm Dev	Monthly	11842.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15573.05
	BMA		Non Exempt	Bi-Weekly	5465.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7187.56
	0412		9410	40 HRLY	68.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89.84
				40 O.T.	102.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	134.76
Housing Development Manager	M.2087	06/22/25	Comm Dev	Monthly	10243.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13470.62
	BMA		Non Exempt	Bi-Weekly	4727.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6217.21
	0411		9410	40 HRLY	59.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.72
				40 O.T.	88.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	116.58
Housing Services Assistant	B.1427	06/22/25	Safety/Inspection	Monthly	5232.24	5363.04	5497.12	5634.55	5775.40	5919.79	6067.79	6219.48	6374.96	6534.34	6697.71	6865.15	7036.77	7212.70
	BCEA		Non Exempt	Bi-Weekly	2414.88	2475.25	2537.13	2600.56	2665.57	2732.21	2800.52	2870.53	2942.29	3015.85	3091.25	3168.53	3247.74	3328.94
	0408		9410	40 HRLY	30.19	30.94	31.71	32.51	33.32	34.15	35.01	35.88	36.78	37.70	38.64	39.61	40.60	41.61
				40 O.T.	45.29	46.41	47.57	48.77	49.98	51.23	52.52	53.82	55.17	56.55	57.96	59.42	60.90	62.42
Housing Specialist	B.1888	06/22/25	Safety/Inspection	Monthly	8286.70	8493.88	8706.23	8923.87	9146.97	9375.64	9610.03	9850.30	10096.56	10348.95	10607.70	10872.88	11144.71	11423.32
	BCEA		Non Exempt	Bi-Weekly	3824.63	3920.25	4018.26	4118.71	4221.68	4327.22	4435.40	4546.29	4659.95	4776.44	4895.86	5018.25	5143.71	5272.30
	0410		9410	40 HRLY	47.81	49.00	50.23	51.48	52.77	54.09	55.44	56.83	58.25	59.71	61.20	62.73	64.30	65.90
				40 O.T.	71.72	73.50	75.35	77.22	79.16	81.14	83.16	85.25	87.38	89.57	91.80	94.10	96.45	98.85

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Human Resources Manager	Z.1933	06/22/25	Rec/Gen Admin	Monthly	10270.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13506.07
	Z-Group		Exempt	Bi-Weekly	4740.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6233.57
	0403		8810	40 HRLY	59.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.92
				40 O.T.	88.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	116.88
Human Resources Specialist	B.1367	06/22/25	Recreation	Monthly	5042.66	5168.71	5297.93	5430.38	5566.15	5705.31	5847.94	5994.13	6143.97	6297.59	6455.02	6616.39	6781.82	6951.36
	BCEA		Non Exempt	Bi-Weekly	2327.38	2385.56	2445.20	2506.33	2568.99	2633.22	2699.05	2766.52	2835.68	2906.58	2979.24	3053.72	3130.07	3208.32
	0521		8810	40 HRLY	29.09	29.82	30.57	31.33	32.11	32.92	33.74	34.58	35.45	36.33	37.24	38.17	39.13	40.10
				40 O.T.	43.64	44.73	45.86	47.00	48.17	49.38	50.61	51.87	53.18	54.50	55.86	57.26	58.70	60.15
Human Resources Technician I	B.1309	06/22/25	Rec/Gen Admin	Monthly	4753.69	4872.53	4994.34	5119.21	5247.19	5378.36	5512.82	5650.65	5791.91	5936.71	6085.13	6237.25	6393.18	6553.02
	BCEA		Non Exempt	Bi-Weekly	2194.01	2248.86	2305.08	2362.71	2421.78	2482.32	2544.38	2607.99	2673.19	2740.02	2808.52	2878.73	2950.70	3024.47
	0404		8810	40 HRLY	27.43	28.11	28.81	29.53	30.27	31.03	31.80	32.60	33.41	34.25	35.11	35.98	36.88	37.81
				40 O.T.	41.15	42.17	43.22	44.30	45.41	46.55	47.70	48.90	50.12	51.38	52.67	53.97	55.32	56.72
Human Resources Technician II	B.1385	06/22/25	Rec/Gen Admin	Monthly	5134.33	5262.68	5394.24	5529.10	5667.33	5809.01	5954.24	6103.09	6255.67	6412.06	6572.37	6736.67	6905.10	7077.72
	BCEA		Non Exempt	Bi-Weekly	2369.69	2428.93	2489.65	2551.89	2615.69	2681.08	2748.11	2816.81	2887.23	2959.41	3033.40	3109.23	3186.97	3266.64
	0405		8810	40 HRLY	29.62	30.36	31.12	31.90	32.70	33.51	34.35	35.21	36.09	36.99	37.92	38.87	39.84	40.83
				40 O.T.	44.43	45.54	46.68	47.85	49.05	50.27	51.53	52.82	54.14	55.49	56.88	58.31	59.76	61.25
Information Security Analyst	M.2045	06/22/25	Info Sys	Monthly	10506.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13815.73
	BMA		Non Exempt	Bi-Weekly	4849.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6376.49
	0421		9410	40 HRLY	60.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	79.71
				40 O.T.	90.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	119.57
Information Systems Analyst I	B.1465	06/22/25	Info Sys	Monthly	5540.45	5678.96	5820.95	5966.46	6115.63	6268.51	6425.23	6585.87	6750.51	6919.27	7092.26	7269.56	7451.30	7637.59
	BCEA		Non Exempt	Bi-Weekly	2557.13	2621.06	2686.59	2753.75	2822.60	2893.16	2965.49	3039.63	3115.62	3193.51	3273.35	3355.18	3439.06	3525.04
	0426		9410	40 HRLY	31.96	32.76	33.58	34.42	35.28	36.16	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.06
				40 O.T.	47.94	49.14	50.37	51.63	52.92	54.24	55.61	57.00	58.43	59.88	61.38	62.91	64.49	66.09

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Information Systems Analyst II	M.1632	06/22/25	Info Sys	Monthly	7102.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9339.81
	BMA		Non Exempt	Bi-Weekly	3278.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4310.68
	0427		9410	40 HRLY	40.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	53.88
				40 O.T.	61.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	80.82
Information Systems Analyst III	M.1854	06/22/25	Info Sys	Monthly	8864.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11657.38
	BMA		Non Exempt	Bi-Weekly	4091.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5380.33
	0428		9410	40 HRLY	51.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	67.25
				40 O.T.	76.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.88
Information Systems Analyst IV	M.2043	06/22/25	Info Sys	Monthly	10506.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13815.73
	BMA		Non Exempt	Bi-Weekly	4849.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6376.49
	0429		9410	40 HRLY	60.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	79.71
				40 O.T.	90.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	119.57
Information Technology Security Manager	M.1301	06/22/25	Info Sys	Monthly	14291.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18793.52
	BMA		Non Exempt	Bi-Weekly	6596.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8673.93
	0431		9410	40 HRLY	82.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	108.42
				40 O.T.	123.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	162.63
Instrument Controls Supervisor	I.6029	06/22/25	Utilities	Monthly	11833.75	0.00	12425.44	0.00	13046.71	0.00	13699.05	0.00	14384.00	0.00	15103.21	0.00	15858.35	0.00
	IBEW		Non Exempt	Bi-Weekly	5461.73	0.00	5734.82	0.00	6021.56	0.00	6322.64	0.00	6638.77	0.00	6970.71	0.00	7319.24	0.00
	0425		7539	40 HRLY	68.27	0.00	71.69	0.00	75.27	0.00	79.03	0.00	82.98	0.00	87.13	0.00	91.49	0.00
				40 O.T.	102.41	0.00	107.54	0.00	112.91	0.00	118.55	0.00	124.47	0.00	130.70	0.00	137.24	0.00
Instrument Controls Technician	I.6005	06/22/25	Utilities	Monthly	9620.98	0.00	10102.02	0.00	10607.11	0.00	11137.47	0.00	11694.35	0.00	12279.06	0.00	12893.01	0.00
	IBEW		Non Exempt	Bi-Weekly	4440.45	0.00	4662.47	0.00	4895.59	0.00	5140.37	0.00	5397.39	0.00	5667.26	0.00	5950.62	0.00
	0424		7539	40 HRLY	55.51	0.00	58.28	0.00	61.19	0.00	64.25	0.00	67.47	0.00	70.84	0.00	74.38	0.00
				40 O.T.	83.27	0.00	87.42	0.00	91.79	0.00	96.38	0.00	101.21	0.00	106.26	0.00	111.57	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Intelligent Transportation Systems Specialist	B.1810	06/22/25	Streets/Refuse	Monthly	7427.68	7613.39	7803.71	7998.81	8198.78	8403.74	8613.84	8829.19	9049.91	9276.17	9508.07	9745.78	9989.42	10239.15
	BCEA		Non Exempt	Bi-Weekly	3428.16	3513.87	3601.71	3691.76	3784.05	3878.65	3975.62	4075.01	4176.88	4281.31	4388.34	4498.05	4610.50	4725.76
	0430		9410	40 HRLY	42.85	43.92	45.02	46.15	47.30	48.48	49.70	50.94	52.21	53.52	54.85	56.23	57.63	59.07
				40 O.T.	64.28	65.88	67.53	69.23	70.95	72.72	74.55	76.41	78.32	80.28	82.28	84.35	86.45	88.61
Intermediate Clerk	B.1026	06/22/25	Rec/Gen Admin	Monthly	3754.53	3848.39	3944.61	4043.22	4144.29	4247.90	4354.11	4462.97	4574.53	4688.88	4806.12	4926.26	5049.42	5175.67
	BCEA		Non Exempt	Bi-Weekly	1732.86	1776.18	1820.59	1866.10	1912.75	1960.57	2009.59	2059.83	2111.32	2164.10	2218.21	2273.66	2330.50	2388.77
	0423		8810	40 HRLY	21.66	22.20	22.76	23.33	23.91	24.51	25.12	25.75	26.39	27.05	27.73	28.42	29.13	29.86
				40 O.T.	32.49	33.30	34.14	35.00	35.87	36.77	37.68	38.63	39.59	40.58	41.60	42.63	43.70	44.79
Irrigation Specialist	B.1028	06/22/25	Fac/Grounds	Monthly	4867.42	4989.12	5113.83	5241.69	5372.73	5507.04	5644.71	5785.85	5930.49	6078.74	6230.71	6386.49	6546.15	6709.80
	BCEA		Non Exempt	Bi-Weekly	2246.50	2302.67	2360.23	2419.24	2479.72	2541.71	2605.25	2670.39	2737.15	2805.57	2875.71	2947.61	3021.30	3096.83
	0415		9420	40 HRLY	28.08	28.78	29.50	30.24	31.00	31.77	32.57	33.38	34.21	35.07	35.95	36.85	37.77	38.71
				40 O.T.	42.12	43.17	44.25	45.36	46.50	47.66	48.86	50.07	51.32	52.61	53.93	55.28	56.66	58.07
Jail Manager	M.1962	06/22/25	Police/Fire	Monthly	10003.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13155.00
	BMA		Non Exempt	Bi-Weekly	4617.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6071.54
	0453		7720	40 HRLY	57.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	75.89
				40 O.T.	86.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	113.84
Jailer	B.1304	06/22/25	Police/Fire	Monthly	5095.24	5222.62	5353.18	5487.02	5624.19	5764.79	5908.91	6056.64	6208.06	6363.26	6522.34	6685.40	6852.54	7023.84
	BCEA		Non Exempt	Bi-Weekly	2351.65	2410.44	2470.70	2532.47	2595.78	2660.67	2727.19	2795.37	2865.26	2936.89	3010.31	3085.57	3162.71	3241.77
	0433		7720	40 HRLY	29.40	30.13	30.88	31.66	32.45	33.26	34.09	34.94	35.82	36.71	37.63	38.57	39.53	40.52
				40 O.T.	44.10	45.20	46.32	47.49	48.68	49.89	51.14	52.41	53.73	55.07	56.45	57.86	59.30	60.78
Junior Engineering Aide-BWP	B.1371	06/22/25	Utilities	Monthly	5159.85	5288.86	5421.07	5556.59	5695.52	5837.91	5983.86	6133.44	6286.78	6443.95	6605.04	6770.18	6939.42	7112.91
	BCEA		Non Exempt	Bi-Weekly	2381.47	2441.01	2502.03	2564.58	2628.70	2694.42	2761.78	2830.82	2901.59	2974.13	3048.48	3124.70	3202.81	3282.88
	0434		9410	40 HRLY	29.77	30.51	31.28	32.06	32.86	33.68	34.52	35.39	36.27	37.18	38.11	39.06	40.04	41.04
				40 O.T.	44.66	45.77	46.92	48.09	49.29	50.52	51.78	53.09	54.41	55.77	57.17	58.59	60.06	61.56

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Kennel Attendant	B.1149	06/22/25	Fac/Grounds	Monthly	4133.63	4236.96	4342.89	4451.46	4562.76	4676.82	4793.75	4913.59	5036.42	5162.34	5291.39	5423.69	5559.28	5698.25
	BCEA		Non Exempt	Bi-Weekly	1907.83	1955.52	2004.41	2054.52	2105.89	2158.53	2212.50	2267.81	2324.50	2382.62	2442.18	2503.24	2565.82	2629.96
	0460		9410	40 HRLY	23.85	24.44	25.06	25.68	26.32	26.98	27.66	28.35	29.06	29.78	30.53	31.29	32.07	32.87
				40 O.T.	35.78	36.66	37.59	38.52	39.48	40.47	41.49	42.53	43.59	44.67	45.80	46.94	48.11	49.31
Laborer	B.1051	06/22/25	Streets/Refuse	Monthly	3717.37	3810.30	3905.57	4003.20	4103.28	4205.87	4311.02	4418.79	4529.27	4642.50	4758.54	4877.51	4999.45	5124.45
	BCEA		Non Exempt	Bi-Weekly	1715.71	1758.60	1802.57	1847.63	1893.82	1941.17	1989.70	2039.44	2090.43	2142.69	2196.25	2251.16	2307.44	2365.13
	0468		9420	40 HRLY	21.45	21.98	22.53	23.10	23.67	24.26	24.87	25.49	26.13	26.78	27.45	28.14	28.84	29.56
				40 O.T.	32.18	32.97	33.80	34.65	35.51	36.39	37.31	38.24	39.20	40.17	41.18	42.21	43.26	44.34
Land Surveyor	M.2274	06/22/25	Engineering	Monthly	9349.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12294.25
	BMA		Non Exempt	Bi-Weekly	4315.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5674.27
	0469		9410	40 HRLY	53.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	70.93
				40 O.T.	80.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	106.40
Landfill Leadworker	B.1617	06/22/25	Streets/Refuse	Monthly	6855.38	7026.76	7202.43	7382.48	7567.06	7756.23	7950.13	8148.88	8352.61	8561.43	8775.46	8994.85	9219.71	9450.22
	BCEA		Non Exempt	Bi-Weekly	3164.02	3243.12	3324.20	3407.30	3492.49	3579.80	3669.29	3761.02	3855.05	3951.43	4050.21	4151.47	4255.25	4361.64
	0473		9420	40 HRLY	39.55	40.54	41.55	42.59	43.66	44.75	45.87	47.01	48.19	49.39	50.63	51.89	53.19	54.52
				40 O.T.	59.33	60.81	62.33	63.89	65.49	67.13	68.81	70.52	72.29	74.09	75.95	77.84	79.79	81.78
Landfill Supervisor	M.1904	06/22/25	Streets/Refuse	Monthly	8701.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11441.86
	BMA		Non Exempt	Bi-Weekly	4015.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5280.86
	0474		9410	40 HRLY	50.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	66.01
				40 O.T.	75.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	99.02
Landscape Services Supervisor	B.1580	06/22/25	Fac/Grounds	Monthly	6858.93	7030.40	7206.16	7386.32	7570.96	7760.24	7954.25	8153.10	8356.92	8565.85	8780.01	8999.51	9224.50	9455.10
	BCEA		Non Exempt	Bi-Weekly	3165.66	3244.80	3325.92	3409.07	3494.29	3581.65	3671.19	3762.97	3857.04	3953.47	4052.31	4153.62	4257.46	4363.89
	0478		9420	40 HRLY	39.57	40.56	41.57	42.61	43.68	44.77	45.89	47.04	48.21	49.42	50.65	51.92	53.22	54.55
				40 O.T.	59.36	60.84	62.36	63.92	65.52	67.16	68.84	70.56	72.32	74.13	75.98	77.88	79.83	81.83

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Landscape and Forestry Services Superintendent	Z.2132 Z-Group 0259	06/22/25	Fac/Grounds Exempt 9410	Monthly	11743.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15442.40
				Bi-Weekly	5419.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7127.26
				40 HRLY	67.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89.09
				40 O.T.	101.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	133.64
Law Office Administrator	Z.1572 Z-Group 0479	06/22/25	Rec/Gen Admin Exempt 8810	Monthly	6178.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8125.33
				Bi-Weekly	2851.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3750.15
				40 HRLY	35.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	46.88
				40 O.T.	53.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	70.32
Lead Client Technology Specialist	M.1033 BMA 0450	06/22/25	Info Sys Non Exempt 9410	Monthly	7456.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9805.51
				Bi-Weekly	3441.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4525.62
				40 HRLY	43.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	56.57
				40 O.T.	64.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	84.86
Lead Data Engineer	M.1313 BMA 0043	06/22/25	Info Sys Non Exempt 9410	Monthly	10927.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14369.18
				Bi-Weekly	5043.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6631.93
				40 HRLY	63.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	82.90
				40 O.T.	94.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	124.35
Lead Jailer	B.1017 BCEA 0037	06/22/25	Police/Fire Non Exempt 8810	Monthly	5441.54	5577.56	5717.01	5859.95	6006.43	6156.58	6310.50	6468.28	6629.98	6795.73	6965.62	7139.75	7318.26	7501.22
				Bi-Weekly	2511.48	2574.26	2638.62	2704.59	2772.20	2841.50	2912.54	2985.36	3059.99	3136.49	3214.90	3295.27	3377.66	3462.10
				40 HRLY	31.39	32.18	32.98	33.81	34.65	35.52	36.41	37.32	38.25	39.21	40.19	41.19	42.22	43.28
				40 O.T.	47.09	48.27	49.47	50.72	51.98	53.28	54.62	55.98	57.38	58.82	60.29	61.79	63.33	64.92
Lead Network Engineer	M.1035 BMA 0552	09/30/25	Info Sys Non Exempt 9410	Monthly	9893.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13010.16
				Bi-Weekly	4566.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6004.69
				40 HRLY	57.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	75.06
				40 O.T.	85.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	112.59

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Lead Systems Engineer	M.1082	06/22/25	Info Sys	Monthly	10034.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13195.35
	BMA		Non Exempt	Bi-Weekly	4631.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6090.16
	0082		9410	40 HRLY	57.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	76.13
				40 O.T.	86.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	114.20
Lead Technology Product Manager	M.1318	06/22/25	Info Sys	Monthly	9863.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12970.12
	BMA		Non Exempt	Bi-Weekly	4552.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5986.21
	0046		9410	40 HRLY	56.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	74.83
				40 O.T.	85.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	112.25
Legal Assistant	B.1031	06/22/25	Legal	Monthly	5705.90	5848.55	5994.76	6144.62	6298.24	6455.69	6617.09	6782.51	6952.08	7125.89	7304.03	7486.64	7673.79	7865.65
	BCEA		Non Exempt	Bi-Weekly	2633.49	2699.33	2766.81	2835.98	2906.88	2979.55	3054.04	3130.39	3208.65	3288.87	3371.09	3455.37	3541.75	3630.30
	0024		8810	40 HRLY	32.92	33.74	34.59	35.45	36.34	37.24	38.18	39.13	40.11	41.11	42.14	43.19	44.27	45.38
				40 O.T.	49.38	50.61	51.89	53.18	54.51	55.86	57.27	58.70	60.17	61.67	63.21	64.79	66.41	68.07
Legal Secretarial Clerk	B.1266	06/22/25	Rec/Gen Admin	Monthly	4511.76	4624.56	4740.17	4858.69	4980.15	5104.65	5232.26	5363.06	5497.14	5634.57	5775.45	5919.83	6067.82	6219.53
	BCEA		Non Exempt	Bi-Weekly	2082.35	2134.41	2187.77	2242.47	2298.53	2355.99	2414.89	2475.26	2537.14	2600.57	2665.59	2732.23	2800.53	2870.55
	0481		8810	40 HRLY	26.03	26.68	27.35	28.03	28.73	29.45	30.19	30.94	31.71	32.51	33.32	34.15	35.01	35.88
				40 O.T.	39.05	40.02	41.03	42.05	43.10	44.18	45.29	46.41	47.57	48.77	49.98	51.23	52.52	53.82
Legal Secretary	B.1365	06/22/25	Rec/Gen Admin	Monthly	4980.43	5104.93	5232.57	5363.37	5497.46	5634.89	5775.77	5920.16	6068.16	6219.87	6375.37	6534.75	6698.12	6865.56
	BCEA		Non Exempt	Bi-Weekly	2298.66	2356.12	2415.03	2475.40	2537.29	2600.72	2665.74	2732.38	2800.69	2870.71	2942.48	3016.04	3091.44	3168.72
	0480		8810	40 HRLY	28.73	29.45	30.19	30.94	31.72	32.51	33.32	34.15	35.01	35.88	36.78	37.70	38.64	39.61
				40 O.T.	43.10	44.18	45.29	46.41	47.58	48.77	49.98	51.23	52.52	53.82	55.17	56.55	57.96	59.42
Legislative Analyst	M.1938	06/22/25	Rec/Gen Admin	Monthly	8883.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11682.02
	BMA		Non Exempt	Bi-Weekly	4100.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5391.70
	0483		9410	40 HRLY	51.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	67.40
				40 O.T.	76.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	101.10

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Liability Claims Coordinator	M.1629	06/22/25	Rec/Gen Admin	Monthly	6799.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8941.70
	BMA		Non Exempt	Bi-Weekly	3138.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4126.94
	0485		9410	40 HRLY	39.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	51.59
				40 O.T.	58.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.39
Librarian	B.1490	06/22/25	Library	Monthly	5811.30	5956.60	6105.52	6258.16	6414.61	6574.97	6739.35	6907.83	7080.52	7257.53	7438.97	7624.96	7815.58	8010.97
	BCEA		Non Exempt	Bi-Weekly	2682.14	2749.20	2817.93	2888.38	2960.59	3034.60	3110.47	3188.23	3267.93	3349.63	3433.37	3519.21	3607.19	3697.37
	0486		8838	40 HRLY	33.53	34.37	35.22	36.10	37.01	37.93	38.88	39.85	40.85	41.87	42.92	43.99	45.09	46.22
				40 O.T.	50.30	51.56	52.83	54.15	55.52	56.90	58.32	59.78	61.28	62.81	64.38	65.99	67.64	69.33
Library Assistant	B.1290	06/22/25	Library	Monthly	4758.61	4877.58	4999.52	5124.49	5252.61	5383.93	5518.52	5656.50	5797.89	5942.84	6091.41	6243.71	6399.79	6559.80
	BCEA		Non Exempt	Bi-Weekly	2196.28	2251.19	2307.47	2365.15	2424.28	2484.89	2547.01	2610.69	2675.95	2742.85	2811.42	2881.71	2953.75	3027.60
	0488		8838	40 HRLY	27.45	28.14	28.84	29.56	30.30	31.06	31.84	32.63	33.45	34.29	35.14	36.02	36.92	37.85
				40 O.T.	41.18	42.21	43.26	44.34	45.45	46.59	47.76	48.95	50.18	51.44	52.71	54.03	55.38	56.78
Library Associate	B.1029	06/22/25	Rec/Gen Admin	Monthly	3965.78	4064.91	4166.54	4270.70	4377.47	4486.91	4599.08	4714.06	4831.91	4952.70	5076.52	5203.42	5333.51	5466.85
	BCEA		Non Exempt	Bi-Weekly	1830.36	1876.11	1923.02	1971.09	2020.37	2070.88	2122.65	2175.72	2230.11	2285.86	2343.01	2401.58	2461.62	2523.16
	0489		8838	40 HRLY	22.88	23.45	24.04	24.64	25.25	25.89	26.53	27.20	27.88	28.57	29.29	30.02	30.77	31.54
				40 O.T.	34.32	35.18	36.06	36.96	37.88	38.84	39.80	40.80	41.82	42.86	43.94	45.03	46.16	47.31
Library Division Manager	M.1691	06/22/25	Library	Monthly	8488.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11162.15
	BMA		Non Exempt	Bi-Weekly	3917.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5151.76
	0929		8838	40 HRLY	48.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	64.40
				40 O.T.	73.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	96.60
Library Monitor	B.0875	06/22/25	Safety/Inspection	Monthly	3401.34	3486.36	3573.53	3662.86	3754.44	3848.30	3944.50	4043.13	4144.21	4247.82	4354.00	4462.86	4574.42	4688.78
	BCEA		Exempt	Bi-Weekly	1569.85	1609.09	1649.32	1690.55	1732.82	1776.14	1820.54	1866.06	1912.71	1960.53	2009.54	2059.78	2111.27	2164.05
	0490		8838	40 HRLY	19.62	20.11	20.62	21.13	21.66	22.20	22.76	23.33	23.91	24.51	25.12	25.75	26.39	27.05
				40 O.T.	29.43	30.17	30.93	31.70	32.49	33.30	34.14	35.00	35.87	36.77	37.68	38.63	39.59	40.58

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Library Operations Supervisor	B.0682	06/22/25	Library	Monthly	5284.96	5417.08	5552.50	5691.31	5833.60	5979.44	6128.92	6282.14	6439.20	6600.19	6765.18	6934.31	7107.66	7285.37
	BCEA		Non Exempt	Bi-Weekly	2439.21	2500.19	2562.69	2626.76	2692.43	2759.74	2828.73	2899.45	2971.94	3046.24	3122.39	3200.45	3280.46	3362.48
	0494		8838	40 HRLY	30.49	31.25	32.03	32.83	33.66	34.50	35.36	36.24	37.15	38.08	39.03	40.01	41.01	42.03
				40 O.T.	45.74	46.88	48.05	49.25	50.49	51.75	53.04	54.36	55.73	57.12	58.55	60.02	61.52	63.05
Library Page/PT	B.0681	06/22/25	Rec/Gen Admin	Monthly	3282.50	3364.57	3448.68	3534.90	3623.27	3713.84	3806.70	3901.86	3999.41	4099.40	4201.88	4306.92	4414.61	4524.95
	BCEA		Non Exempt	Bi-Weekly	1515.00	1552.88	1591.70	1631.49	1672.28	1714.08	1756.94	1800.86	1845.88	1892.03	1939.33	1987.81	2037.51	2088.44
	0493		8838	40 HRLY	18.94	19.41	19.90	20.39	20.90	21.43	21.96	22.51	23.07	23.65	24.24	24.85	25.47	26.11
				40 O.T.	28.41	29.12	29.85	30.59	31.35	32.15	32.94	33.77	34.61	35.48	36.36	37.28	38.21	39.17
Library Services Director	E.0074	06/22/25	Library	Monthly	14974.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19690.93
	Exec		Exempt	Bi-Weekly	6911.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9088.12
	0491		8838	40 HRLY	86.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	113.60
				40 O.T.	129.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	170.40
Lifeguard	B.0704	06/22/25	Recreation	Monthly	3618.92	3709.38	3802.13	3897.18	3994.60	4094.46	4196.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	BCEA		Exempt	Bi-Weekly	1670.27	1712.02	1754.83	1798.70	1843.66	1889.75	1937.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0507		9410	40 HRLY	20.88	21.40	21.94	22.48	23.05	23.62	24.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	31.32	32.10	32.91	33.72	34.58	35.43	36.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Lifeguard-Instructor	B.0753	06/22/25	Recreation	Monthly	3980.97	4080.48	4182.51	4287.08	4394.24	4504.11	4616.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	BCEA		Exempt	Bi-Weekly	1837.37	1883.30	1930.39	1978.65	2028.11	2078.82	2130.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0508		9410	40 HRLY	22.97	23.54	24.13	24.73	25.35	25.99	26.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	34.46	35.31	36.20	37.10	38.03	38.99	39.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Line Mechanic	I.6006	06/22/25	Utilities	Monthly	10306.60	0.00	10821.92	0.00	11363.02	0.00	11931.16	0.00	12527.71	0.00	13154.12	0.00	13811.81	0.00
	IBEW		Non Exempt	Bi-Weekly	4756.89	0.00	4994.73	0.00	5244.47	0.00	5506.69	0.00	5782.02	0.00	6071.13	0.00	6374.68	0.00
	0515		7539	40 HRLY	59.46	0.00	62.43	0.00	65.56	0.00	68.83	0.00	72.28	0.00	75.89	0.00	79.68	0.00
				40 O.T.	89.19	0.00	93.65	0.00	98.34	0.00	103.25	0.00	108.42	0.00	113.84	0.00	119.52	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Line Mechanic Apprentice	I.8990	06/22/25	Utilities	Monthly	7734.61	8425.21	9115.80	9806.38	10496.98	11187.56	11878.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	3569.82	3888.56	4207.29	4526.02	4844.76	5163.49	5482.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0516		7539	40 HRLY	44.62	48.61	52.59	56.58	60.56	64.54	68.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	66.93	72.92	78.89	84.87	90.84	96.81	102.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Line Mechanic Apprentice	I.9990	06/22/25	Utilities	Monthly	9115.80	9668.27	10220.73	10773.21	11325.69	11878.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	4207.29	4462.28	4717.26	4972.25	5227.24	5482.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0516		7539	40 HRLY	52.59	55.78	58.97	62.15	65.34	68.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	78.89	83.67	88.46	93.23	98.01	102.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Line Mechanic Apprentice-G	I.8994	06/22/25	Utilities	Monthly	8198.65	8930.68	9662.68	10394.71	11126.72	11858.75	12590.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	3783.99	4121.85	4459.70	4797.56	5135.41	5473.27	5811.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0518		7539	40 HRLY	47.30	51.52	55.75	59.97	64.19	68.42	72.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	70.95	77.28	83.63	89.96	96.29	102.63	108.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Line Mechanic Apprentice-G	I.9994	06/22/25	Utilities	Monthly	9662.68	10248.31	10833.92	11419.55	12005.15	12590.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	4459.70	4729.99	5000.27	5270.56	5540.84	5811.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0518		7539	40 HRLY	55.75	59.12	62.50	65.88	69.26	72.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	83.63	88.68	93.75	98.82	103.89	108.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Line Mechanic Supervisor	I.6007	06/22/25	Utilities	Monthly	12677.41	0.00	13311.26	0.00	13976.82	0.00	14675.68	0.00	15409.46	0.00	16179.93	0.00	16988.92	0.00
	IBEW		Non Exempt	Bi-Weekly	5851.11	0.00	6143.66	0.00	6450.84	0.00	6773.39	0.00	7112.06	0.00	7467.66	0.00	7841.04	0.00
	0517		7539	40 HRLY	73.14	0.00	76.80	0.00	80.64	0.00	84.67	0.00	88.90	0.00	93.35	0.00	98.01	0.00
				40 O.T.	109.71	0.00	115.20	0.00	120.96	0.00	127.01	0.00	133.35	0.00	140.03	0.00	147.02	0.00
Line Mechanic Supervisor-G	I.6107	06/22/25	Utilities	Monthly	13438.01	0.00	14109.92	0.00	14815.41	0.00	15556.17	0.00	16333.98	0.00	17150.68	0.00	18008.23	0.00
	IBEW		Non Exempt	Bi-Weekly	6202.16	0.00	6512.27	0.00	6837.88	0.00	7179.77	0.00	7538.76	0.00	7915.70	0.00	8311.49	0.00
	0519		7539	40 HRLY	77.53	0.00	81.40	0.00	85.47	0.00	89.75	0.00	94.23	0.00	98.95	0.00	103.89	0.00
				40 O.T.	116.30	0.00	122.10	0.00	128.21	0.00	134.63	0.00	141.35	0.00	148.43	0.00	155.84	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Line Mechanic-G	I.6106	06/22/25	Utilities	Monthly	10924.92	0.00	11471.16	0.00	12044.72	0.00	12646.96	0.00	13279.31	0.00	13943.28	0.00	14640.43	0.00
	IBEW		Non Exempt	Bi-Weekly	5042.27	0.00	5294.38	0.00	5559.10	0.00	5837.06	0.00	6128.91	0.00	6435.36	0.00	6757.12	0.00
	0513		7539	40 HRLY	63.03	0.00	66.18	0.00	69.49	0.00	72.96	0.00	76.61	0.00	80.44	0.00	84.46	0.00
				40 O.T.	94.55	0.00	99.27	0.00	104.24	0.00	109.44	0.00	114.92	0.00	120.66	0.00	126.69	0.00
Litigation Paralegal	Z.1912	06/22/25	Legal	Monthly	8412.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11061.81
	Z-Group		Exempt	Bi-Weekly	3882.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5105.45
	0520		9410	40 HRLY	48.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	63.82
				40 O.T.	72.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	95.73
Locker Room Attendant	B.0434	06/22/25	Recreation	40 HRLY	20.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.44
	BCEA		Exempt	40 O.T.	30.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30.66
	0523		9410															
Mail Room Assistant	B.0383	06/22/25	Rec/Gen Admin	Monthly	3326.96	3410.14	3495.38	3582.76	3672.33	3764.15	3858.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	BCEA		Exempt	Bi-Weekly	1535.52	1573.91	1613.25	1653.58	1694.92	1737.30	1780.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0524		9410	40 HRLY	19.19	19.67	20.17	20.67	21.19	21.72	22.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	28.79	29.51	30.26	31.01	31.79	32.58	33.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Management Intern (M)	M.1022	06/22/25	Rec/Gen Admin	Monthly	3763.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4949.36
	BMA		Non Exempt	Bi-Weekly	1737.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2284.32
	0527		9410	40 HRLY	21.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28.55
				40 O.T.	32.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	42.83
Management Secretary	Z.1432	06/22/25	Rec/Gen Admin	Monthly	5657.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7440.25
	Z-Group		Exempt	Bi-Weekly	2611.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3433.96
	0528		8810	40 HRLY	32.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	42.92
				40 O.T.	48.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	64.38

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Management Services Director	E.0078	06/22/25	Rec/Gen Admin	Monthly	15733.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20690.11
	Exec		Exempt	Bi-Weekly	7261.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9549.28
	0529		9410	40 HRLY	90.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	119.37
				40 O.T.	136.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	179.06
Manager Communication Systems	M.2120	06/22/25	Utilities	Monthly	13866.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18234.95
	BMA		Non Exempt	Bi-Weekly	6400.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8416.13
	0537		9410	40 HRLY	80.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	105.20
				40 O.T.	120.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	157.80
Manager Customer Service Operations	M.2027	06/22/25	Financial	Monthly	11082.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14573.28
	BMA		Non Exempt	Bi-Weekly	5114.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6726.13
	0540		9410	40 HRLY	63.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	84.08
				40 O.T.	95.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	126.12
Manager Electrical Distribution	M.2347	06/22/25	Utilities	Monthly	16389.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21552.33
	BMA		Non Exempt	Bi-Weekly	7564.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9947.23
	0541		9410	40 HRLY	94.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	124.34
				40 O.T.	141.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	186.51
Manager Electrical Distribution-G	M.2400	06/22/25	Utilities	Monthly	17372.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22844.81
	BMA		Non Exempt	Bi-Weekly	8018.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10543.76
	0530		9410	40 HRLY	100.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	131.80
				40 O.T.	150.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	197.70
Manager Electrical Equipment	M.2219	06/22/25	Utilities	Monthly	14611.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19214.24
	BMA		Non Exempt	Bi-Weekly	6743.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8868.11
	0538		9410	40 HRLY	84.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	110.85
				40 O.T.	126.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	166.28

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Manager Energy Control Center	M.2225	06/22/25	Utilities	Monthly	17531.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23054.29
	BMA		Non Exempt	Bi-Weekly	8091.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10640.44
	0542		9410	40 HRLY	101.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	133.01
				40 O.T.	151.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	199.52
Manager Security Systems	M.1023	06/22/25	Info Sys	Monthly	14291.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18793.91
	BMA		Non Exempt	Bi-Weekly	6596.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8674.11
	0545		9410	40 HRLY	82.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	108.43
				40 O.T.	123.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	162.65
Manager Technology	M.1024	06/22/25	Utilities	Monthly	14291.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18793.52
	BMA		Non Exempt	Bi-Weekly	6596.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8673.93
	0546		9410	40 HRLY	82.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	108.42
				40 O.T.	123.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	162.63
Manager Telecommunications	M.2268	06/22/25	Engineering	Monthly	12963.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17047.53
	BMA		Non Exempt	Bi-Weekly	5983.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7868.09
	0532		9410	40 HRLY	74.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	98.35
				40 O.T.	112.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	147.53
Manager Transmission & Distribution Engineering	M.2461	06/22/25	Engineering	Monthly	15397.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20248.24
	BMA		Non Exempt	Bi-Weekly	7106.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9345.34
	0531		9410	40 HRLY	88.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	116.82
				40 O.T.	133.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	175.23
Manager Water Engineering-Planning	M.2372	06/22/25	Engineering	Monthly	14622.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19229.10
	BMA		Non Exempt	Bi-Weekly	6749.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8874.97
	0533		9410	40 HRLY	84.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	110.94
				40 O.T.	126.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	166.41

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Manager Water Production-	M.2203	06/22/25	Utilities	Monthly	14228.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18710.34
Operations	BMA		Non Exempt	Bi-Weekly	6566.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8635.54
	0536		9410	40 HRLY	82.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	107.94
				40 O.T.	123.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	161.91
Marketing Associate	M.2155	06/22/25	Engineering	Monthly	10169.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13373.51
	BMA		Non Exempt	Bi-Weekly	4693.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6172.39
	0543		9410	40 HRLY	58.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.15
				40 O.T.	88.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	115.73
Marketing Manager	M.2226	06/22/25	Engineering	Monthly	11466.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15078.25
	BMA		Non Exempt	Bi-Weekly	5292.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6959.19
	0245		9410	40 HRLY	66.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	86.99
				40 O.T.	99.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	130.49
Metal Worker	B.1714	06/22/25	Fac/Grounds	Monthly	6824.46	6995.06	7169.93	7349.18	7532.92	7721.24	7914.27	8112.13	8314.93	8522.80	8735.87	8954.27	9178.13	9407.58
	BCEA		Non Exempt	Bi-Weekly	3149.75	3228.49	3309.20	3391.93	3476.73	3563.65	3652.74	3744.06	3837.66	3933.60	4031.94	4132.74	4236.06	4341.96
	0544		9420	40 HRLY	39.37	40.36	41.37	42.40	43.46	44.55	45.66	46.80	47.97	49.17	50.40	51.66	52.95	54.27
				40 O.T.	59.06	60.54	62.06	63.60	65.19	66.83	68.49	70.20	71.96	73.76	75.60	77.49	79.43	81.41
Motor Sweeper Operator	B.1425	06/22/25	Streets/Refuse	Monthly	5209.36	5339.58	5473.07	5609.91	5750.14	5893.90	6041.25	6192.29	6347.10	6505.76	6668.42	6835.12	7006.00	7181.16
	BCEA		Non Exempt	Bi-Weekly	2404.32	2464.42	2526.03	2589.19	2653.91	2720.26	2788.27	2857.98	2929.43	3002.66	3077.73	3154.67	3233.54	3314.38
	0560		9420	40 HRLY	30.05	30.81	31.58	32.36	33.17	34.00	34.85	35.72	36.62	37.53	38.47	39.43	40.42	41.43
				40 O.T.	45.08	46.22	47.37	48.54	49.76	51.00	52.28	53.58	54.93	56.30	57.71	59.15	60.63	62.15
Municipal Records Clerk	B.1360	06/22/25	Rec/Gen Admin	Monthly	5127.42	5255.60	5386.98	5521.66	5659.70	5801.19	5946.22	6094.88	6247.26	6403.43	6563.51	6727.61	6895.79	7068.19
	BCEA		Non Exempt	Bi-Weekly	2366.50	2425.66	2486.30	2548.46	2612.17	2677.47	2744.41	2813.02	2883.35	2955.43	3029.31	3105.05	3182.67	3262.24
	0561		8810	40 HRLY	29.58	30.32	31.08	31.86	32.65	33.47	34.31	35.16	36.04	36.94	37.87	38.81	39.78	40.78
				40 O.T.	44.37	45.48	46.62	47.79	48.98	50.21	51.47	52.74	54.06	55.41	56.81	58.22	59.67	61.17

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Network Engineer	M.1034	09/30/25	Info Sys	Monthly	8603.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11313.19
	BMA		Non Exempt	Bi-Weekly	3970.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5221.47
	0551		9410	40 HRLY	49.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	65.27
				40 O.T.	74.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	97.91
Network Support Analyst I	B.1416	06/22/25	Info Sys	Monthly	5532.48	5670.80	5812.56	5957.88	6106.82	6259.50	6415.98	6576.38	6740.78	6909.31	7082.05	7259.09	7440.57	7626.58
	BCEA		Non Exempt	Bi-Weekly	2553.45	2617.29	2682.72	2749.79	2818.53	2889.00	2961.22	3035.25	3111.13	3188.91	3268.64	3350.35	3434.11	3519.96
	0554		9410	40 HRLY	31.92	32.72	33.53	34.37	35.23	36.11	37.02	37.94	38.89	39.86	40.86	41.88	42.93	44.00
				40 O.T.	47.88	49.08	50.30	51.56	52.85	54.17	55.53	56.91	58.34	59.79	61.29	62.82	64.40	66.00
Network Support Analyst II	M.1579	06/22/25	Info Sys	Monthly	7102.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9339.79
	BMA		Non Exempt	Bi-Weekly	3278.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4310.67
	0555		9410	40 HRLY	40.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	53.88
				40 O.T.	61.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	80.82
Network Support Analyst III	M.1799	06/22/25	Info Sys	Monthly	8864.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11657.38
	BMA		Non Exempt	Bi-Weekly	4091.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5380.33
	0556		9410	40 HRLY	51.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	67.25
				40 O.T.	76.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.88
Network Support Analyst IV	M.1923	06/22/25	Info Sys	Monthly	10506.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13815.71
	BMA		Non Exempt	Bi-Weekly	4849.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6376.48
	0557		9410	40 HRLY	60.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	79.71
				40 O.T.	90.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	119.57
Offset Press Operator	B.1220	06/22/25	Rec/Gen Admin	Monthly	4231.76	4337.56	4446.00	4557.15	4671.07	4787.86	4907.57	5030.24	5156.00	5284.91	5417.01	5552.45	5691.27	5833.53
	BCEA		Non Exempt	Bi-Weekly	1953.12	2001.95	2052.00	2103.30	2155.88	2209.78	2265.03	2321.65	2379.69	2439.19	2500.16	2562.67	2626.74	2692.40
	0571		9420	40 HRLY	24.41	25.02	25.65	26.29	26.95	27.62	28.31	29.02	29.75	30.49	31.25	32.03	32.83	33.66
				40 O.T.	36.62	37.53	38.48	39.44	40.43	41.43	42.47	43.53	44.63	45.74	46.88	48.05	49.25	50.49

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Operating Systems Analyst I	M.1614	06/22/25	Info Sys	Monthly	6709.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8823.47
	BMA		Non Exempt	Bi-Weekly	3096.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4072.37
	0576		9410	40 HRLY	38.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.90
				40 O.T.	58.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	76.35
Operating Systems Analyst II	M.1745	06/22/25	Info Sys	Monthly	7647.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10056.63
	BMA		Non Exempt	Bi-Weekly	3529.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4641.52
	0577		9410	40 HRLY	44.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	58.02
				40 O.T.	66.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	87.03
Operating Systems Analyst III	M.1881	06/22/25	Info Sys	Monthly	8590.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11296.05
	BMA		Non Exempt	Bi-Weekly	3964.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5213.56
	0578		9410	40 HRLY	49.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	65.17
				40 O.T.	74.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	97.76
Painter	B.1460	06/22/25	Fac/Grounds	Monthly	5289.03	5421.24	5556.79	5695.69	5838.08	5984.05	6133.64	6287.00	6444.17	6605.26	6770.40	6939.66	7113.15	7290.99
	BCEA		Non Exempt	Bi-Weekly	2441.09	2502.11	2564.67	2628.78	2694.50	2761.87	2830.91	2901.69	2974.23	3048.58	3124.80	3202.92	3282.99	3365.07
	0575		9420	40 HRLY	30.51	31.28	32.06	32.86	33.68	34.52	35.39	36.27	37.18	38.11	39.06	40.04	41.04	42.06
				40 O.T.	45.77	46.92	48.09	49.29	50.52	51.78	53.09	54.41	55.77	57.17	58.59	60.06	61.56	63.09
Painter Leadworker	B.1539	06/22/25	Fac/Grounds	Monthly	5901.72	6049.27	6200.50	6355.51	6514.41	6677.26	6844.20	7015.30	7190.67	7370.44	7554.71	7743.58	7937.17	8135.60
	BCEA		Non Exempt	Bi-Weekly	2723.87	2791.97	2861.77	2933.31	3006.65	3081.81	3158.86	3237.83	3318.77	3401.74	3486.79	3573.96	3663.31	3754.89
	0580		9420	40 HRLY	34.05	34.90	35.77	36.67	37.58	38.52	39.49	40.47	41.48	42.52	43.58	44.67	45.79	46.94
				40 O.T.	51.08	52.35	53.66	55.01	56.37	57.78	59.24	60.71	62.22	63.78	65.37	67.01	68.69	70.41
Parking Analyst	M.1714	06/22/25	Engineering	Monthly	7416.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9752.56
	BMA		Non Exempt	Bi-Weekly	3422.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4501.18
	0588		9410	40 HRLY	42.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	56.26
				40 O.T.	64.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	84.39

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Parking Control Officer	B.1231	06/22/25	Safety/Inspection	Monthly	4436.38	4547.29	4660.98	4777.50	4896.93	5019.34	5144.84	5273.45	5405.29	5540.43	5678.94	5820.90	5966.44	6115.59
	BCEA		Non Exempt	Bi-Weekly	2047.56	2098.75	2151.22	2205.00	2260.12	2316.62	2374.54	2433.90	2494.75	2557.12	2621.05	2686.57	2753.74	2822.58
	0591		9410	40 HRLY	25.59	26.23	26.89	27.56	28.25	28.96	29.68	30.42	31.18	31.96	32.76	33.58	34.42	35.28
				40 O.T.	38.39	39.35	40.34	41.34	42.38	43.44	44.52	45.63	46.77	47.94	49.14	50.37	51.63	52.92
Parking Control Supervisor	B.1380	06/22/25	Safety/Inspection	Monthly	5289.22	5421.46	5556.98	5695.91	5838.30	5984.27	6133.88	6287.21	6444.40	6605.52	6770.64	6939.92	7113.41	7291.25
	BCEA		Non Exempt	Bi-Weekly	2441.18	2502.21	2564.76	2628.88	2694.60	2761.97	2831.02	2901.79	2974.34	3048.70	3124.91	3203.04	3283.11	3365.19
	0590		9410	40 HRLY	30.51	31.28	32.06	32.86	33.68	34.52	35.39	36.27	37.18	38.11	39.06	40.04	41.04	42.06
				40 O.T.	45.77	46.92	48.09	49.29	50.52	51.78	53.09	54.41	55.77	57.17	58.59	60.06	61.56	63.09
Parking Permit Technician	B.0618	06/22/25	Comm Dev	Monthly	5396.54	5531.46	5669.76	5811.50	5956.77	6105.69	6258.33	6414.81	6575.16	6739.55	6908.03	7080.73	7257.75	7439.21
	BCEA		Non Exempt	Bi-Weekly	2490.71	2552.98	2616.81	2682.23	2749.28	2818.01	2888.46	2960.68	3034.69	3110.56	3188.32	3268.03	3349.73	3433.48
	0592		9410	40 HRLY	31.13	31.91	32.71	33.53	34.37	35.23	36.11	37.01	37.93	38.88	39.85	40.85	41.87	42.92
				40 O.T.	46.70	47.87	49.07	50.30	51.56	52.85	54.17	55.52	56.90	58.32	59.78	61.28	62.81	64.38
Parking Services Manager	M.1715	06/22/25	Comm Dev	Monthly	10449.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13740.55
	BMA		Non Exempt	Bi-Weekly	4822.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6341.79
	0593		9410	40 HRLY	60.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	79.27
				40 O.T.	90.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	118.91
Parks and Recreation Director	E.0080	06/22/25	Recreation	Monthly	16696.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21955.31
	Exec		Exempt	Bi-Weekly	7705.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10133.22
	0598		9410	40 HRLY	96.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	126.67
				40 O.T.	144.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	190.01
Payroll Technician I	B.1308	06/22/25	Financial	Monthly	4870.99	4992.76	5117.58	5245.52	5376.65	5511.07	5648.85	5790.07	5934.83	6083.20	6235.28	6391.15	6550.94	6714.72
	BCEA		Non Exempt	Bi-Weekly	2248.15	2304.35	2361.96	2421.01	2481.53	2543.57	2607.16	2672.34	2739.15	2807.63	2877.82	2949.76	3023.51	3099.10
	0602		8810	40 HRLY	28.10	28.80	29.52	30.26	31.02	31.79	32.59	33.40	34.24	35.10	35.97	36.87	37.79	38.74
				40 O.T.	42.15	43.20	44.28	45.39	46.53	47.69	48.89	50.10	51.36	52.65	53.96	55.31	56.69	58.11

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Payroll Technician II	B.1363	06/22/25	Financial	Monthly	5136.19	5264.59	5396.21	5531.11	5669.39	5811.13	5956.41	6105.32	6257.94	6414.40	6574.75	6739.11	6907.59	7080.30
	BCEA		Non Exempt	Bi-Weekly	2370.55	2429.81	2490.56	2552.82	2616.64	2682.06	2749.11	2817.84	2888.28	2960.49	3034.50	3110.36	3188.12	3267.83
	0603		8810	40 HRLY	29.63	30.37	31.13	31.91	32.71	33.53	34.36	35.22	36.10	37.01	37.93	38.88	39.85	40.85
				40 O.T.	44.45	45.56	46.70	47.87	49.07	50.30	51.54	52.83	54.15	55.52	56.90	58.32	59.78	61.28
Permit Coordinator	M.1488	06/22/25	Safety/Inspection	Monthly	6118.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8046.05
	BMA		Non Exempt	Bi-Weekly	2824.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3713.56
	0604		8810	40 HRLY	35.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	46.42
				40 O.T.	52.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	69.63
Permit Technician	B.1428	06/22/25	Safety/Inspection	Monthly	5396.54	5531.46	5669.76	5811.50	5956.77	6105.69	6258.33	6414.81	6575.16	6739.55	6908.03	7080.73	7257.75	7439.21
	BCEA		Non Exempt	Bi-Weekly	2490.71	2552.98	2616.81	2682.23	2749.28	2818.01	2888.46	2960.68	3034.69	3110.56	3188.32	3268.03	3349.73	3433.48
	0605		8810	40 HRLY	31.13	31.91	32.71	33.53	34.37	35.23	36.11	37.01	37.93	38.88	39.85	40.85	41.87	42.92
				40 O.T.	46.70	47.87	49.07	50.30	51.56	52.85	54.17	55.52	56.90	58.32	59.78	61.28	62.81	64.38
Pipefitter	B.1630	06/22/25	Utilities	Monthly	7230.47	7411.24	7596.51	7786.42	7981.09	8180.62	8385.13	8594.76	8809.62	9029.87	9255.61	9487.01	9724.17	9967.27
	BCEA		Non Exempt	Bi-Weekly	3337.14	3420.57	3506.08	3593.73	3683.58	3775.67	3870.06	3966.81	4065.98	4167.63	4271.82	4378.62	4488.08	4600.28
	0614		7520	40 HRLY	41.71	42.76	43.83	44.92	46.04	47.20	48.38	49.59	50.82	52.10	53.40	54.73	56.10	57.50
				40 O.T.	62.57	64.14	65.75	67.38	69.06	70.80	72.57	74.39	76.23	78.15	80.10	82.10	84.15	86.25
Pipefitter Apprentice	B.7999	06/22/25	Utilities	Monthly	6478.72	6977.10	7475.46	7973.83	8472.19	8970.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	BCEA		Exempt	Bi-Weekly	2990.18	3220.20	3450.21	3680.23	3910.24	4140.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0613		7520	40 HRLY	37.38	40.25	43.13	46.00	48.88	51.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	56.07	60.38	64.70	69.00	73.32	77.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pipefitter-Operator	B.1703	06/22/25	Utilities	Monthly	7808.65	8003.86	8203.95	8409.05	8619.28	8834.78	9055.65	9282.02	9514.07	9751.93	9995.72	10245.63	10501.77	10764.30
	BCEA		Non Exempt	Bi-Weekly	3603.99	3694.09	3786.44	3881.10	3978.13	4077.59	4179.53	4284.01	4391.11	4500.89	4613.41	4728.75	4846.97	4968.14
	0616		7520	40 HRLY	45.05	46.18	47.33	48.51	49.73	50.97	52.24	53.55	54.89	56.26	57.67	59.11	60.59	62.10
				40 O.T.	67.58	69.27	71.00	72.77	74.60	76.46	78.36	80.33	82.34	84.39	86.51	88.67	90.89	93.15

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Plan Check Engineer	M.1752	06/22/25	Engineering	Monthly	8017.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10542.46
	BMA		Non Exempt	Bi-Weekly	3700.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4865.75
	0617		9410	40 HRLY	46.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	60.82
				40 O.T.	69.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	91.23
Plan Check Manager	M.1753	06/22/25	Engineering	Monthly	11224.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14759.77
	BMA		Non Exempt	Bi-Weekly	5180.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6812.20
	0618		9410	40 HRLY	64.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	85.15
				40 O.T.	97.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	127.73
Planning Manager	M.2150	06/22/25	Comm Dev	Monthly	12438.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16356.02
	BMA		Non Exempt	Bi-Weekly	5740.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7548.93
	0265		9410	40 HRLY	71.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	94.36
				40 O.T.	107.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	141.54
Planning Technician	B.0619	06/22/25	Safety/Inspection	Monthly	5183.40	5312.97	5445.81	5581.94	5721.50	5864.54	6011.16	6161.44	6315.47	6473.35	6635.18	6801.06	6971.10	7145.36
	BCEA		Non Exempt	Bi-Weekly	2392.34	2452.14	2513.45	2576.28	2640.69	2706.71	2774.38	2843.74	2914.83	2987.70	3062.39	3138.95	3217.43	3297.86
	0619		8810	40 HRLY	29.90	30.65	31.42	32.20	33.01	33.83	34.68	35.55	36.44	37.35	38.28	39.24	40.22	41.22
				40 O.T.	44.85	45.98	47.13	48.30	49.52	50.75	52.02	53.33	54.66	56.03	57.42	58.86	60.33	61.83
Police Administrator	Z.2209	06/22/25	Police/Fire	Monthly	13047.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17157.83
	Z-Group		Exempt	Bi-Weekly	6022.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7919.00
	0638		9410	40 HRLY	75.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	98.99
				40 O.T.	112.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	148.49
Police Cadet	B.0936	06/22/25	Police/Fire	Monthly	3460.67	3547.18	3635.86	3726.75	3819.92	3915.43	4013.30	4113.63	4216.49	4321.89	4429.92	4540.68	4654.20	4770.55
	BCEA		Exempt	Bi-Weekly	1597.23	1637.16	1678.09	1720.04	1763.04	1807.12	1852.29	1898.60	1946.07	1994.72	2044.58	2095.70	2148.09	2201.79
	0639		9410	40 HRLY	19.97	20.46	20.98	21.50	22.04	22.59	23.15	23.73	24.33	24.93	25.56	26.20	26.85	27.52
				40 O.T.	29.96	30.69	31.47	32.25	33.06	33.89	34.73	35.60	36.50	37.40	38.34	39.30	40.28	41.28

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Police Captain	Z.2388	06/22/25	Police/Fire	Monthly	16727.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21997.06
	Z-Group		Non Exempt	Bi-Weekly	7720.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10152.49
	0641		7720	40 HRLY	96.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	126.91
				40 O.T.	144.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	190.37
Police Chief	E.0092	06/22/25	Police/Fire	Monthly	20671.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	27182.61
	Exec		Exempt	Bi-Weekly	9540.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12545.82
	0644		7720	40 HRLY	119.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	156.82
				40 O.T.	178.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	235.23
Police Communications Manager	M.1021	06/22/25	Police/Fire	Monthly	10076.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13251.20
	BMA		Non Exempt	Bi-Weekly	4650.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6115.94
	0036		8810	40 HRLY	58.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	76.45
				40 O.T.	87.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	114.68
Police Lieutenant	P.2164	06/22/25	Police/Fire	Monthly	12844.11	13165.21	13494.35	13831.70	14177.50	14531.94	14895.23	15267.61	15649.31	16040.53	16441.56	16852.59	17273.90	0.00
	BPOA		Non Exempt	Bi-Weekly	5928.05	6076.25	6228.16	6383.86	6543.46	6707.05	6874.72	7046.59	7222.76	7403.32	7588.41	7778.12	7972.57	0.00
	0648		7720	40 HRLY	74.10	75.95	77.85	79.80	81.79	83.84	85.93	88.08	90.28	92.54	94.86	97.23	99.66	0.00
				40 O.T.	111.15	113.93	116.78	119.70	122.69	125.76	128.90	132.12	135.42	138.81	142.29	145.85	149.49	0.00
Police Officer	P.1761	06/22/25	Police/Fire	Monthly	8839.61	9060.61	9287.14	9519.32	9757.28	10001.23	10251.26	10507.53	10770.22	11039.47	0.00	0.00	0.00	0.00
	BPOA		Non Exempt	Bi-Weekly	4079.82	4181.82	4286.37	4393.53	4503.36	4615.95	4731.35	4849.63	4970.87	5095.14	0.00	0.00	0.00	0.00
	0651		7720	40 HRLY	51.00	52.27	53.58	54.92	56.29	57.70	59.14	60.62	62.14	63.69	0.00	0.00	0.00	0.00
				40 O.T.	76.50	78.41	80.37	82.38	84.44	86.55	88.71	90.93	93.21	95.54	0.00	0.00	0.00	0.00
Police Officer - Detective Assignment	P.1893	06/22/25	Police/Fire	Monthly	9150.12	9378.87	9613.35	9853.68	10100.03	10352.53	10611.34	10876.62	11148.54	11427.26	11712.94	12005.76	12305.91	0.00
	BPOA		Non Exempt	Bi-Weekly	4223.13	4328.71	4436.93	4547.85	4661.55	4778.09	4897.54	5019.98	5145.48	5274.12	5405.97	5541.12	5679.65	0.00
	0637		7720	40 HRLY	52.79	54.11	55.46	56.85	58.27	59.73	61.22	62.75	64.32	65.93	67.57	69.26	71.00	0.00
				40 O.T.	79.19	81.17	83.19	85.28	87.41	89.60	91.83	94.13	96.48	98.90	101.36	103.89	106.50	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Police Records Manager	M.2002	06/22/25	Rec/Gen Admin	Monthly	10102.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13285.26
	BMA		Non Exempt	Bi-Weekly	4662.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6131.66
	0649		8810	40 HRLY	58.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	76.65
				40 O.T.	87.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	114.98
Police Records Technician	B.1281	06/22/25	Rec/Gen Admin	Monthly	4884.08	5006.19	5131.34	5259.63	5391.10	5525.89	5664.04	5805.63	5950.77	6099.54	6252.03	6408.33	6568.55	6732.77
	BCEA		Non Exempt	Bi-Weekly	2254.19	2310.55	2368.31	2427.52	2488.20	2550.41	2614.17	2679.52	2746.51	2815.17	2885.55	2957.69	3031.64	3107.43
	0652		8810	40 HRLY	28.18	28.88	29.60	30.34	31.10	31.88	32.68	33.49	34.33	35.19	36.07	36.97	37.90	38.84
				40 O.T.	42.27	43.32	44.40	45.51	46.65	47.82	49.02	50.24	51.50	52.79	54.11	55.46	56.85	58.26
Police Records Technician Supervisor	B.1480	06/22/25	Rec/Gen Admin	Monthly	5958.36	6107.31	6260.00	6416.50	6576.90	6741.32	6909.85	7082.60	7259.68	7441.16	7627.19	7817.88	8013.31	8213.64
	BCEA		Non Exempt	Bi-Weekly	2750.01	2818.76	2889.23	2961.46	3035.49	3111.38	3189.16	3268.89	3350.62	3434.38	3520.24	3608.25	3698.45	3790.91
	0650		8810	40 HRLY	34.38	35.23	36.12	37.02	37.94	38.89	39.86	40.86	41.88	42.93	44.00	45.10	46.23	47.39
				40 O.T.	51.57	52.85	54.18	55.53	56.91	58.34	59.79	61.29	62.82	64.40	66.00	67.65	69.35	71.09
Police Recruit	U.1400	06/22/25	Police/Fire	Monthly	7955.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7955.65
	Unrep		Exempt	Bi-Weekly	3671.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3671.84
	0653		7720	40 HRLY	45.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	45.90
				40 O.T.	68.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	68.85
Police Sergeant	P.2008	06/22/25	Police/Fire	Monthly	10630.69	10896.45	11168.86	11448.08	11734.28	12027.64	12328.33	12636.54	12952.44	13276.27	13608.16	13948.37	14297.08	0.00
	BPOA		Non Exempt	Bi-Weekly	4906.47	5029.13	5154.86	5283.73	5415.82	5551.22	5690.00	5832.25	5978.05	6127.51	6280.69	6437.71	6598.65	0.00
	0654		7720	40 HRLY	61.33	62.86	64.44	66.05	67.70	69.39	71.13	72.90	74.73	76.59	78.51	80.47	82.48	0.00
				40 O.T.	92.00	94.29	96.66	99.08	101.55	104.09	106.70	109.35	112.10	114.89	117.77	120.71	123.72	0.00
Police Technician	B.1189	06/22/25	Police/Fire	Monthly	4455.34	4566.73	4680.89	4797.91	4917.86	5040.79	5166.83	5296.01	5428.39	5564.11	5703.21	5845.80	5991.94	6141.72
	BCEA		Non Exempt	Bi-Weekly	2056.31	2107.72	2160.41	2214.42	2269.78	2326.52	2384.69	2444.31	2505.41	2568.05	2632.25	2698.06	2765.51	2834.64
	0646		8810	40 HRLY	25.70	26.35	27.01	27.68	28.37	29.08	29.81	30.55	31.32	32.10	32.90	33.73	34.57	35.43
				40 O.T.	38.55	39.53	40.52	41.52	42.56	43.62	44.72	45.83	46.98	48.15	49.35	50.60	51.86	53.15

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Power Plant Maintenance Supervisor	I.6008	06/22/25	Utilities	Monthly	9213.90	0.00	9674.60	0.00	10158.33	0.00	10666.24	0.00	11199.54	0.00	11759.54	0.00	12347.51	0.00
	IBEW		Non Exempt	Bi-Weekly	4252.57	0.00	4465.20	0.00	4688.46	0.00	4922.88	0.00	5169.02	0.00	5427.48	0.00	5698.85	0.00
	0656		7539	40 HRLY	53.16	0.00	55.82	0.00	58.61	0.00	61.54	0.00	64.61	0.00	67.84	0.00	71.24	0.00
				40 O.T.	79.74	0.00	83.73	0.00	87.92	0.00	92.31	0.00	96.92	0.00	101.76	0.00	106.86	0.00
Power Plant Maintenance Trainee	I.8993	06/22/25	Utilities	Monthly	5621.87	0.00	6625.78	0.00	7629.70	0.00	8131.65	0.00	8131.65	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	2594.71	0.00	3058.05	0.00	3521.40	0.00	3753.07	0.00	3753.07	0.00	0.00	0.00	0.00	0.00
	0659		7539	40 HRLY	32.43	0.00	38.23	0.00	44.02	0.00	46.91	0.00	46.91	0.00	0.00	0.00	0.00	0.00
				40 O.T.	48.65	0.00	57.35	0.00	66.03	0.00	70.37	0.00	70.37	0.00	0.00	0.00	0.00	0.00
Power Plant Maintenance Trainee	I.9993	06/22/25	Utilities	Monthly	6625.78	0.00	7228.13	0.00	8031.25	0.00	8031.25	0.00	8031.25	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	3058.05	0.00	3336.06	0.00	3706.73	0.00	3706.73	0.00	3706.73	0.00	0.00	0.00	0.00	0.00
	0659		7539	40 HRLY	38.23	0.00	41.70	0.00	46.33	0.00	46.33	0.00	46.33	0.00	0.00	0.00	0.00	0.00
				40 O.T.	57.35	0.00	62.55	0.00	69.50	0.00	69.50	0.00	69.50	0.00	0.00	0.00	0.00	0.00
Power Plant Mechanic	I.6011	06/22/25	Utilities	Monthly	7491.32	0.00	7865.87	0.00	8259.16	0.00	8672.13	0.00	9105.72	0.00	9561.02	0.00	10039.08	0.00
	IBEW		Non Exempt	Bi-Weekly	3457.53	0.00	3630.40	0.00	3811.92	0.00	4002.52	0.00	4202.64	0.00	4412.78	0.00	4633.42	0.00
	0658		7539	40 HRLY	43.22	0.00	45.38	0.00	47.65	0.00	50.03	0.00	52.53	0.00	55.16	0.00	57.92	0.00
				40 O.T.	64.83	0.00	68.07	0.00	71.48	0.00	75.05	0.00	78.80	0.00	82.74	0.00	86.88	0.00
Power Plant Operator	I.6012	06/22/25	Utilities	Monthly	7853.95	0.00	8246.66	0.00	8658.98	0.00	9091.94	0.00	9546.53	0.00	10023.85	0.00	10525.04	0.00
	IBEW		Non Exempt	Bi-Weekly	3624.90	0.00	3806.15	0.00	3996.45	0.00	4196.28	0.00	4406.09	0.00	4626.39	0.00	4857.71	0.00
	0660		7539	40 HRLY	45.31	0.00	47.58	0.00	49.96	0.00	52.45	0.00	55.08	0.00	57.83	0.00	60.72	0.00
				40 O.T.	67.97	0.00	71.37	0.00	74.94	0.00	78.68	0.00	82.62	0.00	86.75	0.00	91.08	0.00
Power Plant Operator Trainee	I.8991	06/22/25	Utilities	Monthly	5894.03	0.00	6946.53	0.00	7999.03	0.00	9051.53	0.00	9051.53	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	2720.32	0.00	3206.09	0.00	3691.86	0.00	4177.63	0.00	4177.63	0.00	0.00	0.00	0.00	0.00
	0665		7539	40 HRLY	34.00	0.00	40.08	0.00	46.15	0.00	52.22	0.00	52.22	0.00	0.00	0.00	0.00	0.00
				40 O.T.	51.00	0.00	60.12	0.00	69.23	0.00	78.33	0.00	78.33	0.00	0.00	0.00	0.00	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Power Plant Operator Trainee	I.9991	06/22/25	Utilities	Monthly	6946.53	0.00	8420.04	0.00	9156.79	0.00	9156.79	0.00	9156.79	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	3206.09	0.00	3886.17	0.00	4226.21	0.00	4226.21	0.00	4226.21	0.00	0.00	0.00	0.00	0.00
	0665		7539	40 HRLY	40.08	0.00	48.58	0.00	52.83	0.00	52.83	0.00	52.83	0.00	0.00	0.00	0.00	0.00
				40 O.T.	60.12	0.00	72.87	0.00	79.25	0.00	79.25	0.00	79.25	0.00	0.00	0.00	0.00	0.00
Power Plant Shift Supervisor	I.6009	06/22/25	Utilities	Monthly	9793.64	0.00	10283.30	0.00	10797.48	0.00	11337.34	0.00	11904.21	0.00	12499.44	0.00	13124.39	0.00
	IBEW		Non Exempt	Bi-Weekly	4520.14	0.00	4746.14	0.00	4983.45	0.00	5232.62	0.00	5494.25	0.00	5768.97	0.00	6057.41	0.00
	0655		7539	40 HRLY	56.50	0.00	59.33	0.00	62.29	0.00	65.41	0.00	68.68	0.00	72.11	0.00	75.72	0.00
				40 O.T.	84.75	0.00	89.00	0.00	93.44	0.00	98.12	0.00	103.02	0.00	108.17	0.00	113.58	0.00
Power Production Engineer	M.2265	06/22/25	Engineering	Monthly	12837.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16880.96
	BMA		Non Exempt	Bi-Weekly	5924.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7791.21
	0669		9410	40 HRLY	74.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	97.39
				40 O.T.	111.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	146.09
Power Production Manager	M.2224	06/22/25	Utilities	Monthly	17187.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22600.89
	BMA		Non Exempt	Bi-Weekly	7932.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10431.18
	0662		9410	40 HRLY	99.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	130.39
				40 O.T.	148.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	195.59
Power Resources Manager	M.2199	06/22/25	Engineering	Monthly	15732.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20688.27
	BMA		Non Exempt	Bi-Weekly	7261.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9548.43
	0663		9410	40 HRLY	90.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	119.36
				40 O.T.	136.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	179.04
Power Resources Planning Associate I	B.1190	06/22/25	Utilities	Monthly	7844.74	8040.87	8241.89	8447.92	8659.13	8875.60	9097.49	9324.92	9558.06	9797.02	10041.94	10292.99	10550.30	10814.07
	BCEA		Non Exempt	Bi-Weekly	3620.65	3711.17	3803.95	3899.04	3996.52	4096.43	4198.84	4303.81	4411.41	4521.70	4634.74	4750.61	4869.37	4991.11
	0059		9410	40 HRLY	45.26	46.39	47.55	48.74	49.96	51.21	52.49	53.80	55.14	56.52	57.93	59.38	60.87	62.39
				40 O.T.	67.89	69.59	71.33	73.11	74.94	76.82	78.74	80.70	82.71	84.78	86.90	89.07	91.31	93.59

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Power Resources Planning Associate II	B.1191	06/22/25	Utilities	Monthly	9121.82	9349.86	9583.60	9823.19	10068.78	10320.51	10578.51	10842.98	11114.05	11391.90	11676.69	11968.62	12267.82	12574.53
	BCEA		Non Exempt	Bi-Weekly	4210.07	4315.32	4423.20	4533.78	4647.13	4763.31	4882.39	5004.45	5129.56	5257.80	5389.24	5523.98	5662.07	5803.63
	0060		9410	40 HRLY	52.63	53.94	55.29	56.67	58.09	59.54	61.03	62.56	64.12	65.72	67.37	69.05	70.78	72.55
				40 O.T.	78.95	80.91	82.94	85.01	87.14	89.31	91.55	93.84	96.18	98.58	101.06	103.58	106.17	108.83
Power Supply Scheduler	B.1911	06/22/25	Engineering	Monthly	9226.69	9457.35	9693.78	9936.12	10184.53	10439.13	10700.11	10967.62	11241.82	11522.85	11810.93	12106.21	12408.85	12719.07
	BCEA		Non Exempt	Bi-Weekly	4258.47	4364.93	4474.05	4585.90	4700.55	4818.06	4938.51	5061.98	5188.53	5318.24	5451.20	5587.48	5727.16	5870.34
	0612		9410	40 HRLY	53.23	54.56	55.93	57.32	58.76	60.23	61.73	63.27	64.86	66.48	68.14	69.84	71.59	73.38
				40 O.T.	79.85	81.84	83.90	85.98	88.14	90.35	92.60	94.91	97.29	99.72	102.21	104.76	107.39	110.07
Power System Operator	I.6027	06/22/25	Utilities	Monthly	11655.13	0.00	12237.90	0.00	12849.79	0.00	13492.27	0.00	14166.88	0.00	14875.23	0.00	15618.98	0.00
	IBEW		Non Exempt	Bi-Weekly	5379.29	0.00	5648.26	0.00	5930.67	0.00	6227.20	0.00	6538.56	0.00	6865.49	0.00	7208.76	0.00
	0664		7539	40 HRLY	67.24	0.00	70.60	0.00	74.13	0.00	77.84	0.00	81.73	0.00	85.82	0.00	90.11	0.00
				40 O.T.	100.86	0.00	105.90	0.00	111.20	0.00	116.76	0.00	122.60	0.00	128.73	0.00	135.17	0.00
Power System Operator Supervisor	I.5026	06/22/25	Utilities	Monthly	14335.82	0.00	15052.59	0.00	15805.23	0.00	16595.50	0.00	17425.27	0.00	18296.53	0.00	19211.36	0.00
	IBEW		Non Exempt	Bi-Weekly	6616.53	0.00	6947.35	0.00	7294.72	0.00	7659.46	0.00	8042.43	0.00	8444.55	0.00	8866.78	0.00
	0670		7539	40 HRLY	82.71	0.00	86.84	0.00	91.18	0.00	95.74	0.00	100.53	0.00	105.56	0.00	110.83	0.00
				40 O.T.	124.07	0.00	130.26	0.00	136.77	0.00	143.61	0.00	150.80	0.00	158.34	0.00	166.25	0.00
Power System Operator Trainee	I.5025	06/22/25	Utilities	Monthly	8746.64	0.00	10308.52	0.00	11870.43	0.00	12807.58	0.00	13588.53	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	4036.91	0.00	4757.78	0.00	5478.66	0.00	5911.19	0.00	6271.63	0.00	0.00	0.00	0.00	0.00
	0920		7539	40 HRLY	50.46	0.00	59.47	0.00	68.48	0.00	73.89	0.00	78.40	0.00	0.00	0.00	0.00	0.00
				40 O.T.	75.69	0.00	89.21	0.00	102.72	0.00	110.84	0.00	117.60	0.00	0.00	0.00	0.00	0.00
Power System Operator Trainee	I.6025	06/22/25	Utilities	Monthly	11089.48	0.00	11714.24	0.00	12182.82	0.00	12807.58	0.00	13588.53	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	5118.22	0.00	5406.57	0.00	5622.84	0.00	5911.19	0.00	6271.63	0.00	0.00	0.00	0.00	0.00
	0920		7539	40 HRLY	63.98	0.00	67.58	0.00	70.29	0.00	73.89	0.00	78.40	0.00	0.00	0.00	0.00	0.00
				40 O.T.	95.97	0.00	101.37	0.00	105.44	0.00	110.84	0.00	117.60	0.00	0.00	0.00	0.00	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Principal Accountant	M.1899	06/22/25	Financial	Monthly	9194.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12090.35
	BMA		Non Exempt	Bi-Weekly	4243.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5580.16
	0668		9410	40 HRLY	53.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	69.75
				40 O.T.	79.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	104.63
Principal Civil Engineer (M)	M.2272	06/22/25	Engineering	Monthly	13293.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17480.97
	BMA		Non Exempt	Bi-Weekly	6135.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8068.14
	0679		9410	40 HRLY	76.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.85
				40 O.T.	115.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	151.28
Principal Civil Engineer (Z)	Z.2310	06/22/25	Engineering	Monthly	13293.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17481.23
	Z-Group		Exempt	Bi-Weekly	6135.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8068.26
	0678		9410	40 HRLY	76.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.85
				40 O.T.	115.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	151.28
Principal Civil Engineer-BWP	M.2271	06/22/25	Engineering	Monthly	13293.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17480.97
	BMA		Non Exempt	Bi-Weekly	6135.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8068.14
	0680		9410	40 HRLY	76.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.85
				40 O.T.	115.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	151.28
Principal Clerk	B.1361	06/22/25	Rec/Gen Admin	Monthly	5493.13	5630.47	5771.22	5915.50	6063.40	6214.98	6370.35	6529.62	6692.86	6860.17	7031.68	7207.48	7387.66	7572.35
	BCEA		Non Exempt	Bi-Weekly	2535.29	2598.68	2663.64	2730.23	2798.49	2868.45	2940.16	3013.67	3089.01	3166.23	3245.39	3326.53	3409.69	3494.93
	0667		8810	40 HRLY	31.69	32.48	33.30	34.13	34.98	35.86	36.75	37.67	38.61	39.58	40.57	41.58	42.62	43.69
				40 O.T.	47.54	48.72	49.95	51.20	52.47	53.79	55.13	56.51	57.92	59.37	60.86	62.37	63.93	65.54
Principal Client Technology Specialist	M.1032	06/22/25	Info Sys	Monthly	8644.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11367.16
	BMA		Non Exempt	Bi-Weekly	3989.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5246.38
	0687		9410	40 HRLY	49.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	65.58
				40 O.T.	74.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	98.37

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Principal Communications Network Engineer	M.1027	06/22/25	Utilities	Monthly	12963.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17047.53
	BMA		Non Exempt	Bi-Weekly	5983.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7868.09
	0050		9410	40 HRLY	74.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	98.35
				40 O.T.	112.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	147.53
Principal Data Engineer	M.1314	06/22/25	Info Sys	Monthly	12426.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16340.26
	BMA		Non Exempt	Bi-Weekly	5735.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7541.66
	0044		9410	40 HRLY	71.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	94.27
				40 O.T.	107.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	141.41
Principal Electrical Engineer	M.2200	06/22/25	Engineering	Monthly	12831.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16873.50
	BMA		Non Exempt	Bi-Weekly	5922.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7787.77
	0790		9410	40 HRLY	74.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	97.35
				40 O.T.	111.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	146.03
Principal Engineer-Traffic	M.2273	06/22/25	Engineering	Monthly	13293.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17480.97
	BMA		Non Exempt	Bi-Weekly	6135.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8068.14
	0685		9410	40 HRLY	76.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.85
				40 O.T.	115.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	151.28
Principal Engineering Technician	M.1302	06/22/25	Engineering	Monthly	10008.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13161.33
	BMA		Non Exempt	Bi-Weekly	4619.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6074.46
	0791		9410	40 HRLY	57.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	75.93
				40 O.T.	86.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	113.90
Principal GIS Specialist	M.1991	06/22/25	Utilities	Monthly	9720.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12781.86
	BMA		Non Exempt	Bi-Weekly	4486.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5899.32
	0040		9410	40 HRLY	56.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	73.74
				40 O.T.	84.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	110.61

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Principal Network Engineer	M.1036	09/30/25	Info Sys	Monthly	11377.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14961.68
	BMA		Non Exempt	Bi-Weekly	5251.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6905.39
	0553		9410	40 HRLY	65.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	86.32
				40 O.T.	98.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	129.48
Principal Plan Check Engineer	M.1986	06/22/25	Engineering	Monthly	10443.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13733.72
	BMA		Non Exempt	Bi-Weekly	4820.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6338.64
	0683		9410	40 HRLY	60.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	79.23
				40 O.T.	90.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	118.85
Principal Planner	M.2031	06/22/25	Comm Dev	Monthly	10271.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13507.50
	BMA		Non Exempt	Bi-Weekly	4740.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6234.23
	0676		9410	40 HRLY	59.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.93
				40 O.T.	88.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	116.90
Principal Power Engineer	M.2221	06/22/25	Engineering	Monthly	12831.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16873.50
	BMA		Non Exempt	Bi-Weekly	5922.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7787.77
	0672		9410	40 HRLY	74.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	97.35
				40 O.T.	111.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	146.03
Principal Power Resources Planner	M.1316	06/22/25	Utilities	Monthly	13110.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17240.19
	BMA		Non Exempt	Bi-Weekly	6050.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7957.01
	0062		9410	40 HRLY	75.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	99.46
				40 O.T.	113.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	149.19
Principal Power System Operator	M.2195	06/22/25	Utilities	Monthly	15158.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19933.57
	BMA		Non Exempt	Bi-Weekly	6996.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9200.11
	0681		9410	40 HRLY	87.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	115.00
				40 O.T.	131.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	172.50

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Principal Systems Engineer	M.1083	06/22/25	Info Sys	Monthly	11727.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15421.42
	BMA		Non Exempt	Bi-Weekly	5412.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7117.58
	0083		9410	40 HRLY	67.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	88.97
				40 O.T.	101.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	133.46
Principal Technology Product Manager	M.1319	06/22/25	Info Sys	Monthly	11689.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15371.53
	BMA		Non Exempt	Bi-Weekly	5395.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7094.55
	0047		9410	40 HRLY	67.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	88.68
				40 O.T.	101.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	133.02
Principal Transportation Planner	M.1029	06/22/25	Comm Dev	Monthly	10271.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13507.50
	BMA		Non Exempt	Bi-Weekly	4740.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6234.23
	0016		9410	40 HRLY	59.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.93
				40 O.T.	88.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	116.90
Principal Utility Accounting Analyst	M.1972	06/22/25	Financial	Monthly	9116.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11987.60
	BMA		Non Exempt	Bi-Weekly	4207.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5532.74
	0682		9410	40 HRLY	52.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	69.16
				40 O.T.	78.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	103.74
Principal Utility Business Systems Analyst	M.1019	06/22/25	Utilities	Monthly	10346.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13605.63
	BMA		Non Exempt	Bi-Weekly	4775.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6279.52
	0686		9410	40 HRLY	59.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	78.49
				40 O.T.	89.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	117.74
Program Specialist	B.1370	06/22/25	Recreation	Monthly	4790.46	4910.21	5032.97	5158.79	5287.75	5419.96	5555.44	5694.35	5836.70	5982.62	6132.19	6285.48	6442.63	6603.70
	BCEA		Non Exempt	Bi-Weekly	2210.98	2266.25	2322.91	2380.98	2440.50	2501.52	2564.05	2628.16	2693.86	2761.21	2830.24	2900.99	2973.52	3047.86
	0684		9410	40 HRLY	27.64	28.33	29.04	29.76	30.51	31.27	32.05	32.85	33.67	34.52	35.38	36.26	37.17	38.10
				40 O.T.	41.46	42.50	43.56	44.64	45.77	46.91	48.08	49.28	50.51	51.78	53.07	54.39	55.76	57.15

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Property and Evidence Technician	B.1020 BCEA 0039	06/22/25	Police/Fire Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4792.06 2211.72 27.65 41.48	4911.86 2267.01 28.34 42.51	5034.64 2323.68 29.05 43.58	5160.52 2381.78 29.77 44.66	5289.53 2441.32 30.52 45.78	5421.76 2502.35 31.28 46.92	5557.31 2564.91 32.06 48.09	5696.23 2629.03 32.86 49.29	5838.65 2694.76 33.68 50.52	5984.62 2762.13 34.53 51.80	6134.22 2831.18 35.39 53.09	6287.58 2901.96 36.27 54.41	6444.77 2974.51 37.18 55.77	6605.89 3048.87 38.11 57.17
Public Information Specialist	M.1717 BMA 0697	06/22/25	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8330.21 3844.71 48.06 72.09	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	10954.23 5055.80 63.20 94.80
Public Safety Facility Technician	B.1482 BCEA 0645	06/22/25	Fac/Grounds Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5597.24 2583.34 32.29 48.44	5737.18 2647.93 33.10 49.65	5880.62 2714.13 33.93 50.90	6027.62 2781.98 34.77 52.16	6178.32 2851.53 35.64 53.46	6332.78 2922.82 36.54 54.81	6491.10 2995.89 37.45 56.18	6653.36 3070.78 38.38 57.57	6819.69 3147.55 39.34 59.01	6990.19 3226.24 40.33 60.50	7164.95 3306.90 41.34 62.01	7344.07 3389.57 42.37 63.56	7527.67 3474.31 43.43 65.15	7715.87 3561.17 44.51 66.77
Public Works Director	E.0084 Exec 0695	06/22/25	Engineering Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	17100.87 7892.71 98.66 147.99	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	22487.64 10378.91 129.74 194.61
Public Works Journeyman	B.1418 BCEA 0698	06/22/25	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5310.65 2451.07 30.64 45.96	5443.43 2512.35 31.40 47.10	5579.49 2575.15 32.19 48.29	5718.98 2639.53 32.99 49.49	5861.96 2705.52 33.82 50.73	6008.51 2773.16 34.66 51.99	6158.73 2842.49 35.53 53.30	6312.69 2913.55 36.42 54.63	6470.51 2986.39 37.33 56.00	6632.28 3061.05 38.26 57.39	6798.07 3137.57 39.22 58.83	6968.02 3216.01 40.20 60.30	7142.22 3296.41 41.21 61.82	7320.78 3378.82 42.24 63.36
Public Works Supervisor	M.1903 BMA 0703	06/22/25	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	8701.03 4015.86 50.20 75.30	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11441.86 5280.86 66.01 99.02

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Purchasing Manager	M.2061	06/22/25	Financial	Monthly	11436.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15039.53
	BMA		Non Exempt	Bi-Weekly	5278.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6941.32
	0701		9410	40 HRLY	65.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	86.77
				40 O.T.	98.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	130.16
Purchasing Manager	Z.1934	06/22/25	Financial	Monthly	11436.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15039.53
	Z-Group		Exempt	Bi-Weekly	5278.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6941.32
	0704		9410	40 HRLY	65.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	86.77
				40 O.T.	98.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	130.16
Rangemaster	B.1489	06/22/25	Police/Fire	Monthly	6197.30	6352.23	6511.03	6673.81	6840.67	7011.68	7186.96	7366.65	7550.81	7739.57	7933.06	8131.39	8334.67	8543.04
	BCEA		Non Exempt	Bi-Weekly	2860.29	2931.80	3005.09	3080.22	3157.23	3236.16	3317.06	3399.99	3484.99	3572.11	3661.41	3752.95	3846.77	3942.94
	0710		7720	40 HRLY	35.75	36.65	37.56	38.50	39.47	40.45	41.46	42.50	43.56	44.65	45.77	46.91	48.08	49.29
				40 O.T.	53.63	54.98	56.34	57.75	59.21	60.68	62.19	63.75	65.34	66.98	68.66	70.37	72.12	73.94
Real Estate and Project Manager	M.2464	06/22/25	Comm Dev	Monthly	9937.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13067.41
	BMA		Non Exempt	Bi-Weekly	4586.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6031.11
	0702		9410	40 HRLY	57.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	75.39
				40 O.T.	86.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	113.09
Records Manager (M)	M.1756	06/22/25	Rec/Gen Admin	Monthly	7149.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9401.56
	BMA		Non Exempt	Bi-Weekly	3299.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4339.18
	0709		9420	40 HRLY	41.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	54.24
				40 O.T.	61.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	81.36
Records Manager (Z)	Z.1795	06/22/25	Rec/Gen Admin	Monthly	9036.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11883.58
	Z-Group		Exempt	Bi-Weekly	4170.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5484.73
	0708		9420	40 HRLY	52.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	68.56
				40 O.T.	78.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	102.84

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Records Technician	B.1030	06/22/25	Rec/Gen Admin	Monthly	5127.42	5255.60	5386.98	5521.66	5659.70	5801.19	5946.22	6094.88	6247.26	6403.43	6563.51	6727.61	6895.79	7068.19
	BCEA		Non Exempt	Bi-Weekly	2366.50	2425.66	2486.30	2548.46	2612.17	2677.47	2744.41	2813.02	2883.35	2955.43	3029.31	3105.05	3182.67	3262.24
	0025		8810	40 HRLY	29.58	30.32	31.08	31.86	32.65	33.47	34.31	35.16	36.04	36.94	37.87	38.81	39.78	40.78
				40 O.T.	44.37	45.48	46.62	47.79	48.98	50.21	51.47	52.74	54.06	55.41	56.81	58.22	59.67	61.17
Recreation Coordinator	B.1445	06/22/25	Recreation	Monthly	5169.88	5299.13	5431.60	5567.38	5706.57	5849.24	5995.47	6145.36	6299.00	6456.47	6617.87	6783.34	6952.90	7126.73
	BCEA		Non Exempt	Bi-Weekly	2386.10	2445.75	2506.89	2569.56	2633.80	2699.65	2767.14	2836.32	2907.23	2979.91	3054.40	3130.77	3209.03	3289.26
	0720		9410	40 HRLY	29.83	30.57	31.34	32.12	32.92	33.75	34.59	35.45	36.34	37.25	38.18	39.13	40.11	41.12
				40 O.T.	44.75	45.86	47.01	48.18	49.38	50.63	51.89	53.18	54.51	55.88	57.27	58.70	60.17	61.68
Recreation Leader	B.1124	06/22/25	Recreation	Monthly	3617.25	3707.69	3800.38	3895.39	3992.78	4092.60	4194.91	4299.77	4407.28	4517.46	4630.38	4746.15	4864.80	4986.43
	BCEA		Exempt	Bi-Weekly	1669.50	1711.24	1754.02	1797.87	1842.82	1888.89	1936.11	1984.51	2034.13	2084.98	2137.10	2190.53	2245.29	2301.43
	0712		9410	40 HRLY	20.87	21.39	21.93	22.47	23.04	23.61	24.20	24.81	25.43	26.06	26.71	27.38	28.07	28.77
				40 O.T.	31.31	32.09	32.90	33.71	34.56	35.42	36.30	37.22	38.15	39.09	40.07	41.07	42.11	43.16
Recreation Services Manager	M.1816	06/22/25	Recreation	Monthly	9364.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12313.99
	BMA		Non Exempt	Bi-Weekly	4321.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5683.38
	0715		9410	40 HRLY	54.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	71.04
				40 O.T.	81.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	106.56
Recreation Supervisor	B.1571	06/22/25	Recreation	Monthly	6859.67	7031.16	7206.92	7387.10	7571.79	7761.07	7955.09	8153.97	8357.83	8566.76	8780.94	9000.46	9225.47	9456.11
	BCEA		Non Exempt	Bi-Weekly	3166.00	3245.15	3326.27	3409.43	3494.67	3582.03	3671.58	3763.37	3857.46	3953.89	4052.74	4154.06	4257.91	4364.36
	0721		9410	40 HRLY	39.58	40.56	41.58	42.62	43.68	44.78	45.89	47.04	48.22	49.42	50.66	51.93	53.22	54.55
				40 O.T.	59.37	60.84	62.37	63.93	65.52	67.17	68.84	70.56	72.33	74.13	75.99	77.90	79.83	81.83
Recycling Coordinator	M.1928	06/22/25	Streets/Refuse	Monthly	9163.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12049.64
	BMA		Non Exempt	Bi-Weekly	4229.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5561.37
	0718		9410	40 HRLY	52.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	69.52
				40 O.T.	79.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	104.28

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Recycling Specialist	M.1774	06/22/25	Streets/Refuse	Monthly	7029.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9243.37
	BMA		Non Exempt	Bi-Weekly	3244.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4266.17
	0719		9410	40 HRLY	40.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	53.33
				40 O.T.	60.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	80.00
Redevelopment Project Manager	M.2108	06/22/25	Comm Dev	Monthly	11061.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14545.59
	BMA		Non Exempt	Bi-Weekly	5105.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6713.35
	0726		9410	40 HRLY	63.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	83.92
				40 O.T.	95.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	125.88
Release Train Engineer	Z.1433	06/22/25	Info Sys	Monthly	11739.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15437.11
	Z-Group		Exempt	Bi-Weekly	5418.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7124.82
	0160		9410	40 HRLY	67.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89.06
				40 O.T.	101.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	133.59
Revenue Manager	Z.2389	06/22/25	Financial	Monthly	11296.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14855.47
	Z-Group		Exempt	Bi-Weekly	5213.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6856.37
	0390		9410	40 HRLY	65.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	85.70
				40 O.T.	97.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	128.55
Right of Way Specialist	B.1805	06/22/25	Engineering	Monthly	7751.06	7944.84	8143.46	8347.04	8555.71	8769.61	8988.85	9213.58	9443.92	9680.02	9922.01	10170.07	10424.31	10684.92
	BCEA		Non Exempt	Bi-Weekly	3577.41	3666.85	3758.52	3852.48	3948.79	4047.51	4148.70	4252.42	4358.73	4467.70	4579.39	4693.88	4811.22	4931.50
	0728		9410	40 HRLY	44.72	45.84	46.98	48.16	49.36	50.59	51.86	53.16	54.48	55.85	57.24	58.67	60.14	61.64
				40 O.T.	67.08	68.76	70.47	72.24	74.04	75.89	77.79	79.74	81.72	83.78	85.86	88.01	90.21	92.46
Security Guard	B.1201	06/22/25	Safety/Inspection	Monthly	4544.30	4657.90	4774.34	4893.70	5016.05	5141.46	5269.98	5401.74	5536.79	5675.19	5817.09	5962.52	6111.56	6264.35
	BCEA		Non Exempt	Bi-Weekly	2097.37	2149.80	2203.54	2258.63	2315.10	2372.98	2432.30	2493.11	2555.44	2619.32	2684.81	2751.93	2820.72	2891.24
	0748		9410	40 HRLY	26.22	26.87	27.54	28.23	28.94	29.66	30.40	31.16	31.94	32.74	33.56	34.40	35.26	36.14
				40 O.T.	39.33	40.31	41.31	42.35	43.41	44.49	45.60	46.74	47.91	49.11	50.34	51.60	52.89	54.21

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Senior Accountant	B.1849	06/22/25	Financial	Monthly	8164.28	8368.38	8577.60	8792.03	9011.84	9237.13	9468.05	9704.76	9947.38	10196.05	10450.96	10712.24	10980.04	11254.53
	BCEA		Non Exempt	Bi-Weekly	3768.13	3862.33	3958.89	4057.86	4159.31	4263.29	4369.87	4479.12	4591.10	4705.87	4823.52	4944.11	5067.71	5194.40
	0749		9410	40 HRLY	47.10	48.28	49.49	50.72	51.99	53.29	54.62	55.99	57.39	58.82	60.29	61.80	63.35	64.93
				40 O.T.	70.65	72.42	74.24	76.08	77.99	79.94	81.93	83.99	86.09	88.23	90.44	92.70	95.03	97.40
Senior Administrative Analyst (M)	M.1817	06/22/25	Rec/Gen Admin	Monthly	7943.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10445.44
	BMA		Non Exempt	Bi-Weekly	3666.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4820.97
	0750		9410	40 HRLY	45.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	60.26
				40 O.T.	68.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	90.39
Senior Administrative Analyst (Z)	Z.1865	06/22/25	Rec/Gen Admin	Monthly	7943.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10445.70
	Z-Group		Exempt	Bi-Weekly	3666.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4821.09
	5750		9410	40 HRLY	45.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	60.26
				40 O.T.	68.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	90.39
Senior Animal Control Officer	B.1531	06/22/25	Safety/Inspection	Monthly	6061.36	6212.90	6368.22	6527.43	6690.60	6857.87	7029.32	7205.06	7385.17	7569.81	7759.05	7953.03	8151.87	8355.66
	BCEA		Non Exempt	Bi-Weekly	2797.55	2867.49	2939.18	3012.66	3087.97	3165.17	3244.30	3325.41	3408.54	3493.76	3581.10	3670.63	3762.40	3856.46
	0751		7720	40 HRLY	34.97	35.84	36.74	37.66	38.60	39.56	40.55	41.57	42.61	43.67	44.76	45.88	47.03	48.21
				40 O.T.	52.46	53.76	55.11	56.49	57.90	59.34	60.83	62.36	63.92	65.51	67.14	68.82	70.55	72.32
Senior Assistant City Attorney	Z.2511	06/22/25	Legal	Monthly	15294.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20112.34
	Z-Group		Exempt	Bi-Weekly	7059.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9282.62
	0753		9410	40 HRLY	88.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	116.03
				40 O.T.	132.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	174.05
Senior Buyer	M.1944	06/22/25	Financial	Monthly	10177.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13383.78
	BMA		Non Exempt	Bi-Weekly	4697.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6177.13
	0761		9410	40 HRLY	58.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.21
				40 O.T.	88.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	115.82

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Senior Civil Engineer	M.2147	06/22/25	Engineering	Monthly	11459.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15069.82
	BMA		Non Exempt	Bi-Weekly	5289.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6955.30
	0767		9410	40 HRLY	66.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	86.94
				40 O.T.	99.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	130.41
Senior Civil Engineer-BWP	M.2148	06/22/25	Engineering	Monthly	11459.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15069.82
	BMA		Non Exempt	Bi-Weekly	5289.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6955.30
	0768		9410	40 HRLY	66.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	86.94
				40 O.T.	99.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	130.41
Senior Civil Engineering Assistant	B.1809	06/22/25	Engineering	Monthly	7766.07	7960.23	8159.23	8363.20	8572.29	8786.59	9006.25	9231.41	9462.20	9698.76	9941.23	10189.75	10444.50	10705.61
	BCEA		Non Exempt	Bi-Weekly	3584.34	3673.95	3765.80	3859.94	3956.44	4055.35	4156.73	4260.65	4367.17	4476.35	4588.26	4702.96	4820.54	4941.05
	0774		9410	40 HRLY	44.80	45.92	47.07	48.25	49.46	50.69	51.96	53.26	54.59	55.95	57.35	58.79	60.26	61.76
				40 O.T.	67.20	68.88	70.61	72.38	74.19	76.04	77.94	79.89	81.89	83.93	86.03	88.19	90.39	92.64
Senior Civil Engineering Associate	M.1980	06/22/25	Engineering	Monthly	9452.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12429.47
	BMA		Non Exempt	Bi-Weekly	4362.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5736.68
	0775		9410	40 HRLY	54.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	71.71
				40 O.T.	81.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	107.57
Senior Clerk	B.1204	06/22/25	Rec/Gen Admin	Monthly	4481.14	4593.18	4708.02	4825.71	4946.35	5070.00	5196.75	5326.69	5459.85	5596.35	5736.25	5879.66	6026.65	6177.32
	BCEA		Non Exempt	Bi-Weekly	2068.22	2119.93	2172.93	2227.25	2282.93	2340.00	2398.50	2458.47	2519.93	2582.93	2647.50	2713.69	2781.53	2851.07
	0778		8810	40 HRLY	25.85	26.50	27.16	27.84	28.54	29.25	29.98	30.73	31.50	32.29	33.09	33.92	34.77	35.64
				40 O.T.	38.78	39.75	40.74	41.76	42.81	43.88	44.97	46.10	47.25	48.44	49.64	50.88	52.16	53.46
Senior Code Compliance Inspector	B.1779	06/22/25	Safety/Inspection	Monthly	7932.58	8130.89	8334.17	8542.52	8756.09	8974.98	9199.36	9429.36	9665.09	9906.72	10154.39	10408.23	10668.45	10935.17
	BCEA		Non Exempt	Bi-Weekly	3661.19	3752.72	3846.54	3942.70	4041.27	4142.30	4245.86	4352.01	4460.81	4572.33	4686.64	4803.80	4923.90	5047.00
	0819		9410	40 HRLY	45.76	46.91	48.08	49.28	50.52	51.78	53.07	54.40	55.76	57.15	58.58	60.05	61.55	63.09
				40 O.T.	68.64	70.37	72.12	73.92	75.78	77.67	79.61	81.60	83.64	85.73	87.87	90.08	92.33	94.64

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Senior Collections Specialist	M.1658	06/22/25	Financial	Monthly	7286.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9582.08
	BMA		Non Exempt	Bi-Weekly	3363.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4422.50
	0779		9410	40 HRLY	42.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	55.28
				40 O.T.	63.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	82.92
Senior Communications Technician	I.6014	06/22/25	Utilities	Monthly	9501.98	0.00	9977.07	0.00	10475.92	0.00	10999.73	0.00	11549.72	0.00	12127.20	0.00	12733.57	0.00
	IBEW		Non Exempt	Bi-Weekly	4385.53	0.00	4604.80	0.00	4835.04	0.00	5076.80	0.00	5330.64	0.00	5597.17	0.00	5877.03	0.00
	0780		7539	40 HRLY	54.82	0.00	57.56	0.00	60.44	0.00	63.46	0.00	66.63	0.00	69.96	0.00	73.46	0.00
				40 O.T.	82.23	0.00	86.34	0.00	90.66	0.00	95.19	0.00	99.95	0.00	104.94	0.00	110.19	0.00
Senior Conduit Mechanic	I.6015	06/22/25	Utilities	Monthly	9792.53	0.00	10282.16	0.00	10796.26	0.00	11336.07	0.00	11902.87	0.00	12498.03	0.00	13122.92	0.00
	IBEW		Non Exempt	Bi-Weekly	4519.63	0.00	4745.61	0.00	4982.89	0.00	5232.03	0.00	5493.63	0.00	5768.32	0.00	6056.73	0.00
	0783		7539	40 HRLY	56.50	0.00	59.32	0.00	62.29	0.00	65.40	0.00	68.67	0.00	72.10	0.00	75.71	0.00
				40 O.T.	84.75	0.00	88.98	0.00	93.44	0.00	98.10	0.00	103.01	0.00	108.15	0.00	113.57	0.00
Senior Conduit Mechanic-G	I.6115	06/22/25	Utilities	Monthly	10378.62	0.00	10897.55	0.00	11442.43	0.00	12014.56	0.00	12615.29	0.00	13246.05	0.00	13908.35	0.00
	IBEW		Non Exempt	Bi-Weekly	4790.13	0.00	5029.64	0.00	5281.12	0.00	5545.18	0.00	5822.44	0.00	6113.56	0.00	6419.24	0.00
	0782		7539	40 HRLY	59.88	0.00	62.87	0.00	66.01	0.00	69.31	0.00	72.78	0.00	76.42	0.00	80.24	0.00
				40 O.T.	89.82	0.00	94.31	0.00	99.02	0.00	103.97	0.00	109.17	0.00	114.63	0.00	120.36	0.00
Senior Construction Inspector	B.1311	06/22/25	Safety/Inspection	Monthly	7364.28	7548.39	7737.10	7930.52	8128.79	8332.00	8540.31	8753.81	8972.67	9196.98	9426.91	9662.58	9904.14	10151.74
	BCEA		Non Exempt	Bi-Weekly	3398.90	3483.87	3570.97	3660.24	3751.75	3845.54	3941.68	4040.22	4141.23	4244.76	4350.88	4459.65	4571.14	4685.42
	0049		9410	40 HRLY	42.49	43.55	44.64	45.75	46.90	48.07	49.27	50.50	51.77	53.06	54.39	55.75	57.14	58.57
				40 O.T.	63.74	65.33	66.96	68.63	70.35	72.11	73.91	75.75	77.66	79.59	81.59	83.63	85.71	87.86
Senior Control Operator	I.6020	06/22/25	Utilities	Monthly	8525.62	0.00	8951.89	0.00	9399.48	0.00	9869.45	0.00	10362.93	0.00	10881.07	0.00	11425.14	0.00
	IBEW		Non Exempt	Bi-Weekly	3934.90	0.00	4131.64	0.00	4338.22	0.00	4555.13	0.00	4782.89	0.00	5022.03	0.00	5273.14	0.00
	0837		7539	40 HRLY	49.19	0.00	51.65	0.00	54.23	0.00	56.94	0.00	59.79	0.00	62.78	0.00	65.91	0.00
				40 O.T.	73.79	0.00	77.48	0.00	81.35	0.00	85.41	0.00	89.69	0.00	94.17	0.00	98.87	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Senior Electrical Engineer	M.2162	06/22/25	Engineering	Monthly	11548.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15186.17
	BMA		Non Exempt	Bi-Weekly	5330.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7009.00
	0789		9410	40 HRLY	66.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	87.61
				40 O.T.	99.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	131.42
Senior Electrical Service Planner	B.1887	06/22/25	Engineering	Monthly	8636.29	8852.20	9073.50	9300.33	9532.84	9771.17	10015.44	10265.84	10522.48	10785.54	11055.18	11331.56	11614.85	11905.23
	BCEA		Non Exempt	Bi-Weekly	3985.98	4085.63	4187.77	4292.46	4399.77	4509.77	4622.51	4738.08	4856.53	4977.94	5102.39	5229.95	5360.70	5494.72
	0799		9410	40 HRLY	49.82	51.07	52.35	53.66	55.00	56.37	57.78	59.23	60.71	62.22	63.78	65.37	67.01	68.68
				40 O.T.	74.73	76.61	78.53	80.49	82.50	84.56	86.67	88.85	91.07	93.33	95.67	98.06	100.52	103.02
Senior Electrician	I.6016	06/22/25	Utilities	Monthly	9712.65	0.00	10198.28	0.00	10708.19	0.00	11243.61	0.00	11805.78	0.00	12396.06	0.00	13015.88	0.00
	IBEW		Non Exempt	Bi-Weekly	4482.76	0.00	4706.90	0.00	4942.24	0.00	5189.36	0.00	5448.82	0.00	5721.26	0.00	6007.33	0.00
	0798		7539	40 HRLY	56.03	0.00	58.84	0.00	61.78	0.00	64.87	0.00	68.11	0.00	71.52	0.00	75.09	0.00
				40 O.T.	84.05	0.00	88.26	0.00	92.67	0.00	97.31	0.00	102.17	0.00	107.28	0.00	112.64	0.00
Senior Engineer-Traffic	M.2006	06/22/25	Engineering	Monthly	11459.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15069.82
	BMA		Non Exempt	Bi-Weekly	5289.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6955.30
	0804		9410	40 HRLY	66.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	86.94
				40 O.T.	99.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	130.41
Senior Engineering Technician	B.1832	06/22/25	Engineering	Monthly	7997.77	8197.71	8402.66	8612.72	8828.04	9048.74	9274.96	9506.84	9744.52	9988.12	10237.83	10493.77	10756.11	11025.02
	BCEA		Non Exempt	Bi-Weekly	3691.28	3783.56	3878.15	3975.10	4074.48	4176.34	4280.75	4387.77	4497.47	4609.90	4725.15	4843.28	4964.36	5088.47
	0800		8810	40 HRLY	46.14	47.29	48.48	49.69	50.93	52.20	53.51	54.85	56.22	57.62	59.06	60.54	62.05	63.61
				40 O.T.	69.21	70.94	72.72	74.54	76.40	78.30	80.27	82.28	84.33	86.43	88.59	90.81	93.08	95.42
Senior Environmental Engineer	M.1787	06/22/25	Utilities	Monthly	12890.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16950.66
	BMA		Non Exempt	Bi-Weekly	5949.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7823.38
	0802		9410	40 HRLY	74.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	97.79
				40 O.T.	111.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	146.69

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Senior Executive Assistant to the City Manager	Z.1635	06/22/25	Rec/Gen Admin	Monthly	6928.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9110.73
	Z-Group		Exempt	Bi-Weekly	3197.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4204.95
	0745		8810	40 HRLY	39.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	52.56
				40 O.T.	59.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	78.84
Senior Fleet Maintenance Technician	B.1499	06/22/25	Equipment	Monthly	6043.22	6194.31	6349.16	6507.89	6670.58	6837.35	7008.28	7183.48	7363.07	7547.15	7735.82	7929.22	8127.45	8330.64
	BCEA		Non Exempt	Bi-Weekly	2789.18	2858.91	2930.38	3003.64	3078.73	3155.70	3234.59	3315.45	3398.34	3483.30	3570.38	3659.64	3751.13	3844.91
	0801		8810	40 HRLY	34.86	35.74	36.63	37.55	38.48	39.45	40.43	41.44	42.48	43.54	44.63	45.75	46.89	48.06
				40 O.T.	52.29	53.61	54.95	56.33	57.72	59.18	60.65	62.16	63.72	65.31	66.95	68.63	70.34	72.09
Senior Food Services Aide	B.1108	06/22/25	Recreation	Monthly	3775.98	3870.38	3967.12	4066.31	4167.97	4272.17	4378.96	4488.45	4600.66	4715.69	4833.57	4954.41	5078.28	5205.22
	BCEA		Exempt	Bi-Weekly	1742.76	1786.33	1830.98	1876.76	1923.68	1971.77	2021.06	2071.59	2123.38	2176.47	2230.88	2286.65	2343.82	2402.41
	0803		9420	40 HRLY	21.78	22.33	22.89	23.46	24.05	24.65	25.26	25.89	26.54	27.21	27.89	28.58	29.30	30.03
				40 O.T.	32.67	33.50	34.34	35.19	36.08	36.98	37.89	38.84	39.81	40.82	41.84	42.87	43.95	45.05
Senior GIS Specialist	B.0385	06/22/25	Utilities	Monthly	8735.37	8953.75	9177.59	9407.04	9642.21	9883.27	10130.34	10383.60	10643.19	10909.28	11182.02	11461.56	11748.10	12041.79
	BCEA		Non Exempt	Bi-Weekly	4031.71	4132.50	4235.81	4341.71	4450.25	4561.51	4675.54	4792.43	4912.24	5035.05	5160.93	5289.95	5422.20	5557.75
	0030		9410	40 HRLY	50.40	51.66	52.95	54.27	55.63	57.02	58.44	59.91	61.40	62.94	64.51	66.12	67.78	69.47
				40 O.T.	75.60	77.49	79.43	81.41	83.45	85.53	87.66	89.87	92.10	94.41	96.77	99.18	101.67	104.21
Senior Groundskeeper	B.1403	06/22/25	Fac/Grounds	Monthly	5754.54	5898.40	6045.87	6197.01	6351.93	6510.75	6673.51	6840.34	7011.36	7186.64	7366.30	7550.47	7739.23	7932.71
	BCEA		Non Exempt	Bi-Weekly	2655.94	2722.34	2790.40	2860.16	2931.66	3004.96	3080.08	3157.08	3236.01	3316.91	3399.83	3484.83	3571.95	3661.25
	0805		9420	40 HRLY	33.20	34.03	34.88	35.75	36.65	37.56	38.50	39.46	40.45	41.46	42.50	43.56	44.65	45.77
				40 O.T.	49.80	51.05	52.32	53.63	54.98	56.34	57.75	59.19	60.68	62.19	63.75	65.34	66.98	68.66
Senior Instrument Controls Technician	I.6026	06/22/25	Utilities	Monthly	10870.04	0.00	11413.55	0.00	11984.22	0.00	12583.44	0.00	13212.59	0.00	13873.23	0.00	14566.89	0.00
	IBEW		Non Exempt	Bi-Weekly	5016.94	0.00	5267.79	0.00	5531.18	0.00	5807.74	0.00	6098.12	0.00	6403.03	0.00	6723.18	0.00
	0808		7539	40 HRLY	62.71	0.00	65.85	0.00	69.14	0.00	72.60	0.00	76.23	0.00	80.04	0.00	84.04	0.00
				40 O.T.	94.07	0.00	98.78	0.00	103.71	0.00	108.90	0.00	114.35	0.00	120.06	0.00	126.06	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Senior Librarian	B.1567	06/22/25	Library	Monthly	6374.29	6533.65	6696.99	6864.41	7036.03	7211.92	7392.23	7577.03	7766.46	7960.62	8159.62	8363.62	8572.72	8787.03
	BCEA		Non Exempt	Bi-Weekly	2941.98	3015.53	3090.92	3168.19	3247.40	3328.58	3411.80	3497.09	3584.52	3674.13	3765.98	3860.13	3956.64	4055.55
	0815		8838	40 HRLY	36.77	37.69	38.64	39.60	40.59	41.61	42.65	43.71	44.81	45.93	47.07	48.25	49.46	50.69
				40 O.T.	55.16	56.54	57.96	59.40	60.89	62.42	63.98	65.57	67.22	68.90	70.61	72.38	74.19	76.04
Senior Library Assistant	B.1381	06/22/25	Library	Monthly	5238.59	5369.56	5503.79	5641.39	5782.42	5926.98	6075.16	6227.04	6382.72	6542.29	6705.83	6873.49	7045.33	7221.46
	BCEA		Non Exempt	Bi-Weekly	2417.81	2478.26	2540.21	2603.72	2668.81	2735.53	2803.92	2874.02	2945.87	3019.52	3095.00	3172.38	3251.69	3332.98
	0816		8838	40 HRLY	30.22	30.98	31.75	32.55	33.36	34.19	35.05	35.93	36.82	37.74	38.69	39.65	40.65	41.66
				40 O.T.	45.33	46.47	47.63	48.83	50.04	51.29	52.58	53.90	55.23	56.61	58.04	59.48	60.98	62.49
Senior Lifeguard	B.0900	06/22/25	Recreation	Monthly	4425.50	4536.13	4649.54	4765.78	4884.92	5007.04	5132.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	BCEA		Exempt	Bi-Weekly	2042.54	2093.60	2145.94	2199.59	2254.58	2310.94	2368.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0821		9410	40 HRLY	25.53	26.17	26.82	27.49	28.18	28.89	29.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	38.30	39.26	40.23	41.24	42.27	43.34	44.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Line Mechanic	I.6017	06/22/25	Utilities	Monthly	11078.56	0.00	11632.47	0.00	12214.11	0.00	12824.80	0.00	13466.05	0.00	14139.34	0.00	14846.30	0.00
	IBEW		Non Exempt	Bi-Weekly	5113.18	0.00	5368.83	0.00	5637.28	0.00	5919.14	0.00	6215.10	0.00	6525.85	0.00	6852.14	0.00
	0822		7539	40 HRLY	63.91	0.00	67.11	0.00	70.47	0.00	73.99	0.00	77.69	0.00	81.57	0.00	85.65	0.00
				40 O.T.	95.87	0.00	100.67	0.00	105.71	0.00	110.99	0.00	116.54	0.00	122.36	0.00	128.48	0.00
Senior Line Mechanic-G	I.6117	06/22/25	Utilities	Monthly	11744.24	0.00	12331.45	0.00	12948.02	0.00	13595.42	0.00	14275.19	0.00	14988.96	0.00	15738.41	0.00
	IBEW		Non Exempt	Bi-Weekly	5420.42	0.00	5691.44	0.00	5976.01	0.00	6274.81	0.00	6588.55	0.00	6917.98	0.00	7263.88	0.00
	0823		7539	40 HRLY	67.76	0.00	71.14	0.00	74.70	0.00	78.44	0.00	82.36	0.00	86.47	0.00	90.80	0.00
				40 O.T.	101.64	0.00	106.71	0.00	112.05	0.00	117.66	0.00	123.54	0.00	129.71	0.00	136.20	0.00
Senior Litigation Paralegal	Z.1866	06/22/25	Legal	Monthly	9673.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12721.09
	Z-Group		Exempt	Bi-Weekly	4464.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5871.27
	0824		9410	40 HRLY	55.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	73.39
				40 O.T.	83.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	110.09

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Senior Manager - BWP Water Systems	M.1037	03/10/26	Rec/Gen Admin	Monthly	16573.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21794.07
	BMA		Non Exempt	Bi-Weekly	7649.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10058.80
	0825		9410	40 HRLY	95.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	125.74
				40 O.T.	143.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	188.61
Senior Plan Check Engineer	M.1847	06/22/25	Engineering	Monthly	9760.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12835.25
	BMA		Non Exempt	Bi-Weekly	4504.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5923.96
	0832		9410	40 HRLY	56.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	74.05
				40 O.T.	84.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	111.08
Senior Planner	M.1961	06/22/25	Comm Dev	Monthly	9122.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11996.55
	BMA		Non Exempt	Bi-Weekly	4210.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5536.87
	0833		9410	40 HRLY	52.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	69.21
				40 O.T.	78.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	103.82
Senior Power Plant Mechanic	I.6019	06/22/25	Utilities	Monthly	8053.00	0.00	8455.63	0.00	8878.42	0.00	9322.34	0.00	9788.46	0.00	10277.89	0.00	10791.78	0.00
	IBEW		Non Exempt	Bi-Weekly	3716.77	0.00	3902.60	0.00	4097.73	0.00	4302.62	0.00	4517.75	0.00	4743.64	0.00	4980.82	0.00
	0836		7539	40 HRLY	46.46	0.00	48.78	0.00	51.22	0.00	53.78	0.00	56.47	0.00	59.30	0.00	62.26	0.00
				40 O.T.	69.69	0.00	73.17	0.00	76.83	0.00	80.67	0.00	84.71	0.00	88.95	0.00	93.39	0.00
Senior Power Resources Planner	B.1192	06/22/25	Utilities	Monthly	11261.60	11543.13	11831.71	12127.51	12430.69	12741.45	13060.00	13386.49	13721.15	14064.18	14415.79	14776.19	15145.59	15524.23
	BCEA		Non Exempt	Bi-Weekly	5197.66	5327.60	5460.79	5597.31	5737.24	5880.67	6027.69	6178.38	6332.84	6491.16	6653.44	6819.78	6990.27	7165.03
	0061		9410	40 HRLY	64.97	66.60	68.26	69.97	71.72	73.51	75.35	77.23	79.16	81.14	83.17	85.25	87.38	89.56
				40 O.T.	97.46	99.90	102.39	104.96	107.58	110.27	113.03	115.85	118.74	121.71	124.76	127.88	131.07	134.34
Senior Property and Evidence Technician	B.1018	06/22/25	Police/Fire	Monthly	5271.22	5403.00	5538.09	5676.54	5818.43	5963.90	6112.99	6265.83	6422.48	6583.03	6747.61	6916.30	7089.20	7266.44
	BCEA		Non Exempt	Bi-Weekly	2432.87	2493.69	2556.04	2619.94	2685.43	2752.57	2821.38	2891.92	2964.22	3038.32	3114.28	3192.14	3271.94	3353.74
	0038		8810	40 HRLY	30.41	31.17	31.95	32.75	33.57	34.41	35.27	36.15	37.05	37.98	38.93	39.90	40.90	41.92
				40 O.T.	45.62	46.76	47.93	49.13	50.36	51.62	52.91	54.23	55.58	56.97	58.40	59.85	61.35	62.88

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Senior Rangemaster-Armorer	M.1850	06/22/25	Police/Fire	Monthly	7806.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10265.86
	BMA		Non Exempt	Bi-Weekly	3603.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4738.09
	0840		9410	40 HRLY	45.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	59.23
				40 O.T.	67.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	88.85
Senior Recreation Leader	B.1272	06/22/25	Recreation	Monthly	4244.13	4350.23	4458.98	4570.45	4684.72	4801.83	4921.89	5044.93	5171.05	5300.34	5432.85	5568.66	5707.89	5850.59
	BCEA		Non Exempt	Bi-Weekly	1958.83	2007.80	2057.99	2109.44	2162.18	2216.23	2271.64	2328.43	2386.64	2446.31	2507.47	2570.15	2634.41	2700.27
	0847		9410	40 HRLY	24.49	25.10	25.72	26.37	27.03	27.70	28.40	29.11	29.83	30.58	31.34	32.13	32.93	33.75
				40 O.T.	36.74	37.65	38.58	39.56	40.55	41.55	42.60	43.67	44.75	45.87	47.01	48.20	49.40	50.63
Senior Secretary	B.1348	06/22/25	Rec/Gen Admin	Monthly	5236.08	5366.99	5501.15	5638.69	5779.65	5924.14	6072.24	6224.05	6379.64	6539.15	6702.63	6870.20	7041.95	7217.99
	BCEA		Non Exempt	Bi-Weekly	2416.65	2477.07	2538.99	2602.47	2667.53	2734.22	2802.57	2872.64	2944.45	3018.07	3093.52	3170.86	3250.13	3331.38
	0846		8810	40 HRLY	30.21	30.96	31.74	32.53	33.34	34.18	35.03	35.91	36.81	37.73	38.67	39.64	40.63	41.64
				40 O.T.	45.32	46.44	47.61	48.80	50.01	51.27	52.55	53.87	55.22	56.60	58.01	59.46	60.95	62.46
Senior Security Guard	B.1299	06/22/25	Safety/Inspection	Monthly	5093.08	5220.39	5350.91	5484.68	5621.79	5762.34	5906.40	6054.06	6205.40	6360.53	6519.54	6682.54	6849.61	7020.85
	BCEA		Non Exempt	Bi-Weekly	2350.65	2409.41	2469.65	2531.39	2594.67	2659.54	2726.03	2794.18	2864.03	2935.63	3009.02	3084.25	3161.36	3240.39
	0849		9410	40 HRLY	29.38	30.12	30.87	31.64	32.43	33.24	34.08	34.93	35.80	36.70	37.61	38.55	39.52	40.50
				40 O.T.	44.07	45.18	46.31	47.46	48.65	49.86	51.12	52.40	53.70	55.05	56.42	57.83	59.28	60.75
Senior Survey Aide	B.1807	06/22/25	Engineering	Monthly	7825.81	8021.43	8221.98	8427.53	8638.22	8854.17	9075.52	9302.41	9534.98	9773.36	10017.67	10268.12	10524.82	10787.94
	BCEA		Non Exempt	Bi-Weekly	3611.91	3702.20	3794.76	3889.63	3986.87	4086.54	4188.70	4293.42	4400.76	4510.78	4623.54	4739.13	4857.61	4979.05
	0853		9410	40 HRLY	45.15	46.28	47.43	48.62	49.84	51.08	52.36	53.67	55.01	56.38	57.79	59.24	60.72	62.24
				40 O.T.	67.73	69.42	71.15	72.93	74.76	76.62	78.54	80.51	82.52	84.57	86.69	88.86	91.08	93.36
Senior Test Technician	I.6021	06/22/25	Utilities	Monthly	9976.18	0.00	10474.99	0.00	10998.74	0.00	11548.68	0.00	12126.12	0.00	12732.42	0.00	13369.05	0.00
	IBEW		Non Exempt	Bi-Weekly	4604.39	0.00	4834.61	0.00	5076.34	0.00	5330.16	0.00	5596.67	0.00	5876.50	0.00	6170.33	0.00
	0861		7539	40 HRLY	57.55	0.00	60.43	0.00	63.45	0.00	66.63	0.00	69.96	0.00	73.46	0.00	77.13	0.00
				40 O.T.	86.33	0.00	90.65	0.00	95.18	0.00	99.95	0.00	104.94	0.00	110.19	0.00	115.70	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Senior Transportation Planner	M.1030	06/22/25	Comm Dev	Monthly	9122.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11996.55
	BMA		Non Exempt	Bi-Weekly	4210.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5536.87
	0019		9410	40 HRLY	52.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	69.21
				40 O.T.	78.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	103.82
Senior Tree Trimmer	B.1402	06/22/25	Fac/Grounds	Monthly	5754.54	5898.40	6045.87	6197.01	6351.93	6510.75	6673.51	6840.34	7011.36	7186.64	7366.30	7550.47	7739.23	7932.71
	BCEA		Non Exempt	Bi-Weekly	2655.94	2722.34	2790.40	2860.16	2931.66	3004.96	3080.08	3157.08	3236.01	3316.91	3399.83	3484.83	3571.95	3661.25
	0865		9420	40 HRLY	33.20	34.03	34.88	35.75	36.65	37.56	38.50	39.46	40.45	41.46	42.50	43.56	44.65	45.77
				40 O.T.	49.80	51.05	52.32	53.63	54.98	56.34	57.75	59.19	60.68	62.19	63.75	65.34	66.98	68.66
Senior Utility Accounting Analyst	M.1880	06/22/25	Financial	Monthly	8278.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10885.66
	BMA		Non Exempt	Bi-Weekly	3820.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5024.15
	0867		9410	40 HRLY	47.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	62.80
				40 O.T.	71.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	94.20
Senior Utility Business Systems Analyst	M.1018	06/22/25	Utilities	Monthly	8794.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11564.78
	BMA		Non Exempt	Bi-Weekly	4059.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5337.59
	0866		9410	40 HRLY	50.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	66.72
				40 O.T.	76.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.08
Senior Utility Locator	B.1089	06/22/25	Utilities	Monthly	6149.00	6302.73	6460.29	6621.79	6787.34	6957.02	7130.96	7309.23	7491.94	7679.25	7871.24	8068.02	8269.71	8476.46
	BCEA		Non Exempt	Bi-Weekly	2838.00	2908.95	2981.67	3056.21	3132.62	3210.93	3291.21	3373.49	3457.82	3544.27	3632.88	3723.70	3816.79	3912.21
	0987		9410	40 HRLY	35.48	36.36	37.27	38.20	39.16	40.14	41.14	42.17	43.22	44.30	45.41	46.55	47.71	48.90
				40 O.T.	53.22	54.54	55.91	57.30	58.74	60.21	61.71	63.26	64.83	66.45	68.12	69.83	71.57	73.35
Senior Video Production Associate	B.1587	06/22/25	Rec/Gen Admin	Monthly	6369.18	6528.41	6691.62	6858.91	7030.38	7206.14	7386.30	7570.94	7760.22	7954.22	8153.08	8356.92	8565.83	8779.98
	BCEA		Non Exempt	Bi-Weekly	2939.62	3013.11	3088.44	3165.65	3244.79	3325.91	3409.06	3494.28	3581.64	3671.18	3762.96	3857.04	3953.46	4052.30
	0127		9410	40 HRLY	36.75	37.66	38.61	39.57	40.56	41.57	42.61	43.68	44.77	45.89	47.04	48.21	49.42	50.65
				40 O.T.	55.13	56.49	57.92	59.36	60.84	62.36	63.92	65.52	67.16	68.84	70.56	72.32	74.13	75.98

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Senior Water Plant Mechanic	B.1667	06/22/25	Utilities	Monthly	8242.78	8448.83	8660.06	8876.55	9098.48	9325.94	9559.10	9798.06	10043.02	10294.09	10551.45	10815.22	11085.60	11362.76
	BCEA		Non Exempt	Bi-Weekly	3804.36	3899.46	3996.95	4096.87	4199.30	4304.28	4411.89	4522.18	4635.24	4751.12	4869.90	4991.64	5116.43	5244.35
	0869		7520	40 HRLY	47.55	48.74	49.96	51.21	52.49	53.80	55.15	56.53	57.94	59.39	60.87	62.40	63.96	65.55
				40 O.T.	71.33	73.11	74.94	76.82	78.74	80.70	82.73	84.80	86.91	89.09	91.31	93.60	95.94	98.33
Senior Water Plant Operator	B.1669	06/22/25	Utilities	Monthly	8242.78	8448.83	8660.06	8876.55	9098.48	9325.94	9559.10	9798.06	10043.02	10294.09	10551.45	10815.22	11085.60	11362.76
	BCEA		Non Exempt	Bi-Weekly	3804.36	3899.46	3996.95	4096.87	4199.30	4304.28	4411.89	4522.18	4635.24	4751.12	4869.90	4991.64	5116.43	5244.35
	0868		7520	40 HRLY	47.55	48.74	49.96	51.21	52.49	53.80	55.15	56.53	57.94	59.39	60.87	62.40	63.96	65.55
				40 O.T.	71.33	73.11	74.94	76.82	78.74	80.70	82.73	84.80	86.91	89.09	91.31	93.60	95.94	98.33
Sign Language Interpreter	B.1141	06/22/25	Rec/Gen Admin	40 HRLY	49.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	49.12
	BCEA		Exempt	40 O.T.	73.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	73.68
	0875		9410															
Skilled Worker	B.1287	06/22/25	Streets/Refuse	Monthly	4706.28	4823.93	4944.53	5068.16	5194.87	5324.74	5457.86	5594.29	5734.15	5877.50	6024.44	6175.04	6329.42	6487.67
	BCEA		Non Exempt	Bi-Weekly	2172.13	2226.43	2282.09	2339.15	2397.63	2457.57	2519.01	2581.98	2646.53	2712.69	2780.51	2850.02	2921.27	2994.31
	0882		9420	40 HRLY	27.15	27.83	28.53	29.24	29.97	30.72	31.49	32.27	33.08	33.91	34.76	35.63	36.52	37.43
				40 O.T.	40.73	41.75	42.80	43.86	44.96	46.08	47.24	48.41	49.62	50.87	52.14	53.45	54.78	56.15
Social Services Coordinator	B.1316	06/22/25	Recreation	Monthly	4538.76	4652.22	4768.53	4887.74	5009.94	5135.17	5263.57	5395.15	5530.03	5668.28	5809.98	5955.24	6104.11	6256.73
	BCEA		Non Exempt	Bi-Weekly	2094.81	2147.18	2200.86	2255.88	2312.28	2370.08	2429.34	2490.07	2552.32	2616.13	2681.53	2748.57	2817.28	2887.72
	0884		9410	40 HRLY	26.19	26.84	27.51	28.20	28.90	29.63	30.37	31.13	31.90	32.70	33.52	34.36	35.22	36.10
				40 O.T.	39.29	40.26	41.27	42.30	43.35	44.45	45.56	46.70	47.85	49.05	50.28	51.54	52.83	54.15
Social Services Program	B.1707	06/22/25	Recreation	Monthly	7602.68	7792.74	7987.55	8187.25	8391.93	8601.73	8816.77	9037.19	9263.11	9494.70	9732.06	9975.36	10224.74	10480.36
Supervisor-Nutrition	BCEA		Non Exempt	Bi-Weekly	3508.93	3596.65	3686.56	3778.73	3873.20	3970.03	4069.28	4171.01	4275.28	4382.17	4491.72	4604.01	4719.11	4837.09
	0879		9410	40 HRLY	43.86	44.96	46.08	47.23	48.42	49.63	50.87	52.14	53.44	54.78	56.15	57.55	58.99	60.46
				40 O.T.	65.79	67.44	69.12	70.85	72.63	74.45	76.31	78.21	80.16	82.17	84.23	86.33	88.49	90.69

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Social Services Supervisor	B.1518	06/22/25	Recreation	Monthly	6290.07	6447.33	6608.51	6773.72	6943.06	7116.63	7294.56	7476.93	7663.85	7855.45	8051.83	8253.12	8459.45	8670.94
	BCEA		Non Exempt	Bi-Weekly	2903.11	2975.69	3050.08	3126.33	3204.49	3284.60	3366.72	3450.89	3537.16	3625.59	3716.23	3809.13	3904.36	4001.97
	0881		9410	40 HRLY	36.29	37.20	38.13	39.08	40.06	41.06	42.08	43.14	44.21	45.32	46.45	47.61	48.80	50.02
				40 O.T.	54.44	55.80	57.20	58.62	60.09	61.59	63.12	64.71	66.32	67.98	69.68	71.42	73.20	75.03
Solid Waste Leadworker	B.1616	06/22/25	Streets/Refuse	Monthly	6855.38	7026.76	7202.43	7382.48	7567.06	7756.23	7950.13	8148.88	8352.61	8561.43	8775.46	8994.85	9219.71	9450.22
	BCEA		Non Exempt	Bi-Weekly	3164.02	3243.12	3324.20	3407.30	3492.49	3579.80	3669.29	3761.02	3855.05	3951.43	4050.21	4151.47	4255.25	4361.64
	0736		9420	40 HRLY	39.55	40.54	41.55	42.59	43.66	44.75	45.87	47.01	48.19	49.39	50.63	51.89	53.19	54.52
				40 O.T.	59.33	60.81	62.33	63.89	65.49	67.13	68.81	70.52	72.29	74.09	75.95	77.84	79.79	81.78
Solid Waste Supervisor	M.1795	06/22/25	Streets/Refuse	Monthly	8701.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11441.86
	BMA		Non Exempt	Bi-Weekly	4015.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5280.86
	0738		9410	40 HRLY	50.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	66.01
				40 O.T.	75.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	99.02
Solid Waste Truck Operator	B.1219	06/22/25	Streets/Refuse	Monthly	4600.01	4714.99	4832.88	4953.69	5077.54	5204.49	5334.59	5467.95	5604.65	5744.77	5888.39	6035.60	6186.48	6341.14
	BCEA		Non Exempt	Bi-Weekly	2123.08	2176.15	2230.56	2286.32	2343.48	2402.07	2462.12	2523.67	2586.76	2651.43	2717.72	2785.66	2855.30	2926.68
	0737		9420	40 HRLY	26.54	27.20	27.88	28.58	29.29	30.03	30.78	31.55	32.33	33.14	33.97	34.82	35.69	36.58
				40 O.T.	39.81	40.80	41.82	42.87	43.94	45.05	46.17	47.33	48.50	49.71	50.96	52.23	53.54	54.87
Solid Waste Utility Worker	B.1481	06/22/25	Streets/Refuse	Monthly	5653.18	5794.51	5939.38	6087.86	6240.07	6396.07	6555.97	6719.85	6887.86	7060.04	7236.56	7417.45	7602.90	7792.98
	BCEA		Non Exempt	Bi-Weekly	2609.16	2674.39	2741.25	2809.78	2880.03	2952.03	3025.83	3101.47	3179.01	3258.48	3339.95	3423.44	3509.03	3596.76
	0725		9420	40 HRLY	32.61	33.43	34.27	35.12	36.00	36.90	37.82	38.77	39.74	40.73	41.75	42.79	43.86	44.96
				40 O.T.	48.92	50.15	51.41	52.68	54.00	55.35	56.73	58.16	59.61	61.10	62.63	64.19	65.79	67.44
Special Activity Leader	B.1126	06/22/25	Recreation	Monthly	3712.76	3805.58	3900.72	3998.24	4098.21	4200.65	4305.67	4413.31	4523.63	4636.73	4752.65	4871.47	4993.26	5118.08
	BCEA		Non Exempt	Bi-Weekly	1713.58	1756.42	1800.33	1845.34	1891.48	1938.76	1987.23	2036.91	2087.83	2140.03	2193.53	2248.37	2304.58	2362.19
	0886		9410	40 HRLY	21.42	21.96	22.50	23.07	23.64	24.23	24.84	25.46	26.10	26.75	27.42	28.10	28.81	29.53
				40 O.T.	32.13	32.94	33.75	34.61	35.46	36.35	37.26	38.19	39.15	40.13	41.13	42.15	43.22	44.30

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Special Project Crew Leader	B.1106	06/22/25	Fac/Grounds	Monthly	3816.93	3912.37	4010.18	4110.43	4213.19	4318.51	4426.48	4537.13	4650.58	4766.84	4886.01	5008.16	5133.35	5261.69
	BCEA		Non Exempt	Bi-Weekly	1761.66	1805.71	1850.85	1897.12	1944.55	1993.16	2042.99	2094.06	2146.42	2200.08	2255.08	2311.46	2369.24	2428.47
	0890		9420	40 HRLY	22.02	22.57	23.14	23.71	24.31	24.91	25.54	26.18	26.83	27.50	28.19	28.89	29.62	30.36
				40 O.T.	33.03	33.86	34.71	35.57	36.47	37.37	38.31	39.27	40.25	41.25	42.29	43.34	44.43	45.54
Storekeeper	B.1248	06/22/25	Financial	Monthly	4647.35	4763.53	4882.61	5004.68	5129.80	5258.05	5389.50	5524.22	5662.32	5803.89	5949.00	6097.72	6250.16	6406.40
	BCEA		Non Exempt	Bi-Weekly	2144.93	2198.55	2253.51	2309.85	2367.60	2426.79	2487.46	2549.64	2613.38	2678.72	2745.69	2814.33	2884.69	2956.80
	0913		9420	40 HRLY	26.81	27.48	28.17	28.87	29.60	30.33	31.09	31.87	32.67	33.48	34.32	35.18	36.06	36.96
				40 O.T.	40.22	41.22	42.26	43.31	44.40	45.50	46.64	47.81	49.01	50.22	51.48	52.77	54.09	55.44
Stores Helper	B.1150	06/22/25	Financial	Monthly	4209.49	4314.72	4422.60	4533.17	4646.48	4762.66	4881.72	5003.77	5128.85	5257.07	5388.50	5523.22	5661.31	5802.83
	BCEA		Non Exempt	Bi-Weekly	1942.84	1991.41	2041.20	2092.23	2144.53	2198.15	2253.10	2309.43	2367.16	2426.34	2487.00	2549.18	2612.91	2678.23
	0917		9420	40 HRLY	24.29	24.89	25.52	26.15	26.81	27.48	28.16	28.87	29.59	30.33	31.09	31.86	32.66	33.48
				40 O.T.	36.44	37.34	38.28	39.23	40.22	41.22	42.24	43.31	44.39	45.50	46.64	47.79	48.99	50.22
Street Maintenance Leadworker	B.1618	06/22/25	Streets/Refuse	Monthly	6855.38	7026.76	7202.43	7382.48	7567.06	7756.23	7950.13	8148.88	8352.61	8561.43	8775.46	8994.85	9219.71	9450.22
	BCEA		Non Exempt	Bi-Weekly	3164.02	3243.12	3324.20	3407.30	3492.49	3579.80	3669.29	3761.02	3855.05	3951.43	4050.21	4151.47	4255.25	4361.64
	0916		9420	40 HRLY	39.55	40.54	41.55	42.59	43.66	44.75	45.87	47.01	48.19	49.39	50.63	51.89	53.19	54.52
				40 O.T.	59.33	60.81	62.33	63.89	65.49	67.13	68.81	70.52	72.29	74.09	75.95	77.84	79.79	81.78
Supervising Account Clerk	B.1353	06/22/25	Financial	Monthly	4777.72	4897.17	5019.58	5145.08	5273.71	5405.55	5540.69	5679.20	5821.18	5966.72	6115.87	6268.77	6425.49	6586.13
	BCEA		Non Exempt	Bi-Weekly	2205.10	2260.23	2316.73	2374.65	2434.02	2494.87	2557.24	2621.17	2686.70	2753.87	2822.71	2893.28	2965.61	3039.75
	0922		8810	40 HRLY	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00
				40 O.T.	41.34	42.38	43.44	44.52	45.65	46.79	47.96	49.14	50.37	51.63	52.92	54.26	55.61	57.00
Supervising Clerk	B.1256	06/22/25	Rec/Gen Admin	Monthly	4724.98	4843.11	4964.18	5088.29	5215.49	5345.88	5479.52	5616.52	5756.94	5900.85	6048.38	6199.59	6354.57	6513.43
	BCEA		Non Exempt	Bi-Weekly	2180.76	2235.28	2291.16	2348.44	2407.15	2467.33	2529.01	2592.24	2657.05	2723.47	2791.56	2861.35	2932.88	3006.20
	0933		8810	40 HRLY	27.26	27.94	28.64	29.36	30.09	30.84	31.61	32.40	33.21	34.04	34.89	35.77	36.66	37.58
				40 O.T.	40.89	41.91	42.96	44.04	45.14	46.26	47.42	48.60	49.82	51.06	52.34	53.66	54.99	56.37

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Supervising Offset Press Operator	B.1294	06/22/25	Rec/Gen Admin	Monthly	4556.67	4670.58	4787.34	4907.02	5029.70	5155.45	5284.33	5416.45	5551.85	5690.64	5832.93	5978.74	6128.20	6281.41
	BCEA		Non Exempt	Bi-Weekly	2103.08	2155.65	2209.54	2264.78	2321.40	2379.44	2438.92	2499.90	2562.39	2626.45	2692.12	2759.42	2828.40	2899.11
	0937		9420	40 HRLY	26.29	26.95	27.62	28.31	29.02	29.74	30.49	31.25	32.03	32.83	33.65	34.49	35.36	36.24
				40 O.T.	39.44	40.43	41.43	42.47	43.53	44.61	45.74	46.88	48.05	49.25	50.48	51.74	53.04	54.36
Sustainability Officer	Z.1431	06/22/25	Utilities	Monthly	13258.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17434.63
	Z-Group		Exempt	Bi-Weekly	6119.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8046.75
	0010		9410	40 HRLY	76.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.58
				40 O.T.	114.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	150.87
Systems Engineer	M.1081	06/22/25	Info Sys	Monthly	8644.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11367.16
	BMA		Non Exempt	Bi-Weekly	3989.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5246.38
	0081		9410	40 HRLY	49.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	65.58
				40 O.T.	74.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	98.37
Technical Support Analyst I	B.1338	06/22/25	Info Sys	Monthly	4880.27	5002.27	5127.31	5255.51	5386.90	5521.56	5659.59	5801.10	5946.11	6094.77	6247.13	6403.32	6563.40	6727.48
	BCEA		Non Exempt	Bi-Weekly	2252.43	2308.74	2366.45	2425.62	2486.26	2548.41	2612.12	2677.43	2744.36	2812.97	2883.29	2955.38	3029.26	3104.99
	0942		9410	40 HRLY	28.16	28.86	29.58	30.32	31.08	31.86	32.65	33.47	34.30	35.16	36.04	36.94	37.87	38.81
				40 O.T.	42.24	43.29	44.37	45.48	46.62	47.79	48.98	50.21	51.45	52.74	54.06	55.41	56.81	58.22
Technical Support Analyst II	B.1468	06/22/25	Info Sys	Monthly	5556.61	5695.52	5837.91	5983.86	6133.47	6286.80	6443.97	6605.06	6770.18	6939.44	7112.93	7290.75	7473.03	7659.84
	BCEA		Non Exempt	Bi-Weekly	2564.59	2628.70	2694.42	2761.78	2830.83	2901.60	2974.14	3048.49	3124.70	3202.82	3282.89	3364.96	3449.09	3535.31
	0943		9410	40 HRLY	32.06	32.86	33.68	34.52	35.39	36.27	37.18	38.11	39.06	40.04	41.04	42.06	43.11	44.19
				40 O.T.	48.09	49.29	50.52	51.78	53.09	54.41	55.77	57.17	58.59	60.06	61.56	63.09	64.67	66.29
Technical Support Analyst III	M.1623	06/22/25	Info Sys	Monthly	6770.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8902.94
	BMA		Non Exempt	Bi-Weekly	3124.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4109.05
	0945		9410	40 HRLY	39.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	51.36
				40 O.T.	58.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.04

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Technical Support Analyst IV	M.1819	06/22/25	Info Sys	Monthly	8234.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10828.81
	BMA		Non Exempt	Bi-Weekly	3800.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4997.91
	0947		9410	40 HRLY	47.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	62.47
				40 O.T.	71.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	93.71
Technology Product Manager	M.1317	06/22/25	Info Sys	Monthly	8165.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10737.98
	BMA		Non Exempt	Bi-Weekly	3768.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4955.99
	0045		9410	40 HRLY	47.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	61.95
				40 O.T.	70.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	92.93
Test Technician	I.6023	06/22/25	Utilities	Monthly	9279.86	0.00	9743.85	0.00	10231.02	0.00	10742.57	0.00	11279.71	0.00	11843.69	0.00	12435.89	0.00
	IBEW		Non Exempt	Bi-Weekly	4283.01	0.00	4497.16	0.00	4722.01	0.00	4958.11	0.00	5206.02	0.00	5466.32	0.00	5739.64	0.00
	0950		7539	40 HRLY	53.54	0.00	56.21	0.00	59.03	0.00	61.98	0.00	65.08	0.00	68.33	0.00	71.75	0.00
				40 O.T.	80.31	0.00	84.32	0.00	88.55	0.00	92.97	0.00	97.62	0.00	102.50	0.00	107.63	0.00
Test Technician Apprentice	I.8970	06/22/25	Utilities	Monthly	6964.10	7585.89	8207.68	8829.47	9451.26	10073.07	10694.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	3214.20	3501.18	3788.16	4075.14	4362.12	4649.11	4936.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0951		7539	40 HRLY	40.18	43.76	47.35	50.94	54.53	58.11	61.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	60.27	65.64	71.03	76.41	81.80	87.17	92.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Test Technician Apprentice	I.9970	06/22/25	Utilities	Monthly	7710.24	8207.68	8705.13	9202.55	9699.99	10197.42	10694.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	3558.57	3788.16	4017.75	4247.33	4476.92	4706.50	4936.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0951		7539	40 HRLY	44.48	47.35	50.22	53.09	55.96	58.83	61.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	66.72	71.03	75.33	79.64	83.94	88.25	92.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Test Technician Supervisor	I.6022	06/22/25	Utilities	Monthly	11415.11	0.00	11985.85	0.00	12585.15	0.00	13214.41	0.00	13875.12	0.00	14568.88	0.00	15297.32	0.00
	IBEW		Non Exempt	Bi-Weekly	5268.51	0.00	5531.93	0.00	5808.53	0.00	6098.96	0.00	6403.90	0.00	6724.10	0.00	7060.30	0.00
	0949		7539	40 HRLY	65.86	0.00	69.15	0.00	72.61	0.00	76.24	0.00	80.05	0.00	84.05	0.00	88.25	0.00
				40 O.T.	98.79	0.00	103.73	0.00	108.92	0.00	114.36	0.00	120.08	0.00	126.08	0.00	132.38	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Tire Maintenance Worker	B.1221	06/22/25	Equipment	Monthly	4577.02	4691.44	4808.72	4928.95	5052.17	5178.49	5307.94	5440.63	5576.65	5716.06	5858.97	6005.44	6155.59	6309.46
	BCEA		Non Exempt	Bi-Weekly	2112.47	2165.28	2219.41	2274.90	2331.77	2390.07	2449.82	2511.06	2573.84	2638.18	2704.14	2771.74	2841.04	2912.06
	0952		9420	40 HRLY	26.41	27.07	27.74	28.44	29.15	29.88	30.62	31.39	32.17	32.98	33.80	34.65	35.51	36.40
				40 O.T.	39.62	40.61	41.61	42.66	43.73	44.82	45.93	47.09	48.26	49.47	50.70	51.98	53.27	54.60
Traffic Control Journeyman	B.1389	06/22/25	Streets/Refuse	Monthly	4537.76	4651.21	4767.47	4886.66	5008.84	5134.05	5262.40	5393.96	5528.81	5667.03	5808.70	5953.94	6102.76	6255.34
	BCEA		Non Exempt	Bi-Weekly	2094.35	2146.71	2200.37	2255.38	2311.77	2369.56	2428.80	2489.52	2551.76	2615.55	2680.94	2747.97	2816.66	2887.08
	0954		9420	40 HRLY	26.18	26.83	27.50	28.19	28.90	29.62	30.36	31.12	31.90	32.69	33.51	34.35	35.21	36.09
				40 O.T.	39.27	40.25	41.25	42.29	43.35	44.43	45.54	46.68	47.85	49.04	50.27	51.53	52.82	54.14
Traffic Engineering Manager	M.2466	06/22/25	Engineering	Monthly	14115.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18562.16
	BMA		Non Exempt	Bi-Weekly	6514.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8567.15
	0955		9410	40 HRLY	81.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	107.09
				40 O.T.	122.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	160.64
Traffic Signal Maintenance Supervisor	M.1905	06/22/25	Streets/Refuse	Monthly	8701.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11442.34
	BMA		Non Exempt	Bi-Weekly	4016.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5281.08
	0956		8810	40 HRLY	50.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	66.01
				40 O.T.	75.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	99.02
Traffic Signal Operations Specialist	B.1808	06/22/25	Streets/Refuse	Monthly	7427.68	7613.39	7803.71	7998.81	8198.78	8403.74	8613.84	8829.19	9049.91	9276.17	9508.07	9745.78	9989.42	10239.15
	BCEA		Non Exempt	Bi-Weekly	3428.16	3513.87	3601.71	3691.76	3784.05	3878.65	3975.62	4075.01	4176.88	4281.31	4388.34	4498.05	4610.50	4725.76
	0957		9410	40 HRLY	42.85	43.92	45.02	46.15	47.30	48.48	49.70	50.94	52.21	53.52	54.85	56.23	57.63	59.07
				40 O.T.	64.28	65.88	67.53	69.23	70.95	72.72	74.55	76.41	78.32	80.28	82.28	84.35	86.45	88.61
Traffic Signal Technician	B.1666	06/22/25	Utilities	Monthly	6078.35	6230.29	6386.06	6545.72	6709.37	6877.09	7049.01	7225.25	7405.88	7591.03	7780.80	7975.31	8174.70	8379.06
	BCEA		Non Exempt	Bi-Weekly	2805.39	2875.52	2947.41	3021.10	3096.63	3174.04	3253.39	3334.73	3418.10	3503.55	3591.14	3680.91	3772.94	3867.26
	0968		9420	40 HRLY	35.07	35.94	36.84	37.76	38.71	39.68	40.67	41.68	42.73	43.79	44.89	46.01	47.16	48.34
				40 O.T.	52.61	53.91	55.26	56.64	58.07	59.52	61.01	62.52	64.10	65.69	67.34	69.02	70.74	72.51

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Transportation Management Center Manager	M.2081 BMA 0959	06/22/25	Streets/Refuse Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	9527.33 4397.23 54.97 82.46	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12528.45 5782.36 72.28 108.42
Transportation Operations Supervisor	B.1517 BCEA 0963	06/22/25	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5752.61 2655.05 33.19 49.79	5896.43 2721.43 34.02 51.03	6043.85 2789.47 34.87 52.31	6194.93 2859.20 35.74 53.61	6349.81 2930.68 36.63 54.95	6508.56 3003.95 37.55 56.33	6671.28 3079.05 38.49 57.74	6838.04 3156.02 39.45 59.18	7008.99 3234.92 40.44 60.66	7184.23 3315.80 41.45 62.18	7363.83 3398.69 42.48 63.72	7547.93 3483.66 43.55 65.33	7736.63 3570.75 44.63 66.95	7930.04 3660.02 45.75 68.63
Transportation Planning Manager	M.1028 BMA 0015	06/22/25	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12438.03 5740.63 71.76 107.64	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16356.02 7548.93 94.36 141.54
Transportation Scheduler	B.1383 BCEA 0970	06/22/25	Recreation Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5026.60 2319.97 29.00 43.50	5152.27 2377.97 29.72 44.58	5281.08 2437.42 30.47 45.71	5413.09 2498.35 31.23 46.85	5548.42 2560.81 32.01 48.02	5687.13 2624.83 32.81 49.22	5829.31 2690.45 33.63 50.45	5975.06 2757.72 34.47 51.71	6124.43 2826.66 35.33 53.00	6277.53 2897.32 36.22 54.33	6434.48 2969.76 37.12 55.68	6595.33 3044.00 38.05 57.08	6760.22 3120.10 39.00 58.50	6929.22 3198.10 39.98 59.97
Transportation Services Driver	B.1148 BCEA 0962	06/22/25	Recreation Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	3979.13 1836.52 22.96 34.44	4078.60 1882.43 23.53 35.30	4180.56 1929.49 24.12 36.18	4285.08 1977.73 24.72 37.08	4392.20 2027.17 25.34 38.01	4502.01 2077.85 25.97 38.96	4614.57 2129.80 26.62 39.93	4729.92 2183.04 27.29 40.94	4848.18 2237.62 27.97 41.96	4969.38 2293.56 28.67 43.01	5093.62 2350.90 29.39 44.09	5220.95 2409.67 30.12 45.18	5351.47 2469.91 30.87 46.31	5485.26 2531.66 31.65 47.48
Transportation Services Manager	M.1857 BMA 0960	06/22/25	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10449.10 4822.66 60.28 90.42	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13740.55 6341.79 79.27 118.91

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Treasurer Technician	B.1364	06/22/25	Financial	Monthly	5136.19	5264.59	5396.21	5531.11	5669.39	5811.13	5956.41	6105.32	6257.94	6414.40	6574.75	6739.11	6907.59	7080.30
	BCEA		Non Exempt	Bi-Weekly	2370.55	2429.81	2490.56	2552.82	2616.64	2682.06	2749.11	2817.84	2888.28	2960.49	3034.50	3110.36	3188.12	3267.83
	0964		8810	40 HRLY	29.63	30.37	31.13	31.91	32.71	33.53	34.36	35.22	36.10	37.01	37.93	38.88	39.85	40.85
				40 O.T.	44.45	45.56	46.70	47.87	49.07	50.30	51.54	52.83	54.15	55.52	56.90	58.32	59.78	61.28
Tree Trimmer	B.1305	06/22/25	Fac/Grounds	Monthly	4802.18	4922.23	5045.28	5171.40	5300.69	5433.22	5569.05	5708.28	5850.98	5997.25	6147.18	6300.86	6458.38	6619.84
	BCEA		Non Exempt	Bi-Weekly	2216.39	2271.80	2328.59	2386.80	2446.47	2507.64	2570.33	2634.59	2700.45	2767.96	2837.16	2908.09	2980.79	3055.31
	0965		9420	40 HRLY	27.70	28.40	29.11	29.84	30.58	31.35	32.13	32.93	33.76	34.60	35.46	36.35	37.26	38.19
				40 O.T.	41.55	42.60	43.67	44.76	45.87	47.03	48.20	49.40	50.64	51.90	53.19	54.53	55.89	57.29
Tree Trimmer Helper	B.0919	06/22/25	Fac/Grounds	Monthly	3822.93	3918.50	4016.48	4116.88	4219.80	4325.30	4433.43	4544.28	4657.88	4774.32	4893.68	5016.03	5141.44	5269.96
	BCEA		Non Exempt	Bi-Weekly	1764.43	1808.54	1853.76	1900.10	1947.60	1996.29	2046.20	2097.36	2149.79	2203.53	2258.62	2315.09	2372.97	2432.29
	0966		9410	40 HRLY	22.06	22.61	23.17	23.75	24.35	24.95	25.58	26.22	26.87	27.54	28.23	28.94	29.66	30.40
				40 O.T.	33.09	33.92	34.76	35.63	36.53	37.43	38.37	39.33	40.31	41.31	42.35	43.41	44.49	45.60
Urban Forester	M.1858	11/25/25	Rec/Gen Admin	Monthly	6858.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9455.10
	BMA		Non Exempt	Bi-Weekly	3165.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4363.89
	0969		8810	40 HRLY	39.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	54.55
				40 O.T.	59.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	81.83
Utility Accounting Analyst	B.1670	06/22/25	Financial	Monthly	6486.70	6648.85	6815.08	6985.46	7160.10	7339.09	7522.56	7710.63	7903.39	8100.99	8303.51	8511.10	8723.87	8941.96
	BCEA		Non Exempt	Bi-Weekly	2993.86	3068.70	3145.42	3224.06	3304.66	3387.27	3471.95	3558.75	3647.72	3738.92	3832.39	3928.20	4026.40	4127.06
	0972		9410	40 HRLY	37.42	38.36	39.32	40.30	41.31	42.34	43.40	44.48	45.60	46.74	47.90	49.10	50.33	51.59
				40 O.T.	56.13	57.54	58.98	60.45	61.97	63.51	65.10	66.72	68.40	70.11	71.85	73.65	75.50	77.39
Utility Business Systems Analyst	B.0620	06/22/25	Utilities	Monthly	7354.77	7538.64	7727.09	7920.27	8118.28	8321.24	8529.28	8742.50	8961.07	9185.09	9414.73	9650.10	9891.33	10138.64
	BCEA		Non Exempt	Bi-Weekly	3394.51	3479.37	3566.35	3655.51	3746.90	3840.57	3936.59	4035.00	4135.88	4239.27	4345.26	4453.89	4565.23	4679.37
	0971		9410	40 HRLY	42.43	43.49	44.58	45.69	46.84	48.01	49.21	50.44	51.70	52.99	54.32	55.67	57.07	58.49
				40 O.T.	63.65	65.24	66.87	68.54	70.26	72.02	73.82	75.66	77.55	79.49	81.48	83.51	85.61	87.74

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Utility Facilities Supervisor	I.6031	06/22/25	Utilities	Monthly	8231.15	0.00	8642.70	0.00	9074.82	0.00	9528.57	0.00	10005.00	0.00	10505.26	0.00	11030.52	0.00
	IBEW		Non Exempt	Bi-Weekly	3798.99	0.00	3988.94	0.00	4188.38	0.00	4397.80	0.00	4617.69	0.00	4848.58	0.00	5091.01	0.00
	0657		9420	40 HRLY	47.49	0.00	49.86	0.00	52.35	0.00	54.97	0.00	57.72	0.00	60.61	0.00	63.64	0.00
				40 O.T.	71.24	0.00	74.79	0.00	78.53	0.00	82.46	0.00	86.58	0.00	90.92	0.00	95.46	0.00
Utility Line Mechanic	I.6024	06/22/25	Utilities	Monthly	8863.21	0.00	9306.38	0.00	9771.69	0.00	10260.27	0.00	10773.27	0.00	11311.95	0.00	11877.54	0.00
	IBEW		Non Exempt	Bi-Weekly	4090.71	0.00	4295.25	0.00	4510.01	0.00	4735.51	0.00	4972.28	0.00	5220.90	0.00	5481.94	0.00
	0974		7539	40 HRLY	51.13	0.00	53.69	0.00	56.38	0.00	59.19	0.00	62.15	0.00	65.26	0.00	68.52	0.00
				40 O.T.	76.70	0.00	80.54	0.00	84.57	0.00	88.79	0.00	93.23	0.00	97.89	0.00	102.78	0.00
Utility Line Mechanic-G	I.6124	06/22/25	Utilities	Monthly	9396.14	0.00	9865.96	0.00	10359.25	0.00	10877.21	0.00	11421.09	0.00	11992.13	0.00	12591.74	0.00
	IBEW		Non Exempt	Bi-Weekly	4336.68	0.00	4553.52	0.00	4781.19	0.00	5020.25	0.00	5271.27	0.00	5534.83	0.00	5811.57	0.00
	0973		7539	40 HRLY	54.21	0.00	56.92	0.00	59.76	0.00	62.75	0.00	65.89	0.00	69.19	0.00	72.64	0.00
				40 O.T.	81.32	0.00	85.38	0.00	89.64	0.00	94.13	0.00	98.84	0.00	103.79	0.00	108.96	0.00
Utility Locator	B.1087	06/22/25	Utilities	Monthly	5563.07	5702.15	5844.69	5990.81	6140.59	6294.10	6451.45	6612.73	6778.05	6947.50	7121.18	7299.22	7481.70	7668.74
	BCEA		Non Exempt	Bi-Weekly	2567.57	2631.76	2697.55	2764.99	2834.12	2904.97	2977.59	3052.03	3128.33	3206.54	3286.70	3368.87	3453.09	3539.42
	0977		9410	40 HRLY	32.09	32.90	33.72	34.56	35.43	36.31	37.22	38.15	39.10	40.08	41.08	42.11	43.16	44.24
				40 O.T.	48.14	49.35	50.58	51.84	53.15	54.47	55.83	57.23	58.65	60.12	61.62	63.17	64.74	66.36
Utility Project Manager	M.1303	06/22/25	Utilities	Monthly	10271.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13506.94
	BMA		Non Exempt	Bi-Weekly	4740.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6233.97
	0961		9410	40 HRLY	59.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.92
				40 O.T.	88.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	116.88
Utility Worker	B.1086	06/22/25	Equipment	Monthly	3900.93	3998.48	4098.42	4200.89	4305.90	4413.57	4523.89	4636.99	4752.91	4871.75	4993.54	5118.38	5246.32	5377.49
	BCEA		Exempt	Bi-Weekly	1800.43	1845.45	1891.58	1938.87	1987.34	2037.03	2087.95	2140.15	2193.65	2248.50	2304.71	2362.33	2421.38	2481.92
	0975		9420	40 HRLY	22.51	23.07	23.64	24.24	24.84	25.46	26.10	26.75	27.42	28.11	28.81	29.53	30.27	31.02
				40 O.T.	33.77	34.61	35.46	36.36	37.26	38.19	39.15	40.13	41.13	42.17	43.22	44.30	45.41	46.53

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Veterinarian	M.2109	06/22/25	Police/Fire	Monthly	12347.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16237.09
	BMA		Non Exempt	Bi-Weekly	5698.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7494.04
	0976		9410	40 HRLY	71.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	93.68
				40 O.T.	106.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	140.52
Veterinary Technician	B.1271	06/22/25	Safety/Inspection	Monthly	4673.57	4790.41	4910.17	5032.93	5158.75	5287.73	5419.92	5555.42	5694.30	5836.65	5982.58	6132.14	6285.44	6442.58
	BCEA		Non Exempt	Bi-Weekly	2157.03	2210.96	2266.23	2322.89	2380.96	2440.49	2501.50	2564.04	2628.14	2693.84	2761.19	2830.22	2900.97	2973.50
	0984		9410	40 HRLY	26.96	27.64	28.33	29.04	29.76	30.51	31.27	32.05	32.85	33.67	34.51	35.38	36.26	37.17
				40 O.T.	40.44	41.46	42.50	43.56	44.64	45.77	46.91	48.08	49.28	50.51	51.77	53.07	54.39	55.76
Video Production Associate	B.1252	06/22/25	Rec/Gen Admin	Monthly	4557.15	4671.10	4787.86	4907.57	5030.24	5156.00	5284.91	5417.04	5552.45	5691.27	5833.56	5979.39	6128.87	6282.10
	BCEA		Non Exempt	Bi-Weekly	2103.30	2155.89	2209.78	2265.03	2321.65	2379.69	2439.19	2500.17	2562.67	2626.74	2692.41	2759.72	2828.71	2899.43
	0700		9410	40 HRLY	26.29	26.95	27.62	28.31	29.02	29.75	30.49	31.25	32.03	32.83	33.66	34.50	35.36	36.24
				40 O.T.	39.44	40.43	41.43	42.47	43.53	44.63	45.74	46.88	48.05	49.25	50.49	51.75	53.04	54.36
Video Production Supervisor	M.1704	06/22/25	Rec/Gen Admin	Monthly	7243.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9525.69
	BMA		Non Exempt	Bi-Weekly	3343.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4396.47
	0126		9410	40 HRLY	41.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	54.96
				40 O.T.	62.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	82.44
Warehouse Manager-BWP	M.2005	06/22/25	Financial	Monthly	10480.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13782.30
	BMA		Non Exempt	Bi-Weekly	4837.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6361.06
	0979		9410	40 HRLY	60.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	79.51
				40 O.T.	90.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	119.27
Water Maintenance-	M.2202	06/22/25	Utilities	Monthly	14228.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18710.34
Construction Superintendent	BMA		Non Exempt	Bi-Weekly	6566.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8635.54
	0990		9410	40 HRLY	82.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	107.94
				40 O.T.	123.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	161.91

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Water Meter Mechanic	B.1679	06/22/25	Utilities	Monthly	7592.37	7782.19	7976.74	8176.16	8380.56	8590.08	8804.84	9024.95	9250.56	9481.83	9718.89	9961.86	10210.89	10466.17
	BCEA		Non Exempt	Bi-Weekly	3504.17	3591.78	3681.57	3773.61	3867.95	3964.65	4063.77	4165.36	4269.49	4376.23	4485.64	4597.78	4712.72	4830.54
	0989		7520	40 HRLY	43.80	44.90	46.02	47.17	48.35	49.56	50.80	52.07	53.37	54.70	56.07	57.47	58.91	60.38
				40 O.T.	65.70	67.35	69.03	70.76	72.53	74.34	76.20	78.11	80.06	82.05	84.11	86.21	88.37	90.57
Water Plant Mechanic	B.1540	06/22/25	Utilities	Monthly	7230.47	7411.24	7596.51	7786.42	7981.09	8180.62	8385.13	8594.76	8809.62	9029.87	9255.61	9487.01	9724.17	9967.27
	BCEA		Non Exempt	Bi-Weekly	3337.14	3420.57	3506.08	3593.73	3683.58	3775.67	3870.06	3966.81	4065.98	4167.63	4271.82	4378.62	4488.08	4600.28
	0997		7520	40 HRLY	41.71	42.76	43.83	44.92	46.04	47.20	48.38	49.59	50.82	52.10	53.40	54.73	56.10	57.50
				40 O.T.	62.57	64.14	65.75	67.38	69.06	70.80	72.57	74.39	76.23	78.15	80.10	82.10	84.15	86.25
Water Plant Operator	B.1538	06/22/25	Utilities	Monthly	7230.47	7411.24	7596.51	7786.42	7981.09	8180.62	8385.13	8594.76	8809.62	9029.87	9255.61	9487.01	9724.17	9967.27
	BCEA		Non Exempt	Bi-Weekly	3337.14	3420.57	3506.08	3593.73	3683.58	3775.67	3870.06	3966.81	4065.98	4167.63	4271.82	4378.62	4488.08	4600.28
	0991		7520	40 HRLY	41.71	42.76	43.83	44.92	46.04	47.20	48.38	49.59	50.82	52.10	53.40	54.73	56.10	57.50
				40 O.T.	62.57	64.14	65.75	67.38	69.06	70.80	72.57	74.39	76.23	78.15	80.10	82.10	84.15	86.25
Water Quality Analyst	B.1835	06/22/25	Utilities	Monthly	8394.64	8604.51	8819.61	9040.11	9266.12	9497.76	9735.20	9978.58	10228.05	10483.76	10745.84	11014.49	11289.85	11572.10
	BCEA		Non Exempt	Bi-Weekly	3874.45	3971.31	4070.59	4172.36	4276.67	4383.58	4493.17	4605.50	4720.64	4838.66	4959.62	5083.61	5210.70	5340.97
	0992		7520	40 HRLY	48.43	49.64	50.88	52.15	53.46	54.79	56.16	57.57	59.01	60.48	62.00	63.55	65.13	66.76
				40 O.T.	72.65	74.46	76.32	78.23	80.19	82.19	84.24	86.36	88.52	90.72	93.00	95.33	97.70	100.14
Water Quality Manager	M.1031	06/22/25	Utilities	Monthly	11143.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14654.34
	BMA		Non Exempt	Bi-Weekly	5143.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6763.54
	0994		7520	40 HRLY	64.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	84.54
				40 O.T.	96.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	126.81
Water Service Planner	B.1804	06/22/25	Utilities	Monthly	7945.38	8144.02	8347.63	8556.32	8770.21	8989.48	9214.21	9444.57	9680.69	9922.71	10170.77	10425.03	10685.65	10952.80
	BCEA		Non Exempt	Bi-Weekly	3667.10	3758.78	3852.75	3949.07	4047.79	4148.99	4252.71	4359.03	4468.01	4579.71	4694.20	4811.55	4931.84	5055.14
	0993		9410	40 HRLY	45.84	46.98	48.16	49.36	50.60	51.86	53.16	54.49	55.85	57.25	58.68	60.14	61.65	63.19
				40 O.T.	68.76	70.47	72.24	74.04	75.90	77.79	79.74	81.74	83.78	85.88	88.02	90.21	92.48	94.79

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Water Supervisor	I.6028	06/22/25	Utilities	Monthly	9998.63	0.00	10498.56	0.00	11023.48	0.00	11574.66	0.00	12153.40	0.00	12761.06	0.00	13399.12	0.00
	IBEW		Non Exempt	Bi-Weekly	4614.75	0.00	4845.49	0.00	5087.76	0.00	5342.15	0.00	5609.26	0.00	5889.72	0.00	6184.21	0.00
	0995		7520	40 HRLY	57.68	0.00	60.57	0.00	63.60	0.00	66.78	0.00	70.12	0.00	73.62	0.00	77.30	0.00
				40 O.T.	86.52	0.00	90.86	0.00	95.40	0.00	100.17	0.00	105.18	0.00	110.43	0.00	115.95	0.00
Welder	B.1648	06/22/25	Fac/Grounds	Monthly	6378.04	6537.48	6700.92	6868.44	7040.15	7216.17	7396.57	7581.47	7771.01	7965.30	8164.43	8368.53	8577.75	8792.18
	BCEA		Non Exempt	Bi-Weekly	2943.71	3017.30	3092.73	3170.05	3249.30	3330.54	3413.80	3499.14	3586.62	3676.29	3768.20	3862.40	3958.96	4057.93
	0999		9420	40 HRLY	36.80	37.72	38.66	39.63	40.62	41.63	42.67	43.74	44.83	45.95	47.10	48.28	49.49	50.72
				40 O.T.	55.20	56.58	57.99	59.45	60.93	62.45	64.01	65.61	67.25	68.93	70.65	72.42	74.24	76.08
Work Trainee I	B.0615	06/22/25	Recreation	Monthly	3118.09	3196.05	3275.96	3357.86	3441.79	3527.83	3616.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	BCEA		Exempt	Bi-Weekly	1439.12	1475.10	1511.98	1549.78	1588.52	1628.23	1668.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0944		8810	40 HRLY	17.99	18.44	18.90	19.37	19.86	20.35	20.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	26.99	27.66	28.35	29.06	29.79	30.53	31.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Workers' Compensation Administrator	M.1965	06/22/25	Safety/Inspection	Monthly	10085.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13261.82
	BMA		Non Exempt	Bi-Weekly	4654.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6120.84
	0988		9410	40 HRLY	58.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	76.51
				40 O.T.	87.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	114.77
Workers' Compensation Representative II	B.1217	12/21/25	Safety/Inspection	Monthly	6700.70	6868.20	7039.91	7215.91	7396.31	7581.21	7770.75	7965.01	8164.15	8368.25	8577.47	8791.90	9011.69	9236.98
	BCEA		Non Exempt	Bi-Weekly	3092.63	3169.94	3249.19	3330.42	3413.68	3499.02	3586.50	3676.16	3768.07	3862.27	3958.83	4057.80	4159.24	4263.22
	0985		8810	40 HRLY	38.66	39.62	40.61	41.63	42.67	43.74	44.83	45.95	47.10	48.28	49.49	50.72	51.99	53.29
				40 O.T.	57.99	59.43	60.92	62.45	64.01	65.61	67.25	68.93	70.65	72.42	74.24	76.08	77.99	79.94
Workers' Compensation Representative III	M.1705	06/22/25	Safety/Inspection	Monthly	7390.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9718.43
	BMA		Non Exempt	Bi-Weekly	3410.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4485.43
	0986		9410	40 HRLY	42.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	56.07
				40 O.T.	63.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	84.11

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Workers' Compensation and Risk Management Representative I	B.1334 BCEA 0023	12/21/25	Safety/Inspection Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5065.43 2337.89 29.22 43.83	5192.07 2396.34 29.95 44.93	5321.88 2456.25 30.70 46.05	5454.93 2517.66 31.47 47.21	5591.30 2580.60 32.26 48.39	5731.07 2645.11 33.06 49.59	5874.35 2711.24 33.89 50.84	6021.21 2779.02 34.74 52.11	6171.75 2848.50 35.61 53.42	6326.04 2919.71 36.50 54.75	6484.18 2992.70 37.41 56.12	6646.29 3067.52 38.34 57.51	6812.46 3144.21 39.30 58.95	6982.76 3222.81 40.29 60.44
Youth Employment Assistant	B.0495 BCEA 0980	06/22/25	Rec/Gen Admin Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	3321.00 1532.77 19.16 28.74	3404.03 1571.09 19.64 29.46	3489.14 1610.37 20.13 30.20	3576.37 1650.63 20.63 30.95	3665.78 1691.90 21.15 31.73	3757.41 1734.19 21.68 32.52	3851.36 1777.55 22.22 33.33	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Youth Employment Coordinator	B.1027 BCEA 0981	06/22/25	Rec/Gen Admin Exempt 9410	40 HRLY 40 O.T.	28.71 43.07	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	28.71 43.07
Youth Employment Junior Team Leader	B.0616 BCEA 0982	06/22/25	Rec/Gen Admin Exempt 9420	40 HRLY 40 O.T.	19.95 29.93	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	19.95 29.93
Youth Employment Team Leader	B.0845 BCEA 0983	06/22/25	Rec/Gen Admin Exempt 9420	40 HRLY 40 O.T.	23.94 35.91	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	23.94 35.91
Youth Services Worker	B.0382 BCEA 0977	06/22/25	Recreation Exempt 8810	40 HRLY 40 O.T.	18.89 28.34	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	18.89 28.34

RESOLUTION NO. 26-29,687

A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING THE ESTABLISHMENT OF THE SALARY AND CONFLICT OF INTEREST CODE DESIGNATION FOR THE CLASSIFICATION OF SENIOR MANAGER – BWP WATER SYSTEMS

THE COUNCIL OF THE CITY OF BURBANK RESOLVES:

1. The Position Classification, adopted by Resolution No. 9240 on the 16th day of June, 1953, as amended, is further amended by the addition thereto of the classification of Senior Manager – BWP Water Systems. This classification is added with a title and specification as set forth in Exhibit A, and a biweekly salary as follows:

CTC	Barg. Code	Job Series	Grade	Step 1	Step 14
0825	M	Rec/Gen Admin	M.1037	$7,649.28	$10,058.80

2. After review and consultation by the Management Services Department, City Clerk's Office and the Office of the City Attorney, it has been determined that this classification is a Designated Position as defined in the City's Conflict of Interest Code and shall be required to file a form 700 Statement of Economic Interests as required by Government Code § 81000 et seq. and shall be required to report in disclosure categories 1, 2, 3, 4, 5, and 6.

3. The Financial Services Director is authorized to make such revisions, changes in summaries, fund totals, grand totals, and other portions of the budget document as necessary to reflect and implement the terms and provisions of this resolution.

PASSED and ADOPTED this 10th day of March 2026.

_s/Tamala Takahashi_____
Tamala Takahashi
Mayor

Approved as to Form:
Office of the City Attorney

Attest:

_s/Kimberley Clark_____
Kimberley Clark, City Clerk

By: _s/Joseph H. McDougall____
Joseph H. McDougall
City Attorney

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss.
CITY OF BURBANK)

I, Kimberley Clark, City Clerk of the City of Burbank, do hereby certify that the foregoing Resolution was duly and regularly passed and adopted by a vote of the Council of the City of Burbank at its regular meeting held on the 10th day of March 2026 by the following vote:

AYES: Anthony, Perez, Rizzotti, Mullins, and Takahashi.

NOES: None.

ABSENT: None.

s/Kimberley Clark
Kimberley Clark, City Clerk

Exhibit A

Resolution for the Classification of Senior Manager – BWP Water Systems

CITY OF BURBANK

SENIOR MANAGER – BWP WATER SYSTEMS

DEFINITION

Under general direction, to manage the day-to-day operations of the Water Division; provide highly complex and specialized administrative support to the Assistant General Manager (AGM) of the Burbank Water and Power (BWP) Water Systems; manage sections within the division as assigned; and perform related work as required.

ESSENTIAL FUNCTIONS

Upholds the utility's stated mission to safely provide reliable, affordable, and sustainable water utility services for the community demonstrates leadership that aligns with the utility's stated values; supports the AGM across various duties; may serve as the acting AGM in the AGM's absence; manages the daily operations of the division; oversees the operation and maintenance of the water systems within the utility; assists leadership with strategic planning, development, and implementation of the maintenance, improvement, and expansion of BWP's water systems, including the engineering, planning, maintenance, construction, production, operations, and extension of its facilities and infrastructure; monitors the preparation of long-range programs, work schedules, methods, and operations of appropriate BWP functions; administers related contracts and agreements; confers with leadership on policies and strategic planning for the division; confers and coordinates with management, employees, and other City departments, and directs the division's operations to secure the best coordination possible across BWP's divisions and other departments; confers and coordinates with other departments and jurisdictions on related public works matters; confers with the AGM on policies, strategies, and related programs; reviews and responds to developmental reviews; reviews and approves plans, contracts, and work orders; prepares reports for presentations to boards, commissions, City Council, City staff, and regulatory agencies; assists in budget preparation, expenditure control, and record-keeping; manages the preparation of the division budget via statistical research, data collection, analysis, and implementation; manages financial, administrative, and personnel processes across the division; manages the development and implementation of fiscal plans for the division; reviews and upholds City policies and procedures as well as federal, state, and local laws and ordinances relevant to the operation of a utility; represents the utility at workshops, conferences, committee meetings, boards, and other related functions; supervises, trains, and evaluates employees; makes recommendations regarding hiring, promotion, transfer, and disciplinary action, up to and including termination; travels and drives on City business.

MINIMUM QUALIFICATIONS

Employment Standards:

- Knowledge of – administrative, financial, and technical responsibilities of management, including budget and fiscal administration, personnel management and administration, and public relations; basic principles of water engineering and finance as applied to a utility; construction, maintenance, and operation of a water utility facility and equipment; principles and practices of sound leadership and supervision; principles and practices of public speaking; spelling, grammar, and punctuation.

- Skill in – operating modern computers and related software; exercising independent judgement and making decisions based on standard policy and procedures; public speaking and professional writing.

- Ability to – plan, direct, and coordinate large-scale operations; effectively manage projects or programs; provide leadership to other leaders and executives and a large group of subordinate managers; analyze technical and administrative problems and develop effective solutions; prepare and present reports and public presentations; establish and maintain effective working relationships with supervisors, fellow employees, and the public.

Education/Training: Any combination of education and/or experience that has provided the knowledge, skills, and abilities necessary for acceptable job performance as determined by the City. Example combination includes, but is not limited to, graduation from an accredited college or university with a bachelor's degree in civil, electric, or mechanical engineering, business administration, public administration, economics, finance, public policy, mathematics, or a closely related field; eight years of administrative experience, including four years in the oversight of major water projects in a governmental, business, or utility organization, and including three years of supervisory and employee development experience.

License & Certificates: A valid California Class "C" driver's license or equivalent at the time of appointment. All required licenses and certificates must be maintained throughout employment in this classification.

SUPPLEMENTAL INFORMATION

Desirable Qualifications: Master's degree in public administration, economics, engineering, mathematics, English, writing, communications, business administration, political science, or a closely related field; a professional engineers license in mechanical, structural, civil, electrical or related discipline; experience with City Council, Boards/Commissions, and labor groups, and in a public or investor-owned utility; Project Manager Professional (PMP) certification.

RESOLUTION NO. 26-29,688

A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING THE CITYWIDE SALARY SCHEDULE

THE COUNCIL OF THE CITY OF BURBANK RESOLVES:

In accordance with Government Code Section 20636 and Title 2 of California Code of Regulations Section 570.5 and as required by the California Public Employees' Retirement System ("CalPERS"), the citywide salary schedule, attached as Exhibit A, is hereby approved.

PASSED and ADOPTED this 10th day of March, 2026.

_s/Tamala Takahashi_____
Tamala Takahashi
Mayor

Approved as to Form:
Office of the City Attorney

By: _s/Joseph H. McDougall____
Joseph H. McDougall
City Attorney

Attest:

_s/Kimberley Clark_____
Kimberley Clark, City Clerk

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss.
CITY OF BURBANK)

I, Kimberley Clark, City Clerk of the City of Burbank, do hereby certify that the foregoing Resolution was duly and regularly passed and adopted by a vote of the Council of the City of Burbank at its regular meeting held on the 10th day of March, 2026, by the following vote:

AYES: Anthony, Perez, Rizzotti, Mullins, and Takahashi.

NOES: None.

ABSENT: None.

_s/Kimberley Clark_____
Kimberley Clark, City Clerk

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Account Clerk	B.1205	06/22/25	Financial	Monthly	4116.52	4219.43	4324.91	4433.04	4543.87	4657.47	4773.90	4893.24	5015.57	5140.96	5269.49	5401.22	5536.25	5674.65
	BCEA		Non Exempt	Bi-Weekly	1899.93	1947.43	1996.11	2046.02	2097.17	2149.60	2203.34	2258.42	2314.88	2372.75	2432.07	2492.87	2555.19	2619.07
	0009		8810	40 HRLY	23.75	24.34	24.95	25.58	26.21	26.87	27.54	28.23	28.94	29.66	30.40	31.16	31.94	32.74
				40 O.T.	35.63	36.51	37.43	38.37	39.32	40.31	41.31	42.35	43.41	44.49	45.60	46.74	47.91	49.11
Accountant	B.1620	06/22/25	Financial	Monthly	6494.95	6657.34	6823.77	6994.37	7169.22	7348.45	7532.16	7720.46	7913.47	8111.31	8314.11	8521.96	8735.00	8953.38
	BCEA		Non Exempt	Bi-Weekly	2997.67	3072.62	3149.43	3228.17	3308.87	3391.59	3476.38	3563.29	3652.37	3743.68	3837.28	3933.21	4031.54	4132.33
	0011		9410	40 HRLY	37.47	38.41	39.37	40.35	41.36	42.39	43.45	44.54	45.65	46.80	47.97	49.17	50.39	51.65
				40 O.T.	56.21	57.62	59.06	60.53	62.04	63.59	65.18	66.81	68.48	70.20	71.96	73.76	75.59	77.48
Accounting and Audit Manager	M.1992	06/22/25	Financial	Monthly	11754.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15457.26
	BMA		Non Exempt	Bi-Weekly	5425.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7134.12
	0012		9410	40 HRLY	67.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89.18
				40 O.T.	101.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	133.77
Administrative Analyst I (M)	M.1417	06/22/25	Rec/Gen Admin	Monthly	6005.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7896.72
	BMA		Non Exempt	Bi-Weekly	2771.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3644.64
	0017		9410	40 HRLY	34.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	45.56
				40 O.T.	51.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	68.34
Administrative Analyst I (Z)	Z.1442	06/22/25	Rec/Gen Admin	Monthly	6005.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7896.89
	Z-Group		Exempt	Bi-Weekly	2771.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3644.72
	5017		9410	40 HRLY	34.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	45.56
				40 O.T.	51.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	68.34
Administrative Analyst II (M)	M.1666	06/22/25	Rec/Gen Admin	Monthly	7165.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9422.12
	BMA		Non Exempt	Bi-Weekly	3306.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4348.67
	0014		9410	40 HRLY	41.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	54.36
				40 O.T.	62.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	81.54

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Administrative Analyst II (Z)	Z.1715	06/22/25	Rec/Gen Admin	Monthly	7165.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9422.34
	Z-Group		Exempt	Bi-Weekly	3307.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4348.77
	5014		9410	40 HRLY	41.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	54.36
				40 O.T.	62.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	81.54
Administrative Officer	Z.1932	06/22/25	Rec/Gen Admin	Monthly	9928.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13056.20
	Z-Group		Exempt	Bi-Weekly	4582.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6025.94
	0020		9410	40 HRLY	57.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	75.32
				40 O.T.	85.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	112.98
Administrative Officer-BWP	Z.2023	06/22/25	Rec/Gen Admin	Monthly	11048.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14529.36
	Z-Group		Exempt	Bi-Weekly	5099.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6705.86
	0018		9410	40 HRLY	63.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	83.82
				40 O.T.	95.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	125.73
Administrative Technician	M.1563	06/22/25	Rec/Gen Admin	Monthly	6444.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8474.46
	BMA		Non Exempt	Bi-Weekly	2974.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3911.29
	0022		8810	40 HRLY	37.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	48.89
				40 O.T.	55.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	73.34
Animal Control Officer	B.1382	06/22/25	Safety/Inspection	Monthly	5221.84	5352.38	5486.20	5623.35	5763.94	5908.02	6055.73	6207.13	6362.31	6521.36	6684.41	6851.50	7022.80	7198.36
	BCEA		Non Exempt	Bi-Weekly	2410.08	2470.33	2532.09	2595.39	2660.28	2726.78	2794.95	2864.83	2936.45	3009.86	3085.11	3162.23	3241.29	3322.32
	0026		7720	40 HRLY	30.13	30.88	31.65	32.44	33.25	34.08	34.94	35.81	36.71	37.62	38.56	39.53	40.52	41.53
				40 O.T.	45.20	46.32	47.48	48.66	49.88	51.12	52.41	53.72	55.07	56.43	57.84	59.30	60.78	62.30
Animal Shelter Superintendent	M.1990	06/22/25	Safety/Inspection	Monthly	9749.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12821.12
	BMA		Non Exempt	Bi-Weekly	4499.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5917.44
	0027		8810	40 HRLY	56.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	73.97
				40 O.T.	84.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	110.96

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Applications Development Analyst I	B.1466	06/22/25	Info Sys	Monthly	5540.45	5678.96	5820.95	5966.46	6115.63	6268.51	6425.23	6585.87	6750.51	6919.27	7092.26	7269.56	7451.30	7637.59
	BCEA		Non Exempt	Bi-Weekly	2557.13	2621.06	2686.59	2753.75	2822.60	2893.16	2965.49	3039.63	3115.62	3193.51	3273.35	3355.18	3439.06	3525.04
	0031		9410	40 HRLY	31.96	32.76	33.58	34.42	35.28	36.16	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.06
				40 O.T.	47.94	49.14	50.37	51.63	52.92	54.24	55.61	57.00	58.43	59.88	61.38	62.91	64.49	66.09
Applications Development Analyst II	M.1633	06/22/25	Info Sys	Monthly	7102.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9339.81
	BMA		Non Exempt	Bi-Weekly	3278.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4310.68
	0032		9410	40 HRLY	40.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	53.88
				40 O.T.	61.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	80.82
Applications Development Analyst III (M)	M.1855	06/22/25	Info Sys	Monthly	8864.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11657.38
	BMA		Non Exempt	Bi-Weekly	4091.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5380.33
	0033		9410	40 HRLY	51.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	67.25
				40 O.T.	76.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.88
Applications Development Analyst III (Z)	Z.1856	06/22/25	Info Sys	Monthly	8864.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11656.91
	Z-Group		Exempt	Bi-Weekly	4091.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5380.11
	5033		9410	40 HRLY	51.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	67.25
				40 O.T.	76.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.88
Applications Development Analyst IV	M.2044	06/22/25	Info Sys	Monthly	10506.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13815.73
	BMA		Non Exempt	Bi-Weekly	4849.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6376.49
	0034		9410	40 HRLY	60.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	79.71
				40 O.T.	90.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	119.57
Aquatics Supervisor	B.1300	06/22/25	Recreation	Monthly	7065.46	7242.08	7423.15	7608.73	7798.94	7993.92	8193.77	8398.61	8608.58	8823.79	9044.38	9270.50	9502.24	9739.82
	BCEA		Non Exempt	Bi-Weekly	3260.98	3342.50	3426.07	3511.72	3599.51	3689.50	3781.74	3876.28	3973.19	4072.52	4174.33	4278.69	4385.65	4495.30
	0028		9410	40 HRLY	40.76	41.78	42.83	43.90	44.99	46.12	47.27	48.45	49.66	50.91	52.18	53.48	54.82	56.19
				40 O.T.	61.14	62.67	64.25	65.85	67.49	69.18	70.91	72.68	74.49	76.37	78.27	80.22	82.23	84.29

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Assistant Chief Information Officer	Z.1446	06/22/25	Info Sys	Monthly	14908.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19605.15
	Z-Group		Exempt	Bi-Weekly	6881.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9048.53
	0035		9410	40 HRLY	86.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	113.11
				40 O.T.	129.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	169.67
Assistant City Attorney	Z.2364	06/22/25	Legal	Monthly	13191.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17346.94
	Z-Group		Exempt	Bi-Weekly	6088.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8006.28
	0041		9410	40 HRLY	76.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.08
				40 O.T.	114.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	150.12
Assistant City Clerk	Z.1936	06/22/25	Rec/Gen Admin	Monthly	9609.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12636.80
	Z-Group		Exempt	Bi-Weekly	4435.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5832.37
	0264		9410	40 HRLY	55.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	72.90
				40 O.T.	83.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	109.35
Assistant City Engineer	Z.1430	02/01/26	Engineering	Monthly	13958.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18355.03
	Z-Group		Exempt	Bi-Weekly	6442.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8471.55
	0043		9410	40 HRLY	80.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	105.89
				40 O.T.	120.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	158.84
Assistant City Manager	E.0096	06/22/25	Rec/Gen Admin	Monthly	19439.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25562.81
	Exec		Exempt	Bi-Weekly	8972.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11798.22
	0051		9410	40 HRLY	112.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	147.48
				40 O.T.	168.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	221.22
Assistant City Treasurer	Z.1931	06/22/25	Financial	Monthly	9845.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12947.44
	Z-Group		Exempt	Bi-Weekly	4544.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5975.74
	0054		9410	40 HRLY	56.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	74.70
				40 O.T.	85.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	112.05

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Assistant Community Development Director - Business & Economic Development	Z.2398 Z-Group 0058	06/22/25	Comm Dev Exempt 9410	Monthly	13975.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18377.43
				Bi-Weekly	6450.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8481.89
				40 HRLY	80.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	106.02
				40 O.T.	120.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	159.03
Assistant Community Development Director-Building Official	Z.2319 Z-Group 0057	06/22/25	Engineering Exempt 9410	Monthly	13756.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18090.32
				Bi-Weekly	6349.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8349.38
				40 HRLY	79.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	104.37
				40 O.T.	119.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	156.56
Assistant Community Development Director- Transportation & Planning	Z.2397 Z-Group 0063	06/22/25	Comm Dev Exempt 9410	Monthly	13975.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18377.43
				Bi-Weekly	6450.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8481.89
				40 HRLY	80.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	106.02
				40 O.T.	120.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	159.03
Assistant Financial Services Director	Z.2363 Z-Group 0065	06/22/25	Financial Exempt 9410	Monthly	14108.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18552.89
				Bi-Weekly	6511.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8562.87
				40 HRLY	81.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	107.04
				40 O.T.	122.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	160.56
Assistant Fire Marshal	M.1917 BMA 0391	06/22/25	Safety/Inspection Non Exempt 9410	Monthly	9866.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12974.78
				Bi-Weekly	4553.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5988.36
				40 HRLY	56.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	74.85
				40 O.T.	85.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	112.28
Assistant General Manager-BWP	Z.2517 Z-Group 0067	06/22/25	Engineering Exempt 9410	Monthly	18414.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24215.62
				Bi-Weekly	8499.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11176.44
				40 HRLY	106.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	139.71
				40 O.T.	159.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	209.57

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Assistant General Manager-	Z.2379	06/22/25	Financial	Monthly	16573.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21794.26
Customer Service & Marketing	Z-Group		Exempt	Bi-Weekly	7649.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10058.89
	0068		9410	40 HRLY	95.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	125.74
				40 O.T.	143.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	188.61
Assistant General Manager-	Z.2076	06/22/25	Rec/Gen Admin	Monthly	13258.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17435.38
Utility Administrative	Z-Group		Exempt	Bi-Weekly	6119.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8047.10
Services	0013		9410	40 HRLY	76.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.59
				40 O.T.	114.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	150.89
Assistant Information	Z.2283	06/22/25	Info Sys	Monthly	11819.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15542.93
Technology Director-	Z-Group		Exempt	Bi-Weekly	5455.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7173.66
Application Services	0573		9410	40 HRLY	68.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89.67
				40 O.T.	102.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	134.51
Assistant Information	Z.2284	06/22/25	Info Sys	Monthly	11819.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15542.93
Technology Director-	Z-Group		Exempt	Bi-Weekly	5455.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7173.66
Operations	0563		9410	40 HRLY	68.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89.67
				40 O.T.	102.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	134.51
Assistant Library Services	Z.2147	06/22/25	Library	Monthly	11611.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15269.74
Director	Z-Group		Exempt	Bi-Weekly	5359.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7047.57
	0070		9410	40 HRLY	66.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	88.09
				40 O.T.	100.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	132.14
Assistant Management Services	Z.2212	06/22/25	Rec/Gen Admin	Monthly	12838.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16882.04
Director	Z-Group		Exempt	Bi-Weekly	5925.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7791.71
	0069		9410	40 HRLY	74.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	97.40
				40 O.T.	111.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	146.10

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Assistant Management Services Director-Labor & Human Resources	Z.2233 Z-Group 0072	06/22/25	Rec/Gen Admin Exempt 9410	Monthly	12838.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16882.04
				Bi-Weekly	5925.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7791.71
				40 HRLY	74.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	97.40
				40 O.T.	111.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	146.10
Assistant Management Services Director-Risk Management & Safety	Z.2075 Z-Group 0073	06/22/25	Safety/Inspection Exempt 9410	Monthly	12573.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16533.83
				Bi-Weekly	5803.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7631.00
				40 HRLY	72.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	95.39
				40 O.T.	108.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	143.09
Assistant Manager Customer Service Operations	M.1966 BMA 0071	06/22/25	Financial Non Exempt 9410	Monthly	9781.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12862.57
				Bi-Weekly	4514.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5936.57
				40 HRLY	56.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	74.21
				40 O.T.	84.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	111.32
Assistant Parks and Recreation Director	Z.2311 Z-Group 0076	06/22/25	Recreation Exempt 9420	Monthly	13309.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17501.38
				Bi-Weekly	6142.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8077.56
				40 HRLY	76.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.97
				40 O.T.	115.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	151.46
Assistant Planner	B.1646 BCEA 0074	06/22/25	Comm Dev Non Exempt 9410	Monthly	6734.67	6903.04	7075.62	7252.51	7433.81	7619.67	7810.16	8005.42	8205.56	8410.70	8620.95	8836.47	9057.38	9283.82
				Bi-Weekly	3108.31	3186.02	3265.67	3347.31	3430.99	3516.77	3604.69	3694.81	3787.18	3881.86	3978.90	4078.37	4180.33	4284.84
				40 HRLY	38.85	39.83	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52	49.74	50.98	52.25	53.56
				40 O.T.	58.28	59.75	61.23	62.76	64.34	65.94	67.59	69.29	71.01	72.78	74.61	76.47	78.38	80.34
Assistant Power Production Superintendent	M.2184 BMA 0075	06/22/25	Utilities Non Exempt 9410	Monthly	14749.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19395.70
				Bi-Weekly	6807.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8951.86
				40 HRLY	85.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	111.90
				40 O.T.	127.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	167.85

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Assistant Public Works Director-Fleet & Buildings	Z.2237 Z-Group 0077	06/22/25	Fac/Grounds Exempt 9410	Monthly	13617.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17907.26
				Bi-Weekly	6285.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8264.89
				40 HRLY	78.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	103.31
				40 O.T.	117.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	154.97
Assistant Public Works Director-Streets & Waste Management	Z.2236 Z-Group 0078	06/22/25	Streets/Refuse Exempt 9410	Monthly	13617.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17907.26
				Bi-Weekly	6285.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8264.89
				40 HRLY	78.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	103.31
				40 O.T.	117.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	154.97
Assistant Public Works Director-Traffic	Z.2339 Z-Group 0079	06/22/25	Engineering Exempt 9410	Monthly	14058.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18486.63
				Bi-Weekly	6488.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8532.29
				40 HRLY	81.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	106.65
				40 O.T.	121.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	159.98
Assistant Public Works Director-Wastewater Systems	Z.2338 Z-Group 0080	06/22/25	Engineering Exempt 9410	Monthly	14058.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18486.63
				Bi-Weekly	6488.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8532.29
				40 HRLY	81.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	106.65
				40 O.T.	121.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	159.98
Assistant Traffic Signal Technician	B.1491 BCEA 0087	06/22/25	Utilities Non Exempt 9410	Monthly	5092.45	5219.76	5350.26	5484.01	5621.11	5761.62	5905.68	6053.32	6204.64	6359.77	6518.76	6681.72	6848.77	7020.00
				Bi-Weekly	2350.36	2409.12	2469.35	2531.08	2594.36	2659.21	2725.70	2793.84	2863.68	2935.28	3008.66	3083.87	3160.97	3240.00
				40 HRLY	29.38	30.11	30.87	31.64	32.43	33.24	34.07	34.92	35.80	36.69	37.61	38.55	39.51	40.50
				40 O.T.	44.07	45.17	46.31	47.46	48.65	49.86	51.11	52.38	53.70	55.04	56.42	57.83	59.27	60.75
Assistant Transportation Planner	B.1647 BCEA 0086	06/22/25	Comm Dev Non Exempt 9410	Monthly	6734.67	6903.04	7075.62	7252.51	7433.81	7619.67	7810.16	8005.42	8205.56	8410.70	8620.95	8836.47	9057.38	9283.82
				Bi-Weekly	3108.31	3186.02	3265.67	3347.31	3430.99	3516.77	3604.69	3694.81	3787.18	3881.86	3978.90	4078.37	4180.33	4284.84
				40 HRLY	38.85	39.83	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52	49.74	50.98	52.25	53.56
				40 O.T.	58.28	59.75	61.23	62.76	64.34	65.94	67.59	69.29	71.01	72.78	74.61	76.47	78.38	80.34

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Assistant to the City Manager	Z.2032	06/22/25	Rec/Gen Admin	Monthly	10788.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14187.51
	Z-Group		Exempt	Bi-Weekly	4979.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6548.08
	0085		9410	40 HRLY	62.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	81.85
				40 O.T.	93.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	122.78
Associate Planner	B.1745	06/22/25	Comm Dev	Monthly	7426.68	7612.35	7802.67	7997.73	8197.67	8402.62	8612.67	8828.00	9048.69	9274.92	9506.79	9744.45	9988.07	10237.78
	BCEA		Non Exempt	Bi-Weekly	3427.70	3513.39	3601.23	3691.26	3783.54	3878.13	3975.08	4074.46	4176.32	4280.73	4387.75	4497.44	4609.88	4725.13
	0089		9410	40 HRLY	42.85	43.92	45.02	46.14	47.29	48.48	49.69	50.93	52.20	53.51	54.85	56.22	57.62	59.06
				40 O.T.	64.28	65.88	67.53	69.21	70.94	72.72	74.54	76.40	78.30	80.27	82.28	84.33	86.43	88.59
Associate Transportation Planner	B.1650	06/22/25	Comm Dev	Monthly	7426.68	7612.35	7802.67	7997.73	8197.67	8402.62	8612.67	8828.00	9048.69	9274.92	9506.79	9744.45	9988.07	10237.78
	BCEA		Non Exempt	Bi-Weekly	3427.70	3513.39	3601.23	3691.26	3783.54	3878.13	3975.08	4074.46	4176.32	4280.73	4387.75	4497.44	4609.88	4725.13
	0021		9410	40 HRLY	42.85	43.92	45.02	46.14	47.29	48.48	49.69	50.93	52.20	53.51	54.85	56.22	57.62	59.06
				40 O.T.	64.28	65.88	67.53	69.21	70.94	72.72	74.54	76.40	78.30	80.27	82.28	84.33	86.43	88.59
Benefits Coordinator	B.1584	06/22/25	Rec/Gen Admin	Monthly	6263.57	6420.16	6580.67	6745.18	6913.81	7086.67	7263.84	7445.43	7631.56	7822.36	8017.90	8218.36	8423.83	8634.41
	BCEA		Non Exempt	Bi-Weekly	2890.88	2963.15	3037.23	3113.16	3190.99	3270.77	3352.54	3436.35	3522.26	3610.32	3700.57	3793.09	3887.92	3985.11
	0099		9410	40 HRLY	36.14	37.04	37.97	38.91	39.89	40.88	41.91	42.95	44.03	45.13	46.26	47.41	48.60	49.81
				40 O.T.	54.21	55.56	56.96	58.37	59.84	61.32	62.87	64.43	66.05	67.70	69.39	71.12	72.90	74.72
Budget Manager	Z.2077	06/22/25	Financial	Monthly	11296.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14855.47
	Z-Group		Exempt	Bi-Weekly	5213.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6856.37
	0111		9410	40 HRLY	65.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	85.70
				40 O.T.	97.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	128.55
Building Administration Manager	M.1020	06/22/25	Safety/Inspection	Monthly	10117.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13304.68
	BMA		Non Exempt	Bi-Weekly	4669.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6140.62
	0113		9410	40 HRLY	58.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	76.76
				40 O.T.	87.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	115.14

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Building Inspection Manager	M.1902	06/22/25	Safety/Inspection	Monthly	9092.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11956.49
	BMA		Non Exempt	Bi-Weekly	4196.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5518.38
	0115		9410	40 HRLY	52.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	68.98
				40 O.T.	78.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	103.47
Building Inspector I	B.1552	06/22/25	Safety/Inspection	Monthly	6154.44	6308.29	6466.01	6627.66	6793.35	6963.19	7137.26	7315.69	7498.57	7686.06	7878.20	8075.15	8277.04	8483.95
	BCEA		Non Exempt	Bi-Weekly	2840.51	2911.52	2984.31	3058.92	3135.39	3213.78	3294.12	3376.47	3460.88	3547.41	3636.09	3726.99	3820.17	3915.67
	0117		9410	40 HRLY	35.51	36.39	37.30	38.24	39.19	40.17	41.18	42.21	43.26	44.34	45.45	46.59	47.75	48.95
				40 O.T.	53.27	54.59	55.95	57.36	58.79	60.26	61.77	63.32	64.89	66.51	68.18	69.89	71.63	73.43
Building Inspector II	M.1636	06/22/25	Safety/Inspection	Monthly	6921.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9102.19
	BMA		Non Exempt	Bi-Weekly	3194.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4201.01
	0116		9410	40 HRLY	39.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	52.51
				40 O.T.	59.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	78.77
Building Inspector III	M.1739	06/22/25	Safety/Inspection	Monthly	7676.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10094.41
	BMA		Non Exempt	Bi-Weekly	3542.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4658.96
	0760		9410	40 HRLY	44.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	58.24
				40 O.T.	66.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	87.36
Buyer I	B.1558	06/22/25	Financial	Monthly	6120.83	6273.84	6430.69	6591.46	6756.25	6925.17	7098.28	7275.73	7457.65	7644.07	7835.19	8031.05	8231.84	8437.63
	BCEA		Non Exempt	Bi-Weekly	2825.00	2895.62	2968.01	3042.21	3118.27	3196.23	3276.13	3358.03	3441.99	3528.03	3616.24	3706.64	3799.31	3894.29
	0123		9410	40 HRLY	35.31	36.20	37.10	38.03	38.98	39.95	40.95	41.98	43.02	44.10	45.20	46.33	47.49	48.68
				40 O.T.	52.97	54.30	55.65	57.05	58.47	59.93	61.43	62.97	64.53	66.15	67.80	69.50	71.24	73.02
Buyer II	B.1698	06/22/25	Financial	Monthly	7039.13	7215.11	7395.51	7580.39	7769.88	7964.15	8163.24	8367.32	8576.51	8790.93	9010.69	9235.96	9466.86	9703.53
	BCEA		Non Exempt	Bi-Weekly	3248.83	3330.05	3413.31	3498.64	3586.10	3675.76	3767.65	3861.84	3958.39	4057.35	4158.78	4262.75	4369.32	4478.55
	0124		9410	40 HRLY	40.61	41.63	42.67	43.73	44.83	45.95	47.10	48.27	49.48	50.72	51.98	53.28	54.62	55.98
				40 O.T.	60.92	62.45	64.01	65.60	67.25	68.93	70.65	72.41	74.22	76.08	77.97	79.92	81.93	83.97

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Capital Projects Program Manager	Z.1443	06/22/25	Engineering	Monthly	12619.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16594.87
	Z-Group		Exempt	Bi-Weekly	5824.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7659.17
	0128		9410	40 HRLY	72.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	95.74
				40 O.T.	109.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	143.61
Carpenter	B.1464	06/22/25	Fac/Grounds	Monthly	5328.66	5461.89	5598.43	5738.40	5881.85	6028.90	6179.62	6334.10	6492.46	6654.77	6821.14	6991.66	7166.47	7345.63
	BCEA		Non Exempt	Bi-Weekly	2459.38	2520.87	2583.89	2648.49	2714.70	2782.57	2852.13	2923.43	2996.52	3071.43	3148.22	3226.92	3307.60	3390.29
	0130		9420	40 HRLY	30.74	31.51	32.30	33.11	33.93	34.78	35.65	36.54	37.46	38.39	39.35	40.34	41.35	42.38
				40 O.T.	46.11	47.27	48.45	49.67	50.90	52.17	53.48	54.81	56.19	57.59	59.03	60.51	62.03	63.57
Carpenter Leadworker	B.1512	06/22/25	Fac/Grounds	Monthly	5764.59	5908.70	6056.42	6207.83	6363.02	6522.10	6685.14	6852.28	7023.58	7199.16	7379.15	7563.64	7752.72	7946.53
	BCEA		Non Exempt	Bi-Weekly	2660.58	2727.09	2795.27	2865.15	2936.78	3010.20	3085.45	3162.59	3241.65	3322.69	3405.76	3490.91	3578.18	3667.63
	0133		9420	40 HRLY	33.26	34.09	34.94	35.81	36.71	37.63	38.57	39.53	40.52	41.53	42.57	43.64	44.73	45.85
				40 O.T.	49.89	51.14	52.41	53.72	55.07	56.45	57.86	59.30	60.78	62.30	63.86	65.46	67.10	68.78
Cement Finisher	B.1478	06/22/25	Streets/Refuse	Monthly	5645.32	5786.45	5931.12	6079.39	6231.38	6387.16	6546.84	6710.51	6878.28	7050.23	7226.48	7407.14	7592.33	7782.13
	BCEA		Non Exempt	Bi-Weekly	2605.53	2670.67	2737.44	2805.87	2876.02	2947.92	3021.62	3097.16	3174.59	3253.95	3335.30	3418.68	3504.15	3591.75
	0141		9420	40 HRLY	32.57	33.38	34.22	35.07	35.95	36.85	37.77	38.71	39.68	40.67	41.69	42.73	43.80	44.90
				40 O.T.	48.86	50.07	51.33	52.61	53.93	55.28	56.66	58.07	59.52	61.01	62.54	64.10	65.70	67.35
Chief Assistant City Attorney	Z.1445	06/22/25	Legal	Monthly	17512.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23028.63
	Z-Group		Exempt	Bi-Weekly	8082.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10628.60
	0148		9410	40 HRLY	101.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	132.86
				40 O.T.	151.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	199.29
Chief Assistant Community Development Director	Z.2467	06/22/25	Comm Dev	Monthly	14848.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19526.04
	Z-Group		Exempt	Bi-Weekly	6853.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9012.02
	0150		9410	40 HRLY	85.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	112.65
				40 O.T.	128.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	168.98

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Chief Assistant General Manager-BWP	Z.1316	06/22/25	Utilities	Monthly	23065.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30331.62
	Z-Group		Exempt	Bi-Weekly	10645.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13999.21
	0152		8810	40 HRLY	133.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	174.99
				40 O.T.	199.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	262.49
Chief Assistant Public Works Director-City Engineer	Z.2417	06/22/25	Engineering	Monthly	14798.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19459.61
	Z-Group		Exempt	Bi-Weekly	6829.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8981.36
	0151		9410	40 HRLY	85.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	112.27
				40 O.T.	128.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	168.41
Chief Financial Officer	Z.2465	06/22/25	Engineering	Monthly	17494.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23004.80
	Z-Group		Exempt	Bi-Weekly	8074.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10617.60
	0149		9410	40 HRLY	100.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	132.72
				40 O.T.	151.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	199.08
Chief Information Officer	E.0076	06/22/25	Info Sys	Monthly	15814.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20795.45
	Exec		Exempt	Bi-Weekly	7298.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9597.90
	0422		9410	40 HRLY	91.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	119.97
				40 O.T.	136.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	179.96
City Attorney	E.0094	03/16/25	Legal	Monthly	21890.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28785.47
	Exec		Exempt	Bi-Weekly	10103.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13285.60
	0155		9410	40 HRLY	126.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	166.07
				40 O.T.	189.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	249.11
City Clerk	E.0070	06/22/25	Rec/Gen Admin	Monthly	16788.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16788.24
	Exec		Exempt	Bi-Weekly	7748.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7748.42
	0159		9410	40 HRLY	96.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	96.86
				40 O.T.	145.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	145.29

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
City Council	C.0000	08/17/25	Equipment	Monthly	1995.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1995.00
	Council		Non Exempt	Bi-Weekly	920.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	920.77
	0161		9410	40 HRLY	11.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11.51
				40 O.T.	17.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17.27
City Manager	E.0099	06/22/25	Rec/Gen Admin	Monthly	26077.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	34291.68
	Exec		Exempt	Bi-Weekly	12035.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15826.93
	0171		9410	40 HRLY	150.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	197.84
				40 O.T.	225.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	296.76
City Treasurer	E.0072	06/22/25	Financial	Monthly	17038.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17038.26
	Exec		Exempt	Bi-Weekly	7863.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7863.81
	0179		9410	40 HRLY	98.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	98.30
				40 O.T.	147.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	147.45
Civil Engineer-BWP	M.1788	06/22/25	Utilities	Monthly	9841.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12941.24
	BMA		Non Exempt	Bi-Weekly	4542.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5972.88
	0190		9410	40 HRLY	56.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	74.66
				40 O.T.	85.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	111.99
Civil Engineering Assistant	B.1756	06/22/25	Engineering	Monthly	7395.79	7580.69	7770.21	7964.47	8163.57	8367.67	8576.86	8791.27	9011.06	9236.33	9467.25	9703.92	9946.52	10195.19
	BCEA		Non Exempt	Bi-Weekly	3413.44	3498.78	3586.25	3675.91	3767.80	3862.00	3958.55	4057.51	4158.95	4262.92	4369.50	4478.73	4590.70	4705.47
	0188		9410	40 HRLY	42.67	43.73	44.83	45.95	47.10	48.28	49.48	50.72	51.99	53.29	54.62	55.98	57.38	58.82
				40 O.T.	64.01	65.60	67.25	68.93	70.65	72.42	74.22	76.08	77.99	79.94	81.93	83.97	86.07	88.23
Civil Engineering Assistant-BWP	B.1759	06/22/25	Engineering	Monthly	7395.79	7580.69	7770.21	7964.47	8163.57	8367.67	8576.86	8791.27	9011.06	9236.33	9467.25	9703.92	9946.52	10195.19
	BCEA		Non Exempt	Bi-Weekly	3413.44	3498.78	3586.25	3675.91	3767.80	3862.00	3958.55	4057.51	4158.95	4262.92	4369.50	4478.73	4590.70	4705.47
	0189		9410	40 HRLY	42.67	43.73	44.83	45.95	47.10	48.28	49.48	50.72	51.99	53.29	54.62	55.98	57.38	58.82
				40 O.T.	64.01	65.60	67.25	68.93	70.65	72.42	74.22	76.08	77.99	79.94	81.93	83.97	86.07	88.23

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Civil Engineering Associate	B.1910	06/22/25	Engineering	Monthly	8599.78	8814.78	9035.15	9261.03	9492.56	9729.87	9973.12	10222.44	10478.00	10739.95	11008.44	11283.65	11565.75	11854.90
	BCEA		Non Exempt	Bi-Weekly	3969.13	4068.36	4170.07	4274.32	4381.18	4490.71	4602.98	4718.05	4836.00	4956.90	5080.82	5207.84	5338.04	5471.49
	0191		9410	40 HRLY	49.61	50.85	52.13	53.43	54.76	56.13	57.54	58.98	60.45	61.96	63.51	65.10	66.73	68.39
				40 O.T.	74.42	76.28	78.20	80.15	82.14	84.20	86.31	88.47	90.68	92.94	95.27	97.65	100.10	102.59
Civil Engineering Associate-BWP	B.1912	06/22/25	Engineering	Monthly	8599.78	8814.78	9035.15	9261.03	9492.56	9729.87	9973.12	10222.44	10478.00	10739.95	11008.44	11283.65	11565.75	11854.90
	BCEA		Non Exempt	Bi-Weekly	3969.13	4068.36	4170.07	4274.32	4381.18	4490.71	4602.98	4718.05	4836.00	4956.90	5080.82	5207.84	5338.04	5471.49
	0192		9410	40 HRLY	49.61	50.85	52.13	53.43	54.76	56.13	57.54	58.98	60.45	61.96	63.51	65.10	66.73	68.39
				40 O.T.	74.42	76.28	78.20	80.15	82.14	84.20	86.31	88.47	90.68	92.94	95.27	97.65	100.10	102.59
Clerical Worker	B.1016	06/22/25	Rec/Gen Admin	Monthly	3716.42	3809.33	3904.55	4002.16	4102.22	4204.79	4309.89	4417.64	4528.07	4641.28	4757.33	4876.26	4998.15	5123.11
	BCEA		Exempt	Bi-Weekly	1715.27	1758.15	1802.10	1847.15	1893.33	1940.67	1989.18	2038.91	2089.88	2142.13	2195.69	2250.58	2306.84	2364.51
	0196		8810	40 HRLY	21.44	21.98	22.53	23.09	23.67	24.26	24.86	25.49	26.12	26.78	27.45	28.13	28.84	29.56
				40 O.T.	32.16	32.97	33.80	34.64	35.51	36.39	37.29	38.24	39.18	40.17	41.18	42.20	43.26	44.34
Client Technology Specialist	B.0621	06/22/25	Info Sys	Monthly	5542.94	5681.52	5823.55	5969.15	6118.36	6271.33	6428.11	6588.81	6753.54	6922.37	7095.44	7272.83	7454.63	7641.01
	BCEA		Non Exempt	Bi-Weekly	2558.28	2622.24	2687.79	2754.99	2823.86	2894.46	2966.82	3040.99	3117.02	3194.94	3274.82	3356.69	3440.60	3526.62
	0195		9410	40 HRLY	31.98	32.78	33.60	34.44	35.30	36.18	37.09	38.01	38.96	39.94	40.94	41.96	43.01	44.08
				40 O.T.	47.97	49.17	50.40	51.66	52.95	54.27	55.64	57.02	58.44	59.91	61.41	62.94	64.52	66.12
Client Technology Supervisor	M.1017	06/22/25	Info Sys	Monthly	10869.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14293.93
	BMA		Non Exempt	Bi-Weekly	5016.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6597.20
	0197		9410	40 HRLY	62.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	82.47
				40 O.T.	94.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	123.71
Code Compliance Inspector I	B.1459	06/22/25	Safety/Inspection	Monthly	5761.32	5905.34	6052.97	6204.29	6359.41	6518.40	6681.35	6848.38	7019.59	7195.09	7374.97	7559.35	7748.33	7942.03
	BCEA		Non Exempt	Bi-Weekly	2659.07	2725.54	2793.68	2863.52	2935.11	3008.49	3083.70	3160.79	3239.81	3320.81	3403.83	3488.93	3576.15	3665.55
	0495		9410	40 HRLY	33.24	34.07	34.92	35.79	36.69	37.61	38.55	39.51	40.50	41.51	42.55	43.61	44.70	45.82
				40 O.T.	49.86	51.11	52.38	53.69	55.04	56.42	57.83	59.27	60.75	62.27	63.83	65.42	67.05	68.73

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Code Compliance Inspector II	B.1525	06/22/25	Safety/Inspection	Monthly	6154.44	6308.29	6466.01	6627.66	6793.35	6963.19	7137.26	7315.69	7498.57	7686.06	7878.20	8075.15	8277.04	8483.95
	BCEA		Non Exempt	Bi-Weekly	2840.51	2911.52	2984.31	3058.92	3135.39	3213.78	3294.12	3376.47	3460.88	3547.41	3636.09	3726.99	3820.17	3915.67
	0496		9410	40 HRLY	35.51	36.39	37.30	38.24	39.19	40.17	41.18	42.21	43.26	44.34	45.45	46.59	47.75	48.95
				40 O.T.	53.27	54.59	55.95	57.36	58.79	60.26	61.77	63.32	64.89	66.51	68.18	69.89	71.63	73.43
Code Compliance Manager	M.1026	06/22/25	Safety/Inspection	Monthly	10151.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13349.46
	BMA		Non Exempt	Bi-Weekly	4685.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6161.29
	0492		9410	40 HRLY	58.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.02
				40 O.T.	87.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	115.53
Collection Systems Journeyman	B.1469	06/22/25	Equipment	Monthly	5606.32	5746.48	5890.13	6037.40	6188.33	6343.03	6501.60	6664.15	6830.76	7001.52	7176.56	7355.96	7539.87	7728.37
	BCEA		Non Exempt	Bi-Weekly	2587.53	2652.22	2718.52	2786.49	2856.15	2927.55	3000.74	3075.76	3152.66	3231.47	3312.26	3395.06	3479.94	3566.94
	0200		9420	40 HRLY	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	42.44	43.50	44.59
				40 O.T.	48.51	49.73	50.97	52.25	53.55	54.89	56.27	57.68	59.12	60.59	62.10	63.66	65.25	66.89
Collection Systems Leadworker	B.1668	06/22/25	Streets/Refuse	Monthly	6878.28	7050.23	7226.48	7407.14	7592.33	7782.15	7976.69	8176.11	8380.52	8590.03	8804.77	9024.90	9250.52	9481.79
	BCEA		Non Exempt	Bi-Weekly	3174.59	3253.95	3335.30	3418.68	3504.15	3591.76	3681.55	3773.59	3867.93	3964.63	4063.74	4165.34	4269.47	4376.21
	0202		9420	40 HRLY	39.68	40.67	41.69	42.73	43.80	44.90	46.02	47.17	48.35	49.56	50.80	52.07	53.37	54.70
				40 O.T.	59.52	61.01	62.54	64.10	65.70	67.35	69.03	70.76	72.53	74.34	76.20	78.11	80.06	82.05
Collection Systems Supervisor	M.1465	06/22/25	Streets/Refuse	Monthly	8135.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10697.55
	BMA		Non Exempt	Bi-Weekly	3754.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4937.33
	0205		9420	40 HRLY	46.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	61.72
				40 O.T.	70.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	92.58
Collection Systems Worker	B.1337	06/22/25	Streets/Refuse	Monthly	4941.00	5064.52	5191.14	5320.92	5453.93	5590.28	5730.03	5873.29	6020.13	6170.62	6324.89	6483.01	6645.10	6811.22
	BCEA		Non Exempt	Bi-Weekly	2280.46	2337.47	2395.91	2455.81	2517.20	2580.13	2644.63	2710.75	2778.52	2847.98	2919.18	2992.16	3066.97	3143.64
	0203		9420	40 HRLY	28.51	29.22	29.95	30.70	31.47	32.25	33.06	33.88	34.73	35.60	36.49	37.40	38.34	39.30
				40 O.T.	42.77	43.83	44.93	46.05	47.21	48.38	49.59	50.82	52.10	53.40	54.74	56.10	57.51	58.95

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Collections Specialist	B.1438	06/22/25	Financial	Monthly	5546.52	5685.18	5827.32	5973.00	6122.33	6275.38	6432.27	6593.08	6757.90	6926.86	7100.02	7277.51	7459.47	7645.95
	BCEA		Non Exempt	Bi-Weekly	2559.93	2623.93	2689.53	2756.77	2825.69	2896.33	2968.74	3042.96	3119.03	3197.01	3276.93	3358.85	3442.83	3528.90
	0201		9410	40 HRLY	32.00	32.80	33.62	34.46	35.32	36.20	37.11	38.04	38.99	39.96	40.96	41.99	43.04	44.11
				40 O.T.	48.00	49.20	50.43	51.69	52.98	54.30	55.67	57.06	58.49	59.94	61.44	62.99	64.56	66.17
Communications Manager	Z.1952	06/22/25	Rec/Gen Admin	Monthly	11162.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14678.67
	Z-Group		Exempt	Bi-Weekly	5151.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6774.77
	0694		9410	40 HRLY	64.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	84.68
				40 O.T.	96.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	127.02
Communications Network Engineer	M.2462	06/22/25	Utilities	Monthly	11019.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14490.41
	BMA		Non Exempt	Bi-Weekly	5085.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6687.88
	0206		9410	40 HRLY	63.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	83.60
				40 O.T.	95.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	125.40
Communications Operator	B.1420	06/22/25	Rec/Gen Admin	Monthly	5611.69	5751.98	5895.78	6043.18	6194.26	6349.11	6507.84	6670.54	6837.31	7008.24	7183.45	7363.03	7547.11	7735.78
	BCEA		Non Exempt	Bi-Weekly	2590.01	2654.76	2721.13	2789.16	2858.89	2930.36	3003.62	3078.71	3155.68	3234.57	3315.44	3398.32	3483.28	3570.36
	0209		8810	40 HRLY	32.38	33.18	34.01	34.86	35.74	36.63	37.55	38.48	39.45	40.43	41.44	42.48	43.54	44.63
				40 O.T.	48.57	49.77	51.02	52.29	53.61	54.95	56.33	57.72	59.18	60.65	62.16	63.72	65.31	66.95
Communications Supervisor	B.1619	06/22/25	Rec/Gen Admin	Monthly	6846.47	7017.64	7193.07	7372.89	7557.23	7746.16	7939.79	8138.30	8341.75	8550.30	8764.06	8983.15	9207.73	9437.94
	BCEA		Non Exempt	Bi-Weekly	3159.91	3238.91	3319.88	3402.87	3487.95	3575.15	3664.52	3756.14	3850.04	3946.29	4044.95	4146.07	4249.72	4355.97
	0210		8810	40 HRLY	39.50	40.49	41.50	42.54	43.60	44.69	45.81	46.95	48.13	49.33	50.56	51.83	53.12	54.45
				40 O.T.	59.25	60.74	62.25	63.81	65.40	67.04	68.72	70.43	72.20	74.00	75.84	77.75	79.68	81.68
Communications Technician	I.6001	06/22/25	Utilities	Monthly	8808.00	0.00	9248.40	0.00	9710.83	0.00	10196.36	0.00	10706.19	0.00	11241.49	0.00	11803.57	0.00
	IBEW		Non Exempt	Bi-Weekly	4065.23	0.00	4268.49	0.00	4481.92	0.00	4706.01	0.00	4941.32	0.00	5188.38	0.00	5447.80	0.00
	0211		7539	40 HRLY	50.82	0.00	53.36	0.00	56.02	0.00	58.83	0.00	61.77	0.00	64.85	0.00	68.10	0.00
				40 O.T.	76.23	0.00	80.04	0.00	84.03	0.00	88.25	0.00	92.66	0.00	97.28	0.00	102.15	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Communications Technician Supervisor	I.1961	06/22/25	Utilities	Monthly	10833.29	0.00	11374.96	0.00	11943.71	0.00	12540.88	0.00	13167.92	0.00	13826.32	0.00	14517.64	0.00
	IBEW		Non Exempt	Bi-Weekly	4999.98	0.00	5249.98	0.00	5512.48	0.00	5788.10	0.00	6077.50	0.00	6381.38	0.00	6700.45	0.00
	0208		7539	40 HRLY	62.50	0.00	65.62	0.00	68.91	0.00	72.35	0.00	75.97	0.00	79.77	0.00	83.76	0.00
				40 O.T.	93.75	0.00	98.43	0.00	103.37	0.00	108.53	0.00	113.96	0.00	119.66	0.00	125.64	0.00
Communications Technician Trainee	I.1571	06/22/25	Utilities	Monthly	7318.22	7672.32	8026.42	8380.54	8852.68	9324.81	9796.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	3377.64	3541.07	3704.50	3867.94	4085.85	4303.76	4521.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0207		7539	40 HRLY	42.22	44.26	46.31	48.35	51.07	53.80	56.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	63.33	66.39	69.47	72.53	76.61	80.70	84.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Community Assistance Coordinator	Z.1701	06/22/25	Rec/Gen Admin	Monthly	7028.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9241.81
	Z-Group		Exempt	Bi-Weekly	3243.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4265.45
	0217		9410	40 HRLY	40.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	53.32
				40 O.T.	60.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	79.98
Community Development Director	E.0090	06/22/25	Comm Dev	Monthly	16623.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21860.43
	Exec		Exempt	Bi-Weekly	7672.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10089.43
	0204		9410	40 HRLY	95.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	126.12
				40 O.T.	143.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	189.18
Community Service Officer	B.1021	06/22/25	Safety/Inspection	Monthly	4742.10	4860.66	4982.16	5106.73	5234.39	5365.25	5499.37	5636.87	5777.79	5922.24	6070.29	6222.04	6377.58	6537.03
	BCEA		Non Exempt	Bi-Weekly	2188.66	2243.38	2299.46	2356.95	2415.87	2476.27	2538.17	2601.63	2666.67	2733.34	2801.67	2871.71	2943.50	3017.09
	0025		9410	40 HRLY	27.36	28.04	28.74	29.46	30.20	30.95	31.73	32.52	33.33	34.17	35.02	35.90	36.79	37.71
				40 O.T.	41.04	42.06	43.11	44.19	45.30	46.43	47.60	48.78	50.00	51.26	52.53	53.85	55.19	56.57
Conduit Mechanic	I.6002	06/22/25	Utilities	Monthly	8863.21	0.00	9306.38	0.00	9771.69	0.00	10260.27	0.00	10773.27	0.00	11311.95	0.00	11877.54	0.00
	IBEW		Non Exempt	Bi-Weekly	4090.71	0.00	4295.25	0.00	4510.01	0.00	4735.51	0.00	4972.28	0.00	5220.90	0.00	5481.94	0.00
	0219		7539	40 HRLY	51.13	0.00	53.69	0.00	56.38	0.00	59.19	0.00	62.15	0.00	65.26	0.00	68.52	0.00
				40 O.T.	76.70	0.00	80.54	0.00	84.57	0.00	88.79	0.00	93.23	0.00	97.89	0.00	102.78	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Conduit Mechanic-G	I.6102	06/22/25	Utilities	Monthly	9396.14	0.00	9865.96	0.00	10359.25	0.00	10877.21	0.00	11421.09	0.00	11992.13	0.00	12591.74	0.00
	IBEW		Non Exempt	Bi-Weekly	4336.68	0.00	4553.52	0.00	4781.19	0.00	5020.25	0.00	5271.27	0.00	5534.83	0.00	5811.57	0.00
	0220		7539	40 HRLY	54.21	0.00	56.92	0.00	59.76	0.00	62.75	0.00	65.89	0.00	69.19	0.00	72.64	0.00
				40 O.T.	81.32	0.00	85.38	0.00	89.64	0.00	94.13	0.00	98.84	0.00	103.79	0.00	108.96	0.00
Construction & Maintenance Leadworker	B.1535	06/22/25	Fac/Grounds	Monthly	5898.64	6046.13	6197.27	6352.21	6511.01	6673.79	6840.62	7011.64	7186.94	7366.60	7550.77	7739.55	7933.03	8131.35
	BCEA		Non Exempt	Bi-Weekly	2722.45	2790.52	2860.28	2931.79	3005.08	3080.21	3157.21	3236.14	3317.05	3399.97	3484.97	3572.10	3661.40	3752.93
	0222		9420	40 HRLY	34.03	34.88	35.75	36.65	37.56	38.50	39.47	40.45	41.46	42.50	43.56	44.65	45.77	46.91
				40 O.T.	51.05	52.32	53.63	54.98	56.34	57.75	59.21	60.68	62.19	63.75	65.34	66.98	68.66	70.37
Construction Inspector I	B.1635	06/22/25	Safety/Inspection	Monthly	6304.85	6462.47	6624.04	6789.64	6959.38	7133.36	7311.70	7494.48	7681.85	7873.91	8070.75	8272.51	8479.34	8691.30
	BCEA		Non Exempt	Bi-Weekly	2909.93	2982.68	3057.25	3133.68	3212.02	3292.32	3374.63	3458.99	3545.47	3634.11	3724.96	3818.08	3913.54	4011.37
	0213		9410	40 HRLY	36.37	37.28	38.22	39.17	40.15	41.15	42.18	43.24	44.32	45.43	46.56	47.73	48.92	50.14
				40 O.T.	54.56	55.92	57.33	58.76	60.23	61.73	63.27	64.86	66.48	68.15	69.84	71.60	73.38	75.21
Construction Inspector II	B.1310	06/22/25	Safety/Inspection	Monthly	6705.23	6872.86	7044.68	7220.81	7401.33	7586.37	7776.02	7970.41	8169.68	8373.93	8583.27	8797.86	9017.80	9243.24
	BCEA		Non Exempt	Bi-Weekly	3094.72	3172.09	3251.39	3332.68	3416.00	3501.40	3588.93	3678.65	3770.62	3864.89	3961.51	4060.55	4162.06	4266.11
	0048		9410	40 HRLY	38.68	39.65	40.64	41.66	42.70	43.77	44.86	45.98	47.13	48.31	49.52	50.76	52.03	53.33
				40 O.T.	58.02	59.48	60.96	62.49	64.05	65.66	67.29	68.97	70.70	72.47	74.28	76.14	78.05	80.00
Construction Inspector Manager	M.1832	06/22/25	Safety/Inspection	Monthly	8777.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11541.81
	BMA		Non Exempt	Bi-Weekly	4050.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5326.99
	0932		9410	40 HRLY	50.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	66.59
				40 O.T.	75.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	99.89
Construction Superintendent	M.1941	06/22/25	Fac/Grounds	Monthly	8837.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11621.46
	BMA		Non Exempt	Bi-Weekly	4078.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5363.75
	0225		9410	40 HRLY	50.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	67.05
				40 O.T.	76.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.58

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Construction and Maintenance Worker	B.1414	06/22/25	Fac/Grounds	Monthly	5069.03	5195.75	5325.65	5458.79	5595.24	5735.12	5878.51	6025.48	6176.11	6330.50	6488.78	6651.00	6817.27	6987.70
	BCEA		Non Exempt	Bi-Weekly	2339.55	2398.04	2457.99	2519.44	2582.42	2646.98	2713.16	2780.99	2850.51	2921.77	2994.82	3069.69	3146.43	3225.09
	0226		9420	40 HRLY	29.24	29.98	30.72	31.49	32.28	33.09	33.91	34.76	35.63	36.52	37.44	38.37	39.33	40.31
				40 O.T.	43.86	44.97	46.08	47.24	48.42	49.64	50.87	52.14	53.45	54.78	56.16	57.56	59.00	60.47
Contracts Administrator	M.1467	06/22/25	Financial	Monthly	10177.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13383.78
	BMA		Non Exempt	Bi-Weekly	4697.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6177.13
	0223		9410	40 HRLY	58.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.21
				40 O.T.	88.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	115.82
Crime Analyst	M.1605	06/22/25	Police/Fire	Monthly	6835.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8988.59
	BMA		Non Exempt	Bi-Weekly	3154.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4148.58
	0231		8810	40 HRLY	39.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	51.86
				40 O.T.	59.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.79
Cross Connection Control Specialist	B.1649	06/22/25	Utilities	Monthly	8471.23	8683.03	8900.10	9122.60	9350.66	9584.42	9824.04	10069.65	10321.39	10579.42	10843.91	11115.00	11392.88	11677.71
	BCEA		Non Exempt	Bi-Weekly	3909.80	4007.55	4107.74	4210.43	4315.69	4423.58	4534.17	4647.53	4763.72	4882.81	5004.88	5130.00	5258.25	5389.71
	0233		7520	40 HRLY	48.87	50.09	51.35	52.63	53.95	55.29	56.68	58.09	59.55	61.04	62.56	64.13	65.73	67.37
				40 O.T.	73.31	75.14	77.03	78.95	80.93	82.94	85.02	87.14	89.33	91.56	93.84	96.20	98.60	101.06
Crossing Guard	B.0633	06/22/25	Safety/Inspection	40 HRLY	19.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19.42
	BCEA		Non Exempt	40 O.T.	29.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	29.13
	0234		9410															
Cultural Affairs Supervisor	M.1607	11/25/25	Rec/Gen Admin	Monthly	7334.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9645.24
	BMA		Non Exempt	Bi-Weekly	3385.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4451.65
	0180		8810	40 HRLY	42.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	55.65
				40 O.T.	63.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	83.48

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Custodial Leadworker	B.1107	06/22/25	Fac/Grounds	Monthly	3825.94	3921.60	4019.64	4120.13	4223.14	4328.70	4436.92	4547.86	4661.54	4778.09	4897.53	5019.97	5145.47	5274.10
	BCEA		Non Exempt	Bi-Weekly	1765.82	1809.97	1855.22	1901.60	1949.14	1997.86	2047.81	2099.01	2151.48	2205.27	2260.40	2316.91	2374.83	2434.20
	0244		9420	40 HRLY	22.07	22.62	23.19	23.77	24.36	24.97	25.60	26.24	26.89	27.57	28.26	28.96	29.69	30.43
				40 O.T.	33.11	33.93	34.79	35.66	36.54	37.46	38.40	39.36	40.34	41.36	42.39	43.44	44.54	45.65
Custodial Supervisor	M.1576	06/22/25	Fac/Grounds	Monthly	6082.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7998.81
	BMA		Non Exempt	Bi-Weekly	2807.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3691.76
	0243		9420	40 HRLY	35.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	46.15
				40 O.T.	52.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	69.23
Custodian	B.1019	06/22/25	Fac/Grounds	Monthly	3504.00	3591.62	3681.41	3773.42	3867.76	3964.46	4063.58	4165.16	4269.29	4376.02	4485.43	4597.56	4712.50	4830.32
	BCEA		Non Exempt	Bi-Weekly	1617.23	1657.67	1699.11	1741.58	1785.12	1829.75	1875.50	1922.38	1970.44	2019.70	2070.20	2121.95	2175.00	2229.38
	0250		9420	40 HRLY	20.22	20.72	21.24	21.77	22.31	22.87	23.44	24.03	24.63	25.25	25.88	26.52	27.19	27.87
				40 O.T.	30.33	31.08	31.86	32.66	33.47	34.31	35.16	36.05	36.95	37.88	38.82	39.78	40.79	41.81
Customer Service Representative I	B.1125	06/22/25	Rec/Gen Admin	Monthly	4139.09	4242.57	4348.63	4457.35	4568.79	4682.99	4800.08	4920.07	5043.07	5169.15	5298.39	5430.84	5566.62	5705.79
	BCEA		Non Exempt	Bi-Weekly	1910.35	1958.11	2007.06	2057.24	2108.67	2161.38	2215.42	2270.80	2327.57	2385.76	2445.41	2506.54	2569.21	2633.44
	0246		8810	40 HRLY	23.88	24.48	25.09	25.72	26.36	27.02	27.69	28.39	29.09	29.82	30.57	31.33	32.12	32.92
				40 O.T.	35.82	36.72	37.64	38.58	39.54	40.53	41.54	42.59	43.64	44.73	45.86	47.00	48.18	49.38
Customer Service Representative II	B.1249	06/22/25	Rec/Gen Admin	Monthly	4637.92	4753.86	4872.73	4994.54	5119.40	5247.39	5378.58	5513.04	5650.86	5792.13	5936.93	6085.37	6237.49	6393.42
	BCEA		Non Exempt	Bi-Weekly	2140.58	2194.09	2248.95	2305.17	2362.80	2421.87	2482.42	2544.48	2608.09	2673.29	2740.12	2808.63	2878.84	2950.81
	0247		8810	40 HRLY	26.76	27.43	28.11	28.81	29.54	30.27	31.03	31.81	32.60	33.42	34.25	35.11	35.99	36.89
				40 O.T.	40.14	41.15	42.17	43.22	44.31	45.41	46.55	47.72	48.90	50.13	51.38	52.67	53.99	55.34
Customer Service Representative III	B.1362	06/22/25	Rec/Gen Admin	Monthly	5326.06	5459.20	5595.68	5735.58	5878.97	6025.93	6176.58	6331.00	6489.28	6651.49	6817.79	6988.24	7162.94	7342.01
	BCEA		Non Exempt	Bi-Weekly	2458.18	2519.63	2582.62	2647.19	2713.37	2781.20	2850.73	2922.00	2995.05	3069.92	3146.67	3225.34	3305.97	3388.62
	0248		8810	40 HRLY	30.73	31.50	32.28	33.09	33.92	34.77	35.63	36.53	37.44	38.37	39.33	40.32	41.32	42.36
				40 O.T.	46.10	47.25	48.42	49.64	50.88	52.16	53.45	54.80	56.16	57.56	59.00	60.48	61.98	63.54

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Customer Service Supervisor	B.1685	06/22/25	Rec/Gen Admin	Monthly	7313.76	7496.60	7684.02	7876.12	8073.02	8274.85	8481.72	8693.75	8911.09	9133.87	9362.23	9596.28	9836.19	10082.09
	BCEA		Non Exempt	Bi-Weekly	3375.58	3459.97	3546.47	3635.13	3726.01	3819.16	3914.64	4012.50	4112.81	4215.63	4321.03	4429.05	4539.78	4653.27
	0254		8810	40 HRLY	42.19	43.25	44.33	45.44	46.58	47.74	48.93	50.16	51.41	52.70	54.01	55.36	56.75	58.17
				40 O.T.	63.29	64.88	66.50	68.16	69.87	71.61	73.40	75.24	77.12	79.05	81.02	83.04	85.13	87.26
Data Engineer	M.1312	06/22/25	Info Sys	Monthly	9583.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12602.94
	BMA		Non Exempt	Bi-Weekly	4423.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5816.74
	0042		9410	40 HRLY	55.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	72.71
				40 O.T.	82.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	109.07
Database Administrator I	M.1882	06/22/25	Info Sys	Monthly	9116.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11987.78
	BMA		Non Exempt	Bi-Weekly	4207.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5532.82
	0277		9410	40 HRLY	52.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	69.16
				40 O.T.	78.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	103.74
Database Administrator II	M.2013	06/22/25	Info Sys	Monthly	10393.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13667.77
	BMA		Non Exempt	Bi-Weekly	4797.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6308.20
	0278		9410	40 HRLY	59.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	78.85
				40 O.T.	89.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	118.28
Database Administrator Ill	M.2161	06/22/25	Info Sys	Monthly	11819.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15542.65
	BMA		Non Exempt	Bi-Weekly	5455.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7173.53
	0279		9410	40 HRLY	68.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89.67
				40 O.T.	102.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	134.51
Deputy Building Official	M.2189	06/22/25	Engineering	Monthly	12572.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16533.23
	BMA		Non Exempt	Bi-Weekly	5802.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7630.72
	0256		9410	40 HRLY	72.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	95.38
				40 O.T.	108.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	143.07

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Deputy City Attorney	Z.2117	06/22/25	Legal	Monthly	10323.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13575.84
	Z-Group		Exempt	Bi-Weekly	4764.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6265.77
	0258		9410	40 HRLY	59.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	78.32
				40 O.T.	89.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	117.48
Deputy City Manager (E)	E.0098	06/22/25	Rec/Gen Admin	Monthly	16683.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21938.87
	Exec		Exempt	Bi-Weekly	7700.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10125.63
	5266		9410	40 HRLY	96.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	126.57
				40 O.T.	144.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	189.86
Deputy City Manager (Z)	Z.2343	06/22/25	Rec/Gen Admin	Monthly	13484.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17732.33
	Z-Group		Exempt	Bi-Weekly	6223.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8184.15
	0266		9410	40 HRLY	77.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	102.30
				40 O.T.	116.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	153.45
Deputy City Manager-Public Works & Capital Projects	E.0086	06/22/25	Engineering	Monthly	17466.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22967.88
	Exec		Exempt	Bi-Weekly	8061.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10600.56
	0268		9410	40 HRLY	100.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	132.51
				40 O.T.	151.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	198.77
Deputy Director-Park, Recreation, and Community Services	Z.2130	06/22/25	Recreation	Monthly	11743.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15442.40
	Z-Group		Exempt	Bi-Weekly	5419.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7127.26
	0285		9420	40 HRLY	67.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89.09
				40 O.T.	101.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	133.64
Deputy Financial Services Director	Z.2276	06/22/25	Financial	Monthly	13278.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17461.54
	Z-Group		Exempt	Bi-Weekly	6128.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8059.17
	0269		9410	40 HRLY	76.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.74
				40 O.T.	114.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	151.11

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Deputy Fire Chief	Y.2457	06/22/25	Police/Fire	Monthly	17462.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22962.59
	BFFCOU		Non Exempt	Bi-Weekly	8059.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10598.12
	0363		7706	40 HRLY	100.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	132.48
				40 O.T.	151.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	198.72
				56 HRLY	71.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	94.63
				56 O.T.	107.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	141.95
Deputy Fire Marshal	F.2045	06/22/25	Police/Fire	Monthly	8970.65	9194.92	9424.78	9660.41	9901.93	10149.47	10403.21	10663.27	10929.86	11203.12	11483.18	11770.27	12064.52	0.00
	BFF		Non Exempt	Bi-Weekly	4140.30	4243.81	4349.90	4458.65	4570.12	4684.37	4801.48	4921.51	5044.55	5170.67	5299.93	5432.43	5568.24	0.00
	0257		7706	40 HRLY	51.75	53.05	54.37	55.73	57.13	58.55	60.02	61.52	63.06	64.63	66.25	67.91	69.60	0.00
				40 O.T.	77.63	79.58	81.56	83.60	85.70	87.83	90.03	92.28	94.59	96.95	99.38	101.87	104.40	0.00
				56 HRLY	36.97	37.89	38.84	39.81	40.80	41.82	42.87	43.94	45.04	46.17	47.32	48.50	49.72	0.00
				56 O.T.	55.46	56.84	58.26	59.72	61.20	62.73	64.31	65.91	67.56	69.26	70.98	72.75	74.58	0.00
Diversity, Equity, and Inclusion Manager	Z.2024	06/22/25	Rec/Gen Admin	Monthly	9948.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13081.81
	Z-Group		Exempt	Bi-Weekly	4591.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6037.76
	0263		9410	40 HRLY	57.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	75.47
				40 O.T.	86.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	113.21
Duplicating Machine Operator	B.1145	06/22/25	Rec/Gen Admin	Monthly	3926.00	4024.15	4124.75	4227.88	4333.57	4441.91	4552.95	4666.78	4783.46	4903.04	5025.61	5151.25	5280.04	5412.03
	BCEA		Non Exempt	Bi-Weekly	1812.00	1857.30	1903.73	1951.33	2000.11	2050.11	2101.36	2153.90	2207.75	2262.94	2319.51	2377.50	2436.94	2497.86
	0267		9420	40 HRLY	22.65	23.22	23.80	24.39	25.00	25.63	26.27	26.92	27.60	28.29	28.99	29.72	30.46	31.22
				40 O.T.	33.98	34.83	35.70	36.59	37.50	38.45	39.41	40.38	41.40	42.44	43.49	44.58	45.69	46.83
EMS Nurse Specialist	M.1989	06/22/25	Rec/Gen Admin	Monthly	9415.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12381.46
	BMA		Non Exempt	Bi-Weekly	4345.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5714.52
	0318		8810	40 HRLY	54.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	71.43
				40 O.T.	81.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	107.15
Economic Development Manager	M.2465	06/22/25	Comm Dev	Monthly	11451.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15059.27
	BMA		Non Exempt	Bi-Weekly	5285.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6950.43
	0286		9410	40 HRLY	66.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	86.88
				40 O.T.	99.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	130.32

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Electrical Engineer	M.1789	06/22/25	Utilities	Monthly	10008.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13161.33
	BMA		Non Exempt	Bi-Weekly	4619.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6074.46
	0288		9410	40 HRLY	57.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	75.93
				40 O.T.	86.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	113.90
Electrical Engineering Associate I	B.1757	06/22/25	Engineering	Monthly	7934.92	8133.30	8336.62	8545.05	8758.66	8977.63	9202.07	9432.13	9667.93	9909.64	10157.38	10411.31	10671.59	10938.37
	BCEA		Non Exempt	Bi-Weekly	3662.27	3753.83	3847.67	3943.87	4042.46	4143.52	4247.11	4353.29	4462.12	4573.68	4688.02	4805.22	4925.35	5048.48
	0287		9410	40 HRLY	45.78	46.92	48.10	49.30	50.53	51.79	53.09	54.42	55.78	57.17	58.60	60.07	61.57	63.11
				40 O.T.	68.67	70.38	72.15	73.95	75.80	77.69	79.64	81.63	83.67	85.76	87.90	90.11	92.36	94.67
Electrical Engineering Associate II	B.1909	06/22/25	Engineering	Monthly	9226.69	9457.35	9693.78	9936.12	10184.53	10439.13	10700.11	10967.62	11241.82	11522.85	11810.93	12106.21	12408.85	12719.07
	BCEA		Non Exempt	Bi-Weekly	4258.47	4364.93	4474.05	4585.90	4700.55	4818.06	4938.51	5061.98	5188.53	5318.24	5451.20	5587.48	5727.16	5870.34
	0290		9410	40 HRLY	53.23	54.56	55.93	57.32	58.76	60.23	61.73	63.27	64.86	66.48	68.14	69.84	71.59	73.38
				40 O.T.	79.85	81.84	83.90	85.98	88.14	90.35	92.60	94.91	97.29	99.72	102.21	104.76	107.39	110.07
Electrical Service Planner	B.1806	06/22/25	Engineering	Monthly	7945.38	8144.02	8347.63	8556.32	8770.21	8989.48	9214.21	9444.57	9680.69	9922.71	10170.77	10425.03	10685.65	10952.80
	BCEA		Non Exempt	Bi-Weekly	3667.10	3758.78	3852.75	3949.07	4047.79	4148.99	4252.71	4359.03	4468.01	4579.71	4694.20	4811.55	4931.84	5055.14
	0271		9410	40 HRLY	45.84	46.98	48.16	49.36	50.60	51.86	53.16	54.49	55.85	57.25	58.68	60.14	61.65	63.19
				40 O.T.	68.76	70.47	72.24	74.04	75.90	77.79	79.74	81.74	83.78	85.88	88.02	90.21	92.48	94.79
Electrical Supervisor	I.6003	06/22/25	Utilities	Monthly	11113.05	0.00	11668.71	0.00	12252.13	0.00	12864.76	0.00	13507.98	0.00	14183.39	0.00	14892.56	0.00
	IBEW		Non Exempt	Bi-Weekly	5129.10	0.00	5385.56	0.00	5654.83	0.00	5937.58	0.00	6234.45	0.00	6546.18	0.00	6873.49	0.00
	0298		7539	40 HRLY	64.11	0.00	67.32	0.00	70.69	0.00	74.22	0.00	77.93	0.00	81.83	0.00	85.92	0.00
				40 O.T.	96.17	0.00	100.98	0.00	106.04	0.00	111.33	0.00	116.90	0.00	122.75	0.00	128.88	0.00
Electrician	I.6004	06/22/25	Utilities	Monthly	9033.59	0.00	9485.28	0.00	9959.54	0.00	10457.50	0.00	10980.39	0.00	11529.42	0.00	12105.88	0.00
	IBEW		Non Exempt	Bi-Weekly	4169.35	0.00	4377.82	0.00	4596.71	0.00	4826.54	0.00	5067.87	0.00	5321.27	0.00	5587.33	0.00
	0312		7539	40 HRLY	52.12	0.00	54.72	0.00	57.46	0.00	60.33	0.00	63.35	0.00	66.52	0.00	69.84	0.00
				40 O.T.	78.18	0.00	82.08	0.00	86.19	0.00	90.50	0.00	95.03	0.00	99.78	0.00	104.76	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Electrician Apprentice	I.8980	06/22/25	Utilities	Monthly	6779.28	7384.59	7989.89	8595.17	9200.47	9805.77	10411.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	3128.90	3408.27	3687.64	3967.00	4246.37	4525.74	4805.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0314		7539	40 HRLY	39.11	42.60	46.10	49.59	53.08	56.57	60.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	58.67	63.90	69.15	74.39	79.62	84.86	90.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Electrician Apprentice	I.9980	06/22/25	Utilities	Monthly	7505.64	7989.89	8474.12	8958.34	9442.59	9926.82	10411.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	3464.14	3687.64	3911.13	4134.62	4358.12	4581.61	4805.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0314		7539	40 HRLY	43.30	46.10	48.89	51.68	54.48	57.27	60.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	64.95	69.15	73.34	77.52	81.72	85.91	90.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Emergency Management Administrator	Z.2689	06/22/25	Police/Fire	Monthly	10641.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13993.37
	Z-Group		Exempt	Bi-Weekly	4911.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6458.48
	0315		9410	40 HRLY	61.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	80.73
				40 O.T.	92.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	121.10
Energy Services and Utility Rates Manager	M.1025	06/22/25	Utilities	Monthly	12268.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16132.76
	BMA		Non Exempt	Bi-Weekly	5662.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7445.89
	0978		9410	40 HRLY	70.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	93.07
				40 O.T.	106.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	139.61
Energy Trader-Scheduler	M.2418	06/22/25	Utilities	Monthly	13377.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17591.36
	BMA		Non Exempt	Bi-Weekly	6174.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8119.09
	0675		9410	40 HRLY	77.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	101.49
				40 O.T.	115.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	152.24
Engineering Aide	B.1606	06/22/25	Engineering	Monthly	6353.06	6511.90	6674.68	6841.55	7012.59	7187.90	7367.60	7551.79	7740.59	7934.10	8132.45	8335.75	8544.16	8757.75
	BCEA		Non Exempt	Bi-Weekly	2932.18	3005.49	3080.62	3157.64	3236.58	3317.49	3400.43	3485.44	3572.58	3661.89	3753.44	3847.27	3943.46	4042.04
	0323		9410	40 HRLY	36.65	37.57	38.51	39.47	40.46	41.47	42.51	43.57	44.66	45.77	46.92	48.09	49.29	50.53
				40 O.T.	54.98	56.36	57.77	59.21	60.69	62.21	63.77	65.36	66.99	68.66	70.38	72.14	73.94	75.80

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Engineering Assistant-Traffic	B.1569	06/22/25	Engineering	Monthly	7395.79	7580.69	7770.21	7964.47	8163.57	8367.67	8576.86	8791.27	9011.06	9236.33	9467.25	9703.92	9946.52	10195.19
	BCEA		Non Exempt	Bi-Weekly	3413.44	3498.78	3586.25	3675.91	3767.80	3862.00	3958.55	4057.51	4158.95	4262.92	4369.50	4478.73	4590.70	4705.47
	0326		9410	40 HRLY	42.67	43.73	44.83	45.95	47.10	48.28	49.48	50.72	51.99	53.29	54.62	55.98	57.38	58.82
				40 O.T.	64.01	65.60	67.25	68.93	70.65	72.42	74.22	76.08	77.99	79.94	81.93	83.97	86.07	88.23
Engineering Associate-Traffic	B.1904	06/22/25	Engineering	Monthly	8599.78	8814.78	9035.15	9261.03	9492.56	9729.87	9973.12	10222.44	10478.00	10739.95	11008.44	11283.65	11565.75	11854.90
	BCEA		Non Exempt	Bi-Weekly	3969.13	4068.36	4170.07	4274.32	4381.18	4490.71	4602.98	4718.05	4836.00	4956.90	5080.82	5207.84	5338.04	5471.49
	0328		9410	40 HRLY	49.61	50.85	52.13	53.43	54.76	56.13	57.54	58.98	60.45	61.96	63.51	65.10	66.73	68.39
				40 O.T.	74.42	76.28	78.20	80.15	82.14	84.20	86.31	88.47	90.68	92.94	95.27	97.65	100.10	102.59
Engineering Technician	B.1758	06/22/25	Engineering	Monthly	7395.79	7580.69	7770.21	7964.47	8163.57	8367.67	8576.86	8791.27	9011.06	9236.33	9467.25	9703.92	9946.52	10195.19
	BCEA		Non Exempt	Bi-Weekly	3413.44	3498.78	3586.25	3675.91	3767.80	3862.00	3958.55	4057.51	4158.95	4262.92	4369.50	4478.73	4590.70	4705.47
	0324		9410	40 HRLY	42.67	43.73	44.83	45.95	47.10	48.28	49.48	50.72	51.99	53.29	54.62	55.98	57.38	58.82
				40 O.T.	64.01	65.60	67.25	68.93	70.65	72.42	74.22	76.08	77.99	79.94	81.93	83.97	86.07	88.23
Environmental & Safety Manager	M.2201	06/22/25	Safety/Inspection	Monthly	11548.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15186.12
	BMA		Non Exempt	Bi-Weekly	5330.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7008.98
	0327		9410	40 HRLY	66.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	87.61
				40 O.T.	99.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	131.42
Environmental Engineer	M.2004	06/22/25	Safety/Inspection	Monthly	11171.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14690.50
	BMA		Non Exempt	Bi-Weekly	5156.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6780.23
	0325		9410	40 HRLY	64.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	84.75
				40 O.T.	96.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	127.13
Environmental, Health, and Safety Coordinator	M.1786	06/22/25	Safety/Inspection	Monthly	8011.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10534.64
	BMA		Non Exempt	Bi-Weekly	3697.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4862.14
	0730		9410	40 HRLY	46.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	60.78
				40 O.T.	69.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	91.17

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Environmental, Health, and Safety Officer	M.1957	06/22/25	Safety/Inspection	Monthly	9504.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12498.98
	BMA		Non Exempt	Bi-Weekly	4386.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5768.76
	0735		9410	40 HRLY	54.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	72.11
				40 O.T.	82.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	108.17
Executive Assistant	Z.1485	06/22/25	Rec/Gen Admin	Monthly	5983.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7868.25
	Z-Group		Exempt	Bi-Weekly	2761.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3631.50
	0275		9410	40 HRLY	34.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	45.39
				40 O.T.	51.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	68.09
Facilities Maintenance Manager	M.1940	06/22/25	Fac/Grounds	Monthly	8927.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11740.26
	BMA		Non Exempt	Bi-Weekly	4120.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5418.58
	0337		9410	40 HRLY	51.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	67.73
				40 O.T.	77.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	101.60
Facility Attendant I	B.0435	06/22/25	Fac/Grounds	40 HRLY	17.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17.99
	BCEA		Exempt	40 O.T.	26.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26.99
	0338		9410															
Facility Attendant II	B.0685	06/22/25	Fac/Grounds	Monthly	3250.35	3331.60	3414.88	3500.27	3587.76	3677.46	3769.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	BCEA		Exempt	Bi-Weekly	1500.16	1537.66	1576.10	1615.51	1655.89	1697.29	1739.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0339		9410	40 HRLY	18.75	19.22	19.70	20.19	20.70	21.22	21.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	28.13	28.83	29.55	30.29	31.05	31.83	32.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Facility Technology Coordinator	B.1938	06/22/25	Engineering	Monthly	9504.26	9741.88	9985.43	10235.05	10490.94	10753.21	11022.03	11297.59	11580.03	11869.52	12166.27	12470.42	12782.19	13101.75
	BCEA		Non Exempt	Bi-Weekly	4386.58	4496.25	4608.66	4723.87	4841.97	4963.02	5087.09	5214.27	5344.63	5478.24	5615.20	5755.58	5899.47	6046.96
	0340		9410	40 HRLY	54.83	56.20	57.61	59.05	60.52	62.04	63.59	65.18	66.81	68.48	70.19	71.94	73.74	75.59
				40 O.T.	82.25	84.30	86.42	88.58	90.78	93.06	95.39	97.77	100.22	102.72	105.29	107.91	110.61	113.39

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Fiber Services Supervisor	B.1889	06/22/25	Engineering	Monthly	9018.79	9244.26	9475.35	9712.26	9955.05	10203.94	10459.02	10720.49	10988.51	11263.22	11544.80	11833.42	12129.26	12432.51
	BCEA		Non Exempt	Bi-Weekly	4162.52	4266.58	4373.24	4482.58	4594.64	4709.51	4827.24	4947.92	5071.62	5198.41	5328.37	5461.58	5598.12	5738.08
	0322		9410	40 HRLY	52.03	53.33	54.67	56.03	57.43	58.87	60.34	61.85	63.40	64.98	66.60	68.27	69.98	71.73
				40 O.T.	78.05	80.00	82.01	84.05	86.15	88.31	90.51	92.78	95.10	97.47	99.90	102.41	104.97	107.60
Field Service Representative	B.1343	06/22/25	Rec/Gen Admin	Monthly	5658.81	5800.28	5945.29	6093.92	6246.26	6402.41	6562.49	6726.55	6894.70	7067.08	7243.75	7424.84	7610.46	7800.72
	BCEA		Non Exempt	Bi-Weekly	2611.76	2677.05	2743.98	2812.58	2882.89	2954.96	3028.84	3104.56	3182.17	3261.73	3343.27	3426.85	3512.52	3600.33
	0282		9410	40 HRLY	32.65	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78	40.77	41.79	42.84	43.91	45.00
				40 O.T.	48.98	50.19	51.45	52.74	54.06	55.41	56.79	58.22	59.67	61.16	62.69	64.26	65.87	67.50
Field Service Representative II	B.1230	06/22/25	Rec/Gen Admin	Monthly	4750.76	4869.52	4991.26	5116.04	5243.94	5375.05	5509.42	5647.16	5788.34	5933.05	6081.38	6233.41	6389.24	6548.97
	BCEA		Non Exempt	Bi-Weekly	2192.66	2247.47	2303.66	2361.25	2420.28	2480.79	2542.81	2606.38	2671.54	2738.33	2806.79	2876.96	2948.88	3022.60
	0281		9410	40 HRLY	27.41	28.09	28.80	29.52	30.25	31.01	31.79	32.58	33.39	34.23	35.08	35.96	36.86	37.78
				40 O.T.	41.12	42.14	43.20	44.28	45.38	46.52	47.69	48.87	50.09	51.35	52.62	53.94	55.29	56.67
Financial Accounting Manager-BWP	M.2110	06/22/25	Financial	Monthly	12268.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16132.76
	BMA		Non Exempt	Bi-Weekly	5662.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7445.89
	0345		9410	40 HRLY	70.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	93.07
				40 O.T.	106.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	139.61
Financial Analyst (M)	M.1971	06/22/25	Financial	Monthly	9116.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11987.60
	BMA		Non Exempt	Bi-Weekly	4207.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5532.74
	0343		9410	40 HRLY	52.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	69.16
				40 O.T.	78.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	103.74
Financial Analyst (Z)	Z.1444	06/22/25	Financial	Monthly	9263.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12180.96
	Z-Group		Exempt	Bi-Weekly	4275.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5621.98
	0341		9410	40 HRLY	53.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	70.27
				40 O.T.	80.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	105.41

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Financial Planning & Risk Manager	M.2245	06/22/25	Rec/Gen Admin	Monthly	13617.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17907.41
	BMA		Non Exempt	Bi-Weekly	6285.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8264.96
	0347		9410	40 HRLY	78.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	103.31
				40 O.T.	117.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	154.97
Financial Services Director	E.0082	06/22/25	Financial	Monthly	16324.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21466.23
	Exec		Exempt	Bi-Weekly	7534.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9907.49
	0344		9410	40 HRLY	94.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	123.84
				40 O.T.	141.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	185.76
Financial Systems Manager	M.2080	06/22/25	Financial	Monthly	11754.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15457.26
	BMA		Non Exempt	Bi-Weekly	5425.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7134.12
	0348		9410	40 HRLY	67.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89.18
				40 O.T.	101.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	133.77
Fire Administrator	Z.2688	06/22/25	Police/Fire	Monthly	11971.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15742.72
	Z-Group		Exempt	Bi-Weekly	5525.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7265.87
	0358		9410	40 HRLY	69.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	90.82
				40 O.T.	103.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	136.23
Fire Battalion Chief	Y.2356	06/22/25	Police/Fire	Monthly	13301.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17491.57
	BFFCOU		Non Exempt	Bi-Weekly	6139.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8073.03
	0346		7706	40 HRLY	76.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.91
				40 O.T.	115.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	151.37
				56 HRLY	54.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	72.08
				56 O.T.	82.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	108.12
Fire Captain	F.2164	06/22/25	Police/Fire	Monthly	9945.22	10193.84	10448.69	10709.90	10977.66	11252.09	11533.41	11821.72	12117.28	12420.20	12730.71	13048.99	13375.20	0.00
	BFF		Non Exempt	Bi-Weekly	4590.10	4704.85	4822.47	4943.03	5066.61	5193.27	5323.11	5456.18	5592.59	5732.40	5875.71	6022.61	6173.17	0.00
	0349		7706	40 HRLY	57.38	58.81	60.28	61.79	63.33	64.92	66.54	68.20	69.91	71.66	73.45	75.28	77.16	0.00
				40 O.T.	86.07	88.22	90.42	92.69	95.00	97.38	99.81	102.30	104.87	107.49	110.18	112.92	115.74	0.00
				56 HRLY	40.98	42.01	43.06	44.13	45.24	46.37	47.53	48.72	49.93	51.18	52.46	53.77	55.12	0.00
				56 O.T.	61.47	63.02	64.59	66.20	67.86	69.56	71.30	73.08	74.90	76.77	78.69	80.66	82.68	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Fire Chief	E.0088	06/22/25	Police/Fire	Monthly	20170.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26523.60
	Exec		Exempt	Bi-Weekly	9309.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12241.66
	0352		7706	40 HRLY	116.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	153.02
				40 O.T.	174.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	229.53
Fire Engineer	F.2003	06/22/25	Police/Fire	Monthly	8467.46	8679.15	8896.12	9118.53	9346.50	9580.16	9819.66	10065.14	10316.78	10574.70	10839.08	11110.04	11387.78	0.00
	BFF		Non Exempt	Bi-Weekly	3908.06	4005.76	4105.90	4208.55	4313.77	4421.61	4532.15	4645.45	4761.59	4880.63	5002.65	5127.71	5255.90	0.00
	0356		7706	40 HRLY	48.85	50.07	51.32	52.61	53.92	55.27	56.65	58.07	59.52	61.01	62.53	64.10	65.70	0.00
				40 O.T.	73.28	75.11	76.98	78.92	80.88	82.91	84.98	87.11	89.28	91.52	93.80	96.15	98.55	0.00
				56 HRLY	34.89	35.77	36.66	37.58	38.52	39.48	40.47	41.48	42.51	43.58	44.67	45.78	46.93	0.00
				56 O.T.	52.34	53.66	54.99	56.37	57.78	59.22	60.71	62.22	63.77	65.37	67.01	68.67	70.40	0.00
Fire Equipment Mechanic	B.1422	06/22/25	Equipment	Monthly	5589.81	5729.56	5872.79	6019.61	6170.10	6324.35	6482.47	6644.52	6810.64	6980.91	7155.42	7334.32	7517.66	7705.62
	BCEA		Non Exempt	Bi-Weekly	2579.91	2644.41	2710.52	2778.28	2847.74	2918.93	2991.91	3066.70	3143.37	3221.96	3302.50	3385.07	3469.69	3556.44
	0350		7706	40 HRLY	32.25	33.06	33.88	34.73	35.60	36.49	37.40	38.33	39.29	40.27	41.28	42.31	43.37	44.46
				40 O.T.	48.38	49.59	50.82	52.10	53.40	54.74	56.10	57.50	58.94	60.41	61.92	63.47	65.06	66.69
Fire Equipment Specialist	B.1572	06/22/25	Equipment	Monthly	6522.71	6685.77	6852.91	7024.23	7199.83	7379.84	7564.33	7753.44	7947.27	8145.95	8349.60	8558.36	8772.31	8991.60
	BCEA		Non Exempt	Bi-Weekly	3010.48	3085.74	3162.88	3241.95	3323.00	3406.08	3491.23	3578.51	3667.97	3759.67	3853.66	3950.01	4048.76	4149.97
	0351		7706	40 HRLY	37.63	38.57	39.54	40.52	41.54	42.58	43.64	44.73	45.85	47.00	48.17	49.38	50.61	51.87
				40 O.T.	56.45	57.86	59.31	60.78	62.31	63.87	65.46	67.10	68.78	70.50	72.26	74.07	75.92	77.81
Fire Fighter	F.1840	06/22/25	Police/Fire	Monthly	7194.18	7374.03	7558.37	7747.35	7941.03	8139.56	8343.03	8551.62	8765.40	8984.54	9209.16	9439.39	9675.36	0.00
	BFF		Non Exempt	Bi-Weekly	3320.39	3403.40	3488.48	3575.70	3665.09	3756.72	3850.63	3946.90	4045.57	4146.71	4250.38	4356.64	4465.55	0.00
	0359		7706	40 HRLY	41.50	42.54	43.61	44.70	45.81	46.96	48.13	49.34	50.57	51.83	53.13	54.46	55.82	0.00
				40 O.T.	62.25	63.81	65.42	67.05	68.72	70.44	72.20	74.01	75.86	77.75	79.70	81.69	83.73	0.00
				56 HRLY	29.65	30.39	31.15	31.93	32.72	33.54	34.38	35.24	36.12	37.02	37.95	38.90	39.87	0.00
				56 O.T.	44.48	45.59	46.73	47.90	49.08	50.31	51.57	52.86	54.18	55.53	56.93	58.35	59.81	0.00
Fire Fighter Recruit	U.1600	06/22/25	Police/Fire	Monthly	6474.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6474.76
	Unrep		Exempt	Bi-Weekly	2988.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2988.35
	0353		7706	40 HRLY	37.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	37.35
				40 O.T.	56.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	56.03

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Fire Inspector I	B.1671	06/22/25	Safety/Inspection	Monthly	6113.14	6265.98	6422.63	6583.18	6747.76	6916.46	7089.38	7266.61	7448.26	7634.49	7825.35	8020.98	8221.50	8427.03
	BCEA		Non Exempt	Bi-Weekly	2821.45	2891.99	2964.29	3038.39	3114.35	3192.21	3272.02	3353.82	3437.66	3523.61	3611.70	3701.99	3794.54	3889.40
	0371		9410	40 HRLY	35.27	36.15	37.05	37.98	38.93	39.90	40.90	41.92	42.97	44.05	45.15	46.27	47.43	48.62
				40 O.T.	52.91	54.23	55.58	56.97	58.40	59.85	61.35	62.88	64.46	66.08	67.73	69.41	71.15	72.93
Fire Inspector II	B.1675	06/22/25	Safety/Inspection	Monthly	7182.50	7362.05	7546.11	7734.76	7928.14	8126.32	8329.49	8537.73	8751.17	8969.96	9194.21	9424.05	9659.65	9901.15
	BCEA		Non Exempt	Bi-Weekly	3315.00	3397.87	3482.82	3569.89	3659.14	3750.61	3844.38	3940.49	4039.00	4139.98	4243.48	4349.56	4458.30	4569.76
	0357		9410	40 HRLY	41.44	42.47	43.54	44.62	45.74	46.88	48.05	49.26	50.49	51.75	53.04	54.37	55.73	57.12
				40 O.T.	62.16	63.71	65.31	66.93	68.61	70.32	72.08	73.89	75.74	77.63	79.56	81.56	83.60	85.68
Fire Marshal	Y.2456	06/22/25	Police/Fire	Monthly	13361.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17571.00
	BFFCOU		Non Exempt	Bi-Weekly	6167.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8109.69
	0354		7706	40 HRLY	77.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	101.37
				40 O.T.	115.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	152.06
				56 HRLY	55.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	72.41
				56 O.T.	82.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	108.62
Fleet Maintenance Apprentice	B.1247	06/22/25	Equipment	Monthly	4697.59	4815.03	4935.41	5058.78	5185.27	5314.90	5447.76	5583.96	5723.55	5866.64	6013.30	6163.65	6317.74	6475.67
	BCEA		Exempt	Bi-Weekly	2168.12	2222.32	2277.88	2334.82	2393.20	2453.03	2514.35	2577.21	2641.64	2707.68	2775.37	2844.76	2915.88	2988.77
	0369		9420	40 HRLY	27.10	27.78	28.47	29.19	29.92	30.66	31.43	32.22	33.02	33.85	34.69	35.56	36.45	37.36
				40 O.T.	40.65	41.67	42.71	43.79	44.88	45.99	47.15	48.33	49.53	50.78	52.04	53.34	54.68	56.04
Fleet Maintenance Technician	B.1421	06/22/25	Equipment	Monthly	5589.81	5729.56	5872.79	6019.61	6170.10	6324.35	6482.47	6644.52	6810.64	6980.91	7155.42	7334.32	7517.66	7705.62
	BCEA		Non Exempt	Bi-Weekly	2579.91	2644.41	2710.52	2778.28	2847.74	2918.93	2991.91	3066.70	3143.37	3221.96	3302.50	3385.07	3469.69	3556.44
	0370		9420	40 HRLY	32.25	33.06	33.88	34.73	35.60	36.49	37.40	38.33	39.29	40.27	41.28	42.31	43.37	44.46
				40 O.T.	48.38	49.59	50.82	52.10	53.40	54.74	56.10	57.50	58.94	60.41	61.92	63.47	65.06	66.69
Fleet Manager-BWP	M.2001	06/22/25	Equipment	Monthly	10212.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13429.63
	BMA		Non Exempt	Bi-Weekly	4713.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6198.29
	0365		9410	40 HRLY	58.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.48
				40 O.T.	88.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	116.22

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Fleet Services Supervisor	M.1900	06/22/25	Equipment	Monthly	8701.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11441.86
	BMA		Non Exempt	Bi-Weekly	4015.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5280.86
	0361		9410	40 HRLY	50.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	66.01
				40 O.T.	75.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	99.02
Fleet Superintendent	M.1983	06/22/25	Fac/Grounds	Monthly	10212.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13429.63
	BMA		Non Exempt	Bi-Weekly	4713.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6198.29
	0355		9410	40 HRLY	58.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.48
				40 O.T.	88.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	116.22
Fleet Utility Worker	B.1082	06/22/25	Equipment	Monthly	3979.34	4078.84	4180.80	4285.32	4392.46	4502.27	4614.83	4730.20	4848.46	4969.66	5093.90	5221.26	5351.80	5485.59
	BCEA		Non Exempt	Bi-Weekly	1836.62	1882.54	1929.60	1977.84	2027.29	2077.97	2129.92	2183.17	2237.75	2293.69	2351.03	2409.81	2470.06	2531.81
	0368		9420	40 HRLY	22.96	23.53	24.12	24.72	25.34	25.97	26.62	27.29	27.97	28.67	29.39	30.12	30.88	31.65
				40 O.T.	34.44	35.30	36.18	37.08	38.01	38.96	39.93	40.94	41.96	43.01	44.09	45.18	46.32	47.48
Food Services Aide	B.0853	06/22/25	Recreation	Monthly	3118.09	3196.05	3275.94	3357.84	3441.79	3527.83	3616.04	3706.43	3799.10	3894.06	3991.41	4091.21	4193.50	4298.32
	BCEA		Non Exempt	Bi-Weekly	1439.12	1475.10	1511.97	1549.77	1588.52	1628.23	1668.94	1710.66	1753.43	1797.26	1842.19	1888.25	1935.46	1983.84
	0360		9420	40 HRLY	17.99	18.44	18.90	19.37	19.86	20.35	20.86	21.38	21.92	22.47	23.03	23.60	24.19	24.80
				40 O.T.	26.99	27.66	28.35	29.06	29.79	30.53	31.29	32.07	32.88	33.71	34.55	35.40	36.29	37.20
Food Services Supervisor	B.1333	06/22/25	Recreation	Monthly	4818.47	4938.94	5062.40	5188.95	5318.69	5451.66	5587.94	5727.65	5870.84	6017.61	6168.05	6322.25	6480.31	6642.31
	BCEA		Non Exempt	Bi-Weekly	2223.91	2279.51	2336.49	2394.90	2454.78	2516.15	2579.05	2643.53	2709.62	2777.36	2846.79	2917.96	2990.91	3065.68
	0362		9420	40 HRLY	27.80	28.49	29.21	29.94	30.68	31.45	32.24	33.04	33.87	34.72	35.58	36.47	37.39	38.32
				40 O.T.	41.70	42.74	43.82	44.91	46.02	47.18	48.36	49.56	50.81	52.08	53.37	54.71	56.09	57.48
Forensic Specialist	B.1537	06/22/25	Police/Fire	Monthly	6170.23	6324.50	6482.60	6644.67	6810.79	6981.07	7155.59	7334.47	7517.84	7705.79	7898.43	8095.90	8298.29	8505.75
	BCEA		Non Exempt	Bi-Weekly	2847.80	2919.00	2991.97	3066.77	3143.44	3222.03	3302.58	3385.14	3469.77	3556.52	3645.43	3736.57	3829.98	3925.73
	0366		9410	40 HRLY	35.60	36.49	37.40	38.33	39.29	40.28	41.28	42.31	43.37	44.46	45.57	46.71	47.87	49.07
				40 O.T.	53.40	54.74	56.10	57.50	58.94	60.42	61.92	63.47	65.06	66.69	68.36	70.07	71.81	73.61

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Forensic Specialist Supervisor	B.1766	06/22/25	Police/Fire	Monthly	7758.01	7951.95	8150.76	8354.54	8563.38	8777.47	8996.91	9221.83	9452.39	9688.68	9930.92	10179.17	10433.65	10694.49
	BCEA		Non Exempt	Bi-Weekly	3580.62	3670.13	3761.89	3855.94	3952.33	4051.14	4152.42	4256.23	4362.64	4471.70	4583.50	4698.08	4815.53	4935.92
	0367		9410	40 HRLY	44.76	45.88	47.02	48.20	49.40	50.64	51.91	53.20	54.53	55.90	57.29	58.73	60.19	61.70
				40 O.T.	67.14	68.82	70.53	72.30	74.10	75.96	77.87	79.80	81.80	83.85	85.94	88.10	90.29	92.55
Forestry Services Supervisor	B.1579	06/22/25	Fac/Grounds	Monthly	6858.93	7030.40	7206.16	7386.32	7570.96	7760.24	7954.25	8153.10	8356.92	8565.85	8780.01	8999.51	9224.50	9455.10
	BCEA		Non Exempt	Bi-Weekly	3165.66	3244.80	3325.92	3409.07	3494.29	3581.65	3671.19	3762.97	3857.04	3953.47	4052.31	4153.62	4257.46	4363.89
	0967		9420	40 HRLY	39.57	40.56	41.57	42.61	43.68	44.77	45.89	47.04	48.21	49.42	50.65	51.92	53.22	54.55
				40 O.T.	59.36	60.84	62.36	63.92	65.52	67.16	68.84	70.56	72.32	74.13	75.98	77.88	79.83	81.83
GIS Specialist	B.0384	06/22/25	Utilities	Monthly	7726.92	7920.10	8118.11	8321.06	8529.08	8742.31	8960.86	9184.89	9414.51	9649.88	9891.12	10138.40	10391.85	10651.66
	BCEA		Non Exempt	Bi-Weekly	3566.27	3655.43	3746.82	3840.49	3936.50	4034.91	4135.78	4239.18	4345.16	4453.79	4565.13	4679.26	4796.24	4916.15
	0029		9410	40 HRLY	44.58	45.69	46.84	48.01	49.21	50.44	51.70	52.99	54.31	55.67	57.06	58.49	59.95	61.45
				40 O.T.	66.87	68.54	70.26	72.02	73.82	75.66	77.55	79.49	81.47	83.51	85.59	87.74	89.93	92.18
General Manager-Burbank Water & Power	E.0097	06/22/25	Engineering	Monthly	25628.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33701.79
	Exec		Exempt	Bi-Weekly	11828.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15554.67
	0372		9410	40 HRLY	147.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	194.43
				40 O.T.	221.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	291.65
Grants Coordinator	M.1907	06/22/25	Financial	Monthly	9049.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11900.05
	BMA		Non Exempt	Bi-Weekly	4176.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5492.33
	0389		9410	40 HRLY	52.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	68.65
				40 O.T.	78.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	102.98
Graphics Media Designer	B.1570	06/22/25	Rec/Gen Admin	Monthly	7448.96	7635.18	7826.07	8021.72	8222.24	8427.81	8638.50	8854.47	9075.82	9302.71	9535.28	9773.66	10018.02	10268.46
	BCEA		Non Exempt	Bi-Weekly	3437.98	3523.93	3612.03	3702.33	3794.88	3889.76	3987.00	4086.68	4188.84	4293.56	4400.90	4510.92	4623.70	4739.29
	0392		9410	40 HRLY	42.97	44.05	45.15	46.28	47.44	48.62	49.84	51.08	52.36	53.67	55.01	56.39	57.80	59.24
				40 O.T.	64.46	66.08	67.73	69.42	71.16	72.93	74.76	76.62	78.54	80.51	82.52	84.59	86.70	88.86

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Groundskeeper	B.1303	06/22/25	Fac/Grounds	Monthly	4802.18	4922.23	5045.28	5171.40	5300.69	5433.22	5569.05	5708.28	5850.98	5997.25	6147.18	6300.86	6458.38	6619.84
	BCEA		Non Exempt	Bi-Weekly	2216.39	2271.80	2328.59	2386.80	2446.47	2507.64	2570.33	2634.59	2700.45	2767.96	2837.16	2908.09	2980.79	3055.31
	0396		9420	40 HRLY	27.70	28.40	29.11	29.84	30.58	31.35	32.13	32.93	33.76	34.60	35.46	36.35	37.26	38.19
				40 O.T.	41.55	42.60	43.67	44.76	45.87	47.03	48.20	49.40	50.64	51.90	53.19	54.53	55.89	57.29
Groundskeeper Helper	B.0918	06/22/25	Fac/Grounds	Monthly	3822.93	3918.50	4016.48	4116.88	4219.80	4325.30	4433.43	4544.28	4657.88	4774.32	4893.68	5016.03	5141.44	5269.96
	BCEA		Non Exempt	Bi-Weekly	1764.43	1808.54	1853.76	1900.10	1947.60	1996.29	2046.20	2097.36	2149.79	2203.53	2258.62	2315.09	2372.97	2432.29
	0397		9420	40 HRLY	22.06	22.61	23.17	23.75	24.35	24.95	25.58	26.22	26.87	27.54	28.23	28.94	29.66	30.40
				40 O.T.	33.09	33.92	34.76	35.63	36.53	37.43	38.37	39.33	40.31	41.31	42.35	43.41	44.49	45.60
Heavy Equipment Operator	B.1506	06/22/25	Streets/Refuse	Monthly	5332.43	5465.74	5602.37	5742.43	5885.99	6033.15	6183.97	6338.58	6497.03	6659.47	6825.95	6996.60	7171.52	7350.81
	BCEA		Non Exempt	Bi-Weekly	2461.12	2522.65	2585.71	2650.35	2716.61	2784.53	2854.14	2925.50	2998.63	3073.60	3150.44	3229.20	3309.93	3392.68
	0401		9420	40 HRLY	30.76	31.53	32.32	33.13	33.96	34.81	35.68	36.57	37.48	38.42	39.38	40.37	41.37	42.41
				40 O.T.	46.14	47.30	48.48	49.70	50.94	52.22	53.52	54.86	56.22	57.63	59.07	60.56	62.06	63.62
Heavy Truck Driver	B.1279	06/22/25	Streets/Refuse	Monthly	4437.14	4548.07	4661.78	4778.32	4897.77	5020.21	5145.73	5274.36	5406.22	5541.38	5679.92	5821.92	5967.46	6116.65
	BCEA		Non Exempt	Bi-Weekly	2047.91	2099.11	2151.59	2205.38	2260.51	2317.02	2374.95	2434.32	2495.18	2557.56	2621.50	2687.04	2754.21	2823.07
	0406		9420	40 HRLY	25.60	26.24	26.89	27.57	28.26	28.96	29.69	30.43	31.19	31.97	32.77	33.59	34.43	35.29
				40 O.T.	38.40	39.36	40.34	41.36	42.39	43.44	44.54	45.65	46.79	47.96	49.16	50.39	51.65	52.94
Helicopter Mechanic	B.1626	06/22/25	Equipment	Monthly	6854.75	7026.13	7201.78	7381.81	7566.37	7755.52	7949.41	8148.14	8351.85	8560.65	8774.65	8994.03	9218.89	9449.35
	BCEA		Non Exempt	Bi-Weekly	3163.73	3242.83	3323.90	3406.99	3492.17	3579.47	3668.96	3760.68	3854.70	3951.07	4049.84	4151.09	4254.87	4361.24
	0402		9420	40 HRLY	39.55	40.54	41.55	42.59	43.65	44.74	45.86	47.01	48.18	49.39	50.62	51.89	53.19	54.52
				40 O.T.	59.33	60.81	62.33	63.89	65.48	67.11	68.79	70.52	72.27	74.09	75.93	77.84	79.79	81.78
Household Hazardous Waste Leadworker	B.0617	06/22/25	Streets/Refuse	Monthly	6855.38	7026.76	7202.43	7382.48	7567.06	7756.23	7950.13	8148.88	8352.61	8561.43	8775.46	8994.85	9219.71	9450.22
	BCEA		Non Exempt	Bi-Weekly	3164.02	3243.12	3324.20	3407.30	3492.49	3579.80	3669.29	3761.02	3855.05	3951.43	4050.21	4151.47	4255.25	4361.64
	0413		9420	40 HRLY	39.55	40.54	41.55	42.59	43.66	44.75	45.87	47.01	48.19	49.39	50.63	51.89	53.19	54.52
				40 O.T.	59.33	60.81	62.33	63.89	65.49	67.13	68.81	70.52	72.29	74.09	75.95	77.84	79.79	81.78

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Household Hazardous Waste Technician	B.0614	06/22/25	Streets/Refuse	Monthly	4706.28	4823.93	4944.53	5068.16	5194.87	5324.74	5457.86	5594.29	5734.15	5877.50	6024.44	6175.04	6329.42	6487.67
	BCEA		Non Exempt	Bi-Weekly	2172.13	2226.43	2282.09	2339.15	2397.63	2457.57	2519.01	2581.98	2646.53	2712.69	2780.51	2850.02	2921.27	2994.31
	0407		9420	40 HRLY	27.15	27.83	28.53	29.24	29.97	30.72	31.49	32.27	33.08	33.91	34.76	35.63	36.52	37.43
				40 O.T.	40.73	41.75	42.80	43.86	44.96	46.08	47.24	48.41	49.62	50.87	52.14	53.45	54.78	56.15
Housing Assistant	B.1665	06/22/25	Safety/Inspection	Monthly	6637.54	6803.46	6973.55	7147.90	7326.58	7509.75	7697.50	7889.94	8087.19	8289.36	8496.61	8709.00	8926.73	9149.90
	BCEA		Non Exempt	Bi-Weekly	3063.48	3140.06	3218.56	3299.03	3381.50	3466.04	3552.69	3641.51	3732.55	3825.86	3921.51	4019.54	4120.03	4223.03
	0409		9410	40 HRLY	38.29	39.25	40.23	41.24	42.27	43.33	44.41	45.52	46.66	47.82	49.02	50.24	51.50	52.79
				40 O.T.	57.44	58.88	60.35	61.86	63.41	65.00	66.62	68.28	69.99	71.73	73.53	75.36	77.25	79.19
Housing Authority Manager	M.2463	06/22/25	Comm Dev	Monthly	11842.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15573.05
	BMA		Non Exempt	Bi-Weekly	5465.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7187.56
	0412		9410	40 HRLY	68.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89.84
				40 O.T.	102.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	134.76
Housing Development Manager	M.2087	06/22/25	Comm Dev	Monthly	10243.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13470.62
	BMA		Non Exempt	Bi-Weekly	4727.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6217.21
	0411		9410	40 HRLY	59.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.72
				40 O.T.	88.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	116.58
Housing Services Assistant	B.1427	06/22/25	Safety/Inspection	Monthly	5232.24	5363.04	5497.12	5634.55	5775.40	5919.79	6067.79	6219.48	6374.96	6534.34	6697.71	6865.15	7036.77	7212.70
	BCEA		Non Exempt	Bi-Weekly	2414.88	2475.25	2537.13	2600.56	2665.57	2732.21	2800.52	2870.53	2942.29	3015.85	3091.25	3168.53	3247.74	3328.94
	0408		9410	40 HRLY	30.19	30.94	31.71	32.51	33.32	34.15	35.01	35.88	36.78	37.70	38.64	39.61	40.60	41.61
				40 O.T.	45.29	46.41	47.57	48.77	49.98	51.23	52.52	53.82	55.17	56.55	57.96	59.42	60.90	62.42
Housing Specialist	B.1888	06/22/25	Safety/Inspection	Monthly	8286.70	8493.88	8706.23	8923.87	9146.97	9375.64	9610.03	9850.30	10096.56	10348.95	10607.70	10872.88	11144.71	11423.32
	BCEA		Non Exempt	Bi-Weekly	3824.63	3920.25	4018.26	4118.71	4221.68	4327.22	4435.40	4546.29	4659.95	4776.44	4895.86	5018.25	5143.71	5272.30
	0410		9410	40 HRLY	47.81	49.00	50.23	51.48	52.77	54.09	55.44	56.83	58.25	59.71	61.20	62.73	64.30	65.90
				40 O.T.	71.72	73.50	75.35	77.22	79.16	81.14	83.16	85.25	87.38	89.57	91.80	94.10	96.45	98.85

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Human Resources Manager	Z.1933	06/22/25	Rec/Gen Admin	Monthly	10270.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13506.07
	Z-Group		Exempt	Bi-Weekly	4740.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6233.57
	0403		8810	40 HRLY	59.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.92
				40 O.T.	88.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	116.88
Human Resources Specialist	B.1367	06/22/25	Recreation	Monthly	5042.66	5168.71	5297.93	5430.38	5566.15	5705.31	5847.94	5994.13	6143.97	6297.59	6455.02	6616.39	6781.82	6951.36
	BCEA		Non Exempt	Bi-Weekly	2327.38	2385.56	2445.20	2506.33	2568.99	2633.22	2699.05	2766.52	2835.68	2906.58	2979.24	3053.72	3130.07	3208.32
	0521		8810	40 HRLY	29.09	29.82	30.57	31.33	32.11	32.92	33.74	34.58	35.45	36.33	37.24	38.17	39.13	40.10
				40 O.T.	43.64	44.73	45.86	47.00	48.17	49.38	50.61	51.87	53.18	54.50	55.86	57.26	58.70	60.15
Human Resources Technician I	B.1309	06/22/25	Rec/Gen Admin	Monthly	4753.69	4872.53	4994.34	5119.21	5247.19	5378.36	5512.82	5650.65	5791.91	5936.71	6085.13	6237.25	6393.18	6553.02
	BCEA		Non Exempt	Bi-Weekly	2194.01	2248.86	2305.08	2362.71	2421.78	2482.32	2544.38	2607.99	2673.19	2740.02	2808.52	2878.73	2950.70	3024.47
	0404		8810	40 HRLY	27.43	28.11	28.81	29.53	30.27	31.03	31.80	32.60	33.41	34.25	35.11	35.98	36.88	37.81
				40 O.T.	41.15	42.17	43.22	44.30	45.41	46.55	47.70	48.90	50.12	51.38	52.67	53.97	55.32	56.72
Human Resources Technician II	B.1385	06/22/25	Rec/Gen Admin	Monthly	5134.33	5262.68	5394.24	5529.10	5667.33	5809.01	5954.24	6103.09	6255.67	6412.06	6572.37	6736.67	6905.10	7077.72
	BCEA		Non Exempt	Bi-Weekly	2369.69	2428.93	2489.65	2551.89	2615.69	2681.08	2748.11	2816.81	2887.23	2959.41	3033.40	3109.23	3186.97	3266.64
	0405		8810	40 HRLY	29.62	30.36	31.12	31.90	32.70	33.51	34.35	35.21	36.09	36.99	37.92	38.87	39.84	40.83
				40 O.T.	44.43	45.54	46.68	47.85	49.05	50.27	51.53	52.82	54.14	55.49	56.88	58.31	59.76	61.25
Information Security Analyst	M.2045	06/22/25	Info Sys	Monthly	10506.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13815.73
	BMA		Non Exempt	Bi-Weekly	4849.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6376.49
	0421		9410	40 HRLY	60.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	79.71
				40 O.T.	90.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	119.57
Information Systems Analyst I	B.1465	06/22/25	Info Sys	Monthly	5540.45	5678.96	5820.95	5966.46	6115.63	6268.51	6425.23	6585.87	6750.51	6919.27	7092.26	7269.56	7451.30	7637.59
	BCEA		Non Exempt	Bi-Weekly	2557.13	2621.06	2686.59	2753.75	2822.60	2893.16	2965.49	3039.63	3115.62	3193.51	3273.35	3355.18	3439.06	3525.04
	0426		9410	40 HRLY	31.96	32.76	33.58	34.42	35.28	36.16	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.06
				40 O.T.	47.94	49.14	50.37	51.63	52.92	54.24	55.61	57.00	58.43	59.88	61.38	62.91	64.49	66.09

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Information Systems Analyst II	M.1632	06/22/25	Info Sys	Monthly	7102.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9339.81
	BMA		Non Exempt	Bi-Weekly	3278.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4310.68
	0427		9410	40 HRLY	40.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	53.88
				40 O.T.	61.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	80.82
Information Systems Analyst III	M.1854	06/22/25	Info Sys	Monthly	8864.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11657.38
	BMA		Non Exempt	Bi-Weekly	4091.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5380.33
	0428		9410	40 HRLY	51.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	67.25
				40 O.T.	76.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.88
Information Systems Analyst IV	M.2043	06/22/25	Info Sys	Monthly	10506.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13815.73
	BMA		Non Exempt	Bi-Weekly	4849.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6376.49
	0429		9410	40 HRLY	60.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	79.71
				40 O.T.	90.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	119.57
Information Technology Security Manager	M.1301	06/22/25	Info Sys	Monthly	14291.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18793.52
	BMA		Non Exempt	Bi-Weekly	6596.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8673.93
	0431		9410	40 HRLY	82.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	108.42
				40 O.T.	123.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	162.63
Instrument Controls Supervisor	I.6029	06/22/25	Utilities	Monthly	11833.75	0.00	12425.44	0.00	13046.71	0.00	13699.05	0.00	14384.00	0.00	15103.21	0.00	15858.35	0.00
	IBEW		Non Exempt	Bi-Weekly	5461.73	0.00	5734.82	0.00	6021.56	0.00	6322.64	0.00	6638.77	0.00	6970.71	0.00	7319.24	0.00
	0425		7539	40 HRLY	68.27	0.00	71.69	0.00	75.27	0.00	79.03	0.00	82.98	0.00	87.13	0.00	91.49	0.00
				40 O.T.	102.41	0.00	107.54	0.00	112.91	0.00	118.55	0.00	124.47	0.00	130.70	0.00	137.24	0.00
Instrument Controls Technician	I.6005	06/22/25	Utilities	Monthly	9620.98	0.00	10102.02	0.00	10607.11	0.00	11137.47	0.00	11694.35	0.00	12279.06	0.00	12893.01	0.00
	IBEW		Non Exempt	Bi-Weekly	4440.45	0.00	4662.47	0.00	4895.59	0.00	5140.37	0.00	5397.39	0.00	5667.26	0.00	5950.62	0.00
	0424		7539	40 HRLY	55.51	0.00	58.28	0.00	61.19	0.00	64.25	0.00	67.47	0.00	70.84	0.00	74.38	0.00
				40 O.T.	83.27	0.00	87.42	0.00	91.79	0.00	96.38	0.00	101.21	0.00	106.26	0.00	111.57	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Intelligent Transportation Systems Specialist	B.1810	06/22/25	Streets/Refuse	Monthly	7427.68	7613.39	7803.71	7998.81	8198.78	8403.74	8613.84	8829.19	9049.91	9276.17	9508.07	9745.78	9989.42	10239.15
	BCEA		Non Exempt	Bi-Weekly	3428.16	3513.87	3601.71	3691.76	3784.05	3878.65	3975.62	4075.01	4176.88	4281.31	4388.34	4498.05	4610.50	4725.76
	0430		9410	40 HRLY	42.85	43.92	45.02	46.15	47.30	48.48	49.70	50.94	52.21	53.52	54.85	56.23	57.63	59.07
				40 O.T.	64.28	65.88	67.53	69.23	70.95	72.72	74.55	76.41	78.32	80.28	82.28	84.35	86.45	88.61
Intermediate Clerk	B.1026	06/22/25	Rec/Gen Admin	Monthly	3754.53	3848.39	3944.61	4043.22	4144.29	4247.90	4354.11	4462.97	4574.53	4688.88	4806.12	4926.26	5049.42	5175.67
	BCEA		Non Exempt	Bi-Weekly	1732.86	1776.18	1820.59	1866.10	1912.75	1960.57	2009.59	2059.83	2111.32	2164.10	2218.21	2273.66	2330.50	2388.77
	0423		8810	40 HRLY	21.66	22.20	22.76	23.33	23.91	24.51	25.12	25.75	26.39	27.05	27.73	28.42	29.13	29.86
				40 O.T.	32.49	33.30	34.14	35.00	35.87	36.77	37.68	38.63	39.59	40.58	41.60	42.63	43.70	44.79
Irrigation Specialist	B.1028	06/22/25	Fac/Grounds	Monthly	4867.42	4989.12	5113.83	5241.69	5372.73	5507.04	5644.71	5785.85	5930.49	6078.74	6230.71	6386.49	6546.15	6709.80
	BCEA		Non Exempt	Bi-Weekly	2246.50	2302.67	2360.23	2419.24	2479.72	2541.71	2605.25	2670.39	2737.15	2805.57	2875.71	2947.61	3021.30	3096.83
	0415		9420	40 HRLY	28.08	28.78	29.50	30.24	31.00	31.77	32.57	33.38	34.21	35.07	35.95	36.85	37.77	38.71
				40 O.T.	42.12	43.17	44.25	45.36	46.50	47.66	48.86	50.07	51.32	52.61	53.93	55.28	56.66	58.07
Jail Manager	M.1962	06/22/25	Police/Fire	Monthly	10003.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13155.00
	BMA		Non Exempt	Bi-Weekly	4617.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6071.54
	0453		7720	40 HRLY	57.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	75.89
				40 O.T.	86.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	113.84
Jailer	B.1304	06/22/25	Police/Fire	Monthly	5095.24	5222.62	5353.18	5487.02	5624.19	5764.79	5908.91	6056.64	6208.06	6363.26	6522.34	6685.40	6852.54	7023.84
	BCEA		Non Exempt	Bi-Weekly	2351.65	2410.44	2470.70	2532.47	2595.78	2660.67	2727.19	2795.37	2865.26	2936.89	3010.31	3085.57	3162.71	3241.77
	0433		7720	40 HRLY	29.40	30.13	30.88	31.66	32.45	33.26	34.09	34.94	35.82	36.71	37.63	38.57	39.53	40.52
				40 O.T.	44.10	45.20	46.32	47.49	48.68	49.89	51.14	52.41	53.73	55.07	56.45	57.86	59.30	60.78
Junior Engineering Aide-BWP	B.1371	06/22/25	Utilities	Monthly	5159.85	5288.86	5421.07	5556.59	5695.52	5837.91	5983.86	6133.44	6286.78	6443.95	6605.04	6770.18	6939.42	7112.91
	BCEA		Non Exempt	Bi-Weekly	2381.47	2441.01	2502.03	2564.58	2628.70	2694.42	2761.78	2830.82	2901.59	2974.13	3048.48	3124.70	3202.81	3282.88
	0434		9410	40 HRLY	29.77	30.51	31.28	32.06	32.86	33.68	34.52	35.39	36.27	37.18	38.11	39.06	40.04	41.04
				40 O.T.	44.66	45.77	46.92	48.09	49.29	50.52	51.78	53.09	54.41	55.77	57.17	58.59	60.06	61.56

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Kennel Attendant	B.1149	06/22/25	Fac/Grounds	Monthly	4133.63	4236.96	4342.89	4451.46	4562.76	4676.82	4793.75	4913.59	5036.42	5162.34	5291.39	5423.69	5559.28	5698.25
	BCEA		Non Exempt	Bi-Weekly	1907.83	1955.52	2004.41	2054.52	2105.89	2158.53	2212.50	2267.81	2324.50	2382.62	2442.18	2503.24	2565.82	2629.96
	0460		9410	40 HRLY	23.85	24.44	25.06	25.68	26.32	26.98	27.66	28.35	29.06	29.78	30.53	31.29	32.07	32.87
				40 O.T.	35.78	36.66	37.59	38.52	39.48	40.47	41.49	42.53	43.59	44.67	45.80	46.94	48.11	49.31
Laborer	B.1051	06/22/25	Streets/Refuse	Monthly	3717.37	3810.30	3905.57	4003.20	4103.28	4205.87	4311.02	4418.79	4529.27	4642.50	4758.54	4877.51	4999.45	5124.45
	BCEA		Non Exempt	Bi-Weekly	1715.71	1758.60	1802.57	1847.63	1893.82	1941.17	1989.70	2039.44	2090.43	2142.69	2196.25	2251.16	2307.44	2365.13
	0468		9420	40 HRLY	21.45	21.98	22.53	23.10	23.67	24.26	24.87	25.49	26.13	26.78	27.45	28.14	28.84	29.56
				40 O.T.	32.18	32.97	33.80	34.65	35.51	36.39	37.31	38.24	39.20	40.17	41.18	42.21	43.26	44.34
Land Surveyor	M.2274	06/22/25	Engineering	Monthly	9349.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12294.25
	BMA		Non Exempt	Bi-Weekly	4315.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5674.27
	0469		9410	40 HRLY	53.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	70.93
				40 O.T.	80.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	106.40
Landfill Leadworker	B.1617	06/22/25	Streets/Refuse	Monthly	6855.38	7026.76	7202.43	7382.48	7567.06	7756.23	7950.13	8148.88	8352.61	8561.43	8775.46	8994.85	9219.71	9450.22
	BCEA		Non Exempt	Bi-Weekly	3164.02	3243.12	3324.20	3407.30	3492.49	3579.80	3669.29	3761.02	3855.05	3951.43	4050.21	4151.47	4255.25	4361.64
	0473		9420	40 HRLY	39.55	40.54	41.55	42.59	43.66	44.75	45.87	47.01	48.19	49.39	50.63	51.89	53.19	54.52
				40 O.T.	59.33	60.81	62.33	63.89	65.49	67.13	68.81	70.52	72.29	74.09	75.95	77.84	79.79	81.78
Landfill Supervisor	M.1904	06/22/25	Streets/Refuse	Monthly	8701.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11441.86
	BMA		Non Exempt	Bi-Weekly	4015.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5280.86
	0474		9410	40 HRLY	50.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	66.01
				40 O.T.	75.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	99.02
Landscape Services Supervisor	B.1580	06/22/25	Fac/Grounds	Monthly	6858.93	7030.40	7206.16	7386.32	7570.96	7760.24	7954.25	8153.10	8356.92	8565.85	8780.01	8999.51	9224.50	9455.10
	BCEA		Non Exempt	Bi-Weekly	3165.66	3244.80	3325.92	3409.07	3494.29	3581.65	3671.19	3762.97	3857.04	3953.47	4052.31	4153.62	4257.46	4363.89
	0478		9420	40 HRLY	39.57	40.56	41.57	42.61	43.68	44.77	45.89	47.04	48.21	49.42	50.65	51.92	53.22	54.55
				40 O.T.	59.36	60.84	62.36	63.92	65.52	67.16	68.84	70.56	72.32	74.13	75.98	77.88	79.83	81.83

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Landscape and Forestry Services Superintendent	Z.2132	06/22/25	Fac/Grounds	Monthly	11743.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15442.40
	Z-Group		Exempt	Bi-Weekly	5419.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7127.26
	0259		9410	40 HRLY	67.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89.09
				40 O.T.	101.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	133.64
Law Office Administrator	Z.1572	06/22/25	Rec/Gen Admin	Monthly	6178.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8125.33
	Z-Group		Exempt	Bi-Weekly	2851.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3750.15
	0479		8810	40 HRLY	35.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	46.88
				40 O.T.	53.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	70.32
Lead Client Technology Specialist	M.1033	06/22/25	Info Sys	Monthly	7456.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9805.51
	BMA		Non Exempt	Bi-Weekly	3441.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4525.62
	0450		9410	40 HRLY	43.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	56.57
				40 O.T.	64.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	84.86
Lead Data Engineer	M.1313	06/22/25	Info Sys	Monthly	10927.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14369.18
	BMA		Non Exempt	Bi-Weekly	5043.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6631.93
	0043		9410	40 HRLY	63.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	82.90
				40 O.T.	94.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	124.35
Lead Jailer	B.1017	06/22/25	Police/Fire	Monthly	5441.54	5577.56	5717.01	5859.95	6006.43	6156.58	6310.50	6468.28	6629.98	6795.73	6965.62	7139.75	7318.26	7501.22
	BCEA		Non Exempt	Bi-Weekly	2511.48	2574.26	2638.62	2704.59	2772.20	2841.50	2912.54	2985.36	3059.99	3136.49	3214.90	3295.27	3377.66	3462.10
	0037		8810	40 HRLY	31.39	32.18	32.98	33.81	34.65	35.52	36.41	37.32	38.25	39.21	40.19	41.19	42.22	43.28
				40 O.T.	47.09	48.27	49.47	50.72	51.98	53.28	54.62	55.98	57.38	58.82	60.29	61.79	63.33	64.92
Lead Network Engineer	M.1035	09/30/25	Info Sys	Monthly	9893.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13010.16
	BMA		Non Exempt	Bi-Weekly	4566.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6004.69
	0552		9410	40 HRLY	57.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	75.06
				40 O.T.	85.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	112.59

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Lead Systems Engineer	M.1082	06/22/25	Info Sys	Monthly	10034.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13195.35
	BMA		Non Exempt	Bi-Weekly	4631.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6090.16
	0082		9410	40 HRLY	57.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	76.13
				40 O.T.	86.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	114.20
Lead Technology Product Manager	M.1318	06/22/25	Info Sys	Monthly	9863.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12970.12
	BMA		Non Exempt	Bi-Weekly	4552.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5986.21
	0046		9410	40 HRLY	56.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	74.83
				40 O.T.	85.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	112.25
Legal Assistant	B.1031	06/22/25	Legal	Monthly	5705.90	5848.55	5994.76	6144.62	6298.24	6455.69	6617.09	6782.51	6952.08	7125.89	7304.03	7486.64	7673.79	7865.65
	BCEA		Non Exempt	Bi-Weekly	2633.49	2699.33	2766.81	2835.98	2906.88	2979.55	3054.04	3130.39	3208.65	3288.87	3371.09	3455.37	3541.75	3630.30
	0024		8810	40 HRLY	32.92	33.74	34.59	35.45	36.34	37.24	38.18	39.13	40.11	41.11	42.14	43.19	44.27	45.38
				40 O.T.	49.38	50.61	51.89	53.18	54.51	55.86	57.27	58.70	60.17	61.67	63.21	64.79	66.41	68.07
Legal Secretarial Clerk	B.1266	06/22/25	Rec/Gen Admin	Monthly	4511.76	4624.56	4740.17	4858.69	4980.15	5104.65	5232.26	5363.06	5497.14	5634.57	5775.45	5919.83	6067.82	6219.53
	BCEA		Non Exempt	Bi-Weekly	2082.35	2134.41	2187.77	2242.47	2298.53	2355.99	2414.89	2475.26	2537.14	2600.57	2665.59	2732.23	2800.53	2870.55
	0481		8810	40 HRLY	26.03	26.68	27.35	28.03	28.73	29.45	30.19	30.94	31.71	32.51	33.32	34.15	35.01	35.88
				40 O.T.	39.05	40.02	41.03	42.05	43.10	44.18	45.29	46.41	47.57	48.77	49.98	51.23	52.52	53.82
Legal Secretary	B.1365	06/22/25	Rec/Gen Admin	Monthly	4980.43	5104.93	5232.57	5363.37	5497.46	5634.89	5775.77	5920.16	6068.16	6219.87	6375.37	6534.75	6698.12	6865.56
	BCEA		Non Exempt	Bi-Weekly	2298.66	2356.12	2415.03	2475.40	2537.29	2600.72	2665.74	2732.38	2800.69	2870.71	2942.48	3016.04	3091.44	3168.72
	0480		8810	40 HRLY	28.73	29.45	30.19	30.94	31.72	32.51	33.32	34.15	35.01	35.88	36.78	37.70	38.64	39.61
				40 O.T.	43.10	44.18	45.29	46.41	47.58	48.77	49.98	51.23	52.52	53.82	55.17	56.55	57.96	59.42
Legislative Analyst	M.1938	06/22/25	Rec/Gen Admin	Monthly	8883.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11682.02
	BMA		Non Exempt	Bi-Weekly	4100.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5391.70
	0483		9410	40 HRLY	51.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	67.40
				40 O.T.	76.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	101.10

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Liability Claims Coordinator	M.1629	06/22/25	Rec/Gen Admin	Monthly	6799.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8941.70
	BMA		Non Exempt	Bi-Weekly	3138.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4126.94
	0485		9410	40 HRLY	39.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	51.59
				40 O.T.	58.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.39
Librarian	B.1490	06/22/25	Library	Monthly	5811.30	5956.60	6105.52	6258.16	6414.61	6574.97	6739.35	6907.83	7080.52	7257.53	7438.97	7624.96	7815.58	8010.97
	BCEA		Non Exempt	Bi-Weekly	2682.14	2749.20	2817.93	2888.38	2960.59	3034.60	3110.47	3188.23	3267.93	3349.63	3433.37	3519.21	3607.19	3697.37
	0486		8838	40 HRLY	33.53	34.37	35.22	36.10	37.01	37.93	38.88	39.85	40.85	41.87	42.92	43.99	45.09	46.22
				40 O.T.	50.30	51.56	52.83	54.15	55.52	56.90	58.32	59.78	61.28	62.81	64.38	65.99	67.64	69.33
Library Assistant	B.1290	06/22/25	Library	Monthly	4758.61	4877.58	4999.52	5124.49	5252.61	5383.93	5518.52	5656.50	5797.89	5942.84	6091.41	6243.71	6399.79	6559.80
	BCEA		Non Exempt	Bi-Weekly	2196.28	2251.19	2307.47	2365.15	2424.28	2484.89	2547.01	2610.69	2675.95	2742.85	2811.42	2881.71	2953.75	3027.60
	0488		8838	40 HRLY	27.45	28.14	28.84	29.56	30.30	31.06	31.84	32.63	33.45	34.29	35.14	36.02	36.92	37.85
				40 O.T.	41.18	42.21	43.26	44.34	45.45	46.59	47.76	48.95	50.18	51.44	52.71	54.03	55.38	56.78
Library Associate	B.1029	06/22/25	Rec/Gen Admin	Monthly	3965.78	4064.91	4166.54	4270.70	4377.47	4486.91	4599.08	4714.06	4831.91	4952.70	5076.52	5203.42	5333.51	5466.85
	BCEA		Non Exempt	Bi-Weekly	1830.36	1876.11	1923.02	1971.09	2020.37	2070.88	2122.65	2175.72	2230.11	2285.86	2343.01	2401.58	2461.62	2523.16
	0489		8838	40 HRLY	22.88	23.45	24.04	24.64	25.25	25.89	26.53	27.20	27.88	28.57	29.29	30.02	30.77	31.54
				40 O.T.	34.32	35.18	36.06	36.96	37.88	38.84	39.80	40.80	41.82	42.86	43.94	45.03	46.16	47.31
Library Division Manager	M.1691	06/22/25	Library	Monthly	8488.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11162.15
	BMA		Non Exempt	Bi-Weekly	3917.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5151.76
	0929		8838	40 HRLY	48.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	64.40
				40 O.T.	73.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	96.60
Library Monitor	B.0875	06/22/25	Safety/Inspection	Monthly	3401.34	3486.36	3573.53	3662.86	3754.44	3848.30	3944.50	4043.13	4144.21	4247.82	4354.00	4462.86	4574.42	4688.78
	BCEA		Exempt	Bi-Weekly	1569.85	1609.09	1649.32	1690.55	1732.82	1776.14	1820.54	1866.06	1912.71	1960.53	2009.54	2059.78	2111.27	2164.05
	0490		8838	40 HRLY	19.62	20.11	20.62	21.13	21.66	22.20	22.76	23.33	23.91	24.51	25.12	25.75	26.39	27.05
				40 O.T.	29.43	30.17	30.93	31.70	32.49	33.30	34.14	35.00	35.87	36.77	37.68	38.63	39.59	40.58

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Library Operations Supervisor	B.0682	06/22/25	Library	Monthly	5284.96	5417.08	5552.50	5691.31	5833.60	5979.44	6128.92	6282.14	6439.20	6600.19	6765.18	6934.31	7107.66	7285.37
	BCEA		Non Exempt	Bi-Weekly	2439.21	2500.19	2562.69	2626.76	2692.43	2759.74	2828.73	2899.45	2971.94	3046.24	3122.39	3200.45	3280.46	3362.48
	0494		8838	40 HRLY	30.49	31.25	32.03	32.83	33.66	34.50	35.36	36.24	37.15	38.08	39.03	40.01	41.01	42.03
				40 O.T.	45.74	46.88	48.05	49.25	50.49	51.75	53.04	54.36	55.73	57.12	58.55	60.02	61.52	63.05
Library Page/PT	B.0681	06/22/25	Rec/Gen Admin	Monthly	3282.50	3364.57	3448.68	3534.90	3623.27	3713.84	3806.70	3901.86	3999.41	4099.40	4201.88	4306.92	4414.61	4524.95
	BCEA		Non Exempt	Bi-Weekly	1515.00	1552.88	1591.70	1631.49	1672.28	1714.08	1756.94	1800.86	1845.88	1892.03	1939.33	1987.81	2037.51	2088.44
	0493		8838	40 HRLY	18.94	19.41	19.90	20.39	20.90	21.43	21.96	22.51	23.07	23.65	24.24	24.85	25.47	26.11
				40 O.T.	28.41	29.12	29.85	30.59	31.35	32.15	32.94	33.77	34.61	35.48	36.36	37.28	38.21	39.17
Library Services Director	E.0074	06/22/25	Library	Monthly	14974.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19690.93
	Exec		Exempt	Bi-Weekly	6911.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9088.12
	0491		8838	40 HRLY	86.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	113.60
				40 O.T.	129.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	170.40
Lifeguard	B.0704	06/22/25	Recreation	Monthly	3618.92	3709.38	3802.13	3897.18	3994.60	4094.46	4196.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	BCEA		Exempt	Bi-Weekly	1670.27	1712.02	1754.83	1798.70	1843.66	1889.75	1937.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0507		9410	40 HRLY	20.88	21.40	21.94	22.48	23.05	23.62	24.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	31.32	32.10	32.91	33.72	34.58	35.43	36.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Lifeguard-Instructor	B.0753	06/22/25	Recreation	Monthly	3980.97	4080.48	4182.51	4287.08	4394.24	4504.11	4616.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	BCEA		Exempt	Bi-Weekly	1837.37	1883.30	1930.39	1978.65	2028.11	2078.82	2130.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0508		9410	40 HRLY	22.97	23.54	24.13	24.73	25.35	25.99	26.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	34.46	35.31	36.20	37.10	38.03	38.99	39.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Line Mechanic	I.6006	06/22/25	Utilities	Monthly	10306.60	0.00	10821.92	0.00	11363.02	0.00	11931.16	0.00	12527.71	0.00	13154.12	0.00	13811.81	0.00
	IBEW		Non Exempt	Bi-Weekly	4756.89	0.00	4994.73	0.00	5244.47	0.00	5506.69	0.00	5782.02	0.00	6071.13	0.00	6374.68	0.00
	0515		7539	40 HRLY	59.46	0.00	62.43	0.00	65.56	0.00	68.83	0.00	72.28	0.00	75.89	0.00	79.68	0.00
				40 O.T.	89.19	0.00	93.65	0.00	98.34	0.00	103.25	0.00	108.42	0.00	113.84	0.00	119.52	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Line Mechanic Apprentice	I.8990	06/22/25	Utilities	Monthly	7734.61	8425.21	9115.80	9806.38	10496.98	11187.56	11878.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	3569.82	3888.56	4207.29	4526.02	4844.76	5163.49	5482.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0516		7539	40 HRLY	44.62	48.61	52.59	56.58	60.56	64.54	68.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	66.93	72.92	78.89	84.87	90.84	96.81	102.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Line Mechanic Apprentice	I.9990	06/22/25	Utilities	Monthly	9115.80	9668.27	10220.73	10773.21	11325.69	11878.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	4207.29	4462.28	4717.26	4972.25	5227.24	5482.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0516		7539	40 HRLY	52.59	55.78	58.97	62.15	65.34	68.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	78.89	83.67	88.46	93.23	98.01	102.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Line Mechanic Apprentice-G	I.8994	06/22/25	Utilities	Monthly	8198.65	8930.68	9662.68	10394.71	11126.72	11858.75	12590.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	3783.99	4121.85	4459.70	4797.56	5135.41	5473.27	5811.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0518		7539	40 HRLY	47.30	51.52	55.75	59.97	64.19	68.42	72.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	70.95	77.28	83.63	89.96	96.29	102.63	108.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Line Mechanic Apprentice-G	I.9994	06/22/25	Utilities	Monthly	9662.68	10248.31	10833.92	11419.55	12005.15	12590.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	4459.70	4729.99	5000.27	5270.56	5540.84	5811.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0518		7539	40 HRLY	55.75	59.12	62.50	65.88	69.26	72.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	83.63	88.68	93.75	98.82	103.89	108.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Line Mechanic Supervisor	I.6007	06/22/25	Utilities	Monthly	12677.41	0.00	13311.26	0.00	13976.82	0.00	14675.68	0.00	15409.46	0.00	16179.93	0.00	16988.92	0.00
	IBEW		Non Exempt	Bi-Weekly	5851.11	0.00	6143.66	0.00	6450.84	0.00	6773.39	0.00	7112.06	0.00	7467.66	0.00	7841.04	0.00
	0517		7539	40 HRLY	73.14	0.00	76.80	0.00	80.64	0.00	84.67	0.00	88.90	0.00	93.35	0.00	98.01	0.00
				40 O.T.	109.71	0.00	115.20	0.00	120.96	0.00	127.01	0.00	133.35	0.00	140.03	0.00	147.02	0.00
Line Mechanic Supervisor-G	I.6107	06/22/25	Utilities	Monthly	13438.01	0.00	14109.92	0.00	14815.41	0.00	15556.17	0.00	16333.98	0.00	17150.68	0.00	18008.23	0.00
	IBEW		Non Exempt	Bi-Weekly	6202.16	0.00	6512.27	0.00	6837.88	0.00	7179.77	0.00	7538.76	0.00	7915.70	0.00	8311.49	0.00
	0519		7539	40 HRLY	77.53	0.00	81.40	0.00	85.47	0.00	89.75	0.00	94.23	0.00	98.95	0.00	103.89	0.00
				40 O.T.	116.30	0.00	122.10	0.00	128.21	0.00	134.63	0.00	141.35	0.00	148.43	0.00	155.84	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Line Mechanic-G	I.6106	06/22/25	Utilities	Monthly	10924.92	0.00	11471.16	0.00	12044.72	0.00	12646.96	0.00	13279.31	0.00	13943.28	0.00	14640.43	0.00
	IBEW		Non Exempt	Bi-Weekly	5042.27	0.00	5294.38	0.00	5559.10	0.00	5837.06	0.00	6128.91	0.00	6435.36	0.00	6757.12	0.00
	0513		7539	40 HRLY	63.03	0.00	66.18	0.00	69.49	0.00	72.96	0.00	76.61	0.00	80.44	0.00	84.46	0.00
				40 O.T.	94.55	0.00	99.27	0.00	104.24	0.00	109.44	0.00	114.92	0.00	120.66	0.00	126.69	0.00
Litigation Paralegal	Z.1912	06/22/25	Legal	Monthly	8412.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11061.81
	Z-Group		Exempt	Bi-Weekly	3882.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5105.45
	0520		9410	40 HRLY	48.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	63.82
				40 O.T.	72.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	95.73
Locker Room Attendant	B.0434	06/22/25	Recreation	40 HRLY	20.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.44
	BCEA		Exempt	40 O.T.	30.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30.66
	0523		9410															
Mail Room Assistant	B.0383	06/22/25	Rec/Gen Admin	Monthly	3326.96	3410.14	3495.38	3582.76	3672.33	3764.15	3858.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	BCEA		Exempt	Bi-Weekly	1535.52	1573.91	1613.25	1653.58	1694.92	1737.30	1780.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0524		9410	40 HRLY	19.19	19.67	20.17	20.67	21.19	21.72	22.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	28.79	29.51	30.26	31.01	31.79	32.58	33.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Management Intern (M)	M.1022	06/22/25	Rec/Gen Admin	Monthly	3763.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4949.36
	BMA		Non Exempt	Bi-Weekly	1737.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2284.32
	0527		9410	40 HRLY	21.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28.55
				40 O.T.	32.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	42.83
Management Secretary	Z.1432	06/22/25	Rec/Gen Admin	Monthly	5657.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7440.25
	Z-Group		Exempt	Bi-Weekly	2611.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3433.96
	0528		8810	40 HRLY	32.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	42.92
				40 O.T.	48.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	64.38

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Management Services Director	E.0078	06/22/25	Rec/Gen Admin	Monthly	15733.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20690.11
	Exec		Exempt	Bi-Weekly	7261.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9549.28
	0529		9410	40 HRLY	90.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	119.37
				40 O.T.	136.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	179.06
Manager Communication Systems	M.2120	06/22/25	Utilities	Monthly	13866.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18234.95
	BMA		Non Exempt	Bi-Weekly	6400.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8416.13
	0537		9410	40 HRLY	80.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	105.20
				40 O.T.	120.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	157.80
Manager Customer Service Operations	M.2027	06/22/25	Financial	Monthly	11082.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14573.28
	BMA		Non Exempt	Bi-Weekly	5114.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6726.13
	0540		9410	40 HRLY	63.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	84.08
				40 O.T.	95.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	126.12
Manager Electrical Distribution	M.2347	06/22/25	Utilities	Monthly	16389.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21552.33
	BMA		Non Exempt	Bi-Weekly	7564.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9947.23
	0541		9410	40 HRLY	94.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	124.34
				40 O.T.	141.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	186.51
Manager Electrical Distribution-G	M.2400	06/22/25	Utilities	Monthly	17372.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22844.81
	BMA		Non Exempt	Bi-Weekly	8018.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10543.76
	0530		9410	40 HRLY	100.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	131.80
				40 O.T.	150.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	197.70
Manager Electrical Equipment	M.2219	06/22/25	Utilities	Monthly	14611.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19214.24
	BMA		Non Exempt	Bi-Weekly	6743.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8868.11
	0538		9410	40 HRLY	84.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	110.85
				40 O.T.	126.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	166.28

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Manager Energy Control Center	M.2225	06/22/25	Utilities	Monthly	17531.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23054.29
	BMA		Non Exempt	Bi-Weekly	8091.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10640.44
	0542		9410	40 HRLY	101.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	133.01
				40 O.T.	151.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	199.52
Manager Security Systems	M.1023	06/22/25	Info Sys	Monthly	14291.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18793.91
	BMA		Non Exempt	Bi-Weekly	6596.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8674.11
	0545		9410	40 HRLY	82.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	108.43
				40 O.T.	123.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	162.65
Manager Technology	M.1024	06/22/25	Utilities	Monthly	14291.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18793.52
	BMA		Non Exempt	Bi-Weekly	6596.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8673.93
	0546		9410	40 HRLY	82.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	108.42
				40 O.T.	123.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	162.63
Manager Telecommunications	M.2268	06/22/25	Engineering	Monthly	12963.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17047.53
	BMA		Non Exempt	Bi-Weekly	5983.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7868.09
	0532		9410	40 HRLY	74.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	98.35
				40 O.T.	112.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	147.53
Manager Transmission & Distribution Engineering	M.2461	06/22/25	Engineering	Monthly	15397.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20248.24
	BMA		Non Exempt	Bi-Weekly	7106.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9345.34
	0531		9410	40 HRLY	88.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	116.82
				40 O.T.	133.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	175.23
Manager Water Engineering-Planning	M.2372	06/22/25	Engineering	Monthly	14622.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19229.10
	BMA		Non Exempt	Bi-Weekly	6749.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8874.97
	0533		9410	40 HRLY	84.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	110.94
				40 O.T.	126.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	166.41

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Manager Water Production-Operations	M.2203	06/22/25	Utilities	Monthly	14228.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18710.34
	BMA		Non Exempt	Bi-Weekly	6566.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8635.54
	0536		9410	40 HRLY	82.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	107.94
				40 O.T.	123.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	161.91
Marketing Associate	M.2155	06/22/25	Engineering	Monthly	10169.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13373.51
	BMA		Non Exempt	Bi-Weekly	4693.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6172.39
	0543		9410	40 HRLY	58.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.15
				40 O.T.	88.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	115.73
Marketing Manager	M.2226	06/22/25	Engineering	Monthly	11466.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15078.25
	BMA		Non Exempt	Bi-Weekly	5292.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6959.19
	0245		9410	40 HRLY	66.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	86.99
				40 O.T.	99.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	130.49
Metal Worker	B.1714	06/22/25	Fac/Grounds	Monthly	6824.46	6995.06	7169.93	7349.18	7532.92	7721.24	7914.27	8112.13	8314.93	8522.80	8735.87	8954.27	9178.13	9407.58
	BCEA		Non Exempt	Bi-Weekly	3149.75	3228.49	3309.20	3391.93	3476.73	3563.65	3652.74	3744.06	3837.66	3933.60	4031.94	4132.74	4236.06	4341.96
	0544		9420	40 HRLY	39.37	40.36	41.37	42.40	43.46	44.55	45.66	46.80	47.97	49.17	50.40	51.66	52.95	54.27
				40 O.T.	59.06	60.54	62.06	63.60	65.19	66.83	68.49	70.20	71.96	73.76	75.60	77.49	79.43	81.41
Motor Sweeper Operator	B.1425	06/22/25	Streets/Refuse	Monthly	5209.36	5339.58	5473.07	5609.91	5750.14	5893.90	6041.25	6192.29	6347.10	6505.76	6668.42	6835.12	7006.00	7181.16
	BCEA		Non Exempt	Bi-Weekly	2404.32	2464.42	2526.03	2589.19	2653.91	2720.26	2788.27	2857.98	2929.43	3002.66	3077.73	3154.67	3233.54	3314.38
	0560		9420	40 HRLY	30.05	30.81	31.58	32.36	33.17	34.00	34.85	35.72	36.62	37.53	38.47	39.43	40.42	41.43
				40 O.T.	45.08	46.22	47.37	48.54	49.76	51.00	52.28	53.58	54.93	56.30	57.71	59.15	60.63	62.15
Municipal Records Clerk	B.1360	06/22/25	Rec/Gen Admin	Monthly	5127.42	5255.60	5386.98	5521.66	5659.70	5801.19	5946.22	6094.88	6247.26	6403.43	6563.51	6727.61	6895.79	7068.19
	BCEA		Non Exempt	Bi-Weekly	2366.50	2425.66	2486.30	2548.46	2612.17	2677.47	2744.41	2813.02	2883.35	2955.43	3029.31	3105.05	3182.67	3262.24
	0561		8810	40 HRLY	29.58	30.32	31.08	31.86	32.65	33.47	34.31	35.16	36.04	36.94	37.87	38.81	39.78	40.78
				40 O.T.	44.37	45.48	46.62	47.79	48.98	50.21	51.47	52.74	54.06	55.41	56.81	58.22	59.67	61.17

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Network Engineer	M.1034	09/30/25	Info Sys	Monthly	8603.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11313.19
	BMA		Non Exempt	Bi-Weekly	3970.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5221.47
	0551		9410	40 HRLY	49.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	65.27
				40 O.T.	74.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	97.91
Network Support Analyst I	B.1416	06/22/25	Info Sys	Monthly	5532.48	5670.80	5812.56	5957.88	6106.82	6259.50	6415.98	6576.38	6740.78	6909.31	7082.05	7259.09	7440.57	7626.58
	BCEA		Non Exempt	Bi-Weekly	2553.45	2617.29	2682.72	2749.79	2818.53	2889.00	2961.22	3035.25	3111.13	3188.91	3268.64	3350.35	3434.11	3519.96
	0554		9410	40 HRLY	31.92	32.72	33.53	34.37	35.23	36.11	37.02	37.94	38.89	39.86	40.86	41.88	42.93	44.00
				40 O.T.	47.88	49.08	50.30	51.56	52.85	54.17	55.53	56.91	58.34	59.79	61.29	62.82	64.40	66.00
Network Support Analyst II	M.1579	06/22/25	Info Sys	Monthly	7102.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9339.79
	BMA		Non Exempt	Bi-Weekly	3278.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4310.67
	0555		9410	40 HRLY	40.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	53.88
				40 O.T.	61.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	80.82
Network Support Analyst III	M.1799	06/22/25	Info Sys	Monthly	8864.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11657.38
	BMA		Non Exempt	Bi-Weekly	4091.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5380.33
	0556		9410	40 HRLY	51.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	67.25
				40 O.T.	76.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.88
Network Support Analyst IV	M.1923	06/22/25	Info Sys	Monthly	10506.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13815.71
	BMA		Non Exempt	Bi-Weekly	4849.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6376.48
	0557		9410	40 HRLY	60.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	79.71
				40 O.T.	90.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	119.57
Offset Press Operator	B.1220	06/22/25	Rec/Gen Admin	Monthly	4231.76	4337.56	4446.00	4557.15	4671.07	4787.86	4907.57	5030.24	5156.00	5284.91	5417.01	5552.45	5691.27	5833.53
	BCEA		Non Exempt	Bi-Weekly	1953.12	2001.95	2052.00	2103.30	2155.88	2209.78	2265.03	2321.65	2379.69	2439.19	2500.16	2562.67	2626.74	2692.40
	0571		9420	40 HRLY	24.41	25.02	25.65	26.29	26.95	27.62	28.31	29.02	29.75	30.49	31.25	32.03	32.83	33.66
				40 O.T.	36.62	37.53	38.48	39.44	40.43	41.43	42.47	43.53	44.63	45.74	46.88	48.05	49.25	50.49

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Operating Systems Analyst I	M.1614	06/22/25	Info Sys	Monthly	6709.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8823.47
	BMA		Non Exempt	Bi-Weekly	3096.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4072.37
	0576		9410	40 HRLY	38.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.90
				40 O.T.	58.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	76.35
Operating Systems Analyst II	M.1745	06/22/25	Info Sys	Monthly	7647.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10056.63
	BMA		Non Exempt	Bi-Weekly	3529.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4641.52
	0577		9410	40 HRLY	44.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	58.02
				40 O.T.	66.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	87.03
Operating Systems Analyst III	M.1881	06/22/25	Info Sys	Monthly	8590.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11296.05
	BMA		Non Exempt	Bi-Weekly	3964.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5213.56
	0578		9410	40 HRLY	49.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	65.17
				40 O.T.	74.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	97.76
Painter	B.1460	06/22/25	Fac/Grounds	Monthly	5289.03	5421.24	5556.79	5695.69	5838.08	5984.05	6133.64	6287.00	6444.17	6605.26	6770.40	6939.66	7113.15	7290.99
	BCEA		Non Exempt	Bi-Weekly	2441.09	2502.11	2564.67	2628.78	2694.50	2761.87	2830.91	2901.69	2974.23	3048.58	3124.80	3202.92	3282.99	3365.07
	0575		9420	40 HRLY	30.51	31.28	32.06	32.86	33.68	34.52	35.39	36.27	37.18	38.11	39.06	40.04	41.04	42.06
				40 O.T.	45.77	46.92	48.09	49.29	50.52	51.78	53.09	54.41	55.77	57.17	58.59	60.06	61.56	63.09
Painter Leadworker	B.1539	06/22/25	Fac/Grounds	Monthly	5901.72	6049.27	6200.50	6355.51	6514.41	6677.26	6844.20	7015.30	7190.67	7370.44	7554.71	7743.58	7937.17	8135.60
	BCEA		Non Exempt	Bi-Weekly	2723.87	2791.97	2861.77	2933.31	3006.65	3081.81	3158.86	3237.83	3318.77	3401.74	3486.79	3573.96	3663.31	3754.89
	0580		9420	40 HRLY	34.05	34.90	35.77	36.67	37.58	38.52	39.49	40.47	41.48	42.52	43.58	44.67	45.79	46.94
				40 O.T.	51.08	52.35	53.66	55.01	56.37	57.78	59.24	60.71	62.22	63.78	65.37	67.01	68.69	70.41
Parking Analyst	M.1714	06/22/25	Engineering	Monthly	7416.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9752.56
	BMA		Non Exempt	Bi-Weekly	3422.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4501.18
	0588		9410	40 HRLY	42.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	56.26
				40 O.T.	64.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	84.39

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Parking Control Officer	B.1231	06/22/25	Safety/Inspection	Monthly	4436.38	4547.29	4660.98	4777.50	4896.93	5019.34	5144.84	5273.45	5405.29	5540.43	5678.94	5820.90	5966.44	6115.59
	BCEA		Non Exempt	Bi-Weekly	2047.56	2098.75	2151.22	2205.00	2260.12	2316.62	2374.54	2433.90	2494.75	2557.12	2621.05	2686.57	2753.74	2822.58
	0591		9410	40 HRLY	25.59	26.23	26.89	27.56	28.25	28.96	29.68	30.42	31.18	31.96	32.76	33.58	34.42	35.28
				40 O.T.	38.39	39.35	40.34	41.34	42.38	43.44	44.52	45.63	46.77	47.94	49.14	50.37	51.63	52.92
Parking Control Supervisor	B.1380	06/22/25	Safety/Inspection	Monthly	5289.22	5421.46	5556.98	5695.91	5838.30	5984.27	6133.88	6287.21	6444.40	6605.52	6770.64	6939.92	7113.41	7291.25
	BCEA		Non Exempt	Bi-Weekly	2441.18	2502.21	2564.76	2628.88	2694.60	2761.97	2831.02	2901.79	2974.34	3048.70	3124.91	3203.04	3283.11	3365.19
	0590		9410	40 HRLY	30.51	31.28	32.06	32.86	33.68	34.52	35.39	36.27	37.18	38.11	39.06	40.04	41.04	42.06
				40 O.T.	45.77	46.92	48.09	49.29	50.52	51.78	53.09	54.41	55.77	57.17	58.59	60.06	61.56	63.09
Parking Permit Technician	B.0618	06/22/25	Comm Dev	Monthly	5396.54	5531.46	5669.76	5811.50	5956.77	6105.69	6258.33	6414.81	6575.16	6739.55	6908.03	7080.73	7257.75	7439.21
	BCEA		Non Exempt	Bi-Weekly	2490.71	2552.98	2616.81	2682.23	2749.28	2818.01	2888.46	2960.68	3034.69	3110.56	3188.32	3268.03	3349.73	3433.48
	0592		9410	40 HRLY	31.13	31.91	32.71	33.53	34.37	35.23	36.11	37.01	37.93	38.88	39.85	40.85	41.87	42.92
				40 O.T.	46.70	47.87	49.07	50.30	51.56	52.85	54.17	55.52	56.90	58.32	59.78	61.28	62.81	64.38
Parking Services Manager	M.1715	06/22/25	Comm Dev	Monthly	10449.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13740.55
	BMA		Non Exempt	Bi-Weekly	4822.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6341.79
	0593		9410	40 HRLY	60.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	79.27
				40 O.T.	90.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	118.91
Parks and Recreation Director	E.0080	06/22/25	Recreation	Monthly	16696.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21955.31
	Exec		Exempt	Bi-Weekly	7705.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10133.22
	0598		9410	40 HRLY	96.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	126.67
				40 O.T.	144.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	190.01
Payroll Technician I	B.1308	06/22/25	Financial	Monthly	4870.99	4992.76	5117.58	5245.52	5376.65	5511.07	5648.85	5790.07	5934.83	6083.20	6235.28	6391.15	6550.94	6714.72
	BCEA		Non Exempt	Bi-Weekly	2248.15	2304.35	2361.96	2421.01	2481.53	2543.57	2607.16	2672.34	2739.15	2807.63	2877.82	2949.76	3023.51	3099.10
	0602		8810	40 HRLY	28.10	28.80	29.52	30.26	31.02	31.79	32.59	33.40	34.24	35.10	35.97	36.87	37.79	38.74
				40 O.T.	42.15	43.20	44.28	45.39	46.53	47.69	48.89	50.10	51.36	52.65	53.96	55.31	56.69	58.11

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Payroll Technician II	B.1363	06/22/25	Financial	Monthly	5136.19	5264.59	5396.21	5531.11	5669.39	5811.13	5956.41	6105.32	6257.94	6414.40	6574.75	6739.11	6907.59	7080.30
	BCEA		Non Exempt	Bi-Weekly	2370.55	2429.81	2490.56	2552.82	2616.64	2682.06	2749.11	2817.84	2888.28	2960.49	3034.50	3110.36	3188.12	3267.83
	0603		8810	40 HRLY	29.63	30.37	31.13	31.91	32.71	33.53	34.36	35.22	36.10	37.01	37.93	38.88	39.85	40.85
				40 O.T.	44.45	45.56	46.70	47.87	49.07	50.30	51.54	52.83	54.15	55.52	56.90	58.32	59.78	61.28
Permit Coordinator	M.1488	06/22/25	Safety/Inspection	Monthly	6118.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8046.05
	BMA		Non Exempt	Bi-Weekly	2824.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3713.56
	0604		8810	40 HRLY	35.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	46.42
				40 O.T.	52.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	69.63
Permit Technician	B.1428	06/22/25	Safety/Inspection	Monthly	5396.54	5531.46	5669.76	5811.50	5956.77	6105.69	6258.33	6414.81	6575.16	6739.55	6908.03	7080.73	7257.75	7439.21
	BCEA		Non Exempt	Bi-Weekly	2490.71	2552.98	2616.81	2682.23	2749.28	2818.01	2888.46	2960.68	3034.69	3110.56	3188.32	3268.03	3349.73	3433.48
	0605		8810	40 HRLY	31.13	31.91	32.71	33.53	34.37	35.23	36.11	37.01	37.93	38.88	39.85	40.85	41.87	42.92
				40 O.T.	46.70	47.87	49.07	50.30	51.56	52.85	54.17	55.52	56.90	58.32	59.78	61.28	62.81	64.38
Pipefitter	B.1630	06/22/25	Utilities	Monthly	7230.47	7411.24	7596.51	7786.42	7981.09	8180.62	8385.13	8594.76	8809.62	9029.87	9255.61	9487.01	9724.17	9967.27
	BCEA		Non Exempt	Bi-Weekly	3337.14	3420.57	3506.08	3593.73	3683.58	3775.67	3870.06	3966.81	4065.98	4167.63	4271.82	4378.62	4488.08	4600.28
	0614		7520	40 HRLY	41.71	42.76	43.83	44.92	46.04	47.20	48.38	49.59	50.82	52.10	53.40	54.73	56.10	57.50
				40 O.T.	62.57	64.14	65.75	67.38	69.06	70.80	72.57	74.39	76.23	78.15	80.10	82.10	84.15	86.25
Pipefitter Apprentice	B.7999	06/22/25	Utilities	Monthly	6478.72	6977.10	7475.46	7973.83	8472.19	8970.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	BCEA		Exempt	Bi-Weekly	2990.18	3220.20	3450.21	3680.23	3910.24	4140.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0613		7520	40 HRLY	37.38	40.25	43.13	46.00	48.88	51.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	56.07	60.38	64.70	69.00	73.32	77.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pipefitter-Operator	B.1703	06/22/25	Utilities	Monthly	7808.65	8003.86	8203.95	8409.05	8619.28	8834.78	9055.65	9282.02	9514.07	9751.93	9995.72	10245.63	10501.77	10764.30
	BCEA		Non Exempt	Bi-Weekly	3603.99	3694.09	3786.44	3881.10	3978.13	4077.59	4179.53	4284.01	4391.11	4500.89	4613.41	4728.75	4846.97	4968.14
	0616		7520	40 HRLY	45.05	46.18	47.33	48.51	49.73	50.97	52.24	53.55	54.89	56.26	57.67	59.11	60.59	62.10
				40 O.T.	67.58	69.27	71.00	72.77	74.60	76.46	78.36	80.33	82.34	84.39	86.51	88.67	90.89	93.15

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Plan Check Engineer	M.1752	06/22/25	Engineering	Monthly	8017.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10542.46
	BMA		Non Exempt	Bi-Weekly	3700.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4865.75
	0617		9410	40 HRLY	46.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	60.82
				40 O.T.	69.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	91.23
Plan Check Manager	M.1753	06/22/25	Engineering	Monthly	11224.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14759.77
	BMA		Non Exempt	Bi-Weekly	5180.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6812.20
	0618		9410	40 HRLY	64.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	85.15
				40 O.T.	97.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	127.73
Planning Manager	M.2150	06/22/25	Comm Dev	Monthly	12438.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16356.02
	BMA		Non Exempt	Bi-Weekly	5740.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7548.93
	0265		9410	40 HRLY	71.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	94.36
				40 O.T.	107.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	141.54
Planning Technician	B.0619	06/22/25	Safety/Inspection	Monthly	5183.40	5312.97	5445.81	5581.94	5721.50	5864.54	6011.16	6161.44	6315.47	6473.35	6635.18	6801.06	6971.10	7145.36
	BCEA		Non Exempt	Bi-Weekly	2392.34	2452.14	2513.45	2576.28	2640.69	2706.71	2774.38	2843.74	2914.83	2987.70	3062.39	3138.95	3217.43	3297.86
	0619		8810	40 HRLY	29.90	30.65	31.42	32.20	33.01	33.83	34.68	35.55	36.44	37.35	38.28	39.24	40.22	41.22
				40 O.T.	44.85	45.98	47.13	48.30	49.52	50.75	52.02	53.33	54.66	56.03	57.42	58.86	60.33	61.83
Police Administrator	Z.2209	06/22/25	Police/Fire	Monthly	13047.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17157.83
	Z-Group		Exempt	Bi-Weekly	6022.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7919.00
	0638		9410	40 HRLY	75.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	98.99
				40 O.T.	112.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	148.49
Police Cadet	B.0936	06/22/25	Police/Fire	Monthly	3460.67	3547.18	3635.86	3726.75	3819.92	3915.43	4013.30	4113.63	4216.49	4321.89	4429.92	4540.68	4654.20	4770.55
	BCEA		Exempt	Bi-Weekly	1597.23	1637.16	1678.09	1720.04	1763.04	1807.12	1852.29	1898.60	1946.07	1994.72	2044.58	2095.70	2148.09	2201.79
	0639		9410	40 HRLY	19.97	20.46	20.98	21.50	22.04	22.59	23.15	23.73	24.33	24.93	25.56	26.20	26.85	27.52
				40 O.T.	29.96	30.69	31.47	32.25	33.06	33.89	34.73	35.60	36.50	37.40	38.34	39.30	40.28	41.28

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Police Captain	Z.2388	06/22/25	Police/Fire	Monthly	16727.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21997.06
	Z-Group		Non Exempt	Bi-Weekly	7720.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10152.49
	0641		7720	40 HRLY	96.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	126.91
				40 O.T.	144.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	190.37
Police Chief	E.0092	06/22/25	Police/Fire	Monthly	20671.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	27182.61
	Exec		Exempt	Bi-Weekly	9540.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12545.82
	0644		7720	40 HRLY	119.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	156.82
				40 O.T.	178.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	235.23
Police Communications Manager	M.1021	06/22/25	Police/Fire	Monthly	10076.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13251.20
	BMA		Non Exempt	Bi-Weekly	4650.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6115.94
	0036		8810	40 HRLY	58.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	76.45
				40 O.T.	87.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	114.68
Police Lieutenant	P.2164	06/22/25	Police/Fire	Monthly	12844.11	13165.21	13494.35	13831.70	14177.50	14531.94	14895.23	15267.61	15649.31	16040.53	16441.56	16852.59	17273.90	0.00
	BPOA		Non Exempt	Bi-Weekly	5928.05	6076.25	6228.16	6383.86	6543.46	6707.05	6874.72	7046.59	7222.76	7403.32	7588.41	7778.12	7972.57	0.00
	0648		7720	40 HRLY	74.10	75.95	77.85	79.80	81.79	83.84	85.93	88.08	90.28	92.54	94.86	97.23	99.66	0.00
				40 O.T.	111.15	113.93	116.78	119.70	122.69	125.76	128.90	132.12	135.42	138.81	142.29	145.85	149.49	0.00
Police Officer	P.1761	06/22/25	Police/Fire	Monthly	8839.61	9060.61	9287.14	9519.32	9757.28	10001.23	10251.26	10507.53	10770.22	11039.47	0.00	0.00	0.00	0.00
	BPOA		Non Exempt	Bi-Weekly	4079.82	4181.82	4286.37	4393.53	4503.36	4615.95	4731.35	4849.63	4970.87	5095.14	0.00	0.00	0.00	0.00
	0651		7720	40 HRLY	51.00	52.27	53.58	54.92	56.29	57.70	59.14	60.62	62.14	63.69	0.00	0.00	0.00	0.00
				40 O.T.	76.50	78.41	80.37	82.38	84.44	86.55	88.71	90.93	93.21	95.54	0.00	0.00	0.00	0.00
Police Officer - Detective Assignment	P.1893	06/22/25	Police/Fire	Monthly	9150.12	9378.87	9613.35	9853.68	10100.03	10352.53	10611.34	10876.62	11148.54	11427.26	11712.94	12005.76	12305.91	0.00
	BPOA		Non Exempt	Bi-Weekly	4223.13	4328.71	4436.93	4547.85	4661.55	4778.09	4897.54	5019.98	5145.48	5274.12	5405.97	5541.12	5679.65	0.00
	0637		7720	40 HRLY	52.79	54.11	55.46	56.85	58.27	59.73	61.22	62.75	64.32	65.93	67.57	69.26	71.00	0.00
				40 O.T.	79.19	81.17	83.19	85.28	87.41	89.60	91.83	94.13	96.48	98.90	101.36	103.89	106.50	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Police Records Manager	M.2002	06/22/25	Rec/Gen Admin	Monthly	10102.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13285.26
	BMA		Non Exempt	Bi-Weekly	4662.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6131.66
	0649		8810	40 HRLY	58.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	76.65
				40 O.T.	87.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	114.98
Police Records Technician	B.1281	06/22/25	Rec/Gen Admin	Monthly	4884.08	5006.19	5131.34	5259.63	5391.10	5525.89	5664.04	5805.63	5950.77	6099.54	6252.03	6408.33	6568.55	6732.77
	BCEA		Non Exempt	Bi-Weekly	2254.19	2310.55	2368.31	2427.52	2488.20	2550.41	2614.17	2679.52	2746.51	2815.17	2885.55	2957.69	3031.64	3107.43
	0652		8810	40 HRLY	28.18	28.88	29.60	30.34	31.10	31.88	32.68	33.49	34.33	35.19	36.07	36.97	37.90	38.84
				40 O.T.	42.27	43.32	44.40	45.51	46.65	47.82	49.02	50.24	51.50	52.79	54.11	55.46	56.85	58.26
Police Records Technician Supervisor	B.1480	06/22/25	Rec/Gen Admin	Monthly	5958.36	6107.31	6260.00	6416.50	6576.90	6741.32	6909.85	7082.60	7259.68	7441.16	7627.19	7817.88	8013.31	8213.64
	BCEA		Non Exempt	Bi-Weekly	2750.01	2818.76	2889.23	2961.46	3035.49	3111.38	3189.16	3268.89	3350.62	3434.38	3520.24	3608.25	3698.45	3790.91
	0650		8810	40 HRLY	34.38	35.23	36.12	37.02	37.94	38.89	39.86	40.86	41.88	42.93	44.00	45.10	46.23	47.39
				40 O.T.	51.57	52.85	54.18	55.53	56.91	58.34	59.79	61.29	62.82	64.40	66.00	67.65	69.35	71.09
Police Recruit	U.1400	06/22/25	Police/Fire	Monthly	7955.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7955.65
	Unrep		Exempt	Bi-Weekly	3671.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3671.84
	0653		7720	40 HRLY	45.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	45.90
				40 O.T.	68.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	68.85
Police Sergeant	P.2008	06/22/25	Police/Fire	Monthly	10630.69	10896.45	11168.86	11448.08	11734.28	12027.64	12328.33	12636.54	12952.44	13276.27	13608.16	13948.37	14297.08	0.00
	BPOA		Non Exempt	Bi-Weekly	4906.47	5029.13	5154.86	5283.73	5415.82	5551.22	5690.00	5832.25	5978.05	6127.51	6280.69	6437.71	6598.65	0.00
	0654		7720	40 HRLY	61.33	62.86	64.44	66.05	67.70	69.39	71.13	72.90	74.73	76.59	78.51	80.47	82.48	0.00
				40 O.T.	92.00	94.29	96.66	99.08	101.55	104.09	106.70	109.35	112.10	114.89	117.77	120.71	123.72	0.00
Police Technician	B.1189	06/22/25	Police/Fire	Monthly	4455.34	4566.73	4680.89	4797.91	4917.86	5040.79	5166.83	5296.01	5428.39	5564.11	5703.21	5845.80	5991.94	6141.72
	BCEA		Non Exempt	Bi-Weekly	2056.31	2107.72	2160.41	2214.42	2269.78	2326.52	2384.69	2444.31	2505.41	2568.05	2632.25	2698.06	2765.51	2834.64
	0646		8810	40 HRLY	25.70	26.35	27.01	27.68	28.37	29.08	29.81	30.55	31.32	32.10	32.90	33.73	34.57	35.43
				40 O.T.	38.55	39.53	40.52	41.52	42.56	43.62	44.72	45.83	46.98	48.15	49.35	50.60	51.86	53.15

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Power Plant Maintenance Supervisor	I.6008	06/22/25	Utilities	Monthly	9213.90	0.00	9674.60	0.00	10158.33	0.00	10666.24	0.00	11199.54	0.00	11759.54	0.00	12347.51	0.00
	IBEW		Non Exempt	Bi-Weekly	4252.57	0.00	4465.20	0.00	4688.46	0.00	4922.88	0.00	5169.02	0.00	5427.48	0.00	5698.85	0.00
	0656		7539	40 HRLY	53.16	0.00	55.82	0.00	58.61	0.00	61.54	0.00	64.61	0.00	67.84	0.00	71.24	0.00
				40 O.T.	79.74	0.00	83.73	0.00	87.92	0.00	92.31	0.00	96.92	0.00	101.76	0.00	106.86	0.00
Power Plant Maintenance Trainee	I.8993	06/22/25	Utilities	Monthly	5621.87	0.00	6625.78	0.00	7629.70	0.00	8131.65	0.00	8131.65	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	2594.71	0.00	3058.05	0.00	3521.40	0.00	3753.07	0.00	3753.07	0.00	0.00	0.00	0.00	0.00
	0659		7539	40 HRLY	32.43	0.00	38.23	0.00	44.02	0.00	46.91	0.00	46.91	0.00	0.00	0.00	0.00	0.00
				40 O.T.	48.65	0.00	57.35	0.00	66.03	0.00	70.37	0.00	70.37	0.00	0.00	0.00	0.00	0.00
Power Plant Maintenance Trainee	I.9993	06/22/25	Utilities	Monthly	6625.78	0.00	7228.13	0.00	8031.25	0.00	8031.25	0.00	8031.25	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	3058.05	0.00	3336.06	0.00	3706.73	0.00	3706.73	0.00	3706.73	0.00	0.00	0.00	0.00	0.00
	0659		7539	40 HRLY	38.23	0.00	41.70	0.00	46.33	0.00	46.33	0.00	46.33	0.00	0.00	0.00	0.00	0.00
				40 O.T.	57.35	0.00	62.55	0.00	69.50	0.00	69.50	0.00	69.50	0.00	0.00	0.00	0.00	0.00
Power Plant Mechanic	I.6011	06/22/25	Utilities	Monthly	7491.32	0.00	7865.87	0.00	8259.16	0.00	8672.13	0.00	9105.72	0.00	9561.02	0.00	10039.08	0.00
	IBEW		Non Exempt	Bi-Weekly	3457.53	0.00	3630.40	0.00	3811.92	0.00	4002.52	0.00	4202.64	0.00	4412.78	0.00	4633.42	0.00
	0658		7539	40 HRLY	43.22	0.00	45.38	0.00	47.65	0.00	50.03	0.00	52.53	0.00	55.16	0.00	57.92	0.00
				40 O.T.	64.83	0.00	68.07	0.00	71.48	0.00	75.05	0.00	78.80	0.00	82.74	0.00	86.88	0.00
Power Plant Operator	I.6012	06/22/25	Utilities	Monthly	7853.95	0.00	8246.66	0.00	8658.98	0.00	9091.94	0.00	9546.53	0.00	10023.85	0.00	10525.04	0.00
	IBEW		Non Exempt	Bi-Weekly	3624.90	0.00	3806.15	0.00	3996.45	0.00	4196.28	0.00	4406.09	0.00	4626.39	0.00	4857.71	0.00
	0660		7539	40 HRLY	45.31	0.00	47.58	0.00	49.96	0.00	52.45	0.00	55.08	0.00	57.83	0.00	60.72	0.00
				40 O.T.	67.97	0.00	71.37	0.00	74.94	0.00	78.68	0.00	82.62	0.00	86.75	0.00	91.08	0.00
Power Plant Operator Trainee	I.8991	06/22/25	Utilities	Monthly	5894.03	0.00	6946.53	0.00	7999.03	0.00	9051.53	0.00	9051.53	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	2720.32	0.00	3206.09	0.00	3691.86	0.00	4177.63	0.00	4177.63	0.00	0.00	0.00	0.00	0.00
	0665		7539	40 HRLY	34.00	0.00	40.08	0.00	46.15	0.00	52.22	0.00	52.22	0.00	0.00	0.00	0.00	0.00
				40 O.T.	51.00	0.00	60.12	0.00	69.23	0.00	78.33	0.00	78.33	0.00	0.00	0.00	0.00	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Power Plant Operator Trainee	I.9991	06/22/25	Utilities	Monthly	6946.53	0.00	8420.04	0.00	9156.79	0.00	9156.79	0.00	9156.79	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	3206.09	0.00	3886.17	0.00	4226.21	0.00	4226.21	0.00	4226.21	0.00	0.00	0.00	0.00	0.00
	0665		7539	40 HRLY	40.08	0.00	48.58	0.00	52.83	0.00	52.83	0.00	52.83	0.00	0.00	0.00	0.00	0.00
				40 O.T.	60.12	0.00	72.87	0.00	79.25	0.00	79.25	0.00	79.25	0.00	0.00	0.00	0.00	0.00
Power Plant Shift Supervisor	I.6009	06/22/25	Utilities	Monthly	9793.64	0.00	10283.30	0.00	10797.48	0.00	11337.34	0.00	11904.21	0.00	12499.44	0.00	13124.39	0.00
	IBEW		Non Exempt	Bi-Weekly	4520.14	0.00	4746.14	0.00	4983.45	0.00	5232.62	0.00	5494.25	0.00	5768.97	0.00	6057.41	0.00
	0655		7539	40 HRLY	56.50	0.00	59.33	0.00	62.29	0.00	65.41	0.00	68.68	0.00	72.11	0.00	75.72	0.00
				40 O.T.	84.75	0.00	89.00	0.00	93.44	0.00	98.12	0.00	103.02	0.00	108.17	0.00	113.58	0.00
Power Production Engineer	M.2265	06/22/25	Engineering	Monthly	12837.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16880.96
	BMA		Non Exempt	Bi-Weekly	5924.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7791.21
	0669		9410	40 HRLY	74.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	97.39
				40 O.T.	111.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	146.09
Power Production Manager	M.2224	06/22/25	Utilities	Monthly	17187.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22600.89
	BMA		Non Exempt	Bi-Weekly	7932.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10431.18
	0662		9410	40 HRLY	99.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	130.39
				40 O.T.	148.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	195.59
Power Resources Manager	M.2199	06/22/25	Engineering	Monthly	15732.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20688.27
	BMA		Non Exempt	Bi-Weekly	7261.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9548.43
	0663		9410	40 HRLY	90.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	119.36
				40 O.T.	136.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	179.04
Power Resources Planning Associate I	B.1190	06/22/25	Utilities	Monthly	7844.74	8040.87	8241.89	8447.92	8659.13	8875.60	9097.49	9324.92	9558.06	9797.02	10041.94	10292.99	10550.30	10814.07
	BCEA		Non Exempt	Bi-Weekly	3620.65	3711.17	3803.95	3899.04	3996.52	4096.43	4198.84	4303.81	4411.41	4521.70	4634.74	4750.61	4869.37	4991.11
	0059		9410	40 HRLY	45.26	46.39	47.55	48.74	49.96	51.21	52.49	53.80	55.14	56.52	57.93	59.38	60.87	62.39
				40 O.T.	67.89	69.59	71.33	73.11	74.94	76.82	78.74	80.70	82.71	84.78	86.90	89.07	91.31	93.59

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Power Resources Planning Associate II	B.1191	06/22/25	Utilities	Monthly	9121.82	9349.86	9583.60	9823.19	10068.78	10320.51	10578.51	10842.98	11114.05	11391.90	11676.69	11968.62	12267.82	12574.53
	BCEA		Non Exempt	Bi-Weekly	4210.07	4315.32	4423.20	4533.78	4647.13	4763.31	4882.39	5004.45	5129.56	5257.80	5389.24	5523.98	5662.07	5803.63
	0060		9410	40 HRLY	52.63	53.94	55.29	56.67	58.09	59.54	61.03	62.56	64.12	65.72	67.37	69.05	70.78	72.55
				40 O.T.	78.95	80.91	82.94	85.01	87.14	89.31	91.55	93.84	96.18	98.58	101.06	103.58	106.17	108.83
Power Supply Scheduler	B.1911	06/22/25	Engineering	Monthly	9226.69	9457.35	9693.78	9936.12	10184.53	10439.13	10700.11	10967.62	11241.82	11522.85	11810.93	12106.21	12408.85	12719.07
	BCEA		Non Exempt	Bi-Weekly	4258.47	4364.93	4474.05	4585.90	4700.55	4818.06	4938.51	5061.98	5188.53	5318.24	5451.20	5587.48	5727.16	5870.34
	0612		9410	40 HRLY	53.23	54.56	55.93	57.32	58.76	60.23	61.73	63.27	64.86	66.48	68.14	69.84	71.59	73.38
				40 O.T.	79.85	81.84	83.90	85.98	88.14	90.35	92.60	94.91	97.29	99.72	102.21	104.76	107.39	110.07
Power System Operator	I.6027	06/22/25	Utilities	Monthly	11655.13	0.00	12237.90	0.00	12849.79	0.00	13492.27	0.00	14166.88	0.00	14875.23	0.00	15618.98	0.00
	IBEW		Non Exempt	Bi-Weekly	5379.29	0.00	5648.26	0.00	5930.67	0.00	6227.20	0.00	6538.56	0.00	6865.49	0.00	7208.76	0.00
	0664		7539	40 HRLY	67.24	0.00	70.60	0.00	74.13	0.00	77.84	0.00	81.73	0.00	85.82	0.00	90.11	0.00
				40 O.T.	100.86	0.00	105.90	0.00	111.20	0.00	116.76	0.00	122.60	0.00	128.73	0.00	135.17	0.00
Power System Operator Supervisor	I.5026	06/22/25	Utilities	Monthly	14335.82	0.00	15052.59	0.00	15805.23	0.00	16595.50	0.00	17425.27	0.00	18296.53	0.00	19211.36	0.00
	IBEW		Non Exempt	Bi-Weekly	6616.53	0.00	6947.35	0.00	7294.72	0.00	7659.46	0.00	8042.43	0.00	8444.55	0.00	8866.78	0.00
	0670		7539	40 HRLY	82.71	0.00	86.84	0.00	91.18	0.00	95.74	0.00	100.53	0.00	105.56	0.00	110.83	0.00
				40 O.T.	124.07	0.00	130.26	0.00	136.77	0.00	143.61	0.00	150.80	0.00	158.34	0.00	166.25	0.00
Power System Operator Trainee	I.5025	06/22/25	Utilities	Monthly	8746.64	0.00	10308.52	0.00	11870.43	0.00	12807.58	0.00	13588.53	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	4036.91	0.00	4757.78	0.00	5478.66	0.00	5911.19	0.00	6271.63	0.00	0.00	0.00	0.00	0.00
	0920		7539	40 HRLY	50.46	0.00	59.47	0.00	68.48	0.00	73.89	0.00	78.40	0.00	0.00	0.00	0.00	0.00
				40 O.T.	75.69	0.00	89.21	0.00	102.72	0.00	110.84	0.00	117.60	0.00	0.00	0.00	0.00	0.00
Power System Operator Trainee	I.6025	06/22/25	Utilities	Monthly	11089.48	0.00	11714.24	0.00	12182.82	0.00	12807.58	0.00	13588.53	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	5118.22	0.00	5406.57	0.00	5622.84	0.00	5911.19	0.00	6271.63	0.00	0.00	0.00	0.00	0.00
	0920		7539	40 HRLY	63.98	0.00	67.58	0.00	70.29	0.00	73.89	0.00	78.40	0.00	0.00	0.00	0.00	0.00
				40 O.T.	95.97	0.00	101.37	0.00	105.44	0.00	110.84	0.00	117.60	0.00	0.00	0.00	0.00	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Principal Accountant	M.1899	06/22/25	Financial	Monthly	9194.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12090.35
	BMA		Non Exempt	Bi-Weekly	4243.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5580.16
	0668		9410	40 HRLY	53.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	69.75
				40 O.T.	79.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	104.63
Principal Civil Engineer (M)	M.2272	06/22/25	Engineering	Monthly	13293.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17480.97
	BMA		Non Exempt	Bi-Weekly	6135.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8068.14
	0679		9410	40 HRLY	76.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.85
				40 O.T.	115.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	151.28
Principal Civil Engineer (Z)	Z.2310	06/22/25	Engineering	Monthly	13293.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17481.23
	Z-Group		Exempt	Bi-Weekly	6135.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8068.26
	0678		9410	40 HRLY	76.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.85
				40 O.T.	115.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	151.28
Principal Civil Engineer-BWP	M.2271	06/22/25	Engineering	Monthly	13293.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17480.97
	BMA		Non Exempt	Bi-Weekly	6135.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8068.14
	0680		9410	40 HRLY	76.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.85
				40 O.T.	115.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	151.28
Principal Clerk	B.1361	06/22/25	Rec/Gen Admin	Monthly	5493.13	5630.47	5771.22	5915.50	6063.40	6214.98	6370.35	6529.62	6692.86	6860.17	7031.68	7207.48	7387.66	7572.35
	BCEA		Non Exempt	Bi-Weekly	2535.29	2598.68	2663.64	2730.23	2798.49	2868.45	2940.16	3013.67	3089.01	3166.23	3245.39	3326.53	3409.69	3494.93
	0667		8810	40 HRLY	31.69	32.48	33.30	34.13	34.98	35.86	36.75	37.67	38.61	39.58	40.57	41.58	42.62	43.69
				40 O.T.	47.54	48.72	49.95	51.20	52.47	53.79	55.13	56.51	57.92	59.37	60.86	62.37	63.93	65.54
Principal Client Technology Specialist	M.1032	06/22/25	Info Sys	Monthly	8644.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11367.16
	BMA		Non Exempt	Bi-Weekly	3989.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5246.38
	0687		9410	40 HRLY	49.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	65.58
				40 O.T.	74.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	98.37

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Principal Communications Network Engineer	M.1027	06/22/25	Utilities	Monthly	12963.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17047.53
	BMA		Non Exempt	Bi-Weekly	5983.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7868.09
	0050		9410	40 HRLY	74.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	98.35
				40 O.T.	112.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	147.53
Principal Data Engineer	M.1314	06/22/25	Info Sys	Monthly	12426.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16340.26
	BMA		Non Exempt	Bi-Weekly	5735.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7541.66
	0044		9410	40 HRLY	71.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	94.27
				40 O.T.	107.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	141.41
Principal Electrical Engineer	M.2200	06/22/25	Engineering	Monthly	12831.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16873.50
	BMA		Non Exempt	Bi-Weekly	5922.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7787.77
	0790		9410	40 HRLY	74.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	97.35
				40 O.T.	111.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	146.03
Principal Engineer-Traffic	M.2273	06/22/25	Engineering	Monthly	13293.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17480.97
	BMA		Non Exempt	Bi-Weekly	6135.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8068.14
	0685		9410	40 HRLY	76.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.85
				40 O.T.	115.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	151.28
Principal Engineering Technician	M.1302	06/22/25	Engineering	Monthly	10008.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13161.33
	BMA		Non Exempt	Bi-Weekly	4619.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6074.46
	0791		9410	40 HRLY	57.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	75.93
				40 O.T.	86.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	113.90
Principal GIS Specialist	M.1991	06/22/25	Utilities	Monthly	9720.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12781.86
	BMA		Non Exempt	Bi-Weekly	4486.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5899.32
	0040		9410	40 HRLY	56.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	73.74
				40 O.T.	84.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	110.61

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Principal Network Engineer	M.1036	09/30/25	Info Sys	Monthly	11377.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14961.68
	BMA		Non Exempt	Bi-Weekly	5251.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6905.39
	0553		9410	40 HRLY	65.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	86.32
				40 O.T.	98.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	129.48
Principal Plan Check Engineer	M.1986	06/22/25	Engineering	Monthly	10443.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13733.72
	BMA		Non Exempt	Bi-Weekly	4820.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6338.64
	0683		9410	40 HRLY	60.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	79.23
				40 O.T.	90.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	118.85
Principal Planner	M.2031	06/22/25	Comm Dev	Monthly	10271.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13507.50
	BMA		Non Exempt	Bi-Weekly	4740.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6234.23
	0676		9410	40 HRLY	59.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.93
				40 O.T.	88.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	116.90
Principal Power Engineer	M.2221	06/22/25	Engineering	Monthly	12831.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16873.50
	BMA		Non Exempt	Bi-Weekly	5922.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7787.77
	0672		9410	40 HRLY	74.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	97.35
				40 O.T.	111.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	146.03
Principal Power Resources Planner	M.1316	06/22/25	Utilities	Monthly	13110.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17240.19
	BMA		Non Exempt	Bi-Weekly	6050.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7957.01
	0062		9410	40 HRLY	75.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	99.46
				40 O.T.	113.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	149.19
Principal Power System Operator	M.2195	06/22/25	Utilities	Monthly	15158.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19933.57
	BMA		Non Exempt	Bi-Weekly	6996.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9200.11
	0681		9410	40 HRLY	87.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	115.00
				40 O.T.	131.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	172.50

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Principal Systems Engineer	M.1083	06/22/25	Info Sys	Monthly	11727.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15421.42
	BMA		Non Exempt	Bi-Weekly	5412.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7117.58
	0083		9410	40 HRLY	67.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	88.97
				40 O.T.	101.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	133.46
Principal Technology Product Manager	M.1319	06/22/25	Info Sys	Monthly	11689.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15371.53
	BMA		Non Exempt	Bi-Weekly	5395.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7094.55
	0047		9410	40 HRLY	67.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	88.68
				40 O.T.	101.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	133.02
Principal Transportation Planner	M.1029	06/22/25	Comm Dev	Monthly	10271.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13507.50
	BMA		Non Exempt	Bi-Weekly	4740.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6234.23
	0016		9410	40 HRLY	59.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.93
				40 O.T.	88.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	116.90
Principal Utility Accounting Analyst	M.1972	06/22/25	Financial	Monthly	9116.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11987.60
	BMA		Non Exempt	Bi-Weekly	4207.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5532.74
	0682		9410	40 HRLY	52.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	69.16
				40 O.T.	78.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	103.74
Principal Utility Business Systems Analyst	M.1019	06/22/25	Utilities	Monthly	10346.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13605.63
	BMA		Non Exempt	Bi-Weekly	4775.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6279.52
	0686		9410	40 HRLY	59.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	78.49
				40 O.T.	89.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	117.74
Program Specialist	B.1370	06/22/25	Recreation	Monthly	4790.46	4910.21	5032.97	5158.79	5287.75	5419.96	5555.44	5694.35	5836.70	5982.62	6132.19	6285.48	6442.63	6603.70
	BCEA		Non Exempt	Bi-Weekly	2210.98	2266.25	2322.91	2380.98	2440.50	2501.52	2564.05	2628.16	2693.86	2761.21	2830.24	2900.99	2973.52	3047.86
	0684		9410	40 HRLY	27.64	28.33	29.04	29.76	30.51	31.27	32.05	32.85	33.67	34.52	35.38	36.26	37.17	38.10
				40 O.T.	41.46	42.50	43.56	44.64	45.77	46.91	48.08	49.28	50.51	51.78	53.07	54.39	55.76	57.15

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Property and Evidence Technician	B.1020	06/22/25	Police/Fire	Monthly	4792.06	4911.86	5034.64	5160.52	5289.53	5421.76	5557.31	5696.23	5838.65	5984.62	6134.22	6287.58	6444.77	6605.89
	BCEA		Non Exempt	Bi-Weekly	2211.72	2267.01	2323.68	2381.78	2441.32	2502.35	2564.91	2629.03	2694.76	2762.13	2831.18	2901.96	2974.51	3048.87
	0039		8810	40 HRLY	27.65	28.34	29.05	29.77	30.52	31.28	32.06	32.86	33.68	34.53	35.39	36.27	37.18	38.11
				40 O.T.	41.48	42.51	43.58	44.66	45.78	46.92	48.09	49.29	50.52	51.80	53.09	54.41	55.77	57.17
Public Information Specialist	M.1717	06/22/25	Rec/Gen Admin	Monthly	8330.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10954.23
	BMA		Non Exempt	Bi-Weekly	3844.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5055.80
	0697		9410	40 HRLY	48.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	63.20
				40 O.T.	72.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	94.80
Public Safety Facility Technician	B.1482	06/22/25	Fac/Grounds	Monthly	5597.24	5737.18	5880.62	6027.62	6178.32	6332.78	6491.10	6653.36	6819.69	6990.19	7164.95	7344.07	7527.67	7715.87
	BCEA		Non Exempt	Bi-Weekly	2583.34	2647.93	2714.13	2781.98	2851.53	2922.82	2995.89	3070.78	3147.55	3226.24	3306.90	3389.57	3474.31	3561.17
	0645		9410	40 HRLY	32.29	33.10	33.93	34.77	35.64	36.54	37.45	38.38	39.34	40.33	41.34	42.37	43.43	44.51
				40 O.T.	48.44	49.65	50.90	52.16	53.46	54.81	56.18	57.57	59.01	60.50	62.01	63.56	65.15	66.77
Public Works Director	E.0084	06/22/25	Engineering	Monthly	17100.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22487.64
	Exec		Exempt	Bi-Weekly	7892.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10378.91
	0695		9410	40 HRLY	98.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	129.74
				40 O.T.	147.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	194.61
Public Works Journeyman	B.1418	06/22/25	Streets/Refuse	Monthly	5310.65	5443.43	5579.49	5718.98	5861.96	6008.51	6158.73	6312.69	6470.51	6632.28	6798.07	6968.02	7142.22	7320.78
	BCEA		Non Exempt	Bi-Weekly	2451.07	2512.35	2575.15	2639.53	2705.52	2773.16	2842.49	2913.55	2986.39	3061.05	3137.57	3216.01	3296.41	3378.82
	0698		9420	40 HRLY	30.64	31.40	32.19	32.99	33.82	34.66	35.53	36.42	37.33	38.26	39.22	40.20	41.21	42.24
				40 O.T.	45.96	47.10	48.29	49.49	50.73	51.99	53.30	54.63	56.00	57.39	58.83	60.30	61.82	63.36
Public Works Supervisor	M.1903	06/22/25	Streets/Refuse	Monthly	8701.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11441.86
	BMA		Non Exempt	Bi-Weekly	4015.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5280.86
	0703		9420	40 HRLY	50.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	66.01
				40 O.T.	75.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	99.02

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Purchasing Manager	M.2061	06/22/25	Financial	Monthly	11436.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15039.53
	BMA		Non Exempt	Bi-Weekly	5278.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6941.32
	0701		9410	40 HRLY	65.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	86.77
				40 O.T.	98.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	130.16
Purchasing Manager	Z.1934	06/22/25	Financial	Monthly	11436.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15039.53
	Z-Group		Exempt	Bi-Weekly	5278.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6941.32
	0704		9410	40 HRLY	65.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	86.77
				40 O.T.	98.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	130.16
Rangemaster	B.1489	06/22/25	Police/Fire	Monthly	6197.30	6352.23	6511.03	6673.81	6840.67	7011.68	7186.96	7366.65	7550.81	7739.57	7933.06	8131.39	8334.67	8543.04
	BCEA		Non Exempt	Bi-Weekly	2860.29	2931.80	3005.09	3080.22	3157.23	3236.16	3317.06	3399.99	3484.99	3572.11	3661.41	3752.95	3846.77	3942.94
	0710		7720	40 HRLY	35.75	36.65	37.56	38.50	39.47	40.45	41.46	42.50	43.56	44.65	45.77	46.91	48.08	49.29
				40 O.T.	53.63	54.98	56.34	57.75	59.21	60.68	62.19	63.75	65.34	66.98	68.66	70.37	72.12	73.94
Real Estate and Project Manager	M.2464	06/22/25	Comm Dev	Monthly	9937.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13067.41
	BMA		Non Exempt	Bi-Weekly	4586.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6031.11
	0702		9410	40 HRLY	57.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	75.39
				40 O.T.	86.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	113.09
Records Manager (M)	M.1756	06/22/25	Rec/Gen Admin	Monthly	7149.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9401.56
	BMA		Non Exempt	Bi-Weekly	3299.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4339.18
	0709		9420	40 HRLY	41.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	54.24
				40 O.T.	61.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	81.36
Records Manager (Z)	Z.1795	06/22/25	Rec/Gen Admin	Monthly	9036.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11883.58
	Z-Group		Exempt	Bi-Weekly	4170.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5484.73
	0708		9420	40 HRLY	52.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	68.56
				40 O.T.	78.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	102.84

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Records Technician	B.1030	06/22/25	Rec/Gen Admin	Monthly	5127.42	5255.60	5386.98	5521.66	5659.70	5801.19	5946.22	6094.88	6247.26	6403.43	6563.51	6727.61	6895.79	7068.19
	BCEA		Non Exempt	Bi-Weekly	2366.50	2425.66	2486.30	2548.46	2612.17	2677.47	2744.41	2813.02	2883.35	2955.43	3029.31	3105.05	3182.67	3262.24
	0025		8810	40 HRLY	29.58	30.32	31.08	31.86	32.65	33.47	34.31	35.16	36.04	36.94	37.87	38.81	39.78	40.78
				40 O.T.	44.37	45.48	46.62	47.79	48.98	50.21	51.47	52.74	54.06	55.41	56.81	58.22	59.67	61.17
Recreation Coordinator	B.1445	06/22/25	Recreation	Monthly	5169.88	5299.13	5431.60	5567.38	5706.57	5849.24	5995.47	6145.36	6299.00	6456.47	6617.87	6783.34	6952.90	7126.73
	BCEA		Non Exempt	Bi-Weekly	2386.10	2445.75	2506.89	2569.56	2633.80	2699.65	2767.14	2836.32	2907.23	2979.91	3054.40	3130.77	3209.03	3289.26
	0720		9410	40 HRLY	29.83	30.57	31.34	32.12	32.92	33.75	34.59	35.45	36.34	37.25	38.18	39.13	40.11	41.12
				40 O.T.	44.75	45.86	47.01	48.18	49.38	50.63	51.89	53.18	54.51	55.88	57.27	58.70	60.17	61.68
Recreation Leader	B.1124	06/22/25	Recreation	Monthly	3617.25	3707.69	3800.38	3895.39	3992.78	4092.60	4194.91	4299.77	4407.28	4517.46	4630.38	4746.15	4864.80	4986.43
	BCEA		Exempt	Bi-Weekly	1669.50	1711.24	1754.02	1797.87	1842.82	1888.89	1936.11	1984.51	2034.13	2084.98	2137.10	2190.53	2245.29	2301.43
	0712		9410	40 HRLY	20.87	21.39	21.93	22.47	23.04	23.61	24.20	24.81	25.43	26.06	26.71	27.38	28.07	28.77
				40 O.T.	31.31	32.09	32.90	33.71	34.56	35.42	36.30	37.22	38.15	39.09	40.07	41.07	42.11	43.16
Recreation Services Manager	M.1816	06/22/25	Recreation	Monthly	9364.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12313.99
	BMA		Non Exempt	Bi-Weekly	4321.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5683.38
	0715		9410	40 HRLY	54.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	71.04
				40 O.T.	81.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	106.56
Recreation Supervisor	B.1571	06/22/25	Recreation	Monthly	6859.67	7031.16	7206.92	7387.10	7571.79	7761.07	7955.09	8153.97	8357.83	8566.76	8780.94	9000.46	9225.47	9456.11
	BCEA		Non Exempt	Bi-Weekly	3166.00	3245.15	3326.27	3409.43	3494.67	3582.03	3671.58	3763.37	3857.46	3953.89	4052.74	4154.06	4257.91	4364.36
	0721		9410	40 HRLY	39.58	40.56	41.58	42.62	43.68	44.78	45.89	47.04	48.22	49.42	50.66	51.93	53.22	54.55
				40 O.T.	59.37	60.84	62.37	63.93	65.52	67.17	68.84	70.56	72.33	74.13	75.99	77.90	79.83	81.83
Recycling Coordinator	M.1928	06/22/25	Streets/Refuse	Monthly	9163.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12049.64
	BMA		Non Exempt	Bi-Weekly	4229.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5561.37
	0718		9410	40 HRLY	52.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	69.52
				40 O.T.	79.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	104.28

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Recycling Specialist	M.1774	06/22/25	Streets/Refuse	Monthly	7029.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9243.37
	BMA		Non Exempt	Bi-Weekly	3244.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4266.17
	0719		9410	40 HRLY	40.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	53.33
				40 O.T.	60.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	80.00
Redevelopment Project Manager	M.2108	06/22/25	Comm Dev	Monthly	11061.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14545.59
	BMA		Non Exempt	Bi-Weekly	5105.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6713.35
	0726		9410	40 HRLY	63.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	83.92
				40 O.T.	95.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	125.88
Release Train Engineer	Z.1433	06/22/25	Info Sys	Monthly	11739.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15437.11
	Z-Group		Exempt	Bi-Weekly	5418.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7124.82
	0160		9410	40 HRLY	67.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89.06
				40 O.T.	101.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	133.59
Revenue Manager	Z.2389	06/22/25	Financial	Monthly	11296.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14855.47
	Z-Group		Exempt	Bi-Weekly	5213.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6856.37
	0390		9410	40 HRLY	65.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	85.70
				40 O.T.	97.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	128.55
Right of Way Specialist	B.1805	06/22/25	Engineering	Monthly	7751.06	7944.84	8143.46	8347.04	8555.71	8769.61	8988.85	9213.58	9443.92	9680.02	9922.01	10170.07	10424.31	10684.92
	BCEA		Non Exempt	Bi-Weekly	3577.41	3666.85	3758.52	3852.48	3948.79	4047.51	4148.70	4252.42	4358.73	4467.70	4579.39	4693.88	4811.22	4931.50
	0728		9410	40 HRLY	44.72	45.84	46.98	48.16	49.36	50.59	51.86	53.16	54.48	55.85	57.24	58.67	60.14	61.64
				40 O.T.	67.08	68.76	70.47	72.24	74.04	75.89	77.79	79.74	81.72	83.78	85.86	88.01	90.21	92.46
Security Guard	B.1201	06/22/25	Safety/Inspection	Monthly	4544.30	4657.90	4774.34	4893.70	5016.05	5141.46	5269.98	5401.74	5536.79	5675.19	5817.09	5962.52	6111.56	6264.35
	BCEA		Non Exempt	Bi-Weekly	2097.37	2149.80	2203.54	2258.63	2315.10	2372.98	2432.30	2493.11	2555.44	2619.32	2684.81	2751.93	2820.72	2891.24
	0748		9410	40 HRLY	26.22	26.87	27.54	28.23	28.94	29.66	30.40	31.16	31.94	32.74	33.56	34.40	35.26	36.14
				40 O.T.	39.33	40.31	41.31	42.35	43.41	44.49	45.60	46.74	47.91	49.11	50.34	51.60	52.89	54.21

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Senior Accountant	B.1849	06/22/25	Financial	Monthly	8164.28	8368.38	8577.60	8792.03	9011.84	9237.13	9468.05	9704.76	9947.38	10196.05	10450.96	10712.24	10980.04	11254.53
	BCEA		Non Exempt	Bi-Weekly	3768.13	3862.33	3958.89	4057.86	4159.31	4263.29	4369.87	4479.12	4591.10	4705.87	4823.52	4944.11	5067.71	5194.40
	0749		9410	40 HRLY	47.10	48.28	49.49	50.72	51.99	53.29	54.62	55.99	57.39	58.82	60.29	61.80	63.35	64.93
				40 O.T.	70.65	72.42	74.24	76.08	77.99	79.94	81.93	83.99	86.09	88.23	90.44	92.70	95.03	97.40
Senior Administrative Analyst (M)	M.1817	06/22/25	Rec/Gen Admin	Monthly	7943.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10445.44
	BMA		Non Exempt	Bi-Weekly	3666.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4820.97
	0750		9410	40 HRLY	45.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	60.26
				40 O.T.	68.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	90.39
Senior Administrative Analyst (Z)	Z.1865	06/22/25	Rec/Gen Admin	Monthly	7943.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10445.70
	Z-Group		Exempt	Bi-Weekly	3666.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4821.09
	5750		9410	40 HRLY	45.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	60.26
				40 O.T.	68.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	90.39
Senior Animal Control Officer	B.1531	06/22/25	Safety/Inspection	Monthly	6061.36	6212.90	6368.22	6527.43	6690.60	6857.87	7029.32	7205.06	7385.17	7569.81	7759.05	7953.03	8151.87	8355.66
	BCEA		Non Exempt	Bi-Weekly	2797.55	2867.49	2939.18	3012.66	3087.97	3165.17	3244.30	3325.41	3408.54	3493.76	3581.10	3670.63	3762.40	3856.46
	0751		7720	40 HRLY	34.97	35.84	36.74	37.66	38.60	39.56	40.55	41.57	42.61	43.67	44.76	45.88	47.03	48.21
				40 O.T.	52.46	53.76	55.11	56.49	57.90	59.34	60.83	62.36	63.92	65.51	67.14	68.82	70.55	72.32
Senior Assistant City Attorney	Z.2511	06/22/25	Legal	Monthly	15294.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20112.34
	Z-Group		Exempt	Bi-Weekly	7059.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9282.62
	0753		9410	40 HRLY	88.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	116.03
				40 O.T.	132.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	174.05
Senior Buyer	M.1944	06/22/25	Financial	Monthly	10177.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13383.78
	BMA		Non Exempt	Bi-Weekly	4697.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6177.13
	0761		9410	40 HRLY	58.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.21
				40 O.T.	88.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	115.82

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Senior Civil Engineer	M.2147	06/22/25	Engineering	Monthly	11459.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15069.82
	BMA		Non Exempt	Bi-Weekly	5289.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6955.30
	0767		9410	40 HRLY	66.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	86.94
				40 O.T.	99.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	130.41
Senior Civil Engineer-BWP	M.2148	06/22/25	Engineering	Monthly	11459.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15069.82
	BMA		Non Exempt	Bi-Weekly	5289.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6955.30
	0768		9410	40 HRLY	66.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	86.94
				40 O.T.	99.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	130.41
Senior Civil Engineering Assistant	B.1809	06/22/25	Engineering	Monthly	7766.07	7960.23	8159.23	8363.20	8572.29	8786.59	9006.25	9231.41	9462.20	9698.76	9941.23	10189.75	10444.50	10705.61
	BCEA		Non Exempt	Bi-Weekly	3584.34	3673.95	3765.80	3859.94	3956.44	4055.35	4156.73	4260.65	4367.17	4476.35	4588.26	4702.96	4820.54	4941.05
	0774		9410	40 HRLY	44.80	45.92	47.07	48.25	49.46	50.69	51.96	53.26	54.59	55.95	57.35	58.79	60.26	61.76
				40 O.T.	67.20	68.88	70.61	72.38	74.19	76.04	77.94	79.89	81.89	83.93	86.03	88.19	90.39	92.64
Senior Civil Engineering Associate	M.1980	06/22/25	Engineering	Monthly	9452.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12429.47
	BMA		Non Exempt	Bi-Weekly	4362.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5736.68
	0775		9410	40 HRLY	54.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	71.71
				40 O.T.	81.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	107.57
Senior Clerk	B.1204	06/22/25	Rec/Gen Admin	Monthly	4481.14	4593.18	4708.02	4825.71	4946.35	5070.00	5196.75	5326.69	5459.85	5596.35	5736.25	5879.66	6026.65	6177.32
	BCEA		Non Exempt	Bi-Weekly	2068.22	2119.93	2172.93	2227.25	2282.93	2340.00	2398.50	2458.47	2519.93	2582.93	2647.50	2713.69	2781.53	2851.07
	0778		8810	40 HRLY	25.85	26.50	27.16	27.84	28.54	29.25	29.98	30.73	31.50	32.29	33.09	33.92	34.77	35.64
				40 O.T.	38.78	39.75	40.74	41.76	42.81	43.88	44.97	46.10	47.25	48.44	49.64	50.88	52.16	53.46
Senior Code Compliance Inspector	B.1779	06/22/25	Safety/Inspection	Monthly	7932.58	8130.89	8334.17	8542.52	8756.09	8974.98	9199.36	9429.36	9665.09	9906.72	10154.39	10408.23	10668.45	10935.17
	BCEA		Non Exempt	Bi-Weekly	3661.19	3752.72	3846.54	3942.70	4041.27	4142.30	4245.86	4352.01	4460.81	4572.33	4686.64	4803.80	4923.90	5047.00
	0819		9410	40 HRLY	45.76	46.91	48.08	49.28	50.52	51.78	53.07	54.40	55.76	57.15	58.58	60.05	61.55	63.09
				40 O.T.	68.64	70.37	72.12	73.92	75.78	77.67	79.61	81.60	83.64	85.73	87.87	90.08	92.33	94.64

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Senior Collections Specialist	M.1658	06/22/25	Financial	Monthly	7286.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9582.08
	BMA		Non Exempt	Bi-Weekly	3363.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4422.50
	0779		9410	40 HRLY	42.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	55.28
				40 O.T.	63.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	82.92
Senior Communications Technician	I.6014	06/22/25	Utilities	Monthly	9501.98	0.00	9977.07	0.00	10475.92	0.00	10999.73	0.00	11549.72	0.00	12127.20	0.00	12733.57	0.00
	IBEW		Non Exempt	Bi-Weekly	4385.53	0.00	4604.80	0.00	4835.04	0.00	5076.80	0.00	5330.64	0.00	5597.17	0.00	5877.03	0.00
	0780		7539	40 HRLY	54.82	0.00	57.56	0.00	60.44	0.00	63.46	0.00	66.63	0.00	69.96	0.00	73.46	0.00
				40 O.T.	82.23	0.00	86.34	0.00	90.66	0.00	95.19	0.00	99.95	0.00	104.94	0.00	110.19	0.00
Senior Conduit Mechanic	I.6015	06/22/25	Utilities	Monthly	9792.53	0.00	10282.16	0.00	10796.26	0.00	11336.07	0.00	11902.87	0.00	12498.03	0.00	13122.92	0.00
	IBEW		Non Exempt	Bi-Weekly	4519.63	0.00	4745.61	0.00	4982.89	0.00	5232.03	0.00	5493.63	0.00	5768.32	0.00	6056.73	0.00
	0783		7539	40 HRLY	56.50	0.00	59.32	0.00	62.29	0.00	65.40	0.00	68.67	0.00	72.10	0.00	75.71	0.00
				40 O.T.	84.75	0.00	88.98	0.00	93.44	0.00	98.10	0.00	103.01	0.00	108.15	0.00	113.57	0.00
Senior Conduit Mechanic-G	I.6115	06/22/25	Utilities	Monthly	10378.62	0.00	10897.55	0.00	11442.43	0.00	12014.56	0.00	12615.29	0.00	13246.05	0.00	13908.35	0.00
	IBEW		Non Exempt	Bi-Weekly	4790.13	0.00	5029.64	0.00	5281.12	0.00	5545.18	0.00	5822.44	0.00	6113.56	0.00	6419.24	0.00
	0782		7539	40 HRLY	59.88	0.00	62.87	0.00	66.01	0.00	69.31	0.00	72.78	0.00	76.42	0.00	80.24	0.00
				40 O.T.	89.82	0.00	94.31	0.00	99.02	0.00	103.97	0.00	109.17	0.00	114.63	0.00	120.36	0.00
Senior Construction Inspector	B.1311	06/22/25	Safety/Inspection	Monthly	7364.28	7548.39	7737.10	7930.52	8128.79	8332.00	8540.31	8753.81	8972.67	9196.98	9426.91	9662.58	9904.14	10151.74
	BCEA		Non Exempt	Bi-Weekly	3398.90	3483.87	3570.97	3660.24	3751.75	3845.54	3941.68	4040.22	4141.23	4244.76	4350.88	4459.65	4571.14	4685.42
	0049		9410	40 HRLY	42.49	43.55	44.64	45.75	46.90	48.07	49.27	50.50	51.77	53.06	54.39	55.75	57.14	58.57
				40 O.T.	63.74	65.33	66.96	68.63	70.35	72.11	73.91	75.75	77.66	79.59	81.59	83.63	85.71	87.86
Senior Control Operator	I.6020	06/22/25	Utilities	Monthly	8525.62	0.00	8951.89	0.00	9399.48	0.00	9869.45	0.00	10362.93	0.00	10881.07	0.00	11425.14	0.00
	IBEW		Non Exempt	Bi-Weekly	3934.90	0.00	4131.64	0.00	4338.22	0.00	4555.13	0.00	4782.89	0.00	5022.03	0.00	5273.14	0.00
	0837		7539	40 HRLY	49.19	0.00	51.65	0.00	54.23	0.00	56.94	0.00	59.79	0.00	62.78	0.00	65.91	0.00
				40 O.T.	73.79	0.00	77.48	0.00	81.35	0.00	85.41	0.00	89.69	0.00	94.17	0.00	98.87	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Senior Electrical Engineer	M.2162	06/22/25	Engineering	Monthly	11548.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15186.17
	BMA		Non Exempt	Bi-Weekly	5330.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7009.00
	0789		9410	40 HRLY	66.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	87.61
				40 O.T.	99.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	131.42
Senior Electrical Service Planner	B.1887	06/22/25	Engineering	Monthly	8636.29	8852.20	9073.50	9300.33	9532.84	9771.17	10015.44	10265.84	10522.48	10785.54	11055.18	11331.56	11614.85	11905.23
	BCEA		Non Exempt	Bi-Weekly	3985.98	4085.63	4187.77	4292.46	4399.77	4509.77	4622.51	4738.08	4856.53	4977.94	5102.39	5229.95	5360.70	5494.72
	0799		9410	40 HRLY	49.82	51.07	52.35	53.66	55.00	56.37	57.78	59.23	60.71	62.22	63.78	65.37	67.01	68.68
				40 O.T.	74.73	76.61	78.53	80.49	82.50	84.56	86.67	88.85	91.07	93.33	95.67	98.06	100.52	103.02
Senior Electrician	I.6016	06/22/25	Utilities	Monthly	9712.65	0.00	10198.28	0.00	10708.19	0.00	11243.61	0.00	11805.78	0.00	12396.06	0.00	13015.88	0.00
	IBEW		Non Exempt	Bi-Weekly	4482.76	0.00	4706.90	0.00	4942.24	0.00	5189.36	0.00	5448.82	0.00	5721.26	0.00	6007.33	0.00
	0798		7539	40 HRLY	56.03	0.00	58.84	0.00	61.78	0.00	64.87	0.00	68.11	0.00	71.52	0.00	75.09	0.00
				40 O.T.	84.05	0.00	88.26	0.00	92.67	0.00	97.31	0.00	102.17	0.00	107.28	0.00	112.64	0.00
Senior Engineer-Traffic	M.2006	06/22/25	Engineering	Monthly	11459.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15069.82
	BMA		Non Exempt	Bi-Weekly	5289.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6955.30
	0804		9410	40 HRLY	66.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	86.94
				40 O.T.	99.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	130.41
Senior Engineering Technician	B.1832	06/22/25	Engineering	Monthly	7997.77	8197.71	8402.66	8612.72	8828.04	9048.74	9274.96	9506.84	9744.52	9988.12	10237.83	10493.77	10756.11	11025.02
	BCEA		Non Exempt	Bi-Weekly	3691.28	3783.56	3878.15	3975.10	4074.48	4176.34	4280.75	4387.77	4497.47	4609.90	4725.15	4843.28	4964.36	5088.47
	0800		8810	40 HRLY	46.14	47.29	48.48	49.69	50.93	52.20	53.51	54.85	56.22	57.62	59.06	60.54	62.05	63.61
				40 O.T.	69.21	70.94	72.72	74.54	76.40	78.30	80.27	82.28	84.33	86.43	88.59	90.81	93.08	95.42
Senior Environmental Engineer	M.1787	06/22/25	Utilities	Monthly	12890.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16950.66
	BMA		Non Exempt	Bi-Weekly	5949.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7823.38
	0802		9410	40 HRLY	74.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	97.79
				40 O.T.	111.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	146.69

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Senior Executive Assistant to the City Manager	Z.1635	06/22/25	Rec/Gen Admin	Monthly	6928.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9110.73
	Z-Group		Exempt	Bi-Weekly	3197.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4204.95
	0745		8810	40 HRLY	39.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	52.56
				40 O.T.	59.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	78.84
Senior Fleet Maintenance Technician	B.1499	06/22/25	Equipment	Monthly	6043.22	6194.31	6349.16	6507.89	6670.58	6837.35	7008.28	7183.48	7363.07	7547.15	7735.82	7929.22	8127.45	8330.64
	BCEA		Non Exempt	Bi-Weekly	2789.18	2858.91	2930.38	3003.64	3078.73	3155.70	3234.59	3315.45	3398.34	3483.30	3570.38	3659.64	3751.13	3844.91
	0801		8810	40 HRLY	34.86	35.74	36.63	37.55	38.48	39.45	40.43	41.44	42.48	43.54	44.63	45.75	46.89	48.06
				40 O.T.	52.29	53.61	54.95	56.33	57.72	59.18	60.65	62.16	63.72	65.31	66.95	68.63	70.34	72.09
Senior Food Services Aide	B.1108	06/22/25	Recreation	Monthly	3775.98	3870.38	3967.12	4066.31	4167.97	4272.17	4378.96	4488.45	4600.66	4715.69	4833.57	4954.41	5078.28	5205.22
	BCEA		Exempt	Bi-Weekly	1742.76	1786.33	1830.98	1876.76	1923.68	1971.77	2021.06	2071.59	2123.38	2176.47	2230.88	2286.65	2343.82	2402.41
	0803		9420	40 HRLY	21.78	22.33	22.89	23.46	24.05	24.65	25.26	25.89	26.54	27.21	27.89	28.58	29.30	30.03
				40 O.T.	32.67	33.50	34.34	35.19	36.08	36.98	37.89	38.84	39.81	40.82	41.84	42.87	43.95	45.05
Senior GIS Specialist	B.0385	06/22/25	Utilities	Monthly	8735.37	8953.75	9177.59	9407.04	9642.21	9883.27	10130.34	10383.60	10643.19	10909.28	11182.02	11461.56	11748.10	12041.79
	BCEA		Non Exempt	Bi-Weekly	4031.71	4132.50	4235.81	4341.71	4450.25	4561.51	4675.54	4792.43	4912.24	5035.05	5160.93	5289.95	5422.20	5557.75
	0030		9410	40 HRLY	50.40	51.66	52.95	54.27	55.63	57.02	58.44	59.91	61.40	62.94	64.51	66.12	67.78	69.47
				40 O.T.	75.60	77.49	79.43	81.41	83.45	85.53	87.66	89.87	92.10	94.41	96.77	99.18	101.67	104.21
Senior Groundskeeper	B.1403	06/22/25	Fac/Grounds	Monthly	5754.54	5898.40	6045.87	6197.01	6351.93	6510.75	6673.51	6840.34	7011.36	7186.64	7366.30	7550.47	7739.23	7932.71
	BCEA		Non Exempt	Bi-Weekly	2655.94	2722.34	2790.40	2860.16	2931.66	3004.96	3080.08	3157.08	3236.01	3316.91	3399.83	3484.83	3571.95	3661.25
	0805		9420	40 HRLY	33.20	34.03	34.88	35.75	36.65	37.56	38.50	39.46	40.45	41.46	42.50	43.56	44.65	45.77
				40 O.T.	49.80	51.05	52.32	53.63	54.98	56.34	57.75	59.19	60.68	62.19	63.75	65.34	66.98	68.66
Senior Instrument Controls Technician	I.6026	06/22/25	Utilities	Monthly	10870.04	0.00	11413.55	0.00	11984.22	0.00	12583.44	0.00	13212.59	0.00	13873.23	0.00	14566.89	0.00
	IBEW		Non Exempt	Bi-Weekly	5016.94	0.00	5267.79	0.00	5531.18	0.00	5807.74	0.00	6098.12	0.00	6403.03	0.00	6723.18	0.00
	0808		7539	40 HRLY	62.71	0.00	65.85	0.00	69.14	0.00	72.60	0.00	76.23	0.00	80.04	0.00	84.04	0.00
				40 O.T.	94.07	0.00	98.78	0.00	103.71	0.00	108.90	0.00	114.35	0.00	120.06	0.00	126.06	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Senior Librarian	B.1567	06/22/25	Library	Monthly	6374.29	6533.65	6696.99	6864.41	7036.03	7211.92	7392.23	7577.03	7766.46	7960.62	8159.62	8363.62	8572.72	8787.03
	BCEA		Non Exempt	Bi-Weekly	2941.98	3015.53	3090.92	3168.19	3247.40	3328.58	3411.80	3497.09	3584.52	3674.13	3765.98	3860.13	3956.64	4055.55
	0815		8838	40 HRLY	36.77	37.69	38.64	39.60	40.59	41.61	42.65	43.71	44.81	45.93	47.07	48.25	49.46	50.69
				40 O.T.	55.16	56.54	57.96	59.40	60.89	62.42	63.98	65.57	67.22	68.90	70.61	72.38	74.19	76.04
Senior Library Assistant	B.1381	06/22/25	Library	Monthly	5238.59	5369.56	5503.79	5641.39	5782.42	5926.98	6075.16	6227.04	6382.72	6542.29	6705.83	6873.49	7045.33	7221.46
	BCEA		Non Exempt	Bi-Weekly	2417.81	2478.26	2540.21	2603.72	2668.81	2735.53	2803.92	2874.02	2945.87	3019.52	3095.00	3172.38	3251.69	3332.98
	0816		8838	40 HRLY	30.22	30.98	31.75	32.55	33.36	34.19	35.05	35.93	36.82	37.74	38.69	39.65	40.65	41.66
				40 O.T.	45.33	46.47	47.63	48.83	50.04	51.29	52.58	53.90	55.23	56.61	58.04	59.48	60.98	62.49
Senior Lifeguard	B.0900	06/22/25	Recreation	Monthly	4425.50	4536.13	4649.54	4765.78	4884.92	5007.04	5132.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	BCEA		Exempt	Bi-Weekly	2042.54	2093.60	2145.94	2199.59	2254.58	2310.94	2368.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0821		9410	40 HRLY	25.53	26.17	26.82	27.49	28.18	28.89	29.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	38.30	39.26	40.23	41.24	42.27	43.34	44.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Line Mechanic	I.6017	06/22/25	Utilities	Monthly	11078.56	0.00	11632.47	0.00	12214.11	0.00	12824.80	0.00	13466.05	0.00	14139.34	0.00	14846.30	0.00
	IBEW		Non Exempt	Bi-Weekly	5113.18	0.00	5368.83	0.00	5637.28	0.00	5919.14	0.00	6215.10	0.00	6525.85	0.00	6852.14	0.00
	0822		7539	40 HRLY	63.91	0.00	67.11	0.00	70.47	0.00	73.99	0.00	77.69	0.00	81.57	0.00	85.65	0.00
				40 O.T.	95.87	0.00	100.67	0.00	105.71	0.00	110.99	0.00	116.54	0.00	122.36	0.00	128.48	0.00
Senior Line Mechanic-G	I.6117	06/22/25	Utilities	Monthly	11744.24	0.00	12331.45	0.00	12948.02	0.00	13595.42	0.00	14275.19	0.00	14988.96	0.00	15738.41	0.00
	IBEW		Non Exempt	Bi-Weekly	5420.42	0.00	5691.44	0.00	5976.01	0.00	6274.81	0.00	6588.55	0.00	6917.98	0.00	7263.88	0.00
	0823		7539	40 HRLY	67.76	0.00	71.14	0.00	74.70	0.00	78.44	0.00	82.36	0.00	86.47	0.00	90.80	0.00
				40 O.T.	101.64	0.00	106.71	0.00	112.05	0.00	117.66	0.00	123.54	0.00	129.71	0.00	136.20	0.00
Senior Litigation Paralegal	Z.1866	06/22/25	Legal	Monthly	9673.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12721.09
	Z-Group		Exempt	Bi-Weekly	4464.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5871.27
	0824		9410	40 HRLY	55.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	73.39
				40 O.T.	83.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	110.09

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Senior Manager - BWP Water Systems	M.1037	03/10/26	Rec/Gen Admin	Monthly	16573.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21794.07
	BMA		Non Exempt	Bi-Weekly	7649.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10058.80
	0825		9410	40 HRLY	95.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	125.74
				40 O.T.	143.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	188.61
Senior Plan Check Engineer	M.1847	06/22/25	Engineering	Monthly	9760.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12835.25
	BMA		Non Exempt	Bi-Weekly	4504.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5923.96
	0832		9410	40 HRLY	56.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	74.05
				40 O.T.	84.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	111.08
Senior Planner	M.1961	06/22/25	Comm Dev	Monthly	9122.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11996.55
	BMA		Non Exempt	Bi-Weekly	4210.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5536.87
	0833		9410	40 HRLY	52.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	69.21
				40 O.T.	78.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	103.82
Senior Power Plant Mechanic	I.6019	06/22/25	Utilities	Monthly	8053.00	0.00	8455.63	0.00	8878.42	0.00	9322.34	0.00	9788.46	0.00	10277.89	0.00	10791.78	0.00
	IBEW		Non Exempt	Bi-Weekly	3716.77	0.00	3902.60	0.00	4097.73	0.00	4302.62	0.00	4517.75	0.00	4743.64	0.00	4980.82	0.00
	0836		7539	40 HRLY	46.46	0.00	48.78	0.00	51.22	0.00	53.78	0.00	56.47	0.00	59.30	0.00	62.26	0.00
				40 O.T.	69.69	0.00	73.17	0.00	76.83	0.00	80.67	0.00	84.71	0.00	88.95	0.00	93.39	0.00
Senior Power Resources Planner	B.1192	06/22/25	Utilities	Monthly	11261.60	11543.13	11831.71	12127.51	12430.69	12741.45	13060.00	13386.49	13721.15	14064.18	14415.79	14776.19	15145.59	15524.23
	BCEA		Non Exempt	Bi-Weekly	5197.66	5327.60	5460.79	5597.31	5737.24	5880.67	6027.69	6178.38	6332.84	6491.16	6653.44	6819.78	6990.27	7165.03
	0061		9410	40 HRLY	64.97	66.60	68.26	69.97	71.72	73.51	75.35	77.23	79.16	81.14	83.17	85.25	87.38	89.56
				40 O.T.	97.46	99.90	102.39	104.96	107.58	110.27	113.03	115.85	118.74	121.71	124.76	127.88	131.07	134.34
Senior Property and Evidence Technician	B.1018	06/22/25	Police/Fire	Monthly	5271.22	5403.00	5538.09	5676.54	5818.43	5963.90	6112.99	6265.83	6422.48	6583.03	6747.61	6916.30	7089.20	7266.44
	BCEA		Non Exempt	Bi-Weekly	2432.87	2493.69	2556.04	2619.94	2685.43	2752.57	2821.38	2891.92	2964.22	3038.32	3114.28	3192.14	3271.94	3353.74
	0038		8810	40 HRLY	30.41	31.17	31.95	32.75	33.57	34.41	35.27	36.15	37.05	37.98	38.93	39.90	40.90	41.92
				40 O.T.	45.62	46.76	47.93	49.13	50.36	51.62	52.91	54.23	55.58	56.97	58.40	59.85	61.35	62.88

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Senior Rangemaster-Armorer	M.1850	06/22/25	Police/Fire	Monthly	7806.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10265.86
	BMA		Non Exempt	Bi-Weekly	3603.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4738.09
	0840		9410	40 HRLY	45.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	59.23
				40 O.T.	67.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	88.85
Senior Recreation Leader	B.1272	06/22/25	Recreation	Monthly	4244.13	4350.23	4458.98	4570.45	4684.72	4801.83	4921.89	5044.93	5171.05	5300.34	5432.85	5568.66	5707.89	5850.59
	BCEA		Non Exempt	Bi-Weekly	1958.83	2007.80	2057.99	2109.44	2162.18	2216.23	2271.64	2328.43	2386.64	2446.31	2507.47	2570.15	2634.41	2700.27
	0847		9410	40 HRLY	24.49	25.10	25.72	26.37	27.03	27.70	28.40	29.11	29.83	30.58	31.34	32.13	32.93	33.75
				40 O.T.	36.74	37.65	38.58	39.56	40.55	41.55	42.60	43.67	44.75	45.87	47.01	48.20	49.40	50.63
Senior Secretary	B.1348	06/22/25	Rec/Gen Admin	Monthly	5236.08	5366.99	5501.15	5638.69	5779.65	5924.14	6072.24	6224.05	6379.64	6539.15	6702.63	6870.20	7041.95	7217.99
	BCEA		Non Exempt	Bi-Weekly	2416.65	2477.07	2538.99	2602.47	2667.53	2734.22	2802.57	2872.64	2944.45	3018.07	3093.52	3170.86	3250.13	3331.38
	0846		8810	40 HRLY	30.21	30.96	31.74	32.53	33.34	34.18	35.03	35.91	36.81	37.73	38.67	39.64	40.63	41.64
				40 O.T.	45.32	46.44	47.61	48.80	50.01	51.27	52.55	53.87	55.22	56.60	58.01	59.46	60.95	62.46
Senior Security Guard	B.1299	06/22/25	Safety/Inspection	Monthly	5093.08	5220.39	5350.91	5484.68	5621.79	5762.34	5906.40	6054.06	6205.40	6360.53	6519.54	6682.54	6849.61	7020.85
	BCEA		Non Exempt	Bi-Weekly	2350.65	2409.41	2469.65	2531.39	2594.67	2659.54	2726.03	2794.18	2864.03	2935.63	3009.02	3084.25	3161.36	3240.39
	0849		9410	40 HRLY	29.38	30.12	30.87	31.64	32.43	33.24	34.08	34.93	35.80	36.70	37.61	38.55	39.52	40.50
				40 O.T.	44.07	45.18	46.31	47.46	48.65	49.86	51.12	52.40	53.70	55.05	56.42	57.83	59.28	60.75
Senior Survey Aide	B.1807	06/22/25	Engineering	Monthly	7825.81	8021.43	8221.98	8427.53	8638.22	8854.17	9075.52	9302.41	9534.98	9773.36	10017.67	10268.12	10524.82	10787.94
	BCEA		Non Exempt	Bi-Weekly	3611.91	3702.20	3794.76	3889.63	3986.87	4086.54	4188.70	4293.42	4400.76	4510.78	4623.54	4739.13	4857.61	4979.05
	0853		9410	40 HRLY	45.15	46.28	47.43	48.62	49.84	51.08	52.36	53.67	55.01	56.38	57.79	59.24	60.72	62.24
				40 O.T.	67.73	69.42	71.15	72.93	74.76	76.62	78.54	80.51	82.52	84.57	86.69	88.86	91.08	93.36
Senior Test Technician	I.6021	06/22/25	Utilities	Monthly	9976.18	0.00	10474.99	0.00	10998.74	0.00	11548.68	0.00	12126.12	0.00	12732.42	0.00	13369.05	0.00
	IBEW		Non Exempt	Bi-Weekly	4604.39	0.00	4834.61	0.00	5076.34	0.00	5330.16	0.00	5596.67	0.00	5876.50	0.00	6170.33	0.00
	0861		7539	40 HRLY	57.55	0.00	60.43	0.00	63.45	0.00	66.63	0.00	69.96	0.00	73.46	0.00	77.13	0.00
				40 O.T.	86.33	0.00	90.65	0.00	95.18	0.00	99.95	0.00	104.94	0.00	110.19	0.00	115.70	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Senior Transportation Planner	M.1030	06/22/25	Comm Dev	Monthly	9122.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11996.55
	BMA		Non Exempt	Bi-Weekly	4210.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5536.87
	0019		9410	40 HRLY	52.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	69.21
				40 O.T.	78.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	103.82
Senior Tree Trimmer	B.1402	06/22/25	Fac/Grounds	Monthly	5754.54	5898.40	6045.87	6197.01	6351.93	6510.75	6673.51	6840.34	7011.36	7186.64	7366.30	7550.47	7739.23	7932.71
	BCEA		Non Exempt	Bi-Weekly	2655.94	2722.34	2790.40	2860.16	2931.66	3004.96	3080.08	3157.08	3236.01	3316.91	3399.83	3484.83	3571.95	3661.25
	0865		9420	40 HRLY	33.20	34.03	34.88	35.75	36.65	37.56	38.50	39.46	40.45	41.46	42.50	43.56	44.65	45.77
				40 O.T.	49.80	51.05	52.32	53.63	54.98	56.34	57.75	59.19	60.68	62.19	63.75	65.34	66.98	68.66
Senior Utility Accounting Analyst	M.1880	06/22/25	Financial	Monthly	8278.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10885.66
	BMA		Non Exempt	Bi-Weekly	3820.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5024.15
	0867		9410	40 HRLY	47.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	62.80
				40 O.T.	71.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	94.20
Senior Utility Business Systems Analyst	M.1018	06/22/25	Utilities	Monthly	8794.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11564.78
	BMA		Non Exempt	Bi-Weekly	4059.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5337.59
	0866		9410	40 HRLY	50.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	66.72
				40 O.T.	76.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.08
Senior Utility Locator	B.1089	06/22/25	Utilities	Monthly	6149.00	6302.73	6460.29	6621.79	6787.34	6957.02	7130.96	7309.23	7491.94	7679.25	7871.24	8068.02	8269.71	8476.46
	BCEA		Non Exempt	Bi-Weekly	2838.00	2908.95	2981.67	3056.21	3132.62	3210.93	3291.21	3373.49	3457.82	3544.27	3632.88	3723.70	3816.79	3912.21
	0987		9410	40 HRLY	35.48	36.36	37.27	38.20	39.16	40.14	41.14	42.17	43.22	44.30	45.41	46.55	47.71	48.90
				40 O.T.	53.22	54.54	55.91	57.30	58.74	60.21	61.71	63.26	64.83	66.45	68.12	69.83	71.57	73.35
Senior Video Production Associate	B.1587	06/22/25	Rec/Gen Admin	Monthly	6369.18	6528.41	6691.62	6858.91	7030.38	7206.14	7386.30	7570.94	7760.22	7954.22	8153.08	8356.92	8565.83	8779.98
	BCEA		Non Exempt	Bi-Weekly	2939.62	3013.11	3088.44	3165.65	3244.79	3325.91	3409.06	3494.28	3581.64	3671.18	3762.96	3857.04	3953.46	4052.30
	0127		9410	40 HRLY	36.75	37.66	38.61	39.57	40.56	41.57	42.61	43.68	44.77	45.89	47.04	48.21	49.42	50.65
				40 O.T.	55.13	56.49	57.92	59.36	60.84	62.36	63.92	65.52	67.16	68.84	70.56	72.32	74.13	75.98

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Senior Water Plant Mechanic	B.1667	06/22/25	Utilities	Monthly	8242.78	8448.83	8660.06	8876.55	9098.48	9325.94	9559.10	9798.06	10043.02	10294.09	10551.45	10815.22	11085.60	11362.76
	BCEA		Non Exempt	Bi-Weekly	3804.36	3899.46	3996.95	4096.87	4199.30	4304.28	4411.89	4522.18	4635.24	4751.12	4869.90	4991.64	5116.43	5244.35
	0869		7520	40 HRLY	47.55	48.74	49.96	51.21	52.49	53.80	55.15	56.53	57.94	59.39	60.87	62.40	63.96	65.55
				40 O.T.	71.33	73.11	74.94	76.82	78.74	80.70	82.73	84.80	86.91	89.09	91.31	93.60	95.94	98.33
Senior Water Plant Operator	B.1669	06/22/25	Utilities	Monthly	8242.78	8448.83	8660.06	8876.55	9098.48	9325.94	9559.10	9798.06	10043.02	10294.09	10551.45	10815.22	11085.60	11362.76
	BCEA		Non Exempt	Bi-Weekly	3804.36	3899.46	3996.95	4096.87	4199.30	4304.28	4411.89	4522.18	4635.24	4751.12	4869.90	4991.64	5116.43	5244.35
	0868		7520	40 HRLY	47.55	48.74	49.96	51.21	52.49	53.80	55.15	56.53	57.94	59.39	60.87	62.40	63.96	65.55
				40 O.T.	71.33	73.11	74.94	76.82	78.74	80.70	82.73	84.80	86.91	89.09	91.31	93.60	95.94	98.33
Sign Language Interpreter	B.1141	06/22/25	Rec/Gen Admin	40 HRLY	49.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	49.12
	BCEA		Exempt	40 O.T.	73.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	73.68
	0875		9410															
Skilled Worker	B.1287	06/22/25	Streets/Refuse	Monthly	4706.28	4823.93	4944.53	5068.16	5194.87	5324.74	5457.86	5594.29	5734.15	5877.50	6024.44	6175.04	6329.42	6487.67
	BCEA		Non Exempt	Bi-Weekly	2172.13	2226.43	2282.09	2339.15	2397.63	2457.57	2519.01	2581.98	2646.53	2712.69	2780.51	2850.02	2921.27	2994.31
	0882		9420	40 HRLY	27.15	27.83	28.53	29.24	29.97	30.72	31.49	32.27	33.08	33.91	34.76	35.63	36.52	37.43
				40 O.T.	40.73	41.75	42.80	43.86	44.96	46.08	47.24	48.41	49.62	50.87	52.14	53.45	54.78	56.15
Social Services Coordinator	B.1316	06/22/25	Recreation	Monthly	4538.76	4652.22	4768.53	4887.74	5009.94	5135.17	5263.57	5395.15	5530.03	5668.28	5809.98	5955.24	6104.11	6256.73
	BCEA		Non Exempt	Bi-Weekly	2094.81	2147.18	2200.86	2255.88	2312.28	2370.08	2429.34	2490.07	2552.32	2616.13	2681.53	2748.57	2817.28	2887.72
	0884		9410	40 HRLY	26.19	26.84	27.51	28.20	28.90	29.63	30.37	31.13	31.90	32.70	33.52	34.36	35.22	36.10
				40 O.T.	39.29	40.26	41.27	42.30	43.35	44.45	45.56	46.70	47.85	49.05	50.28	51.54	52.83	54.15
Social Services Program Supervisor-Nutrition	B.1707	06/22/25	Recreation	Monthly	7602.68	7792.74	7987.55	8187.25	8391.93	8601.73	8816.77	9037.19	9263.11	9494.70	9732.06	9975.36	10224.74	10480.36
	BCEA		Non Exempt	Bi-Weekly	3508.93	3596.65	3686.56	3778.73	3873.20	3970.03	4069.28	4171.01	4275.28	4382.17	4491.72	4604.01	4719.11	4837.09
	0879		9410	40 HRLY	43.86	44.96	46.08	47.23	48.42	49.63	50.87	52.14	53.44	54.78	56.15	57.55	58.99	60.46
				40 O.T.	65.79	67.44	69.12	70.85	72.63	74.45	76.31	78.21	80.16	82.17	84.23	86.33	88.49	90.69

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Social Services Supervisor	B.1518	06/22/25	Recreation	Monthly	6290.07	6447.33	6608.51	6773.72	6943.06	7116.63	7294.56	7476.93	7663.85	7855.45	8051.83	8253.12	8459.45	8670.94
	BCEA		Non Exempt	Bi-Weekly	2903.11	2975.69	3050.08	3126.33	3204.49	3284.60	3366.72	3450.89	3537.16	3625.59	3716.23	3809.13	3904.36	4001.97
	0881		9410	40 HRLY	36.29	37.20	38.13	39.08	40.06	41.06	42.08	43.14	44.21	45.32	46.45	47.61	48.80	50.02
				40 O.T.	54.44	55.80	57.20	58.62	60.09	61.59	63.12	64.71	66.32	67.98	69.68	71.42	73.20	75.03
Solid Waste Leadworker	B.1616	06/22/25	Streets/Refuse	Monthly	6855.38	7026.76	7202.43	7382.48	7567.06	7756.23	7950.13	8148.88	8352.61	8561.43	8775.46	8994.85	9219.71	9450.22
	BCEA		Non Exempt	Bi-Weekly	3164.02	3243.12	3324.20	3407.30	3492.49	3579.80	3669.29	3761.02	3855.05	3951.43	4050.21	4151.47	4255.25	4361.64
	0736		9420	40 HRLY	39.55	40.54	41.55	42.59	43.66	44.75	45.87	47.01	48.19	49.39	50.63	51.89	53.19	54.52
				40 O.T.	59.33	60.81	62.33	63.89	65.49	67.13	68.81	70.52	72.29	74.09	75.95	77.84	79.79	81.78
Solid Waste Supervisor	M.1795	06/22/25	Streets/Refuse	Monthly	8701.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11441.86
	BMA		Non Exempt	Bi-Weekly	4015.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5280.86
	0738		9410	40 HRLY	50.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	66.01
				40 O.T.	75.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	99.02
Solid Waste Truck Operator	B.1219	06/22/25	Streets/Refuse	Monthly	4600.01	4714.99	4832.88	4953.69	5077.54	5204.49	5334.59	5467.95	5604.65	5744.77	5888.39	6035.60	6186.48	6341.14
	BCEA		Non Exempt	Bi-Weekly	2123.08	2176.15	2230.56	2286.32	2343.48	2402.07	2462.12	2523.67	2586.76	2651.43	2717.72	2785.66	2855.30	2926.68
	0737		9420	40 HRLY	26.54	27.20	27.88	28.58	29.29	30.03	30.78	31.55	32.33	33.14	33.97	34.82	35.69	36.58
				40 O.T.	39.81	40.80	41.82	42.87	43.94	45.05	46.17	47.33	48.50	49.71	50.96	52.23	53.54	54.87
Solid Waste Utility Worker	B.1481	06/22/25	Streets/Refuse	Monthly	5653.18	5794.51	5939.38	6087.86	6240.07	6396.07	6555.97	6719.85	6887.86	7060.04	7236.56	7417.45	7602.90	7792.98
	BCEA		Non Exempt	Bi-Weekly	2609.16	2674.39	2741.25	2809.78	2880.03	2952.03	3025.83	3101.47	3179.01	3258.48	3339.95	3423.44	3509.03	3596.76
	0725		9420	40 HRLY	32.61	33.43	34.27	35.12	36.00	36.90	37.82	38.77	39.74	40.73	41.75	42.79	43.86	44.96
				40 O.T.	48.92	50.15	51.41	52.68	54.00	55.35	56.73	58.16	59.61	61.10	62.63	64.19	65.79	67.44
Special Activity Leader	B.1126	06/22/25	Recreation	Monthly	3712.76	3805.58	3900.72	3998.24	4098.21	4200.65	4305.67	4413.31	4523.63	4636.73	4752.65	4871.47	4993.26	5118.08
	BCEA		Non Exempt	Bi-Weekly	1713.58	1756.42	1800.33	1845.34	1891.48	1938.76	1987.23	2036.91	2087.83	2140.03	2193.53	2248.37	2304.58	2362.19
	0886		9410	40 HRLY	21.42	21.96	22.50	23.07	23.64	24.23	24.84	25.46	26.10	26.75	27.42	28.10	28.81	29.53
				40 O.T.	32.13	32.94	33.75	34.61	35.46	36.35	37.26	38.19	39.15	40.13	41.13	42.15	43.22	44.30

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Special Project Crew Leader	B.1106	06/22/25	Fac/Grounds	Monthly	3816.93	3912.37	4010.18	4110.43	4213.19	4318.51	4426.48	4537.13	4650.58	4766.84	4886.01	5008.16	5133.35	5261.69
	BCEA		Non Exempt	Bi-Weekly	1761.66	1805.71	1850.85	1897.12	1944.55	1993.16	2042.99	2094.06	2146.42	2200.08	2255.08	2311.46	2369.24	2428.47
	0890		9420	40 HRLY	22.02	22.57	23.14	23.71	24.31	24.91	25.54	26.18	26.83	27.50	28.19	28.89	29.62	30.36
				40 O.T.	33.03	33.86	34.71	35.57	36.47	37.37	38.31	39.27	40.25	41.25	42.29	43.34	44.43	45.54
Storekeeper	B.1248	06/22/25	Financial	Monthly	4647.35	4763.53	4882.61	5004.68	5129.80	5258.05	5389.50	5524.22	5662.32	5803.89	5949.00	6097.72	6250.16	6406.40
	BCEA		Non Exempt	Bi-Weekly	2144.93	2198.55	2253.51	2309.85	2367.60	2426.79	2487.46	2549.64	2613.38	2678.72	2745.69	2814.33	2884.69	2956.80
	0913		9420	40 HRLY	26.81	27.48	28.17	28.87	29.60	30.33	31.09	31.87	32.67	33.48	34.32	35.18	36.06	36.96
				40 O.T.	40.22	41.22	42.26	43.31	44.40	45.50	46.64	47.81	49.01	50.22	51.48	52.77	54.09	55.44
Stores Helper	B.1150	06/22/25	Financial	Monthly	4209.49	4314.72	4422.60	4533.17	4646.48	4762.66	4881.72	5003.77	5128.85	5257.07	5388.50	5523.22	5661.31	5802.83
	BCEA		Non Exempt	Bi-Weekly	1942.84	1991.41	2041.20	2092.23	2144.53	2198.15	2253.10	2309.43	2367.16	2426.34	2487.00	2549.18	2612.91	2678.23
	0917		9420	40 HRLY	24.29	24.89	25.52	26.15	26.81	27.48	28.16	28.87	29.59	30.33	31.09	31.86	32.66	33.48
				40 O.T.	36.44	37.34	38.28	39.23	40.22	41.22	42.24	43.31	44.39	45.50	46.64	47.79	48.99	50.22
Street Maintenance Leadworker	B.1618	06/22/25	Streets/Refuse	Monthly	6855.38	7026.76	7202.43	7382.48	7567.06	7756.23	7950.13	8148.88	8352.61	8561.43	8775.46	8994.85	9219.71	9450.22
	BCEA		Non Exempt	Bi-Weekly	3164.02	3243.12	3324.20	3407.30	3492.49	3579.80	3669.29	3761.02	3855.05	3951.43	4050.21	4151.47	4255.25	4361.64
	0916		9420	40 HRLY	39.55	40.54	41.55	42.59	43.66	44.75	45.87	47.01	48.19	49.39	50.63	51.89	53.19	54.52
				40 O.T.	59.33	60.81	62.33	63.89	65.49	67.13	68.81	70.52	72.29	74.09	75.95	77.84	79.79	81.78
Supervising Account Clerk	B.1353	06/22/25	Financial	Monthly	4777.72	4897.17	5019.58	5145.08	5273.71	5405.55	5540.69	5679.20	5821.18	5966.72	6115.87	6268.77	6425.49	6586.13
	BCEA		Non Exempt	Bi-Weekly	2205.10	2260.23	2316.73	2374.65	2434.02	2494.87	2557.24	2621.17	2686.70	2753.87	2822.71	2893.28	2965.61	3039.75
	0922		8810	40 HRLY	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00
				40 O.T.	41.34	42.38	43.44	44.52	45.65	46.79	47.96	49.14	50.37	51.63	52.92	54.26	55.61	57.00
Supervising Clerk	B.1256	06/22/25	Rec/Gen Admin	Monthly	4724.98	4843.11	4964.18	5088.29	5215.49	5345.88	5479.52	5616.52	5756.94	5900.85	6048.38	6199.59	6354.57	6513.43
	BCEA		Non Exempt	Bi-Weekly	2180.76	2235.28	2291.16	2348.44	2407.15	2467.33	2529.01	2592.24	2657.05	2723.47	2791.56	2861.35	2932.88	3006.20
	0933		8810	40 HRLY	27.26	27.94	28.64	29.36	30.09	30.84	31.61	32.40	33.21	34.04	34.89	35.77	36.66	37.58
				40 O.T.	40.89	41.91	42.96	44.04	45.14	46.26	47.42	48.60	49.82	51.06	52.34	53.66	54.99	56.37

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Supervising Offset Press Operator	B.1294	06/22/25	Rec/Gen Admin	Monthly	4556.67	4670.58	4787.34	4907.02	5029.70	5155.45	5284.33	5416.45	5551.85	5690.64	5832.93	5978.74	6128.20	6281.41
	BCEA		Non Exempt	Bi-Weekly	2103.08	2155.65	2209.54	2264.78	2321.40	2379.44	2438.92	2499.90	2562.39	2626.45	2692.12	2759.42	2828.40	2899.11
	0937		9420	40 HRLY	26.29	26.95	27.62	28.31	29.02	29.74	30.49	31.25	32.03	32.83	33.65	34.49	35.36	36.24
				40 O.T.	39.44	40.43	41.43	42.47	43.53	44.61	45.74	46.88	48.05	49.25	50.48	51.74	53.04	54.36
Sustainability Officer	Z.1431	06/22/25	Utilities	Monthly	13258.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17434.63
	Z-Group		Exempt	Bi-Weekly	6119.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8046.75
	0010		9410	40 HRLY	76.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.58
				40 O.T.	114.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	150.87
Systems Engineer	M.1081	06/22/25	Info Sys	Monthly	8644.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11367.16
	BMA		Non Exempt	Bi-Weekly	3989.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5246.38
	0081		9410	40 HRLY	49.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	65.58
				40 O.T.	74.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	98.37
Technical Support Analyst I	B.1338	06/22/25	Info Sys	Monthly	4880.27	5002.27	5127.31	5255.51	5386.90	5521.56	5659.59	5801.10	5946.11	6094.77	6247.13	6403.32	6563.40	6727.48
	BCEA		Non Exempt	Bi-Weekly	2252.43	2308.74	2366.45	2425.62	2486.26	2548.41	2612.12	2677.43	2744.36	2812.97	2883.29	2955.38	3029.26	3104.99
	0942		9410	40 HRLY	28.16	28.86	29.58	30.32	31.08	31.86	32.65	33.47	34.30	35.16	36.04	36.94	37.87	38.81
				40 O.T.	42.24	43.29	44.37	45.48	46.62	47.79	48.98	50.21	51.45	52.74	54.06	55.41	56.81	58.22
Technical Support Analyst II	B.1468	06/22/25	Info Sys	Monthly	5556.61	5695.52	5837.91	5983.86	6133.47	6286.80	6443.97	6605.06	6770.18	6939.44	7112.93	7290.75	7473.03	7659.84
	BCEA		Non Exempt	Bi-Weekly	2564.59	2628.70	2694.42	2761.78	2830.83	2901.60	2974.14	3048.49	3124.70	3202.82	3282.89	3364.96	3449.09	3535.31
	0943		9410	40 HRLY	32.06	32.86	33.68	34.52	35.39	36.27	37.18	38.11	39.06	40.04	41.04	42.06	43.11	44.19
				40 O.T.	48.09	49.29	50.52	51.78	53.09	54.41	55.77	57.17	58.59	60.06	61.56	63.09	64.67	66.29
Technical Support Analyst III	M.1623	06/22/25	Info Sys	Monthly	6770.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8902.94
	BMA		Non Exempt	Bi-Weekly	3124.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4109.05
	0945		9410	40 HRLY	39.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	51.36
				40 O.T.	58.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.04

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Technical Support Analyst IV	M.1819	06/22/25	Info Sys	Monthly	8234.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10828.81
	BMA		Non Exempt	Bi-Weekly	3800.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4997.91
	0947		9410	40 HRLY	47.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	62.47
				40 O.T.	71.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	93.71
Technology Product Manager	M.1317	06/22/25	Info Sys	Monthly	8165.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10737.98
	BMA		Non Exempt	Bi-Weekly	3768.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4955.99
	0045		9410	40 HRLY	47.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	61.95
				40 O.T.	70.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	92.93
Test Technician	I.6023	06/22/25	Utilities	Monthly	9279.86	0.00	9743.85	0.00	10231.02	0.00	10742.57	0.00	11279.71	0.00	11843.69	0.00	12435.89	0.00
	IBEW		Non Exempt	Bi-Weekly	4283.01	0.00	4497.16	0.00	4722.01	0.00	4958.11	0.00	5206.02	0.00	5466.32	0.00	5739.64	0.00
	0950		7539	40 HRLY	53.54	0.00	56.21	0.00	59.03	0.00	61.98	0.00	65.08	0.00	68.33	0.00	71.75	0.00
				40 O.T.	80.31	0.00	84.32	0.00	88.55	0.00	92.97	0.00	97.62	0.00	102.50	0.00	107.63	0.00
Test Technician Apprentice	I.8970	06/22/25	Utilities	Monthly	6964.10	7585.89	8207.68	8829.47	9451.26	10073.07	10694.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	3214.20	3501.18	3788.16	4075.14	4362.12	4649.11	4936.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0951		7539	40 HRLY	40.18	43.76	47.35	50.94	54.53	58.11	61.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	60.27	65.64	71.03	76.41	81.80	87.17	92.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Test Technician Apprentice	I.9970	06/22/25	Utilities	Monthly	7710.24	8207.68	8705.13	9202.55	9699.99	10197.42	10694.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	IBEW		Exempt	Bi-Weekly	3558.57	3788.16	4017.75	4247.33	4476.92	4706.50	4936.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0951		7539	40 HRLY	44.48	47.35	50.22	53.09	55.96	58.83	61.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	66.72	71.03	75.33	79.64	83.94	88.25	92.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Test Technician Supervisor	I.6022	06/22/25	Utilities	Monthly	11415.11	0.00	11985.85	0.00	12585.15	0.00	13214.41	0.00	13875.12	0.00	14568.88	0.00	15297.32	0.00
	IBEW		Non Exempt	Bi-Weekly	5268.51	0.00	5531.93	0.00	5808.53	0.00	6098.96	0.00	6403.90	0.00	6724.10	0.00	7060.30	0.00
	0949		7539	40 HRLY	65.86	0.00	69.15	0.00	72.61	0.00	76.24	0.00	80.05	0.00	84.05	0.00	88.25	0.00
				40 O.T.	98.79	0.00	103.73	0.00	108.92	0.00	114.36	0.00	120.08	0.00	126.08	0.00	132.38	0.00

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Tire Maintenance Worker	B.1221	06/22/25	Equipment	Monthly	4577.02	4691.44	4808.72	4928.95	5052.17	5178.49	5307.94	5440.63	5576.65	5716.06	5858.97	6005.44	6155.59	6309.46
	BCEA		Non Exempt	Bi-Weekly	2112.47	2165.28	2219.41	2274.90	2331.77	2390.07	2449.82	2511.06	2573.84	2638.18	2704.14	2771.74	2841.04	2912.06
	0952		9420	40 HRLY	26.41	27.07	27.74	28.44	29.15	29.88	30.62	31.39	32.17	32.98	33.80	34.65	35.51	36.40
				40 O.T.	39.62	40.61	41.61	42.66	43.73	44.82	45.93	47.09	48.26	49.47	50.70	51.98	53.27	54.60
Traffic Control Journeyman	B.1389	06/22/25	Streets/Refuse	Monthly	4537.76	4651.21	4767.47	4886.66	5008.84	5134.05	5262.40	5393.96	5528.81	5667.03	5808.70	5953.94	6102.76	6255.34
	BCEA		Non Exempt	Bi-Weekly	2094.35	2146.71	2200.37	2255.38	2311.77	2369.56	2428.80	2489.52	2551.76	2615.55	2680.94	2747.97	2816.66	2887.08
	0954		9420	40 HRLY	26.18	26.83	27.50	28.19	28.90	29.62	30.36	31.12	31.90	32.69	33.51	34.35	35.21	36.09
				40 O.T.	39.27	40.25	41.25	42.29	43.35	44.43	45.54	46.68	47.85	49.04	50.27	51.53	52.82	54.14
Traffic Engineering Manager	M.2466	06/22/25	Engineering	Monthly	14115.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18562.16
	BMA		Non Exempt	Bi-Weekly	6514.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8567.15
	0955		9410	40 HRLY	81.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	107.09
				40 O.T.	122.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	160.64
Traffic Signal Maintenance Supervisor	M.1905	06/22/25	Streets/Refuse	Monthly	8701.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11442.34
	BMA		Non Exempt	Bi-Weekly	4016.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5281.08
	0956		8810	40 HRLY	50.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	66.01
				40 O.T.	75.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	99.02
Traffic Signal Operations Specialist	B.1808	06/22/25	Streets/Refuse	Monthly	7427.68	7613.39	7803.71	7998.81	8198.78	8403.74	8613.84	8829.19	9049.91	9276.17	9508.07	9745.78	9989.42	10239.15
	BCEA		Non Exempt	Bi-Weekly	3428.16	3513.87	3601.71	3691.76	3784.05	3878.65	3975.62	4075.01	4176.88	4281.31	4388.34	4498.05	4610.50	4725.76
	0957		9410	40 HRLY	42.85	43.92	45.02	46.15	47.30	48.48	49.70	50.94	52.21	53.52	54.85	56.23	57.63	59.07
				40 O.T.	64.28	65.88	67.53	69.23	70.95	72.72	74.55	76.41	78.32	80.28	82.28	84.35	86.45	88.61
Traffic Signal Technician	B.1666	06/22/25	Utilities	Monthly	6078.35	6230.29	6386.06	6545.72	6709.37	6877.09	7049.01	7225.25	7405.88	7591.03	7780.80	7975.31	8174.70	8379.06
	BCEA		Non Exempt	Bi-Weekly	2805.39	2875.52	2947.41	3021.10	3096.63	3174.04	3253.39	3334.73	3418.10	3503.55	3591.14	3680.91	3772.94	3867.26
	0968		9420	40 HRLY	35.07	35.94	36.84	37.76	38.71	39.68	40.67	41.68	42.73	43.79	44.89	46.01	47.16	48.34
				40 O.T.	52.61	53.91	55.26	56.64	58.07	59.52	61.01	62.52	64.10	65.69	67.34	69.02	70.74	72.51

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Transportation Management Center Manager	M.2081	06/22/25	Streets/Refuse	Monthly	9527.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12528.45
	BMA		Non Exempt	Bi-Weekly	4397.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5782.36
	0959		8810	40 HRLY	54.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	72.28
				40 O.T.	82.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	108.42
Transportation Operations Supervisor	B.1517	06/22/25	Recreation	Monthly	5752.61	5896.43	6043.85	6194.93	6349.81	6508.56	6671.28	6838.04	7008.99	7184.23	7363.83	7547.93	7736.63	7930.04
	BCEA		Non Exempt	Bi-Weekly	2655.05	2721.43	2789.47	2859.20	2930.68	3003.95	3079.05	3156.02	3234.92	3315.80	3398.69	3483.66	3570.75	3660.02
	0963		9410	40 HRLY	33.19	34.02	34.87	35.74	36.63	37.55	38.49	39.45	40.44	41.45	42.48	43.55	44.63	45.75
				40 O.T.	49.79	51.03	52.31	53.61	54.95	56.33	57.74	59.18	60.66	62.18	63.72	65.33	66.95	68.63
Transportation Planning Manager	M.1028	06/22/25	Comm Dev	Monthly	12438.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16356.02
	BMA		Non Exempt	Bi-Weekly	5740.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7548.93
	0015		9410	40 HRLY	71.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	94.36
				40 O.T.	107.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	141.54
Transportation Scheduler	B.1383	06/22/25	Recreation	Monthly	5026.60	5152.27	5281.08	5413.09	5548.42	5687.13	5829.31	5975.06	6124.43	6277.53	6434.48	6595.33	6760.22	6929.22
	BCEA		Non Exempt	Bi-Weekly	2319.97	2377.97	2437.42	2498.35	2560.81	2624.83	2690.45	2757.72	2826.66	2897.32	2969.76	3044.00	3120.10	3198.10
	0970		8810	40 HRLY	29.00	29.72	30.47	31.23	32.01	32.81	33.63	34.47	35.33	36.22	37.12	38.05	39.00	39.98
				40 O.T.	43.50	44.58	45.71	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.68	57.08	58.50	59.97
Transportation Services Driver	B.1148	06/22/25	Recreation	Monthly	3979.13	4078.60	4180.56	4285.08	4392.20	4502.01	4614.57	4729.92	4848.18	4969.38	5093.62	5220.95	5351.47	5485.26
	BCEA		Non Exempt	Bi-Weekly	1836.52	1882.43	1929.49	1977.73	2027.17	2077.85	2129.80	2183.04	2237.62	2293.56	2350.90	2409.67	2469.91	2531.66
	0962		9420	40 HRLY	22.96	23.53	24.12	24.72	25.34	25.97	26.62	27.29	27.97	28.67	29.39	30.12	30.87	31.65
				40 O.T.	34.44	35.30	36.18	37.08	38.01	38.96	39.93	40.94	41.96	43.01	44.09	45.18	46.31	47.48
Transportation Services Manager	M.1857	06/22/25	Recreation	Monthly	10449.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13740.55
	BMA		Non Exempt	Bi-Weekly	4822.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6341.79
	0960		9410	40 HRLY	60.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	79.27
				40 O.T.	90.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	118.91

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Treasurer Technician	B.1364	06/22/25	Financial	Monthly	5136.19	5264.59	5396.21	5531.11	5669.39	5811.13	5956.41	6105.32	6257.94	6414.40	6574.75	6739.11	6907.59	7080.30
	BCEA		Non Exempt	Bi-Weekly	2370.55	2429.81	2490.56	2552.82	2616.64	2682.06	2749.11	2817.84	2888.28	2960.49	3034.50	3110.36	3188.12	3267.83
	0964		8810	40 HRLY	29.63	30.37	31.13	31.91	32.71	33.53	34.36	35.22	36.10	37.01	37.93	38.88	39.85	40.85
				40 O.T.	44.45	45.56	46.70	47.87	49.07	50.30	51.54	52.83	54.15	55.52	56.90	58.32	59.78	61.28
Tree Trimmer	B.1305	06/22/25	Fac/Grounds	Monthly	4802.18	4922.23	5045.28	5171.40	5300.69	5433.22	5569.05	5708.28	5850.98	5997.25	6147.18	6300.86	6458.38	6619.84
	BCEA		Non Exempt	Bi-Weekly	2216.39	2271.80	2328.59	2386.80	2446.47	2507.64	2570.33	2634.59	2700.45	2767.96	2837.16	2908.09	2980.79	3055.31
	0965		9420	40 HRLY	27.70	28.40	29.11	29.84	30.58	31.35	32.13	32.93	33.76	34.60	35.46	36.35	37.26	38.19
				40 O.T.	41.55	42.60	43.67	44.76	45.87	47.03	48.20	49.40	50.64	51.90	53.19	54.53	55.89	57.29
Tree Trimmer Helper	B.0919	06/22/25	Fac/Grounds	Monthly	3822.93	3918.50	4016.48	4116.88	4219.80	4325.30	4433.43	4544.28	4657.88	4774.32	4893.68	5016.03	5141.44	5269.96
	BCEA		Non Exempt	Bi-Weekly	1764.43	1808.54	1853.76	1900.10	1947.60	1996.29	2046.20	2097.36	2149.79	2203.53	2258.62	2315.09	2372.97	2432.29
	0966		9410	40 HRLY	22.06	22.61	23.17	23.75	24.35	24.95	25.58	26.22	26.87	27.54	28.23	28.94	29.66	30.40
				40 O.T.	33.09	33.92	34.76	35.63	36.53	37.43	38.37	39.33	40.31	41.31	42.35	43.41	44.49	45.60
Urban Forester	M.1858	11/25/25	Rec/Gen Admin	Monthly	6858.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9455.10
	BMA		Non Exempt	Bi-Weekly	3165.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4363.89
	0969		8810	40 HRLY	39.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	54.55
				40 O.T.	59.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	81.83
Utility Accounting Analyst	B.1670	06/22/25	Financial	Monthly	6486.70	6648.85	6815.08	6985.46	7160.10	7339.09	7522.56	7710.63	7903.39	8100.99	8303.51	8511.10	8723.87	8941.96
	BCEA		Non Exempt	Bi-Weekly	2993.86	3068.70	3145.42	3224.06	3304.66	3387.27	3471.95	3558.75	3647.72	3738.92	3832.39	3928.20	4026.40	4127.06
	0972		9410	40 HRLY	37.42	38.36	39.32	40.30	41.31	42.34	43.40	44.48	45.60	46.74	47.90	49.10	50.33	51.59
				40 O.T.	56.13	57.54	58.98	60.45	61.97	63.51	65.10	66.72	68.40	70.11	71.85	73.65	75.50	77.39
Utility Business Systems Analyst	B.0620	06/22/25	Utilities	Monthly	7354.77	7538.64	7727.09	7920.27	8118.28	8321.24	8529.28	8742.50	8961.07	9185.09	9414.73	9650.10	9891.33	10138.64
	BCEA		Non Exempt	Bi-Weekly	3394.51	3479.37	3566.35	3655.51	3746.90	3840.57	3936.59	4035.00	4135.88	4239.27	4345.26	4453.89	4565.23	4679.37
	0971		9410	40 HRLY	42.43	43.49	44.58	45.69	46.84	48.01	49.21	50.44	51.70	52.99	54.32	55.67	57.07	58.49
				40 O.T.	63.65	65.24	66.87	68.54	70.26	72.02	73.82	75.66	77.55	79.49	81.48	83.51	85.61	87.74

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Utility Facilities Supervisor	I.6031	06/22/25	Utilities	Monthly	8231.15	0.00	8642.70	0.00	9074.82	0.00	9528.57	0.00	10005.00	0.00	10505.26	0.00	11030.52	0.00
	IBEW		Non Exempt	Bi-Weekly	3798.99	0.00	3988.94	0.00	4188.38	0.00	4397.80	0.00	4617.69	0.00	4848.58	0.00	5091.01	0.00
	0657		9420	40 HRLY	47.49	0.00	49.86	0.00	52.35	0.00	54.97	0.00	57.72	0.00	60.61	0.00	63.64	0.00
				40 O.T.	71.24	0.00	74.79	0.00	78.53	0.00	82.46	0.00	86.58	0.00	90.92	0.00	95.46	0.00
Utility Line Mechanic	I.6024	06/22/25	Utilities	Monthly	8863.21	0.00	9306.38	0.00	9771.69	0.00	10260.27	0.00	10773.27	0.00	11311.95	0.00	11877.54	0.00
	IBEW		Non Exempt	Bi-Weekly	4090.71	0.00	4295.25	0.00	4510.01	0.00	4735.51	0.00	4972.28	0.00	5220.90	0.00	5481.94	0.00
	0974		7539	40 HRLY	51.13	0.00	53.69	0.00	56.38	0.00	59.19	0.00	62.15	0.00	65.26	0.00	68.52	0.00
				40 O.T.	76.70	0.00	80.54	0.00	84.57	0.00	88.79	0.00	93.23	0.00	97.89	0.00	102.78	0.00
Utility Line Mechanic-G	I.6124	06/22/25	Utilities	Monthly	9396.14	0.00	9865.96	0.00	10359.25	0.00	10877.21	0.00	11421.09	0.00	11992.13	0.00	12591.74	0.00
	IBEW		Non Exempt	Bi-Weekly	4336.68	0.00	4553.52	0.00	4781.19	0.00	5020.25	0.00	5271.27	0.00	5534.83	0.00	5811.57	0.00
	0973		7539	40 HRLY	54.21	0.00	56.92	0.00	59.76	0.00	62.75	0.00	65.89	0.00	69.19	0.00	72.64	0.00
				40 O.T.	81.32	0.00	85.38	0.00	89.64	0.00	94.13	0.00	98.84	0.00	103.79	0.00	108.96	0.00
Utility Locator	B.1087	06/22/25	Utilities	Monthly	5563.07	5702.15	5844.69	5990.81	6140.59	6294.10	6451.45	6612.73	6778.05	6947.50	7121.18	7299.22	7481.70	7668.74
	BCEA		Non Exempt	Bi-Weekly	2567.57	2631.76	2697.55	2764.99	2834.12	2904.97	2977.59	3052.03	3128.33	3206.54	3286.70	3368.87	3453.09	3539.42
	0977		9410	40 HRLY	32.09	32.90	33.72	34.56	35.43	36.31	37.22	38.15	39.10	40.08	41.08	42.11	43.16	44.24
				40 O.T.	48.14	49.35	50.58	51.84	53.15	54.47	55.83	57.23	58.65	60.12	61.62	63.17	64.74	66.36
Utility Project Manager	M.1303	06/22/25	Utilities	Monthly	10271.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13506.94
	BMA		Non Exempt	Bi-Weekly	4740.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6233.97
	0961		9410	40 HRLY	59.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.92
				40 O.T.	88.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	116.88
Utility Worker	B.1086	06/22/25	Equipment	Monthly	3900.93	3998.48	4098.42	4200.89	4305.90	4413.57	4523.89	4636.99	4752.91	4871.75	4993.54	5118.38	5246.32	5377.49
	BCEA		Exempt	Bi-Weekly	1800.43	1845.45	1891.58	1938.87	1987.34	2037.03	2087.95	2140.15	2193.65	2248.50	2304.71	2362.33	2421.38	2481.92
	0975		9420	40 HRLY	22.51	23.07	23.64	24.24	24.84	25.46	26.10	26.75	27.42	28.11	28.81	29.53	30.27	31.02
				40 O.T.	33.77	34.61	35.46	36.36	37.26	38.19	39.15	40.13	41.13	42.17	43.22	44.30	45.41	46.53

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Veterinarian	M.2109	06/22/25	Police/Fire	Monthly	12347.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16237.09
	BMA		Non Exempt	Bi-Weekly	5698.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7494.04
	0976		9410	40 HRLY	71.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	93.68
				40 O.T.	106.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	140.52
Veterinary Technician	B.1271	06/22/25	Safety/Inspection	Monthly	4673.57	4790.41	4910.17	5032.93	5158.75	5287.73	5419.92	5555.42	5694.30	5836.65	5982.58	6132.14	6285.44	6442.58
	BCEA		Non Exempt	Bi-Weekly	2157.03	2210.96	2266.23	2322.89	2380.96	2440.49	2501.50	2564.04	2628.14	2693.84	2761.19	2830.22	2900.97	2973.50
	0984		9410	40 HRLY	26.96	27.64	28.33	29.04	29.76	30.51	31.27	32.05	32.85	33.67	34.51	35.38	36.26	37.17
				40 O.T.	40.44	41.46	42.50	43.56	44.64	45.77	46.91	48.08	49.28	50.51	51.77	53.07	54.39	55.76
Video Production Associate	B.1252	06/22/25	Rec/Gen Admin	Monthly	4557.15	4671.10	4787.86	4907.57	5030.24	5156.00	5284.91	5417.04	5552.45	5691.27	5833.56	5979.39	6128.87	6282.10
	BCEA		Non Exempt	Bi-Weekly	2103.30	2155.89	2209.78	2265.03	2321.65	2379.69	2439.19	2500.17	2562.67	2626.74	2692.41	2759.72	2828.71	2899.43
	0700		9410	40 HRLY	26.29	26.95	27.62	28.31	29.02	29.75	30.49	31.25	32.03	32.83	33.66	34.50	35.36	36.24
				40 O.T.	39.44	40.43	41.43	42.47	43.53	44.63	45.74	46.88	48.05	49.25	50.49	51.75	53.04	54.36
Video Production Supervisor	M.1704	06/22/25	Rec/Gen Admin	Monthly	7243.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9525.69
	BMA		Non Exempt	Bi-Weekly	3343.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4396.47
	0126		9410	40 HRLY	41.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	54.96
				40 O.T.	62.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	82.44
Warehouse Manager-BWP	M.2005	06/22/25	Financial	Monthly	10480.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13782.30
	BMA		Non Exempt	Bi-Weekly	4837.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6361.06
	0979		9410	40 HRLY	60.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	79.51
				40 O.T.	90.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	119.27
Water Maintenance-	M.2202	06/22/25	Utilities	Monthly	14228.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18710.34
Construction Superintendent	BMA		Non Exempt	Bi-Weekly	6566.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8635.54
	0990		9410	40 HRLY	82.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	107.94
				40 O.T.	123.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	161.91

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Water Meter Mechanic	B.1679	06/22/25	Utilities	Monthly	7592.37	7782.19	7976.74	8176.16	8380.56	8590.08	8804.84	9024.95	9250.56	9481.83	9718.89	9961.86	10210.89	10466.17
	BCEA		Non Exempt	Bi-Weekly	3504.17	3591.78	3681.57	3773.61	3867.95	3964.65	4063.77	4165.36	4269.49	4376.23	4485.64	4597.78	4712.72	4830.54
	0989		7520	40 HRLY	43.80	44.90	46.02	47.17	48.35	49.56	50.80	52.07	53.37	54.70	56.07	57.47	58.91	60.38
				40 O.T.	65.70	67.35	69.03	70.76	72.53	74.34	76.20	78.11	80.06	82.05	84.11	86.21	88.37	90.57
Water Plant Mechanic	B.1540	06/22/25	Utilities	Monthly	7230.47	7411.24	7596.51	7786.42	7981.09	8180.62	8385.13	8594.76	8809.62	9029.87	9255.61	9487.01	9724.17	9967.27
	BCEA		Non Exempt	Bi-Weekly	3337.14	3420.57	3506.08	3593.73	3683.58	3775.67	3870.06	3966.81	4065.98	4167.63	4271.82	4378.62	4488.08	4600.28
	0997		7520	40 HRLY	41.71	42.76	43.83	44.92	46.04	47.20	48.38	49.59	50.82	52.10	53.40	54.73	56.10	57.50
				40 O.T.	62.57	64.14	65.75	67.38	69.06	70.80	72.57	74.39	76.23	78.15	80.10	82.10	84.15	86.25
Water Plant Operator	B.1538	06/22/25	Utilities	Monthly	7230.47	7411.24	7596.51	7786.42	7981.09	8180.62	8385.13	8594.76	8809.62	9029.87	9255.61	9487.01	9724.17	9967.27
	BCEA		Non Exempt	Bi-Weekly	3337.14	3420.57	3506.08	3593.73	3683.58	3775.67	3870.06	3966.81	4065.98	4167.63	4271.82	4378.62	4488.08	4600.28
	0991		7520	40 HRLY	41.71	42.76	43.83	44.92	46.04	47.20	48.38	49.59	50.82	52.10	53.40	54.73	56.10	57.50
				40 O.T.	62.57	64.14	65.75	67.38	69.06	70.80	72.57	74.39	76.23	78.15	80.10	82.10	84.15	86.25
Water Quality Analyst	B.1835	06/22/25	Utilities	Monthly	8394.64	8604.51	8819.61	9040.11	9266.12	9497.76	9735.20	9978.58	10228.05	10483.76	10745.84	11014.49	11289.85	11572.10
	BCEA		Non Exempt	Bi-Weekly	3874.45	3971.31	4070.59	4172.36	4276.67	4383.58	4493.17	4605.50	4720.64	4838.66	4959.62	5083.61	5210.70	5340.97
	0992		7520	40 HRLY	48.43	49.64	50.88	52.15	53.46	54.79	56.16	57.57	59.01	60.48	62.00	63.55	65.13	66.76
				40 O.T.	72.65	74.46	76.32	78.23	80.19	82.19	84.24	86.36	88.52	90.72	93.00	95.33	97.70	100.14
Water Quality Manager	M.1031	06/22/25	Utilities	Monthly	11143.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14654.34
	BMA		Non Exempt	Bi-Weekly	5143.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6763.54
	0994		7520	40 HRLY	64.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	84.54
				40 O.T.	96.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	126.81
Water Service Planner	B.1804	06/22/25	Utilities	Monthly	7945.38	8144.02	8347.63	8556.32	8770.21	8989.48	9214.21	9444.57	9680.69	9922.71	10170.77	10425.03	10685.65	10952.80
	BCEA		Non Exempt	Bi-Weekly	3667.10	3758.78	3852.75	3949.07	4047.79	4148.99	4252.71	4359.03	4468.01	4579.71	4694.20	4811.55	4931.84	5055.14
	0993		9410	40 HRLY	45.84	46.98	48.16	49.36	50.60	51.86	53.16	54.49	55.85	57.25	58.68	60.14	61.65	63.19
				40 O.T.	68.76	70.47	72.24	74.04	75.90	77.79	79.74	81.74	83.78	85.88	88.02	90.21	92.48	94.79

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Water Supervisor	I.6028	06/22/25	Utilities	Monthly	9998.63	0.00	10498.56	0.00	11023.48	0.00	11574.66	0.00	12153.40	0.00	12761.06	0.00	13399.12	0.00
	IBEW		Non Exempt	Bi-Weekly	4614.75	0.00	4845.49	0.00	5087.76	0.00	5342.15	0.00	5609.26	0.00	5889.72	0.00	6184.21	0.00
	0995		7520	40 HRLY	57.68	0.00	60.57	0.00	63.60	0.00	66.78	0.00	70.12	0.00	73.62	0.00	77.30	0.00
				40 O.T.	86.52	0.00	90.86	0.00	95.40	0.00	100.17	0.00	105.18	0.00	110.43	0.00	115.95	0.00
Welder	B.1648	06/22/25	Fac/Grounds	Monthly	6378.04	6537.48	6700.92	6868.44	7040.15	7216.17	7396.57	7581.47	7771.01	7965.30	8164.43	8368.53	8577.75	8792.18
	BCEA		Non Exempt	Bi-Weekly	2943.71	3017.30	3092.73	3170.05	3249.30	3330.54	3413.80	3499.14	3586.62	3676.29	3768.20	3862.40	3958.96	4057.93
	0999		9420	40 HRLY	36.80	37.72	38.66	39.63	40.62	41.63	42.67	43.74	44.83	45.95	47.10	48.28	49.49	50.72
				40 O.T.	55.20	56.58	57.99	59.45	60.93	62.45	64.01	65.61	67.25	68.93	70.65	72.42	74.24	76.08
Work Trainee I	B.0615	06/22/25	Recreation	Monthly	3118.09	3196.05	3275.96	3357.86	3441.79	3527.83	3616.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	BCEA		Exempt	Bi-Weekly	1439.12	1475.10	1511.98	1549.78	1588.52	1628.23	1668.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0944		8810	40 HRLY	17.99	18.44	18.90	19.37	19.86	20.35	20.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	26.99	27.66	28.35	29.06	29.79	30.53	31.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Workers' Compensation Administrator	M.1965	06/22/25	Safety/Inspection	Monthly	10085.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13261.82
	BMA		Non Exempt	Bi-Weekly	4654.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6120.84
	0988		9410	40 HRLY	58.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	76.51
				40 O.T.	87.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	114.77
Workers' Compensation Representative II	B.1217	12/21/25	Safety/Inspection	Monthly	6700.70	6868.20	7039.91	7215.91	7396.31	7581.21	7770.75	7965.01	8164.15	8368.25	8577.47	8791.90	9011.69	9236.98
	BCEA		Non Exempt	Bi-Weekly	3092.63	3169.94	3249.19	3330.42	3413.68	3499.02	3586.50	3676.16	3768.07	3862.27	3958.83	4057.80	4159.24	4263.22
	0985		8810	40 HRLY	38.66	39.62	40.61	41.63	42.67	43.74	44.83	45.95	47.10	48.28	49.49	50.72	51.99	53.29
				40 O.T.	57.99	59.43	60.92	62.45	64.01	65.61	67.25	68.93	70.65	72.42	74.24	76.08	77.99	79.94
Workers' Compensation Representative III	M.1705	06/22/25	Safety/Inspection	Monthly	7390.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9718.43
	BMA		Non Exempt	Bi-Weekly	3410.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4485.43
	0986		9410	40 HRLY	42.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	56.07
				40 O.T.	63.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	84.11

CITY OF BURBANK
Salary Listing by Title As of March 10, 2026

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Workers' Compensation and Risk Management Representative I	B.1334 BCEA 0023	12/21/25	Safety/Inspection Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5065.43 2337.89 29.22 43.83	5192.07 2396.34 29.95 44.93	5321.88 2456.25 30.70 46.05	5454.93 2517.66 31.47 47.21	5591.30 2580.60 32.26 48.39	5731.07 2645.11 33.06 49.59	5874.35 2711.24 33.89 50.84	6021.21 2779.02 34.74 52.11	6171.75 2848.50 35.61 53.42	6326.04 2919.71 36.50 54.75	6484.18 2992.70 37.41 56.12	6646.29 3067.52 38.34 57.51	6812.46 3144.21 39.30 58.95	6982.76 3222.81 40.29 60.44
Youth Employment Assistant	B.0495 BCEA 0980	06/22/25	Rec/Gen Admin Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	3321.00 1532.77 19.16 28.74	3404.03 1571.09 19.64 29.46	3489.14 1610.37 20.13 30.20	3576.37 1650.63 20.63 30.95	3665.78 1691.90 21.15 31.73	3757.41 1734.19 21.68 32.52	3851.36 1777.55 22.22 33.33	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Youth Employment Coordinator	B.1027 BCEA 0981	06/22/25	Rec/Gen Admin Exempt 9410	40 HRLY 40 O.T.	28.71 43.07	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	28.71 43.07
Youth Employment Junior Team Leader	B.0616 BCEA 0982	06/22/25	Rec/Gen Admin Exempt 9420	40 HRLY 40 O.T.	19.95 29.93	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	19.95 29.93
Youth Employment Team Leader	B.0845 BCEA 0983	06/22/25	Rec/Gen Admin Exempt 9420	40 HRLY 40 O.T.	23.94 35.91	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	23.94 35.91
Youth Services Worker	B.0382 BCEA 0977	06/22/25	Recreation Exempt 8810	40 HRLY 40 O.T.	18.89 28.34	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	18.89 28.34

STAFF REPORT

PUBLIC WORKS

DATE: March 10, 2026

TO: Justin Hess, City Manager

FROM: Damian Skinner, Public Works Director
BY: Lifan Xu, Chief Assistant Public Works Director – City Engineer

SUBJECT: Adoption of a Resolution Approving Contract Documents, Plans and Specifications, Authorizing Execution of a Contract for Bid Schedule 1548 – New Emergency Operations Center at Burbank City Hall, to BBS Construction Inc, and Finding of CEQA Exemption (14 CCR § 15302)

RECOMMENDATION

Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING CONTRACT DOCUMENTS, PLANS AND SPECIFICATIONS, AUTHORIZING EXECUTION OF A CONTRACT FOR BID SCHEDULE NO. 1548 – NEW EMERGENCY OPERATIONS CENTER AT BURBANK CITY HALL, TO BBS CONSTRUCTION INC., AND FINDING OF CEQA EXEMPTION (Attachment 1).

BACKGROUND

To enhance emergency management and preparedness capabilities, the U.S. Department of Homeland Security, Federal Emergency Management Agency (FEMA) EOC Grant awarded the City of Burbank with funding for the construction of a new Emergency Operations Center (EOC) (Project) in the amount of $1,235,750. This reimbursement grant requires a 25% match from the City in the amount of $411,917. The Project will involve renovating the basement of City Hall to accommodate a muti-functional area that can be utilized for both a new EOC and conference room space for the Information Technology Department. The proposed Project includes the purchase and installation of dedicated computers, audio-visual equipment, workstations, and telephones, in addition to digital displays, emergency management software, and mapping technology to meet the needs of emergency response and recovery operations. The newly constructed stand-alone EOC will function as the City's primary EOC, providing a central location for emergency management coordination. The existing EOC

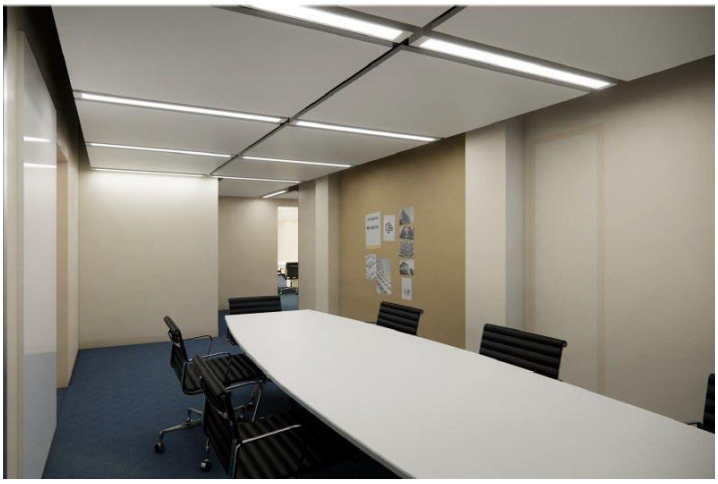
infrastructure at the Fire Training Center will be retained and maintained to serve as a backup facility.

DISCUSSION

On December 24, 2025, and December 31, 2025, the City advertised Bid Schedule No. 1548. A bid opening was held on February 3, 2026, with 14 contractors submitting bids ranging from $353,400 to $690,000. BBS Construction Inc. submitted the lowest responsible and responsive bid in the amount of $516,000. BBS Construction Inc. previously performed similar work for other public agencies with satisfactory results. If approved by Council, construction is expected to commence in April 2026 and be completed in June 2026.

Project plans and specifications are available for review at the Public Works Department, located at 150 N. Third St., Burbank, California 91502, and the City Clerk's Office at Burbank City Hall, located at 275 E. Olive Ave., Burbank, California 91502.

Proposed EOC Rendering



Proposed Executive/Breakout Room Rendering

ENVIRONMENTAL REVIEW

Staff recommends Council find the Project Categorically Exempt from environmental review under California Code of Regulations, Title 14, Section 15302. Section 15302 exempts activities pertaining to replacement or reconstruction of existing structures and facilities, where the new structures and facilities will be located on the same site and will have substantially the same purpose and capacity as the structures and facilities being replaced. The Project will involve negligible or no expansion of capacity.

FISCAL IMPACT

The projected construction cost for the Project is $619,200 (construction bid $516,000 plus 20% contingency). Sufficient funds are available in the following project accounts:

- 370.PW33A.70019.0000.24956.00000 (New EOC at City Hall)
- 534.PW33A.70019.0000.24956.00000 (New EOC at City Hall)

CONCLUSION

A dedicated, new stand-alone EOC will be a critical component of the City's disaster response framework and capable of activation on a 24/7 basis. It will provide the equipment and technology needed to collect, analyze, and share critical information, coordinate supporting resources, and strategically manage response and recovery operations to promote continuity of government operations during a disaster.

Staff respectfully recommends that Council adopt the attached resolution to approve the contract documents and award a construction contract to BBS Construction Inc. for Bid Schedule No. 1548 – New Emergency Operations Center at Burbank City Hall.

ATTACHMENTS

Attachment 1 – Resolution
Attachment 2 – Bid Summary

ATTACHMENT 1

RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING CONTRACT DOCUMENTS, PLANS AND SPECIFICATIONS, AUTHORIZING EXECUTION OF A CONTRACT FOR BID SCHEDULE NO. 1548 – NEW EMERGENCY OPERATIONS CENTER AT BURBANK CITY HALL, TO BBS CONSTRUCTION INC., AND FINDING OF CEQA EXEMPTION

THE COUNCIL OF THE CITY OF BURBANK FINDS:

A. Under Burbank Municipal Code Section 2-2-116, public works construction contracts must be awarded by the City Council after a formal bidding procedure and after compliance with the California Environmental Quality Act (CEQA).

B. Pursuant to notice provided according to law, bids for Bid Schedule 1548 – New Emergency Operations Center at Burbank City Hall Project (the "Project") have been received, publicly opened, declared, and evaluated.

C. The City Manager reports that the lowest responsive and responsible bid for the Project was received from BBS Construction Inc., that the bid is as set forth below, and recommends that the bid be accepted.

D. The Plans and Specifications for the Project are on file at the Public Works Department and the City Council Office. The City Council has reviewed and considered the Plans and Specifications for the Project and approves the Plans and Specifications (hereafter "Plans and Specifications").

E. Under the State CEQA Guidelines, 14 CCR §15302 exempts activities pertaining to the replacement or reconstruction of existing structures and new construction of accessory structures, because the new structures and facilities will be located on the same site and will have substantially the same recreational purpose and capacity as the structures and facilities being replaced.

THE COUNCIL OF THE CITY OF BURBANK RESOLVES:

1. The Contract Documents consisting of all the documents within Bid Schedule No. 1548, including but not limited to the Notice Inviting Bids, Instructions to Bidders, Bidder's Proposal, Bidder's Performance and Payment Bonds, Agreement, City of Burbank Additions and Amendments to the Standard Specifications for Public Works Construction, Special Provisions, Plans and Specifications, and Appendices for the Project, all of which Contract Documents are on file in the Public Works Department and City Council Office, are approved and adopted as the Contract Documents, Bid Schedule No. 1548 with such non-substantive changes as may be approved by the City Attorney. Reference is made to these Contract Documents for further particulars.

2. The lowest responsive and responsible bidder for the Project in accordance with Bid Schedule No. 1548 is BBS Construction Inc., whose address is 216 S. Citrus Street, #361, West Covina, CA 91791, and whose total lump sum price of $516,000 is set forth in the Bidder's Proposal included in the Contract Documents, on file in the Purchasing Division. This bid is accepted, and the City Manager or his designee is authorized to reject all other bids once the lowest responsive and responsible bidder has executed and forwarded all the necessary Contract Documents to the City.

3. The City Council has reviewed and considered the Plans and Specifications for the Project, and approves the Plans and Specifications. The Public Works Director, or his designee, is authorized to approve any changes to the Plans and Specifications.

4. This Project is categorically exempt from the California Environmental Quality Act (CEQA), pursuant to 14 CCR §15302, which exempts activities pertaining to replacement or reconstruction of existing structures and new construction of accessory structures, because the new structures and facilities will be located on the same site and will have substantially the same recreational purpose and capacity as the structures and facilities being replaced. Staff is authorized to file a notice of exemption (NOE) in accordance with applicable law.

5. The total construction budget for the Project shall be $619,200 which includes a 20% construction contingency in the amount of $103,200.

6. The City Manager or his designee is authorized to execute all necessary Contract Documents under Bid Schedule No. 1548 and future change orders (if any) up to the amount budgeted for the Project with such non-substantive changes as may be approved by the City Attorney and the City Clerk is authorized to attest.

PASSED and ADOPTED this ____day of March, 2026.

_____
Tamala Takahashi
Mayor

Approved as to Form:
Office of the City Attorney

Attest:

_____
Kimberley Clark, City Clerk

By: _____
Catherine Kim
Assistant City Attorney

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss.
CITY OF BURBANK)

I, Kimberley Clark, City Clerk of the City of Burbank, do hereby certify that the foregoing Resolution was duly and regularly passed and adopted by the Council of the City of Burbank at its regular meeting held on the ____ day of March, 2026, by the following vote:

AYES:

NOES:

ABSENT:

_____
Kimberley Clark, City Clerk

Attachment 2: BS 1548 Bid Summary

Bid Schedule No. 1548

NEW EMERGENCY OPERATIONS CENTER AT BURBANK CITY HALL

BIDDER	TOTAL SUM BID
BBS Construction	$516,000.00
RAMSA Construction, Inc.	$546,000.00
Estate Design & Construction	$587,900.00
Dumar Corporation	NON-RESPONSIVE
HAMI Construction	NON-RESPONSIVE
M&M Inspections Consultants, Inc.	NON-RESPONSIVE
NM Building Group	NON-RESPONSIVE
RCCI dba Ramirez Company	NON-RESPONSIVE
SBS Corporation	NON-RESPONSIVE
SM General Builder, Inc.	NON-RESPONSIVE
Shiraz Construction	NON-RESPONSIVE
United Construction	NON-RESPONSIVE
Vieko Innobuild, Inc.	NON-RESPONSIVE
Wyatt Trapp, Inc.	NON-RESPONSIVE

Bid Schedule No. 1548 advertised in the Los Angeles Times on **December 25 & 31, 2025. Sixty (98)** copies of the bid were downloaded, of which **Sixty (60)** identified themselves as Prime Contractors and **Fourteen (14)** were received at the bid opening. There were no responses from:

Ankor Associates, Inc.
ARC Construction
BLD Builders Inc.
Blue Nose IT Solutions, Inc.
Corner Keystone Construction Corp.
CWS Systems, Inc.
Dexterous Creative Contractors & Design, Inc.
Edra Construction Corporation
Fidelity Builders, Inc.
G2K Construction, Inc.
Imperium, Inc.
J A Urban, Inc.
MCM Construction
R Dependable Construction, Inc.
Steady Solutions, Inc.
Urban Professional Builders

RESOLUTION NO. 26-29,689

A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING CONTRACT DOCUMENTS, PLANS AND SPECIFICATIONS, AUTHORIZING EXECUTION OF A CONTRACT FOR BID SCHEDULE NO. 1548 – NEW EMERGENCY OPERATIONS CENTER AT BURBANK CITY HALL, TO BBS CONSTRUCTION INC., AND FINDING OF CEQA EXEMPTION

THE COUNCIL OF THE CITY OF BURBANK FINDS:

A. Under Burbank Municipal Code Section 2-2-116, public works construction contracts must be awarded by the City Council after a formal bidding procedure and after compliance with the California Environmental Quality Act (CEQA).

B. Pursuant to notice provided according to law, bids for Bid Schedule 1548 – New Emergency Operations Center at Burbank City Hall Project (the "Project") have been received, publicly opened, declared, and evaluated.

C. The City Manager reports that the lowest responsive and responsible bid for the Project was received from BBS Construction Inc., that the bid is as set forth below, and recommends that the bid be accepted.

D. The Plans and Specifications for the Project are on file at the Public Works Department and the City Council Office. The City Council has reviewed and considered the Plans and Specifications for the Project and approves the Plans and Specifications (hereafter "Plans and Specifications").

E. Under the State CEQA Guidelines, 14 CCR §15302 exempts activities pertaining to the replacement or reconstruction of existing structures and new construction of accessory structures, because the new structures and facilities will be located on the same site and will have substantially the same recreational purpose and capacity as the structures and facilities being replaced.

THE COUNCIL OF THE CITY OF BURBANK RESOLVES:

1. The Contract Documents consisting of all the documents within Bid Schedule No. 1548, including but not limited to the Notice Inviting Bids, Instructions to Bidders, Bidder's Proposal, Bidder's Performance and Payment Bonds, Agreement, City of Burbank Additions and Amendments to the Standard Specifications for Public Works Construction, Special Provisions, Plans and Specifications, and Appendices for the Project, all of which Contract Documents are on file in the Public Works Department and City Council Office, are approved and adopted as the Contract Documents, Bid Schedule No. 1548 with such non-substantive changes as may be approved by the City Attorney. Reference is made to these Contract Documents for further particulars.

2. The lowest responsive and responsible bidder for the Project in accordance with Bid Schedule No. 1548 is BBS Construction Inc., whose address is 216 S. Citrus Street, #361, West Covina, CA 91791, and whose total lump sum price of $516,000 is set forth in the Bidder's Proposal included in the Contract Documents, on file in the Purchasing Division. This bid is accepted, and the City Manager or his designee is authorized to reject all other bids once the lowest responsive and responsible bidder has executed and forwarded all the necessary Contract Documents to the City.

3. The City Council has reviewed and considered the Plans and Specifications for the Project, and approves the Plans and Specifications. The Public Works Director, or his designee, is authorized to approve any changes to the Plans and Specifications.

4. This Project is categorically exempt from the California Environmental Quality Act (CEQA), pursuant to 14 CCR §15302, which exempts activities pertaining to replacement or reconstruction of existing structures and new construction of accessory structures, because the new structures and facilities will be located on the same site and will have substantially the same recreational purpose and capacity as the structures and facilities being replaced. Staff is authorized to file a notice of exemption (NOE) in accordance with applicable law.

5. The total construction budget for the Project shall be $619,200 which includes a 20% construction contingency in the amount of $103,200.

6. The City Manager or his designee is authorized to execute all necessary Contract Documents under Bid Schedule No. 1548 and future change orders (if any) up to the amount budgeted for the Project with such non-substantive changes as may be approved by the City Attorney and the City Clerk is authorized to attest.

PASSED and ADOPTED this 10th day of March 2026.

_s/Tamala Takahashi_____
Tamala Takahashi
Mayor

Approved as to Form:
Office of the City Attorney

Attest:

_s/Kimberley Clark_____
Kimberley Clark, City Clerk

By: _s/Catherine Kim_____
Catherine Kim
Assistant City Attorney

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss.
CITY OF BURBANK)

I, Kimberley Clark, City Clerk of the City of Burbank, do hereby certify that the foregoing Resolution was duly and regularly passed and adopted by the Council of the City of Burbank at its regular meeting held on the 10th day of March, 2026, by the following vote:

AYES: Anthony, Perez, Rizzotti, Mullins, and Takahashi.

NOES: None.

ABSENT: None.

_s/Kimberley Clark_____
Kimberley Clark, City Clerk

STAFF REPORT

PUBLIC WORKS

DATE: March 10, 2026

TO: Justin Hess, City Manager

FROM: Damian Skinner, Public Works Director
VIA: Lifan Xu, Chief Assistant Public Works Director – City Engineer
BY: David Null, Senior Civil Engineer

SUBJECT: Adoption of a Resolution Determining a Public Necessity and Permitting the Prime Contractor to Add a Subcontractor to the Orange Grove Parking Structure Restoration Project

RECOMMENDATION

Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK DETERMINING A PUBLIC NECESSITY AND PERMITTING THE PRIME CONTRACTOR TO ADD A SUBCONTRACTOR, ACCESS SOLUTIONS INC., TO THE ORANGE GROVE PARKING STRUCTURE RESTORATION PROJECT.

BACKGROUND

The City of Burbank (via the Parking Authority) owns the Orange Grove Parking Structure (Structure), located at 133 E. Orange Grove Avenue. The Structure was constructed in the early 1990s for the purpose of providing public parking for Downtown Burbank visitors and employees. The Structure is operated and maintained by the City with funds from the Parking Authority. On July 29, 2025, the City Council awarded a construction contract to Mackone Development, Inc. (MDI) to make substantive repairs to the Structure including but not limited to: repairing structural items, repairing dilapidated exterior plaster on the east elevation, repairing stairs, and painting most of the parking structure interior. Construction commenced on January 6, 2026.

DISCUSSION

Public Works staff and MDI have been coordinating with the Parking Authority and nearby businesses to minimize potential construction impacts. Through these discussions, MDI gained a better understanding of business operations in the area and determined that a more robust scaffolding system would be required to adequately mitigate construction

impacts, beyond what MDI is capable of self-performing. Accordingly, MDI requested to add a subcontractor, Access Solutions Inc, to handle the specialized scaffolding scope of work.

Under Public Contract Code § 4109, subletting or subcontracting of any portion of the work in excess of one-half of 1 percent of the prime contractor's total bid as to which no subcontractor was designated in the original bid shall only be permitted in cases of public emergency or necessity, and then only after a finding reduced to writing as a public record of the awarding authority setting forth the facts constituting the emergency or necessity. Staff finds that it is a necessity to allow the addition of the subcontractor for the following reasons:

- Scaffolding is a specialty construction trade that is in high demand.
- Highly specialized scaffolding is needed on the east side of the Structure to gain repair accessibility and to allow nearby businesses to continue operations without interruption during construction.
- MDI could not recruit and hire adequate staff with the skills and training necessary to perform the specialized scaffolding operations without adversely affecting the Project delivery schedule.
- Delaying Project completion would adversely affect the public as the Structure is a key parking hub for City residents and visitors.

MDI previously worked with Access Solutions Inc. (ASI) and endorses ASI's expertise with specialized scaffolding. If approved by Council, construction is slated to re-commence immediately and be completed in April 2026.

ENVIRONMENTAL REVIEW

Adoption of this resolution is categorically exempt under the California Environmental Quality Act (CEQA) § 15301, which exempts the operation, repair, maintenance, permitting, leasing, licensing, or minor alteration of existing public structures, facilities, mechanical equipment, or topographical features, involving negligible or no expansion of existing or former use, including existing facilities of both investor and publicly-owned utilities used to provide electric power, natural gas, sewerage, or other public utility services. This Project includes the repairing and maintenance of interior amenities, and will involve negligible or no expansion of capacity.

FISCAL IMPACT

No additional funds are being requested. The OGPS Restoration and Repair Project Accounts 310.PW22F.70019.0000.22365 and 534.PW22F.70019.0000.22365.00000 are fully funded.

CONCLUSION

Staff recommends that Council approve the proposed resolution determining a public necessity and permitting MDI to add a subcontractor for the Orange Grove Parking Structure Restoration Project under Public Contract Code § 4109.

ATTACHMENTS

Attachment 1 – Resolution

ATTACHMENT 1

RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK DETERMINING A PUBLIC NECESSITY AND PERMITTING THE PRIME CONTRACTOR TO ADD A SUBCONTRACTOR, ACCESS SOLUTIONS INC., TO THE ORANGE GROVE PARKING STRUCTURE RESTORATION PROJECT.

THE COUNCIL OF THE CITY OF BURBANK FINDS:

WHEREAS, on July 29, 2025, the City Council of the City of Burbank, California, authorized the award of a construction contract to Mackone Development, Inc. (MDI) to perform the Orange Grove Parking Structure Restoration Project (Project);

WHEREAS, the City issued a written notice to proceed with the Project with a commencement date of January 6, 2026;

WHEREAS, at the time of bid submittal, MDI anticipated self-performing the scaffolding scope of work using MDI personnel;

WHEREAS, MDI engaged with the nearby businesses and determined a higher level of specialized scaffolding work would be required to gain repair accessibility and to allow nearby businesses to continue operations without interruption during construction;

WHEREAS, scaffolding is a specialty construction trade that is in high demand;

WHEREAS, MDI could not recruit and hire adequate staff with the skills and training necessary to perform the specialized scaffolding scope of work on the Project without adversely affecting project delivery schedule;

WHEREAS, MDI proposed to subcontract the specialized scaffolding scope of work to Access Solutions Inc. to help facilitate completion of the specialty work for the Project;

WHEREAS, Public Contract Code §4109 authorizes an owner to permit an unlisted subcontractor to perform work only “in cases of public emergency or necessity,” and then only after a finding reduced to writing as a public record of the awarding authority setting forth the facts constituting the emergency or necessity; and

WHEREAS, to prevent further delay to the Project, MDI proposed hiring an unlisted subcontractor, Access Solutions Inc., to perform the specialized scaffolding work. Commencing the work immediately is critical to completing the Project. Moreover, time is of the essence as delays to the Project would impact a key parking hub used by both City residents and visitors.

THE COUNCIL OF THE CITY OF BURBANK RESOLVES:

1. For the reasons set forth above, the City Council determines that the addition of a subcontractor, Access Solutions, Inc., to assist in performing the Work is a "public necessity" under Public Contract Code §4109 and permits MDI to add Access Solutions, Inc. as a subcontractor to the Project.

PASSED and ADOPTED this ____day of March, 2026.

_____
Tamala Takahashi
Mayor

Attest:

_____
Kimberley Clark, City Clerk

Approved as to Form:
Office of the City Attorney

By: _____
Catherine Kim
Senior Assistant City Attorney

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss.
CITY OF BURBANK)

I, Kimberley Clark, City Clerk of the City of Burbank, do hereby certify that the foregoing Resolution was duly and regularly passed and adopted by the Council of the City of Burbank at its regular meeting held on the ____ day of March, 2026, by the following vote:

AYES:

NOES:

ABSENT:

_____
Kimberley Clark, City Clerk

RESOLUTION NO. 26-29,690

A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK DETERMINING A PUBLIC NECESSITY AND PERMITTING THE PRIME CONTRACTOR TO ADD A SUBCONTRACTOR, ACCESS SOLUTIONS INC., TO THE ORANGE GROVE PARKING STRUCTURE RESTORATION PROJECT

THE COUNCIL OF THE CITY OF BURBANK FINDS:

WHEREAS, on July 29, 2025, the City Council of the City of Burbank, California, authorized the award of a construction contract to Mackone Development, Inc. (MDI) to perform the Orange Grove Parking Structure Restoration Project (Project);

WHEREAS, the City issued a written notice to proceed with the Project with a commencement date of January 6, 2026;

WHEREAS, at the time of bid submittal, MDI anticipated self-performing the scaffolding scope of work using MDI personnel;

WHEREAS, MDI engaged with the nearby businesses and determined a higher level of specialized scaffolding work would be required to gain repair accessibility and to allow nearby businesses to continue operations without interruption during construction;

WHEREAS, scaffolding is a specialty construction trade that is in high demand;

WHEREAS, MDI could not recruit and hire adequate staff with the skills and training necessary to perform the specialized scaffolding scope of work on the Project without adversely affecting project delivery schedule;

WHEREAS, MDI proposed to subcontract the specialized scaffolding scope of work to Access Solutions Inc. to help facilitate completion of the specialty work for the Project;

WHEREAS, Public Contract Code §4109 authorizes an owner to permit an unlisted subcontractor to perform work only “in cases of public emergency or necessity,” and then only after a finding reduced to writing as a public record of the awarding authority setting forth the facts constituting the emergency or necessity; and

WHEREAS, to prevent further delay to the Project, MDI proposed hiring an unlisted subcontractor, Access Solutions Inc., to perform the specialized scaffolding work. Commencing the work immediately is critical to completing the Project. Moreover, time is of the essence as delays to the Project would impact a key parking hub used by both City residents and visitors.

THE COUNCIL OF THE CITY OF BURBANK RESOLVES:

1. For the reasons set forth above, the City Council determines that the addition of a subcontractor, Access Solutions, Inc., to assist in performing the Work is a "public necessity" under Public Contract Code §4109 and permits MDI to add Access Solutions, Inc. as a subcontractor to the Project.

PASSED and ADOPTED this 10th day of March 2026.

_s/Tamala Takahashi_____
Tamala Takahashi
Mayor

Approved as to Form:
Office of the City Attorney

Attest:

_s/Kimberley Clark_____
Kimberley Clark, City Clerk

By: _s/Catherine Kim_____
Catherine Kim
Senior Assistant City Attorney

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss.
CITY OF BURBANK)

I, Kimberley Clark, City Clerk of the City of Burbank, do hereby certify that the foregoing Resolution was duly and regularly passed and adopted by the Council of the City of Burbank at its regular meeting held on the 10th day of March 2026, by the following vote:

AYES: Anthony, Perez, Rizzotti, Mullins, and Takahashi.

NOES: None.

ABSENT: None.

_s/Kimberley Clark_____
Kimberley Clark, City Clerk

STAFF REPORT

POLICE DEPARTMENT

DATE: March 10, 2026

TO: Justin Hess, City Manager

FROM: Rafael Quintero, Chief of Police
VIA: Adam Cornils, Deputy Chief
BY: John Pfrommer, Police Lieutenant
Viviana Garzon, Police Administrator

SUBJECT: Review of the 2025 Military Equipment Annual Report and Renewal of Ordinance No. 22-3,974, Approving the Military Equipment Funding, Acquisition, and Use Policy

RECOMMENDATION

1. Approve the 2025 Military Equipment Annual Report (Attachment 1).
2. Renew Ordinance No. 22-3,974, thereby approving the Police Department's military equipment funding, acquisition, and use policy (Attachment 2).

BACKGROUND

On September 30, 2021, Governor Newsom signed Assembly Bill (AB) 481 (Attachment 3) into law, effective January 1, 2022. This legislation introduced California Government Code § 7070 through 7075, regulating the funding, acquisition, and use of military equipment by local law enforcement agencies. The legislation mandated that law enforcement agencies intending to fund, acquire, or continue using any military equipment obtained before January 1, 2022, must develop a military equipment use policy. Approval from the agency's governing body through the adoption of an ordinance was required no later than May 1, 2022.

Following the initial adoption of the policy, agencies are required to publish an annual military equipment report on their website and hold at least one community engagement meeting each year. These meetings provide a forum to facilitate public inquiries and discussions regarding the report. The annual report must include:

- A summary of each type of military equipment, its intended purpose, and how it was used by the agency in the preceding year.
- A summary of any complaints received regarding the equipment.
- The results of any internal audits related to policy violations.
- The total cost and quantity of each type of equipment.

AB 481 further mandates that the governing body annually review and vote on whether to renew the ordinance authorizing the funding, acquisition, or use of military equipment. Council may choose to renew or not renew the ordinance, revoke authorization for equipment that does not meet required standards or require modifications to the military equipment use policy. These decisions are based on whether the equipment, as detailed in the annual report, complies with policy and meets the standards outlined in California Government Code § 7071(d).

DISCUSSION

AB 481 was enacted to enhance transparency and accountability in the funding, acquisition, and use of military equipment by state and local law enforcement agencies. The legislation defines military equipment broadly, including items such as unmanned aerial vehicles (UAVs), commonly known as drones. While drones are widely used by the public in everyday life, law enforcement agencies have effectively deployed them for years to respond to emerging threats, manage civil unrest, map crime scenes, conduct search and rescue operations, and assist in mass casualty incidents. Additionally, several items classified as military equipment under the bill are not traditionally used by the military but instead serve as standard-issue, less-than-lethal tools for peace officers. While possession of such equipment does not imply routine use, these tools are essential for de-escalating tense situations, stabilizing volatile conditions, and safely resolving critical incidents when necessary.

In accordance with AB 481's annual reporting requirements, the Burbank Police Department (Department) has completed the 2025 Military Equipment Annual Report. The Department currently possesses 11 types of equipment classified as military equipment under AB 481. All items were acquired through Council-approved budgets or grant funding. This equipment enhances public and officer safety during high-risk incidents, ensures ongoing readiness through continuous training, and supports the Department's mission to protect life and property. The annual report includes a detailed inventory of the Department's military equipment, including quantity, authorized use, fiscal impact, and training requirements. It also summarizes how each type of equipment was used and documents any complaints received. In 2025, the Department did not receive any complaints regarding the inventory or use of its equipment.

On December 17, 2024, Council approved the acquisition of additional military equipment, including two unmanned, remotely piloted aircraft (drones) and four PepperBall Variable Kinetic System Carbine Launchers (PepperBall Launchers). With Council approval, the Department purchased the four PepperBall Launchers in 2025, which are reflected in the inventory totals in the 2025 Military Equipment Inventory Report. However, the Department did not move forward with the purchase of the additional two drones due to legislation introduced in 2025 that would restrict which platforms are legally authorized for use in the State of California. The Department will reconsider this topic in 2026.

Pursuant to Government Code § 7072(a)(6), the annual military equipment report shall include the quantity sought for each type of military equipment if the law enforcement agency intends to acquire additional military equipment within the next year.

Several high-profile events are scheduled for the Los Angeles County area from 2026 through 2028, including the 2026 FIFA World Cup, 2027 Super Bowl, and the 2028 Summer Olympics and Paralympics. These events will attract millions of spectators and athletes and will require the support of law enforcement agencies throughout the region to assist with security and operational management. The Department is evaluating its need to expand its inventory of existing equipment to support related operations and to mitigate potential vendor inventory or production shortfalls during large-scale regional deployments. Consistent with AB 481 requirements, the Department will return to Council to request authorization prior to purchasing any recommended equipment.

COMMUNITY ENGAGEMENT

The Department's 2025 Military Equipment Annual Report was publicly reviewed as an agenda item during the Burbank Police Commission meeting on January 21, 2026. At the meeting, the Department presented key highlights from the report, and the report was officially published on the Department's website on January 29, 2026.

On February 18, 2026, the Department and the Police Commission co-hosted a community engagement meeting to provide an opportunity for community members to comment on, discuss, and ask questions about the annual report. The meeting was promoted through City and Department websites, social media platforms, and public postings. It was also broadcast live and recorded for future viewing on the City’s website and YouTube channel.

During the meeting, the Department presented a summary of the annual report, and community members were invited to provide public comment in person or via telephone. At the conclusion of the presentation, the Police Commission opened the floor for additional comments and questions. Three community members asked questions in-person, and five community members participated by phone.

ENVIRONMENTAL REVIEW

The review of the 2025 Military Equipment Annual Report and renewal of Ordinance No. 22-3,974 will not result in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment, and as such, is not a "project" subject to the requirements of the California Environmental Quality Act (CEQA) 14 Cal. Code Regs §15378.

FISCAL IMPACT

There is no fiscal impact associated with this report. The Military Equipment Annual Report details the fiscal impact associated with each item of equipment in the Department's inventory. Any future requests for funding or acquisition of new military equipment will require Council review and approval.

CONCLUSION

The Department remains committed to transparency, public trust, and strong community partnerships while ensuring compliance with all legal standards. The 2025 Military Equipment Annual Report reflects these values by providing a comprehensive overview of the Department's acquisition, use, and oversight of military equipment. The report helps residents understand how specialized equipment supports public safety while ensuring its deployment aligns with community expectations. Through these efforts, the Department continues to strengthen trust and uphold its mission to protect life and property while maintaining the highest standards of service to the Burbank community.

ATTACHMENTS

Attachment 1 – 2025 Military Equipment Annual Report
Attachment 2 – Ordinance No. 22-3,974 and Military Equipment Policy
Attachment 3 – Assembly Bill 481

ATTACHMENT 1

2025

MILITARY EQUIPMENT INVENTORY

CITY OF BURBANK

POLICE DEPARTMENT

2025 ANNUAL REPORT

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TABLE OF CONTENTS

TABLE OF CONTENTS 2
EXECUTIVE SUMMARY 3
INTRODUCTION 4
DEFINITIONS 5
THE MILITARY EQUIPMENT INVENTORY 6
UNMANNED, REMOTELY PILOTED GROUND VEHICLE (SWAT ROBOT) 7
UNCREWED, REMOTELY OPERATED GROUND VEHICLE (ROBOT) 8
UNMANNED, REMOTELY PILOTED AIRCRAFT (DRONE) 9
UNMANNED, REMOTELY PILOTED AIRCRAFT (DRONE) 10
ARMORED PERSONNEL CARRIER (*BEARCAT*) 11
COMMAND AND CONTROL VEHICLE (MOBILE COMMAND POST) 12
BREACHING APPARATUS (BREACHING SHOTGUN) 13
SPECIALIZED FIREARMS 14
NOISE-FLASH DEVICE 15
DIVERSIONARY DEVICE / CHEMICAL AGENT DELIVERY DEVICE 16
CHEMICAL AGENT DEVICE (MK-9 STREAM AEROSOL) 18
KINETIC ENERGY WEAPON (PEPPERBALL LAUNCHER) 19
KINETIC ENERGY WEAPON (40MM LAUNCHER) 20
MILITARY EQUIPMENT USE SUMMARY 2025 23
UNMANNED, REMOTELY PILOTED GROUND VEHICLE (SWAT ROBOT) 23
UNMANNED, REMOTELY PILOTED AIRCRAFT (DRONE) 24
ARMORED PERSONNEL CARRIER (*BEARCAT*) 29
COMMAND AND CONTROL VEHICLE (MOBILE COMMAND POST) 30
BREACHING APPARATUS (BREACHING SHOTGUN) 31
SPECIALIZED FIREARMS 31
NOISE-FLASH DEVICE (FLASH-BANG) 31
DIVERSIONARY DEVICE / CHEMICAL AGENT DELIVERY DEVICE 33
KINETIC ENERGY WEAPON (*PEPPERBALL* LAUNCHER) 36
KINETIC ENERGY WEAPON (40MM LAUNCHER) 38
COMPLAINTS SUMMARY REGARDING MILITARY EQUIPMENT USAGE 40

EXECUTIVE SUMMARY

On September 30, 2021, Governor Newsom signed Assembly Bill (AB) 481 into law, which went into effect on January 1, 2022, and added California Government Code Sections 7070 through 7075 relating to the funding, acquisition, and use of military equipment by local law enforcement agencies. The bill identifies fifteen main categories of military equipment and stipulates the following:

1. A law enforcement agency shall obtain approval of a military equipment use policy via the adoption of an ordinance by its governing body (i.e., City Council) prior to funding, acquiring, or using such equipment, as defined. The policy must be posted on the law enforcement agency's website at least 30 days prior to the City Council meeting.

2. A law enforcement agency seeking to continue the use of any military equipment, as defined, and acquired prior to January 1, 2022, shall commence a governing body approval process no later than May 1, 2022.

3. If approved, the military equipment use policy and an annual military equipment report shall be published on the law enforcement agency's website. The report shall include information relevant to the preceding calendar year and contain a summary of each type of military equipment used by the agency, a summary of complaints concerning the equipment, the results of any internal audit pertaining to violations of the military equipment use policy, the total annual cost of any military equipment and quantity possessed, and any intentions to acquire additional military equipment in the next year.

4. Within 30 days of releasing its annual military equipment report, a law enforcement agency shall hold at least one community engagement meeting to allow the public to ask questions and discuss the report.

AB 481 further allows the governing body to adopt an ordinance approving a military equipment use policy only if it determines that the military equipment meets specified standards as set forth in California Government Code Section 7071, subdivision (d). After approval, the ordinance is subject to an annual City Council review to determine whether, based on the annual military equipment report, the standards set forth in the bill have been met. The City Council may renew the authorizing ordinance, disapprove authorization for particular equipment where standards have not been met, or require modifications to the military equipment use policy.

The Burbank Police Department (Department) is committed to transparency, public trust, community partnerships, and compliance with the law. As such, the Department has authored the following 2025 Annual Military Equipment Report in accordance with requirements set forth in AB 481.

INTRODUCTION

The Department maintains a wide variety of military equipment to assist in safely achieving the furtherance of its mission, "…to protect life and property, provide professional police services, and work in partnership with the community." Although the Department has various pieces of military equipment in inventory, the mere possession of such equipment does not warrant its use in every situation. This essential equipment is deployed based on the situational necessity to effectively de-escalate intense situations or bring volatile conditions and critical incidents to a safe resolution.

The Department currently possesses eleven different types of items that fall under the military equipment classifications defined in AB 481. The availability of such instruments enables the Department to minimize risk to members of the community and officers during dynamic and unfolding high-risk incidents. This specialized equipment allows Department members to maintain a state of readiness through continuous training and equipment familiarity to fulfill their mission to protect life and property.

This Annual Military Equipment Report outlines a summary of military equipment usage guidelines, inventory, fiscal impact, and complaints received for 2025.

DEFINITIONS

Pursuant to AB 481 and Government Code §70701, the following definitions are applicable to the Department's military equipment inventory:

Governing body – The elected or appointed body that oversees the Department

Military equipment – Includes but is not limited to the following:

- Unmanned, remotely piloted, powered aerial or ground vehicles
- Mine-resistant ambush-protected (MRAP) vehicles or armored personnel carriers
- High mobility multipurpose wheeled vehicles (HMMWV), two-and-one-half-ton trucks, five-ton trucks, or wheeled vehicles that have a breaching or entry apparatus attached
- Tracked armored vehicles that provide ballistic protection to their occupants and utilize a tracked system instead of wheels for forward motion
- Command and control vehicles that are either built or modified to facilitate the operational control and direction of public safety units
- Weaponized aircraft, vessels, or vehicles of any kind
- Battering rams, slugs, and breaching apparatuses that are explosive in nature. This does not include a handheld, one-person ram
- Firearms and ammunition of .50 caliber or greater, excluding standard-issue shotguns and standard-issue shotgun ammunition
- Specialized firearms and ammunition of less than .50 caliber, including assault weapons as defined in Sections 30510 and 30515 of the Penal Code, except for standard issue service weapons and ammunition of less than .50 caliber that are issued to officers, agents, or employees of a law enforcement agency or state
- Any firearm or firearm accessory that is designed to launch explosive projectiles
- "Flashbang" grenades and explosive breaching tools, "tear gas," and "pepper balls," excluding standard, service-issued handheld pepper spray
- TASER® Shockwave, microwave weapons, water cannons, and long-range acoustic devices (LRADs)
- The following projectile launch platforms and their associated munitions: 40mm projectile launchers, "bean bag," rubber bullet, and specialty impact munition (SIM) weapons

THE MILITARY EQUIPMENT INVENTORY

Per AB 481, the following is a list of qualifying military equipment the Department possesses. The list provides the following information:

a) A description of each type of military equipment, the quantity in inventory, its capabilities, and purchase cost.

b) The purpose for which the Department proposes to use each type of military equipment.

c) The authorized use as deemed by the Department for each type of military equipment.

d) The expected life span of the item.

e) The fiscal impact of each type of military equipment (estimated annual costs of maintaining the equipment).

On December 17, 2024, Council approved the acquisition of additional military equipment, including two unmanned, remotely piloted aircraft (drones) and four PepperBall Variable Kinetic System Carbine Launchers (PepperBall Launchers). With Council approval, the Department purchased the four PepperBall Launchers in 2025, which are reflected in the inventory totals in the 2025 Military Equipment Inventory Report. However, the Department did not move forward with the purchase of the additional two drones due to legislation introduced in 2025 that would restrict which platforms are legally authorized for use in the State of California. The Department will revisit this topic in 2026.

Pursuant to Government Code § 7072(a)(6), the annual military equipment report shall include the quantity sought for each type of military equipment if the law enforcement agency intends to acquire additional military equipment within the next year. Several high-profile events are scheduled for the Los Angeles County area from 2026 through 2028, including the 2026 FIFA World Cup, 2027 Super Bowl, and the 2028 Summer Olympics and Paralympics. These events will attract millions of spectators and athletes and will require the support of law enforcement agencies throughout the region to assist with security and operational management. The Department is evaluating its need to expand its inventory of existing equipment to support related operations and to mitigate potential vendor inventory or production shortfalls during large-scale regional deployments.

Consistent with AB 481 requirements, the Department will return to Council to request authorization prior to purchasing any recommended equipment.

UNMANNED, REMOTELY PILOTED GROUND VEHICLE (SWAT ROBOT)

a) Description, quantity, capabilities, and purchase cost:

I. Description: *RoboteX* Avatar micro 2010 is a portable, rugged personal safety robot.

II. Quantity: 1

III. Capabilities: The robot is controlled by remote control with audio and video relay capabilities. The robot can easily negotiate varied terrain and stairs using quad-flippers. The device has a 4–5-hour runtime, travels up to 4mph, and can be controlled from up to 200 meters away.

IV. Purchase Cost: Purchased with funds from the *2009 State Homeland Security Grant Program* (SHSGP) ($17,052.86).

b) Purpose:

To be used remotely to gain visual/audio data, deliver line of communication (phone), open doors, disrupt suspicious packages, and clear buildings.

c) Authorized Use:

Only assigned operators who have completed the required training are permitted to operate the *RoboteX* Avatar Micro 2010, during approved missions.

d) Expected Life Span:

The robot was purchased in March of 2012 and is nearing the end of its lifecycle. The Department will be seeking to discontinue the use of the Avatar robot as the manufacturer (RoboteX) is no longer in business and has ceased technical support.

e) Fiscal Impact:

No recurring fiscal impact.

UNCREWED, REMOTELY OPERATED GROUND VEHICLE (ROBOT)

a) Description, quantity, capabilities, and purchase cost:

I. Description: *Sky Hero Sigyn MkI* with dual night and day camera with 105-degree horizontal and 120-degree vertical angles of view. Equipped with dimmable and selectable IR LEDs to increase video clarity and night-vision lighting.

II. Quantity: 2

III. Capabilities: The small, uncrewed ground vehicle (sUGV) is capable of transmitting footage in real-time to the operator, ground officers, and to incident commanders on scene or at remote command posts.

IV. Purchase Cost: *Sky Hero Sigyn MkI* (SER: 04103AA3G0429) - $8,795.00
Sky Hero Sigyn MkI (SER: 04103AA3G0391) - $8,795.00

b) Purpose:

To be deployed when its view would assist officers and/or incident commanders with the following situations, which include, but are not limited to:

I. Search Warrants
II. Barricaded persons
III. Hostage rescue operations
IV. Natural disaster management
V. Other uses authorized by the Department

c) Authorized Use:

Only assigned operators who have completed the required training are permitted to operate the sUGV equipment, during approved missions.

d) Expected Life Span:

Approximately five years.

e) Fiscal Impact:

The recurring annual cost for the replacement of batteries is approximately $500.00.

UNMANNED, REMOTELY PILOTED AIRCRAFT (DRONE)

a) Description, quantity, capabilities, and purchase cost:

I. Description: *DJI Mavic 2* Enterprise Zoom (276DFBP001C3G8) with 4k camera and a *DJI Mavic 2* Enterprise Dual (298DFCS0014R1H) with a 1080p thermal camera and a DJI Matrice 30T (1581F5BKB241400F025) and a DJI Mavic Mini 4Pro (1581F6Z9A242MML39DP3).

II. Quantity: 4

III. Capabilities: The small, unmanned aircraft vehicle system (sUAVS) are capable of transmitting footage in real-time to the operator, ground officers, and to incident commanders on scene or at remote command posts. The footage is recorded and securely stored for future viewing.

IV. Purchase Cost: *DJI Mavic 2* Enterprise Dual (298DFCS0014R1H) - $2,699.00
DJI Mavic 2 Enterprise Zoom (276DFBP001C3G8) - $1,999.00
DJI Matrice 30T (1581F5BKB241400F025) - $8,300.00
DJI Mavic Mini 4Pro (1581F6Z9A242MML39DP3) - $1,342.00

b) Purpose:

To be deployed when its view would assist officers and/or incident commanders with the following situations, which include, but are not limited to:

I. Major traffic collision investigations
II. HAZMAT response
III. Search and rescue
IV. Missing persons
V. Barricaded persons
VI. Natural disaster management
VII. Crime scene photography/video
VIII. Overwatch for officers and SWAT operations
IX. Special events
X. Other uses authorized by the Department sUAVS coordinator

c) Authorized Use:

Only assigned operators who have completed the required training and hold appropriate FAA pilot certificates are permitted to operate the sUAVS equipment, during approved missions.

d) Expected Life Span:

Approximately four years or 800 hours of use, depending on flight conditions.

e) Fiscal Impact:

The recurring annual cost for the replacement of batteries is approximately $1,500.00.

UNMANNED, REMOTELY PILOTED AIRCRAFT (DRONE)

a) Description, quantity, capabilities, and purchase cost:

I. Description: *Sky Hero Loki MK2* with forward facing, ultra-low light day and night camera with 150-degree viewing angle. Equipped with dimmable and selectable IR LEDs to increase video clarity and night-vision lighting.

II. Quantity: 2

III. Capabilities: The small, unmanned aircraft vehicle system (sUAVS) are capable of transmitting footage in real-time to the operator, ground officers, and to incident commanders on scene or at remote command posts. Primarily designated for indoor use.

IV. Purchase Cost: *Sky Hero Loki MK2* (SER: 01203AC2K1083) - $2,500
Sky Hero Loki MK2 (SER: 01203AC2K1225) - $2,500

b) Purpose:

To be deployed when its view would assist officers and/or incident commanders with the following situations, which include, but are not limited to:

I. Search warrants
II. Barricaded persons
III. Hostage rescue operations
IV. Natural disaster management
V. Overwatch for officers and SWAT operations
VI. Other uses authorized by the Department sUAVS coordinator

c) Authorized Use:

Only assigned operators who have completed the required training and hold appropriate FAA pilot certificates are permitted to operate the sUAVS equipment, during approved missions.

d) Expected Life Span:

Approximately 4 years or 800 hours of use, depending on flight conditions.

e) Fiscal Impact:

The recurring annual cost for the replacement of batteries is approximately $1,500.00.

ARMORED PERSONNEL CARRIER (*BEARCAT*)

a) Description, quantity, capabilities, and purchase cost:

I. Description: 2008 *Ford* F-550 (VIN: 1FDAF57R58EE57434)

II. Quantity: 1

III. Capabilities: The vehicle (Ballistic Engineered Armored Response Counter Attack Truck) is used by the Department's Special Weapons and Tactics team (SWAT), which can provide service to the tri-cities of Burbank, Glendale, and Pasadena. The vehicle enables Department personnel to perform critical response and rescue operations in a safe, secure, and highly mobile armored vehicle. This vehicle supports Department personnel in any hazardous, high-risk, or critical incident. In specific terms, officers would benefit from having a vehicle that provides a high level of ballistic protection.

IV. Purchase Cost: Purchased with funds from the 2007 *State Homeland Security Grant Program* (SHSGP) and *Urban Areas Security Initiative* (UASI), which was approved by City Council ($273,582.65).

b) Purpose:

The primary purpose of the *BearCat* is to provide increased protection from firearms threats and to conduct rescues in high-risk operations.

c) Authorized Use:

Only those sworn employees who have successfully completed the Department approved training in the operation of SWAT vehicles are permitted to operate them. Refer to Policy 707 - *Special Purpose Vehicles.*

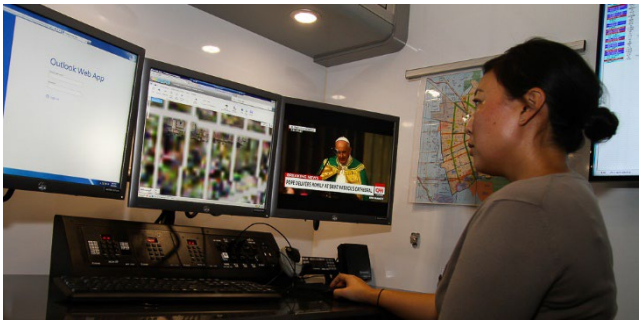
d) Expected Life Span:

Approximately 20 years.

e) Fiscal Impact:

Recurring annual cost of $1,277.52 for general maintenance.

COMMAND AND CONTROL VEHICLE (MOBILE COMMAND POST)



a) Description, quantity, capabilities, and purchase cost:

I. Description: 2015 *Farber* Specialty Freightliner (VIN: 4UZACLDUOECGA5033)

II. Quantity: 1

III. Capabilities: Completely self-contained command post designed to provide the Incident Commander with a mobile base of operations. This command post contains the specialized command, control, and communications equipment to assist with the incident.

IV. Purchase Cost: $488,602.99 (Grant funds $250,000.00, Asset Forfeiture $81,287.86, Depreciation Funds $137,315.13, and Capital Outlay $20,000.00)

b) Purpose:

The Mobile Command Post is specially equipped for field operations and special events. The Watch Commander shall be the primary contact for the deployment of the Command Post. Refer to Policy 707 - *Special Purpose Vehicles.*

c) Authorized Use:

Absent unusual circumstances, only authorized personnel may operate the Mobile Command Post. Employees who are assigned to operate the Mobile Command Post as a collateral duty shall become familiar with the equipment available in the vehicle. Refer to Policy 707 - *Special Purpose Vehicles.*

d) Expected Life Span:

Approximately 20-25 years.

e) Fiscal Impact:

Recurring annual cost of $596.31 for general maintenance.

BREACHING APPARATUS (BREACHING SHOTGUN)

a) Description, quantity, capabilities, and purchase cost:

I. Description: *Mossberg* Model 500A, further described as a pump-action 12-gauge shotgun with a 3-inch chamber

i. The *Mossberg* Model 500A utilizes a *Defensive Technology Tactical Knock-Out* 12-gauge breaching round, which costs $6.90 per round. The Department currently has approximately 100 rounds.

II. Quantity: 3

III. Capabilities: When properly deployed, the breaching round is capable of defeating door lock mechanisms, doorknobs, hinges, deadbolts, safety chains, and padlocks on both wooden and hollow core doors. Upon impact with the target, the 12-gauge round disintegrates into a fine powder eliminating additional fragmentation.

IV. Purchase Cost: $575.00 each

b) Purpose:

Designed to force entry into barricaded or secured areas.

c) Authorized Use:

Only assigned officers who have completed the required training shall be permitted to operate the *Mossberg* Model 500A breaching shotgun.

d) Expected Life Span:

No expiration.

e) Fiscal Impact:

No recurring fiscal impact.

SPECIALIZED FIREARMS

a) Description, quantity, capabilities, and purchase cost:

I. Description: *COLT* 5.56-millimeter commando rifle, also described as a lightweight, air-cooled, gas-operated, magazine-fed, shoulder-fired weapon, designated for semi-automatic fire.

   i. The Department utilizes *Hornady* 5.56mm NATO, 75-grain Tactical Application Police (TAP), and Short-barreled Rifle (SBR) (#81296) ammunition.

II. Quantity: 29

III. Capabilities: Capable of accurately stopping an armed subject at various distances, defeating body armor, and enabling the officer to engage accurately beyond the effective range of a pistol or shotgun.

IV. Purchase Cost: $1,001.58 each

b) Purpose:

Short-barreled rifles are more effective in clearing buildings and use in close quarters.

c) Authorized Use:

Department-owned commando rifles may be deployed only by properly trained and qualified sworn members as a supplemental resource to their duty handgun and shotgun. Refer to Policy 432 – *Patrol Rifles / Personal Patrol Rifles.*

d) Expected Life Span:

No expiration.

e) Fiscal Impact:

No recurring fiscal impact.

NOISE-FLASH DEVICE

a) Description, quantity, capabilities, and purchase cost:

I. Description: *Combined Tactical Systems* Flash-Bang, Mini-Bang (#7290M), further described as a Noise-Flash Device (NFD) is a device that creates a bright flash and loud sound to temporarily divert the attention of subjects in the immediate area. NFDs are used to distract and temporarily incapacitate dangerous suspects by overwhelming their senses of vision and hearing. The distraction allows officers to seize a moment of opportunity to take control of high-risk situations.

II. Quantity: 60

III. Capabilities: NFDs can release large amounts of stored energy in the form of heat, light, pressure, and noise. They are intended to temporarily distract, confuse, and disorient subjects. They can also be used as "attention-getting" devices, to achieve voluntary compliance.

IV. Purchase Cost: $37.65 each

b) Purpose:

Utilizes a bright flash of light followed immediately by a loud noise designed to momentarily divert, distract, and disorient a suspect. It is designed to save lives and reduce the potential for armed resistance. Refer to Policy 300 - *Use of Force* and Policy 408 – *SWAT*.

c) Authorized Use:

Only SWAT personnel who have successfully completed a Department-approved training course in the proper use and deployment of NFDs are authorized to deploy them during operations.

d) Expected Life Span:

5-year warranty.

e) Fiscal Impact:

No recurring fiscal impact.

DIVERSIONARY DEVICE / CHEMICAL AGENT DELIVERY DEVICE

a) Description, quantity, capabilities, and purchase cost:

I. Description: Diversionary Device / Chemical Agent Delivery Device

i. ***Han-Ball Grenade CS*** is an outdoor use device expelling its payload in approximately 15-20 seconds. The rubber ball round has an overall size of 4.8 in. tall, and 3.1 in. diameter. This launchable device holds approximately 1.6 oz. of active agent. (Quantity: 20 / Cost: $36.66 each)

ii. ***Spede-Heat Grenade CS*** is a continuous burn device, which expels its payload in approximately 20-40 seconds. This launchable device is 6.12 in. by 2.62 in. and holds approximately 2.9 oz. of active agent. (Quantity: 46 / Cost: $29.63 each)

iii. ***Triple-Chaser CS Canister*** consists of three separate canisters pressed together with separating charges between each. When deployed, the canisters separate and land approximately 20 feet apart allowing increased area coverage in a short period of time. This device can be hand thrown or launched from a fired delivery system. The device is 6.5 in. by 2.7 in. and holds an approximately 3.2 oz. of active agent. It has an approximate burn time of 20-30 seconds. (Quantity: 20 / Cost: $47.00 each)

iv. ***Tri-Chamber OC Grenade*** can be used in crowd control, or barricade situations, as a less lethal solution to incapacitate subjects through temporary respiratory discomfort, while reducing or negating the chance of fire to structures. (Quantity: 22 / Cost: $33.45 each)

v. ***Tri-Chamber CS Grenade*** allows the contents to burn within an internal can and disperse the agent safely with reduced risk of fire. The grenade is designed primarily for indoor tactical situations and will deliver approximately .70 oz. of agent during its 20-25 seconds burn time. (Quantity: 8 / Cost: $32.33 each)

vi. ***Pocket Tactical CS Grenade*** is small and lightweight with 0.9 oz. of active agent and will burn for approximately 20-40 seconds. (Quantity: 39 / Cost: $19.60 each)

vii. ***Riot Control Continuous Discharge Grenade (CS)*** is designed specifically for outdoor use with a high-volume continuous burn that expels its payload in approximately 20-40 seconds through four gas ports located on the top of the canister. This grenade can be used to conceal tactical movement or to encourage the movement of a crowd. This launchable device is 6.0 in. by 2.35 in. and holds approximately 2.7 oz. of an active agent. (Quantity: 6 / Cost: $26.95 each)

viii. ***Red Smoke Grenade*** designed specifically for outdoor use with a high-volume continuous burn that expels its payload in approximately 30-40 seconds through four gas ports located on the top of the canister. This device can be used to conceal tactical movement or to encourage the movement of a crowd. This launchable colored smoke device is 6.0 in. by 2.35 in. and holds approximately 2.9 oz. of an active agent. (Quantity: 50 / Cost: $50.45 each)

ix. ***HC Smoke Canister*** is a slow-burning, high-volume, continuous discharge device designed for outdoor use. Emits grey-white smoke only for approximately 1.5 to 2 minutes. (Quantity: 12 / Cost: $40.00 each)

x. ***White Smoke Grenade*** offers the same approximate burn times as the *Spede-Heat* Grenade CS. Similar burn times may make it the appropriate choice for training or simulation deployment of chemical agent canisters. The *Saf-Smoke* Grenade emits very white smoke. (Quantity: 49 / Cost: $35.50 each)

xi. **OC Vapor Aerosol Grenade** designed specifically for indoor-use in confined areas and expels its payload in approximately 1-5 seconds. This device is ideal for cell extrations or barricaded situations where the use of pyrothechnic devices is not practical or desired. (Quantity: 7 / Cost: $58.45 each)

II. <u>Capabilities</u>: Chemical agent munitions are defined as devices that can be placed, thrown, launched, or otherwise propelled, which produce an irritating effect, for the purpose of encouraging compliance, overcoming resistance, or preventing serious injury without posing a significant potential of causing death. The only chemical agents currently authorized by BPD are Ortho chlorobenzalmalonitrile (CS) and Oleoresin Capsicum (OC). They may be deployed individually or in combination with one another.

b) Purpose:

Chemical agents are designed to cause temporary discomfort and are deployed to control an individual or groups of individuals who are engaging in or are about to engage in violent behavior. Refer to Policy 300 - *Use of Force* and Policy 308 - *Control Devices.*

c) Authorized Use:

Only SWAT personnel who have successfully completed a Department-approved training course in the proper use and deployment of NFDs and Chemical Agent Delivery Devices (munitions) are authorized to deploy them during operations.

d) Expected Life Span:

5-year warranty.

e) Fiscal Impact:

No recurring fiscal impact.

CHEMICAL AGENT DEVICE (MK-9 STREAM AEROSOL)

a) Description, quantity, capabilities, and purchase cost:

I. Description: *First Defense* OC/CS *MK-9* Stream Aerosol

II. Quantity: 24

III. Capabilities: The *MK-9* features an easy-to-use trigger handle and will deliver 14 short bursts of OC at an effective range of 18-20 ft. This OC/CS aerosol product utilizes a stream delivery method providing a target-specific, strong concentrated stream for greater standoff.

IV. Purchase Cost: $37.50 each

b) Purpose:

Designed to cause temporary discomfort and are deployed to control an individual or groups of individuals who are engaging in or are about to engage in violent behavior. Refer to Policy 300 - *Use of Force* and Policy 308 - *Control Devices.*

c) Authorized Use:

Only SWAT personnel, K-9 officers, and supervisors who have successfully completed a Department-approved training course in the proper use and deployment of Chemical Agent Delivery Devices are authorized to deploy them during operations.

d) Expected Life Span:

5-year warranty.

e) Fiscal Impact:

No recurring fiscal impact.

KINETIC ENERGY WEAPON (PEPPERBALL LAUNCHER)

a) Description, quantity, capabilities, and purchase cost:

I. Description: *PepperBall Variable Kinetic System Carbine Launcher*, further described as a device that uses high-pressure air to deliver PAVA powder projectiles (like a paintball delivery system).

i. *Live-X Projectile*, which contains Pelargonylvanillylamide. (Quantity: 1,050)

ii. *VXR Live-X Projectile*, which contains Pelargonylvanillylamide. (Quantity: 300)

iii. *VXR Inert*, which is a training round. (Quantity: 1,000)

iv. Glass Breaker Round, a solid polymer projectile used for breaking out windows and not for use on humans or animals. (Quantity: 250)

II. Quantity: 6

III. Capabilities: System capable of launching projectiles up to 60 feet and an area saturation of up to 150 feet. Non-lethal option to deliver chemical agents and kinetic energy impacts.

IV. Purchase Cost: $899.00 each

b) Purpose:

Kinetic energy projectiles, when used properly, are less likely to result in death or serious physical injury and can be used to de-escalate a potentially deadly situation. Refer to Policy 300 - *Use of Force* and Policy 308 - *Control Devices.*

c) Authorized Use:

Only assigned officers who have completed the required training shall be permitted to operate the *PepperBall Variable Kinetic System Carbine Launcher*.

d) Expected Life Span:

No expiration.

e) Fiscal Impact:

No recurring fiscal impact.

KINETIC ENERGY WEAPON (40MM LAUNCHER)

a) Description, quantity, capabilities, and purchase cost:

I. Description: *Defense Technology* 40mm Single Shot Launcher (model 1327), further described as a Less-Lethal system, not a firearm, that uses smokeless powder to deliver 40mm projectiles from a safe distance.

II. Description: *Sage Control Ordinance Deuce* 40mm Dual-Shot Launcher, further described as a Less-Lethal system, not a firearm, that uses smokeless powder to deliver 40mm projectiles from a safe distance.

- ***Exact Impact 40mm Standard Range Sponge Round (Model 6325)***, is a point-of-aim, point-of-impact direct-fire round. This projectile consists of a plastic body and sponge nose that is spin stabilized via the incorporated rifling collar and the 40 mm launcher's rifled barrel. The round utilizes smokeless powder as the propellant. Used as a ranged impact weapon. (Quantity: 225 / Cost: $18.25 each)

- ***Exact Impact 40mm Extended Range Sponge Round*** is a point-of-aim, point-of-impact direct-fire round. This projectile consists of a plastic body and sponge nose that is spin stabilized via the incorporated rifling collar and the 40 mm launcher's rifled barrel. The round utilizes smokeless powder as the propellant. Used as a ranged impact weapon. (Quantity: 48 / Cost: $20.50 each)

- ***Direct Impact 40 mm OC Crushable Foam Round*** is a point-of-aim, point-of-impact direct-fire round. This munition is loaded with Oleoresin Capsicum (OC) powder. It combines impact with the effects of an irritant powder. (Quantity: 13 / Cost: $25.88)

- ***Direct Impact 40 mm CS Crushable Foam Round*** is a point-of-aim, point-of-impact direct-fire round that is loaded with orthochlorobenzalmalononitrile (CS) powder. It combines impact with the effects of an irritant powder. (Quantity: 14 / Cost: $25.88)

- ***Ferret 40mm Liquid Barricade Penetrator Round (CS)***, designed to penetrate barriers, such as windows, hollow core doors, wallboard, and thin plywood. Upon impacting the barrier, the nose cone ruptures and instantaneously delivers a small chemical payload inside of a structure or vehicle. (Quantity: 14 / Cost: $19.90 each)

- ***Ferret 40mm Liquid Barricade Penetrator Round (OC)***, designed to penetrate barriers, such as windows, hollow core doors, wallboard, and thin plywood. Upon impacting the barrier, the nose cone ruptures and instantaneously delivers a small chemical payload inside of a structure or vehicle. (Quantity: 18 / Cost: $20.50 each)

- ***Spede-Heat Round (CS)*** incorporates an aluminum shell and utilizes black powder as a propellant. It is used for the ranged delivery of chemical agents in outdoor settings. (Quantity: 20 / Cost: $24.34 each)

- ***Multiple Rubber Baton Round 40mm*** contains three rubber projectiles. It utilizes smokeless powder as the propellant and has more consistent velocities. Used as a ranged area impact weapon.
(Quantity: 58 / Cost: $27.43)

- ***Stinger 40mm 60-Caliber Rubber Balls Round*** is most widely used as a riot dispersal tool. The round contains approximately eighteen 60-Caliber rubber balls. It utilizes smokeless powder as the propellant and has more consistent velocities and tighter patterns.
(Quantity: 58 / Cost: $22.54 each)

- ***Direct Impact 40mm Marking Crushable Foam Round***, a point-of-aim, point-of-impact direct-fire round. When loaded with a green marking agent, the Direct Impact can be used to indicate the aggressor in a riot situation to the team on the ground. (Quantity: 20 / Cost: $20.54)

- ***Muzzle Blast 40mm Round (CS)*** is a chemical agent munition for immediate close deployment. The cloud of agent is very effective in filling holes in dispersal lines or engaging at close distances while mitigating the risk of injury from the projectile. (Quantity: 18 / Cost: $23.00 each)

- ***Skat Shell 40 mm Multiple Projectile Round (CS)*** is a multiple chemical projectile round designed to deliver multiple CS canisters from a 40 mm launcher. It is designed for outdoor use and has a maximum effective range of 80-100 yards. (Quantity: 20 / Cost: $31.80 each)

III. Quantity: 20 Launchers (16 single and 4 dual-shot)

IV. Capabilities: 40mm launchers can fire a variety of munitions with a maximum effective range of one hundred twenty (120) feet. 40mm launchers can deliver 40mm munitions in the form of chemical agents, sponge rounds, or combined use of sponge tip chemical agent rounds.

V. Purchase Cost: $860.00 for each *Defense Technology* 40mm Single Shot Launcher

VI. Purchase Cost: $2,254.01 for each Sage Control Ordinance Deuce Dual-Shot Launcher

b) Purpose:

Kinetic energy projectiles, when used properly, are less likely to result in death or serious physical injury and can be used to de-escalate a potentially deadly situation. Refer to Policy 300 - *Use of Force* and Policy 308 - *Control Devices.*

c) Authorized Use:

Only Department personnel who have successfully completed a Department-approved training course in the proper use and deployment of Kinetic Energy Weapons are authorized to deploy them during operations.

d) Expected Life Span:

No expiration.

e) Fiscal Impact:

No recurring fiscal impact.

MILITARY EQUIPMENT USE SUMMARY 2025

This section outlines the usage of military equipment by the Department in 2025. Certain items of military equipment, particularly ammunition, diversionary devices, *PepperBall*, and chemical agents are used throughout the year on a regular basis for training to maintain proficiency. Therefore, this section does not capture training usage and only provides data for the operational use of military equipment listed within the Annual Military Equipment Report.

UNMANNED, REMOTELY PILOTED GROUND VEHICLE (SWAT ROBOT)

Unmanned, remotely piloted ground vehicles (SWAT Robot) were utilized a total of (6) times in 2025. The following is a list of robot deployments:

- **April 10, 2025**

  The Department's SWAT team conducted a search warrant in Los Angeles for a suspect wanted in connection with a robbery that involved the use of a firearm. A perimeter was established around the property, and the Bearcat was used as cover for the officers. The suspect's family willingly exited the residence; however, the suspect refused and remained inside. Officers deployed noise flash diversionary devices, and the suspect barricaded himself in a rear bedroom. The entry team deployed an interior drone and breached the bedroom window with a 40 mm sponge round. The suspect quickly exited and was detained without incident. The entry team deployed a throw robot to assist with clearing the residence.

- **May 20, 2025**

  The Department's SWAT team served a search and arrest warrant in Sun Valley for a suspect wanted in connection with homicides, assaults with a deadly weapon, and firearms violations. The suspect refused to exit the residence, which resulted in the deployment of 40 mm sponge rounds to breach several windows and the subsequent deployment of noise flash diversionary devices, PepperBall munitions, CS canisters, OC canisters, and OC Vapor. The drone and throw robot were also utilized during the operation to assist with locating the suspect. The suspect ultimately exited the residence and was taken into custody without incident.

- **July 9, 2025**

  The robot was utilized to assist with a search for a subject suffering a psychiatric emergency while under the influence of illicit drugs. The subject barricaded himself inside a local business and began hitting himself in the head with a hammer. The subject was ultimately detained without incident.

- **August 1, 2025**

  The robot was utilized to assist with the search for suspects wanted for a grand theft auto violation. All three suspects were located and arrested for their violation.

- **September 4, 2025**

  The Department's SWAT team served a search and arrest warrant in Los Angeles for a suspect wanted in connection with two shootings that occurred in the City of Azusa. The BPD SWAT team assisted Azusa P.D. with serving the warrants. The suspect refused to exit the residence and noise flash diversionary devices were deployed. All occupants, including the suspect, exited the residence and the suspect was taken into custody without incident. The entry team deployed the drone and robot to assist with clearing the residence.

- **December 12, 2025**

  The Department's SWAT team responded to a location in Burbank to assist with a restraining order violation suspect that barricaded himself inside his parents' residence. The suspect had previously brandished an edged weapon at responding officers; therefore, the SWAT team was activated to handle the incident. Officers attempted to negotiate with the suspect; however, he refused to engage in conversation, make his presence known, or surrender. SWAT members deployed noise flash diversionary devices, OC Vapor, and PepperBall munitions to safely detain the suspect. The interior drone and robot were utilized to locate the suspect, who had barricaded himself inside a bathroom.

UNMANNED, REMOTELY PILOTED AIRCRAFT (DRONE)

Unmanned, remotely piloted aircraft (drones) were utilized a total of (47) times in 2025. The following is a list of drone deployments:

- **January 2, 2025**
  The drone was deployed to assist with a search for a suspect involving a restraining order violation.

- **January 5, 2025**
  The drone was deployed to assist with a burglary call in progress.

- **January 15, 2025**
  The drone was deployed to assist with a robbery suspect that barricaded himself inside his vehicle.

- **January 25, 2025**
  The drone was deployed to assist with a search for a domestic violence suspect.

- **January 25, 2025**
  To drone was deployed to assist with the search for a robbery suspect.

- **January 30, 2025**
  The drone was deployed to assist with a search for a burglary suspect.

- **January 31, 2025**
  The drone was deployed to assist with a search for a petty theft suspect.

- **February 1, 2025**
  The drone was deployed to assist with locating a subject seen on a rooftop.

- **February 8, 2025**
  The drone was deployed to assist with a search for a burglary suspect.

- **February 13, 2025**
  The drone was deployed to conduct a roof check on a building.

- **February 13, 2025**
  The drone was deployed to assist with a search for a burglary suspect.

- **February 15, 2025**
  The drone was deployed to assist with a suicidal subject in a parking structure.

- **February 16, 2025**
  The drone was deployed for collision scene mapping.

- **February 22, 2025**
  The drone was deployed to assist with a burglary alarm perimeter inspection.

- **February 26, 2025**
  The drone was deployed to assist with a search for a grand theft auto suspect.

- **February 26, 2025**
  The drone was deployed to assist with a search for a carjacking suspect.

- **February 27, 2026**
  The drone was deployed to assist with a search for a grand theft auto suspect.

- **March 27, 2025**
  The drone was deployed to assist with a search for a burglary suspect that shattered a business glass window while threatening to kill people.

- **March 29, 2025**
  The drone was deployed to assist with a fight between motorcycle gangs.

- **April 8, 2025**
  The drone was deployed to assist with a suspicious subject call at City Hall.

- **April 9, 2025**
  The drone was deployed to assist with a search for a burglary suspect.

- **April 10, 2025**
  The drone was deployed to assist with the service of a search warrant for a suspect wanted in connection with a robbery that involved the use of a firearm.

- **April 18, 2025**
  The drone was deployed to assist with a search for a burglary suspect.

- **April 24, 2025**
  The drone was deployed for aerial mapping and scene photography.

- **May 20, 2025**
  The drone was deployed to assist with the service of a search and arrest warrant for a suspect wanted in connection with homicides, assaults with a deadly weapon, and firearms violations.

- **May 31, 2025**
  The drone was deployed to assist with a search for a prowling suspect.

- **July 9, 2025**
  The drone was deployed to assist with locating a subject that had been suffering a psychiatric emergency. The subject possessed a hammer and was observed hitting himself in the head as he barricaded himself inside a local business.

- **July 19, 2025**
  The drone was deployed to assist with a search for a grand theft auto suspect.

- **July 19, 2025**
  The drone was deployed to assist with a search for a suspect that had been brandishing a weapon.

- **August 1, 2025**
  The drone was deployed to assist with a search for a grand theft auto suspect.

- **August 1, 2025**
  The drone was deployed to assist with a search for a trespassing suspect seen on a building rooftop.

- **August 1, 2025**
  The drone was deployed to assist investigators conducting an E.B.T. card fraud operation.

- **September 4, 2025**
  The drone was deployed to assist with the service of a search and arrest warrant for a suspect wanted in connection with two shootings that occurred in the City of Azusa. The BPD SWAT team assisted Azusa P.D. with serving the warrants.

- **November 22, 2025**
  The drone was deployed to assist with a search for a vandalism suspect.

- **November 22, 2025**
  The drone was deployed to assist with a search for a suspect that fled from a traffic stop and was believed to be armed with a firearm. The suspect concealed himself in thick brush along the Interstate 5 freeway. As officers attempted to locate the suspect with a BPD police service dog, the suspect shot and killed the police service dog.

- **December 3, 2025**
  The drone was deployed for aerial mapping and scene photography.

- **December 4, 2025**
  The drone was deployed for aerial mapping and scene photography.

- **December 10, 2025**
  The drone was deployed to assist with a restraining order violation suspect that barricaded himself inside his parents' residence.

- **December 12, 2025**
  The drone was deployed to assist with a restraining order violation suspect that barricaded himself inside his parents' residence.

- **December 13, 2025**
  The drone was deployed to assist with a domestic violence suspect that barricaded himself inside an apartment while yelling he had a gun.

- **December 15, 2025**
  The drone was deployed to assist investigators with an organized theft suppression detail.

- **December 16, 2025**
  The drone was deployed to assist investigators with an organized theft suppression detail.

- **December 17, 2025**
  The drone was deployed to assist investigators with an organized theft suppression detail.

- **December 20, 2025**
  The drone was deployed to assist with a search for a grand theft suspect.

- **December 20, 2025**
  The drone was deployed to assist with a search for a restraining order violation suspect.

- **December 23, 2025**
  The drone was deployed to assist with a search for an assault with a deadly weapons suspect.

- **December 28, 2025**
  The drone was deployed to assist with a search for a trespassing suspect.

ARMORED PERSONNEL CARRIER (*BEARCAT*)

The armored personnel carrier (*Bearcat*) was utilized a total of (5) times in 2025. The following is a list of Armored Personnel Carrier deployments:

- **April 10, 2025**
  The Department's SWAT team conducted a search warrant in Los Angeles for a suspect wanted in connection with a robbery that involved the use of a firearm. A perimeter was established around the property, and the Bearcat was used as cover for the officers. The suspect's family willingly exited the residence; however, the suspect refused and remained inside. Officers deployed noise flash diversionary devices, and the suspect barricaded himself in a rear bedroom. The entry team deployed an interior drone and breached the bedroom window with a 40 mm sponge round. The suspect quickly exited and was detained without incident. The entry team deployed a throw robot to assist with clearing the residence.

- **May 20, 2025**
  The Department's SWAT team served a search and arrest warrant in Sun Valley for a suspect wanted in connection with homicides, assaults with a deadly weapon, and firearms violations. The suspect refused to exit the residence, which resulted in the deployment of 40 mm sponge rounds to breach several windows and the subsequent deployment of noise flash diversionary devices, PepperBall munitions, CS canisters, OC canisters, and OC Vapor. The drone and throw robot were also utilized during the operation to assist with locating the suspect. The suspect ultimately exited the residence and was taken into custody without incident.

- **September 4, 2025**
  The Department's SWAT team served a search and arrest warrant in Los Angeles for a suspect wanted in connection with two shootings that occurred in the City of Azusa. The BPD SWAT team assisted Azusa P.D. with serving the warrants. The suspect refused to exit the residence and noise flash diversionary devices were deployed. All occupants,

including the suspect, exited the residence and the suspect was taken into custody without incident. The entry team deployed the drone and robot to assist with clearing the residence.

- **November 22, 2025**
  The Department's SWAT team responded to the area of the Interstate 5 freeway (northbound lanes) and the Buena Vista Street onramp to assist with searching for a suspect that shot and killed a BPD police service dog. The suspect had concealed himself in thick brush between the I-5 freeway northbound traffic lanes and the flood channel along the east side of the freeway.

  Officers attempted to negotiate with the suspect; however, he refused to engage in conversation, make his presence known, or surrender. Noise flash diversionary devices were deployed; however, officers received no response from the suspect. Officers utilized a fire hose to spray water on the suspect to flush him from his concealed position; however, the suspect reacted by firing at officers. Officers deployed additional noise flash diversionary devices and PepperBall munitions; however, the suspect still refused to surrender and pointed his firearm at officers. A select number of SWAT members ultimately deployed their specialized firearms (Colt Commando rifles) and 40 mm sponge rounds to bring the incident under control. No officers were injured as a result of the incident; however, the suspect's injuries were fatal.

- **December 12, 2025**
  The Department's SWAT team responded to a location in Burbank to assist with a restraining order violation suspect that barricaded himself inside his parents' residence. The suspect had previously brandished an edged weapon at responding officers; therefore, the SWAT team was activated to handle the incident. Officers attempted to negotiate with the suspect; however, he refused to engage in conversation, make his presence known, or surrender. SWAT members deployed noise flash diversionary devices, OC Vapor, and PepperBall munitions to safely detain the suspect. The interior drone and robot were utilized to locate the suspect, who had barricaded himself inside a bathroom.

COMMAND AND CONTROL VEHICLE (MOBILE COMMAND POST)

The command and control vehicle (mobile command post) was deployed (3) times in 2025 between December 15th and 17th. Investigators utilized the vehicle as their command center during an organized crime suppression detail at the Empire Shopping Center.

BREACHING APPARATUS (BREACHING SHOTGUN)

The breaching apparatus (breaching shotgun) was not discharged operationally in 2025.

SPECIALIZED FIREARMS

The specialized firearms were discharged (1) time operationally in 2025. The incident is summarized below:

- **November 22, 2025**
  The Department's SWAT team responded to the area of the Interstate 5 freeway (northbound lanes) and the Buena Vista Street onramp to assist with searching for a suspect that shot and killed a BPD police service dog. The suspect had concealed himself in thick brush between the I-5 freeway northbound traffic lanes and the flood channel along the east side of the freeway.

  Officers attempted to negotiate with the suspect; however, he refused to engage in conversation, make his presence known, or surrender. Noise flash diversionary devices were deployed; however, officers received no response from the suspect. Officers utilized a fire hose to spray water on the suspect to flush him from his concealed position; however, the suspect reacted by firing at officers. Officers deployed additional noise flash diversionary devices and PepperBall munitions; however, the suspect still refused to surrender and pointed his firearm at officers. A select number of SWAT members ultimately deployed their specialized firearms (Colt Commando rifles) and 40 mm sponge rounds to bring the incident under control. No officers were injured during the course of the incident; however, the suspect's injuries were fatal.

NOISE-FLASH DEVICE (FLASH-BANG)

Noise flash devices were deployed (5) times operationally in 2025. The following is a list of deployments:

- **April 10, 2025**
  The Department's SWAT team conducted a search warrant in Los Angeles for a suspect wanted in connection with a robbery that involved the use of a firearm. A perimeter was established around the property, and the Bearcat was used as cover for the officers. The

suspect's family willingly exited the residence; however, the suspect refused and remained inside. Officers deployed noise flash diversionary devices, and the suspect barricaded himself in a rear bedroom. The entry team deployed an interior drone and breached the bedroom window with a 40 mm sponge round. The suspect quickly exited and was detained without incident. The entry team deployed a throw robot to assist with clearing the residence.

- **May 20, 2025**
  The Department's SWAT team served a search and arrest warrant in Sun Valley for a suspect wanted in connection with homicides, assaults with a deadly weapon, and firearms violations. The suspect refused to exit the residence, which resulted in the deployment of 40 mm sponge rounds to breach several windows and the subsequent deployment of noise flash diversionary devices, PepperBall munitions, CS canisters, OC canisters, and OC Vapor. The drone and throw robot were also utilized during the operation to assist with locating the suspect. The suspect ultimately exited the residence and was taken into custody without incident.

- **September 4, 2025**
  The Department's SWAT team served a search and arrest warrant in Los Angeles for a suspect wanted in connection with two shootings that occurred in the City of Azusa. The BPD SWAT team assisted Azusa P.D. with serving the warrants. The suspect refused to exit the residence and noise flash diversionary devices were deployed. All occupants, including the suspect, exited the residence and the suspect was taken into custody without incident. The entry team deployed the drone and robot to assist with clearing the residence.

- **November 22, 2025**
  The Department's SWAT team responded to the area of the Interstate 5 freeway (northbound lanes) and the Buena Vista Street onramp to assist with searching for a suspect that shot and killed a BPD police service dog. The suspect had concealed himself in thick brush between the I-5 freeway northbound traffic lanes and the flood channel along the east side of the freeway.

  Officers attempted to negotiate with the suspect; however, he refused to engage in conversation, make his presence known, or surrender. Noise flash diversionary devices were deployed; however, officers received no response from the suspect. Officers utilized a fire hose to spray water on the suspect to flush him from his concealed position; however, the suspect reacted by firing at officers. Officers deployed additional noise flash diversionary devices and PepperBall munitions; however, the suspect still refused to

surrender and pointed his firearm at officers. A select number of SWAT members ultimately deployed their specialized firearms (Colt Commando rifles) and 40 mm sponge rounds to bring the incident under control. No officers were injured during the course of the incident; however, the suspect's injuries were fatal.

- **December 12, 2025**
  The Department's SWAT team responded to a location in Burbank to assist with a restraining order violation suspect that barricaded himself inside his parents' residence. The suspect had previously brandished an edged weapon at responding officers; therefore, the SWAT team was activated to handle the incident. Officers attempted to negotiate with the suspect; however, he refused to engage in conversation, make his presence known, or surrender. SWAT members deployed noise flash diversionary devices, OC Vapor, and PepperBall munitions to safely detain the suspect. The interior drone and robot were utilized to locate the suspect, who had barricaded himself inside a bathroom.

DIVERSIONARY DEVICE / CHEMICAL AGENT DELIVERY DEVICE

Diversionary devices / chemical agent delivery devices were deployed (11) times operationally in 2025. The following is a list of deployments:

- **January 15, 2025**
  Officers responded to a restraining order violation involving an adult son restraining from being at his parents' residence. The suspect barricaded himself in the attic and officer deployed OC Vapor in the attic in attempt to persuade him to exit. The suspect was able to defeat the chemical agent (later determined to be in possession of a gas mask). The incident did not rise to the level of a SWAT activation; therefore, officers cleared the scene with the approval of the parents.

- **January 17, 2025**
  A suspect robbed a gas station manager of cigarettes while brandishing two sharpened sticks. The suspect barricaded himself inside his vehicle and refused to surrender to officers. Officers deployed OC Vapor and PepperBall munitions inside the vehicle to persuade the suspect to exit the vehicle. The suspect exited and a 40 mm sponge round was deployed at the suspect, who reentered his vehicle. Officer approached the vehicle and utilized control holds to remove the subject from the vehicle and take him into custody.

- **March 10, 2025**
  Officers were investigating an elder abuse violation and the suspect barricaded himself inside the residence bathroom. Officers deployed OC Vapor into the bathroom to persuade the suspect to exit. The suspect exited the bathroom and was taken into custody.

- **May 2, 2025**
  Officers initiated a traffic stop on a vehicle that initially failed to yield and had made several furtive movements prior to yielding. The suspect refused to exit the vehicle and officer deployed OC Vapor to persuade the suspect to exit. The subject was removed from the vehicle and arrested without further incident.

- **May 20, 2025**
  The Department's SWAT team served a search and arrest warrant in Sun Valley for a suspect wanted in connection with homicides, assaults with a deadly weapon, and firearms violations. The suspect refused to exit the residence, which resulted in the deployment of 40 mm sponge rounds to breach several windows and the subsequent deployment of noise flash diversionary devices, PepperBall munitions, CS canisters, OC canisters, and OC Vapor. The drone and throw robot were also utilized during the operation to assist with locating the suspect. The suspect ultimately exited the residence and was taken into custody without incident.

- **May 29, 2025**
  Officers responded to a fitness gym regarding a male subject in the jacuzzi wearing only a towel and refusing to leave the business. Officers attempted to negotiate with the subject; however, he refused to follow their commands and OC Vapor was deployed to persuade the suspect to exit the jacuzzi. The suspect was taken into custody without further incident.

- **June 6, 2025**
  A suspect detained in the BPD jail had ripped the metal phone box off the wall in his holding cell and began using it to damage the holding cell. Officers evacuated the other subjects from the jail cell and attempted to negotiate with the suspect to no avail. The officers deployed OC Vapor into the cell, which persuaded the suspect to exit, and he was detained without further incident.

- **June 13, 2025**
  Investigators responded to a suspect address in Sherman Oaks to conduct a probation check on the suspect, who had two outstanding Burbank arrest warrants and three open

charges of 166 PC (restraining order violations). The suspect hid inside the residence and investigators deployed OC Vapor into the bedroom where he was hiding. The suspect was in a compartment under his bed, exited willingly, and was taken into custody.

- **July 25, 2025**
  A BPD K-9 Officer responded to the City of San Fernando to assist San Fernando P.D. officers with a search for a suspect that fled from a traffic stop after officers learned the suspect had felony warrants out of Colorado. The officers initiated a pursuit of the suspect vehicle, which came to an end when the suspect crashed his vehicle into multiple bystanders. The suspect fled the scene on foot. The BPD K-9 officer's police service dog located the suspect hiding in a crawl space beneath a residence. Officers deployed OC Vapor under the residence and the suspect willingly exited and was taken into custody without further incident.

- **November 21, 2025**
  Officers responded to a burglary in progress involving a subject that he been evicted from his apartment; however, the subject forced entry into the apartment after being admonished that he would be subject to arrest if he entered the property without authorization from the landlord. Officers attempted to negotiate with the subject; however, he began breaking items in the apartment while yelling at the officers that he would kill them. Officers deployed PepperBall munitions and OC Vapor into the apartment and the subject willingly exited and was taken into custody without further incident.

- **December 12, 2025**
  The Department's SWAT team responded to a location in Burbank to assist with a restraining order violation suspect that barricaded himself inside his parents' residence. The suspect had previously brandished an edged weapon at responding officers; therefore, the SWAT team was activated to handle the incident. Officers attempted to negotiate with the suspect; however, he refused to engage in conversation, make his presence known, or surrender. SWAT members deployed noise flash diversionary devices, OC Vapor, and PepperBall munitions to safely detain the suspect. The interior drone and robot were utilized to locate the suspect, who had barricaded himself inside a bathroom.

KINETIC ENERGY WEAPON (*PEPPERBALL* LAUNCHER)

The kinetic energy weapon (*PepperBall* launcher) was deployed (6) times operationally during 2025. The following is a list of deployments:

- **January 17, 2025**
  A suspect robbed a gas station manager of cigarettes while brandishing two sharpened sticks. The suspect barricaded himself inside his vehicle and refused to surrender to officers. Officers deployed OC Vapor and PepperBall munitions inside the vehicle to persuade the suspect to exit the vehicle. The suspect exited and a 40 mm sponge round was deployed at the suspect, who reentered his vehicle. Officer approached the vehicle and utilized control holds to remove the subject from the vehicle and take him into custody.

- **May 20, 2025**
  The Department's SWAT team served a search and arrest warrant in Sun Valley for a suspect wanted in connection with homicides, assaults with a deadly weapon, and firearms violations. The suspect refused to exit the residence, which resulted in the deployment of 40 mm sponge rounds to breach several windows and the subsequent deployment of noise flash diversionary devices, PepperBall munitions, CS canisters, OC canisters, and OC Vapor. The drone and throw robot were also utilized during the operation to assist with locating the suspect. The suspect ultimately exited the residence and was taken into custody without incident.

- **November 21, 2025**
  Officers responded to a burglary in progress involving a subject that he been evicted from his apartment; however, the subject forced entry into the apartment after being admonished that he would be subject to arrest if he entered the property without authorization from the landlord. Officers attempted to negotiate with the subject; however, he began breaking items in the apartment while yelling at the officers that he would kill them. Officers deployed PepperBall munitions and OC Vapor into the apartment and the subject willingly exited and was taken into custody without further incident.

- **November 22, 2025**
  The Department's SWAT team responded to the area of the Interstate 5 freeway (northbound lanes) and the Buena Vista Street onramp to assist with searching for a

suspect that shot and killed a BPD police service dog. The suspect had concealed himself in thick brush between the I-5 freeway northbound traffic lanes and the flood channel along the east side of the freeway.

Officers attempted to negotiate with the suspect; however, he refused to engage in conversation, make his presence known, or surrender. Noise flash diversionary devices were deployed; however, officers received no response from the suspect. Officers utilized a fire hose to spray water on the suspect to flush him from his concealed position; however, the suspect reacted by firing at officers. Officers deployed additional noise flash diversionary devices and PepperBall munitions; however, the suspect still refused to surrender and pointed his firearm at officers. A select number of SWAT members ultimately deployed their specialized firearms (Colt Commando rifles) and 40 mm sponge rounds to bring the incident under control. No officers were injured during the course of the incident; however, the suspect's injuries were fatal.

- **December 12, 2025**
  The Department's SWAT team responded to a location in Burbank to assist with a restraining order violation suspect that barricaded himself inside his parents' residence. The suspect had previously brandished an edged weapon at responding officers; therefore, the SWAT team was activated to handle the incident. Officers attempted to negotiate with the suspect; however, he refused to engage in conversation, make his presence known, or surrender. SWAT members deployed noise flash diversionary devices, OC Vapor, and PepperBall munitions to safely detain the suspect. The interior drone and robot were utilized to locate the suspect, who had barricaded himself inside a bathroom.

- **December 19, 2025**
  Officers attempted to stop a male subject for a pedestrian violation near the Empire Shopping Center, where numerous retail thefts occur; however, the male subject fled on foot. An employee from one of the shopping center stores directed officers to a commercial trash dumpster, where the employee observed the subject conceal himself. Officers attempted negotiations before deploying 40 mm sponge rounds and *PepperBall* munitions to persuade the subject to exit the dumpster. The subject willingly exited the dumpster and was taken into custody without further incident.

KINETIC ENERGY WEAPON (40MM LAUNCHER)

The kinetic energy weapons (40mm launchers) were deployed (6) times operationally in 2025. The following is a list of deployments:

- **January 17, 2025**
  A suspect robbed a gas station manager of cigarettes while brandishing two sharpened sticks. The suspect barricaded himself inside his vehicle and refused to surrender to officers. Officers deployed OC Vapor and PepperBall munitions inside the vehicle to persuade the suspect to exit the vehicle. The suspect exited and a 40 mm sponge round was deployed at the suspect, who reentered his vehicle. Officer approached the vehicle and utilized control holds to remove the subject from the vehicle and take him into custody.

- **April 10, 2025**
  The Department's SWAT team conducted a search warrant in Los Angeles for a suspect wanted in connection with a robbery that involved the use of a firearm. A perimeter was established around the property, and the Bearcat was used as cover for the officers. The suspect's family willingly exited the residence; however, the suspect refused and remained inside. Officers deployed noise flash diversionary devices, and the suspect barricaded himself in a rear bedroom. The entry team deployed an interior drone and breached the bedroom window with a 40 mm sponge round. The suspect quickly exited and was detained without incident. The entry team deployed a throw robot to assist with clearing the residence.

- **March 27, 2025**
  The drone was deployed to assist with a search for a burglary suspect that shattered a business glass window while threatening to kill people. Officers deployed a 40 mm sponge round at the suspect as he swung a metal pipe at them. The 40 mm sponge round was effective, and the suspect was taken into custody without further incident.

- **May 20, 2025**
  The Department's SWAT team served a search and arrest warrant in Sun Valley for a suspect wanted in connection with homicides, assaults with a deadly weapon, and firearms violations. The suspect refused to exit the residence, which resulted in the deployment of 40 mm sponge rounds to breach several windows and the subsequent deployment of noise flash diversionary devices, PepperBall munitions, CS canisters, OC canisters, and OC Vapor. The drone and throw robot were also utilized during the

operation to assist with locating the suspect. The suspect ultimately exited the residence and was taken into custody without incident.

- **November 22, 2025**
  The Department's SWAT team responded to the area of the Interstate 5 freeway (northbound lanes) and the Buena Vista Street onramp to assist with searching for a suspect that shot and killed a BPD police service dog. The suspect had concealed himself in thick brush between the I-5 freeway northbound traffic lanes and the flood channel along the east side of the freeway.

  Officers attempted to negotiate with the suspect; however, he refused to engage in conversation, make his presence known, or surrender. Noise flash diversionary devices were deployed; however, officers received no response from the suspect. Officers utilized a fire hose to spray water on the suspect to flush him from his concealed position; however, the suspect reacted by firing at officers. Officers deployed additional noise flash diversionary devices and PepperBall munitions; however, the suspect still refused to surrender and pointed his firearm at officers. A select number of SWAT members ultimately deployed their specialized firearms (Colt Commando rifles) and 40 mm sponge rounds to bring the incident under control. No officers were injured during the course of the incident; however, the suspect's injuries were fatal.

- **December 19, 2025**
  Officers attempted to stop a male subject for a pedestrian violation near the Empire Shopping Center, where numerous retail thefts occur; however, the male subject fled on foot. An employee from one of the shopping center stores directed officers to a commercial trash dumpster, where the employee observed the subject conceal himself. Officers attempted negotiations before deploying 40 mm sponge rounds and *PepperBall* munitions to persuade the subject to exit the dumpster. The subject willingly exited the dumpster and was taken into custody without further incident.

COMPLAINTS SUMMARY REGARDING MILITARY EQUIPMENT USAGE

The application and use of Military Equipment may cause questions and/or concerns for members of the community. It is vitally important that community members' questions and concerns regarding the application and use of military equipment are addressed.

Any member of the public can register a question, concern, or complaint regarding Military Equipment use either in person or telephonically by contacting the Department's Community Outreach and Personnel Services Bureau (818-238-3231). Complaints may also be submitted electronically via the Police Department's website at:

https://www.burbankpd.org/online-services/complaint-form/

A response to the questions, concerns, or complaints will be completed by the Department in a timely manner.

In 2025, the Department did not receive any complaints regarding the use of Military Equipment.

Eff.: 05-27-2022 ORDINANCE NO. 22-3,974

AN UNCODIFIED ORDINANCE OF THE COUNCIL OF THE CITY OF BURBANK APPROVING A MILITARY EQUIPMENT FUNDING, ACQUISITION, AND USE POLICY PURSUANT TO ASSEMBLY BILL 481

City Attorney's Synopsis

This uncodified ordinance approves a Military Equipment Use Policy (Exhibit A) for the funding, acquisition, and use of "military equipment" as defined by Assembly Bill 481 ("AB 481").

THE COUNCIL OF THE CITY OF BURBANK FINDS:

A. On September 30, 2021, Governor Gavin Newsom signed into law AB 481, adding Chapter 12.8, "Funding, Acquisition, and Use of Military Equipment", to Division 7 of Title 1 of the Government Code (Sections 7070-7075), relating to the use of military equipment by California law enforcement agencies.

B. AB 481 seeks to provide transparency, oversight, and an opportunity for meaningful public input on decisions regarding whether and how military equipment is funded, acquired, or used.

C. The Burbank Police Department is in possession of certain items of equipment that qualify as "military equipment" under AB 481 and may acquire other such items in the future.

D. AB 481 requires that a law enforcement agency possessing and using such qualifying equipment prepare a publicly released, written, military equipment use policy ("Policy") covering the inventory, description, purpose, use, acquisition, maintenance, fiscal impacts, procedures, training, oversight, and complaint process, applicable to the Department's use of such equipment.

E. The Policy and supporting information must be approved by the governing body by ordinance and reviewed annually.

F. The Burbank Police Department posted a proposed Policy and accompanying inventory of military equipment, as defined by AB 481, on its Department website on March 10, 2022 for public review, at least 30 days prior to its consideration at a regular meeting of the City Council.

G. The military equipment inventoried and presented to City Council is necessary because there is no reasonable alternative that can achieve the same objective of officer and civilian safety.

H. The Policy satisfies the requirements of California Government Code Section 7070(d) and will safeguard the public's welfare, safety, civil rights, and civil liberties.

I. The equipment is reasonably cost effective compared to available alternatives that can achieve the same objective of officer and civilian safety.

J. Prior military equipment use complied with applicable Department policies governing the use of special equipment which were in effect at the time and included equipment now defined as military equipment; or if prior uses did not comply with the accompanying military equipment use policy, corrective action has been taken to remedy nonconforming uses and ensure future compliance.

K. The City Council hereby finds and determines that this Ordinance is not subject to the California Environmental Quality Act (Public Resources Code Section 21000 et seq,) ("CEQA") pursuant to Sections 15060(c)(2), 15060(c)(3), and 15061(b)(3) of the State CEQA Guidelines because it will not result in a direct or reasonably foreseeable indirect physical change in the environment, because there is no possibility that it may have a significant effect on the environment, and because it is not a "project" as that term is defined in Section 15378 of the State CEQA Guidelines.

THE COUNCIL OF THE CITY OF BURBANK DOES ORDAIN AS FOLLOWS:

1. The City Council of the City of Burbank, having received the information required under AB 481 regarding the Burbank Police Department's use of military equipment as defined in said law, deems it to be in the best interest of the City to and hereby does approve the Military Equipment Policy.

2. This Ordinance shall become effective at 12:01 a.m. on the thirty-first (31st) day after the date of adoption.

PASSED AND ADOPTED this 26th day of April, 2022.

Jess A. Talamantes
Mayor

Attest:

Desiree Jimenez, CMC
Assistant City Clerk

Approved as to Form:
Office of the City Attorney

By: _____
Joseph H. McDougall
City Attorney

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss.
CITY OF BURBANK)

I, Desiree Jimenez, CMC, Assistant City Clerk of the City of Burbank, do hereby certify that the foregoing Ordinance No. 22-3,974 was duly and regularly passed and adopted by the Council of the City of Burbank at its regular meeting held on the 26th day of April, 2022, by the following vote:

AYES: Frutos, Schultz, Springer and Talamantes.

NOES: Anthony.

ABSENT: None.

I further certify that the City Attorney's Synopsis was published as required by law in a newspaper of general circulation in the City of Burbank, California within 14 days following of the ordinance's adoption on April 26, 2022.

Desiree Jimenez, CMC
Assistant City Clerk

Burbank Police Department

Michael Albanese, Chief of Police

Policy 709

Approved:

CALEA

Effective Date: March 10, 2022

CHAPTER 7 - EQUIPMENT

Military Equipment

709.1 PURPOSE AND SCOPE

This policy provides guidelines for the approval, acquisition, and reporting requirements of military equipment (Government Code § 7070; Government Code § 7071; Government Code § 7072).

709.1.1 DEFINITIONS

Definitions related to this policy include (Government Code § 7070):

Governing body – The elected or appointed body that oversees the Department.

Military equipment – Includes but is not limited to the following:

- Unmanned, remotely piloted, powered aerial or ground vehicles.
- Mine-resistant ambush-protected (MRAP) vehicles or armored personnel carriers.
- High mobility multipurpose wheeled vehicles (HMMWV), two-and-one-half-ton trucks, five-ton trucks, or wheeled vehicles that have a breaching or entry apparatus attached.
- Tracked armored vehicles that provide ballistic protection to their occupants.
- Command and control vehicles that are either built or modified to facilitate the operational control and direction of public safety units.
- Weaponized aircraft, vessels, or vehicles of any kind.
- Battering rams, slugs, and breaching apparatuses that are explosive in nature. This does not include a handheld, one-person ram.
- Firearms and ammunition of .50 caliber or greater, excluding standard-issue shotguns and standard-issue shotgun ammunition.
- Specialized firearms and ammunition of less than .50 caliber, including firearms and accessories identified as assault weapons in Penal Code § 30510 and Penal Code § 30515, except for standard-issue firearms.

- Any firearm or firearm accessory that is designed to launch explosive projectiles.
- Noise-flash diversionary devices and explosive breaching tools.
- Munitions containing tear gas or OC, excluding standard, service-issued handheld pepper spray.
- Area denial electroshock devices, microwave weapons, water cannons, long-range acoustic devices (LRADs), acoustic hailing devices, and sound cannons.
- Kinetic energy weapons and munitions.
- Any other equipment as determined by a governing body or a state agency to require additional oversight.

709.2 POLICY

It is the policy of the Burbank Police Department that members of this Department comply with the provisions of Government Code § 7071 with respect to military equipment.

709.3 MILITARY EQUIPMENT COORDINATOR

The Administrative Division Captain is the military equipment coordinator. The responsibilities of the military equipment coordinator include but are not limited to:

a. Acting as a liaison to the governing body for matters related to the requirements of this policy.

b. Identifying Department equipment that qualifies as military equipment in the current possession of the Department, or the equipment the Department intends to acquire that requires approval by the governing body.

c. Conducting an inventory of all military equipment at least annually.

d. Collaborating with any allied agency that may use military equipment within the jurisdiction of the Burbank Police Department (Government Code § 7071).

e. Preparing for, scheduling, and coordinating the annual community engagement meeting to include:

    1. Publicizing the details of the meeting.

    2. Preparing for public questions regarding the Department's funding, acquisition, and use of equipment.

f. Preparing the annual military equipment report for submission to the Chief of Police and ensuring the report is made available on the Department website (Government Code § 7072).

g. Establishing the procedure for a person to register a complaint or concern, or how that person may submit a question about the use of a type of military equipment, and how the Department will respond in a timely manner.

709.4 MILITARY EQUIPMENT INVENTORY

The following constitutes a list of qualifying equipment for the Department:

- See the Annual Military Equipment Report by clicking HERE.

709.5 APPROVAL

The Burbank Police Department or the authorized designee shall obtain approval from the governing body by way of an ordinance adopting the military equipment policy. As part of the approval process, the Burbank Police Department or the authorized designee shall ensure the proposed military equipment policy is submitted to the governing body and is available on the Department website at least 30 days prior to any public hearing concerning the military equipment at issue (Government Code § 7071). The military equipment policy must be approved by the governing body prior to engaging in any of the following (Government Code § 7071):

a. Requesting military equipment made available pursuant to 10 USC § 2576a.

b. Seeking funds for military equipment, including but not limited to applying for a grant, soliciting or accepting private, local, state, or federal funds, in-kind donations, or other donations or transfers.

c. Acquiring military equipment either permanently or temporarily, including by borrowing or leasing.

d. Collaborating with another law enforcement agency in the deployment or other use of military equipment within the jurisdiction of this Department.

e. Using any new or existing military equipment for a purpose, in a manner, or by a person not previously approved by the governing body.

f. Soliciting or responding to a proposal for, or entering into an agreement with, any other person or entity to seek funds for, apply to receive, acquire, use, or collaborate in the use of military equipment.

g. Acquiring military equipment through any means not provided above.

709.6 COORDINATION WITH OTHER JURISDICTIONS

Military equipment should not be used by any other law enforcement agency or member in this jurisdiction unless the military equipment is approved for use in accordance with this policy.

709.7 ANNUAL REPORT

Upon approval of a military equipment policy, the Chief of Police or the authorized designee should submit a military equipment report to the governing body for each type of military equipment approved within one year of approval, and annually thereafter for as long as the military equipment is available for use (Government Code § 7072).

The Chief of Police or the authorized designee should also make each annual military equipment report publicly available on the Department website for as long as the military equipment is available for use. The report shall include all information required by Government Code § 7072 for the preceding calendar year for each type of military equipment in inventory.

709.8 COMMUNITY ENGAGEMENT

Within 30 days of submitting and publicly releasing the annual report, the Department shall hold at least one well-publicized and conveniently located community engagement meeting, at which the Department should discuss the report and respond to public questions regarding the funding, acquisition, or use of military equipment.

709.9 COMPLIANCE

1. The Administrative Division Captain will ensure that all Department members comply with this policy. The Administrative Division Captain will conduct an annual audit with the assistance of the Professional Standards Bureau. All instances of noncompliance will be reported to City Council via the annual Military Equipment use report.

2. Any member of the public can register a question, concern, or complaint regarding Military Equipment use either in person or telephonically by contacting the Burbank Police Department's Community Outreach and Personnel Services Bureau (818-238-3231). Complaints may also be submitted electronically via the Police Department's website at:

   https://www.burbankpd.org/online-services/complaint-form/

A response to the question, concern, or complaint shall be completed by the Department in a timely manner.

STATE OF CALIFORNIA
AUTHENTICATED
ELECTRONIC LEGAL MATERIAL

Assembly Bill No. 481

CHAPTER 406

An act to add Chapter 12.8 (commencing with Section 7070) to Division 7 of Title 1 of the Government Code, relating to military equipment.

[Approved by Governor September 30, 2021. Filed with Secretary of State September 30, 2021.]

legislative counsel's digest

AB 481, Chiu. Law enforcement and state agencies: military equipment: funding, acquisition, and use.

Existing law designates the Department of General Services as the agency for the State of California responsible for distribution of federal surplus personal property, excepting food commodities, and requires the department to, among other things, do all things necessary to the execution of its powers and duties as the state agency for the distribution of federal personal surplus property, excepting food commodities, in accordance with specified federal law. Existing law, the Federal Surplus Property Acquisition Law of 1945, authorizes a local agency, as defined, to acquire surplus federal property without regard to any law which requires posting of notices or advertising for bids, inviting or receiving bids, or delivery of purchases before payment, or which prevents the local agency from bidding on federal surplus property. Existing federal law authorizes the Department of Defense to transfer surplus personal property, including arms and ammunition, to federal or state agencies for use in law enforcement activities, subject to specifi conditions, at no cost to the acquiring agency.

This bill would require a law enforcement agency, defined to include specified entities, to obtain approval of the applicable governing body, by adoption of a military equipment use policy, as specified, by ordinance at a regular meeting held pursuant to specified open meeting laws, prior to taking certain actions relating to the funding, acquisition, or use of military equipment, as defined. The bill would also require similar approval for the continued use of military equipment acquired prior to January 1, 2022. The bill would allow the governing body to approve the funding, acquisition, or use of military equipment within its jurisdiction only if it determines that the military equipment meets specified standards. The bill would require the governing body to annually review the ordinance and to either disapprove a renewal of the authorization for a type, as defined, of military equipment or amend the military equipment use policy if it determines, based on an annual military equipment report prepared by the law enforcement agency, as provided, that the military equipment does not comply with the above-described standards for approval. The bill would specify these provisions do not preclude a county or local municipality from implementing

additional requirements and standards related to the purchase, use, and reporting of military equipment by local law enforcement agencies.

This bill would also require a state agency, as defined, to create a military equipment use policy before engaging in certain activities, publish the policy on the agency's internet website, and provide a copy of the policy to the Governor or the Governor's designee, as specified. The bill would also require a state agency that seeks to continue use of military equipment acquired prior to January 1, 2022, to create a military equipment use policy.

This bill would also include findings that the changes proposed by this bill address a matter of statewide concern rather than a municipal affair and, therefore, apply to all cities, including charter cities.

By adding to the duties of local officials with respect to the funding, acquisition, and use of military equipment, this bill would impose a state-mandated local program.

The California Constitution requires local agencies, for the purpose of ensuring public access to the meetings of public bodies and the writings of public officials and agencies, to comply with a statutory enactment that amends or enacts laws relating to public records or open meetings and contains fi demonstrating that the enactment furthers the constitutional requirements relating to this purpose.

This bill would make legislative findings to that effect.

The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement.

This bill would provide that no reimbursement is required by this act for a specified reason.

The people of the State of California do enact as follows:

SECTION 1. The Legislature finds and declares all of the following:

(a) The acquisition of military equipment and its deployment in our communities adversely impacts the public's safety and welfare, including increased risk of civilian deaths, signifi risks to civil rights, civil liberties, and physical and psychological well-being, and incurment of significant financial costs. Military equipment is more frequently deployed in low-income Black and Brown communities, meaning the risks and impacts of police militarization are experienced most acutely in marginalized communities.

(b) The public has a right to know about any funding, acquisition, or use of military equipment by state or local government officials, as well as a right to participate in any government agency's decision to fund, acquire, or use such equipment.

(c) Decisions regarding whether and how military equipment is funded, acquired, or used should give strong consideration to the public's welfare, safety, civil rights, and civil liberties, and should be based on meaningful public input.

(d) Legally enforceable safeguards, including transparency, oversight, and accountability measures, must be in place to protect the public's welfare, safety, civil rights, and civil liberties before military equipment is funded, acquired, or used.

(e) The lack of a public forum to discuss the acquisition of military equipment jeopardizes the relationship police have with the community, which can be undermined when law enforcement is seen as an occupying force rather than a public safety service.

SEC. 2. Chapter 12.8 (commencing with Section 7070) is added to Division 7 of Title 1 of the Government Code, to read:

Chapter 12.8. Funding, Acquisition, and Use of Military Equipment

7070. For purposes of this chapter, the following definitions shall apply:

(a) "Governing body" means the elected body that oversees a law enforcement agency or, if there is no elected body that directly oversees the law enforcement agency, the appointed body that oversees a law enforcement agency. In the case of a law enforcement agency of a county, including a sheriff's department or a district attorney's office, "governing body" means the board of supervisors of the county.

(b) "Law enforcement agency" means any of the following:

(1) A police department, including the police department of a transit agency, school district, or any campus of the University of California, the California State University, or California Community Colleges.

(2) A sheriff's department.

(3) A district attorney's office.

(4) A county probation department.

(c) "Military equipment" means the following:

(1) Unmanned, remotely piloted, powered aerial or ground vehicles.

(2) Mine-resistant ambush-protected (MRAP) vehicles or armored personnel carriers. However, police versions of standard consumer vehicles are specifically excluded from this subdivision.

(3) High mobility multipurpose wheeled vehicles (HMMWV), commonly referred to as Humvees, two and one-half-ton trucks, five-ton trucks, or wheeled vehicles that have a breaching or entry apparatus attached. However, unarmored all-terrain vehicles (ATVs) and motorized dirt bikes are specifically excluded from this subdivision.

(4) Tracked armored vehicles that provide ballistic protection to their occupants and utilize a tracked system instead of wheels for forward motion.

(5) Command and control vehicles that are either built or modified to facilitate the operational control and direction of public safety units.

(6) Weaponized aircraft, vessels, or vehicles of any kind.

(7) Battering rams, slugs, and breaching apparatuses that are explosive in nature. However, items designed to remove a lock, such as bolt cutters,

or a handheld ram designed to be operated by one person, are specifically excluded from this subdivision.

(8) Firearms of .50 caliber or greater. However, standard issue shotguns are specifically excluded from this subdivision.

(9) Ammunition of .50 caliber or greater. However, standard issue shotgun ammunition is specifically excluded from this subdivision.

(10) Specialized firearms and ammunition of less than .50 caliber, including assault weapons as defined in Sections 30510 and 30515 of the Penal Code, with the exception of standard issue service weapons and ammunition of less than .50 caliber that are issued to officers, agents, or employees of a law enforcement agency or a state agency.

(11) Any fi or fi accessory that is designed to launch explosive projectiles.

(12) "Flashbang" grenades and explosive breaching tools, "tear gas," and "pepper balls," excluding standard, service-issued handheld pepper spray.

(13) Taser Shockwave, microwave weapons, water cannons, and the Long Range Acoustic Device (LRAD).

(14) The following projectile launch platforms and their associated munitions: 40mm projectile launchers, "bean bag," rubber bullet, and specialty impact munition (SIM) weapons.

(15) Any other equipment as determined by a governing body or a state agency to require additional oversight.

(16) Notwithstanding paragraphs (1) through (15), "military equipment" does not include general equipment not designated as prohibited or controlled by the federal Defense Logistics Agency.

(d) "Military equipment use policy" means a publicly released, written document governing the use of military equipment by a law enforcement agency or a state agency that addresses, at a minimum, all of the following:

(1) A description of each type of military equipment, the quantity sought, its capabilities, expected lifespan, and product descriptions from the manufacturer of the military equipment.

(2) The purposes and authorized uses for which the law enforcement agency or the state agency proposes to use each type of military equipment.

(3) The fiscal impact of each type of military equipment, including the initial costs of obtaining the equipment and estimated annual costs of maintaining the equipment.

(4) The legal and procedural rules that govern each authorized use.

(5) The training, including any course required by the Commission on Peace Officer Standards and Training, that must be completed before any offi , agent, or employee of the law enforcement agency or the state agency is allowed to use each specific type of military equipment to ensure the full protection of the public's welfare, safety, civil rights, and civil liberties and full adherence to the military equipment use policy.

(6) The mechanisms to ensure compliance with the military equipment use policy, including which independent persons or entities have oversight

authority, and, if applicable, what legally enforceable sanctions are put in place for violations of the policy.

(7) For a law enforcement agency, the procedures by which members of the public may register complaints or concerns or submit questions about the use of each specific type of military equipment, and how the law enforcement agency will ensure that each complaint, concern, or question receives a response in a timely manner.

(e) "State agency" means the law enforcement division of every state offi offi , department, division, bureau, board, and commission or other state body or agency, except those agencies provided for in Article IV (except Section 20 thereof) or Article VI of the California Constitution.

(f) "Type" means each item that shares the same manufacturer model number.

7071. (a) (1) A law enforcement agency shall obtain approval of the governing body, by an ordinance adopting a military equipment use policy at a regular meeting of the governing body held pursuant to the Bagley-Keene Open Meeting Act (Article 9 (commencing with Section 11120) of Chapter 1 of Part 1 of Division 3 of Title 2) or the Ralph M. Brown Act (Chapter 9 (commencing with Section 54950) of Part 1 of Division 2 of Title 5), as applicable, prior to engaging in any of the following:

(A) Requesting military equipment made available pursuant to Section 2576a of Title 10 of the United States Code.

(B) Seeking funds for military equipment, including, but not limited to, applying for a grant, soliciting or accepting private, local, state, or federal funds, in-kind donations, or other donations or transfers.

(C) Acquiring military equipment either permanently or temporarily, including by borrowing or leasing.

(D) Collaborating with another law enforcement agency in the deployment or other use of military equipment within the territorial jurisdiction of the governing body.

(E) Using any new or existing military equipment for a purpose, in a manner, or by a person not previously approved by the governing body pursuant to this chapter.

(F) Soliciting or responding to a proposal for, or entering into an agreement with, any other person or entity to seek funds for, apply to receive, acquire, use, or collaborate in the use of, military equipment.

(G) Acquiring military equipment through any means not provided by this paragraph.

(2) No later than May 1, 2022, a law enforcement agency seeking to continue the use of any military equipment that was acquired prior to January 1, 2022, shall commence a governing body approval process in accordance with this section. If the governing body does not approve the continuing use of military equipment, including by adoption pursuant to this subdivision of a military equipment use policy submitted pursuant to subdivision (b), within 180 days of submission of the proposed military equipment use policy to the governing body, the law enforcement agency shall cease its use of

the military equipment until it receives the approval of the governing body in accordance with this section.

(b) In seeking the approval of the governing body pursuant to subdivision (a), a law enforcement agency shall submit a proposed military equipment use policy to the governing body and make those documents available on the law enforcement agency's internet website at least 30 days prior to any public hearing concerning the military equipment at issue.

(c) The governing body shall consider a proposed military equipment use policy as an agenda item for an open session of a regular meeting and provide for public comment in accordance with the Bagley-Keene Open Meeting Act (Article 9 (commencing with Section 11120) of Chapter 1 of Part 1 of Division 3 of Title 2) or the Ralph M. Brown Act (Chapter 9 (commencing with Section 54950) of Part 1 of Division 2 of Title 5), as applicable.

(d) (1) The governing body shall only approve a military equipment use policy pursuant to this chapter if it determines all of the following:

(A) The military equipment is necessary because there is no reasonable alternative that can achieve the same objective of officer and civilian safety.

(B) The proposed military equipment use policy will safeguard the public's welfare, safety, civil rights, and civil liberties.

(C) If purchasing the equipment, the equipment is reasonably cost effective compared to available alternatives that can achieve the same objective of officer and civilian safety.

(D) Prior military equipment use complied with the military equipment use policy that was in effect at the time, or if prior uses did not comply with the accompanying military equipment use policy, corrective action has been taken to remedy nonconforming uses and ensure future compliance.

(2) In order to facilitate public participation, any proposed or fi military equipment use policy shall be made publicly available on the internet website of the relevant law enforcement agency for as long as the military equipment is available for use.

(e) (1) The governing body shall review any ordinance that it has adopted pursuant to this section approving the funding, acquisition, or use of military equipment at least annually and, subject to paragraph (2), vote on whether to renew the ordinance at a regular meeting held pursuant to the Bagley-Keene Open Meeting Act (Article 9 (commencing with Section 11120) of Chapter 1 of Part 1 of Division 3 of Title 2) or the Ralph M. Brown Act (Chapter 9 (commencing with Section 54950) of Part 1 of Division 2 of Title 5), as applicable.

(2) The governing body shall determine, based on the annual military equipment report submitted pursuant to Section 7072, whether each type of military equipment identified in that report has complied with the standards for approval set forth in subdivision (d). If the governing body determines that a type of military equipment identifi in that annual military equipment report has not complied with the standards for approval set forth in subdivision (d), the governing body shall either disapprove a renewal of the authorization for that type of military equipment or require modifi

to the military equipment use policy in a manner that will resolve the lack of compliance.

(f) Notwithstanding subdivisions (a) to (e), inclusive, if a city contracts with another entity for law enforcement services, the city shall have the authority to adopt a military equipment use policy based on local community needs.

7072. (a) A law enforcement agency that receives approval for a military equipment use policy pursuant to Section 7071 shall submit to the governing body an annual military equipment report for each type of military equipment approved by the governing body within one year of approval, and annually thereafter for as long as the military equipment is available for use. The law enforcement agency shall also make each annual military equipment report required by this section publicly available on its internet website for as long as the military equipment is available for use. The annual military equipment report shall, at a minimum, include the following information for the immediately preceding calendar year for each type of military equipment:

(1) A summary of how the military equipment was used and the purpose of its use.

(2) A summary of any complaints or concerns received concerning the military equipment.

(3) The results of any internal audits, any information about violations of the military equipment use policy, and any actions taken in response.

(4) The total annual cost for each type of military equipment, including acquisition, personnel, training, transportation, maintenance, storage, upgrade, and other ongoing costs, and from what source funds will be provided for the military equipment in the calendar year following submission of the annual military equipment report.

(5) The quantity possessed for each type of military equipment.

(6) If the law enforcement agency intends to acquire additional military equipment in the next year, the quantity sought for each type of military equipment.

(b) Within 30 days of submitting and publicly releasing an annual military equipment report pursuant to this section, the law enforcement agency shall hold at least one well-publicized and conveniently located community engagement meeting, at which the general public may discuss and ask questions regarding the annual military equipment report and the law enforcement agency's funding, acquisition, or use of military equipment.

7073. (a) A state agency shall create a military equipment use policy prior to engaging in any of the following:

(1) Requesting military equipment made available pursuant to Section 2576a of Title 10 of the United States Code.

(2) Seeking funds for military equipment, including, but not limited to, applying for a grant, soliciting or accepting private, local, state, or federal funds, in-kind donations, or other donations or transfers.

(3) Acquiring military equipment either permanently or temporarily, including by borrowing or leasing.

(4) Collaborating with a law enforcement agency or another state agency in the deployment or other use of military equipment within the territorial jurisdiction of the governing body.

(5) Using any new or existing military equipment for a purpose, in a manner, or by a person not previously approved by the governing body pursuant to this chapter.

(6) Soliciting or responding to a proposal for, or entering into an agreement with, any other person or entity to seek funds for, or to apply to receive, acquire, use, or collaborate in the use of, military equipment.

(7) Acquiring military equipment through any means not provided by this subdivision.

(b) No later than May 1, 2022, a state agency seeking to continue the use of any military equipment that was acquired prior to January 1, 2022, shall create a military equipment use policy.

(c) A state agency that is required to create a military equipment use policy pursuant to this section shall do both of the following within 180 days of completing the policy:

(1) Publish the military equipment use policy on the agency's internet website.

(2) Provide a copy of the military equipment use policy to the Governor or the Governor's designee.

7074. The Legislature fi and declares that ensuring adequate oversight of the acquisition and use of military equipment is a matter of statewide concern rather than a municipal affair as that term is used in Section 5 of Article XI of the California Constitution. Therefore, this chapter applies to all cities, including charter cities and shall supersede any inconsistent provisions in the charter of any city, county, or city and county.

7075. Nothing in this chapter shall preclude a county or local municipality from implementing additional requirements and standards related to the purchase, use, and reporting of military equipment by local law enforcement agencies.

SEC. 3. The Legislature finds and declares that Section 1 of this act, which adds Chapter 12.8 (commencing with Section 7070) to Division 7 of Title 1 of the Government Code, furthers, within the meaning of paragraph (7) of subdivision (b) of Section 3 of Article I of the California Constitution, the purposes of that constitutional section as it relates to the right of public access to the meetings of local public bodies or the writings of local public officials and local agencies. Pursuant to paragraph (7) of subdivision (b) of Section 3 of Article I of the California Constitution, the Legislature makes the following findings:

Requiring local agencies to hold public meetings prior to the acquisition of military equipment further exposes that activity to public scrutiny and enhances public access to information concerning the conduct of the people's business.

SEC. 4. No reimbursement is required by this act pursuant to Section 6 of Article XIII B of the California Constitution because the only costs that may be incurred by a local agency or school district under this act would

result from a legislative mandate that is within the scope of paragraph (7) of subdivision (b) of Section 3 of Article I of the California Constitution.

STAFF REPORT

PARKS AND RECREATION

DATE: March 10, 2026

TO: Justin Hess, City Manager

FROM: Marisa Garcia, Parks and Recreation Director
VIA: Kristen Smith, Assistant Parks and Recreation Director
BY: Roxana Tabibi, Social Services Supervisor - Nutrition

SUBJECT: Acceptance of an Additional $200,000 from the Los Angeles County Aging and Disabilities Department - Funding for the Contracted Elderly Nutrition Program Older Americans Act Title III C-1 and Related Amendment of the Fiscal Year 2025-26 Adopted Budget

RECOMMENDATION

1. Accept $200,000 from the Los Angeles County Aging and Disabilities Department (County) One-Time-Only (OTO) Funding to extend the Contracted Elderly Nutrition Program (ENP) Older Americans Act Title III C-1 Services and approve the executed Elderly Nutrition Program Amendment Two.

2. Amend the FY 2025-26 Adopted Budget as follows upon receipt of the grant funds in FY 2025-26 by appropriating $200,000 One-Time-Only (OTO) Funding from revenue account 001.PR000.48010.1007.000000 (General Fund, Other Intergovernmental Revenue, Los Angeles County Aging and Disabilities Department Nutrition State C1) to expenditure account 001.PR42A.62300.0000.000000 (General Fund, Supplemental Nutrition Program, Special Department Supplies).

BACKGROUND

Since 1973, the City of Burbank (City) has been committed to providing congregate meals (C-1) and home-delivered meals (C-2) to seniors through its Supplemental Nutrition Services Program (Program). The Program serves over 100,000 C-1 and C-2 meals annually. The primary goal of the Program is to provide nutritious, balanced meals in a safe, friendly, supportive group setting in conjunction with a variety of community-based services that maximize seniors' independence and quality of life.

In 2003, the Los Angeles (LA) County Department of Workforce Development, Aging and Community Services established its ENP and entered into an agreement with the State of California to implement the nutrition program. LA County receives funding to support the ENP and partners within local agencies to assist in providing congregate meals and supportive service programs. Funds are allocated to sub-recipients for a one-year ENP sub-award term with three annual renewal options for a maximum term of four years. The City is a sub-recipient of the County's ENP program and has successfully received grant funding on an annual basis. In July 2025, the City was awarded baseline funding in the amount of $690,000. Most recently, in October 2025, the City was awarded baseline Net County Cost (NCC), Modernizing Older Californias Act (MOCA), and Nutrition Services Incentive Program (NSIP) funding in the amount of $382,630.

C-1: The Hybrid Meal Distribution Program

C-1 provides mobile seniors with nutritious lunches in a congregate setting five days a week and a grab-and-go service two days a week at three sites (Joslyn Adult Center, Tuttle Center, and McCambridge Recreation Center). The three-course, on-site lunches in a group setting provide opportunities for socialization and companionship.

C-2: The Home Delivered Meal Program

C-2 offers meals seven days a week for individuals who meet the following criteria: frail and homebound by reason of illness, disability, or otherwise isolated; the spouse of any older individual who is in the program (regardless of age or condition); and any disabled person who resides at a home with an older individual. In addition, the C-2 Program offers a grab-and-go service two days a week. Home delivered meals are transported from the Program's central kitchen at McCambridge Recreation Center via City-owned vehicles to eligible recipients or via approved registered Burbank Volunteer Program (BVP) volunteers equipped with City hot bags and ice chests to ensure proper food temperatures.

Meals for both Programs are currently being prepared by Trio Community Meals, a caterer on the LA County Approved Caterers list. City staff located at the McCambridge Recreation Center's central kitchen also contribute to meal preparation. The meals comply with State and County laws, ensuring the safe and sanitary management of food, equipment, and supplies, encompassing storage, preparation, service, and delivery.

The ENP grant prohibits the City from charging seniors for their meals, and income verification is not required to participate in the program. However, voluntary contributions are accepted and welcomed. The suggested contribution for C-1 program participants aged 60 and older is $2 per meal, while individuals aged 59 and younger are required to pay a $4 fee per meal. The suggested contribution amount for C-2 program participants is $3 per meal.

DISCUSSION

Since March 2020, with the onset of the COVID-19 pandemic, the operation and demand of the City's Nutrition Program have increased significantly and continue to evolve. As a result, the City's Nutrition Team implemented various meal distribution models, including innovative approaches such as drive-thru service and grab-and-go meals, in addition to the traditional congregate meal and home-delivery meals. While the drive-thru method has since been discontinued, the grab-and-go option remains in place, reflecting sustained and increased demand for senior nutrition services.

Although the number of meals served has grown substantially, County funding has not kept pace with the demand, resulting in a higher level of City subsidy required to adequately support program operations. Staff have been proactive in working with the County by providing all required documentation and successfully securing baseline funding in the amount of $690,000 for FY 2025-26. Recognizing that this baseline funding alone is insufficient to offset the increased costs to support ongoing operational needs, staff promptly initiated efforts to secure additional financial support. In October 2025, the City ENP was awarded an additional $382,630 in NCC, MOCA, and NSIP C-1 and C-2 funding from the County. These funds have sustained the existing lunch program for seniors, extending services for several additional months, helping to reduce the reliance on the City's general fund.

As a result of staff's continued efforts and demonstrated need for additional resources, the County approved and awarded the City $200,000 in OTO C-1 funding in January 2026 to partially support program operations through the end of FY 2025-26.

Consistent with the City's Administrative Procedure I-10, Grants Administration, grants greater than $5,000 or more should be formally accepted by the City Council (Council) at a regularly scheduled meeting.

ENVIRONMENTAL REVIEW

This activity involves fiscal activities that fund food services to senior and disabled populations and administrative changes to the FY 2025-26 Adopted Budget, has no potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment, and as such, is not a "project" subject to the requirements of the California Environmental Quality Act (CEQA) (14 Cal. Code Regs § 15378).

FISCAL IMPACT

Funding for the City's Supplemental Nutrition Services Program is included in the FY 2025-26 Adopted Budget. The ENP funding from the County provides revenue to offset a portion of the program costs.

Staff requests that Council accept the additional $200,000 OTO funding and amend the FY 2025-26 Adopted Budget as follows: Appropriate $200,000 from revenue account 001.PR000.48010.1007.000000 (General Fund, Parks and Recreation General, Other Intergovernmental Revenue, Los Angeles County Aging and Disabilities Department Nutrition State C1) to expenditure account 001.PR42A.62300.0000.000000 (General Fund, Supplemental Nutrition Program, Special Department Supplies).

CONCLUSION

The City's Supplemental Nutrition Services Program provides vital services that enhance the independence, socialization, and quality of life for senior residents. City Council's acceptance and approval of an additional $200,000 in OTO funding from the LA County Aging and Disabilities Department will further support the City's valued congregate and home-delivered meals services.

ATTACHMENTS

Attachment 1 – FY 2025-26 County of Los Angeles Aging and Disabilities Department ENP Allocation Letter for OTO funding.

Attachment 2 – Executed Elderly Nutrition Program Amendment Two

LOS ANGELES COUNTY
Aging & Disabilities Department

BOARD OF SUPERVISORS
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Holly J. Mitchell
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Administrative Deputy II

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Assistant Director

Dr. Solomon Shibeshi
Assistant Director

Victoria Jump
Assistant Director

Ivan Pacheco
Chief Information Officer

GET IN TOUCH
510 S. Vermont Avenue, Suite 1100
Los Angeles, CA 90020
ad.lacounty.gov
info@ad.lacounty.gov

Aging & Adult Information & Assistance Line:
(800) 510-2020
Report Elder Abuse:
(877) 477-3646
Community & Senior Centers:
(800) 689-8514
Disability Information & Access Line:
(888) 677-1199

January 20, 2026

City of Burbank
Attention: Justin Hess
1301 West Olive Avenue
Burbank, CA 91506

FISCAL YEAR 2025-26 ONE-TIME-ONLY FUNDING ALLOCATION FOR ELDERLY NUTRITION PROGRAM SERVICES

Dear Mr. Hess:

County of Los Angeles Aging and Disabilities Department (County) intends to amend City of Burbank's (Subrecipient's) Elderly Nutrition Program (ENP) Subaward. The Subaward Amendment information is outlined below

- Purpose: Subrecipient will utilize One-Time-Only (OTO) funding to provide additional defined and contracted ENP Congregate Meal Services during Fiscal Year (FY) 2025-26.
- Subaward Number: ENP252601
- Amendment Number: Two
- Subaward Term: July 1, 2025 through June 30, 2026
- Total Funding Allocation: $200,000
- Period Funds are available for use (Subject to execution of Amendment): July 1, 2025 – June 30, 2026
- Service Area: Supervisorial District 5
- Funding Source(s) and Service Category(ies) are as follows:

Funding Source	Service Category	Unit Rate	Allocation Amount			Total Allocation Amount
			Baseline	Additional Baseline NCC	OTO	
OAA Title III C-1	Congregate Meals	$12.21	$278,600	$87,000	$200,000	**$565,600**[1]
OTO Funding						**$200,000**
Additional Funding (Refer to FY 2025-26 Additional Funding Allocation Letter)						$382,630
Original Baseline and MOCA Funding (Refer to FY 2025-26 Original Baseline and MOCA Funding Allocation Letter)						$690,000
Subaward Sum Year 1 (SSY1) (OTO, Additional Baseline NCC, Additional MOCA, NSIP, Original Baseline and MOCA Funding)						**$1,272,630**

[1] **Complete one (1) budget and one (1) MPS for the total allocation amount.**

If you have any questions, please contact Lynn Tran of my staff by phone or e-mail as follows: (323) 513-4214 or ltran@ad.lacounty.gov.

Thank you.

Irma Panosian

Irma Panosian, Administrative Services Manager III
Contracts Management Division

ELDERLY NUTRITION PROGRAM (ENP)
SUBAWARD PERIOD JULY 2025 - JUNE 2026
SUBAWARD NUMBER ENP252601

AMENDMENT TWO

This Amendment is made and entered into by and between

COUNTY OF LOS ANGELES THROUGH ITS
AGING AND DISABILITIES DEPARTMENT
("County" or "AD")

County's Business Address
510 South Vermont Avenue
Los Angeles, CA 90020

and

CITY OF BURBANK
("Contractor" or "Subrecipient")

Subrecipient's Business Address
1301 West Olive Avenue
Burbank, CA 91506

WHEREAS, reference is made to that certain document originally entitled "Elderly Nutrition Program (ENP) Subaward Number ENP252601 Subaward Period July 2025 - June 2026" dated July 1, 2025, ("Contract" or "Subaward"); and

WHEREAS, the parties hereto have previously entered into the above referenced Subaward for the purpose of providing Elderly Nutrition Program (ENP) Services, which include serving congregate meals and home-delivered meals as well as conducting telephone reassurance to the older adult population in Los Angeles County (excluding the City of Los Angeles); and

WHEREAS, County and Subrecipient recognize and agree that specific terms (including, but not limited to, Contract, Subaward, Contractor, Subrecipient, Subcontract, Lower Tier Subaward, Subcontractor and Lower Tier Subrecipient) are used interchangeably throughout this Amendment in order to comply with Federal, State, and County regulations; and

WHEREAS, it is the intent of the parties to amend this Subaward to allocate Older Americans Act (OAA) Title III-C1 (Nutrition Services) One-Time-Only (OTO) funding in the amount of **$200,000**, which will be reimbursed to Subrecipient in exchange for additional defined and contracted ENP Congregate Meal Services as specified herein to be provided by Subrecipient during Fiscal Year (FY) 2025-26; and

WHEREAS, it is the intent of the parties to also amend this Subaward to provide for the other changes set forth herein; and

WHEREAS, the Subaward provides that changes to its terms may be made in the form of a written Amendment, which is formally approved and executed by the parties.

NOW THEREFORE, THE PARTIES HERETO AGREE AS FOLLOWS:

I. This Amendment will commence **upon execution by all parties.**

II. Subparagraph 5.1.3 is deleted in its entirety and replaced as follows:

5.1.3 **Subaward Sum Year 1 Funding Source(s)**

5.1.3.1 The Subaward Sum Year 1 for this Subaward is comprised of monies which are identified by the funding source(s) or governing statue(s) listed below. The funding source(s) and governing statute(s) authorize County to use these monies to provide Program Services.

5.1.3.2 Older Americans Act (OAA) Title III-B (Supportive Services and Senior Centers) original baseline funds

5.1.3.2.1 Subaward Sum: **$1,300**

5.1.3.2.2 Service Area: Supervisorial District 5

5.1.3.2.3 Period of Performance: July 1, 2025 – June 30, 2026 (consistent with California Department of Aging MOU #AAA-2425-19, Funding Revision # 2526-03)

5.1.3.2.4 Allocation Letter: Fiscal Year 2025-26 Original Baseline and Modernizing Older Californians Act Funding Allocation for Elderly Nutrition Program Services

5.1.3.3 OAA Title III C-1 (Nutrition Services) original baseline funds

5.1.3.3.1 Subaward Sum: **$278,600**

5.1.3.3.2 Service Area: Supervisorial District 5

5.1.3.3.3 Period of Performance: July 1, 2025 – June 30, 2026 (consistent with California Department of Aging MOU #AAA -2425-19, Funding Revision # 2526-03)

5.1.3.3.4 Allocation Letter: Fiscal Year 2025-26 Original Baseline and Modernizing Older Californians Act Funding Allocation for Elderly Nutrition Program Services

5.1.3.4 OAA Title III C-2 (Nutrition Services) original baseline funds

5.1.3.4.1 Subaward Sum: **$320,700**

5.1.3.4.2 Service Area: Supervisorial District 5

5.1.3.4.3 Period of Performance: July 1, 2025 – June 30, 2026 (consistent with California Department of Aging MOU #AAA -2425-19, Funding Revision # 2526-03)

5.1.3.4.4 Allocation Letter: Fiscal Year 2025-26 Original Baseline and Modernizing Older Californians Act Funding Allocation for Elderly Nutrition Program Services

5.1.3.5 Modernizing Older Californians Act (MOCA) funds for ENP Congregate Meal Services

5.1.3.5.1 Subaward Sum: **$24,300**

5.1.3.5.2 Service Area: Supervisorial District 5

5.1.3.5.3 Period of Performance: July 1, 2025 – June 30, 2026 (consistent with California Department of Aging contract #NM-2324-19)

5.1.3.5.4 Allocation Letter: Fiscal Year 2025-26 Original Baseline and Modernizing Older Californians Act Funding Allocation or Elderly Nutrition Program Services

5.1.3.6 MOCA funds for ENP Home-Delivered Meal Services

5.1.3.6.1 Subaward Sum: **$65,100**

5.1.3.6.2 Service Area: Supervisorial District 5

5.1.3.6.3 Period of Performance: July 1, 2025 – June 30, 2026 (consistent with California Department of Aging contract #NM-2324-19)

5.1.3.6.4 Allocation Letter: Fiscal Year 2025-26 Original Baseline and Modernizing Older Californians Act Funding Allocation for Elderly Nutrition Program Services

5.1.3.7 Additional baseline NCC funds for ENP Congregate Meal Services

5.1.3.7.1 Subaward Sum: **$87,000**

5.1.3.7.2 Service Area: Supervisorial District 5

5.1.3.7.3 Period of Performance: July 1, 2025 – June 30, 2026

5.1.3.7.4 Allocation Letter: Fiscal Year 2025-26 Additional Funding Allocation for Elderly Nutrition Program Services

5.1.3.8 Additional MOCA funding for ENP Congregate Meal Services

5.1.3.8.1 Subaward Sum: **$250,000**

5.1.3.8.2 Service Area: Supervisorial District 5

5.1.3.8.3 Period of Performance: July 1, 2025 – June 30, 2026 (consistent with California Department of Aging contract #NM-2324-19)

5.1.3.8.4 Allocation Letter: Fiscal Year 2025-26 Additional Funding Allocation for Elderly Nutrition Program Services

5.1.3.9 NSIP C1 funds for ENP Congregate Meal Services

5.1.3.9.1 Subaward Sum: **$25,930**

5.1.3.9.2 Service Area: Supervisorial District 5

5.1.3.9.3 Period of Performance: July 1, 2025 – June 30, 2026 (consistent with California Department of Aging MOU #AAA-2425-19, Funding Revision # 2526-04)

5.1.3.9.4 Allocation Letter: Fiscal Year 2025-26 Additional Funding Allocation for Elderly Nutrition Program Services

5.1.3.10 NSIP C2 funds for ENP Home-Delivered Meal Services

5.1.3.10.1 Subaward Sum: **$19,700**

5.1.3.10.2 Service Area: Supervisorial District 5

5.1.3.10.3 Period of Performance: July 1, 2025 – June 30, 2026 (consistent with California Department of Aging MOU #AAA-2425-19, Funding Revision # 2526-04)

5.1.3.10.4 Allocation Letter: Fiscal Year 2025-26 Additional Funding Allocation for Elderly Nutrition Program Services

5.1.3.11 OAA Title III C-1 (Nutrition Services) OTO funds

5.1.3.11.1 Subaward Sum: **$200,000**

5.1.3.11.2 Service Area: Supervisorial District 5

5.1.3.11.3 Period of Performance: July 1, 2025 - June 30, 2026 (consistent with California Department of Aging MOU #AAA-2425-19, Funding Revision # 2526-06)

5.1.2.11.4 Allocation Letter: Fiscal Year 2025-26 One-Time-Only Funding Allocation for Elderly Nutrition Program Services

III. Subparagraph 5.10.7 is deleted in its entirety and replaced as follows:

5.10.7 Amount of Federal Funds Obligated by this Action:

5.10.7.1 Original Subaward: $690,000

5.10.7.1.1 Original baseline funds: $600,600

5.10.7.1.2 MOCA funds: $89,400 *(State funds)*

5.10.7.2 Amendment One: $382,630

5.10.7.2.1 Additional baseline NCC funds: $87,000

5.10.7.2.2 Additional MOCA funds: $250,000 *(State funds)*

5.10.7.2.3 NSIP funds: $45,630

5.10.7.3 Amendment Two: $200,000

IV. Subparagraph 5.10.8 is deleted in its entirety and replaced as follows:

5.10.8 Total Amount of Federal Funds Obligated to Subrecipient (Subaward Sum Year 1): $933,230 *(funds identified in Subparagraphs 5.10.7.1.2 and 5.10.7.2.2 are excluded)*

V. Subparagraph 5.10.9 is deleted in its entirety and replaced as follows:

5.10.9 Total Amount of Federal Award (Maximum Subaward Sum): $933,230 *(funds identified in Subparagraphs 5.10.7.1.2 and 5.10.7.2.2 are excluded)*

VI. "Exhibit B1.1 (Budget) Amendment 2 {FY 2025-26 One-Time-Only Funding}" is added as an addendum to "Exhibit B1.1 (Budget)" and is incorporated herein by reference.

VII. "Exhibit C1.1 (Mandated Program Services) Amendment 2 {FY 2025-26 One-Time-Only Funding}" is added as an addendum to "Exhibit C1.1 (Mandated Program Service)" and is incorporated herein by reference.

VIII. The "Fiscal Year 2025-26 One-Time-Only Funding Allocation for Elderly Nutrition Program Services" funding allocation letter is incorporated herein by reference.

All other terms and conditions of the Subaward will remain in full force and effect.

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IN WITNESS WHEREOF, the Board of Supervisors of the County of Los Angeles has caused this **Amendment Two** to be subscribed on its behalf by the Director of Aging and Disabilities Department, and the Subrecipient has subscribed the same through its Authorized Representative. The Authorized Representative(s) signing on behalf of Subrecipient warrants under penalty of perjury that he or she is authorized to bind Subrecipient.

COUNTY OF LOS ANGELES

By Maral V. Karaccusian (Jan 27, 2026 09:39:09 PST) Jan 27, 2026

Maral V. Karaccusian, Director
County of Los Angeles
Aging & Disabilities Department

Date

SUBRECIPIENT

City of Burbank
Subrecipient's Legal Name

ENP252601
Subaward Number

By Kristen Smith Jan 20, 2026

Name of Authorized Representative

Date

Assistant Parks and Recreation Director
Title

Kristen Smith (Jan 20, 2026 15:16:44 PST)
Signature

By _____ _____
Name of Authorized Representative Date

_____
Title

_____
Signature

Approved as to Form:

OFFICE OF COUNTY COUNSEL
Dawyn R. Harrison, County Counsel

By _____
Airionna Whitaker
Deputy County Counsel

EXHIBIT B1.1 (BUDGET)
AMENDMENT 2 {FY 2025-26 ONE-TIME-ONLY FUNDING)

ALL COSTS REPORTED ON THIS BUDGET MUST BE ALLOWABLE, NECESSARY, AND REASONABLE FOR THE PROGRAM SERVICES TO BE PROVIDED.

Program Services:	**Congregate Meal Services**
Fiscal Year:	2025-2026
Funding Type:	Older Americans Act Title III C1
Los Angeles County Region:	Select Region
Supervisorial District:	Five
Subaward Number:	ENP252601
Amendment Number:	Two **Modification Number:** N/A
Subrecipient's Legal Name:	City of Burbank

Main Administrative Office Address	City	State	Zip Code
1301 W. Olive Ave.	Burbank	CA	91506

Mailing Address (if different from above)	City	State	Zip Code
Same as above	Burbank	CA	91506

Prefix	Authorized Representative	Job Title	Phone Number	Ext.	E-Mail Address
Ms.	Erin Barrows	Recreation Services Manager	(818) 238 5402	[Enter]	ebarrows@burbankca.gov

Prefix	Project Manager	Job Title	Phone Number	Ext.	E-Mail Address
Ms.	Roxana Tabibi	Social Services Supervisor- Nutrition	(818) 238 5358	[Enter]	rtabibi@burbankca.gov

Prefix	Budget Analyst	Job Title	Phone Number	Ext.	E-Mail Address
Ms.	Angela O'Connor	Principal Accountant	(818) 238 5490	[Enter]	aoconnor@burbankca.gov

PROGRAM FUNDING SUMMARY

(A) SERVICE CATEGORY	(B) SUBAWARD SUM YEAR 1 (SSY1) (1)		SUBRECIPIENT'S FUNDS (SF) (2)					(F) TOTAL FUNDING	(G) UNIT RATE		
			(C) MATCH (3)		(D) NON-MATCH		(E) PROGRAM INCOME		(1) SSY1	(2) SF	(3) TOTAL
	(1) CASH OTHER	(2) CASH NSIP	(1) CASH	(2) IN-KIND	(1) CASH	(2) IN-KIND	(1) CASH	(B+C+D+E)			
Congregate Meals	$ 565,600	N/A	$ 150,887	[Enter]	$ 352,914	[Enter]	$ 50,000	**$ 1,119,401**	$ 12.21	$ 11.96	$ 24.17
Equipment (Purchases) (4)	[Enter]	N/A	[Enter]		[Enter]			**$ -**			
Equipment (Other) (5)				[Enter]		[Enter]		**$ -**			
Grand Total (6)	**$ 565,600**	**$ -**	**$ 150,887**	**$ -**	**$ 352,914**	**$ -**	**$ 50,000**	**$ 1,119,401**			

COUNTY USE ONLY			
Assigned Program Analyst:	**Lynn Tran**	**Equipment Purchase(s) Approved by:**	**N/A**
Assigned Contract Analyst:	**Jorge Pena**		
Budget Reviewed and Approved by:	**Lynn Tran**	**Date:**	**2/10/2026**

NOTE:
(1) The SSY1 for each Service Category must match the SSY1 Cash Other reflected in Exhibit C1.1 (Mandated Program Services), Section I (Units of Service Summary) for each Service Category.
(2) The SF for each Service Category must match the SF reflected in Exhibit C1.1 (Mandated Program Services), Section I (Units of Service Summary) for each Service Category.
(3) The minimum required total mach is twelve percent (12%) of SSY1.

(4) Funding Amount for Equipment (Purchase(s)) reflected under SSY1 and SF must match the Equipment (Purchase(s)) Funding Amount reflected in Exhibit C1.1 (Mandated Program Services), Section I (Units of Service Summary).
(5) Funding Amount for Equipment (Other) reflected as SF must match the Equipment (Other) Funding Amount reflected in Exhibit C1.1 (Mandated Program Services), Section I (Units of Service Summary).
(6) Grand Total Funding Amount under Column (F) Total Funding Amount must match Grand Total Funding Amount reflected in Exhibit C1.1 (Mandated Program Services), Section I (Units of Service Summary), Column (E) Funding Amount.

Program Services: Congregate Meal Services

Fiscal Year: 2025-2026

Funding Type: Older Americans Act Title III C1

Los Angeles County Region: Select Region

Supervisorial District: Five

Subaward Number: ENP252601

Amendment Number: Two **Modification Number:** N/A

Subrecipient's Legal Name: City of Burbank

I. BUDGET DETAIL - PERSONNEL

(A) POSITION TITLE (1)	(B) % OF TIME ON PROGRAM (2)	(C) MONTHLY SALARY	(D) NO. OF MONTHS	(E) TOTAL COSTS (B*C*D)	(F) SSY1 (1) CASH OTHER	SF (G) MATCH (1) CASH	SF (G) MATCH (2) IN-KIND	SF (H) NON-MATCH (1) CASH	SF (H) NON-MATCH (2) IN-KIND	SF (I) PROGRAM INCOME (1) CASH	(J) TOTAL FUNDING AMOUNT (F+G+H+I)	(K) VARIANCE (E - J)
DIRECT												
Project Manager/Social Service Supervisor- Nutrition	50%	$ 10,480	12	**$ 62,880**	$ 30,000	$ 2,418		$ 30,462			**$ 62,880**	**$0**
Food Service manager /Supervisor/Site Manager at Mccambridge	50%	$ 6,642	12	**$ 39,852**	$ 38,316	$ 1,536					**$ 39,852**	**$0**
Site manager at Tuttle site/ Social Services Coordinator/ Sylvia	100%	$ 6,256	12	**$ 75,072**	$ 2,000	$ 2,880		$ 70,192			**$ 75,072**	**$0**
Site manager at Joslyn site/ Social Services Coordinator/ Ruby	100%	$ 6,256	12	**$ 75,072**	$ 1,000	$ 2,880		$ 71,192			**$ 75,072**	**$0**
Principal Clerk/ Angela	50%	$ 7,572	12	**$ 45,432**	$ 2,735	$ 42,697					**$ 45,432**	**$0**
Food Service Aid// McCambridge kitchen / Luis Angel	50%	$ 4,298	12	**$ 25,788**	$ 11	$ 25,777					**$ 25,788**	**$0**
Food Service Aid/ Tuttle/ /Gina	100%	$ 4,298	12	**$ 51,576**		$ 51,576					**$ 51,576**	**$0**
Food Service Aid / Joslyn /Alexis	100%	$ 4,298	12	**$ 51,576**				$ 51,576			**$ 51,576**	**$0**
Work trainee/ Joslyn/ Viollete	100%	$ 3,616	12	**$ 43,392**				$ 43,392			**$ 43,392**	**$0**
Work trainee - Mc and HDM- Jerry	50%	$ 3,616	12	**$ 21,696**				$ 21,696			**$ 21,696**	**$0**
Work trainee/ - Mc Abdulah	100%	$ 3,616	12	**$ 43,392**				$ 43,392			**$ 43,392**	**$0**
Recreation Leader	20%	$ 4,986	12	**$ 11,966**				$ 11,966			**$ 11,966**	**$0**

I. BUDGET DETAIL - PERSONNEL

(A) POSITION TITLE (1)	(B) % OF TIME ON PROGRAM (2)	(C) MONTHLY SALARY	(D) NO. OF MONTHS	(E) TOTAL COSTS (B*C*D)	(F) SSY1 (1) CASH OTHER	SF (G) MATCH (1) CASH	SF (G) MATCH (2) IN-KIND	SF (H) NON-MATCH (1) CASH	SF (H) NON-MATCH (2) IN-KIND	SF (I) PROGRAM INCOME (1) CASH	(J) TOTAL FUNDING AMOUNT (F+G+H+I)	(K) VARIANCE (E - J)
Facility attendant	20%	$ 3,769	12	**$ 9,046**				$ 9,046			**$ 9,046**	**$0**
[Enter title]												
[Enter title]												
[Enter title]												
[Enter title]												
[Enter title]												
[Enter title]												
[Enter title]												
[Enter title]												
SUBTOTAL DIRECT PERSONNEL				**$ 556,740**	$ 74,062	$ 129,764	$ -	$ 352,914	$ -	$ -	**$ 556,740**	**$0**
Taxes 1.45%				**$ 8,073**	**$ 8,073**	(3)	(3)	(3)	(3)	(3)	**$ 8,073**	**$0**
Benefits 40.00%				**$ 222,696**	**$ 222,696**	(4)	(4)	(4)	(4)	(4)	**$ 222,696**	**$0**
TOTAL DIRECT PERSONNEL				**$ 787,509**	**$ 304,831**	**$ 129,764**	**$ -**	**$ 352,914**	**$ -**	**$ -**	**$ 787,509**	**$0**
INDIRECT												
Indirect Costs (Personnel)				**[Complete as needed]**	**(5)**	**[Complete as needed]**	**[Complete as needed]**	**[Complete as needed]**	**[Complete as needed]**	**[Complete as needed]**	**$ -**	
Do indirect costs exceed the fifteen percent (15%) maximum?												
GRAND TOTAL												
GRAND TOTAL PERSONNEL				**$ 787,509**	**$ 304,831**	**$ 129,764**	**$ -**	**$ 352,914**	**$ -**	**$ -**	**$ 787,509**	**$0**

NOTE:

(1): Enter the title of each position. List all mandatory staffing positions noted in Exhibit A (Statement of Work and Attachments). If a mandatory position is performed by staff under a different position/payroll title then list both the position title noted in Exhibit A (Statement of Work and Attachments) and the payroll title (e.g., Project Director/Recreation Director).

(2): If an individual's time is allocated to multiple Program Services, that individual's time must not exceed 100% when his/her time is totaled for Congregate Meal Services, Home-Delivered Meal Services, and Telephone Reassurance Services.

(3): Enter the amount of funding that Subrecipient will use to fund any portion of the total cost for taxes.

(4): Enter the amount of funding that Subrecipient will use to fund any portion of the total cost for benefits.

(5): The maximum reimbursable amount allowable for indirect costs is fifteen percent (15%) of Subrecipient's modified total direct cost reflected under Column F (SSY1 Cash Other). Indirect costs in excess of the fifteen percent (15%) maximum may be budgeted as a match in-kind contribution and used to meet the match requirement (subject to County's prior written approval).

Program Services: Congregate Meal Services

Fiscal Year: 2025-2026

Funding Type: Older Americans Act Title III C1

Los Angeles County Region: Select Region

Supervisorial District: Five

Subaward Number: ENP252601

Amendment Number: Two **Modification Number:** N/A

Subrecipient's Legal Name: City of Burbank

II. BUDGET DETAIL - VOLUNTEERS

(A) POSITION TITLE	(B) NUMBER OF POSITIONS	(C) % OF TIME ON PROGRAM	(D) MONTHLY SALARY EQUIVALENT	(E) NO. OF MONTHS	(F) TOTAL SALARY EQUIVALENT (B*C*D*E)	SF (G) MATCH (1) (1) IN-KIND	SF (H) NON-MATCH (1) IN-KIND	(I) TOTAL IN-KIND (G + H)	(J) VARIANCE (F - I)
DIRECT									
[Enter title]									
[Enter title]									
[Enter title]									
[Enter title]									
[Enter title]									
[Enter title]									
[Enter title]									
[Enter title]									
[Enter title]									
TOTAL DIRECT VOLUNTEERS					$ -	$ -	$ -	$ -	$0
INDIRECT									
Indirect Costs (Volunteers)					**[Complete as needed]**	[Complete as needed]	[Complete as needed]		
GRAND TOTAL									
GRAND TOTAL VOLUNTEERS					$ -	$ -	$ -	$ -	$0

NOTE:

(1): When using volunteer services as an in-kind match to meet the minimum required match, this in-kind match must not exceed more than fifty percent (50%) of the minimum required match. For example, if volunteer services total $2,000 and the minimum required match is $1,500 then a maximum of $750 of volunteer services will count toward meeting the minimum required match. Additionally, Subrecipient does not have to change the amount of volunteer services reflected as in-kind match since only a portion of it may be counted toward meeting the minimum required match. Using the previous example, Subrecipient may reflect $2,000 (as opposed to $750) as in-kind match for volunteer services but only $750 of this amount will be counted toward meeting the minimum required match.

Program Services: Congregate Meal Services

Fiscal Year: 2025-2026

Funding Type: Older Americans Act Title III C1

Los Angeles County Region: Select Region

Supervisorial District: Five

Subaward Number: ENP252601

Amendment Number: Two **Modification Number:** N/A

Subrecipient's Legal Name: City of Burbank

III. BUDGET DETAIL - VOLUNTEER EXPENSES

(A) DESCRIPTION	(B) UNIT COST	(C) NUMBER OF UNITS	(D) NO. OF MONTHS	(E) TOTAL COSTS	(F) SSY1	SF					(J) TOTAL FUNDING	(K) VARIANCE
						(G) MATCH		(H) NON-MATCH		(I) PROGRAM INCOME		
				(B*C*D)	(1) CASH OTHER	(1) CASH	(2) IN-KIND	(1) CASH	(2) IN-KIND	(1) CASH	(F+G+H+I)	(E - J)
DIRECT												
Training												
Mileage (Cost/Mile) (1)												
[Enter description of other expenses]												
[Enter description of other expenses]												
[Enter description of other expenses]												
[Enter description of other expenses]												
[Enter description of other expenses]												
[Enter description of other expenses]												
TOTAL DIRECT VOLUNTEER EXPENSES				$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$0
INDIRECT												
Indirect Costs (Volunteer Expenses)					(2)	[Complete as needed]	[Complete as needed]	[Complete as needed]	[Complete as needed]	[Complete as needed]		
Do indirect costs exceed the fifteen percent (15%) maximum?												
GRAND TOTAL												
GRAND TOTAL VOLUNTEER EXPENSES				$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$0

NOTE:

(1) Effective January 1, 2025, County's approved mileage rate is $0.66 per mile and State's mileage rate is available online at: http://www.calhr.ca.gov/employees/Pages/travel-reimbursements.aspx. Reimbursement for mileage must not exceed the lesser of County's rate and State's rate.

(2): The maximum reimbursable amount allowable for indirect costs is fifteen percent (15%) of Subrecipient's modified total direct cost reflected under Column F (SSY1 Cash Other). Indirect costs in excess of the fifteen percent (15%) maximum may be budgeted as a match in-kind contribution and used to meet the match requirement (subject to County's prior written approval).

Program Services: Congregate Meal Services

Fiscal Year: 2025-2026

Funding Type: Older Americans Act Title III C1

Los Angeles County Region: Select Region

Supervisorial District: Five

Subaward Number: ENP252601

Amendment Number: Two **Modification Number:** N/A

Subrecipient's Legal Name: City of Burbank

IV. BUDGET DETAIL - SUBAWARD(S)/SUBCONTRACT(S) FOR CATERED FOOD

(A) LOWER TIER SUBRECIPIENT'S/SUBCONTRACTOR(S) NAME (1)	(B) SERVICE CATEGORY	(C) UNIT COST	(D) NO. OF UNITS	(E) NO. OF MONTHS	(F) TOTAL COSTS (C*D*E)	(G) SSY1 (1) CASH OTHER	(G) SSY1 (2) CASH NSIP	SF (H) MATCH (1) CASH	SF (H) MATCH (2) IN-KIND	SF (I) NON-MATCH (1) CASH	SF (I) NON-MATCH (2) IN-KIND	SF (J) PROGRAM INCOME (1) CASH	(K) TOTAL FUNDING (G+H+I+J)	(L) VARIANCE (F - K)
DIRECT														
Trio Community Food	All Congregate Meals	$ 6.17	3,522	12	**$ 260,769**	$ 260,769							**$ 260,769**	**$0**
[Enter caterer's name]	Select Description													
[Enter caterer's name]	Select Description													
[Enter caterer's name]	Select Description													
[Enter caterer's name]	Select Description													
[Enter caterer's name]	Select Description													
[Enter caterer's name]	Select Description													
TOTAL DIRECT LOWER TIER SUBAWARD(S)/SUBCONTRACT(S) FOR CATERED FOOD					**$ 260,769**	**$ 260,769**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 260,769**	**$0**
INDIRECT														
Indirect Costs (Lower Tier Subaward(s)/Subcontract(s) for Catered Food)						(2)		[Complete as needed]	[Complete as needed]	[Complete as needed]	[Complete as needed]	[Complete as needed]		
Do indirect costs exceed the fifteen percent (15%) maximum?														
GRAND TOTAL														
GRAND TOTAL LOWER TIER SUBAWARD(S)/SUBCONTRACT(S) FOR CATERED FOOD					**$ 260,769**	**$ 260,769**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 260,769**	**$0**

NOTE:

(1): Use this Budget Detail to report Lower Tier Subaward(s)/Subcontract(s) with caterers by entering the name of the caterer. The information provided herein must be included in Exhibit T (List of Lower Tier Subawards). Subrecipient must obtain prior written approval from County before executing Subaward(s).

(2): The maximum reimbursable amount allowable for indirect costs is fifteen percent (15%) of Subrecipient's modified total direct cost reflected under Column G (SSY1 Cash Other). Indirect costs in excess of the fifteen percent (15%) maximum may be budgeted as a match in-kind contribution and used to meet the match requirement (subject to County's prior written approval).

Program Services: Congregate Meal Services

Fiscal Year: 2025-2026

Funding Type: Older Americans Act Title III C1

Los Angeles County Region: Select Region

Supervisorial District: Five

Subaward Number: ENP252601

Amendment Number: Two **Modification Number:** N/A

Subrecipient's Legal Name: City of Burbank

V. BUDGET DETAIL - RAW FOOD

(A) SERVICE CATEGORY	(B) UNIT COST	(C) NO. OF UNITS	(D) NO. OF MONTHS	(E) TOTAL COSTS (B*C*D)	(F) SSY1 (1) CASH OTHER	(F) SSY1 (2) CASH NSIP	SF (G) MATCH (1) CASH	SF (G) MATCH (2) IN-KIND	SF (H) NON-MATCH (1) CASH	SF (H) NON-MATCH (2) IN-KIND	SF (I) PROGRAM INCOME (1) CASH	(J) TOTAL FUNDING (F+G+H+I)	(K) VARIANCE (E - J)
DIRECT													
Congregate Meals	$ 6.16	101	12	**$ 7,466**			$ 7,466					**$ 7,466**	**$0**
TOTAL DIRECT RAW FOOD				**$ 7,466**	**$ -**	**$ -**	**$ 7,466**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 7,466**	**$0**
INDIRECT													
Indirect Costs (Raw Food)					(1)		[Complete as needed]	[Complete as needed]	[Complete as needed]	[Complete as needed]	[Complete as needed]		
Do indirect costs exceed the fifteen percent (15%) maximum?													
GRAND TOTAL													
GRAND TOTAL RAW FOOD				**$ 7,466**	**$ -**	**$ -**	**$ 7,466**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 7,466**	**$0**

NOTE:

(1): The maximum reimbursable amount allowable for indirect costs is fifteen percent (15%) of Subrecipient's modified total direct cost reflected under Column F (SSY1 Cash Other). Indirect costs in excess of the fifteen percent (15%) maximum may be budgeted as a match in-kind contribution and used to meet the match requirement (subject to County's prior written approval).

Program Services: Congregate Meal Services

Fiscal Year: 2025-2026

Funding Type: Older Americans Act Title III C1

Los Angeles County Region: Select Region

Supervisorial District: Five

Subaward Number: ENP252601

Amendment Number: Two **Modification Number:** N/A

Subrecipient's Legal Name: City of Burbank

VI. BUDGET DETAIL - SPACE

(A) NAME OF LOCATION AND DESCRIPTION	(B) UNIT COST (1)	(C) NO. OF UNITS	(D) NO. OF MONTHS	(E) TOTAL COSTS (B*C*D)	(F) SSY1 (1) CASH OTHER	SF (G) MATCH (1) CASH	SF (G) MATCH (2) IN-KIND	SF (H) NON-MATCH (1) CASH	SF (H) NON-MATCH (2) IN-KIND	SF (I) PROGRAM INCOME (1) CASH	(J) TOTAL FUNDING (F+G+H+I)	(K) VARIANCE (E - J)
DIRECT												
[Enter name and description]												
[Enter name and description]												
[Enter name and description]												
[Enter name and description]												
[Enter name and description]												
[Enter name and description]												
[Enter name and description]												
[Enter name and description]												
TOTAL DIRECT SPACE				$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$0
INDIRECT												
Indirect Costs (Space)					(2)	[Complete as needed]	[Complete as needed]	[Complete as needed]	[Complete as needed]	[Complete as needed]		
Do indirect costs exceed the fifteen percent (15%) maximum?												
GRAND TOTAL												
GRAND TOTAL SPACE				$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$0

NOTE:

(1): Please submit supporting documentation with this Budget for any unit cost, which exceeds $2.00 per square foot, that will be supported by the SSY1.

(2): The maximum reimbursable amount allowable for indirect costs is fifteen percent (15%) of Subrecipient's modified total direct cost reflected under Column F (SSY1 Cash Other). Indirect costs in excess of the fifteen percent (15%) maximum may be budgeted as a match in-kind contribution and used to meet the match requirement (subject to County's prior written approval).

Program Services: Congregate Meal Services

Fiscal Year: 2025-2026

Funding Type: Older Americans Act Title III C1

Los Angeles County Region: Select Region

Supervisorial District: Five

Subaward Number: ENP252601

Amendment Number: Two **Modification Number:** N/A

Subrecipient's Legal Name: City of Burbank

VII. BUDGET DETAIL - EQUIPMENT

(A) DESCRIPTION (1)	(B) EQUIPMENT TYPE (2) or (3)	(C) UNIT COST	(D) NO. OF UNITS	(E) TOTAL COSTS (C*D)	(F) SSY1 (1) CASH OTHER	SF (G) MATCH (1) CASH	SF (G) MATCH (2) IN-KIND	SF (H) NON-MATCH (1) CASH	SF (H) NON-MATCH (2) IN-KIND	SF (I) PROGRAM INCOME (1) CASH	(J) TOTAL FUNDING (F+G+H+I)	(K) VARIANCE (E - J)
DIRECT												
[Enter description]												
[Enter description]												
[Enter description]												
[Enter description]												
[Enter description]												
[Enter description]	Select											
[Enter description]	Select											
GRAND TOTAL												
TOTAL DIRECT EQUIPMENT				$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$0

NOTE:

(1) County's approval of Subrecipient's Budget does not constitute approval for Subrecipient to purchase the Equipment/Asset. Prior approval is needed for all computing devices, regardless of cost (including but not limited to, workstations, servers, laptops, personal digital assistants, notebook computers, tablets, smartphones and cellphones) as well as all portable electronic storage media, regardless of cost (including but not limited to, thumb/flash drives and portable hard drives), and/or when Subrecipient will use $500 or more of the SSY1 to purchase the Equipment/Asset.

Subrecipient shall obtain prior written approval from County at least thirty (30) days in advance of the date/time that Subrecipient intends to purchase the Equipment using CSY2 and no later than March 31st of the Fiscal Year. Equipment must be ordered or purchased no later than May 31st of the Fiscal Year.

Subrecipient must submit a minimum of three (3) bids when requesting approval for Equipment that is $500 or more.

Subrecipient must ensure that the description and amount of the Equipment purchase(s) on the Budget are the same as the actual item(s) purchased.

The Grand Total Equipment purchase amount reflected under column (E) CSY2 shall match the total equipment amount reflected in the Mandated Program Services, Section I (Service Unit Summary).

(2) Purchase includes any equipment that Subrecipient intends to purchase. Subreciept must report this using any combination of SSY1, Match Cash, and Non-match Cash.

(3) Other includes any equipment (except for leased equipment) which is not purchased by Subrecipient (e.g. donated items). Subrecipient must report this using any combination of Match In-kind and/or Non-match In-kind.

Program Services: Congregate Meal Services

Fiscal Year: 2025-2026

Funding Type: Older Americans Act Title III C1

Los Angeles County Region: Select Region

Supervisorial District: Five

Subaward Number: ENP252601

Amendment Number: Two **Modification Number:** N/A

Subrecipient's Legal Name: City of Burbank

VIII. BUDGET DETAIL - OTHER COSTS

(A) DESCRIPTION (1)	(B) UNIT COST	(C) NO. OF UNITS	(D) NO. OF MONTHS	(E) TOTAL COSTS (B*C*D)	(F) SSY1 (1) CASH OTHER	SF (G) MATCH (1) CASH	SF (G) MATCH (2) IN-KIND	SF (H) NON-MATCH (1) CASH	SF (H) NON-MATCH (2) IN-KIND	SF (I) PROGRAM INCOME (1) CASH	(J) TOTAL FUNDING (F+G+H+I)	(K) VARIANCE (E - J)
DIRECT												
Materials and Supplies (2 CFR 200.453 & 45 CFR 75.453)	$ 4,669.00	1	12	**$ 56,028**		$ 13,657				$ 42,371	**$ 56,028**	**$0**
Training and Education (2 CFR 200.472 & 45 CFR 75.472)	$ 125.00	1	1	**$ 125**						$ 125	**$ 125**	**$0**
Maintenance and Repairs (2 CFR 200.452 & 45 CFR 75.452)	$ 292.00	1	12	**$ 3,504**						$ 3,504	**$ 3,504**	**$0**
Maintenance and Repairs (2 CFR 200.452 & 45 CFR 75.452)	$ 1,000.00	1	4	**$ 4,000**						$ 4,000	**$ 4,000**	**$0**
Select Description (2) (3) (4) (5)												
Select Description (2) (3) (4) (5)												
Select Description (2) (3) (4) (5)												
Select Description (2) (3) (4) (5)												
Select Description (2) (3) (4) (5)												
Select Description (2) (3) (4) (5)												
Select Description (2) (3) (4) (5)												
Select Description (2) (3) (4) (5)												
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Select Description (2) (3) (4) (5)												
Select Description (2) (3) (4) (5)												
Select Description (2) (3) (4) (5)												
Select Description (2) (3) (4) (5)												
(6)												
(6)												
(6)												
(6)												
TOTAL DIRECT OTHER COSTS				**$ 63,657**	**$ -**	**$ 13,657**	**$ -**	**$ -**	**$ -**	**$ 50,000**	**$ 63,657**	**$0**
INDIRECT												
Indirect Costs (Other Costs)					(7)	[Complete as needed]	[Complete as needed]	[Complete as needed]	[Complete as needed]	[Complete as needed]		
Do indirect costs exceed the fifteen percent (15%) maximum?												
GRAND TOTAL												
GRAND TOTAL OTHER COSTS				**$ 63,657**	**$ -**	**$ 13,657**	**$ -**	**$ -**	**$ -**	**$ 50,000**	**$ 63,657**	**$0**

NOTE:

(1): Allowable costs are identified in accordance with Title 2 Code of Federal Regulations (CFR) Part 200 and Title 45 Code of Federal Regulations (CFR) Part 75.

(2): Subrecipient must obtain prior written approval from County if utilizing SSY1 for Conferences.

(3): Subrecipient must provide the following information to your assigned Contract Analyst: (a) Kind of equipment, (b) Indicate whether the equipment lease is program specific or a shared cost, (c) If a shared cost, provide the cost distribution methodology for County review and (d) Length of the lease.

(4): Effective January 1, 2025, County's approved mileage rate is $0.66 per mile and State's mileage rate is available online at: http://www.calhr.ca.gov/employees/Pages/travel-reimbursements.aspx. Reimbursement for mileage must not exceed the lesser of County's rate and State's rate.

(5): Subrecipient must obtain prior written approval from County if utilizing SSY1 for Travel (Other).

(6): Subrecipient must contact their assigned Contract Analyst if there is a cost(s) that Subrecipient would like to add that is not included in the drop down list. Subrecipient must provide detailed explanation of the cost to County

(7): The maximum reimbursable amount allowable for indirect costs is fifteen percent (15%) of Subrecipient's modified total direct cost reflected under Column F (SSY1 Cash Other). Indirect costs in excess of the fifteen percent (15%) maximum may be budgeted as a match in-kind contribution and used to meet the match requirement (subject to County's prior written approval).

Program Services: Congregate Meal Services
Fiscal Year: 2025-2026
Funding Type: Older Americans Act Title III C1
Los Angeles County Region: Select Region
Supervisorial District: Five
Subaward Number: ENP252601
Amendment Number: Two **Modification Number:** N/A
Subrecipient's Legal Name: City of Burbank

IX. BUDGET SUMMARY

(A) COST CATEGORIES			(B) COSTS (1) (1) Total Budgeted Costs	(C) FUNDING CATEGORIES			(D) FUNDING (1) (1) Total Budgeted Costs
DIRECT							
1	Personnel	**Cash Other (SSY1)**	**$ 304,831**	1	**SSY1**	Cash Other (SSY1)	$ 565,600
		Cash (SF)	$ 482,678				
		In-Kind (SF)	$ -			Cash NSIP (SSY1)	$ -
2	Volunteers	In-Kind (SF)	$ -				
3	Volunteer Expenses	**Cash Other (SSY1)**	**$ -**			**Subtotal**	**$ 565,600**
		Cash (SF)	$ -				
		In-Kind (SF)	$ -				
4	Lower Tier Subaward(s)/Subcontract(s) for Catered Food	**Cash Other (SSY1)**	**$ 260,769**	2	Match	Cash (SF)	$ 150,887
		Cash NSIP (SSY1)	**$ -**				
		Cash (SF)	$ -			In-Kind (SF)	$ -
		In-Kind (SF)	$ -				
5	Raw Food	**Cash Other (SSY1)**	**$ -**	3	Non-Match	Cash (SF)	$ 352,914
		Cash NSIP (SSY1)	**$ -**				
		Cash (SF)	$ 7,466				
		In-Kind (SF)	$ -				
6	Space	**Cash Other (SSY1)**	**$ -**			In-Kind (SF)	$ -
		Cash (SF)	$ -				
		In-Kind (SF)	$ -				
7	Equipment	**Cash Other (SSY1)**	**$ -**	4	Program Income	Cash (SF)	$ 50,000
		Cash (SF)	$ -				
		In-Kind (SF)	$ -				
8	Other Costs	**Cash Other (SSY1)**	**$ -**				
		Cash (SF)	$ 63,657				
		In-Kind (SF)	$ -				
9	**Subtotal Direct Costs**	**Cash Other (SSY1)**	**$ 565,600**	5	**Subtotal Funding for Direct Costs**	**Cash Other (SSY1)**	**$ 565,600**
		Cash NSIP (SSY1)	**$ -**			**Cash NSIP (SSY1)**	**$ -**
		Cash (SF)	$ 553,801			Cash (SF)	$ 553,801
		In-Kind (SF)	$ -			In-Kind (SF)	$ -
Variance (Costs-Funding)		**Cash**					
		In-Kind					

IX. BUDGET SUMMARY

(A) COST CATEGORIES			(B) COSTS (1) (1) Total Budgeted Costs	(C) FUNDING CATEGORIES			(D) FUNDING (1) (1) Total Budgeted Costs
INDIRECT							
10	Personnel	**Cash Other (SSY1)**	**$ -**	6	**SSY1**	Cash Other (SSY1)	**$ -**
		Cash (SF)	$ -				
		In-Kind (SF)	$ -				
11	Volunteers	In-Kind (SF)	$ -				
12	Volunteer Expenses	**Cash Other (SSY1)**	**$ -**				
		Cash (SF)	$ -				
		In-Kind (SF)	$ -				
13	Lower Tier Subaward(s)/Subcontract(s) for Catered Food	**Cash Other (SSY1)**	**$ -**	7	Match	Cash (SF)	$ -
		Cash (SF)	$ -				
		In-Kind (SF)	$ -			In-Kind (SF)	$ -
14	Raw Food	**Cash Other (SSY1)**	**$ -**	8	Non-Match	Cash (SF)	$ -
		Cash (SF)	$ -				
		In-Kind (SF)	$ -				
15	Space	**Cash Other (SSY1)**	**$ -**			In-Kind (SF)	$ -
		Cash (SF)	$ -				
		In-Kind (SF)	$ -				
16	Other Costs	**Cash Other (SSY1)**	**$ -**	9	Program Income	Cash (SF)	$ -
		Cash (SF)	$ -				
		In-Kind (SF)	$ -				
17	**Subtotal Indirect Costs**	**Cash Other (SSY1)**	**$ -**	10	**Subtotal Funding for Indirect Costs**	**Cash Other (SSY1)**	**$ -**
		Cash (SF)	$ -			Cash (SF)	$ -
		In-Kind (SF)	$ -			In-Kind (SF)	$ -
Variance (Costs-Funding)		**Cash**					
		In-Kind					
GRAND TOTAL							
20	**Total Costs**	**Cash Other (SSY1)**	**$ 565,600**	11	**Total Funding**	**Cash Other (SSY1)**	**$ 565,600**
		Cash NSIP (SSY1)	**$ -**			**Cash NSIP (SSY1)**	**$ -**
		Cash (SF)	$ 553,801			Cash (SF)	$ 553,801
		In-Kind (SF)	$ -			In-Kind (SF)	$ -
21	**GRAND TOTAL COSTS**		**$ 1,119,401**	12	**GRAND TOTAL FUNDING**		**$ 1,119,401**
Variance (Costs-Funding)			**$0**				
Subrecipeint meets minimum match requirement.			Match Met				

NOTE:
(1): Costs and Funding must match.

EXHIBIT C1.1 (MANDATED PROGRAM SERVICES)
AMENDMENT 2 {FY 2025-26 ONE-TIME-ONLY FUNDING}

Program Services:	**Congregate Meal Services**
Fiscal Year:	2025-26
Funding Type:	Older Americans Act Title III C-1
Los Angeles County Region:	Select Region
Supervisorial District:	Five
Subaward Number:	ENP252601
Amendment Number:	Two **Modification Number:** N/A
Subrecipient's Legal Name:	City of Burbank

Main Administrative Office Address	City	State	Zip Code
1301 W. Olive Ave.	Burbank	CA	91506

Mailing Address (if different from above)	City	State	Zip Code
Same as above	Burbank	CA	91506

Prefix	Authorized Representative	Job Title	Phone Number	Ext.	E-Mail Address
Ms.	Erin Barrows	Recreation Services Manager	(818) 238 5402	[Enter]	ebarrows@burbankca.gov

Prefix	Project Manager	Job Title	Phone Number	Ext.	E-Mail Address
Ms.	Roxana Tabibi	Social Services Supervisor- Nutrition	(818) 238 5358	[Enter]	rtabibi@burbankca.gov

Prefix	Budget Analyst	Job Title	Phone Number	Ext.	E-Mail Address
Ms.	Angela O'Connor	Principal Accountant	(818) 238 5490	[Enter]	aoconnor@burbankca.gov

COUNTY USE ONLY			
Assigned Program Analyst:	Jorge Pena		
Assigned Contract Analyst:	Lynn Tran		
MPS Reviewed and Approved by:	Jorge Pena	Date:	2/9/2026

Program Services:	**Congregate Meal Services**
Fiscal Year:	2025-26
Funding Type:	Older Americans Act Title III C-1
Los Angeles County Region:	Select Region
Supervisorial District:	Five
Subaward Number:	ENP252601
Amendment Number:	Two
Modification Number:	N/A
Subrecipient's Legal Name:	City of Burbank

I. UNITS OF SERVICE SUMMARY

(A) SERVICE CATEGORY	(B) FUNDING SOURCE	(C) UNITS OF SERVICE (3)	(D) UNIT RATE (2)	(E) FUNDING AMOUNT (5)	(F) NO. OF UNDUPLICATED CLIENTS (1)
All Congregate Meals	**SSY1 (6) (Cash Other)**	46,323	$ 12.21	**$ 565,600**	1,200
	SF (7) (Cash and In-Kind)	46,323	$ 11.96	$ 553,801	
	Total (4)	**46,323**	**$ 24.17**	**$ 1,119,401**	
Equipment (Purchases) (8)				[Enter Approved Amount]	
Equipment (Other) (9)				[Enter Approved Amount]	
GRAND TOTAL SERVICES/FUNDING		**46,323**		**$ 1,119,401**	**1,200**

NOTE:

(1) Please Enter the total number of unduplicated clients that will be served by your agency. Unduplicated clients are individuals who meet the eligibility requirements outlined in Exhibit A (Statement of Work and Attachments). These individuals are counted only once within a FY for reporting purposes.
(2) Please Enter the Unit Rates: a) for SSY1 (Cash Other) (i.e., approved rate to be reimbursed by County as reflected in the funding allocation letter) and b) for SF (amount of Match, Non-Match, and Program Income - reflected as a rate - that will be funded by Subrecipient for the Services).

(3) Please enter the number of Units for the Service Category to be provided using SSY1 (Cash Other) and SF.

(4) The Total Unduplicated Units for the Service Category under column (C) Units of Service must match the corresponding Total Units reflected in Section II, (Services by Month) column (P) Total.

(5) The Total and Grand Total amounts under column (E) Funding Amount must match the Total and Grand Total amounts reflected in Exhibit B1.1 (Budget) (cover page) column (F) Total Funding.

(6) SSY1: Subaward Sum Year 1

(7) SF: Subrecipient's Funds

(8) Enter the approved amount of equipment purchase(s) that is reflected in Exhibit B1.1 (Budget).

(9) Enter the amount of equipment (other) that is reflected in Exhibit B1.1 (Budget).

Program Services: Congregate Meal Services
Fiscal Year: 2025-26
Funding Type: Older Americans Act Title III C-1
Los Angeles County Region: Select Region
Supervisorial District: Five
Subaward Number: ENP252601
Amendment Number: Two **Modification Number:** N/A
Subrecipient's Legal Name: City of Burbank

II. SERVICES BY MONTH - ALL CONGREGATE MEALS

(A) LINE NO.	(B) SITE NAME	(C) NO. OF UNDUP. CLIENTS	(D) JUL	(E) AUG	(F) SEP	(G) OCT	(H) NOV	(I) DEC	(J) JAN	(K) FEB	(L) MAR	(M) APR	(N) MAY	(O) JUN	(P) TOTAL (1)
1	Joslyn Adult Center	700	3,397	3,283	3,210	3,300	432			2,000	3,000	3,000	2,000	3,000	**26,622**
2	McCambridge	200	2,171	2,085	2,056	2,000					600	600	1,000	600	**11,112**
3	Tuttle Senior Center	300	1,831	1,819	1,844	1,840					100	100	1,000	55	**8,589**
4															**0**
5															**0**
6															**0**
7															**0**
8															**0**
9															**0**
10															**0**
11															**0**
12															**0**
13															**0**
14															**0**
15															**0**
Grand Total		**1,200**	**7,399**	**7,187**	**7,110**	**7,140**	**432**	**0**	**0**	**2,000**	**3,700**	**3,700**	**4,000**	**3,655**	**46,323**

NOTE:
(1) The Grand Total Units under column (P) Total must match the Total reflected in Section I (Units of Service Summary) column (C) Units of Service Total.

LOS ANGELES COUNTY
Aging & Disabilities Department

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Los Angeles, CA 90020
ad.lacounty.gov
info@ad.lacounty.gov

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Disability Information & Access Line:
(888) 677-1199

January 20, 2026

City of Burbank
Attention: Justin Hess
1301 West Olive Avenue
Burbank, CA 91506

FISCAL YEAR 2025-26 ONE-TIME-ONLY FUNDING ALLOCATION FOR ELDERLY NUTRITION PROGRAM SERVICES

Dear Mr. Hess:

County of Los Angeles Aging and Disabilities Department (County) intends to amend City of Burbank's (Subrecipient's) Elderly Nutrition Program (ENP) Subaward. The Subaward Amendment information is outlined below

- Purpose: Subrecipient will utilize One-Time-Only (OTO) funding to provide additional defined and contracted ENP Congregate Meal Services during Fiscal Year (FY) 2025-26.
- Subaward Number: ENP252601
- Amendment Number: Two
- Subaward Term: July 1, 2025 through June 30, 2026
- Total Funding Allocation: $200,000
- Period Funds are available for use (Subject to execution of Amendment): July 1, 2025 – June 30, 2026
- Service Area: Supervisorial District 5
- Funding Source(s) and Service Category(ies) are as follows:

Funding Source	Service Category	Unit Rate	Allocation Amount			Total Allocation Amount
			Baseline	Additional Baseline NCC	OTO	
OAA Title III C-1	Congregate Meals	$12.21	$278,600	$87,000	$200,000	**$565,600**[1]
OTO Funding						**$200,000**
Additional Funding (Refer to FY 2025-26 Additional Funding Allocation Letter)						$382,630
Original Baseline and MOCA Funding (Refer to FY 2025-26 Original Baseline and MOCA Funding Allocation Letter)						$690,000
Subaward Sum Year 1 (SSY1) (OTO, Additional Baseline NCC, Additional MOCA, NSIP, Original Baseline and MOCA Funding)						**$1,272,630**

[1] **Complete one (1) budget and one (1) MPS for the total allocation amount.**

If you have any questions, please contact Lynn Tran of my staff by phone or e-mail as follows: (323) 513-4214 or ltran@ad.lacounty.gov.

Thank you.

Irma Panosian

Irma Panosian, Administrative Services Manager III
Contracts Management Division

STAFF REPORT

COMMUNITY DEVELOPMENT

DATE: March 10, 2026

TO: Justin Hess, City Manager

FROM: Patrick Prescott, Community Development Director
VIA: Fred Ramirez, Assistant Community Development Director
Scott Plambaeck, Planning Manager
Amanda Landy, Principal Planner
BY: Sara Durghalli, Assistant Planner

SUBJECT: Approval of the 2025 General Plan Annual Progress Report and 2025 Housing Element Annual Progress Report

RECOMMENDATION

1. Approve the 2025 General Plan Annual Implementation Progress Report (Attachment 1).
2. Approve the 2025 Housing Element Annual Progress Report (Attachment 3).

BACKGROUND

State-Required Annual Reporting on Local General Plans and Housing Elements

California Government Code Section 65400 requires cities and counties to submit annual reports on the implementation of their General Plan and Housing Element. These reports—the General Plan Annual Progress Report (APR) and Housing Element APR—must be submitted to the Governor's Office of Land Use and Climate Innovation (LCI) and the Department of Housing and Community Development (HCD) by April 1st each year for the prior calendar year. Reports must also be reviewed by the local governing body, either before or after submission, and may be updated if directed by the City Council.

LCI uses the General Plan APR to assess local planning efforts against statewide goals, while HCD provides a template for the Housing Element APR to track housing production, affordability, program implementation, and progress toward the City's Regional Housing Needs Assessment (RHNA) allocation.

Although state-mandated, these reports also inform the City Council and community about progress on Burbank2035—the City's long-range General Plan adopted in 2013—and the Housing Element, adopted in 2022 for the 2021–2029 planning period. Burbank2035 guides physical, economic, and environmental development, while the Housing Element addresses housing needs and strategies, including the City Council's Affordable Housing Strategy to facilitate up to 12,000 new units by 2035.

DISCUSSION

Burbank2035 General Plan APR Highlights

Burbank2035 includes the following State-mandated elements – Air Quality and Climate Change, Land Use, Mobility, Noise, Safety, Open Space and Conservation, and Housing – plus an optional Plan Realization Element. In 2022, the City also adopted updated Housing and Safety Elements as well as Environmental Justice policies. The optional Plan Realization Element establishes measurable programs to carry out the Plan's goals and policies. Implementation responsibilities are shared among Community Development, Parks and Recreation, Public Works, Fire, Police, and Burbank Water and Power. The 2025 General Plan APR (Attachment 1) provides a summary of updates on various General Plan goals and policies within the 2025 reporting year. A table summary of the completed goals, policies, and implementation measures to date on the Burbank2035's Plan Realization chapter is included (Attachment 2).

Highlights of key accomplishments from 2025 include:

- Extension of Urgency Ordinance Extending Interim Development Standards in Response to Senate Bill 423
- Amendments to the Streamlined Ministerial Review and Approval Process for Development Projects Subject to Streamlined Ministerial Review
- Adoption of an Ordinance Establishing Updated Project Appeal Procedures
- Adoption of an Ordinance Establishing Conditional Use Permit and Administrative Use Permit Minor Modification Processes
- Implementation of New Parking Management Strategies for Downtown Burbank
- Adoption of Safer Streets Burbank Action Plan
- Olive Avenue Bridge Replacement Feasibility Study

Housing Element APR

The Housing Element APR describes the City's progress toward implementation of the Housing Element programs within the reporting period of 2025. In particular, the report documents how much net new housing development, and at which affordability levels, has occurred during the reporting year. The housing units are tracked by calculating the number of development applications submitted, project entitlements approved, building permits issued, and building permits that received Certificate of Occupancy approval. The

APR also includes status updates on the City's progress in meeting the objectives for each of the numerous programs noted in the Housing Element.

Regional Housing Needs Assessment (RHNA) – 6th Cycle Summary

Progress toward achieving the mandated RHNA allocation is a key component of the annual Housing Element APR submitted to HCD and LCI. The RHNA establishes exactly how many new homes, and at what affordability levels, a jurisdiction is required to plan for within an eight-year planning cycle to address regional and State housing needs. Through the RHNA allocation, each jurisdiction is assigned its "fair share" of housing production at specified affordability levels. The 2025 APR for Burbank, and all jurisdictions within the Southern California Association of Governments (SCAG) region (inclusive of the counties of Los Angeles, Orange, Imperial, San Bernardino, Ventura, and Riverside), falls within the 6th RHNA cycle extending from 2021 through calendar year 2029.

The City's RHNA allocation and progress for the 2021-2029 6th planning cycle is shown in the summary table below, which is taken directly from "Table B" of the 2025 Housing Element APR provided in Attachment 3. As identified in the table, 284 net new housing units were issued building permits in 2025, to be counted toward the City's 8,772 total unit allocation for the 6th planning cycle.

Table B
Regional Housing Needs Allocation Progress
Permitted Units Issued by Affordability

Income Level		RHNA Allocation *by Income Level* (2022-2029)	*Projection Period totals (6/30/2021-10/14/2021)*	*2021*	*2022*	*2023*	*2024*	2025	Total Units to Date (all years)	Total Remaining RHNA by Income Level
Acutely Low	Deed Restricted	-	-	-	-	-	-	-	90	-
	Non-Deed Restricted		-	-	-	-	-	90		
Extremely Low	Deed Restricted	-	-	-	-	-	10	-	156	-
	Non-Deed Restricted		-	-	-	-	141	5		
Very Low	Deed Restricted	**2,553**	-	3	-	-	-	-	**280**	**2,273**
	Non-Deed Restricted		-	-	-	-	-	31		
Low	Deed Restricted	**1,418**	-	5	-	-	-	-	**502**	**916**
	Non-Deed Restricted		64	56	116	136	66	59		
Moderate	Deed Restricted	**1,409**	-	0	69	-	-	-	**162**	**1,247**
	Non-Deed Restricted		7	1	25	30	16	14		
Above Moderate		**3,392**	31	52	630	153	130	85	**1,081**	**2,311**
Total Burbank RHNA Allocation		**8,772**								
		Subtotals	**102**	**117**	**840**	**319**	**363**	**284**	**2,025**	**6,747**

Additional Reporting on Housing Applications In-Process

Housing units that count toward satisfying the City's RHNA allocation may only include those for which building permits have been issued. However, the Housing Element APR provides a complete picture of the City's housing production and progress toward the RHNA allocation within the reporting year by acknowledging housing projects that are still in the construction and development pipeline process (i.e., projects submitted in 2025 that have not yet been approved, or projects that received an entitlement, but have not yet been issued a building permit). Table A of the Housing Element APR (Attachment 3) indicates that 546 housing units were submitted during the 2025 reporting period. Table B of the Housing Element APR (Attachment 3) indicates that in 2025, 284 residential units received building permits. Overall, the City continues to make progress beyond what is captured in the RHNA table.

Accessory Dwelling Units (ADUs) and Affordability

The City is also required to identify housing reported by affordability level based on the household income limits published annually by the State. An ADU rent survey (Attachment 4) was completed in 2025 by the Planning Division and can be used for the 2025 report.[1] As part of the ADU rent survey, the City received 105 ADU responses, of which 86 provided full rent information. Using the standard that households should spend no more than 30% of gross income on housing costs, staff determined the affordability distribution of the units (assuming the household size is one-person in single units, two persons in one-bedroom units, and three persons in two bedroom units).

City staff applied the affordability distribution to the total number of ADUs that received building permits in 2025. The analysis determined that of the 241 ADUs that received building permits in 2025, 126 are projected to be affordable to very-low Income households, 59 are projected to be affordable to Lower Income households, 14 are projected to be affordable to Moderate Income households with the remaining 42 being affordable to households with an above-moderate income level.

Not Net Loss Monitoring Program

The City will maintain and regularly update a centralized Housing Element Sites Inventory to track development activity, entitlements, and remaining housing capacity by income category. Development of Housing Element Inventory sites will be monitored on an ongoing basis and formally reviewed at least annually to ensure sufficient site capacity remains to meet the City's remaining RHNA. The City will conduct No Net Loss analyses when sites are developed or modified and will replace any lost capacity within required timeframes. Eligible housing projects will be processed by-right using objective standards, consistent with State law. Monitoring results will be reported annually to HCD and the City Council, with corrective actions initiated if site adequacy is no longer maintained.

[1] Referenced in the Notes Column in Section A2 of Attachment 3

Submittal to HCD and LCI

Government Code Section 65400 requires the local planning agency to provide the APRs to the legislative body (i.e., City Council or Commission), HCD, and LCI by April 1st of each year for the prior calendar year reporting period. If the APRs are approved by Council, then staff will provide notification to HCD and LCI of the Council's approval of both reports. If the City Council makes changes to one or both reports, then staff will submit the updated reports to HCD and LCI.

ENVIRONMENTAL REVIEW

The APR's are administrative activities conducted by the City that will not result in direct or indirect physical changes in the environment, as such, they do not qualify as a project as defined in the California Code of Regulations Title 14, Section 15378(a). Further, the Annual Progress Reports are also exempt from review under the California Environmental Quality Act (CEQA), pursuant to California Code of Regulations Title 14, Section 15061(b)(3). The activity is covered by the commonsense exemption that CEQA applies only to projects, which have the potential for causing a significant effect on the environment. Where it can be seen with certainty that there is no possibility that the activity in question, such as the APR's, may have a significant effect on the environment, the activity is not subject to CEQA.

FISCAL IMPACT

There is no fiscal impact associated with City Council review and City submission of these annual reports to HCD and LCI.

CONCLUSION

The General Plan and Housing Element APRs describe the progress of the City's ongoing efforts to implement and assess identified goals, policies and objectives in the General Plan and Housing Element. Demonstrating ongoing compliance with State-required reporting ensures that the City maintains eligibility and competitiveness for ongoing grant funding opportunities that may help to implement these goals and policies.

Staff recommends that the City Council approve the 2025 General Plan Annual Progress Report and the 2025 Housing Element Annual Progress Report. Future progress reports will continue to be provided to the City Council on an annual basis.

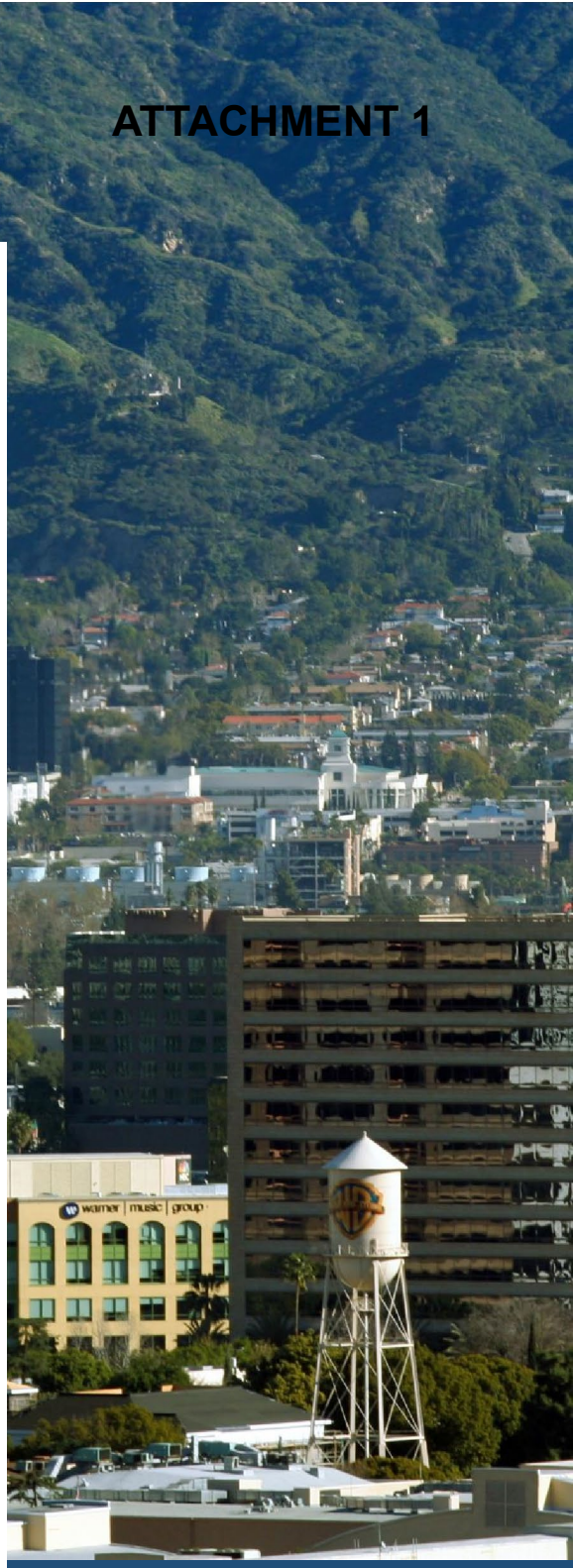
ATTACHMENTS

Attachment 1 – 2025 General Plan Annual Implementation Progress Report
Attachment 2 – 2025 Burbank 2035 General Plan Realization Element APR Update Table
Attachment 3 – 2025 Housing Element Annual Progress Report
Attachment 4 – Accessory Dwelling Unit Rent Survey and Affordability Analysis

ATTACHMENT 1

CITY OF BURBANK GENERAL PLAN

Annual Implementation Progress Report 2025



Prepared by:
Community Development Department
Planning Division
150 N. Third Street
Burbank, CA 91502

Draft Presented to City Council on March 10, 2026

Contents

I. INTRODUCTION 3
A. BURBANK2035 GENERAL PLAN 3
B. PURPOSE OF THE ANNUAL PROGRESS REPORT 3
II. STATUS OF BURBANK2035 GENERAL PLAN 3
A. GENERAL PLAN IMPLEMENTATION STATUS 3
B. MUNICIPAL CODE UPDATES 4
C. GENERAL PLAN AMENDMENTS 8
D. SPECIFIC PLANS 8
III. CITY OF BURBANK HOUSING ELEMENT ANNUAL PROGRESS REPORT 15
A. UPDATES TO HOUSING PROGRAMS 15
IV. OTHER PLANNING ACTIVITIES 27
A. MAJOR DEVELOPMENT PROJECTS 27
B. OPEN SPACE AND CONSERVATION PROJECTS 28
C. MOBILITY PROJECTS 30
D. AIR QUALITY AND CLIMATE CHANGE PROJECT 32
E. SAFETY PROJECTS 33
V. BURBANK GOALS & LONG-TERM STRATEGIC PLAN 34
A. DEVELOP A SEISMIC RETROFIT PROGRAM FOR PRIVATELY OWNED BUILDINGS 34
C. HOMELESSNESS PLAN 2022-2027 36
D. AFFORDABLE HOUSING ANALYSIS AND STRATEGY 37
E. BURBANK FIRE DEPARTMENT STRATEGIC PLAN 2025-2030 39
F. GOALS, POLICIES, OBJECTIVES, STANDARDS OR OTHER PLAN PROPOSALS THAT NEED TO BE ADDED OR WERE DELETED, AMENDED OR OTHERWISE ADJUSTED. 40

I. INTRODUCTION

A. BURBANK2035 GENERAL PLAN

On February 19, 2013, the Burbank City Council adopted the Burbank2035 General Plan. Subsequently, the City Council adopted the Burbank 2021-2029 Housing Element on September 27, 2022.

Burbank2035, including the 2021-2029 Housing Element, enables the City to better define and ultimately achieve its physical, economic, and environmental goals. Included amongst these goals are: allowing businesses to better compete in the local and regional marketplace; maintaining valued community characteristics by ensuring responsible development and protecting residential neighborhoods; address local and regional transportation and environmental concerns; and building better neighborhoods for Burbank residents to live, work, and play.

The goals and policies within Burbank2035 affect a wide range of issues including housing, traffic circulation and mobility, parks and recreation, resource conservation, and public safety. Burbank2035 anticipates and plans for change occurring in the community and should be continually revised to be meaningful and relevant based on the current state of the community, with an eye toward the future. Burbank has experienced growth since the adoption of the General Plan in the past nine years.

B. PURPOSE OF THE ANNUAL PROGRESS REPORT

California Government Code Section 65400 mandates that cities submit an annual report on the status of the General Plan and progress in its implementation to their legislative bodies, the Governor's Office of Planning and Research (OPR) and the California Department of Housing and Community Development (HCD) each year. Burbank's Annual Progress Report is based on OPR and HCD guidance documents that are intended to assist local governments with the development of the General Plan Annual Progress Report. The Annual Progress Report is a tool used by the State to help monitor the success of implementing the General Plan and determine if changes to the plan or its implementation programs are necessary to comply with State law.

This General Plan Annual Progress Report provides status updates for the reporting period of calendar year 2025. The California Government Code Section 65400 also mandates cities to prepare an annual Housing Element Annual Progress Report that includes cities' progress in implementing the adopted Housing Element and in meeting the City's Regional Housing Needs Allocation (RHNA). Both the General Plan Annual Progress Report and Housing Element Annual Progress Report will be presented to City Council on March 10, 2026.

II. STATUS OF BURBANK2035 GENERAL PLAN

A. GENERAL PLAN IMPLEMENTATION STATUS

In 2025, the City achieved a number of measures established in the Land Use, Open Space, Safety, Plan Realization, and Mobility Elements contained in the Burbank2035 General Plan. Below is a

summary of notable projects in each element. More details about each project are listed in Sections II though IV of this report.

- Air Quality and Climate Change Element
    - GHG Emissions Inventory Update
- Land Use Element
    - Amendments to the Appeal Procedures
    - Conditional Use Permit and Administrative Use Permit Minor Modification Processes
- Mobility Element
    - Downtown Sidewalk Enhancement Project
    - Olive Avenue Bridge Replacement
    - Safer Streets Burbank Action Plan
- Open Space and Conservation Element
    - Citywide Parks Master Plan
- Safety Element
    - Lil' Squirt's Fire Safety Challenge

In 2025, the City continued to make progress toward the Land Use Goals by streamlining projects by amending appeal procedures in the Municipal Code, and introducing a Minor Modification Process for discretionary permits. The most ambitious goals are listed in the Housing Element, particularly in meeting its Regional Housing Needs Assessment (RHNA) allocation. The City has been actively working to align existing policy documents, such as Affordable Housing Strategy Plan adopted in 2017, to develop a strategy to increase the availability of housing and housing affordable to all segments of the community that live or work in Burbank with current goals to facilitate the creation and availability of housing affordable to Burbank households at all income levels.

Attachment 2 to this report includes a table summary of the completed goals, policies, and implementation measures to date on the Burbank2035's Plan Realization chapter.

B. MUNICIPAL CODE UPDATES

1. Extension of Urgency Ordinance Extending Interim Development Standards in Response to Senate Bill 423 (Ordinance 24-4,017)

On November 19, 2024, the City Council adopted an ordinance amending the Burbank Municipal Code to extend Urgency Ordinance No. 23-4,003 for a second time. The urgency ordinance, originally adopted on December 12, 2023, established interim development standards clarifying that multifamily residential housing projects are permitted on sites within the Rancho Commercial Land Use Designation with a Conditional Use Permit.

The interim standards also clarified that, for sites within the Rancho Commercial Land Use Designation, the phrase "with discretionary approval" in footnote 1 of the General Plan Consistency Tables means "with a Conditional Use Permit." The urgency ordinance provided that the development standards would remain in effect until the temporary exemption period under SB 423 expired on July 1, 2025.

Department:	*Community Development, Planning Division*
General Plan Goal:	*Land Use Element Goal No. 3: Community Design and Character;*
General Plan Policy:	*Land Use Policy 3.2 Preserve unique neighborhoods and use specific plans to distinguish neighborhoods and districts by character and appearance and address physical and visual distinction, architecture, edge and entry treatment, landscape, streetscape, and other elements*

2. Amendments to the Streamlined Ministerial Review and Approval Process for Development Projects Subject to Streamlined Ministerial Review (Ordinance 24-4, 023)

On December 17, 2024, the City Council adopted an ordinance to amend the Burbank Municipal Code to update the streamlined ministerial review process for multifamily housing development projects submitted in compliance with State law, including Senate Bill (SB) 35 and Assembly Bill (AB) 2011, codified as California Government Code Section 65913.4 and 65912.100 et seq., respectively. Specifically, this Ordinance removes the mandatory City Council public oversight and design review hearing requirement from BMC Section 10-1-19302 to comply with SB 423 (2023) and AB 2243 (2024), shortens the project resubmittal review timeline to 30 days as required by AB 3122 (2024) and AB 2243 (2024), and makes other minor clarifying changes. The ordinance took effect on January 17, 2025.

Department:	*Community Development, Planning Division*
General Plan Goal:	*Land Use Element Goal No. 8 Low Density Residential Land Use*
General Plan Policy:	*Land Use Policy 8.2 Limit building to a size and scale that is consistent with the predominant neighborhood character and avoids overbuilding. New, remodeled, and expanded homes should respect existing neighborhood character.*

3. Amendment to Burbank Municipal Code to Implement Burbank 2021-2029 Housing Element Program No. 22 Related to the Update of Project Appeal Procedures (Ordinance 25-4, 024)

On March 11, 2025, City Council adopted an ordinance to amend the project appeal procedures in the Burbank Municipal Code, to streamline project review and approvals by: (1) making the

Planning Commission the final reviewing body on appeals of entitlement decisions that originate with the Community Development Director (Director); (2) making the City Council the final reviewing body on appeals of entitlement decisions that originate with the Planning Commission; (3) modifying the entitlement process for projects involving multifamily residential with nonresidential uses (commonly known as "mixed-use" projects) so that they are approved by the Director through an Administrative Use Permit (AUP) and appealable to the Planning Commission; and (4) establishing a process in accordance with California Public Resources Code Section 21151(c) for appeals of certain environmental decisions made by the Director or the Planning Commission to be directly submitted to the City Council. The Ordinance also updated Title 9, Chapter 3 (Environmental Protection) to ensure that the City's local public notice of environmental decisions and associated appeals to align with State law.

Department:	*Community Development, Planning Division*
General Plan Goal:	*Housing Element Goal No. 2 Adequate Housing Sites;* *Housing Element Goal No. 4 Constraints to Housing*
General Plan Policy:	*Housing Element Policy 2.2 Update land use regulations that facilitate new opportunities for developing a variety of housing types that include, but are not limited to, small lot development, condominiums, townhomes, live-work units, micro-units and accessory dwelling units (ADUs), to accommodate the City's diverse housing needs.* *Housing Element Policy 2.4 Allow residential units in traditionally non-residential areas including mixed use areas and allow for adaptive reuse of non-residential buildings for residential and live-work units, including potential ground-floor opportunities.* *Housing Element Policy 4.1 Facilitate use of regulatory incentives, concessions and waivers, including through density bonuses and inclusionary housing requirements that result in modified development standards, which offset or reduce the costs and/or reduce the physical impediments to the development of affordable housing.* *Housing Element Policy 4.2 Establish objective development standards to create greater certainty for developers on community expectations for the building of new housing that helps to build neighborhoods and streamline the development review and permitting process.*

4. **Establishing Conditional Use Permit and Administrative Use Permit Minor Modification Processes and Clarification of Application Withdrawal Process (Ordinance 25-4,027)**

On June 24, 2025, the City Council adopted an ordinance to amend the Burbank Municipal Code to establish a streamlined procedure to process minor modifications of existing Conditional Use Permits (CUPs) and Administrative Use Permits (AUPs) without the need to file a full CUP or AUP application. This process is intended to be utilized in instances where the proposed changes do not result in a substantial alteration or material deviation from the original operational requirements or conditions of approval of the underlying permit. The streamlining that will result from the allowance of minor modifications to existing permits will facilitate the necessary adjustments that support the reasonable operation of the previously approved use while maintaining the intent and purpose of the original approval. Additionally, the Ordinance clarifies the process for withdrawing a land use entitlement application and requesting refunds of related application fees.

Department:	*Community Development, Planning Division*
General Plan Goal:	*Land Use Element Goal No. 3: Community Design and Character;* *Land Use Element Goal No. 6: Economic Vitality and Diversity*
General Plan Policy:	*Land Use Policy 3.11 Carefully consider the evolution of community character over time. Evaluate projects with regard to their impact on historic character, their role in shaping the desired future community character, and how future generations will view today's Burbank.* *Land Use Policy 6.4: Recognize that locally owned "mom and pop" businesses are important to the local economy and community character, and help these businesses maintain a long-term presence in the community.* *Land Use Policy 6.5: Consult with the Chamber of Commerce and local businesses to facilitate business retention and expansion.*

5. **Ordinance to Adopt by Reference the 2025 California Building Standards Codes and Related Codes Enforced by the City (Ordinance 25-4,034)**

On October 28, 2025, the City Council approved an ordinance adopting the 2025 California Building Standards Code, the California Wildland–Urban Interface Code, City of Burbank local amendments, and the 2024 International Property Maintenance Code into Title 9 of the Burbank Municipal Code. The adopted codes took effect on January 1, 2026.

Department:	*Community Development, Building and Safety Department*
General Plan Goal:	*Land Use Goal No. 2 Sustainability*
General Plan Policy:	*Land Use Policy 2.5 Require the use of sustainable construction practices, building infrastructure, and materials in new construction and substantial remodels of existing buildings*

C. GENERAL PLAN AMENDMENTS

No amendments to the Burbank2035 General Plan were made in the last year. General Plan Amendments related to the Specific Plan efforts, discussed in Section D. are currently in progress.

D. SPECIFIC PLANS

1. Golden State Specific Plan – In Progress

The Burbank2035 General Plan Realization Land Use Program LU-3 calls for the City to prepare a specific plan for the Golden State Area[1] to provide a comprehensive framework for future development and mobility improvements consistent with Goal 12 of the Land Use Element, and other existing planning documents (*e.g., Housing Element, Burbank2035 Mobility Element, Complete our Streets Plan, Greenhouse Gas Reduction Plan*), which create a sense of place, foster neighborhood identity, and address issues that are specific to the area. In 2016, the City Council directed staff to begin implementing this program by developing the Golden State Specific Plan (Specific Plan).

The approximately 640-acre Golden State Area (Specific Plan Area) is located south and east of the Hollywood-Burbank Airport and is generally bounded by Cohasset Street and Interstate 5 to the north; Buena Vista Street to the east; Vanowen Street and Pacific Avenue to the South; and the Hollywood-Burbank Airport and the City boundary with Los Angeles to the west. It includes land zoned for industrial, commercial, and residential uses and two existing Metrolink stations, the Hollywood-Burbank Airport, and a potential High Speed Rail station within the Specific Plan Area. Home to Lockheed from the 1940s to the 1990s, the Specific Plan Area has traditionally been seen as one of the City's industrial hubs and a major employment center. With Lockheed's departure in the 1990s, there was a slowdown in activity within the area. More recently, this area experienced a resurgence through recent development projects and evolution into a major employment and transit hub that includes an eclectic mix of commercial, office, media, hospitality, industrial, and technology businesses, as well as residential developments.

[1] The name Golden State was the name of the former Redevelopment Project Area taken from the name of Interstate 5; "Golden State Freeway".

As part of the Specific Plan development, staff has been analyzing land use, infrastructure, transportation, pedestrian, and bicycle amenities, as well as opportunities for new housing that is affordable for all income levels, including the City's workforce and other in-fill development in proximity to major employment and transit centers. Staff is also analyzing vehicle, bicycle, and pedestrian connectivity within the Specific Plan Area (e.g., neighborhood services, airport, transit, employers, lodging) by confirming consistency with the Burbank2035 General Plan Mobility Element, Bicycle Master Plan, and Complete Our Streets Plan, and studying ways to take advantage of economic development opportunities and job creation around the stations. In conjunction with the Specific Plan, a Program Environmental Impact Report (EIR) is being drafted that provides a comprehensive analysis of the Specific Plan's potential environmental impacts.

Specific Plan development began in the Fall of 2016. The current goal is to present a complete policy recommendation to City Council in the Summer of 2026. The Community Development Department has divided the formulation of the Specific Plan into the following five phases:

- Phase 1 – Discovery (Completed)
- Phase 2 – Visioning (Completed)
- Phase 3 – Alternatives Development & Plan Preparation (Present)
- Phase 4 – Public Review (Spring 2026)
- Phase 5 – Adoption and Implementation (Summer 2026)

Community participation throughout every phase of the Specific Plan's development has been identified as a priority to facilitate a shared community vision that preserves local control in the land development process. City staff and the consultant team continue to work on completing a draft of the Specific Plan and Program EIR with an anticipated release of both for public review in Spring 2026. Staff anticipates both the Specific Plan and Program EIR will be brought to City Council for review and consideration of approval in Summer 2026.

Department:	*Community Development, Planning Division*
General Plan Goal:	*Land Use Element Goals No. 1-7 Quality of Life; Sustainability; Community Design and Character; Public Spaces and Complete Streets; Housing; Economic Vitality and Diversity; Community Participation*
General Plan Policy:	*Land Use Element Goal No. 12. Golden State Commercial/Industrial Land Use* *Land Use Policy No. 3.2 Preserve unique neighborhoods through specific plans that define character and appearance, addressing physical and visual distinction, architecture, edges and entries, landscape, streetscape, and related elements.*

Land Use Policy No. 12.1 Direct heavy industrial uses and other uses with potential adverse effects to locate in appropriate areas away from residential areas and other sensitive uses.

Pending. Anticipating Adoption Date: Summer 2026

2. Downtown Burbank Transit Oriented Development (TOD) Specific Plan (Consolidation of the Burbank Center Plan and North San Fernando Boulevard Master Plan) - In Progress

The Burbank Center Plan (BCP) was adopted in 1997 as an economic revitalization plan for Downtown Burbank and surrounding areas. Since its adoption in 1997, much of the development in Downtown has changed. The City's General Plan Realization Land Use Program LU-3 encourages the City to "review the three existing specific plans through a public process to determine whether the vision, goals, and policies established by the plans remain applicable and appropriate. Revise the plans as necessary to ensure that they reflect current desires for each of the three areas."

To implement this General Plan program, staff applied for and was awarded $310,000 in funds from the California Department of Housing and Community Development (HCD) under the SB2 Planning Grant Program and $410,000 from Los Angeles Country Metropolitan Transit Authority (Metro) under the TOD Planning Grant Program. Collectively, these grant funds will facilitate a new Downtown Burbank TOD Specific Plan that proposes to incorporate an update to the 1997 Burbank Center Specific Plan, 2012 North San Fernando Boulevard Master Plan, and surrounding areas of both plans into one comprehensive planning document. As part of the project, the new specific plan will include an update to the General Plan elements and undertake the appropriate environmental assessment pursuant to the California Environmental Quality Act (CEQA).

The approximately 965-acre Specific Plan area encompasses two adopted planning areas (the Burbank Center Plan and the North San Fernando Boulevard Master Plan), which includes Downtown Burbank and the Downtown Burbank Metrolink Station. The Specific Plan's development will include analysis of existing and proposed land uses, infrastructure, transportation, pedestrian and bicycle amenities, opportunities for new housing and other in-fill development opportunities. The Specific Plan will also analyze vehicle, bicycle, and pedestrian access to the Downtown Burbank Metrolink Station and study ways to take advantage of economic development opportunities and job creation around the station.

The approximately 965-acre Specific Plan area is in the central southeastern portion of the City and is generally bounded by Lake Street, Victory Boulevard, and Mariposa Street to the west; San Fernando Boulevard and Andover Drive to the north; Glenoaks Boulevard and Fifth Street to the east; and Tujunga Avenue and the City boundary with Glendale to the south. It encompasses two adopted planning areas (the Burbank Center Plan and the North San Fernando Boulevard Master

Plan), Downtown Burbank, and the Downtown Burbank Metrolink Station (Exhibit A). The Specific Plan is analyzing land use, infrastructure, transportation, pedestrian and bicycle amenities, and opportunities for new housing that is affordable for all income levels including our workforce and other in-fill development. The Specific Plan will also analyze vehicle, bicycle, and pedestrian access to the Downtown Burbank Metrolink Station consistent with the City's Complete Our Streets Plan and study ways to take advantage of economic development opportunities and job creation around the station.

Work on the Specific Plan commenced in May 2020 and the current goal is to present a complete policy recommendation to the City Council by Summer 2026. The Community Development Department has divided the formulation of the Specific Plan into the following five (5) phases:

- Phase 1 – Discovery (Summer 2020 – Winter 2021)
- Phase 2 – Visioning (Winter 2021 – Winter 2022)
- Phase 3 – Alternatives/Plan Preparation (Winter 2022 – Winter 2026)
- Phase 4 – Public Review (Spring 2026)
- Phase 5 – Adoption and Implementation (Summer 2026)

Community participation throughout every phase of the Specific Plan's development has been identified as a priority to facilitate a shared community vision. Consistent with Council goals of facilitating greater community engagement, the City has undertaken multiple community workshops, online surveys, stakeholder interviews, a technical working group, and engagement of the various Burbank Boards, Commissions, and Committees.

Staff and the Consultant team will continue to work on the completion of a draft of the Specific Plan and Program EIR with anticipated release of both for public review by Spring 2026. Additional Community Workshops; presentations to the select Burbank Boards, Commissions, and Committees; and key stakeholder meetings will be held leading up to the release of the draft documents and during the review of the documents. Staff anticipates both the Specific Plan Policy Document and Program EIR will be brought to the City Council for review and consideration of approval by July 2026.

Department:	*Community Development, Planning Division*
General Plan Goal:	*Land Use Element Goals No. 1-7 Quality of Life; Sustainability; Community Design and Character; Public Spaces and Complete Streets; Housing; Economic Vitality and Diversity; Community Participation*
General Plan Policy:	*Land Use Policy No. 1.1 Accommodate a mix of residential and nonresidential land uses in appropriate locations that support the diverse needs of Burbank residents, businesses, and visitors. Provide opportunities for living, commerce, employment, recreation,*

education, culture, entertainment, civic engagement, and socializing.

Land Use Policy No. 3.2 Preserve unique neighborhoods through specific plans that define character and appearance, addressing physical and visual distinction, architecture, edges and entries, landscape, streetscape, and related elements.

Pending. Anticipating Adoption Date: July 2026

3. Media District Specific Plan Update - In Progress

The Media District Specific Plan area is roughly bounded by Clybourne Avenue, Keystone Street, Oak Street, and the Los Angeles River. The MDSP area is located on the southwestern edge of the City of Burbank. The 0.85-square mile area is a major employment center, with approximately 69,000 people on average coming daily into the Media District to work. The MDSP area is home to numerous media and entertainment companies, including The Walt Disney Company, Warner Bros. Entertainment, and the Burbank Studios as well as a mix of commercial, office, and residential uses. Healthcare, recreation, and educational facilities can also be found within or immediately adjacent to the MDSP area.

The Media District Specific Plan (MDSP) was adopted in 1991 and regulates development in the Media District, with a strong emphasis on preserving the character of the predominantly single-family residential neighborhoods adjacent to the MDSP area. The MDSP achieved this by establishing appropriate land uses, minimizing development-related traffic impacts, providing sufficient development opportunity for media and medical uses at strategic locations within the MDSP area and ensuring adequate infrastructure to support new development. However, in the time since, the physical, economic, and regulatory context has changed significantly and the MDSP is being updated and refined to respond effectively to these changes, maintain or strengthen the existing neighborhood protections and to facilitate the development of residential units that can make best use of, and coordination with, the rich existing and future transportation resources that serve the MDSP.

The MDSP Update kicked off in April 2022 with the goal to present a complete policy recommendation to the City Council in the Summer of 2023. As part of the overall outreach efforts staff also met with key property and business owners, residents, and developers who have expressed interest in developing within the proposed Media District. These efforts included one-on-one meetings with interested residents or property owners, neighborhood group walkabouts, and ongoing correspondence with other interested members of the public. During 2023, the project team and consultants have taken the extensive community feedback and conducted analysis, drafted objective development standards, and initiated the Program EIR process. Draft

policy documents were made available for public review in June 2024. Over the course of 2025 staff prepared updates and revisions to the draft policy document in response to public comments, and continued to prepare the analysis for the Draft Environmental Impact Report. Staff presented a summary of the changes to the draft policy to the City Council on November 18, 2025, which was well received by the City Council.

Department:	*Community Development, Planning Division*
General Plan Goal:	*Land Use Element Goals No. 1-7 Quality of Life; Sustainability; Community Design and Character; Public Spaces and Complete Streets; Housing; Economic Vitality and Diversity; Community Participation*
General Plan Policy:	*Land Use Policy No. 1.1 Accommodate a mix of residential and nonresidential land uses in appropriate locations that support the diverse needs of Burbank residents, businesses, and visitors. Provide opportunities for living, commerce, employment, recreation, education, culture, entertainment, civic engagement, and socializing.* *Land Use Policy No. 3.2 Preserve unique neighborhoods through specific plans that define character and appearance, addressing physical and visual distinction, architecture, edges and entries, landscape, streetscape, and related elements.*

Pending. Anticipating Adoption Date: June 2026

4. Burbank Rancho Neighborhood Specific Plan - In Progress

Located along the southern edge of Burbank, the Rancho encompasses approximately 315 acres. It is comprised of two non-contiguous areas – East and West Rancho. East Rancho is bounded generally by Alameda Avenue and Oak Street to the north, Victory Boulevard to the east, Los Angeles River to the south, and Keystone Street to the west. West Rancho occupies a smaller geography bounded by Reval Court to the north, Bob Hope Drive to the east, the Los Angeles River to the south, and California Street to the west.

On March 28, 2023, Burbank City Council directed staff to proceed with the preparation of the *Burbank Rancho Neighborhood Specific Plan (RNSP)* and indicated that it addresses, at a minimum, the following:

- Establishment of objective standards that are aligned with the community's vision, including balancing demands for responsible development, retaining local control, and preservation of the equestrian lifestyle;
- Incorporation of the City's Complete Our Streets Plan Equestrian Design Guidelines;
- Possible rezoning of land to comply with applicable state and local housing and land use laws, including an assessment of existing M-1 (industrial) zoned property;
- Evaluation of a potential historic district and/or equestrian overlay; and
- Assessment of potential impacts to city services and infrastructure from proposed development and implementation of the Plan.

In 2023 Council directed Staff to pursue Specific Plan for the Rancho Neighborhood. $1.4 million in funding was allocated for the RNSP Project in the Fiscal Year 2023-24 Adopted Budget on May 16, 2023. Dudek was selected as project consultant following a competitive bid process. The project kicked off in November of 2024.

The RNSP process is broken into four phases. To date, Phase 1 has been completed with the Study Session of City Council on January 13, 2026. The phases are listed below:

Phase 1 – Discovery, Analysis and Visioning (Spring/Summer 2025)

The first phase will consist of analysis to understand existing conditions, within the Rancho across the topics of land use, mobility, environmental, open space, demographics, history, culture, economics, and more. Starting with this phase, the project team will listen and learn from the community across a series of community activities to better understand their concerns, ideas, and aspirations for the future.

Phase 2 – Alternatives/Community Design Options (Winter/Spring 2026)

The second phase will consist of developing and testing future planning alternatives for the Rancho. They will be evaluated in partnership with the community on how they address and perform against the goals established in the first phase.

Phase 3 – Preferred Plan (Winter/Spring 2027)

In the third phase, the project team will refine a preferred alternative that will form the basis of the Burbank Rancho Neighborhood Specific Plan (RNSP).

Phase 4 – Adoption and Implementation (Fall 2027)

The final phase includes the development of the necessary environmental review subject to California Environmental Quality Act (CEQA), as well as the public hearing process for the adoption of the final deliverable – the *Burbank Rancho Neighborhood Specific Plan*.

Department:	*Community Development, Planning Division*
General Plan Goal:	*Land Use Element Goal No. 1-7 Land Use Element Goals No. 1-7. Quality of Life; Sustainability; Community Design and Character; Public Spaces and Complete Streets; Housing; Economic Vitality and Diversity; Community Participation*
General Plan Policy:	*Land Use Policy No. 1.1 Accommodate a mix of residential and nonresidential land uses in appropriate locations that support the diverse needs of Burbank residents, businesses, and visitors. Provide opportunities for living, commerce, employment, recreation, education, culture, entertainment, civic engagement, and socializing.* *Land Use Policy No. 3.2 Preserve unique neighborhoods through specific plans that define character and appearance, addressing physical and visual distinction, architecture, edges and entries, landscape, streetscape, and related elements.*

Pending. Anticipating Adoption Date: Fall 2027

III. CITY OF BURBANK HOUSING ELEMENT ANNUAL PROGRESS REPORT

A. UPDATES TO HOUSING PROGRAMS

The Housing Element of the Burbank2035 General Plan is required by the State to be updated by the City and certified by the California Department of Housing and Community Development (HCD) every 8 years, pursuant to Government Code section 65580 *et seq*. The City Council adopted the Burbank 2021-2029 Housing Element on September 27, 2022. The table below describes progress of all 27 programs including local efforts to remove governmental constraints to the maintenance, improvement, and development of housing as identified in the City Housing Element.

Existing Housing and Neighborhood Conditions

Name of Program	Objective	Timeframe	Status of Program Implementation
1. Neighborhood Revitalization/ Community Building	Acquire and rehabilitate 24 housing units and preserve as long-term affordable housing	Ongoing	The planning entitlement for the Burbank Housing Corporation (BHC) Fairview project, which includes 60 affordable housing units, is expected to be completed in February 2026.
1a. Committed Assistance	Acquire, rehabilitate and purchase affordability covenants on ten market rate rental units within the first three years of the Housing Element to qualify for RHNA credit.	By October 2024, enter into a legally enforceable agreement. Report to HCD on the status of purchasing affordability covenants no later than July 1, 2025, and to the extent an agreement is not in place, amend the Housing Element as necessary to identify additional sites.	Ongoing. The Housing Division is working with other developers, including the developer for 2021 W. Olive Avenue, to acquire and rehabilitate additional units.
2. Community Preservation Program	Preserve and protect Burbank's existing neighborhoods	Implement Community Preservation Program by 2023	The Code Enforcement Division is continuously working to maintain quality of life and ensure compliance with applicable standards throughout the community.
3. Preserve & Protect Existing Housing & Tenants	Adopt a City Council goal as part of Burbank's Affordable Housing Strategy that acknowledges and disseminates the rules and requirements of state and federal laws to protect existing tenants from displacement, including the current work of the	Adopt Council goal by 2023	Completed. In July 2024, Burbank City Council adopted an ordinance that increased relocation assistance for certain no-fault evictions and added local anti-retaliation tenant protection measures. In March 2024, the City Council updated local tenant protection ordinance, adding an exemption from the increased relocation assistance payment

	Landlord Tenant Commission to educate tenants and landlords of their rights and responsibilities, and programs to assist households at risk of homelessness and displacement		obligation for no-fault evictions due to owner or owner's relative moving into the unit and adding regulations prohibiting harassment. Further, in August 2024, the City Council approved an inter-departmental Housing Enforcement Unit to enforce the City's Tenant Protection Ordinance. On October 28, 2025 Council requested staff to return with a draft ordinance for heightened requirements for renovation evictions, extending just cause eviction protections to all rental units in Burbank, and for a soft rent cap of 4% for covered units and 10% for exempt units. Additionally, the Council asked staff to return with a City-sponsored enhanced relocation assistance program for qualified households. This program will be administered by a local service provider.
4. Rental Assistance Vouchers	Maintain current levels of Section 8 funding; apply for additional funds as available.	Ongoing	Ongoing. The BHA has been allocated 5 Foster Youth to Independence Vouchers. Housing Dept. will issue vouchers after appropriation of funds in December. The BHA implemented Project Based Vouchers in its administrative policy to utilize for future developments.
Adequate Housing Sites			

Name of Program	Objective	Timeframe	Status of Program Implementation
5. Housing Opportunity Sites and Rezone Program	Provide adequate sites to accommodate Burbank's RHNA allocation through adoption and update of Specific Plans and provide incentives for site development	Adopt Downtown TOD and Golden State Specific Plans in fiscal year 2022-2023, and Media District Specific Plan in 2023. Market opportunity sites to the development community starting in 2022. Conduct a mid-cycle review in 2025 to evaluate housing production levels in comparison to the RHNA, and if falling significantly short, commit to additional rezoning to increase capacity	Ordinance 24-4,022 was adopted on December 17, 2024 which amends the BMC to create a new 2021-2029 Housing Element Opportunity Sites Overlay Zone. Became effective in 2025.
6a. Promote Accessory Dwelling Units (ADUs)	Achieve the production of an average of 200 ADUs annually, for a total of 1,600 ADUs over the planning period, including 80% in high and highest resource neighborhoods	Add ADU Cost Calculator to City website in 2022. By 2023, establish expedited processing for smaller ADUs, reduced fees for ADUs that incorporate accessibility features, and pre-approved ADU plans. Annually monitor ADU production as part of Annual Performance Report (APR) on the Housing Element.	Ongoing. Planning is working with B&S to create an ADU cost estimate worksheet that will be uploaded to the city website. Cost estimate will only include city related fees, not cost of construction. In compliance with AB1332, the Building and Safety Division created and rolled out a Preapproval ADU program which expanded the by-right ADU plans for architects/designers/contractors in 2025. The city issued 241 building permits for ADUs in 2025.

6b. Track and Monitor ADUs	Establish an ADU tracking system to monitor production, affordability and location within high and highest resource neighborhoods	Conduct ADU survey and establish tracking system in 2022. Conduct review of production and affordability every two years (2023, 2025, 2027, 2029) and as appropriate, conduct expanded marketing and outreach within 6 months, or rezoning additional site(s) within one year.	Staff has created an ADU rent survey that will be issued at least bi-annually to obtain information on ADU rent affordability in the city.
7. Monitoring No Net Loss & Development on Sites from Prior Planning Periods	Develop a procedure to monitor the development of sites in the Housing Element Sites Inventory and ensure that adequate sites are available to meet the remaining RHNA by income category. Monitor development entitlements on prior Housing Element sites, and provide by-right development as required under State law	Establish No Net Loss monitoring procedures in 2022. Ongoing monitoring of entitlements on prior Housing Element sites	Monitoring is ongoing as projects are submitted, entitled, and constructed.
8. Public/ Private Partnerships on City Land	Partner with private developers to provide housing on publicly owned land	Issue an RFP by 2023 and select a developer for the Civic Center Plan by 2024. Incorporate a TDR program within the Downtown TOD Specific Plan (2022).	By-right housing projects that comply with objective standards to be considered as part of a proposed update to the Density Bonus Ordinance and Community Benefits Program.
Development of Affordable Housing			

Name of Program	Objective	Timeframe	Status of Program Implementation
9. Facilitate Development of Affordable Housing on Non-Vacant Site	Provide regulatory and financial assistance as well as out reach to the development community in support of affordable and mixed income housing on Housing Element sites	Within one year of Housing Element Adoption	Ongoing. The Housing Division is in communication with developers of 2021 W. Olive Avenue to facilitate rehabilitation of 39 vacant units to long term affordable units. In 2025, the Economic Development Division updated the informational sheets highlighting the City's Housing Element opportunity sites and made them available online for public access. The updates occurs annually.
10. Inclusionary Housing Ordinance	Update the Inclusionary Housing Ordinance to enhance the program's effectiveness in producing affordable housing and continue to provide incentives for units suitable for large families and for persons with disabilities	2022-2023	A proposed Inclusionary Housing ordinance will be presented to the City Council for consideration in Fall 2026.
11. Density Bonus Ordinance	Update the Density Bonus Ordinance to align with State law and the updated Inclusionary Housing Ordinance	2022-2023	Density Bonus Ordinance draft and Community Benefits structure has been completed. A proposed the Density Bonus ordinance will be presented to the City Council for consideration in Fall 2026.

12. Affordable Homeownership Program	Promote first-time homebuyer opportunities in high resource neighborhoods through both regulatory and financial incentives. Conduct affirmative marketing to promote equal access to homeownership opportunities.	2023	This effort is ongoing. Staff is seeking funding opportunities through the Burbank, Glendale, Pasadena Regional Housing Trust to develop a homebuyer program. A Cal HOME application was submitted to HCD in March 2025. Although federal funding is uncertain, staff continues to pursue all applicable funding opportunities. In addition to the 10 affordable units at the Pickwick Project, there will be three new affordable units at 529 and 537 E. Palm Avenue, which will be available for sale in 2026.
13. Employer Assisted Housing	Engage major employers in the City to discuss and determine feasibility of establishing employer assisted housing programs	Ongoing	Ongoing
14. Development Impact Fees for Affordable Housing	Evaluate establishing an impact fee on non-residential development to provide an additional source of revenue for the Housing Trust Fund	2023	Ongoing
15. Sustainability and Green Building Design	Update the GGRP plan and evaluate establishment of additional sustainability green building development standards for large projects	2022	The city adopted the 2025 Building Code. The 2025 Building Code Update incorporated electric vehicle charging standards for new construction up to CalGreen Tier

			2 levels, per the City's previous requirements. The A local amendment was adopted as part of the 2025 Building Code update. The amendment brought cool-roof standards for new construction and remodels up to CalGreen Tier 2 levels.
16. Transitional and Supportive Housing	Investigate outside funding sources to augment HOME funds in support of transitional and supportive housing	Ongoing	Ongoing. Housing Division continues to seek funding to augment funds. The Housing Division also secured HOME ARP funding (1.8 mil) to develop transitional units/emergency shelters at the Homeless Solution Center (Piano Store Site) located at 323-333 South Front Street. In addition, the City has obtained permits to construct four tiny homes for transitional housing at the Buena Vista Homeless Access Center/HALA located at 2244 N. Buena Vista Street. The transitional housing at the Buena Vista Homeless Access Center/ Hala will be operational before the end of 2026.
Remove Constraints to Housing			
Name of Program	**Objective**	**Timeframe**	**Status of Program Implementation**
17. Objective Development Standards	Establish objective development standards and streamlined processing procedures	Adopt Downtown TOD and Golden State specific plans in 2022, and Media	The three Specific Plans currently in progress emphasize clear, predictable development standards to provide certainty

	in conjunction with the new and updated specific plans	District Specific Plan in 2023	for housing providers, while also considering streamlined procedures beyond the City's standard processes, including ministerial approval options for certain projects. The plans will be presented to Council in 2026.
18. Updated Multi-Family Development Standards	Update and simplify the City's multi-family development standards to enhance development feasibility	2024	Development standards within the City's Multi-Family Zones are currently being reviewed to identify provisions that are not objective. In addition, standards that pose barriers to housing production are being evaluated, and a comprehensive update to the Multi-Family development standards is forecasted for 2026.
19. Development Fee Waiver	Continue to waive development impact fees on affordable units	Ongoing	Pursuant to the City's Current Fee Schedule, Development Impact Fees (otherwise known as Community Facilities Fees), are reduced for affordable residential units. Fee waivers on affordable units and fee deferrals on moderate units until issuance of certificate of occupancy are currently only allowed as a Tier 3 request with City Council approval. Modifications to the fee waiver/deferral options are being considered as part of the Inclusionary Housing Ordinance update (Program 10).
20. Lot Consolidation Program	Conduct outreach to property owners and adopt Lot Consolidation Program	2023. Conduct a mid-cycle review in 2025 to evaluate the success of the	Lot consolidation incentives will be considered as part of the Downtown TOD Specific Plan and Golden State Specific Plan

		program and make modifications as necessary	(GSSP) and possibly expanded to areas outside of those specific plan if appropriate. The following incentives will incorporated in the GSSP & Downtown TOD Specific Plans: • Flexible development standards such as reduced setbacks, increased lot coverage, increased heights, reduced parking • Streamlined permit processing through administrative staff review
21. Zoning Text Amendments for Special Needs Housing	Facilitate housing for Burbank's special needs and extremely low income populations. Develop 10 two plus-bedroom units for large families through nonprofit housing partners and BHC.	Amend the Zoning Code by 2024	Amendments to the Zoning Code may be initiated in 2026. Completed four ADUs in conjunction with BHC. The units are as follows: 1 bedroom/lower (high home), 2 bedroom/very low (low home), 1 bedroom/ extremely low (low home), and a 3 bedroom/lower (high home).
22. Updated Project Appeal Procedures	Streamline the project review and approval process	Amend the Municipal Code, Update the Project Appeals Form, and Add Applicable Language to Public Notices and Agendas by 2023.	On March 11, 2025, the City Council adopted an ordinance (Ordinance 24-4, 023) amending project appeal procedures in the Burbank Municipal Code to streamline project review and approvals.
Equal Housing Opportunities and Special Needs			
Name of Program	**Objective**	**Timeframe**	**Status of Implementation**

23. Fair Housing/ Affirmatively Furthering Fair Housing	Continue to contract with a qualified fair housing service provider for fair housing services to Burbank residents and property owners	Ongoing	Ongoing. Two workshops to promote Fair Housing in the city were held in collaboration with the Housing Rights Center in 2025.
24. Landlord – Tenant Services and Mediation	Continue to provide landlord-tenant counseling and referrals, and offer mediation services through the Landlord-Tenant Commission	Ongoing	The City Council will be looking into updating the duties and responsibility of the Landlord-Tenant Commission to better serve the community. The City Council approved a legal mediation Program under the purview of the City Attorney's Office, with attorneys available to mediate housing related disputes, providing additional support to the landlords and tenants. Housing Enforcement Unit (HEU) has partnered with the Housing Rights Center (HRC) to provide Housing Clinics--where an attorney from HRC is present for private, 20-minute sessions to give information on housing related concerns. HEU has partnered with Home Again LA to provide a low-income legal services program, where qualified tenants or landlords can receive legal representation and legal help.
25. Homeless Housing and Services	Implement the strategies and actions identified in the Burbank Homelessness Plan, and update the Plan for the 2022-2027	Ongoing. Open Tiny Home Village by July 2024	The City has increased its homeless outreach staff to 5 employees, thereby increasing homeless engagements and connections to services, and reducing encampments. The

	time period with measurable outcomes, funding and time frames for implementation.		City continues to operate a shower and storage program through a partnership with The Salvation Army. Twenty-six (26) households have been assisted through the rapid rehousing program, over 400 affordable units have been approved, and mental health services have been provided to 20 voucher assisted households. There are 2 tiny home projects currently being evaluated. One is the Homeless Solutions Center (323-333 South Front Street), which consists of 52 tiny home units, 17 safe parking spaces, a shower and storage program, and case management services. Currently, staff is in the process of completing the NEPA environmental review for the project, and the project is undergoing plan check review. The other project is the Buena Vista Homeless Access Center/HALA, (2244 N. Buena Vista St), which will include 4 tiny home units for families, and renovations to the existing structure to allow for case management services. The NEPA environmental review for the project was completed in July of 2025. The City Council approved the construction agreement in January 2026 for this project, putting it in the execution/pre-construction phase. Mobilization and construction is expected to begin in 2026.

26. Housing for Persons with Disabilities	Expand the range of housing options available and accessible to persons with disabilities	Update Reasonable Accommodation Procedures and provide developers with HCDs Universal Design Checklist by 2023	City staff has initiated the process to update administrative procedures to streamline Reasonable Accommodation Requests. The updated application and other templates are with Management Services and Planning will provide training on the new process when the new Administrative Procedures go into effect.
27. Housing for Extremely Low Income Households	Facilitate the provision of a variety of housing types to address the needs of Burbank's extremely low income households	2022- 2023. Additional funding allocations to be made annually in conjunction with Burbank's Annual Action Plan	BHC Fairview Project will provide affordable rental housing to low and extremely low-income households. In addition to that the transitional housing at 2244 Buena Vista site will provide interim housing to individuals and families experiencing homelessness. Further, the City was allocated 5 Foster Youth Independence Vouchers to provide critical support to young adults transitioning out of foster care who are homeless or at risk of homelessness.

IV. OTHER PLANNING ACTIVITIES

A. MAJOR DEVELOPMENT PROJECTS

The City Council, the Planning Commission and/or the Community Development Director have approved the following new development projects:

1. 257 W Linden Ave (DR) – Deemed Approved by the Director on September 5, 2025

The Project proposed a 75 unit, six-story multifamily development on a 9,184 sq. ft. lot located at 257 W Linden Ave. The Project was submitted to the City as a Development Review Application. The project was approved subject to conditions of approval including but not limited to the project being developed at a lower density up to a maximum of 11 residential units.

Department:	*Community Development, Planning Division*
Project No.:	*25-0002550*
General Plan Goal:	*Land Use Element Goal No. 5: Housing*
General Plan Policy:	*Land Use Element Policy 5.1 Provide for a variety of residential neighborhoods with varying densities and housing types.*

B. OPEN SPACE AND CONSERVATION PROJECTS

1. Joint-Use Agreements for Parks and Open Space – 2025

Throughout 2025, the City's Parks and Recreation Department continued to strengthen its partnership with the Burbank Unified School District (BUSD) through facility improvements and expanded youth programming. Early in the year, on January 15, 2025, windscreens at the Burbank High School Tennis Courts were fully replaced, enhancing the functionality and appearance of the shared athletic facility.

During the 2025 summer season, Parks and Recreation and BUSD collaborated to expand summer youth camp programming, with school campuses playing a critical role in accommodating increased enrollment, improving geographic access, and enhancing overall program delivery. This collaboration supported greater program sustainability and generated increased revenue while better serving families citywide.

In August 2025, Parks and Recreation partnered with BUSD to host the Dalton Rushing Youth Baseball Camp at Burbank High School, demonstrating the effective use of school facilities for community recreation programming through close coordination with district leadership, school administration, and athletic staff. That same month, the Olive Ballfield Shade Structure Project was completed, providing permanent shade that improves comfort, safety, and usability of the shared-use athletic fields. The project mitigates heat exposure and supports consistent use of the fields for school practices, competitions, and community events, reinforcing the City's investment in high-quality facilities that support student athletics and community participation.

In October 2025, Parks and Recreation successfully relocated the After School Daze program onto BUSD elementary school campuses. This transition significantly improved student safety and access by eliminating the need for approximately 160 children to travel from school sites to park locations for afterschool care. The relocation strengthened integration with school sites, reduced transportation barriers for families, and aligned programming more closely with the school day.

Throughout the year, Parks and Recreation continued to coordinate with BUSD on a range of school-site-based youth activities and initiatives, reinforcing a shared commitment to student

enrichment, physical activity, and community-centered programming beyond the traditional school day.

Department:	*Parks, Recreation and Community Services Department*
General Plan Goal:	*Open Space & Conservation Element Goal 4: Recreation Programs*
General Plan Policy:	*Open Space & Conservation Element Policy 4.2 Enhance and expand existing recreation programs in response to community demographics and needs;* *Open Space & Conservation Element Policy 4.3 Continue the joint use of facilities owned by the Burbank Unified School District*

2. Citywide Parks Master Plan – 2025

In September 2023, Parks and Recreation initiated the Citywide Parks Master Plan process. A City Parks Master Plan will identify local community needs and offer specific recommendations to support the local community. Furthermore, the City Parks Master Plan will serve as a guide for the management and development of parks, recreation facilities, and programs. The Parks and Recreation team began to work on collecting previous planning materials and establishing lines of coordination with the City of Burbank's team members and setting up the project website for community outreach and information sharing. In December 2023, the Burbank City Park Master Plan project website was launched. Extensive community engagement, the launch of a project website, stakeholder interviews, community workshops, demographic assessment, park inventory assessment, and community needs assessment.

The Burbank Parks and Recreation Board expressed unanimous support for the Plan at their meeting on November 14, 2024. The City Parks Master Plan was presented to City Council on Tuesday, January 14, 2025 at the Council Chambers, and was approved.

Department:	*Parks, Recreation and Community Services Department*
General Plan Goal:	*Open Space & Conservation Element Goals 1-4: Resource Management; Parks, Open Space, and Recreation Facilities; Parks & Recreation Facilities Maintenance; Recreation Programs; and Open Space & Conservation Element Goal 6: Open Space Resources*
General Plan Policy:	*Open Space & Conservation Element Policy 1.1 Encourage citizen interest and participation in open space management and development;* *Open Space & Conservation Element Policy 2.1 – Identify areas of the city that are currently underserved and focus park expansion and open space acquisition in these areas;*

Open Space & Conservation Element Policy 2.4 - Seek opportunities to develop additional parks and open space in areas where needed, including pocket parks, dog parks, athletic fields, amphitheaters, gardens, and shared facilities;
Open Space & Conservation Element Policy 3.1- Improve and rehabilitate existing parks and recreation facilities;
Open Space & Conservation Element Policy 4.2 - Enhance and expand existing recreation programs in response to community demographics and needs;
Open Space & Conservation Element Policy 6.1 - Recognize and maintain cultural, historical, archeological, and paleontological structures and sites essential for community life and identity

C. MOBILITY PROJECTS

1. Downtown Burbank Parking Management Strategies – March 2025

In March 2025, Community Development Department (CDD) Transportation staff implemented new Parking Management Strategies for Downtown Burbank. These strategies aim to improve access for visitors to downtown businesses by more effectively managing parking demand in some of the City's most heavily used areas. Key elements of the program include the introduction of a parking fee to encourage turnover, ensure greater availability of short-term parking throughout the day, and redirect long-term parking to peripheral parking garages.

Department:	*Community Development, Transportation Division*
General Plan Goal:	*Mobility Element Goal No. 7 Parking*
General Plan Policy:	*Mobility Element Policy 7.1 Effectively manage citywide parking to improve convenience while maximizing use at all times of the day.*

2. Downtown Sidewalk Enhancement Project Grant (MAT Cycle II) Award – July 2025

In spring 2025, Community Development Department (CDD) Transportation staff secured funding through Metro's Active Transportation Cycle 2 Program to support mobility improvements within a half-mile radius of the future Olive/San Fernando Bus Rapid Transit (BRT) station. The station is designated as a Metro First/Last Mile site, making it eligible for connectivity investments. Through this award, Metro will provide the City with $6.2 million for the Downtown Mobility Improvements Project, which includes new curb extensions and enhanced crosswalks at First Street and Olive Avenue, First Street and Magnolia Boulevard, and Olive Avenue and San

Fernando Boulevard, as well as the second phase of the Downtown San Fernando Boulevard Reconfiguration Project.

Department:	*Community Development, Transportation Division*
General Plan Goal:	*Mobility Element No. 5 Bicycle and Pedestrian Mobility;* *Mobility Element Goal 9 Safety, Accessibility, Equity*
General Plan Policy:	*Mobility Element Policy 5.1 Maximize pedestrian and bicycle safety, accessibility, connectivity, and education throughout Burbank to create neighborhoods where people choose to walk or ride between nearby destinations;* *Mobility Element Policy 9.1 Ensure safe interaction between all modes of travel that use the street network, specifically the interaction of bicyclists, pedestrians, and equestrians with motor vehicles.*

3. Safer Streets Burbank Action Plan – August 2025

In August 2025, the City Council adopted the Safer Streets Burbank Action Plan (Resolution No. 25-29,639), establishing a framework to improve roadway safety citywide. The Plan defines the principles, methodologies, and tools the City will use to reduce serious injuries and fatalities, with a focus on rapidly addressing safety issues on the highest-priority corridors. The Action Plan identifies key policies and infrastructure projects to make streets safer and more welcoming for all users and modes of travel. The Plan streamlines and advances the existing Complete Streets framework, addresses immediate safety needs through quick-build improvements, and supports pilot projects that inform long-term, permanent infrastructure investments.

Department:	*Community Development, Transportation Division*
General Plan Goal:	*Mobility Element Goal No. 3 Complete Streets*
General Plan Policy:	*Mobility Element Policy 3.3 Provide attractive, safe street designs that improve transit, bicycle, pedestrian, and equestrian connections between homes and other destinations*

4. Olive Avenue Bridge Replacement STBG/CMAG Grant Award – November 2025

In November 2025, the Southern California Association of Governments (SCAG) awarded the City a $2.1 million grant through the Surface Transportation Block Grant (STBG) and Congestion Mitigation and Air Quality (CMAQ) Improvement Programs. Earlier that fall, Community Development Department (CDD) Transportation staff submitted a successful application to SCAG,

via Metro, to fund activities associated with the Olive Avenue Bridge Replacement Project. The grant will support early design work and the initiation of environmental analyses, ensuring continuity of the capital improvement project following completion of the Olive Avenue Bridge Replacement Feasibility Study.

Department:	*Community Development, Transportation Division*
General Plan Goal:	*Mobility Element Goal No. 9 Safety, Accessibility, Equity*
General Plan Policy:	*Mobility Element Policy 9.1 Ensure safe interaction between all modes of travel that use the street network, specifically the interaction of bicyclists, pedestrians, and equestrians with motor vehicles.*

5. Olive Avenue Bridge Replacement Feasibility Study – December 2025

Transportation staff, in coordination with the Public Works Department, completed a feasibility report evaluating rehabilitation, partial replacement, and full replacement options for the Olive Avenue Bridge, which was constructed in 1959. The report assesses existing structural and operational deficiencies and identifies future needs, including Complete Streets enhancements; improved pedestrian, bicycle, and transit accommodations; integration with planned NoHo–Pasadena Bus Rapid Transit (BRT) stations; connectivity to the Downtown Metrolink station; and remaining traffic, civil, seismic, utility, right-of-way, and transit requirements. The analysis includes a comprehensive comparison of bridge alternatives and conceptual renderings to assist the City Council in defining a long-term vision for the bridge and identifying a preferred project approach.

Department:	*Community Development, Transportation Division and Public Works Department*
General Plan Goal:	*Mobility Element Goal No. 2 Sustainability*
General Plan Policy:	*Mobility Element Policy 2.3 Prioritize investments in transportation projects and programs that support viable alternatives to automobile use.*

D. AIR QUALITY AND CLIMATE CHANGE PROJECT

1. Greenhouse Gas Reduction Plan – Adopted May 2022

The City Council adopted an updated Greenhouse Gas Reduction Plan (GGRP) on May 3, 2022, to address climate change and promote sustainability in the community. The adopted GGRP establishes goals and policies that will help the City achieve its goal to reduce emissions by 86,555 MT CO2e by 2030, 232,235 MT CO2e by 2035, and 531,203 MT CO2e by 2045. Since adoption, the

GGRP has guided more focused communitywide efforts of activities that result in reducing greenhouse gas emissions and encouraged more concrete strategies that help reduce those emissions in the future. The GGRP also includes measures to ensure regular accountability.

The City contracted with Rincon Consultants to prepare a GHG emissions inventory update using data from 2022. An inter-departmental data collection process, led by BWP and CDD staff was completed in July 2024.

In 2025, staff presented a status update on the Greenhouse Gas Reduction Plan (GGRP) to the City Council and continued implementation of the plan's strategies, actions, and measures. Burbank Water and Power (BWP) contracted with Rincon Consultants to prepare an updated, community-wide greenhouse gas (GHG) emissions inventory using 2024 data, the most recent year with complete information available. In addition, an inaugural interdepartmental working group meeting is scheduled for March 2026 to allow staff to share progress, discuss challenges, collaborate across departments, and provide input on future GGRP updates.

Department:	*Community Development Department, Burbank Water and Power, City Manager's Office, Community Development Department, Fire Department, Information Technology, Parks and Recreation, and Public Works.*
General Plan Goal:	*Air Quality & Climate Change Element No. 3 Reduction of Greenhouse Gas Emissions;* *Air Quality & Climate Change Element Goal No. 4 Climate Change*
General Plan Policy:	*Air Quality & Climate Change Element Policy 3.7 Update Burbank's communitywide greenhouse gas emissions inventory every 3–5 years*

E. SAFETY PROJECTS

1. Lil' Squirt's Fire Safety Challenge – 2025

The Burbank Fire Department, with the support of the City Council, has launched a community outreach initiative aimed at promoting home fire safety and emergency preparedness among elementary and middle school students. Through the Burbank Fire Department website, participants can access a checklist of activities to complete with a guardian for the chance to receive two promotional items: a Fire Safety Champion challenge coin and an additional item of their choice.

The activities include creating a home escape plan, testing smoke alarms, conducting a home fire drill, practicing "Stop, Drop, and Roll," performing a home hazard hunt, learning pet safety,

reviewing kitchen safety, and preparing an emergency evacuation bag. Once all activities are completed, families can visit Fire Station 11 to claim their items.

The initiative's goal is to encourage families to engage in meaningful discussions about fire safety and to develop practical plans for emergency situations in the home.

Department:	*Fire Department*
General Plan Goal:	*Safety Element Goal No. 1. Emergency Response and Preparation*
General Plan Policy:	*Safety Element Policy 1.3 Sponsor and support public education programs for emergency preparedness and disaster response.*

V. BURBANK GOALS & LONG-TERM STRATEGIC PLAN

A. DEVELOP A SEISMIC RETROFIT PROGRAM FOR PRIVATELY OWNED BUILDINGS

In October 2019, City Council directed staff to develop a "Soft-Story Seismic Retrofit Program" for Council review. Consistent with the City's direction to build and protect neighborhoods, such a program will provide for a higher level of building-safety for Burbank residents and will allow greater preparedness for inevitable earthquakes.

The Building and Safety Division released a Request for Proposals on December 20, 2023. From which, a candidate, JLee Engineering Inc, was selected to assist the Division in the development of the program with a service commencement date of February 12, 2024.

The proposed program will have an immediate focus on soft-story structures. Such an initiation will be a major step in the City reaching the goal of seismic resiliency. Elements of a Soft-Story Seismic Retrofit Program can include:

- Discuss potential incentives among City Departments;
- Staff to conduct a public Study Session with City Council;
- Present City Council with a "Soft-Story Seismic Retrofit Program" Staff Report and Ordinance that includes mandatory retrofit of Soft-Story structures;
- Include elements such as noticing to building owners, technical standards compliance timeframes, compliance appeals and extensions, enforcement action, appeals, and protection for tenants;
- Develop protocols and procedures for noticing of building owners;
- Conduct community outreach meetings with building owners, apartment tenants;

City staff has drafted a program for City Council to consider in Winter 2025. The City Council adopted an ordinance (Ordinance No. 24-4,021) in Winter 2024, establishing the Soft Story Seismic Retrofit Program, further requiring mandatory earthquake hazard reduction in existing wood frame residential buildings with soft, weak, or open front wall lines (Soft-Story Buildings) standards. The program took effect in January 2025 and will run until 2030.

Department:	*Community Development, Building & Safety Division*
General Plan Goal:	*Safety Element Goal No.5: Seismic Safety*
General Plan Policy:	*Safety Element Policy 5.3 Enforce seismic design provisions of the current California Building Standards Code related to geologic, seismic, and slope hazards; and Safety Policy No. 5.4 Encourage and facilitate retrofits of seismically high-risk buildings to reduce risks from seismic ground shaking.*

B. ECONOMIC DEVELOPMENT STRATEGIC PLAN 2024-2028

Burbank's economic development efforts are dedicated to creating a safe, beautiful and thriving community. This is achieved through the facilitation of job growth, inspiring innovation and entrepreneurship, attracting new investment, increasing revenues, creating vibrant neighborhoods and supporting businesses. The 2024-2028 Five-Year Economic Development Strategic Plan (Plan) was developed to build upon the current success of economic development while also positioning the City for future growth and diversification for the next five-years.

In April 2023, staff presented an Economic Development Update Report to City Council providing an overview of Burbank's economy while looking at our strengths, opportunities, and additional areas of focus. The Report was the first step in the multi-phased process that helped lay the groundwork data for the five-year Plan.

The proposed Plan aligns economic development priorities and activities with the City Council's goals, the City's strengths, and future opportunities. If adopted, the Plan will become the guiding document for Economic Development for the next five-years. Previously, the Economic Development Strategic Plan (2018-2022) and the Economic Recovery Plan were the two guiding documents for economic development. Both documents were developed internally by staff.

The goals set forth in the future Economic Strategic Plan will help the City continue to grow and diversify the employment base and housing stock, create vibrant, walkable, and safe neighborhoods, and attract retail/restaurant options that can compete with ecommerce. This and more are necessary to sustain a thriving, clean, safe, and flourishing Burbank.

The City Council adopted the Economic Development Strategic Plan 2024-2028 on March 19, 2024. In July 2025, the Economic Development Team launched the Creative Industry Taskforce aimed to convene a group of industry experts to discuss current and future strategies to enhance the creative economy in Burbank. The Taskforce represents Goal 4.1 within the Plan. Staff also launched the Film Burbank campaign marketing campaign designed to promote filming and production in Burbank while reaffirming Burbank's position as the Media Capital of the World, working to attract businesses and talent to the city. The Film Burbank campaign correlates with Goal 6.2 within the Plan.

Department:	*Community Development, Economic Development Division*
General Plan Goal:	*Land Use Goal No. 6: Economic Vitality and Diversity*
General Plan Policy:	*Land Use Policy 6.1: Recruit and attract new businesses. Use these businesses to act as catalysts to attract other businesses. Continue to utilize public-private partnerships and other incentives to enhance economic vitality.*

C. HOMELESSNESS PLAN 2022-2027

The City of Burbank has developed a five-year (Fiscal Years 2022/23 through 2027/28) Homeless Plan that continues and expands the City's Council adopted three-year (2018-2021) Homeless Plan.

Under the new five-year plan, the City will continue to collaborate with partners that support our efforts along with advancing new strategic actions and goals for the City to achieve during the planning period. To ensure local and regional support is provided to Burbank, the actions and goals outlined in the five-year Plan are strategically aligned with regional frameworks and evidenced-based practices. Listed within the five-year Plan are six action areas each including planned goals, responsible partner(s), funding, and annual deliverables. This area within the five-year Plan is the *City's Strategic Playbook* providing a step-by-step scheme to deliver desired outcomes. Each year, staff will provide updates to City Council sharing the status of each planned action and deliverables along with making any pivotal adjustments along the way. Notably, the *Strategic Playbook* is aspirational due to its reliance on unbudgeted additional funding and staffing.

The action areas of the *Strategic Playbook* include:

1. Capacity Building
2. Advocacy
3. Access, Outreach, & Engagement
4. Shelter & Housing Accessibility

5. Health & Stabilization
6. Homelessness Prevention

The Burbank *Strategic Playbook* is a path forward designed to address the everyday experiences of homelessness. We believe that every person experiencing homelessness should have basic needs and dignity afforded to them and a safe and warm living environment. The five-year Plan will not resolve the systemic challenges of homelessness, but it will create a Burbank-centric homeless eco-system of partners and outside funding to deliver assistance to Burbank's unhoused residents.

In addition, the City of Burbank established five new agency partnerships to improve homeless response capabilities under Capacity Building (Action Area 1). Additionally, the city expanded its Homeless Management Information System (HMIS data input by adding several new users to improve our data collection and client inputs in the Coordinated Entry System.

Under Outreach and Engagement (Action Area 3), the city expanded its outreach capabilities by adding an outreach coordinator to work closely with the homeless population as well as supervise homeless services liaison team in the field. The city also expanded outreach staffing to include two (2) additional homeless services liaisons for a total of five (5). Furthermore, the city expanded the services offered at the SAFE by purchasing a shower trailer.

The strategies being pursued under Shelter & Housing Accessibility (Action Area 4) include:

1. Potential development of a Homeless Solutions Center: The City Council will consider a report on Homeless Solutions Center at a city-owned property located at 323-333 Front Street in in March 2026 to provide a place for Burbank's homeless to receive assistance and basic needs. Additionally, the City Council adopted a Resolution declaring a Shelter Crisis within the City of Burbank to streamline development of emergency shelters within the city.
2. Allocation of parking spaced toward a Safe Parking Program: On May 23, 2023, the Council received a discussion report and presentation on Sage Parking for Vehicle Dwellers. As of the reporting year, the project remains under consideration.

Department:	*Community Development, Planning Division*
General Plan Goal:	*Land Use Element Goal 5: Housing*
General Plan Policy:	*Land Use Policy 5.1 Provide for a variety of residential neighborhoods with varying densities and housing types.*

D. AFFORDABLE HOUSING ANALYSIS AND STRATEGY

Only July 11, 2017, City Council adopted the Burbank Affordable Housing Analysis and Strategy. It described some of the causes of Burbank's current affordability crisis and suggested some solutions to be considered by the City Council. Contained within the Analysis and Strategy is the

Burbank Affordable Housing Action Plan. The Plan lays out a work plan for staff's future efforts and policy considerations to be discussed with City Council in the future.

The seven policy proposals include:

1. Promote responsible development of new housing units within the Downtown/San Fernando, Media District, and Golden State specific planning areas while still protecting and preserving single-family residential neighborhoods.
2. Adopt standardized definitions for the different levels of affordability for Burbank. Note: The monthly rent will change slightly each year as new median household income and average rent adjusts.
3. Focus on building affordable Burbank rental and "For Sale" housing, supplemented by Subsidized and Market Rate Housing.
4. Champion the idea that future affordable housing does not have to adhere to the traditional notion of one family, one unit and can be a variety of housing design concepts.
5. Embrace the idea of smaller units and "micro units" along with increased densities that provide affordable housing.
6. Hold developers to high standards using Burbank's definition of Responsible Development that includes private and public amenities that help build better neighborhoods for Burbank residents as a whole.
7. Continue to look at nontraditional ways of obtaining affordable housing that include those established through the First Street Village Mixed-use Project and other jurisdictions' best practices.

The development of the Affordable Housing Analysis and Strategy guides staff in their evaluation of housing and mixed-use projects that are currently being evaluated and are projected to be presented to City Council in the future. The housing strategies and the level of housing growth as described in the Housing Analysis and Strategy Plan, have been integrated within the 2021-2029 Housing Element.

Consistent with the adopted 2017 Burbank Affordable Housing Analysis and Strategy, and the 2021-2029 Housing Element, there are 2 tiny home projects are currently being analyzed. One is the Homeless Solutions Center(323-333 South Front Street), which consists of 52 tiny home units, 17 safe parking spaces, a shower and storage program, and case management services. Currently, staff is in the process of completing the NEPA environmental review for the project, and the project is undergoing plan check review.

The other project is the Buena Vista Homeless Access Center/HALA (2244 N. Buena Vista St), consisting of 4 tiny home units for families, and renovation to a facility for case management services. The City has obtained permits to construct the four tiny homes for transitional housing and the Buena Vista Homeless Access Center. Hala will be operational before the end of 2026.

Department: *Community Development, Business and Economic Development*

General Plan Goal: *Housing Element Goal Nos. 2 and 3: Variety of Housing Sites*

General Plan Policy: *Housing Element Policy No. 2.2. Consistent with the Land Use Element, promote opportunities for a variety of housing types, including small lot development, live-work units and mixed-use development, to accommodate the City's diverse housing needs.*

Housing Element Policy No. 2.3: Encourage and facilitate the adaptive re-use of underutilized commercial and industrial buildings in appropriate locations to augment the supply of housing in the community and to create additional opportunities for providing affordable housing.

E. BURBANK FIRE DEPARTMENT STRATEGIC PLAN 2025-2030

The Burbank Fire Department (BFD) Strategic Plan was adopted in 2025 and was written in accordance with the guidelines set forth by the Commission on Fire Accreditation International (CFAI) and the Center for Public Safety Excellence (CPSE). Strategic planning is a critical mechanism to ensure that fire departments, or any organization, make the best use of limited resources in order to meet the demands and challenges of the present as well as the future. The purpose of the Strategic Plan is to clearly define the mission, vision, values, and goals of BFD while also developing a guide for decisions and actions for the five-year period that the plan encompasses.

The following goals were defined in the Strategic Plan:

- **Goal 1:** Enhance Response Capacity to Meet Increasing Service Demand, Relieve High Response Workloads, and Maintain Necessary Fire Suppression Capacity
- **Goal 2:** Enhanced Administrative Support Capacity
- **Goal 3:** Improved Facilities and Apparatus Fleet
- **Goal 4:** Organizational Improvements

BFD tracks progress on its Strategic Plan and publishes an annual report on its website highlighting department activities, statistics, and program and project updates. Each Goal is comprised of several Strategic Objectives, for a total of 41 objectives that encompass significant departmental improvements, including implementation of a customer-friendly inspection payment portal; instituting professional development and promotional pathways for sworn classifications; pursuing technological enhancements; and prioritizing facilities and apparatus upgrades. As BFD works to achieve the Goals set forth in its new five-year strategic plan, the Department continues to prioritize effective resource management, training, community engagement, and process improvements that help it remain agile and responsive to the changing needs of the community.

Department: *Fire Department*

General Plan Goal:	*Safety Element Goal No. 4: Fire Protection*
General Plan Policy:	*Safety Element Policy No. 4.2. Provide adequate staffing, equipment, technology, and funding for the Burbank Fire Department to meet existing and projected service demands and response times.* *Safety Element Policy No. 4.3. Implement fire prevention and suppression programs in areas of high fire hazard risk, including both urban and wildland areas.*

F. GOALS, POLICIES, OBJECTIVES, STANDARDS OR OTHER PLAN PROPOSALS THAT NEED TO BE ADDED OR WERE DELETED, AMENDED OR OTHERWISE ADJUSTED.

There are no changes to goals, policies, objectives, standards, or other plan proposals.

ANNUAL REPORT ON GENERAL PLAN IMPLEMENTATION PROGRAMS - PLAN REALIZATION STATUS UPDATE						
	Program No.	Responsible Agency/ Department	Title	Program Description	Goal	2025 Status Updates
AIR QUALITY AND CLIMATE CHANGE PROGRAMS	AQCC-1	**CDD**	Greenhouse Gas Reduction Plan	Prepare and adopt a Greenhouse Gas Reduction Plan addressing communitywide and municipal sources of greenhouse gas (GHG) emissions identified in the emissions inventory and projections for 2010, 2020, and 2035.	Concurrently with Burbank2035	In 2025, staff provided a GGRP status update to City Council and staff continued to implement GGRP strategies, actions, and measures. An inaugural inter-departmental working group meeting is scheduled for March 2026 for staff to share successes, challenges, collaborate, and gather feedback on GGRP updates.
	AQCC-2	**CDD**	Updates to Communitywide Greenhouse Gas Inventory	Work with Los Angeles County, the Southern California Association of Governments (SCAG), the South Coast Air Quality Management District (SCAQMD), and the California Air Resources Board (ARB) to update the communitywide GHG emissions inventory every 3–5 years.	Every 3–5 years, beginning in 2016	BWP staff contracted with Rincon Consultants to prepare a community-wide GHG emissions inventory update using data from 2024 (the most recent year with complete data).
	AQCC-3	**CDD**	Carbon Offset Fee Program	Support carbon offset programs, according to established protocols, and encourage local application of regional GHG offset fees. Research the feasibility of implementing and enforcing such programs in Burbank.	Completed	Fire component has been completed.
	AQCC-4	**CDD**	Health Risk Assessment for Stationary and Mobile Sources	Require project proponents to prepare health risk assessments in accordance with SCAQMD recommended procedures as part of environmental review when projects could have associated air emissions that have been designated by the State of California as a toxic air contaminant or, similarly, by the federal government as a hazardous air pollutant; Also require health risk assessments for projects that would place sensitive land uses near Bob Hope Airport, the UPRR rail line, or major freeways or arterials.	Ongoing	Ongoing - Health Risk Assessments are required to be prepared as part of a large residential development project submittal and Environmental Impact Report (EIR) review, including those involving a Planned Development with Development Agreement ; 3 Specific Plans as part of the EIR they are including a Health Risk Assessment
	AQCC-5	**CDD**	Environmental Review	For new projects: Provide health risk assessment guidance for use in the CEQA process; use the SCAQMD CEQA Guidelines and thresholds to evaluate the significance of GHG emissions resulting from projects or plans; Establish appropriate project application and mitigation requirements necessary for project or plan approval.	Ongoing	Ongoing during the Development Review process.
	AQCC-6	**CDD**	Air Quality Mitigation Plans	Establish a process to require project applicants to prepare an Air Quality Management Plan for proposed projects with the potential to result in substantial air quality impacts exceeding SCAQMD's operational thresholds for reactive organic gases and NOx. These plans shall outline how a project will incorporate design or operational features that reduce emissions by 15% from the level that would be produced by an unmitigated project.	Ongoing	Ongoing. Require design features that address site air quality issues on a project-by-project basis. (being reviewed in the Specific Plans)
	AQCC-7	**CDD, Parks and Recreation, Public Works**	Reforestation Program	Develop a comprehensive re-forestation program to expand the City's tree canopy. Seek out grant funding opportunities and partner with non-profit organizations in order to maximize efforts.	Ongoing	In progress. Urban Forest Master Plan (UFMP) should be completed mid 2026.
	AQCC-8	**CDD**	Smoke Reduction from Retail Food Operations	Cooperate with SCAQMD on requiring measures to prevent smoke emissions (i.e., grease shields, top fired broilers) for retail food grilling, smoking, barbequing, and cooking with wood-fired stoves (indoor and outdoor). Cooperate with SCAQMD on requiring such operations to implement control measures such as filtering and scrubbing, before discharging cooking fumes to the atmosphere.	Ongoing	Ongoing
	AQCC-9	**Financial Services**	Preference for City Contractors	Give preference to qualified contractors and vendors using reduced-emission equipment and sustainable business practices for City construction projects and contracts for services, as well as businesses that practice sustainable operations.	Ongoing	Ongoing. The Financial Services Department assists with processing City contractors. Potential vendors are assessed with various criteria on a case-by-case basis, and advanced technology (such as reduced-emission equipment) may be considered.
LAND USE PROGRAMS	LU-1	**CDD**	Zoning Ordinance	Implement Floor Area Ratios (FAR's), for each land use designation; Amend the Zone Map as needed; Establish criteria for exceptional projects that advance goals of Burbank2035; establish development and design standards for single family residential development; maintain special hillside development standards; etc.	2016	Ongoing. The City Council has been providing policy direction for the ongoing updates to existing specific plans (i.e., Media District and Burbank Center Plan) through the proposed Downtown Burbank Transit Oriented Development Specific Plan, Golden State Specific Plan, and Burbank Rancho Neighborhood Specific Plan.
	LU-2	**CDD**	Subdivision Regulations	Revise lot design standards to limit the creation of flag lots; Revise street design standards to require a grid street pattern for all development; review lot design standards; require dedication of parkland at a ratio of 3.0 acres per 1,000 residents.	Ongoing	The City has initiated efforts to update City's zoning and subdivision regulations.
	LU-3	**CDD**	Specific Plans	Review the three existing specific plans through a public process to determine whether the vision, goals, and policies established by the plans remain applicable and appropriate. Revise the plans as necessary to ensure that they reflect current desires for each of the three areas. - Consider creating new specific plan areas to create a sense of place, foster neighborhood identity, and address issues that are specific to each area. - Prepare a specific plan for the Golden State Commercial/Industrial Area to provide a framework for future development in the area consistent with Goal 13 in the Land Use Element.	Ongoing; Golden State Commercial/Industrial Area Specific Plan completed by 2016	Ongoing.

ANNUAL REPORT ON GENERAL PLAN IMPLEMENTATION PROGRAMS - PLAN REALIZATION STATUS UPDATE						
	Program No.	Responsible Agency/ Department	Title	Program Description	Goal	2025 Status Updates
	LU-4	**CDD**	Historic Preservation Plan	Review, revise, and maintain the Historic Preservation Plan to ensure that it is informed by current resource data and its goals and policies are consistent with the Land Use Element; Establish a list of Eligible Historic Resources to be maintained by the Community Development Director; Periodically review and revise the Historic Resource Management Ordinance; Require evaluation by a qualified architectural historian for projects subject to CEQA involving buildings constructed more than 45 years prior to the project application; Require assessment by a qualified archeologist for projects subject to CEQA involving ground disturbing activities on previously undisturbed land to identify the potential to encounter buried historical resources.	Ongoing; historic resource list updates every five (5) years	Planning Staff continued to implement the Historic Preservation Plan by maintaing the list of Eligible and Designated Historic Resources, the review of applications for new Historic Resource Designations and Permits to Alter Designated Historic Resource, and by providing training and recommendations to the Heritage Commission in support of their ongoing work. The review of CEQA impacts to Designated Historic Resources occurs on a project-by-project basis in coordination with lead agencies.
	LU-5	**CDD**	Public Participation	Comprehensively update the General Plan every 5-10 years; Provide the City Council with an annual report on implementation of Burbank2035; Create an organized public outreach program that delivers a consistent message about planning; Continuously create and update informational handouts and Web pages; Continuously review and update methods of providing planning information to the public and soliciting public input; Keep up with technological advances and identify opportunities to use new and advanced technologies; Engage active neighborhood groups, homeowners' associations, and other similar groups in the planning process; Require applicants of larger projects to conduct community outreach and meetings.	Ongoing	Ongoing. As part of the discretionary review process, staff provides public notices to owners and occupants for proposed projects within or near their neighborhoods and includes them in all steps of the planning process. In addition, as part of the City's long range planning efforts to develop the Golden State Specific Plan, Burbank Center Plan Update, Rancho Neighborhood Specific Plan, the City will be undertaking an extensive public outreach process for each that will include workshops, study sessions, and stakeholder meetings to obtain robust public input.
	LU-6	**CDD**	Building and Other Municipal Codes	Review and revise policies related to green building practices. Provide incentives for the construction of green buildings; Update building and fire codes to incorporate increased energy efficiency and green building and sustainable development strategies; Develop a new code providing regulations for public streets and sidewalks.	Ongoing	Ordinance passed to adopt the 2025 California Building Standards Code, California Wildland-Urban Interface, City of Burbank local amendments, and the 2024 International Property Maintenance Code to the Title 9 Municipal Code. New code to be in effect January 1st, 2026
	LU-7	**CDD, Public Works, City Attorney's Office**	Environmental Review and Impact Analysis	All discretionary projects are required to undergo environmental review by CEQA. The City will create formal thresholds of significance for environmental impacts and use these thresholds to guide future CEQA documents and decisions.	Ongoing	Long-term planning: Continue to look at the development of Master Environmental Impact Reports for Golden State Specific Plan, Media District Specific Plan, and Burbank Center Plan Updates, Rancho Neighborhood Specific Plan, which could result in a more streamlined CEQA review process. Reports for the new Golden State and Burbank Center Specific Plan, Rancho Neighborhood Specific Plan updates are ongoing. A program EIR will be prepared for the Media District update commenced in 2022. Once the Specific Plans are adopted, staff will reconcile all the EIRs for those projects with the General Plan EIR and establish the formal thresholds of significance
	LU-8	**CDD, Parks and Recreation**	Development Impact Fees and Art in Public Places	Update the transportation impact fee program to implement Land Use Element and Mobility Element goals; Review and revise the community facilities fee program to ensure that fees are adequately addressing impacts on City services caused by new development; Review the art value and in-lieu fee requirements of the Art in Public Places program to ensure that they remain adequate; Consider creating a public benefits program where project applicants for large projects must provide public benefits through methods such as incorporating design features or programs into the project.	Ongoing	The Development Impact Fee study is complete and was adopted by the City Council in May 2022. An updated Development Impact Fee ordinance was set in place for use in starting in Fiscal Year 2022-2023 and the first annual DIFs update was presented to City Council on December 2023. Transportation delivers an annual update to Council every December.
	LU-9	**CDD**	Code Enforcement	Enforce zoning, building, and other codes to ensure property maintenance, quality, and safety; Use proactive code enforcement strategies in targeted neighborhoods; Continue proactive enforcement of conditions of approval placed upon development projects; Work with local organizations to provide information to property owners and tenants of residential and non-residential properties regarding property maintenance; Provide grants, low interest loans, and other economic assistance to enable improvement of poorly maintained and deteriorated buildings.	Ongoing	Ongoing.
	LU-10	**CDD**	Inter-Agency Consultation	Identify opportunities for public/private partnerships to provide affordable housing and/or address public and social needs; Continue to consult with the Burbank-Glendale-Pasadena Airport Authority, California High Speed Rail Authority (CHSRA), Los Angeles County Metropolitan Transportation Authority (MTA), Southern California Regional Rail Authority (SCRRA), SCAG, and other agencies to ensure that the City's interests are represented; Refer major land use actions as defined by the Los Angeles County Airport Land Use Commission Review Procedures Section 1.5.3, occurring within the Airport Influence Area, to ALUC for review and consistency determination.	Ongoing	Burbank is part of the Arroyo Verdugo Communities Joint Powers Authority (JPA), which includes working with Cities of Glendale, La Canada Flintridge, Pasadena, South Pasadena, and Los Angeles County. Since the passage of Measure M (Transportation), the Arroyo Verdugo JPA was formed in order to receive, program, coordinate, and spend this funding on transportation projects in the subregion. This helped transportation funding to become available to the cities and county areas of the Arroyo Verdugo subregion. The City will be cooordinating a Development Review process in the immediate vicinity of the Airport/ALUC for Airport Review of project and associated environmental assessment.
OGRAMS	M-1	**CDD, Public Works**	Infrastructure Blueprint	Capital Improvement Program+D22 is updated as part of the annual budget. Community Development Department (Transportation staff) monitors and pursues funding opportunities to implement Capital Improvement Projects and reduce impacts to local funds.	Fee study completed by 2016, ongoing implementation	Ongoing

ANNUAL REPORT ON GENERAL PLAN IMPLEMENTATION PROGRAMS - PLAN REALIZATION STATUS UPDATE						
	Program No.	Responsible Agency/ Department	Title	Program Description	Goal	2025 Status Updates
MOBILITY PR	M-2	**CDD, Public Works**	Capital Improvement Program	Develop a CIP that identifies and allocates local, regional, state, and federal funds on a project level and schedules necessary improvements; Update the CIP on an annual basis as part of the City's yearly budget cycle; Aggressively seek regional, state, and federal funds to leverage local Transportation Impact Fee money earmarked for projects listed in the CIP.	CIP updates every 5 years, Ongoing	CIP projects constructed in 2025 include: completion of Downtown Burbank San Fernando Blvd. Reconfiguration Phase 1 pilot, Metrolink Station elevator retrofit, East Olive Avenue Reconfiguration, Olive Avenue Bridge Replacement Feasibility Report
	M-3	**CDD**	Transportation Management Districts	Transportation Management Districts (TMDs) establish limits to determine whether a project takes more than its fair share of roadway capacity. Projects are subject to different limits based on the TMD in which the project is located. Exceeding this limit may result in additional environmental review to study cumulative traffic impacts; Develop a CEQA cumulative threshold of significance based on the TMDs; Revise OE-FARs to reflect changing development patterns and traffic conditions over time.	CEQA thresholds adopted by 2013; Ongoing	CEQA thresholds updated as part of the Burbank Center Plan Update. Updated thresholds adopted by 2021. City using interim thresholds from California Office of Planning and Research.
	M-4	**CDD, Public Works**	California Environmental Quality Act Program Review Process	Develop new traffic impact significance thresholds and measures of mobility that identify the level at which increased traffic is considered to be significant under CEQA. Consider alternative thresholds that recognize the mobility of people rather than only vehicles; Review the City's Traffic Study Guidelines for new development to ensure that methods for measuring traffic congestion are consistent with Mobility Element and modify, where needed, to address inconsistencies.	CEQA thresholds adopted by 2013; ongoing implementation	Ongoing. CEQA thresholds will be updated as part of the Downtown Burbank TOD Specific Plan Project, which is currently underway and is expected to be adopted on 2026.
	M-5	**CDD, Public Works**	Dedications Map and Ordinance	The BMC provides for right-of-way dedication as needed to facilitate street improvements identified in the Mobility Element and Infrastructure Blueprint; Update BMC Title 7 (Public Ways and Property) and Title 11 (Subdivisions) to reflect revised street dedications required to facilitate street improvements identified in the Mobility Element and Infrastructure Blueprint. Ensure that these revised dedication requirements include accommodations for pedestrian, bicycle, and transit facilities; Update the master street dedications map to identify necessary dedications, including dedications necessary at intersections.	2016	Ongoing.
	M-6	**CDD**	Transit System	Pursue funding opportunities to expand BurbankBus transit service; Consult with LA MTA regarding relinquishment of certain local transit routes to local agencies; Develop a short-range transit plan for BurbankBus; Work with MTA to develop the regional transit connections identified in the Long Range Transportation Plan; Consult with Metrolink and Amtrak to improve commuter and intercity rail services; etc.	Ongoing	Transportation staff continue collaborating with Metro to develop BRT design. Additionally, in 2025 Transportation staff began working on and will be completing a Comprehensive Transit Operational Analysis in 2026 to possibly expand public transit service.
	M-7	**CDD, Public Works**	Bicycle Master Plan and Pedestrian Master Plan	Prepare a Pedestrian Master Plan; Update the Bicycle Master Plan to reflect completed bicycle projects and to identify additional bicycle improvements; Revise city roadway standards to better accommodate all users, including pedestrians, bicyclists, motorists, and transit riders of all ages and abilities.	Ongoing	Ongoing
	M-8	**Public Works**	Neighborhood Protection Plans	Monitor existing and identify new neighborhood protection program areas to ensure that implementation measures are effective at reducing cut-through vehicle traffic. - Revise the City's Traffic Study Guidelines to ensure potential cut-through traffic caused by new development is considered and mitigated.	Revisions to the Traffic Study Guidelines completed by 2016; ongoing implementation	Golden State Neighborhood Protection Plan (NPP) Phase 1 public outreach and data collection in progress. Phase 1 of the Golden State PP expected to be completed in 2026. Virtual Community Meeting scheduled for January 2026, and In Person Community meting Scheduled for February 2026.
	M-9	**CDD**	Parking Management	Revise the City's parking requirements to implement Burbank2035 goals and policies. Expand innovative parking techniques, such as use of shared parking districts, parking in-lieu fees, parking information systems, and parking pricing and/or validation programs.	Ongoing	Downtown Parking Strategy launched in March 2025.
	M-10	**CDD, Public Works**	Transportation Demand Management	Expand the City's employer-based TDM ordinance to include the Golden State and Empire Corridor areas; Update the citywide TDM ordinance to better encourage the use of incentives including free transit passes, parking cash out, and free shuttles; Revise the City's TDM reporting and participation requirements to facilitate employer participation with TDM programs; Use TDM to mitigate traffic impacts resulting from new development. Provide incentives and/or require mitigations to reduce trips; require reporting to ensure trip reduction targets are met; Integrate TDM programs and measurements in the City's traffic study review process and travel demand model.	Ongoing	Transportation staff currently working through specific plans development process to develop policies to expand TMO.

ANNUAL REPORT ON GENERAL PLAN IMPLEMENTATION PROGRAMS - PLAN REALIZATION STATUS UPDATE						
	Program No.	Responsible Agency/ Department	Title	Program Description	Goal	2025 Status Updates
	M-11	**CDD**	Performance Measures	Revise performance standards for bicycle travel and develop pedestrian standards for the City's sidewalk system; Develop performance measures for local and regional transit; Develop measures of neighborhood traffic intrusion to help the City measure the effectiveness of its neighborhood protection programs; Review the data collection and measuring methodology used to determine TDM reduction to ensure that it accurately measures the level of trips reduced and increases in alternative transportation modes.	Ongoing	CEQA thresholds will be updated as part of the Burbank Downtown TOD Plan to be adopted in 2026. In July 2020 the City established interim thresholds based on guidance from the California Office of Planning and Research.
	M-12	**CDD, Public Works**	Funding and Regional Interaction	Continue to compete for regional funding to implement transportation projects through the MTA Call for Projects competitive grant process; Continue to consult with MTA to study the feasibility of implementing a regional development impact fee program.	Ongoing	Ongoing. In 2025 Transportation staff secured $2 Million in grant funding offered through Southern California Association of Governement's (SCAG) Sustainable Transportation Block Grant Program to advance early design and environmental analysis for the replacement of the Olive Avenue Bridge. Transportation staff also secured $6 Million in grant funding offered through Metro's Activite Transportation Cycle 2 Program for the second phase of the Downtown Burbank San Fernando Blvd. reconfiguration and other transit/ped improvements that will improve First/Last-Mile connectivity betweenDowntown and the upcoming BRT Station at San Fernando Blvd. and Olive Ave.
	M-13	**Public Works**	Railroad Connections	Continue to monitor progress of the Buena Vista/San Fernando grade crossing design and construction as part of the Empire Interchange Project. - Pursue feasibility of a new railroad grade crossing at Clybourn Avenue and Empire Avenue/ Vanowen Street to provide a continuous connection between -Provide maximum at-grade crossing improvements to the Buena Vista Street crossing.	Completed	The Buena Vista / San Fernando grade crossing was completed in 2017 as part of the Empire Interchange Project. This item has been completed. A feasibility study of a new railroad grade crossing at Clybourn Avenue and Empire / Vanowen was completed in 2013 and identified four grade separation alternatives at a cost of about $50 million. The Golden State Specific Plan will evaluate whether this project should be pursued as part of the transportation improvements identified for the Specific Plan. This item has been completed. Maximum at-grade crossing improvements have been constructed at the Buena Vista crossing, and a quiet zone was implemented in 2021. This item has been completed.
NOISE PROGRAMS	N-1	**CDD, Police**	Noise Control Ordinance	Limit the hours of deliveries to commercial, mixed-use, and industrial uses adjacent to residential; Limit the hours of operation for commercial and retail uses to limit noise intrusion; Limit commercial and industrial noise levels; Require the placement of all commercial heating, ventilation, and air conditioning (HVAC) machinery within mechanical equipment rooms wherever possible.	Ongoing; Noise Control Ordinance revisions complete by 2014	Various departments are looking at a potential Noise Ordinace in specific areas like downtown.
	N-2	**CDD**	Written Warning of Noise Intrusion	Provide written warning to potential residents about noise intrusion as a condition of project approval, assistance, or facilitation when the City exercises discretionary review, provides financial assistance, or otherwise facilitates residential development in a non-residential area, as provided for by Land Use Element policy.	Ongoing	Ongoing. Implemented on a project-by-project basis
	N-3	**Public Works**	Noise Standards and Compatibility Criteria	Review development proposals to ensure that noise standards and compatibility criteria are met; Consult Noise Element guidelines and standards for noise compatible land uses; Enforce the California Noise Insulation Standards.	Ongoing	Ongoing. Incorporated into project-specific design features of large development projects near noise generators.
	N-4	**CDD**	Noise Impact Analysis Guidelines and Acoustical Studies	Limit the hours of deliveries to commercial, mixed-use, and industrial uses; limit the hours of operation for commercial and retail use to limit noise intrusion; limit commercial and industrial noise levels; etc.	Ongoing	Ongoing. Part of environmental assessment/EIRs for large development projects.
	N-5	**CDD, Public Works**	Vehicle Noise Reduction	Review and designate local truck routes to reduce truck traffic in noise-sensitive land use areas. - Use alternative paving materials, such as rubberized asphalt, to reduce traffic noise where determined feasible and cost efficient.	Ongoing	Ongoing. Part of environmanal assessments/DIR's for large development projects. Public Works continues to utilize rubbized asphalt on all City funded paving projects.
	N-6	**CDD, Public Works**	Construction Noise	Maintain construction equipment per manufacturers' specifications and fit equipment with the best available noise suppression devices; Shroud or shield all impact tools and muffle or shield all intakes and exhaust ports on power equipment; Comply with the operational hours outlined in the Burbank Noise Control Ordinance; Prohibit idling of construction equipment for extended periods of time in the vicinity of noise sensitive receptors; Locate fixed and/or stationary equipment as far as possible from noise-sensitive receptors; Shroud or shield all impact tools and muffle or shield all intakes and exhaust ports on powered construction equipment; Place temporary barriers, where feasible, as close to the noise source or as close to the receptor as possible.	Ongoing	Ongoing. Part of environmental assessment/EIRs for large development projects, as well as City construction noise regulations.
	N-7	**CDD, Public Works**	Regional Roadway Noise Abatement	Plan for noise abatement along freeways and highways; Install, maintain, and update freeway and highway right-of-way buffers and sound walls.	Ongoing	Ongoing

ANNUAL REPORT ON GENERAL PLAN IMPLEMENTATION PROGRAMS - PLAN REALIZATION STATUS UPDATE						
	Program No.	Responsible Agency/ Department	Title	Program Description	Goal	2025 Status Updates
	N-8	**CDD**	Aircraft Noise Abatement	Regulate the siting and operation of heliports/helistops through the Conditional Use Permit process; Implement flight profiles, tracks, and operating parameters for noise control with heliport/helistop operators (e.g., police, fire, hospital, private); Work with the Burbank-Glendale-Pasadena Airport Authority in implementing the Residential Acoustical Treatment Program.	Ongoing	Ongoing on a project-by-project basis and ongoing coordiantion between the City, Burbank-Glendale-Pasadena Airport Authority, and the FAA in addressing noise issues.
	N-9	**CDD**	Mixed-Use Noise Notification Requirement	Notify residents in mixed-use projects located adjacent to commercial or retail land uses that they could be affected by noise from adjacent uses.	Ongoing	Ongoing on a project-by-project basis.
OPEN SPACE AND CONSERVATION PROGRAMS	OSC-1	**CDD, Parks and Recreation, BWP**	Public Involvement and Education	Continue to implement the City's docent program to provide outdoor educational experiences for the public. Consult with non-profit organizations to establish docent programs in an effort to provide outdoor educational experiences for the public. Provide public information regarding water conservation measures, including low-water landscaping.	Ongoing	In 2025, BWP replaced public-facing educational signage at the BWP EcoCampus along Lake St. The original signage was weathered. The new signs explain the water conservation and stormwater runoff reduction strategies that have been implemented.
	OSC-2	**CDD, Parks and Recreation**	Park, Recreation, and Community Services Master Plan	Development of a Park, Recreation, and Community Services Master Plan would direct long-term acquisition, operation, management, and programming for parks, open space, and recreation facilities.	Completed	Completed. The City Parks Master Plan was presented to City Council on Tuesday, January 14, 2025 at the Council Chambers, and was approved.
	OSC-3	**Parks and Recreation**	Park, Recreation, and Community Services Acquisition Funding	Explore funding sources to support acquisition and development of new or expanded parks, open space areas, trails, and bikeways that include County, State, and Federal funds; donations; and grants.	Ongoing	The City of Burbank and RJM Design launched the Olive Recreation Center and Theater Building Replacement project on November 13, 2025, with a kick-off meeting to review renovation plans, department requirements, and the site program. Project Timeline: Design Development: February – June 2026 Construction Documents: June – Dec 2026 Bidding & Construction Administration: January 2027 onward The project is progressing on schedule toward modernized, community-focused recreation and theater facilities. On December 18, 2025, City of Burbank staff and Jones & Madhavan held the kick-off meeting for the McCambridge Park Replacement Project. The purpose of the meeting was to review pool and facility renovation plans, discuss department requirements, and conduct a site walk to assess existing conditions. Project Schedule Pre-Design Phase: January 5, 2026 – February 13, 2026 Schematic Design Phase: February 16, 2026 – April 10, 2026 Design Development Phase: April 13, 2026 – July 3, 2026 Construction Documents Phase: July 6, 2026 – September 25, 2026 Plan Review Phase: September 28, 2026 – November 20, 2026 Bid and Award Phase: November 23, 2026 – January 15, 2027

ANNUAL REPORT ON GENERAL PLAN IMPLEMENTATION PROGRAMS - PLAN REALIZATION STATUS UPDATE					
Program No.	Responsible Agency/ Department	Title	Program Description	Goal	2025 Status Updates
OSC-4	**CDD, Parks and Recreation**	Joint-Use Agreements for Parks and Open Space	Continue to implement and expand the use of joint-use agreements to increase parks and open space resources available to Burbank residents. Specifically, seek to expand joint-use agreements with school districts. Investigate conversion or joint use of surplus or otherwise underutilized lands, including railroad and public utility rights-of-way, for open space use.	Ongoing	On January 15, 2025, all windscreens at the Burbank High School Tennis Courts were replaced. In October 2025, Parks and Recreation successfully relocated the After School Daze program directly onto BUSD elementary school campuses. This collaboration significantly improved student safety and access by eliminating the need for approximately 160 children to walk from school sites to park locations for afterschool care. The move strengthened school site integration, reduced transportation barriers for families, and aligned programming more closely with the school day. During the 2025 Summer Season, Parks and Recreation and BUSD collaborated on the expansion of summer youth camp programming. School campuses played a key role in supporting increased enrollment, improved geographic coverage, and enhanced program delivery. This partnership also contributed to increased program sustainability and revenue. The Olive Ballfield Shade Structure Project, completed in August 2025, enhances shared-use athletic facilities that support Burbank Unified School District programs by improving comfort, safety, and overall usability. The addition of permanent shade helps mitigate heat exposure and supports consistent use of the fields during school practices, competitions, and community events. These improvements strengthen the school district's ability to host athletic activities, encourage greater family and community participation, and reflect the City's ongoing investment in high-quality facilities that support student athletics through its partnership with Burbank Unified School District. In August 2025, Parks and Recreation partnered with BUSD to host the Dalton Rushing Youth Baseball Camp at Burbank High School, a BUSD facility. The event represented a successful use of a school site for community recreation programming and included coordination with BUSD leadership, school administration, and athletic staff. Throughout the year, Parks and Recreation coordinated with BUSD on various school-site based youth activities and initiatives, reinforcing a shared commitment to student enrichment, physical activity, and community-centered programming beyond the traditional school day.
OSC-5	**Parks and Recreation**	Regional Consultation	Consult with adjacent jurisdictions regarding programs to fulfill regional recreation goals. Meet with adjacent jurisdictions to pursue: Regional recreation planning and programs in developing regional park facilities in the Verdugo Mountains; Development of park, trail, and bikeway linkages; and Development of a Verdugo Hills Trails Master Plan.	Ongoing	Ongoing.
OSC-6	**Parks and Recreation**	Open Space Management	Establish a management program for open space that provides appropriate public access for all segments of the population while recognizing preservation goals; Develop a program for the ongoing monitoring of natural resources identified by the California Department of Fish and Game Natural Diversity Data Base and sensitive habitats identified in the City; Evaluate and monitor the impact of public access on habitat.	Ongoing	Burbank's Trail Access program launched on Saturday, January 31, 2026, expanding inclusive outdoor recreation by using an all terrain Action Trackchair to provide people with mobility limitations safe, meaningful access to the Stough Canyon Fire Trail while supporting trail preservation through controlled use that minimizes environmental impact.
OSC-7	**CDD**	Development Review	Encourage applicants to use native plants and low-water landscaping methods; Promote the use of native plant species in landscaping areas adjacent to open space; Evaluate change to the total mountain area for any proposed development in the Verdugo Mountains; and more.	Ongoing	Parks is currently in the process of developing a Urban Forest Master Plan with Davey Tree. This will provide a detailed outlook and map for the future to all our plantings and tree maintenance. The Urban Forest Master Plan is projected to be completed by Summer/Fall 2026.
OSC-8	**CDD, Parks and Recreation, Public Works**	Capital Improvement Program	Continue to use the City's CIP to prioritize, finance, and complete parks and infrastructure improvements, including: - construction of new parks and improvements to current parklands and park facilities to the standards mentioned in policies above; - construction of a network of multi-use trails that connects the City's parks and open spaces; and - maintenance of City-owned and operated recreation facilities.	Ongoing	Santa Anita Playarea was replaced in October 2025. McCambridge completed February 2025. We will be asking for funding to compleate Carson and Maxam in 2026.
OSC-9	**CDD, BWP**	Regional Water Consultation	Consult with Metropolitan Water District of Southern California and the Los Angeles Regional Water Quality Control Board (RWQCB) to: Maintain groundwater recharge areas to protect water quality; Reduce the amount of water used for landscaping and increase use of native and drought tolerant plants; Encourage the production, and use of recycled water for landscaping; Maintain water quality objectives for urban runoff; Comply with all provisions of the NPDES permit, and support regional efforts by the Los Angeles RWQCB to improve and protect surface water quality.	Ongoing	All areas that can have recycled water have recycled water with our parks. In 2025, BWP, in coordination with the Metropolitan Water District of Southern California and the Los Angeles Regional Water Quality Control Board, continued to advance integrated water supply reliability, conservation, and water quality protection objectives. BWP maintained managed groundwater recharge and recovery practices supported by regulated treatment and monitoring to protect basin water quality, while continuing to reduce outdoor water demand through turf replacement programs, drought-tolerant landscaping incentives, and permanent water-use efficiency standards that minimize runoff. The expansion and use of recycled water for large landscape irrigation remained a strategic priority, supported by customer conversion assistance and recycled-water use policies. Concurrently, BWP remained in compliance with MS4/NPDES permit requirements.

ANNUAL REPORT ON GENERAL PLAN IMPLEMENTATION PROGRAMS - PLAN REALIZATION STATUS UPDATE						
	Program No.	Responsible Agency/ Department	Title	Program Description	Goal	2025 Status Updates
	OSC-10	**CDD, Parks and Recreation**	Open space Preservation Organizations and Agencies	Continue to work with adjacent jurisdictions, the Santa Monica Mountains Conservancy, and federal and state agencies to identify, conserve, and protect urban open space, hillside areas, and lands accessible for public use. Pursue grants and other resources to plan for open space preservation and, as appropriate, purchase properties to be included in the open space system. Use conservation easements where feasible as part of the City's open space acquisition program.	Ongoing	Ongoing.
	OSC-11	**CDD, BWP, Public Works**	Burbank Urban Water Management Plan and Recycled Water Master Plan	Continue to update the Burbank Urban Water Management Plan and Recycled Water Master Plan every five years to serve as foundational documents and source of information for Water Supply Assessments and Written Verifications of Water Supply. Include estimates for population, water demand, and water supply with projections in five-year increments to 2035. Use the Recycled Water Master Plan to ensure the use of recycled water wherever allowed and feasible.	Ongoing	In 2025, BWP continued to maintain and rely on the Urban Water Management Plan (UWMP) and the Recycled Water Master Plan as foundational planning documents for long-term water supply reliability and regulatory compliance. These plans provide the technical basis for Water Supply Assessments and Written Verifications of Water Supply, incorporating updated population forecasts, water demand projections, and diversified water supply portfolios. BWP is currently updating its UWMP and is on track to complete this effort by July 1, 2026. The Recycled Water Master Plan continues to guide system expansion and project prioritization, and will be updated near the conclusion of the Potable Reuse Feasibility Study so the results of the study may be incorporated and prioritized in the master plan accordingly.
	OSC-12	**CDD, Public Works, BWP**	Sustainability Element and Sustainability Coordinator	Prepare a Burbank2035 Sustainability Element to provide comprehensive direction regarding how best to incorporate sustainability in all City policies and operations. To ensure quality and efficiency in implementing City sustainability policies, it is important that the City identifies an internal resource person with dedicated job-hours to carry out the GGRP and Sustainability Element. The City will establish a Sustainability Coordinator position to manage interdepartmental efforts and the work of the Sustainable Burbank Commission to prioritize and implement sustainability in all City policies and operations.	2015	Ongoing. City staff are carrying out GGRP strategies, actions, and measures identified in the 2022 GGRP. The Sustainability Officer will lead an interdepartmental working group session in March 2026.
	OSC-13	**CDD, Public Works**	Stormwater Master Plan	Prepare a Stormwater Master Plan to evaluate the feasibility of capturing stormwater and recharging groundwater as part of a comprehensive storm water system. Advocate use of low-impact development (LID) strategies in the Stormwater Master Plan.	2015	Ongoing. The GGRP Implementation Status Report and GHG emissions inventory (2022 data) was completed and was schedule to be presented on February 11, 2025. The status report includes an update on the progress of the emissions reduction measures in the GGRP. The City has made meaningful strides in implementing the GGRP and reporting is organized by sector/focus area (e.g., Building and Efficiency, Electricity Generation, Transportation, Solid Waste, Water, Carbon Sequestration, City Governance). Initiatives and projects such as BWP's Energy Efficiency Rebate and Incentive Program, support for Zero-Emission Vehicle adoption, and use of renewable electricity are already making positive impacts across the community. Additionally, the City has begun work on and completed many actions that lay the groundwork for long-term GHG reductions from reduced natural gas usage, increased active transportation, as well as enhanced resilience.
SAFETY PROGRAMS	S-1	**CDD, Police, Fire**	Review and Update Safety Plans on a Regular Basis	Regularly review and update the City's safety plans every five years: All-Hazard Mitigation Plan, Multi-Hazard Functional Plan, Police Strategic Plan, Fire Strategic Plan, and Hazardous Materials Area Plan.	Every 5 years	No longer Multi-Hazard Functional Plan. Per CPG 101 Guide Lines it is now Renamed The Emergency Operations Plan. And is Maintained by the Emergency Management Division.
	S-2	**CDD, Police, Fire**	Review Critical Facilities	Review critical facilities proposed for development or expansion to ensure that hazardous conditions are mitigated or hazard reduction features are incorporated to the satisfaction of the responsible agencies. Critical facilities include power and water utilities, roads, hospitals, fire and police stations, emergency operation centers, communication centers, high-risk or high-occupancy facilities, and dependent care facilities with special evacuation considerations.	Ongoing	No Comments/Updates
	S-3	**CDD, Fire**	Fire Protection Requirements	Regularly update fire protection requirements, especially in transition areas between developed and undeveloped land. Enforce stringent construction and design standards, and work to preserve open space where wildfire hazards exist.	Ongoing	The 2025 version of the California Fire Code was adopted by the City of Burbank along with the new Fire Hazard Severity Zone Map. The 2025 Fire Code will be in effect January 1 2026.
	S-4	**CDD**	Evaluate Liquefaction Potential	Evaluate the liquefaction potential of a site when, during the course of a geotechnical investigation, shallow groundwater (50 feet or less) and unconsolidated sandy alluvium soils are found. Fault investigations in the Verdugo Fault zone should be encouraged where feasible. The state geologist should be informed of any findings pertinent to the activity designation of the fault.	Ongoing	No updates
	S-5	**CDD, Public Works**	Review Floodplain Mapping	Annually review floodplain mapping provided by the Federal Emergency Management Agency, the California Department of Water Resources, and others. Update Burbank2035 as necessary to incorporate any changes to floodplain or flood hazard areas.	Annually	Mitigation measures related to flood hazard mitigation in the Safety Element (updated in 2022) are ongoing.

ANNUAL REPORT ON GENERAL PLAN IMPLEMENTATION PROGRAMS - PLAN REALIZATION STATUS UPDATE						
	Program No.	Responsible Agency/ Department	Title	Program Description	Goal	2025 Status Updates
	S-6	**CDD**	Compliance with California Building Standards Code and BMC.	Verify that new development complies with the California Building Standards Code's seismic design standards and the BMC. Verify that structural and architectural features are designed in accordance with the seismic provisions of the California Building Standards Code.	Ongoing	Ongoing. Case by Case permit application review. Mitigation measures related to flood hazard mitigation in the Safety Element (updated in 2022) are ongoing.
	S-7	**CDD**	Manage Safety Information with GIS Technology	Existing and future geotechnical and seismic data contained in public, private, and City archives. - The locations and details of hazardous structures, critical lifelines and critical facilities. Data about these facilities should include the building's age, function, occupancy, and structural risk. - A listing of disaster response plans and resources available so these can be implemented immediately in case of emergency. - An overlay of seismic constraints to assist in emergency response planning.	Ongoing	Ongoing coordination between Community Development Department, Information Technology, Public Works Department, Police and Fire Departments to ensure existing GIS database is updated on an annual basis to address hazardous structures, new location of new development sites, and existing infrastructure that may be impacted in the event of natural disasters or other emergency events.

No.	Name of Program	Responsible Agency/ Department	Program Section	Objective	Timeframe	2025 Status Updates
1	Neighborhood Revitalization/Community Building 1a. Committed Assistance	CDD Housing / Econ Dev	**Housing Plan** Existing Housing and Neighborhood Conditions	Acquire and rehabilitate 24 housing units and preserve as long-term affordable housing.	Ongoing	The planning entitlement for the Burbank Housing Corporation (BHC) Fairview project, which includes 60 affordable housing units, is expected to be completed in February 2026.
1a	Committed Assistance	CDD Housing / Econ Dev		Acquire, rehabilitate and purchase affordability covenants on ten market rate rental units within the first three years of the Housing Element to qualify for RHNA credit.	By October 2024, enter into a legally enforceable agreement. Report to HCD on the status of purchasing affordability covenants no later than July 1, 2025, and to the extent an agreement is not in place, amend the Housing Element as necessary to identify additional sites.	Ongoing. The Housing Division is working with other developers, including the developer for 2021 W. Olive Avenue, to acquire and rehabilitate additional units.
2	Community Preservation Program	CDD Housing / Econ Dev		Preserve and protect Burbank's existing neighborhoods	Implement Community Preservation Program by 2023	The Code Enforcement Division is continuously working to maintain quality of life and ensure compliance with applicable standards throughout the community.
3	Preserve and Protect Existing Housing and Tenants	CDD/ Planning Housing / Econ Dev Burbank Housing Authority		Adopt a City Council goal as part of Burbank's Affordable Housing Strategy that acknowledges and disseminates the rules and requirements of state and federal laws to protect existing tenants from displacement, including the current work of the Landlord Tenant Commission to educate tenants and landlords of their rights and responsibilities, and programs to assist households at risk of homelessness and displacement	Adopt Council goal by 2023	Completed. In July 2024, Burbank City Council adopted an ordinance that increased relocation assistance for certain no-fault evictions and added local anti-retaliation tenant protection measures. In March 2024, the City Council updated local tenant protection ordinance, adding an exemption from the increased relocation assistance payment obligation for no-fault evictions due to owner or owner's relative moving into the unit and adding regulations prohibiting harassment. Further, in August 2024, the City Council approved an inter-departmental Housing Enforcement Unit to enforce the City's Tenant Protection Ordinance. On October 28, 2025 Council requested staff to return with a draft ordinance for heightened requirements for renovation evictions, extending just cause eviction protections to all rental units in Burbank, and for a soft rent cap of 4% for covered units and 10% for exempt units. Additionally, the Council asked staff to return with a City-sponsored enhanced relocation assistance program for qualified households. This program will be administered by a local service provider.
4	Rental Assistance Vouchers	Burbank Housing Authority		Maintain current levels of assistance and continue to apply to HUD for additional funding as available	Ongoing	Ongoing. The BHA has been allocated 5 Foster Youth to Independence Vouchers. Housing Dept. will issue vouchers after appropriation of funds in December. The BHA implemented Project Based Vouchers in its administrative policy to utilize for future developments.
5	Housing Opportunity Sites and Rezone Program	CDD/ Planning	**Housing Plan** Adequate Housing Sites	Provide adequate sites to accommodate Burbank's RHNA allocation through adoption and update of Specific Plans and provide incentives for site development	Adopt Downtown TOD and Golden State Specific Plans in fiscal year 2022-2023, and Media District Specific Plan in 2023. Market opportunity sites to the development community starting in 2022. Conduct a mid-cycle review in 2025 to evaluate housing production levels in comparison to the RHNA, and if falling significantly short, commit to additional rezoning to increase capacity.	Ordinance 24-4,022 was adopted on December 17, 2024 which amends the BMC to create a new 2021-2029 Housing Element Opportunity Sites Overlay Zone. Became effective in 2025.
6a	Promote Accessory Dwelling Units (ADUs)	CDD/Planning		Achieve the production of an average of 200 ADUs annually, for a total of 1,600 ADUs over the planning period, including 80% in high and highest resource neighborhoods.	Add ADU Cost Calculator to City website in 2022. By 2023, establish expedited processing for smaller ADUs, reduced fees for ADUs that incorporate accessibility features, and pre-approved ADU plans. Annually monitor ADU production as part of Annual Performance Report (APR) on the Housing Element.	Ongoing. Planning is working with B&S to create an ADU cost estimate worksheet that will be uploaded to the city website. Cost estimate will only include city related fees, not cost of construction. In compliance with AB1332, the Building and Safety Division created and rolled out a Preapproval ADU program which expanded the by-right ADU plans for architects/designers/contractors in 2025. The city issued 241 building permits for ADUs in 2025. .
6b	Track and Monitor ADUs	CDD/ Planning		Establish an ADU tracking system to monitor production, affordability and location within high and highest resource neighborhoods	Conduct ADU survey and establish tracking system in 2022. Conduct review of production and affordability every two years (2023, 2025, 2027, 2029) and as appropriate, conduct expanded marketing and outreach within 6 months, or rezoning additional site(s) within one year.	Staff has created an ADU rent survey that will be issued at least bi-annually to obtain information on ADU rent affordability in the city.
7	Monitoring No Net Loss and Development on Sites from Prior Planning Periods	CDD/ Planning		Develop a procedure to monitor the development of sites in the Housing Element Sites Inventory and ensure that adequate sites are available to meet the remaining RHNA by income category. Monitor development entitlements on prior Housing Element sites, and provide by-right development as required under State law.	Establish No Net Loss monitoring procedures in 2022. Ongoing monitoring of entitlements on prior Housing Element sites	Monitoring to be completed as projects are submitted, entitled, and constructed.
8	Public/Private Partnerships on City Land	CDD/Planning		Partner with private developers to provide housing on publicly owned land	Issue an RFP by 2023 and select a developer for the Civic Center Plan by 2024. Incorporate a TDR program within the Downtown TOD Specific Plan (2022).	By-right housing projects that comply with objective standards to be considered as part of a proposed update to the Density Bonus Ordinance and Community Benefits Program.
9	Facilitate Development of Affordable Housing on Non-Vacant Sites	CDD/ Planning Housing / Econ Dev		Provide regulatory and financial assistance as well as outreach to the development community in support of affordable and mixed income housing on Housing Element sites	Within one year of Housing Element adoption	Ongoing. The Housing Division is in communication with developers of 2021 W. Olive Avenue to facilitate rehabilitation of 39 vacant units to long term affordable units. In 2025, the Economic Development Division updated the informational sheets highlighting the City's Housing Element opportunity sites and made them available online for public access. The updates occurs annually.
10	Inclusionary Housing Ordinance	CDD/ Planning Housing / Econ Dev		Update the Inclusionary Housing Ordinance to enhance the program's effectiveness in producing affordable housing and continue to provide incentives for units suitable for large families and for persons with disabilities	2022 - 2023	A proposed Inclusionary Housing ordinance will be presented to the City Council for consideration in Fall 2026.
11	Density Bonus Ordinance	CDD/ Planning Housing / Econ Dev		Update the Density Bonus Ordinance to align with State law and the updated Inclusionary Housing Ordinance	2022 - 2023	Density Bonus Ordinance draft and Community Benefits structure has been completed. A proposed the Density Bonus ordinance will be presented to the City Council for consideration in Fall 2026.

ATTACHMENT 2 - 9

No.	Name of Program	Responsible Agency/ Department	Program Section	Objective	Timeframe	2025 Status Updates
12	Affordable Homeownership Program	CDD/ Planning Housing / Econ Dev	**Housing Plan** Development of Affordable Housing	Promote first-time homebuyer opportunities in high resource neighborhoods through both regulatory and financial incentives. Conduct affirmative marketing to promote equal access to homeownership opportunities.	2023	This effort is ongoing. Staff is seeking funding opportunities through the Burbank, Glendale, Pasadena Regional Housing Trust to develop a homebuyer program. A Cal HOME application was submitted to HCD in March 2025. Although federal funding is uncertain, staff continues to pursue all applicable funding opportunities. In addition to the 10 affordable units at the Pickwick Project, there will be three new affordable units at 529 and 537 E. Palm Avenue, which will be available for sale in 2026..
13	Employer Assisted Housing	CDD/ Planning Housing / Econ Dev		Engage major employers in the City to discuss and determine feasibility of establishing employer assisted housing programs	Ongoing	Ongoing.
14	Development Impact Fees for Affordable Housing	CDD/ Planning Transportation		Evaluate establishing an impact fee on non-residential development to provide an additional source of revenue for the Housing Trust Fund	2023	Ongoing.
15	Sustainability and Green Building Design	CDD Building and Safety BWP		Update the GGRP plan and evaluate establishment of additional sustainability/ green building development standards for large projects	2022	The city adopted the 2025 Building Code. The 2025 Building Code Update incorporated electric vehicle charging standards for new construction up to CalGreen Tier 2 levels, per the City's previous requirements. The A local amendment was adopted as part of the 2025 Building Code update. The amendment brought cool-roof standards for new construction and remodels up to CalGreen Tier 2 levels.
16	Transitional and Supportive Housing	CDD/ Planning Housing/ Econ Dev		Investigate outside funding sources to augment HOME funds in support of transitional and supportive housing	ongoing	Ongoing. Housing Division continues to seek funding to augment funds. The Housing Division also secured HOME ARP funding (1.8 mil) to develop transitional units/emergency shelters at the Homeless Solution Center (Piano Store Site) located at 323-333 South Front Street. In addition, the City has obtained permits to construct four tiny homes for transitional housing at the Buena Vista Homeless Access Center/HALA located at 2244 N. Buena Vista Street. The transitional housing at the Buena Vista Homeless Access Center/ Hala will be operational before the end of 2026.
17	Objective Development Standards	CDD/ Planning	**Housing Plan** Remove Constraints to Housing	Establish objective development standards and streamlined processing procedures in conjunction with the new and updated specific plans	Adopt Downtown TOD and Golden State specific plans in 2022, and Media District Specific Plan in 2023	The three Specific Plans currently in progress emphasize clear, predictable development standards to provide certainty for housing providers, while also considering streamlined procedures beyond the City's standard processes, including ministerial approval options for certain projects. The plans will be presented to Council in 2026.
18	Updated Multi-family Development Standards	CDD/ Planning		Update and simplify the City's multi-family development standards to enhance development feasibility	2024	Development standards within the City's Multi-Family Zones are currently being reviewed to identify provisions that are not objective. In addition, standards that pose barriers to housing production are being evaluated, and a comprehensive update to the Multi-Family development standards is forecasted for 2026.
19	Development Fee Waivers	CDD/ Planning		Continue to waive development impact fees on affordable units	ongoing	Pursuant to the City's Current Fee Schedule, Development Impact Fees (otherwise known as Community Facilities Fees), are reduced for affordable residential units. Fee waivers on affordable units and fee deferrals on moderate units until issuance of certificate of occupancy are currently only allowed as a Tier 3 request with City Council approval. Modifications to the fee waiver/deferral options are being considered as part of the Inclusionary Housing Ordinance update (Program 10).
20	Lot Consolidation Program	CDD/ Planning		Conduct outreach to property owners and adopt Lot Consolidation Program	2023. Conduct a mid-cycle review in 2025 to evaluate the success of the program and make modifications as necessary	Lot consolidation incentives will be considered as part of the Downtown TOD Specific Plan and Golden State Specific Plan (GSSP) and possibly expanded to areas outside of those specific plan if appropriate. The following incentives will incorporated in the GSSP & Downtown TOD Specific Plans: •Flexible development standards such as reduced setbacks, increased lot coverage, increased heights, reduced parking •Streamlined permit processing through administrative staff review
21	Zoning Text Amendments for Special Needs Housing	CDD/ Planning		Facilitate housing for Burbank's special needs and extremely low income populations. Develop 10 two plus-bedroom units for large families through nonprofit housing partners and BHC.	Amend the Zoning Code by 2024.	Amendments to the Zoning Code may be initiated in 2026. Completed four ADUs in conjunction with BHC. The units are as follows: 1 bedroom/lower (high home), 2 bedroom/very low (low home), 1 bedroom/ extremely low (low home), and a 3 bedroom/lower (high home).
22	Updated Project Appeal Procedures	CDD/ Planning		Streamline the project review and approval process	Amend the Municipal Code, Update the Project Appeals Form, and Add Applicable Language to Public Notices and Agendas by 2023.	On March 11, 2025, the City Council adopted an ordinance (Ordinance 24-4, 024) amending project appeal procedures in the Burbank Municipal Code to streamline project review and approvals.
23	Fair Housing/ Affirmatively Furthering Fair Housing	NA		Table B-11 objectives	Ongoing	Ongoing. Two workshops to promote Fair Housing in the city were held in collaboration with the Housing Rights Center in 2025.

No.	Name of Program	Responsible Agency/ Department	Program Section	Objective	Timeframe	2025 Status Updates
24	Landlord - Tenant Services and Mediation	CDD/ Planning Housing/ Econ Dev	**Housing Plan** Equal Housing Opportunities	Continue to provide landlord-tenant counseling and referrals, and offer mediation services through the Landlord-Tenant Commission	Ongoing	The City Council will be looking into updating the duties and responsibility of the Landlord-Tenant Commission to better serve the community. The City Council approved a legal mediation Program under the purview of the City Attorney's Office, with attorneys available to mediate housing related disputes, providing additional support to the landlords and tenants. Housing Enforcement Unit (HEU) has partnered with the Housing Rights Center (HRC) to provide Housing Clinics--where an attorney from HRC is present for private, 20-minute sessions to give information on housing related concerns. HEU has partnered with Home Again LA to provide a low-income legal services program, where qualified tenants or landlords can receive legal representation and legal help.
25	Homeless Housing and Services	CDD/ Planning Housing/ Econ Dev		Implement the strategies and actions identified in the Burbank Homelessness Plan, and update the Plan for the 2022-2027 time period with measurable outcomes, funding and time frames for implementation	Ongoing. Open Tiny Home Village by July 2024.	The City has increased its homeless outreach staff to 5 employees, thereby increasing homeless engagements and connections to services, and reducing encampments. The City continues to operate a shower and storage program through a partnership with The Salvation Army. Twenty-six (26) households have been assisted through the rapid rehousing program, over 400 affordable units have been approved, and mental health services have been provided to 20 voucher assisted households. There are 2 tiny home projects currently being evaluated. One is the Homeless Solutions Center (323-333 South Front Street), which consists of 52 tiny home units, 17 safe parking spaces, a shower and storage program, and case management services. Currently, staff is in the process of completing the NEPA environmental review for the project, and the project is undergoing plan check review. The other project is the Buena Vista Homeless Access Center/HALA, (2244 N. Buena Vista St), which will include 4 tiny home units for families, and renovations to the existing structure to allow for case management services. The NEPA environmental review for the project was completed in July of 2025. The City Council approved the construction agreement in January 2026 for this project, putting it in the execution/pre-construction phase. Mobilization and construction is expected to begin in 2026.
26	Housing for Persons with Disabilities	CDD/ Planning Housing/ Econ Dev Transportation Building and Safety Management Services CAO		Expand the range of housing options available and accessible to persons with disabilities	Update Reasonable Accommodation Procedures and provide developers with HCDs Universal Design Checklist by 2023	City staff has initiated the process to update administrative procedures to streamline Reasonable Accommodation Requests. The updated application and other templates are with Management Services and Planning will provide training on the new process when the new Administrative Procedures go into effect.
27	Housing for Extremely Low Income Households	CDD/ Planning Housing/ Econ Dev		Facilitate the provision of a variety of housing types to address the needs of Burbank's extremely low income households	2022- 2023. Additional funding allocations to be made annually in conjunction with Burbank's Annual Action Plan	BHC Fairview Project will provide affordable rental housing to low and extremely low-income households. In addition to that the transitional housing at 2244 Buena Vista site will provide interim housing to individuals and families experiencing homelessness. Further, the City was allocated 5 Foster Youth Independence Vouchers to provide critical support to young adults transitioning out of foster care who are homeless or at risk of homelessness.

ATTACHMENT 3

HOUSING ELEMENT
ANNUAL PROGRESS REPORT 2025

Not Attached

The Housing Element Annual Progress Report 2025 may be viewed via the following link:

https://cloud.burbankca.gov/s/8tksyjSTQxLr5da

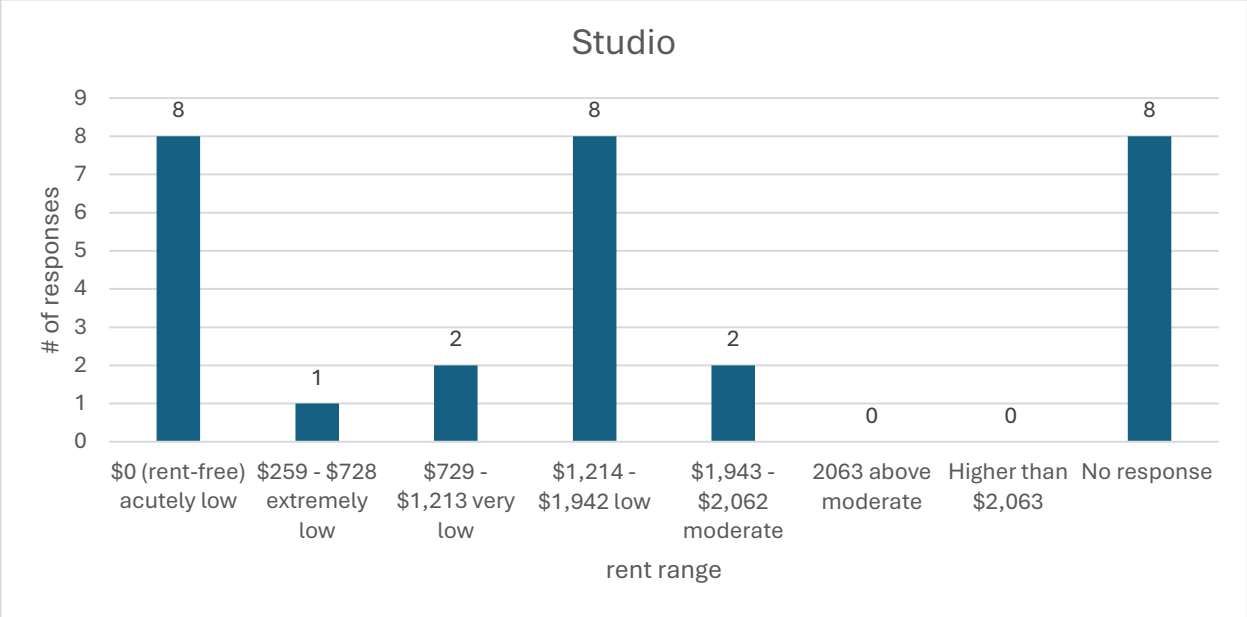
COMMUNITY DEVELOPMENT

ADU Rent Survey Results

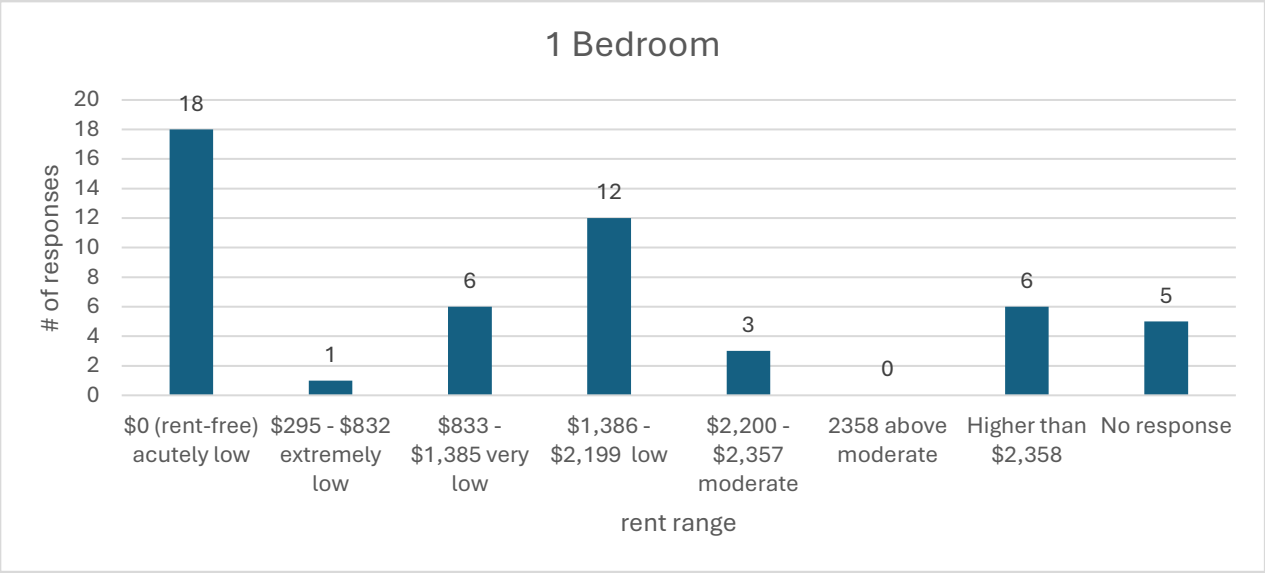
In accordance with Program 6b of the City of Burbank's 2021–2029 Housing Element, the City is required to track newly constructed accessory dwelling units (ADUs) to collect information on their use and affordability. To establish baseline data on how ADUs are being utilized, the City distributed a survey to all property owners who have been issued an ADU building permit since 2018. The survey requested information related to ADU occupancy and rent levels to better understand the affordability characteristics of these units. The rent levels provided in the survey reflect the 2024 State income limits and apply the standard that households should spend no more than 30% of gross income on housing costs.

A total of 893 surveys were distributed, and 105 responses were received. Of those responses, seven did not include a property address and 19 did not provide rent range information. The survey requested respondents to identify ADU rent levels within predefined affordability categories based on household income, including acutely low, extremely low, very low, low, moderate, and above moderate-income levels. The results summarized in this report reflect the responses received and provide insight into the affordability characteristics of ADUs currently in use throughout the City.

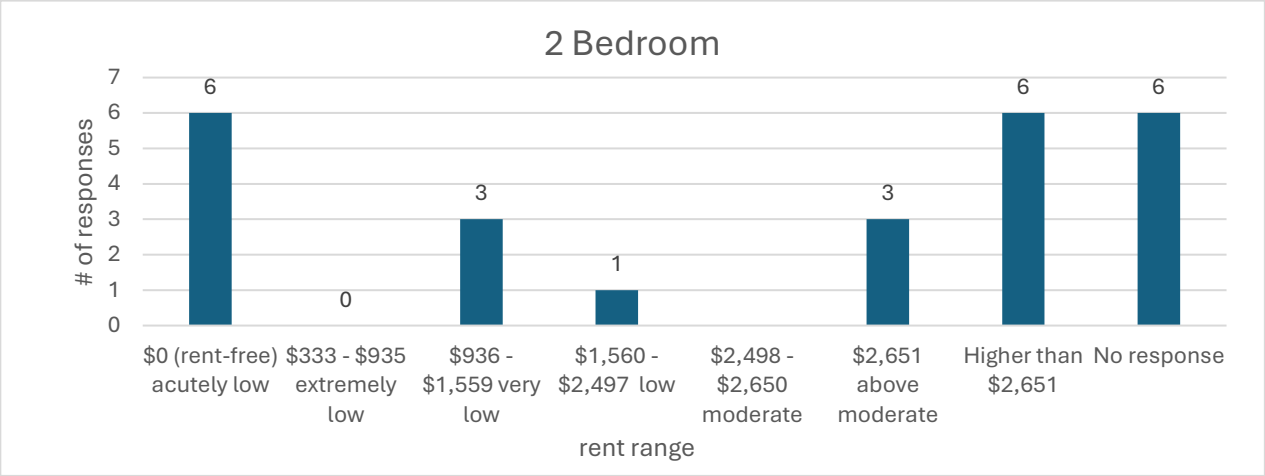
Studio ADUs
21 units are studio ADUs.



1 Bedroom ADUs
46 units are 1-bedroom ADUs.



2 Bedroom ADUs
19 units are 2-bedroom ADUs



Accessory Dwelling Unit Affordability Distribution

Income Level	Studio (1 person)	1 Bedroom (2 people)	2 Bedroom (3 people)
Acutely Low	8 (38%)	18 (39%)	6 (32%)
Extremely Low	1 (4%)	1 (2%)	-
Very Low	2 (10%)	6 (13%)	3 (16%)
Low	8 (38%)	12 (26%)	1 (5%)
Moderate	2 (10%)	3 (7%)	-
Above moderate	-	6 (13%)	9 (47%)
Number of Units	21	46	19
Total Number of Units	86 units (** No rent-range response: 19 units)		

Accessory Dwelling Unit Affordability by Income Level

Income Category	# of ADUs in Rent Survey	Rent Distribution
Acutely Low (0-15% AMI)	32	37.21%
Extremely Low (15-30% of AMI)	2	2.33%
Very Low (30 to 50% of AMI)	11	12.79%
Low (50% to 80% AMI)	21	24.42%
Moderate (80% to 120% AMI)	5	5.81%
Above Moderate (Greater than 120% AMI)	15	17.44%

Source: 2025 City ADU Rent Survey
Income levels reflect the 2024 Official State Income Limits using the State's definition of "affordable housing cost"

Conclusion:

The 2025 ADU rent survey received a total of 86 ADU responses which provided full rent information. Based on these responses, 37.21% of ADUs were affordable to households earning acutely low incomes, 2.33% to extremely low incomes, 12.79% to very low incomes, 24.42% to low incomes, 5.81% to moderate incomes, and 17.44% to above-moderate incomes. Income categories are defined by the California Department of Housing and Community Development (HCD) as follows:

- Acutely low income: 0-15% of area median income
- Extremely low income: 15-30% of area median income
- Very low income: 30% to 50% of area median income
- Lower income: 50% to 80% of area median income
- Moderate income: 80% to 120% of area median income

The results of this ADU rent survey and affordability analysis may be utilized as a proxy for the assumed income distribution of accessory dwelling units being produced in Burbank. This information will support the City's Housing Element monitoring efforts, including the City's Annual Progress Report submitted to the State Department of Housing and Community Development (HCD) to demonstrate progress in addressing its Regional Housing Needs Allocation (RHNA).

STAFF REPORT

CITY CLERK'S OFFICE

DATE: March 10, 2026

TO: Honorable Mayor and Members of the City Council

FROM: Kimberley Clark, City Clerk

SUBJECT: Approval of the Amended City Council Expectations of Board, Commission, and Committee Members

RECOMMENDATION

Approve the amended City Council Expectations of Board, Commission, and Committee Members (Attachment 1).

BACKGROUND

Council has established various Boards, Commissions, and Committees (BCCs) to review City programs, projects, and community issues. BCC members (Members) serve in an advisory capacity with limited decision-making authority. Each BCC can provide input and make recommendations to the Council; however, they do not determine or establish City policy or administrative direction with the exception of the Planning Commission, which conducts public hearings, makes decisions on applications for discretionary projects such as Conditional Use Permits and Variances, and considers appeals of decisions by the Community Development Director on certain types of project applications.

At the February 4, 2025, City Council (Council) Meeting, suggestions were made by both Council and staff to strengthen the City Council Expectations of Board, Commission, and Committee Members (Council Expectations). This document serves as a code of conduct and provides guidance to BCCs on collaboration with colleagues and staff, transparency and accountability to members of the public, and appropriate conduct as an appointed official. At the April 8, 2025, Council Meeting, Council was presented with a first step report on proposed changes to the Council Expectations, and the updated document was approved by Council on May 6, 2025.

DISCUSSION

On August 26, 2025, Council adopted Ordinance No. 25-4,032 relating to the City's Boards, Commissions, and Committees (BCC). As part of this amended Ordinance, the Council simplified the BCC attendance policy. The new attendance policy has been incorporated into the online application form and applicants are required to affirm their understanding by selecting a designated acknowledgement checkbox prior to submission of their application.

Additionally, the City Clerk's Office now provides a copy of the Council Expectations via email to BCC Members at the time of their appointment, and each appointee is asked to review and sign a physical copy when the City Clerk administers the Oath of Office. The signed document is filed with and maintained in the City Clerk's Office serving as each member's acknowledgement of receipt of Council's expectations. However, the Council Expectations document has not yet been updated to align with the new attendance policy as stated in the Ordinance.

Therefore, the City Clerk's Office is recommending that the policy be added to the Council Expectations document as follows:

- **Attendance:** Members are expected to attend meetings on a regular basis and comply with the BCC Attendance Policy, as set forth in the Burbank Municipal Code Section 2-1-403: ABSENCES, VACANCIES, AND ADDITIONAL REASONS FOR REMOVAL. A summary of the policy is provided below:

  Two absences in the 12-month period from August 1 to July 31 will result in a written warning issued via email from City staff. The third absence may result in a member's removal by Council. Should the Council excuse the member's accrued absences, and the member misses an additional meeting within the following 12-month absence reporting period, the City Clerk may proceed with the member's automatic removal by City staff.

Despite efforts to increase awareness of the attendance policy, absences and unscheduled vacancies continue to be a challenge for the City's BCCs. Since the new term commenced on August 1, 2025, there have been 52 absences, 10 second-absence warnings issued, and 8 unscheduled vacancies. Updating the Council Expectations document is intended to further enhance BCC members' awareness of attendance requirements and the importance of consistent participation.

ENVIRONMENTAL REVIEW

This activity involves review of a City document and has no potential for resulting in either a direct physical change in the environment or a reasonably foreseeable indirect physical

change in the environment. As such, it is not a “project” subject to the requirements of the California Environmental Quality Act (CEQA) Guidelines (14 Cal. Code Regs § 15378).

FISCAL IMPACT

There is no fiscal impact associated with this report.

CONCLUSION

Approval of the proposed update to the City Council Expectations of Board, Commission, and Committee Members will align the document with the City’s adopted policies and Council expectations regarding attendance. Regular attendance by members is critical to the effective functioning and success of the City’s Boards and Commissions. Incorporating the attendance policy to the City Council Expectations of Board, Commission and Committee Members will ensure that appointed members are fully informed of Council’s expectations related to attendance and accountability.

ATTACHMENT

Attachment 1 – Updated Council Expectations

CITY COUNCIL EXPECTATIONS OF BOARD, COMMISSION, AND COMMITTEE MEMBERS

EXPECTATIONS:

- Personal agendas must be set aside, and decisions must be made in the best interest of the Burbank community.
- Go "through the Chair" to facilitate orderly discussion. Give all members an opportunity to state their opinion or position and encourage healthy deliberation and openness to consider all ideas.
- Work together efficiently, even when disagreements arise on an issue. Demonstrate respect, friendliness, and remain polite to effectively make decisions.
- Refrain from making comments that may be seen as divisive, unnecessary, or inappropriate.
- Avoid lengthy conversations on an agenda item once it has been voted on. If necessary, briefly articulate the reasoning behind your vote.
- Unanimous votes are not necessary. It is encouraged to express your personal opinions or positions.
- Share any relevant information and documents received from the public with designated City staff as soon as possible so it can be properly distributed to all members.
- Form connections with fellow members before, during, and after meetings, but be sure to do so in a manner not in violation of California's open meeting law, the Brown Act.
- Members will conduct themselves within the confines of the law, including the Brown Act and Political Reform Act, to ensure transparency and accountability to members of the public.
- Members shall disclose any bias, conflicts of interest or potential conflicts of interest, and must recuse themselves from participating in any matter that could significantly impact (positively or negatively) their personal interests.
- Requests that are consistent with the duties, scope, or agenda of the Board, Commission, or Committee shall be made to the appropriate staff or staff liaison at a relevant period during the meeting. Members will not otherwise direct work to other department staff members.
- Once the Council has taken a position and voted on an item, it should be considered a non-issue for further discussion by Members, unless the item is being brought back to Council for review.

- Members shall not step down from the dais during meetings to speak during public comment on matters not appearing on the agenda and shall instead reserve any non-agenda comments to areas of the agenda that allow for this type of discussion in compliance with the Brown Act exceptions listed in Government Code section 54954.2(a)(3).
- When presenting individual opinions and positions, members must speak only for themselves as an individual and explicitly state that they are presenting on their own behalf and are not representing the Board, Commission, or Committee, or other members, especially if approached by the media. Best practice is to direct any media inquiries to the Board, Commission, or Committee's staff liaison.
- Members shall be responsible for conducting themselves in a professional manner that best represents the City when in attendance of events or gatherings outside of regular meetings.
- Members are encouraged to wear respectful attire at public meetings and when on official City business.
- **Attendance:** Members are expected to attend meetings on a regular basis and comply with the BCC Attendance Policy, as set forth in the Burbank Municipal Code Section 2-1-403: ABSENCES, VACANCIES, AND ADDITIONAL REASONS FOR REMOVAL. A summary of the policy is provided below:

  Two absences in the 12-month period from August 1 to July 31 will result in a written warning issued via email from City staff. The third absence may result in a member's removal by Council. Should the Council excuse the member's accrued absences, and the member misses an additional meeting within the following 12-month absence reporting period, the City Clerk may proceed with the member's automatic removal by City staff.

  Violation of these expectations may result in a member's dismissal.

<u>COUNCIL EXPECTATIONS OF THE CHAIR/VICE CHAIR:</u>

- The Chair should work with City staff to ensure that agenda topics are within the scope of the Board, Commission, or Committee's mission, have a clear purpose, and align with the City Council's goals.
- The Chair and Vice Chair shall work with City staff to receive training on how to effectively facilitate a meeting.
- The Chair should meet with City staff as needed to discuss matters related to conduct of the meeting.
- The Chair shall apply a two-hour initial time limit to meetings. In the event that a meeting may exceed two hours, the Chair shall confer with the staff liaison to

review the status of the remaining items and determine the best manner to proceed.

- The Chair shall follow City Council meeting guidelines where applicable (e.g., guidelines for respectful engagement, public comment speaking time limits, etc.).

COUNCIL EXPECTATIONS OF CITY STAFF:

- Staff should clearly communicate the City Council's goals and priorities as established during the annual City Council Goal Setting Meeting.

- Staff should assist the Chair with conducting the meeting in an efficient and effective manner and advise regarding proceeding with the Board, Commission, and Committee's business in accordance with the Brown Act.

- Council Expectations shall be agendized and reviewed with Members at the first meeting following biennial August appointments.

- Reports and presentations on agenda items will provide an objective analysis on the issue and will not favor a particular point of view. Alternatives and options on item actions should be presented.

- Staff will remain impartial and strive to maintain cooperative and supportive relationships with all members, regardless of any differences in opinion that may exist or arise.

- Staff will take requests from the Board, Commission, or Committee as a body, and not from individual members, if such request is relevant to the duties, scope or agenda of the Board, Commission, or Committee.

- Staff will work with the Board, Commission, or Committee to obtain a vote on advisory matters being presented to the City Council.

CERTIFICATION:

As a member of a City of Burbank Board, Commission, or Committee, I certify that:

I have read and acknowledge the City Council's Expectations for Board, Commission, and Committee Members and will ensure its application for the entirety of my term while serving in my capacity.

Print Name: _____ **Date:** _____

Signature: _____

Board, Commission, or Committee: _____

STAFF REPORT

FINANCIAL SERVICES

DATE: March 10, 2026

TO: Justin Hess, City Manager

FROM: Jennifer Becker, Financial Services Director
BY: Leana Mkrtchyan, Deputy Financial Services Director
Joy Escalante, Budget Manager
Cathy Jaramillo, Senior Administrative Analyst

SUBJECT: Review of the General Fund's Financial Status as of December 31, 2025, and Adoption of Resolutions Amending the Fiscal Year 2025-26 Budget for Mid-Year Adjustments

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RECOMMENDATION

1. Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK AMENDING THE BUDGET OF FISCAL YEAR (FY) 2025-26 FOR THE PURPOSE OF MID-YEAR ADJUSTMENTS.
2. Adopt A RESOLUTION OF THE PARKING AUTHORITY OF THE CITY OF BURBANK AMENDING THE BUDGET OF THE FISCAL YEAR (FY) 2025-26 FOR THE PURPOSE OF MID-YEAR ADJUSTMENTS

BACKGROUND

The purpose of this report is to provide the City Council with a comprehensive review of the General Fund's financial performance as of December 31, 2025, and to request the Council's approval of mid-year adjustments to the FY 2025-26 Adopted Budget. This report also provides information about the City's FY 2026-27 Budget development.

The end of the second quarter represents the halfway point of the fiscal year, at which time the City's Budget Office asks each department to review their adopted revenues and appropriations to determine how they are tracking and identify necessary amendments to their budgets. For the first half of the fiscal year, most departments are performing within expected budgetary levels. However, several departments have identified unanticipated expenses that require additional appropriations, generating the need for the mid-year

budget requests outlined in Attachment 5.

DISCUSSION

General Fund's Financial Status - Updated FY 2025-26 Budget

Based on the FY 2025-26 starting balance, previously revised revenue projections, and adopted appropriations, staff is projecting a recurring General Fund budget deficit of $1.5 million. After factoring in the proposed mid-year adjustments discussed later in this report, staff is expecting an available one-time balance of approximately $34.2 million in the General Fund (Attachment 3).

Fiscal Year 2025-26 General Fund Revenues

For the first six months of the fiscal year, the General Fund received $88.6 million in recurring revenues, representing 34% of the revised revenue forecast. For perspective, revenues for the first six months of FY 2024-25 were $86.4 million, and 34% of the forecast. The economy continues to show resilience, driven by strong consumer spending and ongoing investment in technology, even as the labor market slows and concerns grow about the rising national debt. During the first quarter report to Council in November 2025, staff recommended $2.8 million of adjustments to the City's General Fund recurring revenue projections. Staff is not recommending any further adjustments to forecasted revenues.

Table 1 outlines the FY 2025-26 recurring General Fund revenue projections by category. This is the best estimate of General Fund revenue available at this time, which is based on actual receipts from the prior year and the first half of the current fiscal year, along with general economic trends and activity.

Table 1 - General Fund Recurring Revenues as of December 31, 2025

REVENUE CATEGORY	ACTUAL TOTAL FY 2024-25	ADOPTED RECURRING FY 2025-26	CHANGE FROM ADOPTED 1Q25	REVISED RECURRING FY 2025-26	ACTUAL RECURRING 12/31/25	% OF REVISED RECV'D
Sales Tax	$ 61,777,433	$ 63,381,000	$ (3,400,000)	$ 59,981,000	$ 19,551,814	32.6%
Property Tax	79,552,424	82,557,013		82,557,013	19,966,368	24.2%
Utility Users Tax	18,938,967	20,802,308		20,802,308	8,231,629	39.6%
Services Charges - Intra City	15,259,193	17,590,495		17,590,495	8,768,216	49.8%
Services Charges	29,073,007	28,529,794	500,000	29,029,794	12,310,685	42.4%
In Lieu of Tax	10,378,721	10,694,333		10,694,333	4,969,928	46.5%
Interest/Use of Money	5,165,152	4,612,156		4,612,156	1,827,949	39.6%
Parking/Traffic/Other Fines	3,373,211	2,864,000	300,000	3,164,000	1,720,519	54.4%
Transient Occupancy Tax	13,352,395	14,407,120	(200,000)	14,207,120	4,539,017	31.9%
Building Permits/License Fees	9,603,976	7,072,531		7,072,531	3,624,287	51.2%
Transient Parking Tax	5,273,058	4,889,040		4,889,040	1,371,732	28.1%
Business Taxes	2,600,906	2,538,000		2,538,000	612,008	24.1%
Franchises	1,281,162	1,535,400		1,535,400	195,248	12.7%
Intergovernmental Revenues	3,199,208	1,985,961		1,985,961	864,503	43.5%
TOTAL RECURRING REVENUE	**$ 258,828,812**	**$ 263,459,151**	**$ (2,800,000)**	**$ 260,659,151**	**$ 88,553,903**	**34.0%**

The following is a brief summary of Burbank's largest General Fund revenue sources as of the end of the second quarter of FY 2025-26:

- **Sales Tax:** The California Department of Tax and Fee Administration (CDTFA) has released sales tax information for sales occurring in the third quarter (July to September) of the calendar year 2025. After correcting for one-time adjustments, traditional Bradley Burns sales tax receipts were down 11.4% compared to the same quarter in the prior year. Receipts declined in all major industry tax groups except for General Consumer Goods and Restaurants and Hotels. The Auto and Transportation category reported the largest decline of 47.4% due to a change in the total taxpayers' statewide allocation. This loss also resulted in the City's share of the countywide tax pool diminishing, resulting in a 17.2% decline in related pool revenues. Fuel and Service Station results were down 9.4%, directly related to crude oil prices and a decline in consumption. The Business and Industry category reported a 7.6% decline, primarily due to one-time payments that occurred in the prior year.

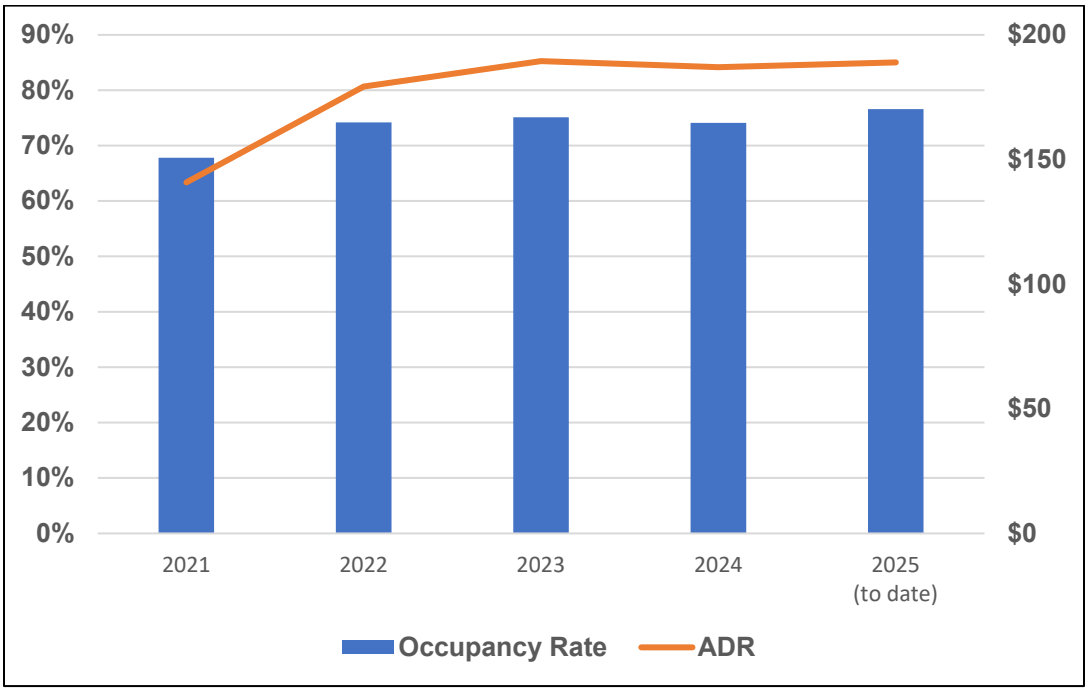
  The City's Transactions and Use Tax (TUT) revenues, which are derived from Measure P, experienced an increase of 1.7% when compared to the prior year, and a better result in comparison to the decreases in the Bradley Burns tax. The General Consumer Goods category increased 6.6% and Business and Industry was up 4.7%. The largest gains were reported from in-store and online retail sales. Of the $19.6 million that was received in sales tax for the first six months of FY 2025-26, $4 million was generated from TUT revenue, which represents the General Fund's 50% share of Measure P.

- **Property Tax:** A total tax of 1% is levied on the Assessed Value (AV) of property as determined by the Los Angeles County Assessor. The City of Burbank receives approximately 18.5% of the 1% levy on AV. Compared to FY 2024-25, the AV for the entire City increased by approximately $1.6 billion, or 4.9%. General Fund related AV increased by $854 million or 2.6% from the prior fiscal year. The City received a recent quarterly report on home sales in Burbank from our property tax consultant, HdL Coren and Cone. The median sales price of a detached single-family residential home in Burbank for the fourth quarter of 2025 was $1,238,000. This is a slight 1.4% decrease from the third quarter of 2025 and a 2.9% decline from the fourth quarter of 2024. The housing market has experienced a cool-down, with median home prices stagnating and homes staying on the market longer. As sales activity declines, the market appears to be moving toward a more balanced state compared to last year's high-demand conditions.

- **Transient Occupancy Tax (TOT):**
  Local tourism has been impacted by decreased international travel, public safety concerns, and increased competition from other destinations. In line with Los Angeles

County results, Burbank's hotel occupancy rates are down slightly at 74.4% for the six months to December 2025 compared to 76.1% for the comparable prior year period. The Average Daily Rate (ADR) was also down 2.9% for the six-month period. TOT revenues for the first six months of FY 2025-26 are $4.5 million, a 10% decrease over the same period from the prior year. Staff anticipates an increase in both occupancy rates and ADR towards the end of FY 2025-26 with the opening of the FIFA World Cup in Los Angeles. **Chart 1** compares Burbank hotel occupancy rates for FY 2021-22 through FY 2025-26 to date.

Chart 1 – Burbank Hotel Occupancy Rates



- **Utility Users Tax (UUT):** The City of Burbank collects a 7% tax on qualifying electricity, natural gas, and telecommunication utility charges. Unlike many other cities, Burbank does not assess UUT on water or cable television. Projected UUT revenue growth is attributable to an electric rate increase that went into effect in January 2026, along with higher natural gas prices. This growth is offset by reduced electric usage due to efficiencies as well as the decline in telecom revenue as a result of the Federal Communications Commission (FCC) reclassification of data to non-taxable information services.

Fiscal Year 2025-26 General Fund Expenditures

As of December 31, 2025, 47% of the General Fund's appropriations have been expended, coinciding with the general expectation of 50% for the halfway point of the fiscal year. For perspective, 47.4% of appropriations were expended for the same period

last year. **Table 2** provides the budget to actual results by department for the General Fund expenditures at the end of the second quarter. Expenditures for the Fire Department are trending slightly higher above expectations six months into the fiscal year at 51.5% due to higher overtime costs resulting from reimbursable strike team participation and Industrial Accident leave.

Table 2 - General Fund Expenditures as of December 31, 2025*

NO.	EXPENDITURE CATEGORY	APPROPRIATIONS FY 2025-26	EXPENDITURES as of 12/31/2025	PERCENT EXPENDED
1	City Attorney	6,789,857	3,292,830	48.5%
2	City Clerk	2,687,987	751,773	28.0%
3	City Council	2,383,499	1,150,682	48.3%
4	City Manager	4,205,520	1,928,500	45.9%
5	City Treasurer	1,250,490	528,032	42.2%
6	Community Development	27,813,423	9,575,542	34.4%
7	Financial Services	8,379,311	3,948,325	47.1%
8	Fire	54,919,661	28,267,408	51.5%
10	Library Services	12,106,191	5,562,932	46.0%
11	Management Services	8,341,982	3,399,005	40.7%
12	Non-Departmental	26,730,655	14,492,907	54.2%
13	Parks and Recreation	42,121,359	18,332,496	43.5%
14	Police	81,105,880	40,251,897	49.6%
15	Public Works	21,462,254	9,718,173	45.3%
TOTALS		**300,298,070**	**141,200,499**	**47.0%**

*Appropriations include all carryovers as well as any additional General Fund budget amendments approved by the City Council since the adoption of the FY 2025-26 Budget. The original General Fund adopted budget totals $275,367,900.

Mid-Year Budget Adjustments

Departments were asked to identify necessary adjustments to their budgets resulting from unexpected circumstances and/or unanticipated expenses that exceed their budget authority. Each of the requested adjustments (both appropriations and revenues) are itemized and described in detail in Attachment 5.

General Fund appropriation requests total $1,951,820 and are offset by revenue adjustments and the use of restricted funding of $61,000 for a net impact of $1,890,820. Requests include funding in support of the Federation Internationale de Football Association (FIFA) Fan Zone event production for the World Cup taking place in July 2026. Other requests include cost-of-service increases for the DeBell Golf Course program, additional funding for the Nutrition program, and contractual increases for custodial services.

Non-General Fund appropriation requests total $3,029,329 and are offset by revenue adjustments of $147,536 for a net impact of $2,881,793. General City Capital and Infrastructure Fund requests include funds to repair roof and structural damage at Starlight Bowl, funding for urgent maintenance and repairs to the Uninterruptible Power Supplies (UPS) at several City facilities, and funds to complete repairs to the City Hall Fountain. The Refuse Fund is seeking an appropriation to cover a significant repair to the landfill compactor and Burbank Water and Power (BWP) is requesting additional funds to cover electricity for recycled water pumping costs.

General Fund Financial Forecast

The purpose of the Financial Forecast is to provide insight and analysis of long-term financial trends for the General Fund. Based on current assumptions, staff expects that General Fund recurring revenues will increase by an average of 3.6% over the next five years of our forecast. General Fund expenditures are projected to grow by an average of 4.6% over the same time period.

Projected Revenues

Forecasted revenues are driven by the parameters included in Attachment 3. The forecast assumes continued economic growth in FY 2025-26 and beyond at a more conservative level. The average revenue growth projected in the five-year forecast includes increases in Sales Tax by 0.8%, Property Tax by 4.5%, and UUT by 5.7%. Projected sales tax revenues reflect a decline in receipts for FY 2025-26, followed by moderate growth in years two through five. Property tax revenues are expected to remain strong due to ongoing increases in property values as well as new development in the City. Growth in UUT revenue is primarily driven by anticipated rate increases for electric and natural gas services.

The revenue projections included in this forecast represent staff's best estimates and may vary due to economic cycles or legislative changes. Staff will continue to closely monitor revenue trends throughout the year and will provide updates to the City Council as new information becomes available.

Memorandum of Understanding (MOU) Projected Costs

Salaries and benefits currently comprise approximately 73% of the General Fund recurring budget. As such, the MOU negotiation process for the various bargaining groups plays a significant role in determining the City's financial position. All bargaining groups have current MOUs in place for FY 2025-26. Aligning with Council's Financial Policies related to employee compensation, the General Fund forecast includes assumptions for salary and benefit growth over the next five years based on projected market rates for all employee groups. Market rates are determined through salary and benefits surveys which compare the City's job classifications to those of similar organizations throughout the

region. The City of Burbank calculates the average salary paid for comparable positions to determine whether employee salaries are at market value.

Public Employees Retirement System (CalPERS) Costs

Managing costs associated with pensions continues to be a challenge for CalPERS cities throughout California, and Burbank is no exception. In previous years, the City has taken measures toward mitigating pension cost increases, including:

- Sending Additional Discretionary Payments (ADPs) to CalPERS over the City's required contributions to decrease Burbank's unfunded liability
- Establishing a Section 115 Trust to offset future pension volatility
- Increasing employee contributions toward their pension costs

Based on the recent actuarial reports, Burbank has an Unfunded Actuarial Liability (UAL) of just under $435 million across the City's three pension plans. The funded status for the City's three plans is currently 79% for Miscellaneous, 73% for Police, and 75% for Fire, for an average of 75%, up just slightly from 74% in the prior year. Table 3 shows the actual CalPERS employer rates and UAL contributions for the three employee classifications for the current FY 2025-26, the upcoming FY 2026-27, and the projected employer rates and contributions for the following two fiscal years (FY 2027-28 and FY 2028-29).

Table 3 – City of Burbank Pension Costs FY 2025-26 – FY 2028-29

Classification	Actual FY 2025-26*	Actual FY 2026-27	Projected FY 2027-28	Projected FY 2028-29
Police 3% @ 50 Rate	22.80%	21.72%	21.10%	20.60%
Police Liability Payment	$8,314,615	$8,871,926	$9,706,000	$10,824,000
Fire 3% @ 55 Rate	18.32%	17.50%	17.10%	16.70%
Fire Liability Payment	$5,818,144	$7,081,964	$7,667,000	$8,547,000
Misc 2.5% @ 55 Rate	10.76%	10.49%	10.30%	10.10%
Misc Liability Payment	$21,711,502	$24,614,685	$26,298,000	$29,636,000

*Amounts shown are the total employer contribution amounts required for FY 2025-26. The City has completed the prepayment of the additional UAL payment to CalPERS, which will result in a net savings of $1,331,066 citywide.

As part of the FY 2025-26 budget process, Council approved a citywide ADP to CalPERS of $7.5 million to help reduce future pension liability. This payment, made in July 2025, completes the adopted three-year pension funding plan totaling $21 million. In September 2025, CalPERS provided the City with an updated UAL payment schedule for FY 2026-27, which accounts for the July payment. The total savings generated were $1.3 million citywide ($1 million General Fund).

Burbank also maintains a Section 115 trust for pension obligations, which was established in June 2020. The Section 115 Trust allows the City to set aside funds that could be used to help support future pension-related economic volatility. The trust has a balance of $35.4 million as of December 2025

The Council's Pension Funding Commitment Policy requires the City to contribute half of any year-end General Fund balance over 6% of the budgeted recurring appropriations to fund employee pension liabilities. This funding is required if employee pension benefits are less than 90% funded. As such, staff will bring forth options for a new proposed pension funding plan as part of the FY 2026-27 Budget process.

FY 2026-27 State Budget Proposal

In early January, Governor Newsom released his proposed State of California budget for FY 2026-27. This proposal serves as the beginning of deliberations in the State Legislature, leading to final budget adoption in June 2026. The proposal calls for a $348.9 billion budget, with a General Fund total of $248.3 billion. The proposed budget estimates $2.9 billion in various budget solutions to close a modest shortfall in FY 2026-27. Last year, the administration was proactive by taking a multi-year approach and addressing shortfalls ahead of time. This approach, along with a surge in tech-driven revenues, has contributed to a stronger fiscal position for the upcoming year. Revenue receipts continued to improve since June 2025 and have contributed to strong growth for FY's 2025-26 and 2026-27.

The proposed budget includes three categories of discretionary proposals:

- Short-term proposals providing $2.8 billion of budget savings primarily by suspending a required "true-up" deposit into the Rainy-Day Fund.
- New discretionary General Fund spending of $570 million for various priority programs and $180 million for the extension of existing tax incentives, such as the California Competes Tax Credit.
- New discretionary reserve balance of $4.5 billion for the Special Fund for Economic Uncertainties (SFEU), to provide the State support to deal with unanticipated cost increases, such as for wildfires, federal policy shifts, or declines in the AI sector.

The Governor is revising the revenue forecast from the 2025 Budget Act due to the stronger than anticipated performance of the economy, particularly in the high-wage technology sector. The three main drivers of the revision are as follows:

- Personal income tax ($16.4 billion)
- Corporation tax ($24.6 billion)
- Pooled money interest ($1.2 billion)

The 2025 Budget Act assumed withdrawals from the Budget Stabilization Account (BSA), also known as the Rainy-Day Fund, of $7.1 billion in FY 2025-26. The BSA receives 1.5% of the General Fund tax revenue as well as a portion from capital gains. The FY 2026-27 proposed budget maintains the planned withdrawal but also proposes a new $3 billion deposit for the upcoming year to bolster long-term stability. The State has maintained a disciplined approach to reserves, projecting a total of $23 billion in combined insurance funds by the end of the fiscal year.

The state of California utilizes revenue from per-gallon fuel taxes and motor vehicle registration charges to fund road and transit improvements. Local city and county shares are distributed through the Highway Users Tax Account (HUTA) and the Road Maintenance and Rehabilitation Account (RMRA) established by Senate Bill 1 (SB-1). Under SB-1, rates are adjusted annually using the California Consumer Price Index (CPI), effective July 1 and January 1 of every year for fuel taxes and vehicle registration rates. While fuel prices have increased substantially recently, rates are based on a per-gallon levy. Despite lower fuel consumption, scheduled rate increases stipulated in SB-1 have kept local allocations of revenue growing at a modest pace, though this growth is expected to flatten out by FY 2027-28. To offset the decline in fuel tax, vehicle registration tax revenues such as the Transportation Improvement Fee and the Zero Emission Vehicle (ZEV)Road Improvement Fee) are forecasted to increase , however, this growth is only compensating for the shortfall in fuel tax revenue rather than generating extra money for new projects For FY 2026-27, the City of Burbank is estimated to receive $3.0 million in RMRA revenue, an increase of 3.6% from FY 2025-26 projections. HUTA is anticipated to receive $3.1 million, an increase of 1.7% from the prior year. Staff will continue to monitor developments in the state budget process and provide updates to the City Council as necessary.

FY 2026-27 Budget Development Process

The FY 2026-27 budget process is underway, and City departments are currently working on their respective budgets. Staff is projecting a General Fund deficit of approximately $4.2 million heading into the 2026-27 fiscal year and continuing through the remaining years of the Five-Year Forecast due to rising expenses outpacing revenue growth. Staff will continue to focus on strengthening revenues and developing additional cost-saving initiatives to provide long-term fiscal stability and prevent future structural imbalances in the City's financial forecast.

Despite the forecasted budget deficit, the City strives to avoid any significant budget cuts during this budget process that would negatively impact programs and services that benefit the Burbank community. This will be accomplished through a combination of actions, including limiting new budget items to only mandated or otherwise unavoidable expenses, exploring long term options to enhance City revenues, working with labor to

implement joint solutions, and taking advantage of the City's strong cash position to bridge the remaining gap with one-time funds. The City Manager's Office is in the process of reviewing each department's proposed budget and incorporating revisions as needed, to prepare a Proposed FY 2026-27 Budget for Council review in early May. Should Council Members have specific items for discussion for the upcoming fiscal year, staff encourages Council to inform them prior to that time to provide for adequate research time, if necessary.

ENVIRONMENTAL REVIEW

This activity includes amendments to the FY 2025-26 Adopted Budget and has no potential for resulting in either a direct or a reasonably foreseeable indirect physical change in the environment. As such, is not a "project" subject to the requirements of the California Environmental Quality Act (CEQA) 14 Cal. Code Regs § 15378.

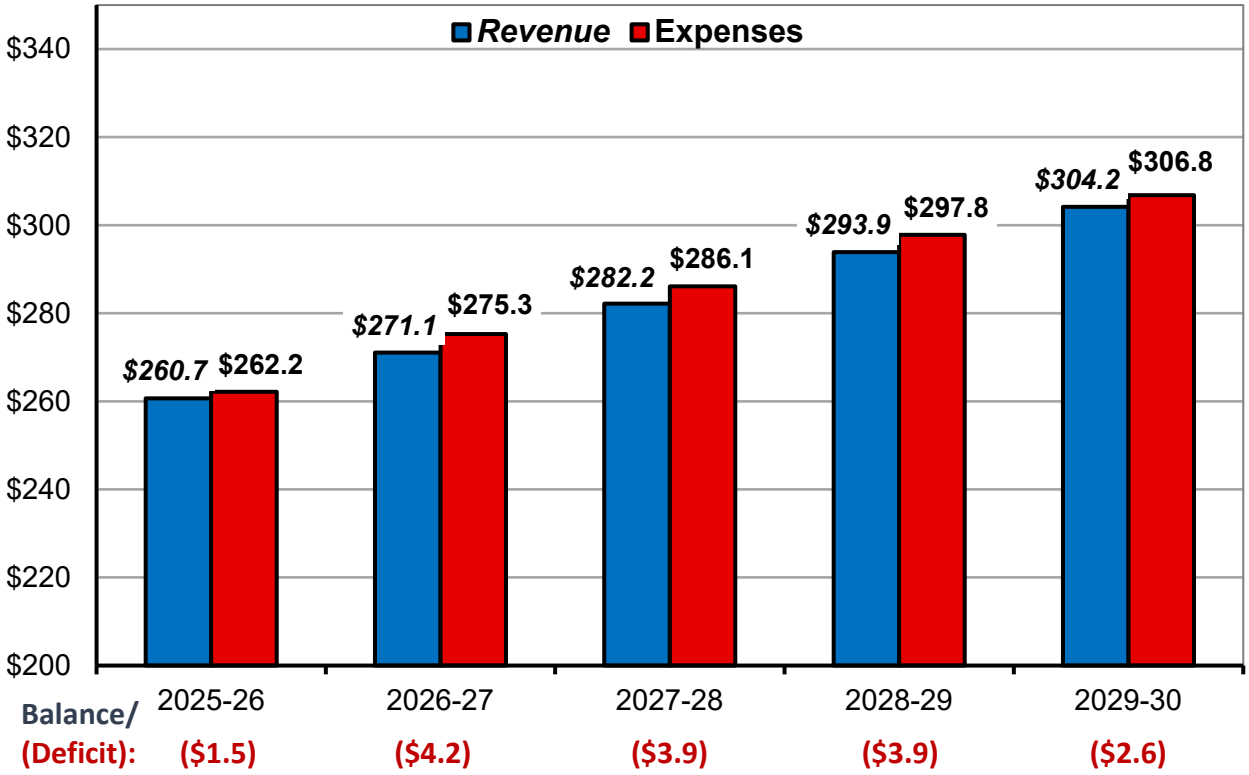
FISCAL IMPACT

If approved, the requested mid-year adjustments for the General Fund will total $1,951,820 and are offset by revenue adjustments and the use of restricted funding of $61,000 for a net impact of $1,890,820. Overall, mid-year appropriation requests for all funds total $4,772,613 net of revenue, with total appropriations of $4,981,149.

CONCLUSION

As future expenses continue to escalate and outpace the forecasted growth of revenues, staff projects recurring deficits in all five years of the General Fund Financial Forecast. Increases in labor agreements and pension costs and inflationary impacts on the prices of goods and services, combined with declining revenue growth have all contributed to the deficit that the City currently faces. As inflation eases, the challenge will be for the City to maintain the expenditure growth in line with the slower revenue expectations. As shown in Chart 3, the General Fund's five-year financial forecast includes a deficit of approximately $1.5 million for the current fiscal year, growing to roughly $4.2 million heading into the FY 2026-27 budget process. It should be noted that several risks may impact the City's financial projections, including economic and political uncertainties at home and abroad, impacts of MOU negotiations, and potential impacts of CalPERS returns and assumption changes.

Chart 3 - General Fund Financial Forecast FY 2025-26 through FY 2029-30



The City Council has consistently implemented sound fiscal policies and strategies like strengthening revenues, working with labor groups to implement pension cost sharing, paying down pension liabilities, building up reserves, and utilizing one-time funds to make strategic investments to reduce future recurring expenses. Although the five-year forecast shows a recurring deficit in future years, the City still maintains a strong General Fund cash position. In addition to the projected FY 2025-26 year-end General Fund Balance of $34.2 million, Burbank's working capital, emergency, and budget stabilization reserves total approximately $65.7 million. In addition, the Section 115 Trust balance is $35.4 million. These funds will allow Burbank to withstand any potential economic fluctuations over the next several years. Staff will continue to monitor any economic conditions or legislative actions that may impact the City's financial position and provide updates to the City Council.

ATTACHMENTS

Attachment 1 – Mid-Year Resolution General City
Attachment 2 – Mid-Year Resolution Parking Authority
Attachment 3 – General Fund Projected Spendable Fund Balance for June 30, 2026
Attachment 4 – General Fund Financial Forecast FY 2025-26 through FY 2029-30
Attachment 5 – Mid-Year Appropriation Requests and Revenue Adjustments

RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK AMENDING THE BUDGET OF FISCAL YEAR 2025-26 FOR THE PURPOSE OF MID-YEAR ADJUSTMENTS

THE COUNCIL OF THE CITY OF BURBANK RESOLVES:

1. The City's Fiscal Year 2025-2026 Annual General Fund (Fund 001) Budget is amended by appropriating $1,951,820 from the Unassigned Fund Balance Account 001.ND000.30010 to the following Expenditure Accounts:

001.CD23B.62615.1004.25317	$625,000.00	Economic Development: Marketing and Advertising
001.FN03A.62085.0000.000000	$26,000.00	Other Professional Services
001.ND01A.62300.0000.000000	$75,000.00	Special Department Supplies
001.ND01A.62085.0000.00000	$92,500.00	Other Professional Services
001.ND01A.62085.0000.00000	$82,000.00	Other Professional Services
001.PR27A.62085.0000.000000	$450,000.00	Other Professional Services
001.PR32B.62165.0000.000000	$32,000.00	Special Recreation Contract Services
001.PR32C.62165.0000.000000	$29,000.00	Special Recreation Contract Services
001.PR32E.62680.0000.000000	$52,000.00	Special Department Supplies
001.PR42A.62300.0000.000000	$100,000.00	Special Department Supplies
001.PD01A.62170.0000.000000	$50,000.00	Patrol - Private Contractual Services
001.PD09A.62300.0000.24283	$30,000.00	Special Departmental Supplies - Inmate Welfare Funds
001.PD03A.62300.0000.22500	$78,320.00	Special Departmental Supplies - Recruitment Plan
001.PD01A.62085.0000.000000	$40,000.00	Patrol - Other Professional Services
001.PW33B.62170.1001.000000	$190,000.00	Custodial Temporary Staffing

2. The City's Fiscal Year 2025-2026 Budget for the Measure R Transportation Fund (Fund 107) is amended by appropriating $72,651.93 from the Assigned Fund Balance Account 107.ND000.30011 to Expenditure Account 107.CD33A.70002.0000.22377.00000.

3. The City's Fiscal Year 2025-2026 Community Development Block Grant Fund (Fund 122) is amended by appropriating $168,514.00 from the Assigned Fund Balance Account 122.ND000.30011 to Expenditure Account 122.CD25A.63051.0000.24310.

4. The City's Fiscal Year 2025-2026 Budget for the General City Capital Projects Fund (Fund 370) is amended by appropriating $477,536.00 from the Assigned Fund Balance Account 370.ND000.30011 to various Expenditure Accounts as detailed in the Mid-Year Request Attachment.

5. The City's Fiscal Year 2025-2026 Budget for the Water Fund (Fund 497) is amended by appropriating $493,000.00 from the Assigned Fund Balance Account 497.ND000.30011 to Expenditure Account 497.PS52B.62005.0000.61150.

6. The City's Fiscal Year 2025-2026 Budget for the Refuse Collection and Disposal Fund (Fund 498) is amended by appropriating $300,000.00 from the Assigned Fund Balance Account 498.ND000.30011 to Expenditure Account 498.PW31B.62170.

7. The City's Fiscal Year 2025-2026 Budget for the Vehicle Equipment Replacement Fund (Fund 532) is amended by appropriating $100,000.00 from the Assigned Fund Balance Account 533.ND000.30011 to Expenditure Account 532.FD05A.62430.0000.000000.

8. The City's Fiscal Year 2025-2026 Budget for the Office Equipment Replacement Fund (Fund 533) is amended by appropriating $93,772.10 from the Assigned Fund Balance Account 533.ND000.30011 to various Expenditure Accounts as detailed in the Mid-Year Request Attachment.

9. The City's Fiscal Year 2025-2026 Budget for the Municipal Infrastructure Fund (Fund 534) is amended by appropriating $1,093,270.00 from the Assigned Fund Balance Account 534.ND000.30011 to various Expenditure Accounts as detailed in the Mid-Year Request Attachment.

10. The City's General Fund (Fund 001) revenue accounts will also be revised to reflect changes that net to an overall increase of approximately $61,000.00.

11. The City's General City Capital Projects Fund (Fund 370) revenue accounts will also be revised to reflect changes that net to an overall increase of approximately $77,536.00.

12. The Financial Services Director is authorized to make such other revisions, changes in summaries, fund totals, and other portions of the Budget document as necessary to reflect and implement the programs specified in this Resolution.

PASSED AND ADOPTED this ____ day of March, 2026.

_____
Tamala Takahashi Mayor

Approved as to Form:
Office of the City Attorney

Attest:

_____
Kimberley Clark, City Clerk

By: _____
Joseph H. McDougall
City Attorney

STATE OF CALIFORNIA)
CITY OF BURBANK) ss.
COUNTY OF LOS ANGELES)

I, Kimberley Clark, City Clerk of the City of Burbank, do hereby certify that the foregoing Resolution was duly and regularly passed and adopted by a majority vote of the Council of the City of Burbank at its regular meeting held on the ___ day of March, 2026 by the following vote:

AYES:

NOES:

ABSENT:

_____
Kimberley Clark, City Clerk

PARKING AUTHORITY
OF THE
CITY OF BURBANK, CALIFORNIA

RESOLUTION NO. P-_____

A RESOLUTION OF THE PARKING AUTHORITY OF THE CITY OF BURBANK AMENDING THE BUDGET OF THE FISCAL YEAR (FY) 2025-26 FOR THE PURPOSE OF MID-YEAR ADJUSTMENTS

THE PARKING AUTHORITY OF THE CITY OF BURBANK RESOLVES:

1. The Fiscal Year 2025-2026 Budget for the Parking Authority (Fund 310) is amended by appropriating $230,585.00 from the Assigned Fund Balance Account 310.ND000.30011 to various expenditure accounts as detailed in the Mid-Year Request Attachment.

2. The City's Parking Authority (Fund 310) revenue accounts will also be revised to reflect changes that net to an overall increase of approximately $70,000.00.

3. The Financial Services Director is authorized to make such other revisions, changes in summaries, fund totals, and other portions of the Budget document as necessary to reflect and implement the programs specified in this Resolution.

PASSED AND ADOPTED this __ day of March, 2026.

_____
Tamala Takahashi
Chairperson of the Parking
Authority of the City of Burbank

Approved as to Form:
Office of the City Attorney

Attest:

_____
Kimberley Clark, Clerk

By: _____
Joseph H. McDougall
Counsel to the Parking Authority

STATE OF CALIFORNIA)
CITY OF BURBANK) ss.
COUNTY OF LOS ANGELES)

I, Kimberley Clark, Clerk of the Parking Authority of the City of Burbank, do hereby certify that the foregoing Resolution was duly and regularly passed and adopted by the Parking Authority of the City of Burbank at its regular meeting held on the __ day of March, 2026 by the following vote:

AYES:

NOES:

ABSENT:

_____
Kimberley Clark, Clerk

Attachment 3

CITY OF BURBANK

General Fund Projected Spendable Fund Balance for June 30, 2026

Mid-Year FY 2025-26

NO.	REVENUE CATEGORY	ADOPTED BUDGET FY 25-26	CHANGES GROWTH (REDUCTIONS)	REVISED BUDGET FY 25-26
1	Sales Tax	63,381,000	(3,400,000)	59,981,000
2	Property Taxes	82,557,013	-	82,557,013
3	Utility Users Tax	20,802,308	-	20,802,308
4	Services Charges - Intra City	17,590,495	-	17,590,495
5	Services Charges	28,529,794	500,000	29,029,794
6	In Lieu of Tax	10,694,333	-	10,694,333
7	Interest/Use of Money	4,612,156	-	4,612,156
8	Parking/Traffic/Other Fines	2,864,000	300,000	3,164,000
9	Transient Occupancy Tax	14,407,120	(200,000)	14,207,120
10	Building Permits/License Fees	7,072,531	-	7,072,531
11	Transient Parking Tax	4,889,040	-	4,889,040
12	Business Taxes	2,538,000	-	2,538,000
13	Franchises	1,535,400	-	1,535,400
14	Intergovernmental Revenues	1,985,961	-	1,985,961
	TOTAL REVENUES	**$ 263,459,151**	**$ (2,800,000)**	**$ 260,659,151**

TOTAL RECURRING REVENUES $ 260,659,151 (1)

NO.	EXPENDITURE CATEGORY	ADOPTED SALARY & BENEFITS FY 2025-26	ADOPTED MS & S FY 2025-26	ADOPTED EXPENDITURES FY 2025-26
1	City Council	(587,013)	(1,789,823)	(2,376,836)
2	City Manager	(3,139,875)	(780,044)	(3,919,919)
3	City Clerk	(1,609,072)	(556,649)	(2,165,721)
4	City Treasurer	(934,441)	(197,615)	(1,132,056)
5	City Attorney	(6,053,313)	(505,314)	(6,558,627)
6	Management Services	(5,676,550)	(2,289,285)	(7,965,835)
7	Financial Services	(6,815,047)	(1,304,994)	(8,120,041)
8	Parks & Recreation	(21,209,647)	(16,957,051)	(38,166,698)
9	Library Services	(8,251,807)	(2,980,910)	(11,232,717)
10	Community Development	(13,534,833)	(6,197,265)	(19,732,098)
11	Public Works	(14,008,438)	(6,892,893)	(20,901,331)
12	Fire	(43,069,950)	(7,866,548)	(50,936,498)
13	Police	(62,834,424)	(15,435,525)	(78,269,949)
14	Non-Departmental	(4,870,827)	(5,830,593)	(10,701,420)
	TOTAL EXPENDITURES	**$ (192,595,239)**	**$ (69,584,509)**	**$ (262,179,746)**

TOTAL RECURRING EXPENSES $ (262,179,746) (2)

RECURRING BALANCE / (DEFICIT) $ (1,520,595) (3) = (1) + (2)

----------END OF RECURRING----------

Attachment 3

CITY OF BURBANK

General Fund Projected Spendable Fund Balance for June 30, 2026

Mid-Year FY 2025-26

		NON-RECURRING	
PROJECTED SPENDABLE FUND BALANCE - JUNE 30, 2025	***$***	***46,736,368***	**(4)**
Formal Reserve Adjustment (FY 2025-26)	**$**	**(4,131,896)**	**(5)**
Contribution to Compensated Absences Reserve (FY 2025-26)	**$**	**(77,783)**	**(6)**
ADJUSTED BEGINNING SPENDABLE BALANCE - JULY 1, 2025:	***$***	***42,526,690***	**(7) = (4) thru (6)**
Non-Recurring Revenue/Use of Resources	**$**	**1,361,757**	**(8)**
Estimated Budget Savings (FY 2025-26)	**$**	**5,243,595**	**(9)**
Adopted One-Time Budget Items	**$**	**(4,366,856)**	**(10)**
ERP Ramp-up Contribution	**$**	**(1,202,469)**	**(11)**
Additional Contribution to CalPERS	**$**	**(5,914,200)**	**(12)**
Mid-Year Budget Requests (net of revenue)	**$**	**(1,890,820)**	**(13)**
NET TOTAL NON-RECURRING ITEMS	***$***	***(6,768,993)***	**(14) = (8) thru (13)**
NON-RECURRING BALANCE POST PROPOSED ITEMS	**$**	**35,757,696**	**(15) = (7) + (14)**
RECURRING BALANCE / (DEFICIT)	***$***	***(1,520,595)***	**(16) = (3)**
PROJECTED SPENDABLE FUND BALANCE - JUNE 30, 2026	**$**	**34,237,101**	**(17) = (15) + (16)**

Attachment 4

General Fund

Financial Forecast FY 2025-26 through FY 2029-30

Mid-Year FY 2025-26

(Amounts in Thousands)

	PROJECTED				
	2025-26	**2026-27**	**2027-28**	**2028-29**	**2029-30**
Recurring Items:					
Revenues					
Sales Tax	59,981	60,926	62,647	64,589	66,643
Property Taxes	82,557	85,859	89,723	93,760	97,980
Utility Users Tax	20,802	22,425	23,546	24,723	25,960
Services Charges - Intra City	17,590	18,646	19,578	20,361	21,074
Services Charges	29,030	30,046	31,097	32,030	32,991
In Lieu of Tax	10,694	11,753	12,341	12,958	13,606
Interest/Use of Money	4,612	4,704	4,751	4,799	4,847
Parking/Traffic/Other Fines	3,164	3,322	3,488	3,628	3,737
Transient Occupancy Tax	14,207	14,633	15,585	16,909	16,656
Building Permits/License Fees	7,073	7,426	7,723	7,994	8,233
Transient Parking Tax	4,889	5,133	5,390	5,660	5,829
Business Taxes	2,538	2,614	2,693	2,773	2,857
Franchises	1,535	1,551	1,566	1,582	1,598
Intergovernmental Revenues	1,986	2,026	2,066	2,108	2,150
Total General Fund Revenues	**$ 260,659**	**$ 271,065**	**$ 282,195**	**$ 293,874**	**$ 304,159**
Expenditures					
City Council	$ (2,377)	$ (2,490)	$ (2,598)	$ (2,692)	$ (2,789)
City Manager	(3,920)	(4,088)	(4,204)	(4,315)	(4,433)
City Clerk	(2,166)	(2,260)	(2,327)	(2,391)	(2,459)
City Treasurer	(1,132)	(1,180)	(1,213)	(1,245)	(1,278)
City Attorney	(6,559)	(6,832)	(7,004)	(7,175)	(7,356)
Management Services	(7,966)	(8,313)	(8,570)	(8,810)	(9,063)
Financial Services	(8,120)	(8,465)	(8,697)	(8,922)	(9,160)
Parks & Recreation	(38,167)	(39,885)	(41,285)	(42,552)	(43,884)
Library Services	(11,233)	(11,720)	(12,075)	(12,409)	(12,761)
Community Development	(19,732)	(20,597)	(21,248)	(21,853)	(22,491)
Public Works	(20,901)	(21,821)	(22,519)	(23,166)	(23,848)
Fire	(50,936)	(54,311)	(56,744)	(59,388)	(61,390)
Police	(78,270)	(81,519)	(84,912)	(88,451)	(91,124)
Non-Departmental	(10,701)	(11,781)	(12,724)	(14,459)	(14,768)
Total General Fund Expenditures	**(262,180)**	**(275,262)**	**(286,121)**	**(297,827)**	**(306,804)**
RECURRING BALANCE / (DEFICIT)	**$ (1,521)**	**$ (4,198)**	**$ (3,926)**	**$ (3,952)**	**$ (2,645)**

Attachment 4

General Fund

Financial Forecast FY 2025-26 through FY 2029-30

Mid-Year FY 2025-26

(Amounts in Thousands)

		PROJECTED			
	2025-26	**2026-27**	**2027-28**	**2028-29**	**2029-30**
Non-Recurring Revenue/Savings Items:					
Non-Recurring Revenue/Resources	$ 1,362				
Estimated Annual Budget Savings	5,244	5,505	5,722	5,957	6,136
Non-Recurring Revenue/Savings Total:	**6,605**	**5,505**	**5,722**	**5,957**	**6,136**
Plus Est. Beginning Balance June 30th	$ 46,736	$ 34,237	$ 21,217	$ 13,394	$ 6,468
Working Capital Reserve	(2,479)	(1,962)	(1,629)	(1,756)	(1,347)
Emergency Reserve	(826)	(654)	(543)	(585)	(449)
Budget Stabilization Reserve	(826)	(654)	(543)	(585)	(449)
Compensated Absences Reserve	(78)				-
Adjusted Beginning Balance July 1st	**42,527**	**30,966**	**18,503**	**10,467**	**4,224**
Less Non-Recurring Expenses					
One-Time Budget Items	$ (4,367)				
ERP Ramp-up	(1,202)	(1,804)	(2,405)	(1,503)	
Contributions to CalPERS	(5,914)	(4,500)	(4,500)	(4,500)	(4,500)
Deposit to 115 Trust		(4,753)			
Mid-Year Budget Requests	(1,891)				
Subtotal Non-Recurring Items	**(13,374)**	**(11,057)**	**(6,905)**	**(6,003)**	**(4,500)**
EXCESS/(DEFICIENCY) OF REVENUE OVER APPROPRIATIONS	**$ 35,758**	**$ 25,415**	**$ 17,320**	**$ 10,421**	**$ 5,860**
PLUS RECURRING BALANCE (ABOVE)	$ (1,521)	$ (4,198)	$ (3,926)	$ (3,952)	$ (2,645)
ENDING SPENDABLE FUND BALANCE	**$ 34,237**	**$ 21,217**	**$ 13,394**	**$ 6,468**	**$ 3,215**
FORMAL RESERVE BALANCES	**$ 65,545**	**$ 68,816**	**$ 71,530**	**$ 74,457**	**$ 76,701**

ATTACHMENT 5

CITY OF BURBANK
SUMMARY OF MID-YEAR REQUESTS
FISCAL YEAR (FY) 2025-26

	Appropriations	Revenues	Net Impact
Total General Fund Appropriation Requests	**$ 1,951,820**	**$ 61,000**	**$ 1,890,820**
Non-General Funds			
Public Improvements Fund - Transportation (Fund 107)	72,652	-	72,652
Community Development Block Grant (Fund 122)	168,514	-	168,514
Parking Authority Fund (Fund 310)	230,585	70,000	160,585
General City Capital Projects Fund (Fund 370)	477,536	77,536	400,000
Water Fund (Fund 497)	493,000	-	493,000
Refuse Collection and Disposal (Fund 498)	300,000	-	300,000
Vehicle Equipment Replacement (Fund 532)	100,000	-	100,000
Office Equipment Replacement (Fund 533)	93,772	-	93,772
Municipal Infrastructure Fund (Fund 534)	1,093,270	-	1,093,270
Total Non-General Fund Appropriation Requests	**$ 3,029,329**	**$ 147,536**	**$ 2,881,793**
Grand Total All Funds Appropriation Requests	**$ 4,981,149**	**$ 208,536**	**$ 4,772,613**

C I T Y O F B U R B A N K

MID-YEAR APPROPRIATION REQUESTS FISCAL YEAR (FY) 2025-26

No.	Fund/Cost Center/Account	Amount	Account Name	Justification
	GENERAL FUND			
	COMMUNITY DEVELOPMENT DEPARTMENT			
1	001.CD23B.62615.1004.25317	625,000	Economic Development - Marketing and Advertising	FIFA Fan Zone Production - Event production support for the 2026 World Cup FIFA Fan Zone approved to take place in Burbank July 18-19, 2026. Production funds will cover event design, logistics, entertainment, technical production, operations, safety, day-of event coordination, and staffing. It is anticipated that some costs may be offset by revenue generated by ticket sales, parking fees, etc.
	SUB-TOTAL	**625,000**		
	FINANCIAL SERVICES DEPARTMENT			
2	001.FN03A.62085	26,000	Other Professional Services	Funds are needed to implement a Job Order Contracting (JOC) program for the City of Burbank, providing a streamlined, compliant procurement method for routine construction and maintenance projects. Implementing JOC will reduce project delivery time, improve cost certainty, and allow departments to deliver capital and maintenance work more efficiently with existing staff resources.
	SUB-TOTAL	**26,000**		
	NON-DEPARTMENTAL			
3	001.ND01A.62300	75,000	Special Department Supplies	Additional funds are requested to cover the cost of employee use of the Bright Horizons Referral Care Program for the remainder of the contract.
4	001.ND01A.62085	92,500	Other Professional Services	Funds to hire Pivotal Strategies to provide public education and outreach for a potential Transient Occupancy Tax (TOT) ballot measure.
5	001.ND01A.62085	82,000	Other Professional Services	Funds to hire Fairbank Maslin, Maullin, Metz & Associates (FM3) to conduct a voter survey related to a potential TOT ballot measure, including research analysis and ongoing consultation.
	SUB-TOTAL	**249,500**		
	PARKS AND RECREATION			
6	001.PR27A.62085	450,000	Other Professional Services	The DeBell Golf Course program is expected to exceed budgeted expenditures. The overage is due to an increase in costs of goods, labor, and water utility costs. Additional expenditures also include the rental of specialized mowing equipment to maintain course standards while the golf course equipment was undergoing repairs.
7	001.PR32B.62165	32,000	Special Recreation Contract Services	Additional funding is requested for the National Football League (NFL) Flag Football program. The inaugural season served nearly 200 participants, and this funding will support the continuation of the program for an additional season. **Revenue offset**
8	001.PR32C.62165	29,000	Special Recreation Contract Services	Additional funds are needed to pay contract instructors for aquatics classes due to increased programming and participation. **Revenue offset**

C I T Y O F B U R B A N K
MID-YEAR APPROPRIATION REQUESTS FISCAL YEAR (FY) 2025-26

No.	Fund/Cost Center/Account	Amount	Account Name	Justification
9	001.PR32E.62680	52,000	Special Department Supplies	Additional funding is requested to cover costs associated with transitioning from the City's annual July 4th fireworks display to a drone light show. This transition was implemented in response to regional wildfires in early 2025 and addresses heightened fire risk.
10	001.PR42A.62300	100,000	Special Department Supplies	Federal funding cuts to Los Angeles County have impacted the City's FY 2025–26 allocation for the Nutrition Program. Rising costs and the loss of expected one-time funds have resulted in insufficient funds to cover program expenses, including higher meal prices. Additional funding is needed to continue senior nutrition services.
	SUB-TOTAL	**663,000**		
POLICE				
11	001.PD01A.62170	50,000	Patrol - Private Contractual Services	Funding is requested to pay for timely medical clearances and legally required blood draws at the Burbank Jail. These services reduce the need to transport detainees to Providence Saint Joseph Medical Center (PSJMC) and significantly minimizes officer overtime and patrol service disruptions.
12	001.PD09A.62300.0000.24283	30,000	Special Departmental Supplies - Inmate Welfare Funds	California Penal Code Section 4025(d) allows the City to collect a percentage of income generated from collect calls made from inmate pay phones. Revenue from this service is restricted and must be deposited into an inmate welfare fund, which can only be used for the benefit, education, and welfare of the inmates in the jail. Funds are used to purchase items such as mattresses, toothbrushes, towels, and other personal care items. These funds are restricted and cannot be used for any other purposes. **Restricted**
13	001.PD03A.62300.0000.22500	78,320	Special Departmental Supplies - Recruitment Plan	The Los Angeles County Sheriff's Department Recruit Academy has increased its training cost by $7,832 per recruit. Recruit Academy training is mandatory to meet Peace Officer Standards and Training (POST) requirements and qualify sworn personnel for duty. Funding this increase will prevent delays in hiring, reduce overtime costs, and support long-term staffing stability. Currently, there are ten (10) sworn vacancies.
14	001.PD01A.62085	40,000	Patrol - Other Professional Services	Funding is requested for the purchase and training of a replacement K-9 following the passing of K-9 Spike, whose loss has reduced operational capacity. Funding will cover the acquisition of a suitable K-9 and the required handler and training to ensure certification and operational readiness.
	SUB-TOTAL	**198,320**		
PUBLIC WORKS DEPARTMENT				
15	001.PW33B.62170.1001	190,000	Custodial Temporary Staffing	Payment for contractual custodial services was suspended in the fourth quarter of FY 2024-25 while procurement documentation was finalized. Consequently, several FY 2024-25 invoices were paid in FY 2025-26. Additional funding is required to pay for the remaining temporary services anticipated through the end of FY 2025-26.
	SUB-TOTAL	**190,000**		

C I T Y O F B U R B A N K
MID-YEAR APPROPRIATION REQUESTS FISCAL YEAR (FY) 2025-26

No.	Fund/Cost Center/Account	Amount	Account Name	Justification
	NON GENERAL FUND			
	MEASURE R TRANSPORTATION (FUND 107)			
16	107.CD33A.70002.0000.22377.00000	72,652	Street Improvements - Bike and Pedestrian	Funding is needed to design a bicycle crossing and push-button detection on the Burbank Bridge, and complete necessary analysis requested by Caltrans due to the proximity to I-5 offramps. The crossing will connect the existing Class II bicycle lanes on the bridge to the recently constructed Class IV cycle track on Front Street.
	SUB-TOTAL	**72,652**		
	COMMUNITY DEVELOPMENT BLOCK GRANT (FUND 122)			
17	122.CD25A.63051.0000.24310	168,514	CDBG Activities - Homeless Planning Study	Funds are being requested as part of a Homeless Planning Study to pay for the Kadre Architect contract. Due to the reclassification of invoices, funds were not carried over into the current fiscal year. Staff is requesting to reappropriate $168,514 to restore the funding for the project. These funds will be dedicated to the Buena Vista project - Home Again LA (HALA).
	SUB-TOTAL	**168,514**		
	PARKING AUTHORITY (FUND 310)			
18	310.CD32A.62170.22677	160,585	Private Contractual Services - APX Structure Maintenance	Additional funds are needed to pay for the APX structure upgrades, including re-striping the structure to be American with Disabilities Act (ADA) compliant. The parking structure is located at 120 East Orange Grove Avenue.
19	310.CD32A.62170.22676	70,000	Private Contractual Services - Downtown Parking Garage Maintenance	Additional funds are being requested for the trash enclosure and cleaning services at the Orange Grove structure. This has 100% cost recovery; the entities using the trash enclosure are paying for these services. **Revenue offset**
	SUB-TOTAL	**230,585**		
	GENERAL CITY CAPITAL PROJECTS FUND (FUND 370)			
20	370.CD33A.70002.24206	77,536	Street improvements - Downtown San Fernando Boulevard Reconfiguration	To appropriate the Transportation Development Act (TDA) Article 3 funding for curb extensions as part of the San Fernando Reconfiguration Project. These funds will also lapse if not appropriated. **Revenue Offset**
21	370.PR21A.70019.0000.25287/25288	400,000	Building Improvements - Starlight Bowl Roof Repair	In January 2025, winds damaged the Starlight Bowl Amphitheater. Funding is needed to repair roof and structural damage so the Starlight Bowl can open to the public in May 2026. Staff is seeking Federal Emergency Management Agency (FEMA) reimbursement for these repairs.
	SUB-TOTAL	**477,536**		
	WATER FUND (FUND 497)			
22	497.PS52B.62005.0000.61150	493,000	Electricity for Water Pumping	Additional funds are needed to cover electricity for recycled water pumping costs.
	SUB-TOTAL	**493,000**		
	REFUSE COLLECTION AND DISPOSAL (FUND 498)			
23	498.PW31B.62170	300,000	Private Contractual Services	In August, the Landfill compactor caught fire and the equipment is currently with Quinn Company for repair. Parts for this model are no longer widely produced, and the repair requires more expensive, custom-made parts, including a new cab assembly.
	SUB-TOTAL	**300,000**		

C I T Y O F B U R B A N K
MID-YEAR APPROPRIATION REQUESTS FISCAL YEAR (FY) 2025-26

No.	Fund/Cost Center/Account	Amount	Account Name	Justification
VEHICLE EQUIPMENT REPLACEMENT (FUND 532)				
24	532.FD05A.62430	100,000	Vehicle Equipment Replacement - Fire Apparatus and Equipment	The Burbank Fire Department maintains a fleet of front-line and reserve apparatus, including aerial ladder trucks, fire engines, rescue ambulances, and utility vehicles. The department is requesting a mid-year appropriation to support increased maintenance costs related to parts and labor and to ensure operational readiness of its fleet.
	SUB-TOTAL	**100,000**		
OFFICE EQUIPMENT REPLACEMENT (FUND 533)				
25	533.LB02A.15041	80,000	Office Equipment Replacement - Public Services - Depreciation Expense - Machinery and Equipment	Replacements for six Library Self-Check Out Machines. The current machines have reached their end of life and are due for an upgrade. The replacements will enhance customer service and provide consistent technology for all branches. There are currently depreciated assets to support replacement.
26	533.PD01A.63015	13,772	Patrol - Special Departmental Supplies	Depreciated funds are requested to replace expired medical supplies purchased in 2017 as part of the Patrol Medical Kits. These items have reached the end of their life and are no longer compliant with medical safety standards. Replacement of medical supplies is necessary to ensure patrol personnel have access to fully stocked and compliant medical kits.
	SUB-TOTAL	**93,772**		
MUNICIPAL INFRASTRUCTURE FUND (FUND 534)				
27	534.CD23B.70007.0000.25130	293,270	Economic Development - Building Grounds and Maintenance Repair	Funds are needed to be used for planned, ongoing efforts to revitalize the Downtown area by purchasing street furniture for outdoor dining, benches, trash bins, and landscaping improvements.
28	534.PW33A.70019.0000.25118	250,000	FY 2025-26 Facilities Small Capital	Most of the Uninterruptible Power Supplies (UPS) serving the Police Fire Headquarters are at the end of their life and require urgent maintenance and battery replacement. The UPS at City Hall, City Hall Telecommunications Room (TC 1), Joslyn Adult Center, and Northwest Library are in similar condition. Funds are needed to perform strategic maintenance and repair to avoid system failure.
29	534.PW33A.70019.0000.24827	250,000	City Hall Fountain Restoration and Modernization	Funds are needed to deconstruct and reconstruct a portion of the City Hall fountain to repair a leaking pipe. Once repaired, the bottom row of fish will operate normally.
30	534.PW33A.70019.0000.25118	200,000	FY 2025-26 Facilities Small Capital	The control system operating the Heating, Ventilation, and Air Conditioning (HVAC) System - Units 1, 2, 3, and 4 for the Police/Fire Headquarters will not maintain cooling temperatures and/or shut down completely. Urgent repairs are in process and must be completed to maintain proper function in the facility. Funds are needed to complete strategic maintenance and repair to prevent system failure.
31	534.PW33A.70019.0000.25315	100,000	Community Services Building (CSB) Fountain Repair	Design services to repair the Community Services Building (CSB) fountain.
	SUB-TOTAL	**1,093,270**		

GENERAL FUND TOTAL REQUESTS	1,951,820.00
NON-GENERAL FUND TOTAL REQUESTS	3,029,329.03
GRAND TOTAL	**4,981,149.03**

C I T Y O F B U R B A N K

MID-YEAR REVENUE ADJUSTMENTS FISCAL YEAR (FY) 2025-26

No	Fund/Cost Center/Account	Amount	Account Name	Justification
	GENERAL FUND			
	PARK AND RECREATION			
1	001.PR000.51502.1006	32,000.00	Contract Account - Sports	Revenue generated from the National Football League (NFL) Flag Football program. The inaugural season served nearly 200 participants, and this funding will support the continuation of the program for an additional season.
2	001.PR000.51502.1011	29,000.00	Contract Account - Aquatics	Revenue generated from increased participation in aquatics contract classes. Additional funds are needed to pay Contract Instructors for aquatics classes due to increased programming and participation.
	SUB-TOTAL	**61,000.00**		
	NON GENERAL FUND			
	PARKING AUTHORITY FUND (FUND 310)			
3	310.ND000.41011.1011	70,000.00	Miscellaneous License and Permits	Revenue generated from the trash enclosure and cleaning services at the Orange Grove structure. The entities using the trash enclosure are paying for the services.
	SUB-TOTAL	**70,000.00**		
	GENERAL CITY CAPITAL PROJECTS (FUND 370)			
4	370.ND000.48010.0000.24206	77,536.00	Street improvements - Downtown San Fernando Boulevard Reconfiguration	To appropriate TDA Article 3 funding for curb extensions as part of the San Fernando Reconfiguration Project. These funds will also lapse if not appropriated.
	SUB-TOTAL	**77,536.00**		

GENERAL FUND TOTAL REVENUE ADJUSTMENT	61,000.00
NON-GENERAL FUND TOTAL REVENUE ADJUSTMENT	147,536.00
GRAND TOTAL - REVENUE ADJUSTMENT	**208,536.00**

Mid-Year Financial Report FY 2025-26

City Council
March 10, 2026

FINANCIAL SERVICES

Mid-Year Report Overview

- Economic Outlook
- FY 2025-26 Mid-Year Results
  - Revenues
  - Expenditures
- Mid-Year Appropriation Requests
- General Fund Year-End Projection and Five-Year Forecast
- Preview of FY 2026-27 Budget Process

U.S. Economic Outlook 2026

- GDP growth was 2.2% in 2025 vs 2.5% in 2024
  - ⇩ Contraction in government spending
  - ⇩ Tepid job growth; U.S. unemployment at 4.4% (CA 5.5%)
  - ⇧ Consumer spending still strong; shifting from goods to services
- Inflation continues to ease
  - December CPI at 2.7% (CA at 3.0%)
- Fed interest rate cut Dec 2025, expect to remain stable
- Economic impacts of political/geopolitical instability

FY 2025-26 State Budget Proposal

- $349 billion Proposed Budget
  - $248 billion in General Fund spending proposed
  - New discretionary spending of $570 million
  - $180 million for the extension of existing tax incentives
  - $4.5 billion in the Special Fund for Economic Uncertainties (SFEU)
- No shortfall projected for FY 2026-27
  - Revision of revenue forecast due to strong economic growth anticipated in the technology sector

Mid-Year General Fund Revenues

RECURRING REVENUE CATEGORY	Actual FY 2024-25	Adopted FY 2025-26	Change 1st Quarter	Revised FY 2025-26	YTD Actual 12/31/25	% Of Revised Recv'd
Sales Tax	$ 61,777	$ 63,381	$ (3,400)	$ 59,981	$ 19,552	32.6%
Property Tax	79,552	82,557		82,557	19,966	24.2%
Utility Users Tax	18,939	20,802		20,802	8,232	39.6%
Services Charges	29,073	28,530	500	29,030	12,311	42.4%
Parking/Traffic/Other Fines	3,373	2,864	300	3,164	1,721	54.4%
Transient Occupancy Tax	13,352	14,407	(200)	14,207	4,539	31.9%
Transient Parking Tax	5,273	4,889		4,889	1,372	28.1%
Interest/Use of Money	5,165	4,612		4,612	1,828	39.6%
All Other Revenue	42,325	41,417		41,417	19,033	46.0%
TOTALS	$ 258,829	$ 263,459	$ (2,800)	$260,659	$ 88,554	34.0%

In $1,000's

Mid-Year Revenues

Sales Tax

- Burbank 3rd quarter 2025 (Jul-Sept) taxable sales down -11.4% on an adjusted basis
  - Autos & Transportation -47.4%
    - Change in total taxpayers' state allocation
  - Fuel & Service Station -9.4%
    - Crude oil prices and decline in consumption
  - Business & Industry -7.6%
    - One-time payment last year
    - Slow recovery of the film industry
- Measure P Transactions & Use Tax (TUT) up 1.7%

Mid-Year Revenues

Property Tax

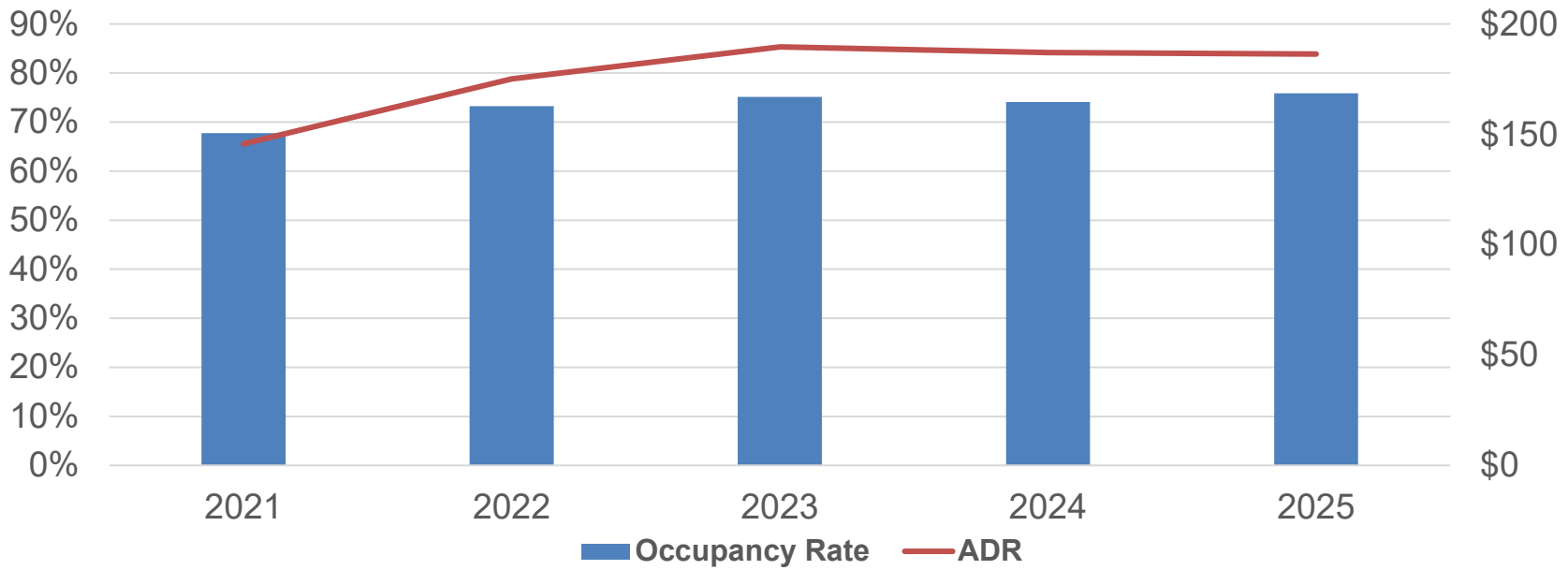
- Burbank's Assessed Value for General Fund increased 2.6%, or $854 million for 2025
- Fed interest rate forecasted to remain stable, with possible rate drop in late 2026/early 2027
- Median sales price for the 4th quarter of 2025 was $1.2 million
  - -1.4% decrease from Q3 and -2.9% decrease year over year

Mid-Year Revenues

Transient Occupancy Tax (TOT)

- 2025 hotel occupancy rate was 76%, up 2% from prior year
- Average Daily Rate (ADR) was largely flat, at $186

Burbank Hotel Occupancy and Daily Rates



Mid-Year General Fund Expenditures

EXPENDITURE CATEGORY	APPROPRIATIONS FY 2025-26	EXPENDITURES as of 12/31/2025	PERCENT EXPENDED
Administrative Depts	$ 34,038,647	$ 14,999,145	44.1%
Community Development	27,813,423	9,575,542	34.4%
Fire	54,919,661	28,267,408	51.5%
Library Services	12,106,191	5,562,932	46.0%
Non-Departmental	26,730,655	14,492,907	54.2%
Parks and Recreation	42,121,359	18,332,496	43.5%
Police	81,105,880	40,251,897	49.6%
Public Works	21,462,254	9,718,173	45.3%
TOTALS	**$ 300,298,070**	**$ 141,200,499**	**47.0%**

Mid-Year Budget Requests

	Appropriations	Revenues	Net Impact
Total General Fund Appropriation Requests:	**$ 1,951,820**	**$ 61,000**	**$ 1,890,820**
Non-General Funds			
Public Improvements - Transportation (Fund 107)	72,652	-	72,652
Community Development Block Grant (Fund 122)	168,514	-	168,514
Parking Authority Fund (Fund 310)	230,585	70,000	160,585
General City Capital Projects (Fund 370)	477,536	77,536	400,000
Water Fund (Fund 497)	493,000	-	493,000
Refuse Collection and Disposal (Fund 498)	300,000	-	300,000
Vehicle Equipment Replacement (Fund 532)	100,000	-	100,000
Office Equipment Replacement (Fund 533)	93,772	-	93,772
Municipal Infrastructure Fund (Fund 534)	1,093,270	-	1,093,270
Non-General Fund Appropriation Requests:	**$ 3,029,329**	**$ 147,536**	**$ 2,881,793**
Grand Total All Funds Appropriation Requests	**$ 4,981,149**	**$ 208,536**	**$ 4,772,613**

General Fund Appropriation Requests

- Community Development – FIFA Fan Zone event for the World Cup in July
- Parks and Recreation – Cost of service increases for the DeBell Golf Course and Senior Nutrition Program
- Voter survey and public education for potential TOT ballot measure

Non-General Fund Appropriation Requests

- Capital Projects Fund - Starlight Bowl roof repair
- Refuse Fund – Repair and parts for landfill compactor
- BWP Water Fund - Electricity costs for recycled water pumping

Projected FY 2025-26 General Fund Balance

Adopted FY 2025-26 Recurring Revenues	$263,459,151
1st Quarter Revenue Adjustments	(2,800,000)
Less: Recurring Appropriations	(262,179,746)
TOTAL RECURRING DEFICIT	**($1,520,595)**

Projected FY 2025-26 General Fund Balance

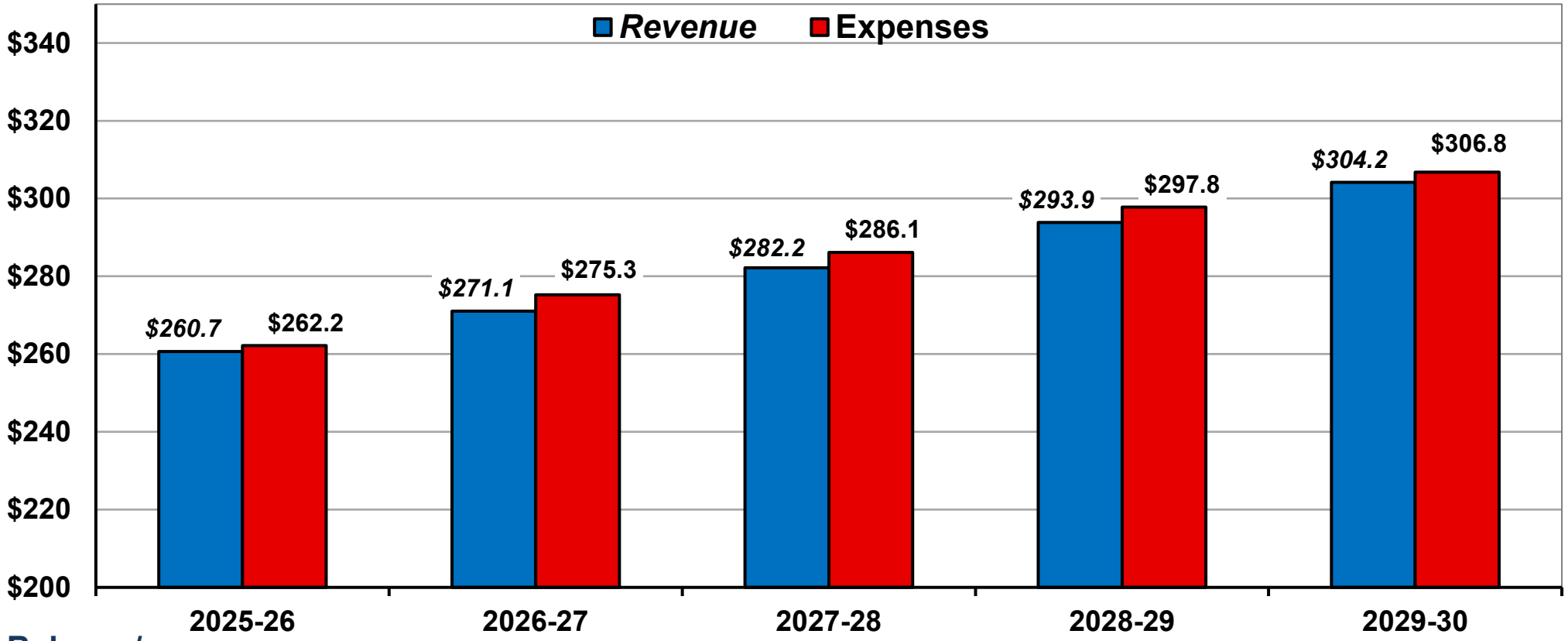
Projected Beginning Spendable Balance 7/1/25	**$42,526,690**
Non-Recurring Revenue/Use of Resources	1,361,757
Estimated Budget Savings FY 2025-26	5,243,595
Less: Adopted One-Time Budget Items	(4,366,856)
Less: ERP Ramp-up Contribution	(1,202,469)
Less: Adopted Contribution to CalPERS	(5,914,200)
Less: Mid-Year Budget Requests	(1,890,820)
TOTAL NON-RECURRING BALANCE	**$35,757,696**

Projected FY 2025-26 General Fund Balance

Total Recurring Balance	**($ 1,520,595)**
Total Non-Recurring Balance	**35,757,696**
Projected General Fund Spendable Balance 6/30/26:	**$ 34,237,101**

General Fund 5-Year Forecast

(in millions)



	2025-26	2026-27	2027-28	2028-29	2029-30
Balance/ (Deficit):	($1.5)	($4.2)	($3.9)	($3.9)	($2.6)

Ending GF Balance: $34.2M → $3.2M

Unrestricted General Fund One-time Resources

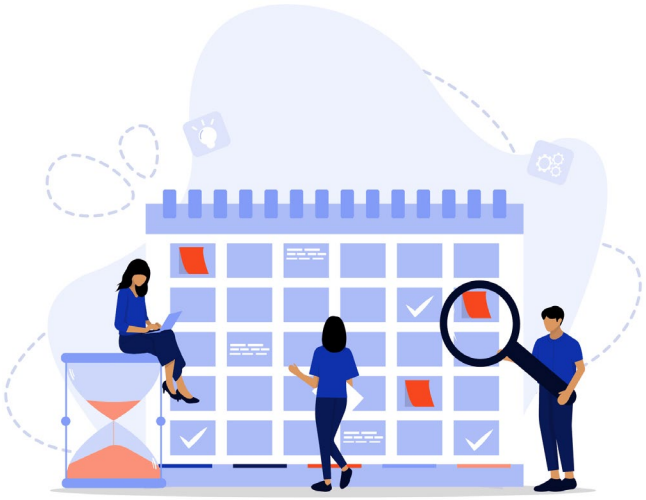
Projected General Fund Balance 6/30/26	$34,237,101
RESERVES AND SPECIAL ACCOUNTS:	
15% Working Capital	$39,441,065
5% Emergency Contingency	13,147,022
Up to 5% Budget Stabilization	13,147,022
Compensated Absences	4,026,625
Section 115 Pension Trust	35,386,505
Total Available One-Time Resources	**$139,385,340**

FY 2026-27 Budget Development Process

- Projected FY 2026-27 General Fund recurring deficit of approximately **$4.2 million**
  - Minimal new department budget items
  - Implemented hiring “chill” and negotiations with labor
  - Analyzing opportunities for increased revenue
  - Investing in items that generate recurring savings
  - Use of one-time funds
- **$34.2 million** projected one-time General Fund Balance

FY 2026-27 Budget Timeline

- April 30 – Proposed Budget Distribution
- May 5 – Dedicated City Council Budget Meeting
- May 19 – Continuation of Budget Presentation
- June 2 - Public Hearing and Adoption of FY 2026-27 Budget



Recommendation

Approve resolution amending the FY 2025-26 Budget for the purpose of Mid-Year adjustments.

Questions?

Jennifer Becker
Financial Services Director
(818) 238-5500
jbecker@burbankca.gov

RESOLUTION NO. 26-29,691

A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK AMENDING THE BUDGET OF FISCAL YEAR (FY) 2025-26 FOR THE PURPOSE OF MID-YEAR ADJUSTMENTS

THE COUNCIL OF THE CITY OF BURBANK RESOLVES:

1. The City's Fiscal Year 2025-2026 Annual General Fund (Fund 001) Budget is amended by appropriating $1,951,820 from the Unassigned Fund Balance Account 001.ND000.30010 to the following Expenditure Accounts:

001.CD23B.62615.1004.25317	$625,000.00	Economic Development: Marketing and Advertising
001.FN03A.62085.0000.000000	$26,000.00	Other Professional Services
001.ND01A.62300.0000.000000	$75,000.00	Special Department Supplies
001.ND01A.62085.0000.00000	$92,500.00	Other Professional Services
001.ND01A.62085.0000.00000	$82,000.00	Other Professional Services
001.PR27A.62085.0000.000000	$450,000.00	Other Professional Services
001.PR32B.62165.0000.000000	$32,000.00	Special Recreation Contract Services
001.PR32C.62165.0000.000000	$29,000.00	Special Recreation Contract Services
001.PR32E.62680.0000.000000	$52,000.00	Special Department Supplies
001.PR42A.62300.0000.000000	$100,000.00	Special Department Supplies
001.PD01A.62170.0000.000000	$50,000.00	Patrol - Private Contractual Services
001.PD09A.62300.0000.24283	$30,000.00	Special Departmental Supplies - Inmate Welfare Funds
001.PD03A.62300.0000.22500	$78,320.00	Special Departmental Supplies - Recruitment Plan
001.PD01A.62085.0000.000000	$40,000.00	Patrol - Other Professional Services
001.PW33B.62170.1001.000000	$190,000.00	Custodial Temporary Staffing

2. The City's Fiscal Year 2025-2026 Budget for the Measure R Transportation Fund (Fund 107) is amended by appropriating $72,651.93 from the Assigned Fund Balance Account 107.ND000.30011 to Expenditure Account 107.CD33A.70002.0000.22377.00000.

3. The City's Fiscal Year 2025-2026 Community Development Block Grant Fund (Fund 122) is amended by appropriating $168,514.00 from the Assigned Fund Balance Account 122.ND000.30011 to Expenditure Account 122.CD25A.63051.0000.24310.

4. The City's Fiscal Year 2025-2026 Budget for the General City Capital Projects Fund (Fund 370) is amended by appropriating $477,536.00 from the Assigned Fund Balance Account 370.ND000.30011 to various Expenditure Accounts as detailed in the Mid-Year Request Attachment.

5. The City's Fiscal Year 2025-2026 Budget for the Water Fund (Fund 497) is amended by appropriating $493,000.00 from the Assigned Fund Balance Account 497.ND000.30011 to Expenditure Account 497.PS52B.62005.0000.61150.

6. The City's Fiscal Year 2025-2026 Budget for the Refuse Collection and Disposal Fund (Fund 498) is amended by appropriating $300,000.00 from the Assigned Fund Balance Account 498.ND000.30011 to Expenditure Account 498.PW31B.62170.

7. The City's Fiscal Year 2025-2026 Budget for the Vehicle Equipment Replacement Fund (Fund 532) is amended by appropriating $100,000.00 from the Assigned Fund Balance Account 533.ND000.30011 to Expenditure Account 532.FD05A.62430.0000.000000.

8. The City's Fiscal Year 2025-2026 Budget for the Office Equipment Replacement Fund (Fund 533) is amended by appropriating $93,772.10 from the Assigned Fund Balance Account 533.ND000.30011 to various Expenditure Accounts as detailed in the Mid-Year Request Attachment.

9. The City's Fiscal Year 2025-2026 Budget for the Municipal Infrastructure Fund (Fund 534) is amended by appropriating $1,093,270.00 from the Assigned Fund Balance Account 534.ND000.30011 to various Expenditure Accounts as detailed in the Mid-Year Request Attachment.

10. The City's General Fund (Fund 001) revenue accounts will also be revised to reflect changes that net to an overall increase of approximately $61,000.00.

11. The City's General City Capital Projects Fund (Fund 370) revenue accounts will also be revised to reflect changes that net to an overall increase of approximately $77,536.00.

12. The Financial Services Director is authorized to make such other revisions, changes in summaries, fund totals, and other portions of the Budget document as necessary to reflect and implement the programs specified in this Resolution.

PASSED AND ADOPTED this 10th day of March 2026.

s/Tamala Takahashi
Tamala Takahashi
Mayor

Approved as to Form:
Office of the City Attorney

Attest:

s/Kimberley Clark
Kimberley Clark, City Clerk

By: s/Joseph H. McDougall
Joseph H. McDougall
City Attorney

STATE OF CALIFORNIA)
CITY OF BURBANK) ss.
COUNTY OF LOS ANGELES)

I, Kimberley Clark, City Clerk of the City of Burbank, do hereby certify that the foregoing Resolution was duly and regularly passed and adopted by a majority vote of the Council of the City of Burbank at its regular meeting held on the 10th day of March 2026 by the following vote:

AYES: Anthony, Perez, Rizzotti, Mullins, and Takahashi.

NOES: None.

ABSENT: None.

s/Kimberley Clark
Kimberley Clark, City Clerk

PARKING AUTHORITY
OF THE
CITY OF BURBANK, CALIFORNIA

RESOLUTION NO. P-26-128

A RESOLUTION OF THE PARKING AUTHORITY OF THE CITY OF BURBANK AMENDING THE BUDGET OF THE FISCAL YEAR (FY) 2025-26 FOR THE PURPOSE OF MID-YEAR ADJUSTMENTS

THE PARKING AUTHORITY OF THE CITY OF BURBANK RESOLVES:

1. The Fiscal Year 2025-2026 Budget for the Parking Authority (Fund 310) is amended by appropriating $230,585.00 from the Assigned Fund Balance Account 310.ND000.30011 to various expenditure accounts as detailed in the Mid-Year Request Attachment.

2. The City's Parking Authority (Fund 310) revenue accounts will also be revised to reflect changes that net to an overall increase of approximately $70,000.00.

3. The Financial Services Director is authorized to make such other revisions, changes in summaries, fund totals, and other portions of the Budget document as necessary to reflect and implement the programs specified in this Resolution.

PASSED AND ADOPTED this 10th day of March, 2026.

_s/Tamala Takahashi_____
Tamala Takahashi
Chairperson of the Parking
Authority of the City of Burbank

Approved as to Form:
Office of the City Attorney

Attest:

_s/Kimberley Clark_____
Kimberley Clark, Secretary

By: _s/Joseph H. McDougall____
Joseph H. McDougall
Counsel to the Parking Authority

STATE OF CALIFORNIA)
CITY OF BURBANK) ss.
COUNTY OF LOS ANGELES)

I, Kimberley Clark, Secretary of the Parking Authority of the City of Burbank, do hereby certify that the foregoing Resolution was duly and regularly passed and adopted by the Parking Authority of the City of Burbank at its regular meeting held on the 10th day of March, 2026 by the following vote:

AYES: Anthony, Perez, Rizzotti, Mullins, and Takahashi.

NOES: None.

ABSENT: None.

s/Kimberley Clark
Kimberley Clark, Secretary