BURBANK CITY COUNCIL
REGULAR MEETING AGENDA
TUESDAY, AUGUST 11, 2026
5:00 p.m. – Closed 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 Regular City Council Meeting will be held in the Council Chamber – 275 East Olive Avenue, Second Floor, on Tuesday, August 11, 2026, at 5:00 p.m., to discuss matters on the attached agenda.

Members of the public have the option to participate in the meeting in-person or remotely. 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. **Written comments:** Submit comments through eComment on the City website (https://www.burbankca.gov/web/city-clerks-office/ecomment) from the time the agenda is posted until 4:00 p.m. the day of the meeting. eComments will be distributed to the City Council in advance of the meeting.
2. **In-person**: Attend and provide comments in the Council Chamber.
3. **Remote participation via Zoom (Audio Only, No Video):**
   Option A – Telephone
   Call (818) 238-3335
   - Enter the Meeting ID: 824 4125 6228, then press #
   - Press # again to skip participant ID
   - Press *9 to raise or lower your hand
   - The City Clerk will identify callers by the last four digits of their phone number
   - When allowed to speak, you may be prompted to unmute by pressing *6
   - Webinar Passcode (if needed): 818238

Option B – Web Browser or Mobile Device

- Click HERE to join via Zoom.com
- Enter Meeting ID: 824 4125 6228
- Webinar Passcode (if needed): 818238
- To request to speak during public comment, use the Raise Hand feature in Zoom.
- For instructions on how to raise your hand during the meeting, please click HERE.

Speaker time limits will be determined by the Presiding Officer, depending on how many public comment cards are received and how many remote participants are in the queue at the commencement of each public comment period (as shown below). Additional public comment cards and remote comments 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

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 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 items only) To comment in person, a **PINK** Public Comment Card must be completed and submitted to the City Clerk prior to the comment period. To comment remotely, participants may join via Zoom (using the link on the agenda or by calling 818-238-3335). Remote commenters must join the queue to speak using the "raise hand" feature in Zoom prior to the comment period.

B. **Closed Session in City Hall First Floor Conference Room**:

1. Conference with Real Property Negotiator
   a. Pursuant to Govt. Code §54956.8
   b. Property: Assessor Parcel Number 2453-007-917. Southerly side of Glenoaks Boulevard, between Palm Avenue and Orange Grove Avenue.
   c. Parties Whom Agency or City is Negotiating: Burbank Unified School District, Dr. Jason Hasty and Dr. Thomas McCoy.
   d. City Negotiator: Simone McFarland, Assistant Community Development Director – Business & Economic Development; Kimberly Montes, Senior Administrative Analyst.
   e. Terms Under Negotiation: Terms under negotiation include, but are not limited to the proposed acquisition of the property.

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

D. **Moment of Reflection**:

E. **Flag Salute**:

F. **Roll Call**:

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

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

1. Presentation of Certificates of Participation to the Burbank Student Sister City Delegates Returning from Incheon, Korea – City Council

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

J. **Presentations**:

1. Presentation of a Federal Legislative Update from United States Congresswoman Laura Friedman – City Manager's Office

   Attachments:
   PowerPoint Presentation

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

L. **General Public Comment**: To comment in person, a **YELLOW** Public Comment Card must be completed and submitted to the City Clerk prior to the comment period. To comment remotely, participants may join via Zoom (using the link on the agenda or by calling 818-238-3335). Remote commenters must join the queue to speak using the “raise hand” feature in Zoom prior to the comment period.

M. **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)

N. **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 Meetings of July 21 and July 28, 2026, and the Dark Meeting of August 4, 2026.

   MOTION: Approved 5-0

   Attachments:
   Council Minutes 7.21
   Council Minutes 7.28
   Dark Meeting Minutes

2. Adoption of a Resolution Approving the Revision of the Title and Specification for the Classification of Assistant Community Development Director – Business & Economic Development to Assistant Community Development Director - Economic Development & Real Estate; Adoption of a Resolution Approving the Establishment of the Title, Specification, Salary, and Conflict of Interest Code Designation for the Classification of Assistant Community Development Director – Housing & Homeless Services; 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 REVISION OF THE TITLE AND SPECIFICATION FOR THE CLASSIFICATION OF ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR – BUSINESS & ECONOMIC DEVELOPMENT TO ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR – ECONOMIC DEVELOPMENT & REAL ESTATE.
   2. Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING THE ESTABLISHMENT OF THE TITLE, SPECIFICATION, SALARY, AND CONFLICT OF INTEREST CODE DESIGNATION FOR THE CLASSIFICATION OF ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR – HOUSING & HOMELESS SERVICES.
   3. Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING THE CITYWIDE SALARY SCHEDULE.

   MOTION: Adopted 5-0

   Attachments:
   SR - Assistant Community Development Directors Classification
   Att1 - Resolution - Asst Community Development Director
   Att2 - Redlined Specification
   Att3 - Resolution - Asst Community Development Director
   Att4 - Resolution - Citywide Salary Schedule
   Resolution No. 26-29,730
   Resolution No. 26-29,731
   Resolution No. 26-29,732

3. Approval of a Budget Amendment to the Fiscal Year 2026-27 Adopted Budget Appropriating Funds for Environmental Review of SB 79 Transit Oriented Development Stop Zoning in Burbank – City Attorney's Office

   Recommendation:
   Approve a Budget Amendment to the Fiscal Year 2026-27 Adopted Budget Appropriating Funds for California Environmental Quality review of transit-oriented development stop zoning as mapped by Southern California Association of Governments pursuant to Senate Bill 79, which designated unplanned and unstudied density and increased height limits around transit stops in the City of Burbank.

   MOTION: Approved 4-0-1 (Anthony, Abstain)

   Attachments:
   SR - Budget Amendment for SB79

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

1. Appointment to Fill One Vacancy on the Board of Building and Fire Code Appeals for an Unexpired Term – City Clerk's Office

Recommendation:
Appoint one member to the Board of Building and Fire Code Appeals (Board) to fill an unexpired term ending July 31, 2028.

Public Comment: To comment in person, a **YELLOW** Public Comment Card must be completed and submitted to the City Clerk prior to the comment period. To comment remotely, participants may join via Zoom (using the link on the agenda or by calling 818-238-3335). Remote commenters must join the queue to speak using the "raise hand" feature in Zoom prior to the comment period.

Council Action: Appointed Ernest Dellinger

Attachments:
SR - Board of Building and Fire Code Appeals Vacancy
Att1 - Applications and Resumes
Att2 - BMC 2-1-414

2. Update on Child and Infant Care Needs Assessment – Parks and Recreation Department

Recommendation:
1. Note and file; or
2. Direct staff to further explore a potential agreement with the Child Care Resource Center to develop a comprehensive Child and Infant Care Needs Assessment for the City of Burbank, continue refining the proposed scope of work and implementation considerations, and return to Council with funding considerations as part of the Fiscal Year 2027-28 Budget process.

Public Comment: To comment in person, a **YELLOW** Public Comment Card must be completed and submitted to the City Clerk prior to the comment period. To comment remotely, participants may join via Zoom (using the link on the agenda or by calling 818-238-3335). Remote commenters must join the queue to speak using the "raise hand" feature in Zoom prior to the comment period.

Council Action: Provided Direction

Attachments:
SR - Child and Infant Care Needs Assessment
Att1 - 1991 Child Care Master Plan
Att2 - Child Care Needs Assessment
Att3 - Child Care Directory
Att4 - San Bernardino County Delivery System
Att5 - Burbank Child Care Needs Assessment Proposal
PowerPoint Presentation

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

Q. **Consideration of Previously Introduced Additional Agenda Items**: (Council Members may briefly discuss future agenda item requests)

1. Council Member Perez's request for a first step report on banning the use of AI art in City materials and social media (July 28, 2026)

2. Council Member Anthony's request for a first step report to formally endorse the plant-based treaty and direct staff to work with the Sustainable Burbank Commission to curate a list of actionable policy changes that align with the treaty's goals (July 28, 2026)

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

S. **Adjournment**: To Tuesday, August 25, 2026, for a Joint Meeting in the Council Chamber – 275 East Olive Avenue, Second Floor.

CONGRESSWO
FRIEDMAN

BURBANK UPDATE

CONGRESSWOMAN
LAURA
FRIEDMAN
CALIFORNIA'S 30TH DISTRICT

WINS & ACCO

01 **Led calls** for thorough and robust reviews into the Paramount-Warner Bros. merger to protect industry jobs and consumers.

02 ***Don't Penalize Victims Act*** included in the *FEMA Act of 2025* -key package of bipartisan bills.

03 Rallied local electeds, unions, and veteran to **defend free speech** – and beat back the Trump Administration.

04 Chosen by Leader Hakeem Jeffries to co-lead the House Democrats' Housing Affordability Working Group to lower costs of living .

CONGRESSWOMAN
LAURA
FRIEDMAN
CALIFORNIA'S 30TH DISTRICT

LEGISLATIVE FOCUS

WORKING ON A...

NATIONAL FILM TAX CREDIT

NO MASKS FOR ICE ACT

SAFE & AFFORDABLE TRANSIT ACT

NEXT GEN ROAD SAFETY ACT

DON'T PENALIZE VICTIMS ACT

BUILD H.U.B.S ACT

CONGRESSWOMAN
LAURA
FRIEDMAN
CALIFORNIA'S 30TH DISTRICT

DELIVERING ON PROMISES FOR BURBANK

FOR BURBANK RESERVOIR:

$1,092,000

Will help replace an aging Reservoir 2, a nearly -100 year old , substandard potable water reservoir that can only be filled halfway.

FOR METROLINK STATIONS:

$250,000

For wayfinding and real -time arrival information displays at the Downtown Burbank and Glendale Metrolink stations.

FOR METRO BUS STOPS

$250,000

Will provide shade structure, seating, and real -time arrival information at frequently used Metro bus stops.

CONGRESSWOMAN
LAURA
FRIEDMAN
CALIFORNIA'S 30TH DISTRICT

WORKING ON MORE FEDERAL INVESTMENTS FOR BURBANK

BWP WORKFORCE DEVELOPMENT TRAINING FACILITY EXPANSION

BPD REAL TIME INTELLIGENCE CENTER

BFD MODULAR FIRE TRAINING COMPLEX

CONGRESSWOMAN LAURA FRIEDMAN
CALIFORNIA'S 30TH DISTRICT

2026 DIST

IMPACT

Constituent Cases Solved 1,325	Dollars Returned Directly to Constituents $17,620,646	Town Halls, Rallies, & Roundtables Held 15+
Responses to Constituent Questions 197,718	Community Events Joined 100+	Letters & Bills Joined 1,227+

LOOKING AHEAD

DELIVERING ON AFFORDABILITY 01

PROTECTING DEMOCRACY 02

DEFENDING HEALTHCARE 03

FIGHTING FOR DISASTER VICTIMS 04

PREPARING FOR LA28 05

BRING PRODUCTION BACK TO LA 06

CONGRESSWOMAN LAURA FRIEDMAN CALIFORNIA'S 30TH DISTRICT

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CONGRESSWOMAN

LAURA FRIEDMAN

CALIFORNIA'S 30TH DISTRICT

https://friedman.house.gov

CITY OF BURBANK
CITY COUNCIL REGULAR MEETING MINUTES
TUESDAY, JULY 21, 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 4:04 p.m. by Mayor Takahashi.

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

Closed Session and Study Session Public Comment:
Appearing to comment was: Susan O'Carroll.

Calling in to comment were: Charles Carnow and Griffin Joseph.

There being no further response to the Mayor's invitation for Public Comment on Closed Session and Study 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 Legal Counsel – Existing Litigation
   a. Pursuant to Govt. Code §54956.9(d)(1)
   b. Name of Case: Los Angeles County Metropolitan Transportation Authority v. City of Burbank
   c. Case No.: 26STCP01904
   d. Brief description and nature of case: CEQA and Breach of Contract

2. Threat to Public Services or Facilities
   a. Pursuant to Govt. Code §54957(a)
   b. Consultation with: Mandip Samra, General Manager; Kyle Wilson, Assistant General Manager, Operational Technology/Chief Technology Officer; Riad Sleiman, Chief Assistant General Manager

3. Conference with Real Property Negotiator
   a. Pursuant to Govt. Code §54956.8
   b. Property: 303 N. Glenoaks Blvd.
   c. Parties Whom Agency or City is Negotiating with: CBRE, representing the Owner, 303 N. Glenoaks Boulevard CA, LLC, a Delaware limited liability company
   d. City Negotiator: Simone McFarland, Assistant Community Development Director – Business & Economic Development; Kimberly Montes, Senior Administrative Analyst – Business & Economic Development

e. Terms Under Negotiation: Terms under negotiation include, but are not limited to, terms of lease, rent, minimum space requirements, and parking.

Council Member Perez arrived at 4:34 p.m.

The meeting reconvened in Study Session at 5:11 p.m. with Vice Mayor Mullins absent.

Study Session:

1. Discussion of the Draft Golden State Specific Plan Policy Document

   Vice Mayor Mullins arrived at 5:18 p.m.

   Daniel Villa, Principal Planner, presented the PowerPoint Presentation and responded to City Council inquiries. Greg Mirza-Avakyan, Senior Planner; Marcos Fuentes, Senior Transportation Planner; Vanessa Quiroz, Senior Planner; Fred Ramirez, Assistant Community Development Director – Transportation and Planning; and Justin Hess, City Manager, also responded to Council inquiries.

The City Council Meeting recessed at 6:01 p.m. and reconvened at 6:11 p.m.

Call to Order:

A Regular Meeting of the City Council of Burbank was held in the Council Chamber, 275 East Olive Avenue, on the above date. The meeting was called to order at 6:11 p.m. by Mayor Takahashi.

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, Perez, Rizzotti, Vice Mayor Mullins, and Mayor Takahashi
Absent: None
Also Present: City Manager Hess, City Attorney McDougall, and City Clerk Clark

Mayor Takahashi indicated there would be four (4) 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.

Announcements:

Mayor Takahashi displayed a PowerPoint presentation announcing the following: (1) Community Development Block Grant Committee Vacancy; (2) Board of Building and Fire Code Appeals Vacancy; (3) Burbank Rancho Neighborhood Specific Plan Pop-ups;

(4) SB 707 Implementation on July 28; and (5) Election Nomination Period.

Council Presentations/Recognitions:

1. Presentation of a Certification of Recognition to the Burbank Adult School Retail Pharmacy Training Program
   Mayor Takahashi presented a Certificate of Recognition to the Burbank Adult School Retail Pharmacy Training Program and introduced Juan Noguera, Director of Burbank Adult School, and Anna Yegiyants, Vice Principal, who made remarks.

2. Presentation of a Proclamation Declaring July 2026 as "National Parks and Recreation Month" in the City of Burbank
   Mayor Takahashi presented a proclamation declaring July 2026 as "National Parks and Recreation Month" in the City of Burbank and introduced Mickey DePalo, Chair of the Park, Recreation, and Community Services Board, who made remarks and displayed a video.

City Manager Report:
City Manager Hess introduced Mary Hamzoian, Economic Development Manager, who provided an update on the FIFA Fan Zone. City Manager Hess also announced the Warner Bros. Studio Ranch lot was selected to serve as the Olympics International Broadcast Center for the 2028 Summer Olympics/Paralympics Games.

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

General Public Comment:
Appearing to comment were: Monica Caram, Christian Calvo, Ron Bax, Janet Diel, Mark Scroggs, Robert Nielsen, David Donahue, Dean Karasinski, Pat Tomaszewski, Diana Pulver, Jean Marinelli, Kristen Gish, Lili Rossi, Derek Heeren, Christina Kopelman, Linda Cozakos, Kathryn Hagen, Darrin Borders, Jo Pimienta, Corey Mensing, Louise Gill, Susan O'Carroll, Cameron Tennyson, Carmenita Helligar, Cameron Rodriguez, Lindsey Francois, Shelby Grimm, and Joseph Morales.

Calling in to comment were: Carolyn Garcia Luna, Debra Jones, Gina, and Anonymous.

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. For Item Nos. 1–2 and 4–7, the motion carried 5-0 with the following roll call vote: AYES: Anthony, Perez, Rizzotti, Mullins, and Takahashi. NOES: None. For Item No. 3, the motion carried 4-0-1 with the following roll call vote: AYES: Anthony, Rizzotti, Mullins, and Takahashi. NOES: None. ABSTAIN: Perez.

1. Council Minutes

   Approve the City Council Minutes of the Joint Meeting of June 30, 2026, and the Dark Meetings of July 7 and July 14, 2026.

2. Adoption of an Ordinance Amending and Restating Article 3 of Chapter 2 of Title 8 of the Burbank Municipal Code, Relating to the Sustainable Water Use Practices, and Finding of a CEQA Exemption (14 CCR 15061, 15301, 15305, 15307, 15308)

   ORDINANCE NO. 26-4,041
   Adopt AN ORDINANCE OF THE COUNCIL OF THE CITY OF BURBANK AMENDING AND RESTATING TITLE 8, CHAPTER 2, ARTICLE 3 (SUSTAINABLE WATER USE ORDINANCE) OF THE BURBANK MUNICIPAL CODE.

3. Adoption of a Resolution Authorizing the Execution of a Ten-Year Lease Agreement, with Two Ten-Year Options to Extend, with Family Service Agency of Burbank for the Property Located at 2721 W. Burbank Boulevard (APN 2438-001-900)

   RESOLUTION NO. 26-29,723
   Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING A TEN-YEAR LEASE AGREEMENT, WITH TWO TEN-YEAR OPTIONS TO EXTEND, WITH FAMILY SERVICE AGENCY OF BURBANK (FSA) FOR THE PROPERTY LOCATED AT 2721 W. BURBANK BOULEVARD: APN 2438-001-900.

4. Adoption of a Resolution Authorizing the Execution of a Subaward Amendment with the Los Angeles County Aging and Disabilities Department, to Accept Subaward Funds in the Amount of $976,937 to Support the City of Burbank's Supplemental Nutrition Programs and Supportive Services, Authorize the City Manager to Execute the Subaward Amendment, and Amend the Adopted Fiscal Year 2026-2027 Budget by Appropriating Funds

   RESOLUTION NO. 26-29,724
   Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK AUTHORIZING THE EXECUTION OF A SUBAWARD AMENDMENT WITH THE LOS ANGELES COUNTY AGING AND DISABILITIES DEPARTMENT, TO ACCEPT SUBAWARD FUNDS TO SUPPORT THE CITY OF BURBANK'S SUPPLEMENTAL NUTRITION PROGRAMS AND SUPPORTIVE SERVICES, AUTHORIZE THE CITY MANAGER TO EXECUTE THE SUBAWARD AMENDMENT, AND AMEND THE ADOPTED FISCAL YEAR 2026-2027 BUDGET BY APPROPRIATING FUNDS.

5. Approval and Adoption of the Burbank Water and Power Physical Security Plan for the California Public Utilities Commission's Decision 19-01-018

   Approve and adopt the Burbank Water and Power Physical Security Plan, in collaboration with the California Municipal Utilities Association, as it applies to the definitions, plans, and standards set forth by the California Public Utilities Commission's Decision 19-01-018, and approve implementation of the mitigating measures and expenditures.

6. Approval of a Memorandum of Understanding Between the Southern California Association of Governments and the City of Burbank for a Sustainable Communities Program Active Transportation and Safety Project Grant in the Amount of $900,000 for the Safer Downtown Burbank Mobility Network Improvement Project

   1. Find the Safer Downtown Burbank Mobility Network Improvement Project categorically exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15301(c) (Class 1 - Existing Facilities);
   2. Approve a Memorandum of Understanding (MOU) between the Southern California Association of Governments and the City of Burbank for a Sustainable Communities Program Active Transportation and Safety Project Grant; and
   3. Authorize the City Manager or his Designee to execute the MOU and any other ancillary documents, including amendments, in form and substance satisfactory to the City Attorney's Office and accept the grant funds.

7. Approval of the City of Burbank Tournament of Roses 2027 Float Rendering

   Approve the Burbank Tournament of Roses 2027 float rendering.

Reports to Council:

1. Appointment to Fill Vacancies on Various City of Burbank Boards, Commissions, and Committees

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

   Public Comment:
   Appearing to comment were: Dianna Encarnacion, Jodi Alexander, Tony Anselmo, Alex Keledjian, Jo Pimienta, Bryan Snodgrass, Emily Weisberg, Melanie Renfroe, Gloria Salas, Anne Nahabedian, Arno Dionysian, Matthew Doyle, William Luddy, Samantha Wick, Laura Strobl, and Brian Smith.

   Council Action:
   It was approved by Council consensus to make appointments to the following

City of Burbank Boards, Commissions, and Committees:

- William Ballas, Victor Taracena, and Christopher Castro to the Building of Building and Fire Code Appeals for a full, 4-year term ending July 31, 2030;

- William Luddy, Christopher Malotte, and Timothy Cherry to the Burbank Water and Power Board for a full, 4-year term ending July 31, 2030;

- Robert Nielsen to the Burbank Water and Power Board for an unexpired term ending July 31, 2028;

- Hasmik Vrtanesyan and Robin Savoian to the Community Development Goals Committee for a full, 4-year term ending July 31, 2030;

- Melanie Renfroe, Bryan Snodgrass, Emily Weisberg, and Carmenita Helligar to the Board of Library Trustees for a full, 4-year term ending July 31, 2030;

- Shelby Grimm, Jodi Alexander, and Dianna Encarnacion to the Senior Citizen Board for a full, 4-year term ending July 31, 2030;

- Gloria Salas to the Senior Citizen Board for an unexpired term ending July 31, 2028;

- Laura Strobl, Corey Mensing, and Zach Martin to the Heritage Commission for a full, 4-year term ending July 31, 2030;

- James Correa to the Infrastructure Oversight Board for an unexpired term ending July 31, 2029;

- Jean Marinelli, Lermont Khachikyan, and Monica Caram to the Art in Public Places Committee for a full, 4-year term ending July 31, 2030;

- Matthew Doyle, Linda Barnes, and Alexander Keledjian to the Civil Service Board for a full, 4-year term ending July 31, 2030; and

- Anne Nahabedian, Louise Gill, and Cameron Rodriguez to Landlord-Tenant Commission for a full, 4-year term ending July 31, 2030.

2. <u>Adoption of a Resolution Calling an Election on a Charter Amendment to Permit City's Electoral System to Be Changed by Ordinance; Adoption of a Resolution Calling an Election on an Ordinance for District-Based Elections for Burbank City Council Members Using Map 130; and Adoption of a Resolution Requesting Consolidation of the Election on the Charter Amendment and the Election on the Ordinance for District-based Elections Using Map 130 with the Statewide General Election to be Held on November 3, 2026</u>

Jill Vander Borght, Chief Assistant City Attorney, presented the PowerPoint Presentation and responded to City Council inquiries. Kimberley Clark, City Clerk, also responded to Council inquiries.

Public Comment:
Appearing to comment was: None.

Council Action:
It was moved by Council Member Anthony, seconded by Vice Mayor Mullins, to:

1. RESOLUTION NO. 26-29,725
   Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK CALLING FOR THE PLACEMENT OF A CHARTER AMENDMENT MEASURE ON THE NOVEMBER 3, 2026 GENERAL MUNICIPAL ELECTION BALLOT FOR THE SUBMISSION TO QUALIFIED VOTERS PROPOSED CHARTER AMENDMENTS THAT WOULD REMOVE THE REQUIREMENT FOR AT-LARGE ELECTIONS OF CITY COUNCIL MEMBERS AND PERMIT THE CITY'S ELECTORAL SYSTEM TO BE SPECIFIED BY ORDINANCE; DIRECTING THE CITY ATTORNEY TO PREPARE AN IMPARTIAL ANALYSIS; AND SETTING RULES AND DEADLINES FOR ARGUMENTS AND REBUTTALS FOR AND AGAINST THE MEASURE.

2. RESOLUTION NO. 26-29,726
   Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK CALLING FOR THE PLACEMENT OF A MEASURE ON THE NOVEMBER 3, 2026 GENERAL MUNICIPAL ELECTION BALLOT FOR THE SUBMISSION TO QUALIFIED VOTERS A PROPOSED ORDINANCE THAT WOULD CHANGE THE CITY'S ELECTORAL SYSTEM FROM AT-LARGE TO BY-DISTRICT ELECTIONS WITH RESPECT TO ELECTING CITY COUNCIL MEMBERS, ESTABLISHING DISTRICT BOUNDARIES BY ADOPTING MAP 130, AND SCHEDULING ELECTIONS WITHIN THE DISTRICTS; DIRECTING THE CITY ATTORNEY TO PREPARE AN IMPARTIAL ANALYSIS; AND SETTING RULES AND DEADLINES FOR ARGUMENTS AND REBUTTALS FOR AND AGAINST THE MEASURE.

3. RESOLUTION NO. 26-29,727
   Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK, REQUESTING THE BOARD OF SUPERVISORS OF THE COUNTY OF LOS ANGELES ORDER THE CONSOLIDATION OF A GENERAL MUNICIPAL ELECTION TO BE HELD TUESDAY, NOVEMBER 3, 2026 WITH THE STATEWIDE GENERAL ELECTION TO BE HELD IN THE COUNTY OF LOS ANGELES THE SAME DAY INCLUDING CHARTER AMENDMENT AND ORDINANCE FOR BY-DISTRICT ELECTIONS MEASURES; TO AUTHORIZE THE BOARD OF SUPERVISORS OF THE COUNTY OF LOS ANGELES TO CANVASS THE RETURNS OF SAID GENERAL MUNICIPAL ELECTION; AND TO REQUEST THAT THE

REGISTRAR-RECORDER/COUNTY CLERK OF SAID COUNTY BE PERMITTED TO RENDER FULL SERVICES TO THE CITY OF BURBANK RELATING TO THE CONDUCT OF SAID GENERAL MUNICIPAL ELECTION PURSUANT TO CALIFORNIA ELECTIONS CODE SECTIONS 10403 AND 10418.

4. Authorize the City Council to create a Subcommittee consisting of the Mayor and Vice Mayor to prepare an argument in favor of the Charter Amendment and against the By-District Council Elections Measure, and if necessary, submit a Rebuttal.

3. Appointment of a City Council Member to the Los Angeles County Metropolitan Transportation Authority San Fernando Valley Service Council for a Three-Year Term

   Justin Hess, City Manager, presented the report and responded to City Council inquiries. Joseph McDougall, City Attorney, also responded to Council inquiries.

   Public Comment:
   Appearing to comment was: None.

   Council Action:
   It was unanimously approved by Council consensus to appoint Council Member Rizzotti to the Los Angeles County Metropolitan Transportation Authority San Fernando Valley Service Council for a three-year term of July 1, 2026 – June 30, 2029.

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. Council Member Anthony's request for a letter of support for Assembly Bill 736 (Wicks) regarding limitations on transfer taxes. (June 30, 2026)
   Council Member Anthony requested that staff continue to monitor the bill. No action was taken on this item.

Introduction of Additional Agenda Items:
Council Members Rizzotti and Perez requested a presentation regarding data centers including their qualification criteria, whether they are allowed by right under the City's zoning regulations, and their potential impacts.

Requests for Information: Council Member Anthony requested a memo discussing the proposed pedestrian bridge from the Rancho neighborhood into Griffith Park and Council Member Rizzotti requested a memo discussing strategies the City can implement to reduce the current 35% commercial vacancy rate.

Adjournment:
There being no further business to come before the City Council, the meeting was adjourned at 9:52 p.m. to Tuesday, July 28, 2026 for a Regular Meeting in the Council Chamber – 275 East Olive Avenue, Second Floor.

_____	_____
Kimberley Clark	Tamala Takahashi
City Clerk	Mayor

APPROVED DATE:

CITY OF BURBANK
CITY COUNCIL REGULAR MEETING MINUTES
TUESDAY, JULY 28, 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 4:33 p.m. by Mayor Takahashi.

Present: Council Member(s) Anthony, Perez, Rizzotti, Vice Mayor Mullins, and Mayor Takahashi
Absent: None
Also Present: City Manager Hess, City Attorney McDougall, and City Clerk Clark

Closed Session and Study Session Public Comment:

There being no response to the Mayor's invitation for Public Comment on Closed Session and Study 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 Legal Counsel – Existing Litigation
   a. Pursuant to Govt. Code §54956.9(d)(1)
   b. Name of Case: Amanda Sim v. City of Burbank
   c. Case No.: 26NNCV00718
   d. Brief description and nature of case: Personal Injury

The meeting reconvened in Study Session at 5:14 p.m. with Vice Mayor Mullins absent.

Study Session:

1. Review of Updates to the Accessory Dwelling Unit Ordinance - Community Development Department

   Vice Mayor Mullins arrived at 5:15 p.m.

   Fatima Benitez, Associate Planner, presented the PowerPoint Presentation and responded to City Council inquiries. Amanda Landry, Principal Planner, and Joseph McDougall, City Attorney, also responded to Council inquiries.

   Council Action:
   It was moved by Council Member Anthony, seconded by Council Member Perez, to provide direction to proceed with Option No. 3(retain and update the local ADU program consistent with State ADU law & the HCD interpretation) and continue with prior direction to bring back a for-sale option. The motion carried 5-0 with the following roll call vote: AYES: Anthony, Perez, Rizzotti, Mullins, and Takahashi. NOES: None.

Council Member Perez left the dais at 6:14 p.m.

Call to Order:
A Regular Meeting of the City Council of Burbank was held in the Council Chamber, 275 East Olive Avenue, on the above date. The meeting was called to order at 6:14 p.m. by Mayor Takahashi.

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 Perez
Also Present: City Manager Hess, City Attorney McDougall, and City Clerk Clark

Mayor Takahashi indicated there would be two (2) periods of Public Comment at this evening's meeting and those who wish to participate in the public comment periods may join via Zoom or call in at (818) 238-3335. Members of the public may comment in person or remotely for all public comment periods.

Council Member Perez returned to the dais at 6:18 p.m.

Announcements:
Mayor Takahashi displayed a PowerPoint presentation announcing the following: (1) National Night Out; (2) Community Development Block Grant Committee Vacancy; (3) Homeless Services Website; (4) Media District Specific Plan; (5) Election Nomination Period; and (6) Time Capsule Recommendation Submission.

Council Presentations/Recognitions:

1. Welcome Sister City Delegates Visiting from Ota, Japan
   Mayor Takahashi welcomed Sister City Delegates visiting from Ota, Japan, and welcomed Aya Hirose and Takehito Murakami, chaperones, and Ryoto Maruyama, student delegate, who made remarks.

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

Presentations:

1. Presentation of an Update from the Burbank Nonprofit Coalition
   Mayor Takahashi introduced Shanna Warren, Chief Executive Officer of the Boys and Girls Club, who provided an update from the Burbank Nonprofit Coalition and welcomed representatives from Leeza's Care Connection, Convalescent Aid Society, Kids' Community Dental Clinic, Zonta Club of Burbank, Family Service

Agency, and the Burbank Armenian Association, who made remarks.

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

General Public Comment:
Appearing to comment were: Ron Bax, Chris C., Daisy Quimby, Jim Lane, Diana Pulver, Chinmayi Nayak, Mya Bueno, Nairi, Yvonne Oliver, Samantha, Cameron Tennyson, Kreigh Hampel, Mark Scroggs, Susan O'Carroll, David Donahue, and Dennis Belli.

One (1) speaker commented remotely.

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 Perez, to approve the Consent Calendar. The motion carried 5-0 with the following roll call vote: AYES: Anthony, Perez, Rizzotti, Mullins, and Takahashi. NOES: None.

1. Adoption of a Resolution Approving a Cooperative Agreement with Wyatt Trapp, Inc. for the Robert E. Gross Park Seismic Retrofit and Renovation

   RESOLUTION NO. 26-29,728
   Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING A COOPERATIVE AGREEMENT WITH WYATT TRAPP, INC. AND AUTHORIZING THE PUBLIC WORKS DIRECTOR OR HIS DESIGNEE TO APPROVE ANY CHANGES TO FINAL PLANS AND SPECIFICATIONS FOR THE ROBERT E. GROSS PARK SEISMIC RETROFIT AND RENOVATION PROJECT.

2. Adoption of a Resolution Approving Measure M MSP-5 Subregional Fund Programming for Fiscal Years 2028-29 and 2029-30

   RESOLUTION NO. 26-29,729
   Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK UPDATING THE PROJECTS TO BE SUBMITTED TO THE ARROYO VERDUGO COMMUNITIES JOINT POWERS AUTHORITY FOR FUNDING THROUGH THE LOS ANGELES COUNTY METROPOLITAN TRANSPORTATION AUTHORITY MEASURE M MULTI-YEAR SUBREGIONAL PLAN TO INCLUDE THE OLIVE AVENUE BRIDGE PEDESTRIAN SAFETY IMPROVEMENTS PROJECT AND THE BURBANKBUS TRANSIT AND MAINTENANCE FACILITY IMPROVEMENTS PROJECT, AND APPROVING A SAMPLE FUNDING AGREEMENT.

Reports to Council:

1. Discussion on the Downtown Burbank Metrolink Station and Regional Transit Coalition Efforts

   Karen Pan, Transportation Services Manager, presented the PowerPoint Presentation and responded to City Council inquiries. Chris Buonomo, Senior Transportation Planner, and David Kriske, Assistant Community Development Director – Planning and Transportation, also responded to Council inquiries.

   Public Comment:
   Appearing to comment were: Chris Yoosefi and Arno Dionysion.

   Commenting remotely was: None.

   Council Action:
   It was unanimously approved by Council consensus to note and file.

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. Council Member Rizzotti's request for a report regarding data centers, including their qualification criteria, whether they are allowed by right under the City's zoning regulations, and their potential impact. (July 21, 2026)
   Justin Hess, City Manager; Joseph McDougall, City Attorney; and Patrick Prescott, Community Development, responded to City Council inquiries.

   Council Action:
   It was approved by Council consensus to direct staff to provide an informational memo and return to Council with a first step report in two months.

Introduction of Additional Agenda Items:

Council Member Perez requested a first step report on banning the use of AI art in city materials and social media.

Council Member Anthony requested a first step report to formally endorse the Plant Based Treaty and directed staff to work with the Sustainable Burbank Commission to curate a list of actionable policy changes that align with the treaty's goals.

Requests for Information: Mayor Takahashi requested an informational memo regarding the FIFA event and how the event can be used as a blueprint for additional community events.

Adjournment:
There being no further business to come before the City Council, the meeting was adjourned at 9:26 p.m. to Tuesday, August 11, 2026, for a Regular 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, AUGUST 4, 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:

STAFF REPORT

MANAGEMENT SERVICES

DATE: August 11, 2026

TO: Justin Hess, City Manager

FROM: Betsy McClinton, Management Services Director
BY: April Rios, Human Resources Manager

SUBJECT: Adoption of a Resolution Approving the Revision of the Title and Specification for the Classification of Assistant Community Development Director – Business & Economic Development to Assistant Community Development Director - Economic Development & Real Estate; Adoption of a Resolution Approving the Establishment of the Title, Specification, Salary, and Conflict of Interest Code Designation for the Classification of Assistant Community Development Director – Housing & Homeless Services; 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 REVISION OF THE TITLE AND SPECIFICATION FOR THE CLASSIFICATION OF ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR – BUSINESS & ECONOMIC DEVELOPMENT TO ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR – ECONOMIC DEVELOPMENT & REAL ESTATE (Attachment 1).
2. Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING THE ESTABLISHMENT OF THE TITLE, SPECIFICATION, SALARY, AND CONFLICT OF INTEREST CODE DESIGNATION FOR THE CLASSIFICATION OF ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR – HOUSING & HOMELESS SERVICES (Attachment 3).
3. Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING THE CITYWIDE SALARY SCHEDULE (Attachment 4).

BACKGROUND

The Management Services Department (MSD) manages the City's Position Classification and Pay Plan, which includes all classifications utilized by the City. MSD periodically requests amendments to the City's Position Classification and Pay Plan 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 the City with its recruitment and retention efforts.

The Community Development Department (CDD) is proposing to revise the title and specification for the classification of Assistant Community Development Director – Business & Economic Development to Assistant Community Development Director – Economic Development & Real Estate. Revising the classification title and specification reflect the current organizational structure and operational areas. This proposed revision is exempt from Civil Service; therefore, MSD is requesting Council approval of the proposed title and specification revision.

CDD is also proposing to establish a new classification titled Assistant Community Development Director – Housing & Homeless Services. This proposed establishment is exempt from Civil Service; therefore, MSD is requesting Council approval of the title, specification, salary, and Conflict of Interest Code Designation for the classification of Assistant Community Development Director – Housing & Homeless Services.

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 for Assistant Community Development Director – Housing & Homeless Services.

DISCUSSION

CDD's proposed revision and position establishment support the department's recent reorganization of the former Economic Development and Housing Division into two separate divisions: Economic Development & Real Estate and Housing & Homeless Services.

Proposed establishment of new classification: Assistant Community Development Director – Housing & Homeless Services

When the Economic Development and Housing Divisions were separated, CDD assumed responsibility for administering an additional 67 emergency vouchers and 35 other housing vouchers, with additional applications underway for housing services. As housing and homelessness services expanded, the scope and complexity of the division's

responsibilities associated with those services increased. Additionally, a Housing Enforcement Unit (HEU) was also created. The HEU is an inter-departmental unit that investigates housing concerns, and provides housing resources and services to landlords and tenants. The HEU offers a variety of programs including Housing Rights Clinics, legal mediation services, rental assistance, and provides legal representation for low-income families. The Housing and Homeless Services division also manages affordability agreements for all new development projects that contain thousands of affordable units. To support the expansion of housing programs and provide dedicated oversight, CDD is proposing to establish a new position titled Assistant Community Development Director – Housing & Homeless Services. This position will be responsible for the oversight of Housing and Homeless Services and will report directly to the Community Development Director.

The proposed salary range for Assistant Community Development Director – Housing & Homeless Services will be the same as the budgeted Assistant Community Development Director – Business & Economic Development for internal equity purposes. Therefore, staff is proposing the monthly salary range be set at $14,534.24 – $19,112.54 (bi-weekly $6,708.11 - $8,821.17). Additionally, the proposed position will be an unrepresented management (Z-group) position, exempt from Civil Service, exempt from the FLSA under the executive employee exemption and highly-compensated employee exemption, and included in the City's Conflict of Interest Code.

Proposed Title and Specification Change to Assistant Community Development Director – Business & Economic Development to Assistant Community Development Director – Economic Development & Real Estate

The Economic Development and Real Estate division work together to diversify and strengthen the City's economy while providing essential support services that ensure the effective management and utilization of City-owned properties. The focus of the Economic Development section is creating jobs, encouraging innovation and new ideas, attracting new investments, increasing sales tax revenue, creating vibrant neighborhoods, and improving the quality of life for all. Real Estate plays a vital role in supporting citywide operations and strategic development initiatives including overseeing the acquisition, sale, leasing, and management of real property, as well as facilitating right-of-way vacations and dedications citywide. The proposed Assistant Community Development Director – Economic Development & Real Estate will continue to be an unrepresented management (Z-group) position, exempt from Civil Service, exempt from the Fair Labor Standards Act (FLSA) under the executive employee exemption and highly-compensated employee exemption and included in the City's Conflict of Interest Code.

Citywide Salary Schedule

In accordance with Government Code § 20636 and California Code of Regulations § 570.5, CalPERS requires public agencies to post a publicly available salary schedule that is approved by Council at a public meeting for CalPERS to determine earnable income. Therefore, staff is requesting Council adopt an updated salary schedule that includes the proposed salary for Assistant Community Development Director – Housing & Homeless Services.

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 salary is remaining the same for the proposed revisions to the Assistant Community Development Director – Business & Economic Development. The proposed position of Assistant Community Development Director – Housing & Homeless Services was included in the Fiscal Year 2025-26 Adopted Budget. Therefore, these requests are cost neutral and there is no fiscal impact to the General Fund.

CONCLUSION

Revising the classification title and specification of Assistant Community Development Director – Business & Economic Development to Assistant Community Development Director – Economic Development & Real Estate and establishing the classification of Assistant Community Development Director – Housing & Homeless Services ensures that these classifications accurately reflect the current organizational structure and established division within CDD as well as provide clear alignment and responsibilities between the classifications and their respective operational areas.

ATTACHMENTS

Attachment 1 – Resolution for the Classification of Assistant Community Development Director – Business & Economic Development to Assistant Community Development Director – Economic Development & Real Estate

Attachment 2 – Assistant Community Development Director – Economic Development & Real Estate specification, redlined

Attachment 3 – Resolution for the Classification of Assistant Community Development Director – Housing & Homeless Services

Attachment 4 – Resolution Approving the Citywide Salary Schedule

RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING THE REVISION OF THE TITLE AND SPECIFICATION FOR THE CLASSIFICATION OF ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR – BUSINESS & ECONOMIC DEVELOPMENT TO ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR – ECONOMIC DEVELOPMENT & REAL ESTATE

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, was further amended by the addition thereto of the classification of Assistant Community Development Director – Business & Economic Development. This classification is revised to Assistant Community Development Director – Economic Development & Real Estate, title and specification as set forth in Exhibit A, with a biweekly salary as follows:

CTC	Barg. Code	Job Series	Grade	Step 1	Step 14
0058	Z	Comm Dev	Z.2398	$6,708.11	$8,821.17

2. Pursuant to Burbank Municipal Code Section 2-1-502(e), this classification is exempt from the Civil Service System.

3. 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, 6, and 7.

4. 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 August, 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 August, 2026 by the following vote:

AYES:

NOES:

ABSENT:

_____
Kimberley Clark, City Clerk

Exhibit A

Resolution for the Classification of Assistant Community Development Director – Economic Development & Real Estate

CITY OF BURBANK

ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR – ECONOMIC DEVELOPMENT & REAL ESTATE

DEFINITION

Under general administrative direction, to plan, organize, and direct the activities of the Economic Development and Real Estate functions within the Community Development Department; and to perform related work as required.

ESSENTIAL FUNCTIONS

Directs, plans, and implements the activities of the Economic Development and Real Estate sections; coordinates and administers activities of real estate, economic development, affordable housing projects and other assigned projects in accordance with local, state, and federal laws; develops and recommends goals and objectives relating to Economic Development, Real Estate, and other general fund functions; prepares status reports for all functions as required; confers with superiors on policies, strategies, and programs relating to development, and economic development activities; negotiates, monitors, and ensures compliance with terms of applicable agreements on behalf of the City, Burbank Successor Agency, and Housing Authority; implements economic development and capital improvement programs; prioritizes a wide variety and large volume of projects to ensure implementation and completion within prescribed time frame; provides assistance to developers of residential, office, commercial, and industrial projects within the City; reviews progress of objectives with developers and City staff; oversees the acquisition, rehabilitation, and construction of affordable housing; oversees applications for grants and loans from federal, state, and county levels of government relating to financing for economic development, and real estate activities; participates in the development of proposed budgets; verifies expense eligibility and authorizes expenditures; makes a variety of public presentations; attends after hours meetings regularly; provides staff support for Boards, Commissions, and Committees as requested; may serve as the department head in the absence of the Community Development Director; supervises, trains, and evaluates employees; makes effective recommendations regarding hiring, promotions, and transfers; effectively recommends disciplinary action up to and including termination; conducts annual performance evaluations and makes recommendations in compliance with Memorandum of Understandings, Civil Service Rules, and local, state, and federal laws; drives on City business.

MINIMUM QUALIFICATIONS

Employment Standards:

- Knowledge of – procedures and regulations concerning housing, economic development, and real estate programs; the theory, principles, and practices of governmental finance, planning, and real estate; the principles and practices of sound personnel management and supervision.

- Ability to – analyze organizational, financial, and administrative problems and develop effective solutions; coordinate, supervise, and evaluate the work of others; communicate effectively, both orally and in writing; make effective oral presentations; establish and maintain effective working relationships with City officials, supervisors, fellow employees, developers, 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 degree in public administration, planning, business administration, or related field and five years of progressively responsible administrative, management, real estate, and/or economic development experience; including at least four years in a supervisory capacity.

License & Certificates: A valid California Class "C" driver's license or equivalent at time of appointment.

SUPPLEMENTAL INFORMATION

Desirable Qualifications: A master's degree in public administration, planning, business administration, or closely related field.

CITY OF BURBANK

ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR – ~~BUSINESS AND~~ ECONOMIC DEVELOPMENT & REAL ESTATE

DEFINITION

Under general administrative direction, to plan, organize, and direct the activities of the ~~Burbank Successor Agency, Housing Authority,~~ Economic Development~~,~~ and Real Estate~~, Home Investment Partnership (HOME) program, and Community Development Block Grant (CDBG)~~ functions within the Community Development Department; and to perform related work as required.

ESSENTIAL FUNCTIONS

Directs, plans, and implements the activities of the ~~Burbank Successor Agency, the Housing Authority, CDBG Program, HOME program,~~ Economic Development~~,~~ and Real Estate sections; coordinates and administers activities of real estate, economic development, affordable housing projects ~~(Section 8, HOME, 20% Housing Set Aside), the CDBG and HOME programs,~~ and other assigned projects in accordance with local, state, and federal laws; develops and recommends goals and objectives relating to ~~the Burbank Successor Agency,~~ Economic Development, Real Estate, ~~Housing Authority,~~ and other general fund functions; prepares status reports for all functions as required; confers with superiors on policies, strategies, and programs relating to ~~housing,~~ development, and economic development activities; negotiates, monitors, and ensures compliance with terms of applicable agreements on behalf of the City, Burbank Successor Agency, and Housing Authority; implements economic development and capital improvement programs; prioritizes a wide variety and large volume of projects to ensure implementation and completion within prescribed time frame; provides assistance to developers of residential, office, commercial, and industrial projects within the City; reviews progress of objectives with developers and City staff; oversees the acquisition, rehabilitation, and construction of affordable housing; ~~responsible for implementation of housing policies;~~ oversees applications for grants and loans from federal, state, and county levels of government relating to financing for ~~affordable housing (Section 8 Housing, CDBG, and HOME programs),~~ economic development, and real estate activities; participates in the development of proposed budgets; verifies expense eligibility and authorizes expenditures; makes a variety of public presentations; attends after hours meetings regularly; provides staff support for Boards, Commissions, and Committees as requested; ~~may serve as the implementing official for the Burbank Successor Agency;~~ may serve as the department head in the absence of the Community Development Director; supervises, trains, and evaluates employees; makes effective recommendations regarding hiring, promotions, and transfers; effectively recommends disciplinary action up to and including termination; conducts annual performance evaluations and makes recommendations in compliance with Memorandum of Understandings, Civil Service Rules, and local, state, and federal laws; drives on City business.

MINIMUM QUALIFICATIONS

Employment Standards:

- Knowledge of – procedures and regulations concerning housing, economic development, and real estate programs; the theory, principles, and practices of governmental finance, planning, and real estate; ~~federal regulations pertaining to Section 8 Housing, HOME, and CDBG programs;~~ the principles and practices of sound personnel management and supervision.

- Ability to – analyze organizational, financial, and administrative problems and develop effective solutions; coordinate, supervise, and evaluate the work of others; communicate effectively, both orally and in writing; make effective oral presentations; establish and maintain effective working relationships with City officials, supervisors, fellow employees, developers, 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 degree in public administration, planning, business administration, or related field

and five years of progressively responsible administrative, management, ~~affordable housing,~~ real estate, and/or economic development experience; including at least four years in a supervisory capacity.

License & Certificates: ~~-~~A valid California Class "C" driver's license or equivalent at time of appointment.

SUPPLEMENTAL INFORMATION

Desirable Qualifications: ~~–~~A m~~M~~aster's degree in public administration, planning, business administration, or closely related field.

RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING THE ESTABLISHMENT OF THE TITLE, SPECIFICATION, SALARY, AND CONFLICT OF INTEREST CODE DESIGNATION FOR THE CLASSIFICATION OF ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR – HOUSING & HOMELESS SERVICES

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 Assistant Community Development Director – Housing & Homeless Services. 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
0064	Z	Comm Dev	Z.2399	$6,708.11	$8,821.17

2. Pursuant to Burbank Municipal Code Section 2-1-502(e), this classification is exempt from the Civil Service System.

3. 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, 6, and 7.

4. 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 August, 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 August, 2026 by the following vote:

AYES:

NOES:

ABSENT:

_____
Kimberley Clark, City Clerk

Exhibit A

Resolution for the Classification of Assistant Community Development Director – Housing & Homeless Services

CITY OF BURBANK

ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR – HOUSING & HOMELESS SERVICES

DEFINITION

Under general administrative direction, to plan, organize, and direct the activities of the Burbank Successor Agency, Housing Authority, Home Investment Partnership (HOME) program, homeless services programs, landlord/tenant, Housing Enforcement Unit, and Community Development Block Grant (CDBG) functions within the Community Development Department; and to perform related work as required.

ESSENTIAL FUNCTIONS

Directs, plans, and implements the activities of the Burbank Successor Agency, the Housing Authority, CDBG Program, Homelessness Program, and HOME program sections; coordinates and administers activities of affordable housing projects (Section 8, HOME, 20% Housing Set Aside), landlord/tenant housing programs, housing compliance and enforcement activities, homeless services initiatives, and other assigned projects in accordance with local, state, and federal laws; develops and recommends goals and objectives relating to the Burbank Successor Agency, Housing Authority, and other general fund functions; prepares status reports for all functions as required; confers with management and city staff on policies, strategies, and programs relating to housing stability, homelessness response, and community development activities; negotiates, monitors, and ensures compliance with terms of applicable agreements on behalf of the City, Burbank Successor Agency, and Housing Authority; implements capital improvement programs; prioritizes a wide variety and large volume of projects to ensure implementation and completion within prescribed timeframe; provides assistance to developers of affordable and supportive housing projects within the City;; reviews progress of objectives with developers and City staff; oversees the acquisition, rehabilitation, and construction of affordable housing; responsible for implementation of housing policies; oversees applications for grants and loans from federal, state, and county levels of government relating to financing for affordable housing (Section 8 Housing, CDBG, and HOME programs); oversees administration and enforcement of landlord/tenant regulations, just cause eviction protections, relocation assistance requirements, and related compliance measures, as applicable; coordinates homeless services programs including outreach, interim housing, supportive housing initiatives, and interagency partnerships; monitors service providers and ensures performance and contractual compliance; participates in the development of proposed budgets; verifies expense eligibility and authorizes expenditures; makes a variety of public presentations; attends after hours meetings regularly; provides staff support for Boards, Commissions,

and Committees as requested; may serve as the implementing official for the Burbank Successor Agency; may serve as the department head in the absence of the Community Development Director; supervises, trains, and evaluates employees; makes effective recommendations regarding hiring, promotions, and transfers; effectively recommends disciplinary action up to and including termination; conducts annual performance evaluations and makes recommendations in compliance with Memorandum of Understandings, Civil Service Rules, and local, state, and federal laws; drives on City business.

MINIMUM QUALIFICATONS

Employment Standards:

- Knowledge of – procedures and regulations concerning housing programs, landlord/tenant law, and housing compliance practices; principles and practices of homelessness prevention and response programs; federal regulations pertaining to Section 8 Housing, HOME, and CDBG programs; the principles and practices of sound personnel management and supervision.

- Ability to – analyze organizational, financial, and administrative problems and develop effective solutions; coordinate, supervise, and evaluate the work of others; communicate effectively, both orally and in writing; make effective oral presentations; establish and maintain effective working relationships with City officials, supervisors, fellow employees, developers, 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 degree in public administration, planning, business administration, or related field and five years of progressively responsible administrative, management, affordable housing, housing policy, landlord/tenant program administration, and/or homeless services program management experience; including at least four years in a supervisory capacity.

License & Certificates: A valid California Class "C" driver's license or equivalent at time of appointment.

SUPPLEMENTAL INFORMATION

Desirable Qualifications: A master's degree in public administration, planning, business administration, or closely related field.

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 August, 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 August, 2026, by the following vote:

AYES:

NOES:

ABSENT:

_____
Kimberley Clark, City Clerk

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 BCEA 0009	06/21/26	Financial Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4198.85 1937.93 24.22 36.33	4303.80 1986.37 24.83 37.25	4411.40 2036.03 25.45 38.18	4521.68 2086.93 26.09 39.14	4634.74 2139.11 26.74 40.11	4750.59 2192.58 27.41 41.12	4869.37 2247.40 28.09 42.14	4991.09 2303.58 28.79 43.19	5115.87 2361.17 29.51 44.27	5243.77 2420.20 30.25 45.38	5374.87 2480.71 31.01 46.52	5509.25 2542.73 31.78 47.67	5646.96 2606.29 32.58 48.87	5788.14 2671.45 33.39 50.09
Accountant	B.1620 BCEA 0011	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6624.87 3057.63 38.22 57.33	6790.49 3134.07 39.18 58.77	6960.24 3212.42 40.16 60.24	7134.25 3292.73 41.16 61.74	7312.61 3375.05 42.19 63.29	7495.43 3459.43 43.24 64.86	7682.81 3545.91 44.32 66.48	7874.88 3634.56 45.43 68.15	8071.77 3725.43 46.57 69.86	8273.55 3818.56 47.73 71.60	8480.38 3914.02 48.93 73.40	8692.41 4011.88 50.15 75.23	8909.70 4112.17 51.40 77.10	9132.46 4214.98 52.69 79.04
Accounting and Audit Manager	M.1992 BMA 0012	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12224.75 5642.19 70.53 105.80	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16075.54 7419.48 92.74 139.11
Administrative Analyst I (M)	M.1417 BMA 0017	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6706.05 3095.10 38.69 58.04	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	8818.46 4070.06 50.88 76.32
Administrative Analyst I (Z)	Z.1442 Z-Group 5017	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6706.05 3095.10 38.69 58.04	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	8818.46 4070.06 50.88 76.32
Administrative Analyst II (M)	M.1666 BMA 0014	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7451.88 3439.33 42.99 64.49	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9799.23 4522.72 56.53 84.80
Administrative Analyst II (Z)	Z.1715 Z-Group 5014	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7451.88 3439.33 42.99 64.49	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9799.23 4522.72 56.53 84.80
Administrative Officer	Z.1932 Z-Group 0020	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10325.81 4765.76 59.57 89.36	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13578.46 6266.98 78.34 117.51
Administrative Officer-BWF	Z.2023 Z-Group 0018	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11490.90 5303.49 66.29 99.44	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15110.53 6974.09 87.18 130.77
Administrative Technician	M.1563 BMA 0022	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	6702.24 3093.34 38.67 58.01	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	8813.44 4067.74 50.85 76.28
Animal Control Officer	B.1382 BCEA 0026	06/21/26	Safety/Inspection Non Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	5326.27 2458.28 30.73 46.10	5459.44 2519.74 31.50 47.25	5595.92 2582.73 32.28 48.42	5735.82 2647.30 33.09 49.64	5879.21 2713.48 33.92 50.88	6026.19 2781.32 34.77 52.16	6176.84 2850.85 35.64 53.46	6331.26 2922.12 36.53 54.80	6489.56 2995.18 37.44 56.16	6651.80 3070.06 38.38 57.57	6818.09 3146.81 39.34 59.01	6988.54 3225.48 40.32 60.48	7163.24 3306.11 41.33 62.00	7342.34 3388.77 42.36 63.54
Animal Shelter Superintendent	M.1990 BMA 0027	06/21/26	Safety/Inspection Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	10139.89 4679.95 58.50 87.75	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13333.97 6154.14 76.93 115.40

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 BCEA 0031	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5651.27 2608.28 32.60 48.90	5792.56 2673.49 33.42 50.13	5937.36 2740.32 34.25 51.38	6085.80 2808.83 35.11 52.67	6237.94 2879.05 35.99 53.99	6393.90 2951.03 36.89 55.34	6553.73 3024.80 37.81 56.72	6717.58 3100.42 38.76 58.14	6885.52 3177.93 39.72 59.58	7057.66 3257.38 40.72 61.08	7234.11 3338.82 41.74 62.61	7414.96 3422.29 42.78 64.17	7600.32 3507.84 43.85 65.78	7790.34 3595.54 44.94 67.41
Applications Development Analyst II	M.1633 BMA 0032	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7386.62 3409.21 42.62 63.93	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9713.41 4483.11 56.04 84.06
Applications Development Analyst III (M)	M.1855 BMA 0033	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9219.54 4255.17 53.19 79.79	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12123.67 5595.54 69.94 104.91
Applications Development Analyst III (Z)	Z.1856 Z-Group 5033	06/21/26	Info Sys Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9219.54 4255.17 53.19 79.79	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12123.67 5595.54 69.94 104.91
Applications Development Analyst IV	M.2044 BMA 0034	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10926.50 5043.00 63.04 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14368.36 6631.55 82.89 124.34
Aquatics Supervisor	B.1300 BCEA 0028	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7206.77 3326.20 41.58 62.37	7386.95 3409.36 42.62 63.93	7571.61 3494.59 43.68 65.52	7760.91 3581.96 44.77 67.16	7954.92 3671.50 45.89 68.84	8153.80 3763.29 47.04 70.56	8357.64 3857.37 48.22 72.33	8566.59 3953.81 49.42 74.13	8780.74 4052.65 50.66 75.99	9000.27 4153.97 51.92 77.88	9225.28 4257.82 53.22 79.83	9455.92 4364.27 54.55 81.83	9692.30 4473.37 55.92 83.88	9934.62 4585.21 57.32 85.98
Assistant Chief Information Officer	Z.1446 Z-Group 0035	06/21/26	Info Sys Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	15505.21 7156.25 89.45 134.18	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	20389.35 9410.47 117.63 176.45
Assistant City Attorney	Z.2364 Z-Group 0041	06/21/26	Legal Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13719.25 6331.96 79.15 118.73	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18040.82 8326.53 104.08 156.12
Assistant City Clerk	Z.1936 Z-Group 0264	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9994.12 4612.67 57.66 86.49	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13142.26 6065.66 75.82 113.73
Assistant City Engineer	Z.1430 Z-Group 0043	06/21/26	Engineering Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14516.52 6699.93 83.75 125.63	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19089.22 8810.41 110.13 165.20
Assistant City Manager	E.0096 Exec 0051	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	20216.97 9330.91 116.64 174.96	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	26585.33 12270.15 153.38 230.07
Assistant City Treasurer	Z.1931 Z-Group 0054	06/21/26	Financial Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10239.80 4726.06 59.08 88.62	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13465.34 6214.77 77.68 116.52

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 - Economic Development & Real Estate	Z.2398 Z-Group 0058	06/21/26	Comm Dev Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14534.24 6708.11 83.85 125.78	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19112.54 8821.17 110.26 165.39
Assistant Community Development Director - Housing & Homeless Services	Z.2399 Z-Group 0064	08/11/26	Comm Dev Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14534.24 6708.11 83.85 125.78	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19112.54 8821.17 110.26 165.39
Assistant Community Development Director-Building Official	Z.2319 Z-Group 0057	06/21/26	Engineering Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14307.17 6603.31 82.54 123.81	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18813.95 8683.36 108.54 162.81
Assistant Community Development Director-Transportation & Planning	Z.2397 Z-Group 0063	06/21/26	Comm Dev Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14534.24 6708.11 83.85 125.78	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19112.54 8821.17 110.26 165.39
Assistant Financial Services Director	Z.2363 Z-Group 0065	06/21/26	Financial Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14673.01 6772.16 84.65 126.98	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19294.99 8905.38 111.32 166.98
Assistant Fire Marshal	M.1917 BMA 0391	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10261.42 4736.04 59.20 88.80	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13493.76 6227.89 77.85 116.78
Assistant General Manager-BWP	Z.2517 Z-Group 0067	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	19151.51 8839.16 110.49 165.74	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	25184.25 11623.50 145.29 217.94
Assistant General Manager-Customer Service & Marketing	Z.2379 Z-Group 0068	06/21/26	Financial Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	17236.53 7955.32 99.44 149.16	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	22666.04 10461.25 130.77 196.16
Assistant General Manager-Utility Administrative Services	Z.2076 Z-Group 0013	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13789.21 6364.25 79.55 119.33	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18132.79 8368.98 104.61 156.92
Assistant Information Technology Director-Application Services	Z.2283 Z-Group 0573	06/21/26	Info Sys Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12292.50 5673.46 70.92 106.38	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16164.66 7460.61 93.26 139.89
Assistant Information Technology Director-Operations	Z.2284 Z-Group 0563	06/21/26	Info Sys Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12292.50 5673.46 70.92 106.38	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16164.66 7460.61 93.26 139.89

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Library Services Director	Z.2147 Z-Group 0070	06/21/26	Library Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12076.44 5573.74 69.67 104.51	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15880.52 7329.47 91.62 137.43
Assistant Management Services Director	Z.2212 Z-Group 0069	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13351.56 6162.26 77.03 115.55	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17557.32 8103.38 101.29 151.94
Assistant Management Services Director-Labor & Human Resources	Z.2233 Z-Group 0072	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13351.56 6162.26 77.03 115.55	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17557.32 8103.38 101.29 151.94
Assistant Management Services Director-Risk Management & Safety	Z.2075 Z-Group 0073	06/21/26	Safety/Inspection Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13076.18 6035.16 75.44 113.16	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	17195.19 7936.24 99.20 148.80
Assistant Manager Customer Service Operations	M.1966 BMA 0071	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10172.67 4695.08 58.69 88.04	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13377.07 6174.03 77.18 115.77
Assistant Parks and Recreation Director	Z.2311 Z-Group 0076	06/21/26	Recreation Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	13841.40 6388.34 79.85 119.78	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18201.43 8400.66 105.01 157.52
Assistant Planner	B.1646 BCEA 0074	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6869.37 3170.48 39.63 59.45	7041.10 3249.74 40.62 60.93	7217.12 3330.98 41.64 62.46	7397.56 3414.26 42.68 64.02	7582.49 3499.61 43.75 65.63	7772.05 3587.10 44.84 67.26	7966.36 3676.78 45.96 68.94	8165.52 3768.70 47.11 70.67	8369.66 3862.92 48.29 72.44	8578.90 3959.49 49.49 74.24	8793.37 4058.48 50.73 76.10	9013.20 4159.94 52.00 78.00	9238.54 4263.94 53.30 79.95	9469.50 4370.54 54.63 81.95
Assistant Power Production Superintendent	M.2184 BMA 0075	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	15339.57 7079.80 88.50 132.75	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	20171.52 9309.93 116.37 174.56
Assistant Public Works Director-Fleet & Buildings	Z.2237 Z-Group 0077	06/21/26	Fac/Grounds Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14162.40 6536.49 81.71 122.57	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18623.56 8595.49 107.44 161.16
Assistant Public Works Director-Streets & Waste Management	Z.2236 Z-Group 0078	06/21/26	Streets/Refuse Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14162.40 6536.49 81.71 122.57	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18623.56 8595.49 107.44 161.16
Assistant Public Works Director-Traffic	Z.2339 Z-Group 0079	06/21/26	Engineering Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14620.60 6747.97 84.35 126.53	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19226.09 8873.58 110.92 166.38
Assistant Public Works Director-Wastewater Systems	Z.2338 Z-Group 0080	06/21/26	Engineering Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14620.60 6747.97 84.35 126.53	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19226.09 8873.58 110.92 166.38

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Traffic Signal Technician	B.1491 BCEA 0087	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5194.30 2397.37 29.97 44.96	5324.15 2457.30 30.72 46.08	5457.27 2518.74 31.48 47.22	5593.68 2581.70 32.27 48.41	5733.54 2646.25 33.08 49.62	5876.87 2712.40 33.91 50.87	6023.79 2780.21 34.75 52.13	6174.39 2849.72 35.62 53.43	6328.75 2920.96 36.51 54.77	6486.98 2993.99 37.42 56.13	6649.15 3068.84 38.36 57.54	6815.38 3145.56 39.32 58.98	6985.77 3224.20 40.30 60.45	7160.40 3304.80 41.31 61.97
Assistant Transportation Planner	B.1647 BCEA 0086	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6869.37 3170.48 39.63 59.45	7041.10 3249.74 40.62 60.93	7217.12 3330.98 41.64 62.46	7397.56 3414.26 42.68 64.02	7582.49 3499.61 43.75 65.63	7772.05 3587.10 44.84 67.26	7966.36 3676.78 45.96 68.94	8165.52 3768.70 47.11 70.67	8369.66 3862.92 48.29 72.44	8578.90 3959.49 49.49 74.24	8793.37 4058.48 50.73 76.10	9013.20 4159.94 52.00 78.00	9238.54 4263.94 53.30 79.95	9469.50 4370.54 54.63 81.95
Assistant to the City Manager	Z.2032 Z-Group 0085	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11220.54 5178.71 64.73 97.10	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14755.00 6810.00 85.13 127.70
Associate Planner	B.1745 BCEA 0089	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7575.23 3496.26 43.70 65.55	7764.62 3583.67 44.80 67.20	7958.73 3673.26 45.92 68.88	8157.70 3765.09 47.06 70.59	8361.64 3859.22 48.24 72.36	8570.68 3955.70 49.45 74.18	8784.95 4054.59 50.68 76.02	9004.56 4155.95 51.95 77.93	9229.68 4259.85 53.25 79.88	9460.43 4366.35 54.58 81.87	9696.94 4475.51 55.94 83.91	9939.37 4587.40 57.34 86.01	10187.84 4702.08 58.78 88.17	10442.53 4819.63 60.25 90.38
Associate Transportation Planner	B.1650 BCEA 0021	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7575.23 3496.26 43.70 65.55	7764.62 3583.67 44.80 67.20	7958.73 3673.26 45.92 68.88	8157.70 3765.09 47.06 70.59	8361.64 3859.22 48.24 72.36	8570.68 3955.70 49.45 74.18	8784.95 4054.59 50.68 76.02	9004.56 4155.95 51.95 77.93	9229.68 4259.85 53.25 79.88	9460.43 4366.35 54.58 81.87	9696.94 4475.51 55.94 83.91	9939.37 4587.40 57.34 86.01	10187.84 4702.08 58.78 88.17	10442.53 4819.63 60.25 90.38
Benefits Coordinator	B.1584 BCEA 0099	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6388.85 2948.70 36.86 55.29	6548.58 3022.42 37.78 56.67	6712.29 3097.98 38.72 58.08	6880.08 3175.42 39.69 59.54	7052.09 3254.81 40.69 61.04	7228.39 3336.18 41.70 62.55	7409.11 3419.59 42.74 64.11	7594.32 3505.07 43.81 65.72	7784.18 3592.70 44.91 67.37	7978.79 3682.52 46.03 69.05	8178.26 3774.58 47.18 70.77	8382.73 3868.95 48.36 72.54	8592.29 3965.67 49.57 74.36	8807.09 4064.81 50.81 76.22
Budget Manager	Z.2077 Z-Group 0111	06/21/26	Financial Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11748.82 5422.53 67.78 101.67	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15449.68 7130.62 89.13 133.70
Building Administration Manager	M.1020 BMA 0113	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10522.33 4856.46 60.71 91.07	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13936.85 6386.24 79.83 119.75
Building Inspection Manager	M.1902 BMA 0115	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9456.09 4364.35 54.55 81.83	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12434.76 5739.12 71.74 107.61
Building Inspector I	B.1552 BCEA 0117	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6277.53 2897.32 36.22 54.33	6434.46 2969.75 37.12 55.68	6595.31 3043.99 38.05 57.08	6760.20 3120.09 39.00 58.50	6929.22 3198.10 39.98 59.97	7102.44 3278.05 40.98 61.47	7280.00 3360.00 42.00 63.00	7462.00 3444.00 43.05 64.58	7648.55 3530.10 44.13 66.20	7839.76 3618.35 45.23 67.85	8035.76 3708.81 46.36 69.54	8236.65 3801.53 47.52 71.28	8442.57 3896.57 48.71 73.07	8653.62 3993.98 49.92 74.88
Building Inspector II	M.1636 BMA 0116	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7198.69 3322.47 41.53 62.30	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	9466.28 4369.05 54.61 81.92
Building Inspector III	M.1739 BMA 0760	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7983.41 3684.65 46.06 69.09	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	10498.19 4845.32 60.57 90.86

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Buyer I	B.1558 BCEA 0123	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6243.25 2881.50 36.02 54.03	6399.32 2953.53 36.92 55.38	6559.30 3027.37 37.84 56.76	6723.30 3103.06 38.79 58.19	6891.37 3180.63 39.76 59.64	7063.66 3260.15 40.75 61.13	7240.24 3341.65 41.77 62.66	7421.25 3425.19 42.81 64.22	7606.78 3510.82 43.89 65.84	7796.97 3598.60 44.98 67.47	7991.88 3688.56 46.11 69.17	8191.67 3780.77 47.26 70.89	8396.46 3875.29 48.44 72.66	8606.39 3972.18 49.65 74.48
Buyer II	B.1698 BCEA 0124	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7179.92 3313.81 41.42 62.13	7359.41 3396.65 42.46 63.69	7543.40 3481.57 43.52 65.28	7731.99 3568.61 44.61 66.92	7925.28 3657.82 45.72 68.58	8123.42 3749.27 46.87 70.31	8326.50 3843.00 48.04 72.06	8534.67 3939.08 49.24 73.86	8748.03 4037.55 50.47 75.71	8966.73 4138.49 51.73 77.60	9190.89 4241.95 53.02 79.53	9420.67 4348.00 54.35 81.53	9656.18 4456.70 55.71 83.57	9897.59 4568.12 57.10 85.65
Capital Projects Program Manager	Z.1443 Z-Group 0128	06/21/26	Engineering Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13124.45 6057.44 75.72 113.58	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17258.67 7965.54 99.57 149.36
Carpenter	B.1464 BCEA 0130	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5435.24 2508.57 31.36 47.04	5571.13 2571.29 32.14 48.21	5710.40 2635.57 32.94 49.41	5853.16 2701.46 33.77 50.66	5999.50 2769.00 34.61 51.92	6149.48 2838.22 35.48 53.22	6303.22 2909.18 36.36 54.54	6460.81 2981.91 37.27 55.91	6622.31 3056.45 38.21 57.32	6787.86 3132.86 39.16 58.74	6957.58 3211.19 40.14 60.21	7131.52 3291.47 41.14 61.71	7309.79 3373.75 42.17 63.26	7492.55 3458.10 43.23 64.85
Carpenter Leadworker	B.1512 BCEA 0133	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5879.88 2713.79 33.92 50.88	6026.87 2781.63 34.77 52.16	6177.54 2851.17 35.64 53.46	6331.98 2922.45 36.53 54.80	6490.27 2995.51 37.44 56.16	6652.53 3070.40 38.38 57.57	6818.85 3147.16 39.34 59.01	6989.32 3225.84 40.32 60.48	7164.04 3306.48 41.33 62.00	7343.16 3389.15 42.36 63.54	7526.72 3473.87 43.42 65.13	7714.89 3560.72 44.51 66.77	7907.77 3649.74 45.62 68.43	8105.46 3740.98 46.76 70.14
Cement Finisher	B.1478 BCEA 0141	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5758.22 2657.64 33.22 49.83	5902.17 2724.08 34.05 51.08	6049.72 2792.18 34.90 52.35	6200.98 2861.99 35.77 53.66	6356.00 2933.54 36.67 55.01	6514.89 3006.87 37.59 56.39	6677.78 3082.05 38.53 57.80	6844.72 3159.10 39.49 59.24	7015.84 3238.08 40.48 60.72	7191.23 3319.03 41.49 62.24	7371.00 3402.00 42.53 63.80	7555.28 3487.05 43.59 65.39	7744.17 3574.23 44.68 67.02	7937.78 3663.59 45.79 68.69
Chief Assistant City Attorney	Z.1445 Z-Group 0148	06/21/26	Legal Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	18212.76 8405.89 105.07 157.61	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	23949.77 11053.74 138.17 207.26
Chief Assistant Community Development Director	Z.2467 Z-Group 0150	06/21/26	Comm Dev Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	15442.66 7127.38 89.09 133.64	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	20307.08 9372.50 117.16 175.74
Chief Assistant General Manager-BWP	Z.1316 Z-Group 0152	06/21/26	Utilities Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	23988.51 11071.62 138.40 207.60	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	31544.89 14559.18 181.99 272.99
Chief Assistant Public Works Director-City Engineer	Z.2417 Z-Group 0151	06/21/26	Engineering Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	15390.12 7103.13 88.79 133.19	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	20237.99 9340.61 116.76 175.14
Chief Financial Officer	Z.2465 Z-Group 0149	06/21/26	Engineering Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	18193.91 8397.19 104.96 157.44	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	23924.98 11042.30 138.03 207.05
Chief Information Officer	E.0076 Exec 0422	06/21/26	Info Sys Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	16446.58 7590.73 94.88 142.32	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	21627.28 9981.82 124.77 187.16

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Attorney	E.0094 Exec 0155	03/15/26	Legal Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	23422.40 10810.34 135.13 202.70	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	30800.45 14215.59 177.69 266.54
City Clerk	E.0070 Exec 0159	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	17459.78 8058.36 100.73 151.10	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17459.78 8058.36 100.73 151.10
City Council	C.0000 Council 0161	08/17/25	Equipment Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	1995.00 920.77 11.51 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	1995.00 920.77 11.51 17.27
City Manager	E.0099 Exec 0171	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	27120.43 12517.12 156.46 234.69	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	35663.36 16460.01 205.75 308.63
City Treasurer	E.0072 Exec 0179	06/21/26	Financial Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	17719.78 8178.36 102.23 153.35	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17719.78 8178.36 102.23 153.35
Civil Engineer-BWP	M.1788 BMA 0190	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10234.90 4723.80 59.05 88.58	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13458.90 6211.80 77.65 116.48
Civil Engineering Assistant	B.1756 BCEA 0188	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7543.71 3481.71 43.52 65.28	7732.31 3568.76 44.61 66.92	7925.60 3657.97 45.72 68.58	8123.74 3749.42 46.87 70.31	8326.85 3843.16 48.04 72.06	8535.02 3939.24 49.24 73.86	8748.39 4037.72 50.47 75.71	8967.10 4138.66 51.73 77.60	9191.28 4242.13 53.03 79.55	9421.06 4348.18 54.35 81.53	9656.60 4456.89 55.71 83.57	9898.01 4568.31 57.10 85.65	10145.46 4682.52 58.53 87.80	10399.09 4799.58 59.99 89.99
Civil Engineering Assistant-BWP	B.1759 BCEA 0189	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7543.71 3481.71 43.52 65.28	7732.31 3568.76 44.61 66.92	7925.60 3657.97 45.72 68.58	8123.74 3749.42 46.87 70.31	8326.85 3843.16 48.04 72.06	8535.02 3939.24 49.24 73.86	8748.39 4037.72 50.47 75.71	8967.10 4138.66 51.73 77.60	9191.28 4242.13 53.03 79.55	9421.06 4348.18 54.35 81.53	9656.60 4456.89 55.71 83.57	9898.01 4568.31 57.10 85.65	10145.46 4682.52 58.53 87.80	10399.09 4799.58 59.99 89.99
Civil Engineering Associate	B.1910 BCEA 0191	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8771.77 4048.51 50.61 75.92	8991.08 4149.73 51.87 77.81	9215.85 4253.47 53.17 79.76	9446.26 4359.81 54.50 81.75	9682.40 4468.80 55.86 83.79	9924.46 4580.52 57.26 85.89	10172.57 4695.03 58.69 88.04	10426.89 4812.41 60.16 90.24	10687.56 4932.72 61.66 92.49	10954.75 5056.04 63.20 94.80	11228.62 5182.44 64.78 97.17	11509.33 5312.00 66.40 99.60	11797.07 5444.80 68.06 102.09	12091.99 5580.92 69.76 104.64
Civil Engineering Associate-BWP	B.1912 BCEA 0192	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8771.77 4048.51 50.61 75.92	8991.08 4149.73 51.87 77.81	9215.85 4253.47 53.17 79.76	9446.26 4359.81 54.50 81.75	9682.40 4468.80 55.86 83.79	9924.46 4580.52 57.26 85.89	10172.57 4695.03 58.69 88.04	10426.89 4812.41 60.16 90.24	10687.56 4932.72 61.66 92.49	10954.75 5056.04 63.20 94.80	11228.62 5182.44 64.78 97.17	11509.33 5312.00 66.40 99.60	11797.07 5444.80 68.06 102.09	12091.99 5580.92 69.76 104.64
Clerical Worker	B.1016 BCEA 0196	06/21/26	Rec/Gen Admin Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	3790.74 1749.57 21.87 32.81	3885.51 1793.31 22.42 33.63	3982.64 1838.14 22.98 34.47	4082.20 1884.09 23.55 35.33	4184.27 1931.20 24.14 36.21	4288.87 1979.48 24.74 37.11	4396.08 2028.96 25.36 38.04	4506.00 2079.69 26.00 39.00	4618.64 2131.68 26.65 39.98	4734.10 2184.97 27.31 40.97	4852.47 2239.60 28.00 42.00	4973.78 2295.59 28.69 43.04	5098.12 2352.98 29.41 44.12	5225.57 2411.80 30.15 45.23
Client Technology Specialist	B.0621 BCEA 0195	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5653.81 2609.45 32.62 48.93	5795.14 2674.68 33.43 50.15	5940.03 2741.55 34.27 51.41	6088.53 2810.09 35.13 52.70	6240.74 2880.34 36.00 54.00	6396.76 2952.35 36.90 55.35	6556.68 3026.16 37.83 56.75	6720.59 3101.81 38.77 58.16	6888.61 3179.36 39.74 59.61	7060.82 3258.84 40.74 61.11	7237.34 3340.31 41.75 62.63	7418.28 3423.82 42.80 64.20	7603.74 3509.42 43.87 65.81	7793.83 3597.15 44.96 67.44

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Client Technology Supervisor	M.1017 BMA 0197	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11304.71 5217.56 65.22 97.83	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14865.70 6861.09 85.76 128.64
Code Compliance Inspector I	B.1459 BCEA 0495	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5876.54 2712.25 33.90 50.85	6023.44 2780.05 34.75 52.13	6174.03 2849.55 35.62 53.43	6328.38 2920.79 36.51 54.77	6486.59 2993.81 37.42 56.13	6648.76 3068.66 38.36 57.54	6814.97 3145.37 39.32 58.98	6985.36 3224.01 40.30 60.45	7159.99 3304.61 41.31 61.97	7338.98 3387.22 42.34 63.51	7522.45 3471.90 43.40 65.10	7710.52 3558.70 44.48 66.72	7903.29 3647.67 45.60 68.40	8100.86 3738.86 46.74 70.11
Code Compliance Inspector II	B.1525 BCEA 0496	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6277.53 2897.32 36.22 54.33	6434.46 2969.75 37.12 55.68	6595.31 3043.99 38.05 57.08	6760.20 3120.09 39.00 58.50	6929.22 3198.10 39.98 59.97	7102.44 3278.05 40.98 61.47	7280.00 3360.00 42.00 63.00	7462.00 3444.00 43.05 64.58	7648.55 3530.10 44.13 66.20	7839.76 3618.35 45.23 67.85	8035.76 3708.81 46.36 69.54	8236.65 3801.53 47.52 71.28	8442.57 3896.57 48.71 73.07	8653.62 3993.98 49.92 74.88
Code Compliance Manager	M.1026 BMA 0492	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10557.76 4872.81 60.91 91.37	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13883.44 6407.74 80.10 120.15
Collection Systems Journeyman	B.1469 BCEA 0200	06/21/26	Equipment Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5718.44 2639.28 32.99 49.49	5861.40 2705.26 33.82 50.73	6007.95 2772.90 34.66 51.99	6158.14 2842.22 35.53 53.30	6312.09 2913.27 36.42 54.63	6469.88 2986.10 37.33 56.00	6631.65 3060.76 38.26 57.39	6797.44 3137.28 39.22 58.83	6967.37 3215.71 40.20 60.30	7141.55 3296.10 41.20 61.80	7320.08 3378.50 42.23 63.35	7503.10 3462.97 43.29 64.94	7690.67 3549.54 44.37 66.56	7882.94 3638.28 45.48 68.22
Collection Systems Leadworker	B.1668 BCEA 0202	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	7015.84 3238.08 40.48 60.72	7191.25 3319.04 41.49 62.24	7371.02 3402.01 42.53 63.80	7555.30 3487.06 43.59 65.39	7744.19 3574.24 44.68 67.02	7937.78 3663.59 45.79 68.69	8136.22 3755.18 46.94 70.41	8339.63 3849.06 48.11 72.17	8548.13 3945.29 49.32 73.98	8761.83 4043.92 50.55 75.83	8980.88 4145.02 51.81 77.72	9205.41 4248.65 53.11 79.67	9435.53 4354.86 54.44 81.66	9671.42 4463.73 55.80 83.70
Collection Systems Supervisor	M.1465 BMA 0205	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	8460.42 3904.81 48.81 73.22	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11125.44 5134.82 64.19 96.29
Collection Systems Worker	B.1337 BCEA 0203	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5039.82 2326.07 29.08 43.62	5165.81 2384.22 29.80 44.70	5294.97 2443.83 30.55 45.83	5427.33 2504.92 31.31 46.97	5563.03 2567.55 32.09 48.14	5702.08 2631.73 32.90 49.35	5844.65 2697.53 33.72 50.58	5990.77 2764.97 34.56 51.84	6140.53 2834.09 35.43 53.15	6294.04 2904.94 36.31 54.47	6451.40 2977.57 37.22 55.83	6612.69 3052.01 38.15 57.23	6778.01 3128.31 39.10 58.65	6947.44 3206.51 40.08 60.12
Collections Specialist	B.1438 BCEA 0201	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5657.45 2611.13 32.64 48.96	5798.89 2676.41 33.46 50.19	5943.86 2743.32 34.29 51.44	6092.47 2811.91 35.15 52.73	6244.77 2882.20 36.03 54.05	6400.90 2954.26 36.93 55.40	6560.93 3028.12 37.85 56.78	6724.94 3103.82 38.80 58.20	6893.06 3181.41 39.77 59.66	7065.39 3260.95 40.76 61.14	7242.02 3342.47 41.78 62.67	7423.07 3426.03 42.83 64.25	7608.66 3511.69 43.90 65.85	7798.87 3599.48 44.99 67.49
Communications Manager	Z.1952 Z-Group 0694	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11608.98 5357.99 66.97 100.46	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	15265.81 7045.76 88.07 132.11
Communications Network Engineer	M.2462 BMA 0206	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11460.09 5289.27 66.12 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15070.03 6955.40 86.94 130.41
Communications Operator	B.1420 BCEA 0209	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5723.92 2641.81 33.02 49.53	5867.03 2707.86 33.85 50.78	6013.69 2775.55 34.69 52.04	6164.04 2844.94 35.56 53.34	6318.15 2916.07 36.45 54.68	6476.10 2988.97 37.36 56.04	6638.00 3063.69 38.30 57.45	6803.94 3140.28 39.25 58.88	6974.05 3218.79 40.23 60.35	7148.40 3299.26 41.24 61.86	7327.10 3381.74 42.27 63.41	7510.30 3466.29 43.33 65.00	7698.04 3552.94 44.41 66.62	7890.50 3641.77 45.52 68.28

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Supervisor	B.1619 BCEA 0210	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	6983.41 3223.11 40.29 60.44	7158.00 3303.69 41.30 61.95	7336.94 3386.28 42.33 63.50	7520.35 3470.93 43.39 65.09	7708.37 3557.71 44.47 66.71	7901.08 3646.65 45.58 68.37	8098.61 3737.82 46.72 70.08	8301.06 3831.26 47.89 71.84	8508.59 3927.04 49.09 73.64	8721.31 4025.22 50.32 75.48	8939.34 4125.85 51.57 77.36	9162.83 4229.00 52.86 79.29	9391.89 4334.72 54.18 81.27	9626.70 4443.09 55.54 83.31
Communications Technician	I.6001 IBEW 0211	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9125.98 4211.99 52.65 78.98	0.00 0.00 0.00 0.00	9582.28 4422.59 55.28 82.92	0.00 0.00 0.00 0.00	10061.39 4643.72 58.05 87.08	0.00 0.00 0.00 0.00	10564.45 4875.90 60.95 91.43	0.00 0.00 0.00 0.00	11092.68 5119.70 64.00 96.00	0.00 0.00 0.00 0.00	11647.31 5375.68 67.20 100.80	0.00 0.00 0.00 0.00	12229.69 5644.47 70.56 105.84	0.00 0.00 0.00 0.00
Communications Technician Supervisor	I.1961 IBEW 0208	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	11224.37 5180.48 64.76 97.14	0.00 0.00 0.00 0.00	11785.58 5439.50 67.99 101.99	0.00 0.00 0.00 0.00	12374.87 5711.48 71.39 107.09	0.00 0.00 0.00 0.00	12993.61 5997.05 74.96 112.44	0.00 0.00 0.00 0.00	13643.28 6296.90 78.71 118.07	0.00 0.00 0.00 0.00	14325.46 6611.75 82.65 123.98	0.00 0.00 0.00 0.00	15041.74 6942.34 86.78 130.17	0.00 0.00 0.00 0.00
Communications Technician Trainee	I.1571 IBEW 0207	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	7582.40 3499.57 43.74 65.61	7949.28 3668.90 45.86 68.79	8316.19 3838.24 47.98 71.97	8683.07 4007.57 50.09 75.14	9172.26 4233.35 52.92 79.38	9661.45 4459.13 55.74 83.61	10150.64 4684.91 58.56 87.84	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Community Assistance Coordinator	Z.1701 Z-Group 0217	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7309.12 3373.44 42.17 63.26	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9611.49 4436.07 55.45 83.18
Community Development Director	E.0090 Exec 0204	06/21/26	Comm Dev Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	17288.85 7979.47 99.74 149.61	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	22734.86 10493.01 131.16 196.74
Community Service Officer	B.1021 BCEA 0025	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4836.93 2232.43 27.91 41.87	4957.85 2288.24 28.60 42.90	5081.81 2345.45 29.32 43.98	5208.84 2404.08 30.05 45.08	5339.08 2464.19 30.80 46.20	5472.55 2525.79 31.57 47.36	5609.37 2588.94 32.36 48.54	5749.60 2653.66 33.17 49.76	5893.33 2720.00 34.00 51.00	6040.67 2788.00 34.85 52.28	6191.68 2857.70 35.72 53.58	6346.47 2929.14 36.61 54.92	6505.14 3002.37 37.53 56.30	6667.77 3077.43 38.47 57.71
Conduit Mechanic	I.6002 IBEW 0219	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9237.24 4263.34 53.29 79.94	0.00 0.00 0.00 0.00	9699.08 4476.50 55.96 83.94	0.00 0.00 0.00 0.00	10184.05 4700.33 58.75 88.13	0.00 0.00 0.00 0.00	10693.24 4935.34 61.69 92.54	0.00 0.00 0.00 0.00	11227.91 5182.11 64.78 97.17	0.00 0.00 0.00 0.00	11789.31 5441.22 68.02 102.03	0.00 0.00 0.00 0.00	12378.77 5713.28 71.42 107.13	0.00 0.00 0.00 0.00
Conduit Mechanic-G	I.6102 IBEW 0220	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9792.66 4519.69 56.50 84.75	0.00 0.00 0.00 0.00	10282.31 4745.68 59.32 88.98	0.00 0.00 0.00 0.00	10796.41 4982.96 62.29 93.44	0.00 0.00 0.00 0.00	11336.24 5232.11 65.40 98.10	0.00 0.00 0.00 0.00	11903.04 5493.71 68.67 103.01	0.00 0.00 0.00 0.00	12498.20 5768.40 72.11 108.17	0.00 0.00 0.00 0.00	13123.11 6056.82 75.71 113.57	0.00 0.00 0.00 0.00
Construction & Maintenance Leadworker	B.1535 BCEA 0222	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6016.62 2776.90 34.71 52.07	6167.03 2846.32 35.58 53.37	6321.21 2917.48 36.47 54.71	6479.24 2990.42 37.38 56.07	6641.22 3065.18 38.31 57.47	6807.26 3141.81 39.27 58.91	6977.43 3220.35 40.25 60.38	7151.86 3300.86 41.26 61.89	7330.66 3383.38 42.29 63.44	7513.94 3467.97 43.35 65.03	7701.79 3554.67 44.43 66.65	7894.32 3643.53 45.54 68.31	8091.68 3734.62 46.68 70.02	8293.98 3827.99 47.85 71.78
Construction Inspector I	B.1635 BCEA 0213	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6430.95 2968.13 37.10 55.65	6591.72 3042.33 38.03 57.05	6756.51 3118.39 38.98 58.47	6925.43 3196.35 39.95 59.93	7098.56 3276.26 40.95 61.43	7276.01 3358.16 41.98 62.97	7457.93 3442.12 43.03 64.55	7644.37 3528.17 44.10 66.15	7835.49 3616.38 45.20 67.80	8031.38 3706.79 46.33 69.50	8232.14 3799.45 47.49 71.24	8437.95 3894.44 48.68 73.02	8648.90 3991.80 49.90 74.85	8865.13 4091.60 51.15 76.73
Construction Inspector II	B.1310 BCEA 0048	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6839.34 3156.62 39.46 59.19	7010.32 3235.53 40.44 60.66	7185.58 3316.42 41.46 62.19	7365.22 3399.33 42.49 63.74	7549.36 3484.32 43.55 65.33	7738.08 3571.42 44.64 66.96	7931.54 3660.71 45.76 68.64	8129.83 3752.23 46.90 70.35	8333.07 3846.03 48.08 72.12	8541.39 3942.18 49.28 73.92	8754.94 4040.74 50.51 75.77	8973.81 4141.76 51.77 77.66	9198.15 4245.30 53.07 79.61	9428.10 4351.43 54.39 81.59

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Inspector Manager	M.1832 BMA 0932	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9128.12 4212.98 52.66 78.99	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	12003.49 5540.07 69.25 103.88
Construction Superintendent	M.1941 BMA 0225	06/21/26	Fac/Grounds Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9191.11 4242.05 53.03 79.55	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12086.32 5578.30 69.73 104.60
Construction and Maintenance Worker	B.1414 BCEA 0226	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5170.40 2386.34 29.83 44.75	5299.67 2446.00 30.58 45.87	5432.16 2507.15 31.34 47.01	5567.94 2569.82 32.12 48.18	5707.15 2634.07 32.93 49.40	5849.83 2699.92 33.75 50.63	5996.08 2767.42 34.59 51.89	6145.97 2836.60 35.46 53.19	6299.63 2907.52 36.34 54.51	6457.12 2980.21 37.25 55.88	6618.54 3054.71 38.18 57.27	6784.01 3131.08 39.14 58.71	6953.61 3209.36 40.12 60.18	7127.45 3289.59 41.12 61.68
Contracts Administrator	M.1467 BMA 0223	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10584.88 4885.33 61.07 91.61	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13919.14 6424.22 80.30 120.45
Crime Analyst	M.1605 BMA 0231	06/21/26	Police/Fire Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	7108.86 3281.01 41.01 61.52	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9348.13 4314.52 53.93 80.90
Cross Connection Control Specialist	B.1649 BCEA 0233	06/21/26	Utilities Non Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	8640.67 3988.00 49.85 74.78	8856.68 4087.70 51.10 76.65	9078.10 4189.89 52.37 78.56	9305.05 4294.64 53.68 80.52	9537.69 4402.01 55.03 82.55	9776.13 4512.06 56.40 84.60	10020.53 4624.86 57.81 86.72	10271.04 4740.48 59.26 88.89	10527.81 4858.99 60.74 91.11	10791.02 4980.47 62.26 93.39	11060.79 5104.98 63.81 95.72	11337.30 5232.60 65.41 98.12	11620.74 5363.42 67.04 100.56	11911.25 5497.50 68.72 103.08
Crossing Guard	B.0633 BCEA 0234	06/21/26	Safety/Inspection Non Exempt 9410	40 HRLY 40 O.T.	19.81 29.72	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	19.81 29.72
Cultural Affairs Supervisor	M.1607 BMA 0180	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	7628.18 3520.70 44.01 66.02	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	10031.06 4629.72 57.87 86.81
Custodial Leadworker	B.1107 BCEA 0244	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	3902.45 1801.13 22.51 33.77	4000.01 1846.16 23.08 34.62	4100.03 1892.32 23.65 35.48	4202.53 1939.63 24.25 36.38	4307.59 1988.12 24.85 37.28	4415.28 2037.82 25.47 38.21	4525.65 2088.76 26.11 39.17	4638.79 2140.98 26.76 40.14	4754.77 2194.51 27.43 41.15	4873.64 2249.37 28.12 42.18	4995.47 2305.60 28.82 43.23	5120.35 2363.24 29.54 44.31	5248.38 2422.33 30.28 45.42	5379.57 2482.88 31.04 46.56
Custodial Supervisor	M.1576 BMA 0243	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6326.06 2919.72 36.50 54.75	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	8318.77 3839.43 47.99 71.99
Custodian	B.1019 BCEA 0250	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	3574.09 1649.58 20.62 30.93	3663.44 1690.82 21.14 31.71	3755.03 1733.09 21.66 32.49	3848.91 1776.42 22.21 33.32	3945.13 1820.83 22.76 34.14	4043.76 1866.35 23.33 35.00	4144.86 1913.01 23.91 35.87	4248.49 1960.84 24.51 36.77	4354.70 2009.86 25.12 37.68	4463.55 2060.10 25.75 38.63	4575.13 2111.60 26.40 39.60	4689.53 2164.40 27.06 40.59	4806.75 2218.50 27.73 41.60	4926.94 2273.97 28.42 42.63
Customer Service Representative I	B.1125 BCEA 0246	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4221.88 1948.56 24.36 36.54	4327.42 1997.27 24.97 37.46	4435.60 2047.20 25.59 38.39	4546.49 2098.38 26.23 39.35	4660.15 2150.84 26.89 40.34	4776.66 2204.61 27.56 41.34	4896.08 2259.73 28.25 42.38	5018.48 2316.22 28.95 43.43	5143.95 2374.13 29.68 44.52	5272.54 2433.48 30.42 45.63	5404.36 2494.32 31.18 46.77	5539.47 2556.68 31.96 47.94	5677.95 2620.59 32.76 49.14	5819.91 2686.11 33.58 50.37

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Representative II	B.1249 BCEA 0247	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4730.68 2183.39 27.29 40.94	4848.94 2237.97 27.97 41.96	4970.16 2293.92 28.67 43.01	5094.42 2351.27 29.39 44.09	5221.78 2410.05 30.13 45.20	5352.32 2470.30 30.88 46.32	5486.13 2532.06 31.65 47.48	5623.28 2595.36 32.44 48.66	5763.88 2660.25 33.25 49.88	5907.96 2726.75 34.08 51.12	6055.66 2794.92 34.94 52.41	6207.07 2864.80 35.81 53.72	6362.24 2936.42 36.71 55.07	6521.30 3009.83 37.62 56.43
Customer Service Representative III	B.1362 BCEA 0248	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5432.57 2507.34 31.34 47.01	5568.38 2570.02 32.13 48.20	5707.59 2634.27 32.93 49.40	5850.28 2700.13 33.75 50.63	5996.53 2767.63 34.60 51.90	6146.44 2836.82 35.46 53.19	6300.10 2907.74 36.35 54.53	6457.62 2980.44 37.26 55.89	6619.06 3054.95 38.19 57.29	6784.53 3131.32 39.14 58.71	6954.13 3209.60 40.12 60.18	7127.99 3289.84 41.12 61.68	7306.20 3372.09 42.15 63.23	7488.85 3456.39 43.20 64.80
Customer Service Supervisor	B.1685 BCEA 0254	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	7460.03 3443.09 43.04 64.56	7646.54 3529.17 44.11 66.17	7837.68 3617.39 45.22 67.83	8033.63 3707.83 46.35 69.53	8234.48 3800.53 47.51 71.27	8440.34 3895.54 48.69 73.04	8651.35 3992.93 49.91 74.87	8867.63 4092.75 51.16 76.74	9089.32 4195.07 52.44 78.66	9316.56 4299.95 53.75 80.63	9549.45 4407.44 55.09 82.64	9788.20 4517.63 56.47 84.71	10032.90 4630.57 57.88 86.82	10283.74 4746.34 59.33 89.00
Data Engineer	M.1312 BMA 0042	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9967.34 4600.31 57.50 86.25	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13107.06 6049.41 75.62 113.43
Database Administrator I	M.1882 BMA 0277	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9480.84 4375.77 54.70 82.05	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12467.28 5754.13 71.93 107.90
Database Administrator II	M.2013 BMA 0278	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10809.48 4988.99 62.36 93.54	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14214.48 6560.53 82.01 123.02
Database Administrator III	M.2161 BMA 0279	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12292.28 5673.36 70.92 106.38	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16164.35 7460.47 93.26 139.89
Deputy Building Official	M.2189 BMA 0256	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13075.70 6034.94 75.44 113.16	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	17194.56 7935.95 99.20 148.80
Deputy City Attorney	Z.2117 Z-Group 0258	06/21/26	Legal Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10736.79 4955.44 61.94 92.91	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14118.87 6516.40 81.46 122.19
Deputy City Manager (E)	E.0098 Exec 5266	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	17350.88 8008.10 100.10 150.15	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	22816.43 10530.66 131.63 197.45
Deputy City Manager (Z)	Z.2343 Z-Group 0266	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14024.05 6472.64 80.91 121.37	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18441.63 8511.52 106.39 159.59
Deputy City Manager-Public Works & Capital Projects	E.0086 Exec 0268	06/21/26	Engineering Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	18164.71 8383.71 104.80 157.20	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	23886.59 11024.58 137.81 206.72

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Director-Park, Recreation, and Community Services	Z.2130 Z-Group 0285	06/21/26	Recreation Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	12213.00 5636.77 70.46 105.69	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16060.09 7412.35 92.65 138.98
Deputy Financial Services Director	Z.2276 Z-Group 0269	06/21/26	Financial Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13809.88 6373.79 79.67 119.51	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18160.00 8381.54 104.77 157.16
Deputy Fire Chief	Y.2457 BFFCOU 0363	06/21/26	Police/Fire Non Exempt 7706	Monthly Bi-Weekly 40 HRLY 40 O.T. 56 HRLY 56 O.T.	18335.16 8462.38 105.78 158.67 75.56 113.34	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	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	24110.73 11128.03 139.10 208.65 99.36 149.04
Deputy Fire Marshal	F.2045 BFF 0257	06/21/26	Police/Fire Non Exempt 7706	Monthly Bi-Weekly 40 HRLY 40 O.T. 56 HRLY 56 O.T.	9239.77 4264.51 53.31 79.97 38.08 57.12	9470.76 4371.12 54.64 81.96 39.03 58.55	9707.53 4480.40 56.01 84.02 40.00 60.00	9950.22 4592.41 57.41 86.12 41.00 61.50	10198.98 4707.22 58.84 88.26 42.03 63.05	10453.95 4824.90 60.31 90.47 43.08 64.62	10715.29 4945.52 61.82 92.73 44.16 66.24	10983.18 5069.16 63.36 95.04 45.26 67.89	11257.76 5195.89 64.95 97.43 46.39 69.59	11539.19 5325.78 66.57 99.86 47.55 71.33	11827.68 5458.93 68.24 102.36 48.74 73.11	12123.37 5595.40 69.94 104.91 49.96 74.94	12426.46 5735.29 71.69 107.54 51.21 76.82	0.00 0.00 0.00 0.00 0.00 0.00
Diversity, Equity, and Inclusion Manager	Z.2024 Z-Group 0263	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10346.07 4775.11 59.69 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13605.09 6279.27 78.49 117.74
Duplicating Machine Operator	B.1145 BCEA 0267	06/21/26	Rec/Gen Admin Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4004.52 1848.24 23.10 34.65	4104.62 1894.44 23.68 35.52	4207.26 1941.81 24.27 36.41	4312.43 1990.35 24.88 37.32	4420.24 2040.11 25.50 38.25	4530.74 2091.11 26.14 39.21	4644.01 2143.39 26.79 40.19	4760.10 2196.97 27.46 41.19	4879.12 2251.90 28.15 42.23	5001.10 2308.20 28.85 43.28	5126.12 2365.90 29.57 44.36	5254.28 2425.05 30.31 45.47	5385.64 2485.68 31.07 46.61	5520.28 2547.82 31.85 47.78
EMS Nurse Specialist	M.1989 BMA 0318	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	9792.19 4519.47 56.49 84.74	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12876.72 5943.10 74.29 111.44
Economic Development Manager	M.2465 BMA 0286	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11909.99 5496.92 68.71 103.07	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15661.64 7228.45 90.36 135.54
Electrical Engineer	M.1789 BMA 0288	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10408.97 4804.14 60.05 90.08	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	13687.79 6317.44 78.97 118.46
Electrical Engineering Associate I	B.1757 BCEA 0287	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8093.63 3735.52 46.69 70.04	8295.95 3828.90 47.86 71.79	8503.37 3924.63 49.06 73.59	8715.94 4022.74 50.28 75.42	8933.84 4123.31 51.54 77.31	9157.18 4226.39 52.83 79.25	9386.11 4332.05 54.15 81.23	9620.76 4440.35 55.50 83.25	9861.28 4551.36 56.89 85.34	10107.83 4665.15 58.31 87.47	10360.52 4781.78 59.77 89.66	10619.53 4901.32 61.27 91.91	10885.01 5023.85 62.80 94.20	11157.14 5149.45 64.37 96.56
Electrical Engineering Associate II	B.1909 BCEA 0290	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9411.20 4343.63 54.30 81.45	9646.48 4452.22 55.65 83.48	9887.65 4563.53 57.04 85.56	10134.84 4677.62 58.47 87.71	10388.21 4794.56 59.93 89.90	10647.91 4914.42 61.43 92.15	10914.11 5037.28 62.97 94.46	11186.98 5163.22 64.54 96.81	11466.65 5292.30 66.15 99.23	11753.30 5424.60 67.81 101.72	12047.14 5560.22 69.50 104.25	12348.31 5699.22 71.24 106.86	12657.02 5841.70 73.02 109.53	12973.46 5987.75 74.85 112.28
Electrical Service Planner	B.1806 BCEA 0271	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8104.29 3740.44 46.76 70.14	8306.89 3833.95 47.92 71.88	8514.57 3929.80 49.12 73.68	8727.44 4028.05 50.35 75.53	8945.63 4128.75 51.61 77.42	9169.27 4231.97 52.90 79.35	9398.50 4337.77 54.22 81.33	9633.46 4446.21 55.58 83.37	9874.30 4557.37 56.97 85.46	10121.15 4671.30 58.39 87.59	10374.17 4788.08 59.85 89.78	10633.55 4907.79 61.35 92.03	10899.37 5030.48 62.88 94.32	11171.85 5156.24 64.45 96.68

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Supervisor	I.6003 IBEW 0298	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	11514.23 5314.26 66.43 99.65	0.00 0.00 0.00 0.00	12089.96 5579.98 69.75 104.63	0.00 0.00 0.00 0.00	12694.46 5858.98 73.24 109.86	0.00 0.00 0.00 0.00	13329.18 6151.93 76.90 115.35	0.00 0.00 0.00 0.00	13995.63 6459.52 80.74 121.11	0.00 0.00 0.00 0.00	14695.42 6782.50 84.78 127.17	0.00 0.00 0.00 0.00	15430.18 7121.62 89.02 133.53	0.00 0.00 0.00 0.00
Electrician	I.6004 IBEW 0312	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9359.72 4319.87 54.00 81.00	0.00 0.00 0.00 0.00	9827.70 4535.86 56.70 85.05	0.00 0.00 0.00 0.00	10319.08 4762.65 59.53 89.30	0.00 0.00 0.00 0.00	10835.02 5000.78 62.51 93.77	0.00 0.00 0.00 0.00	11376.78 5250.82 65.64 98.46	0.00 0.00 0.00 0.00	11945.61 5513.36 68.92 103.38	0.00 0.00 0.00 0.00	12542.90 5789.03 72.36 108.54	0.00 0.00 0.00 0.00
Electrician Apprentice	I.8980 IBEW 0314	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	7024.03 3241.86 40.52 60.78	7651.17 3531.31 44.14 66.21	8278.31 3820.76 47.76 71.64	8905.46 4110.21 51.38 77.07	9532.60 4399.66 55.00 82.50	10159.76 4689.12 58.61 87.92	10786.90 4978.57 62.23 93.35	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Electrician Apprentice	I.9980 IBEW 0314	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	7776.60 3589.20 44.87 67.31	8278.31 3820.76 47.76 71.64	8780.03 4052.32 50.65 75.98	9281.74 4283.88 53.55 80.33	9783.48 4515.45 56.44 84.66	10285.19 4747.01 59.34 89.01	10786.90 4978.57 62.23 93.35	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Emergency Management Administrator	Z.2689 Z-Group 0315	06/21/26	Police/Fire Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11067.01 5107.85 63.85 95.78	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14553.11 6716.82 83.96 125.94
Energy Services and Utility Rates Manager	M.1025 BMA 0978	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12758.98 5888.76 73.61 110.42	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	16778.08 7743.73 96.80 145.20
Energy Trader-Scheduler	M.2418 BMA 0675	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13912.56 6421.18 80.26 120.39	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18295.01 8443.85 105.55 158.33
Engineering Aide	B.1606 BCEA 0323	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6480.11 2990.82 37.39 56.09	6642.11 3065.59 38.32 57.48	6808.17 3142.23 39.28 58.92	6978.38 3220.79 40.26 60.39	7152.84 3301.31 41.27 61.91	7331.65 3383.84 42.30 63.45	7514.95 3468.44 43.36 65.04	7702.83 3555.15 44.44 66.66	7895.40 3644.03 45.55 68.33	8092.78 3735.13 46.69 70.04	8295.08 3828.50 47.86 71.79	8502.49 3924.22 49.05 73.58	8715.03 4022.32 50.28 75.42	8932.91 4122.88 51.54 77.31
Engineering Assistant-Traffic	B.1569 BCEA 0326	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7543.71 3481.71 43.52 65.28	7732.31 3568.76 44.61 66.92	7925.60 3657.97 45.72 68.58	8123.74 3749.42 46.87 70.31	8326.85 3843.16 48.04 72.06	8535.02 3939.24 49.24 73.86	8748.39 4037.72 50.47 75.71	8967.10 4138.66 51.73 77.60	9191.28 4242.13 53.03 79.55	9421.06 4348.18 54.35 81.53	9656.60 4456.89 55.71 83.57	9898.01 4568.31 57.10 85.65	10145.46 4682.52 58.53 87.80	10399.09 4799.58 59.99 89.99
Engineering Associate-Traffic	B.1904 BCEA 0328	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8771.77 4048.51 50.61 75.92	8991.08 4149.73 51.87 77.81	9215.85 4253.47 53.17 79.76	9446.26 4359.81 54.50 81.75	9682.40 4468.80 55.86 83.79	9924.46 4580.52 57.26 85.89	10172.57 4695.03 58.69 88.04	10426.89 4812.41 60.16 90.24	10687.56 4932.72 61.66 92.49	10954.75 5056.04 63.20 94.80	11228.62 5182.44 64.78 97.17	11509.33 5312.00 66.40 99.60	11797.07 5444.80 68.06 102.09	12091.99 5580.92 69.76 104.64
Engineering Technician	B.1758 BCEA 0324	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7543.71 3481.71 43.52 65.28	7732.31 3568.76 44.61 66.92	7925.60 3657.97 45.72 68.58	8123.74 3749.42 46.87 70.31	8326.85 3843.16 48.04 72.06	8535.02 3939.24 49.24 73.86	8748.39 4037.72 50.47 75.71	8967.10 4138.66 51.73 77.60	9191.28 4242.13 53.03 79.55	9421.06 4348.18 54.35 81.53	9656.60 4456.89 55.71 83.57	9898.01 4568.31 57.10 85.65	10145.46 4682.52 58.53 87.80	10399.09 4799.58 59.99 89.99
Environmental & Safety Manager	M.2201 BMA 0327	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12010.31 5543.22 69.29 103.94	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15793.57 7289.34 91.12 136.68

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Engineer	M.2004 BMA 0325	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11618.34 5362.31 67.03 100.55	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15278.12 7051.44 88.14 132.21
Environmental, Health, and Safety Coordinator	M.1786 BMA 0730	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8331.57 3845.34 48.07 72.11	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	10956.03 5056.63 63.21 94.82
Environmental, Health, and Safety Officer	M.1957 BMA 0735	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9885.14 4562.37 57.03 85.55	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12998.94 5999.51 74.99 112.49
Executive Assistant	Z.1485 Z-Group 0275	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6222.80 2872.06 35.90 53.85	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	8182.98 3776.76 47.21 70.82
Facilities Maintenance Manager	M.1940 BMA 0337	06/21/26	Fac/Grounds Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9285.08 4285.42 53.57 80.36	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12209.86 5635.32 70.44 105.66
Facility Attendant I	B.0435 BCEA 0338	06/21/26	Fac/Grounds Exempt 9410	40 HRLY 40 O.T.	18.35 27.53	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	18.35 27.53
Facility Attendant II	B.0685 BCEA 0339	06/21/26	Fac/Grounds Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	3315.35 1530.16 19.13 28.70	3398.22 1568.41 19.61 29.42	3483.18 1607.62 20.10 30.15	3570.26 1647.81 20.60 30.90	3659.52 1689.01 21.11 31.67	3751.00 1731.23 21.64 32.46	3844.77 1774.51 22.18 33.27	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Facility Technology Coordinator	B.1938 BCEA 0340	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9694.36 4474.32 55.93 83.90	9936.72 4586.18 57.33 86.00	10185.13 4700.83 58.76 88.14	10439.76 4818.35 60.23 90.35	10700.76 4938.81 61.74 92.61	10968.27 5062.28 63.28 94.92	11242.49 5188.84 64.86 97.29	11523.55 5318.56 66.48 99.72	11811.63 5451.52 68.14 102.21	12106.92 5587.81 69.85 104.78	12409.61 5727.51 71.59 107.39	12719.85 5870.70 73.38 110.07	13037.83 6017.46 75.22 112.83	13363.78 6167.90 77.10 115.65
Fiber Services Supervisor	B.1889 BCEA 0322	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9199.17 4245.77 53.07 79.61	9429.14 4351.91 54.40 81.60	9664.87 4460.71 55.76 83.64	9906.50 4572.23 57.15 85.73	10154.17 4686.54 58.58 87.87	10408.02 4803.70 60.05 90.08	10668.21 4923.79 61.55 92.33	10934.93 5046.89 63.09 94.64	11208.30 5173.06 64.66 96.99	11488.51 5302.39 66.28 99.42	11775.73 5434.95 67.94 101.91	12070.11 5570.82 69.64 104.46	12371.86 5710.09 71.38 107.07	12681.15 5852.84 73.16 109.74
Field Service Representative	B.1343 BCEA 0282	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5771.98 2663.99 33.30 49.95	5916.28 2730.59 34.13 51.20	6064.18 2798.85 34.99 52.49	6215.78 2868.82 35.86 53.79	6371.17 2940.54 36.76 55.14	6530.46 3014.06 37.68 56.52	6693.72 3089.41 38.62 57.93	6861.05 3166.64 39.58 59.37	7032.59 3245.81 40.57 60.86	7208.41 3326.96 41.59 62.39	7388.62 3410.13 42.63 63.95	7573.32 3495.38 43.69 65.54	7762.67 3582.77 44.78 67.17	7956.74 3672.34 45.90 68.85
Field Service Representative II	B.1230 BCEA 0281	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4845.77 2236.51 27.96 41.94	4966.91 2292.42 28.66 42.99	5091.08 2349.73 29.37 44.06	5218.37 2408.48 30.11 45.17	5348.83 2468.69 30.86 46.29	5482.53 2530.40 31.63 47.45	5619.60 2593.66 32.42 48.63	5760.11 2658.51 33.23 49.85	5904.10 2724.97 34.06 51.09	6051.70 2793.09 34.91 52.37	6202.99 2862.92 35.79 53.69	6358.06 2934.49 36.68 55.02	6517.03 3007.86 37.60 56.40	6679.94 3083.05 38.54 57.81
Financial Accounting Manager-BWP	M.2110 BMA 0345	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12758.98 5888.76 73.61 110.42	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	16778.08 7743.73 96.80 145.20

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Analyst (M)	M.1971 BMA 0343	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9480.68 4375.70 54.70 82.05	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12467.11 5754.05 71.93 107.90
Financial Analyst (Z)	Z.1444 Z-Group 0341	06/21/26	Financial Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9633.61 4446.28 55.58 83.37	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12668.20 5846.86 73.09 109.64
Financial Planning & Risk Manager	M.2245 BMA 0347	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14162.53 6536.55 81.71 122.57	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18623.71 8595.56 107.44 161.16
Financial Services Director	E.0082 Exec 0344	06/21/26	Financial Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	16977.09 7835.58 97.94 146.91	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	22324.88 10303.79 128.80 193.20
Financial Systems Manager	M.2080 BMA 0348	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12224.75 5642.19 70.53 105.80	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16075.54 7419.48 92.74 139.11
Fire Administrator	Z.2688 Z-Group 0358	06/21/26	Police/Fire Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12450.51 5746.39 71.83 107.75	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16372.42 7556.50 94.46 141.69
Fire Battalion Chief	Y.2356 BFFCOU 0346	06/21/26	Police/Fire Non Exempt 7706	Monthly Bi-Weekly 40 HRLY 40 O.T. 56 HRLY 56 O.T.	13966.66 6446.15 80.58 120.87 57.55 86.33	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 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	18366.14 8476.68 105.96 158.94 75.68 113.52
Fire Captain	F.2164 BFF 0349	06/21/26	Police/Fire Non Exempt 7706	Monthly Bi-Weekly 40 HRLY 40 O.T. 56 HRLY 56 O.T.	10243.57 4727.80 59.10 88.65 42.21 63.32	10499.65 4845.99 60.57 90.86 43.27 64.91	10762.14 4967.14 62.09 93.14 44.35 66.53	11031.19 5091.32 63.64 95.46 45.46 68.19	11306.99 5218.61 65.23 97.85 46.59 69.89	11589.65 5349.07 66.86 100.29 47.76 71.64	11879.40 5482.80 68.54 102.81 48.95 73.43	12176.39 5619.87 70.25 105.38 50.18 75.27	12480.78 5760.36 72.00 108.00 51.43 77.15	12792.80 5904.37 73.80 110.70 52.72 79.08	13112.62 6051.98 75.65 113.48 54.04 81.06	13440.44 6203.28 77.54 116.31 55.39 83.09	13776.47 6358.37 79.48 119.22 56.77 85.16	0.00 0.00 0.00 0.00 0.00 0.00
Fire Chief	E.0088 Exec 0352	06/21/26	Police/Fire Exempt 7706	Monthly Bi-Weekly 40 HRLY 40 O.T.	20976.84 9681.62 121.02 181.53	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	27584.55 12731.33 159.14 238.71
Fire Engineer	F.2003 BFF 0356	06/21/26	Police/Fire Non Exempt 7706	Monthly Bi-Weekly 40 HRLY 40 O.T. 56 HRLY 56 O.T.	8721.48 4025.30 50.32 75.48 35.94 53.91	8939.52 4125.93 51.57 77.36 36.84 55.26	9163.01 4229.08 52.86 79.29 37.76 56.64	9392.07 4334.80 54.19 81.29 38.70 58.05	9626.87 4443.17 55.54 83.31 39.67 59.51	9867.54 4554.25 56.93 85.40 40.66 60.99	10114.24 4668.11 58.35 87.53 41.68 62.52	10367.09 4784.81 59.81 89.72 42.72 64.08	10626.27 4904.43 61.31 91.97 43.79 65.69	10891.92 5027.04 62.84 94.26 44.88 67.32	11164.23 5152.72 64.41 96.62 46.01 69.02	11443.34 5281.54 66.02 99.03 47.16 70.74	11729.42 5413.58 67.67 101.51 48.34 72.51	0.00 0.00 0.00 0.00 0.00 0.00
Fire Equipment Mechanic	B.1422 BCEA 0350	06/21/26	Equipment Non Exempt 7706	Monthly Bi-Weekly 40 HRLY 40 O.T.	5701.61 2631.51 32.89 49.34	5844.15 2697.30 33.72 50.58	5990.25 2764.73 34.56 51.84	6140.01 2833.85 35.42 53.13	6293.52 2904.70 36.31 54.47	6450.84 2977.31 37.22 55.83	6612.13 3051.75 38.15 57.23	6777.42 3128.04 39.10 58.65	6946.85 3206.24 40.08 60.12	7120.53 3286.40 41.08 61.62	7298.55 3368.56 42.11 63.17	7481.00 3452.77 43.16 64.74	7668.03 3539.09 44.24 66.36	7859.74 3627.57 45.34 68.01
Fire Equipment Specialist	B.1572 BCEA 0351	06/21/26	Equipment Non Exempt 7706	Monthly Bi-Weekly 40 HRLY 40 O.T.	6653.14 3070.68 38.38 57.57	6819.48 3147.45 39.34 59.01	6989.97 3226.14 40.33 60.50	7164.71 3306.79 41.33 62.00	7343.83 3389.46 42.37 63.56	7527.43 3474.20 43.43 65.15	7715.61 3561.05 44.51 66.77	7908.51 3650.08 45.63 68.45	8106.22 3741.33 46.77 70.16	8308.86 3834.86 47.94 71.91	8516.58 3930.73 49.13 73.70	8729.50 4029.00 50.36 75.54	8947.75 4129.73 51.62 77.43	9171.44 4232.97 52.91 79.37

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Fighter	F.1840 BFF 0359	06/21/26	Police/Fire Non Exempt 7706	Monthly Bi-Weekly 40 HRLY 40 O.T. 56 HRLY 56 O.T.	7410.00 3420.00 42.75 64.13 30.54 45.81	7595.25 3505.50 43.82 65.73 31.30 46.95	7785.12 3593.13 44.91 67.37 32.08 48.12	7979.75 3682.96 46.04 69.06 32.88 49.32	8179.25 3775.04 47.19 70.79 33.71 50.57	8383.72 3869.41 48.37 72.56 34.55 51.83	8593.33 3966.15 49.58 74.37 35.41 53.12	8808.15 4065.30 50.82 76.23 36.30 54.45	9028.35 4166.93 52.09 78.14 37.20 55.80	9254.07 4271.11 53.39 80.09 38.13 57.20	9485.43 4377.89 54.72 82.08 39.09 58.64	9722.55 4487.33 56.09 84.14 40.07 60.11	9965.63 4599.52 57.49 86.24 41.07 61.61	0.00 0.00 0.00 0.00 0.00 0.00
Fire Fighter Recruit	U.1600 Unrep 0353	06/21/26	Police/Fire Exempt 7706	Monthly Bi-Weekly 40 HRLY 40 O.T.	6669.00 3078.00 38.48 57.72	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	6669.00 3078.00 38.48 57.72
Fire Inspector I	B.1671 BCEA 0371	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6235.41 2877.88 35.97 53.96	6391.30 2949.83 36.87 55.31	6551.07 3023.57 37.79 56.69	6714.85 3099.16 38.74 58.11	6882.72 3176.64 39.71 59.57	7054.80 3256.06 40.70 61.05	7231.16 3337.46 41.72 62.58	7411.93 3420.89 42.76 64.14	7597.24 3506.42 43.83 65.75	7787.17 3594.08 44.93 67.40	7981.85 3683.93 46.05 69.08	8181.40 3776.03 47.20 70.80	8385.93 3870.43 48.38 72.57	8595.58 3967.19 49.59 74.39
Fire Inspector II	B.1675 BCEA 0357	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7326.15 3381.30 42.27 63.41	7509.30 3465.83 43.32 64.98	7697.04 3552.48 44.41 66.62	7889.46 3641.29 45.52 68.28	8086.69 3732.32 46.65 69.98	8288.87 3825.63 47.82 71.73	8496.09 3921.27 49.02 73.53	8708.48 4019.30 50.24 75.36	8926.19 4119.78 51.50 77.25	9149.36 4222.78 52.78 79.17	9378.09 4328.35 54.10 81.15	9612.53 4436.55 55.46 83.19	9852.85 4547.47 56.84 85.26	10099.18 4661.16 58.26 87.39
Fire Marshal	Y.2456 BFFCOU 0354	06/21/26	Police/Fire Non Exempt 7706	Monthly Bi-Weekly 40 HRLY 40 O.T. 56 HRLY 56 O.T.	14030.08 6475.42 80.94 121.41 57.82 86.73	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	18449.54 8515.17 106.44 159.66 76.03 114.05
Fleet Maintenance Apprentice	B.1247 BCEA 0369	06/21/26	Equipment Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4791.54 2211.48 27.64 41.46	4911.31 2266.76 28.33 42.50	5034.10 2323.43 29.04 43.56	5159.96 2381.52 29.77 44.66	5288.96 2441.06 30.51 45.77	5421.17 2502.08 31.28 46.92	5556.72 2564.64 32.06 48.09	5695.63 2628.75 32.86 49.29	5838.02 2694.47 33.68 50.52	5983.97 2761.83 34.52 51.78	6133.57 2830.88 35.39 53.09	6286.91 2901.65 36.27 54.41	6444.08 2974.19 37.18 55.77	6605.19 3048.55 38.11 57.17
Fleet Maintenance Technician	B.1421 BCEA 0370	06/21/26	Equipment Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5701.61 2631.51 32.89 49.34	5844.15 2697.30 33.72 50.58	5990.25 2764.73 34.56 51.84	6140.01 2833.85 35.42 53.13	6293.52 2904.70 36.31 54.47	6450.84 2977.31 37.22 55.83	6612.13 3051.75 38.15 57.23	6777.42 3128.04 39.10 58.65	6946.85 3206.24 40.08 60.12	7120.53 3286.40 41.08 61.62	7298.55 3368.56 42.11 63.17	7481.00 3452.77 43.16 64.74	7668.03 3539.09 44.24 66.36	7859.74 3627.57 45.34 68.01
Fleet Manager-BWP	M.2001 BMA 0365	06/21/26	Equipment Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10621.15 4902.07 61.28 91.92	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13966.81 6446.22 80.58 120.87
Fleet Services Supervisor	M.1900 BMA 0361	06/21/26	Equipment Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9049.08 4176.50 52.21 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11899.53 5492.09 68.65 102.98
Fleet Superintendent	M.1983 BMA 0355	06/21/26	Fac/Grounds Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10621.15 4902.07 61.28 91.92	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13966.81 6446.22 80.58 120.87
Fleet Utility Worker	B.1082 BCEA 0368	06/21/26	Equipment Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4058.95 1873.36 23.42 35.13	4160.41 1920.19 24.00 36.00	4264.43 1968.20 24.60 36.90	4371.03 2017.40 25.22 37.83	4480.32 2067.84 25.85 38.78	4592.32 2119.53 26.49 39.74	4707.13 2172.52 27.16 40.74	4824.82 2226.84 27.84 41.76	4945.44 2282.51 28.53 42.80	5069.07 2339.57 29.24 43.86	5195.80 2398.06 29.98 44.97	5325.69 2458.01 30.73 46.10	5458.83 2519.46 31.49 47.24	5595.31 2582.45 32.28 48.42
Food Services Aide	B.0853 BCEA 0360	06/21/26	Recreation Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	3180.45 1467.90 18.35 27.53	3259.97 1504.60 18.81 28.22	3341.46 1542.21 19.28 28.92	3425.00 1580.77 19.76 29.64	3510.63 1620.29 20.25 30.38	3598.38 1660.79 20.76 31.14	3688.34 1702.31 21.28 31.92	3780.55 1744.87 21.81 32.72	3875.06 1788.49 22.36 33.54	3971.96 1833.21 22.92 34.38	4071.25 1879.04 23.49 35.24	4173.02 1926.01 24.08 36.12	4277.35 1974.16 24.68 37.02	4384.29 2023.52 25.29 37.94

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Food Services Supervisor	B.1333 BCEA 0362	06/21/26	Recreation Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4914.82 2268.38 28.35 42.53	5037.70 2325.09 29.06 43.59	5163.64 2383.22 29.79 44.69	5292.73 2442.80 30.54 45.81	5425.05 2503.87 31.30 46.95	5560.69 2566.47 32.08 48.12	5699.70 2630.63 32.88 49.32	5842.20 2696.40 33.71 50.57	5988.26 2763.81 34.55 51.83	6137.95 2832.90 35.41 53.12	6291.39 2903.72 36.30 54.45	6448.69 2976.32 37.20 55.80	6609.92 3050.73 38.13 57.20	6775.15 3126.99 39.09 58.64
Forensic Specialist	B.1537 BCEA 0366	06/21/26	Police/Fire Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6293.65 2904.76 36.31 54.47	6450.99 2977.38 37.22 55.83	6612.26 3051.81 38.15 57.23	6777.57 3128.11 39.10 58.65	6947.01 3206.31 40.08 60.12	7120.69 3286.47 41.08 61.62	7298.70 3368.63 42.11 63.17	7481.18 3452.85 43.16 64.74	7668.20 3539.17 44.24 66.36	7859.91 3627.65 45.35 68.03	8056.40 3718.34 46.48 69.72	8257.82 3811.30 47.64 71.46	8464.26 3906.58 48.83 73.25	8675.85 4004.24 50.05 75.08
Forensic Specialist Supervisor	B.1766 BCEA 0367	06/21/26	Police/Fire Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7913.17 3652.23 45.65 68.48	8111.00 3743.54 46.79 70.19	8313.76 3837.12 47.96 71.94	8521.61 3933.05 49.16 73.74	8734.66 4031.38 50.39 75.59	8953.01 4132.16 51.65 77.48	9176.85 4235.47 52.94 79.41	9406.26 4341.35 54.27 81.41	9641.43 4449.89 55.62 83.43	9882.45 4561.13 57.01 85.52	10129.51 4675.16 58.44 87.66	10382.75 4792.04 59.90 89.85	10642.32 4911.84 61.40 92.10	10908.39 5034.64 62.93 94.40
Forestry Services Supervisor	B.1579 BCEA 0967	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6996.10 3228.97 40.36 60.54	7171.00 3309.69 41.37 62.06	7350.27 3392.43 42.41 63.62	7534.04 3477.25 43.47 65.21	7722.39 3564.18 44.55 66.83	7915.44 3653.28 45.67 68.51	8113.32 3744.61 46.81 70.22	8316.17 3838.23 47.98 71.97	8524.06 3934.18 49.18 73.77	8737.17 4032.54 50.41 75.62	8955.59 4133.35 51.67 77.51	9179.50 4236.69 52.96 79.44	9408.97 4342.60 54.28 81.42	9644.20 4451.17 55.64 83.46
GIS Specialist	B.0384 BCEA 0029	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7881.47 3637.60 45.47 68.21	8078.50 3728.54 46.61 69.92	8280.46 3821.75 47.77 71.66	8487.48 3917.30 48.97 73.46	8699.67 4015.23 50.19 75.29	8917.16 4115.61 51.45 77.18	9140.08 4218.50 52.73 79.10	9368.58 4323.96 54.05 81.08	9602.80 4432.06 55.40 83.10	9842.89 4542.87 56.79 85.19	10088.95 4656.44 58.21 87.32	10341.18 4772.85 59.66 89.49	10599.70 4892.17 61.15 91.73	10864.69 5014.47 62.68 94.02
General Manager-Burbank Water & Power	E.0097 Exec 0372	06/21/26	Engineering Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	26653.88 12301.79 153.77 230.66	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	35049.86 16176.86 202.21 303.32
Grants Coordinator	M.1907 BMA 0389	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9411.44 4343.74 54.30 81.45	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12376.04 5712.02 71.40 107.10
Graphics Media Designer	B.1570 BCEA 0392	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7597.94 3506.74 43.83 65.75	7787.89 3594.41 44.93 67.40	7982.59 3684.27 46.05 69.08	8182.14 3776.37 47.20 70.80	8386.69 3870.78 48.38 72.57	8596.36 3967.55 49.59 74.39	8811.27 4066.74 50.83 76.25	9031.56 4168.41 52.11 78.17	9257.34 4272.62 53.41 80.12	9488.77 4379.43 54.74 82.11	9725.99 4488.92 56.11 84.17	9969.14 4601.14 57.51 86.27	10218.37 4716.17 58.95 88.43	10473.84 4834.08 60.43 90.65
Groundskeeper	B.1303 BCEA 0396	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4898.21 2260.71 28.26 42.39	5020.67 2317.23 28.97 43.46	5146.18 2375.16 29.69 44.54	5274.84 2434.54 30.43 45.65	5406.70 2495.40 31.19 46.79	5541.88 2557.79 31.97 47.96	5680.42 2621.73 32.77 49.16	5822.44 2687.28 33.59 50.39	5968.00 2754.46 34.43 51.65	6117.19 2823.32 35.29 52.94	6270.12 2893.90 36.17 54.26	6426.88 2966.25 37.08 55.62	6587.56 3040.41 38.01 57.02	6752.24 3116.42 38.96 58.44
Groundskeeper Helper	B.0918 BCEA 0397	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	3899.39 1799.72 22.50 33.75	3996.87 1844.71 23.06 34.59	4096.80 1890.83 23.64 35.46	4199.22 1938.10 24.23 36.35	4304.21 1986.56 24.83 37.25	4411.81 2036.22 25.45 38.18	4522.12 2087.13 26.09 39.14	4635.15 2139.30 26.74 40.11	4751.05 2192.79 27.41 41.12	4869.82 2247.61 28.10 42.15	4991.57 2303.80 28.80 43.20	5116.35 2361.39 29.52 44.28	5244.27 2420.43 30.26 45.39	5375.37 2480.94 31.01 46.52
Heavy Equipment Operator	B.1506 BCEA 0401	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5439.07 2510.34 31.38 47.07	5575.05 2573.10 32.16 48.24	5714.43 2637.43 32.97 49.46	5857.28 2703.36 33.79 50.69	6003.73 2770.95 34.64 51.96	6153.81 2840.22 35.50 53.25	6307.67 2911.23 36.39 54.59	6465.36 2984.01 37.30 55.95	6626.99 3058.61 38.23 57.35	6792.65 3135.07 39.19 58.79	6962.48 3213.45 40.17 60.26	7136.55 3293.79 41.17 61.76	7314.95 3376.13 42.20 63.30	7497.82 3460.53 43.26 64.89
Heavy Truck Driver	B.1279 BCEA 0406	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4525.89 2088.87 26.11 39.17	4639.03 2141.09 26.76 40.14	4755.01 2194.62 27.43 41.15	4873.90 2249.49 28.12 42.18	4995.73 2305.72 28.82 43.23	5120.64 2363.37 29.54 44.31	5248.64 2422.45 30.28 45.42	5379.86 2483.01 31.04 46.56	5514.36 2545.09 31.81 47.72	5652.21 2608.71 32.61 48.92	5793.52 2673.93 33.42 50.13	5938.36 2740.78 34.26 51.39	6086.82 2809.30 35.12 52.68	6238.98 2879.53 35.99 53.99

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Helicopter Mechanic	B.1626 BCEA 0402	06/21/26	Equipment Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6991.86 3227.01 40.34 60.51	7166.64 3307.68 41.35 62.03	7345.80 3390.37 42.38 63.57	7529.45 3475.13 43.44 65.16	7717.69 3562.01 44.53 66.80	7910.63 3651.06 45.64 68.46	8108.40 3742.34 46.78 70.17	8311.12 3835.90 47.95 71.93	8518.88 3931.79 49.15 73.73	8731.86 4030.09 50.38 75.57	8950.15 4130.84 51.64 77.46	9173.91 4234.11 52.93 79.40	9403.27 4339.97 54.25 81.38	9638.33 4448.46 55.61 83.42
Household Hazardous Waste Leadworker	B.0617 BCEA 0413	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6992.48 3227.30 40.34 60.51	7167.31 3307.99 41.35 62.03	7346.50 3390.69 42.38 63.57	7530.14 3475.45 43.44 65.16	7718.40 3562.34 44.53 66.80	7911.37 3651.40 45.64 68.46	8109.14 3742.68 46.78 70.17	8311.88 3836.25 47.95 71.93	8519.68 3932.16 49.15 73.73	8732.66 4030.46 50.38 75.57	8950.98 4131.22 51.64 77.46	9174.75 4234.50 52.93 79.40	9404.11 4340.36 54.25 81.38	9639.22 4448.87 55.61 83.42
Household Hazardous Waste Technician	B.0614 BCEA 0407	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4800.42 2215.58 27.69 41.54	4920.44 2270.97 28.39 42.59	5043.44 2327.74 29.10 43.65	5169.52 2385.93 29.82 44.73	5298.76 2445.58 30.57 45.86	5431.23 2506.72 31.33 47.00	5567.01 2569.39 32.12 48.18	5706.18 2633.62 32.92 49.38	5848.83 2699.46 33.74 50.61	5995.06 2766.95 34.59 51.89	6144.93 2836.12 35.45 53.18	6298.57 2907.03 36.34 54.51	6456.02 2979.70 37.25 55.88	6617.43 3054.20 38.18 57.27
Housing Assistant	B.1665 BCEA 0409	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6770.27 3124.74 39.06 58.59	6939.53 3202.86 40.04 60.06	7113.02 3282.93 41.04 61.56	7290.83 3365.00 42.06 63.09	7473.12 3449.13 43.11 64.67	7659.95 3535.36 44.19 66.29	7851.44 3623.74 45.30 67.95	8047.74 3714.34 46.43 69.65	8248.91 3807.19 47.59 71.39	8455.14 3902.37 48.78 73.17	8666.52 3999.93 50.00 75.00	8883.18 4099.93 51.25 76.88	9105.27 4202.43 52.53 78.80	9332.90 4307.49 53.84 80.76
Housing Authority Manager	M.2463 BMA 0412	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12316.33 5684.46 71.06 106.59	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16195.96 7475.06 93.44 140.16
Housing Development Manager	M.2087 BMA 0411	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10653.57 4917.03 61.46 92.19	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14009.45 6465.90 80.82 121.23
Housing Services Assistant	B.1427 BCEA 0408	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5336.89 2463.18 30.79 46.19	5470.31 2524.76 31.56 47.34	5607.07 2587.88 32.35 48.53	5747.24 2652.57 33.16 49.74	5890.93 2718.89 33.99 50.99	6038.20 2786.86 34.84 52.26	6189.15 2856.53 35.71 53.57	6343.89 2927.95 36.60 54.90	6502.47 3001.14 37.51 56.27	6665.04 3076.17 38.45 57.68	6831.67 3153.08 39.41 59.12	7002.45 3231.90 40.40 60.60	7177.52 3312.70 41.41 62.12	7356.96 3395.52 42.44 63.66
Housing Specialist	B.1888 BCEA 0410	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8452.45 3901.13 48.76 73.14	8663.74 3998.65 49.98 74.97	8880.34 4098.62 51.23 76.85	9102.36 4201.09 52.51 78.77	9329.91 4306.11 53.83 80.75	9563.17 4413.77 55.17 82.76	9802.24 4524.11 56.55 84.83	10047.29 4637.21 57.97 86.96	10298.47 4753.14 59.41 89.12	10555.94 4871.97 60.90 91.35	10819.84 4993.77 62.42 93.63	11090.34 5118.62 63.98 95.97	11367.59 5246.58 65.58 98.37	11651.79 5377.75 67.22 100.83
Human Resources Manager	Z.1933 Z-Group 0403	06/21/26	Rec/Gen Admin Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	10681.60 4929.97 61.62 92.43	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14046.31 6482.91 81.04 121.56
Human Resources Specialist	B.1367 BCEA 0521	06/21/26	Recreation Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5143.52 2373.93 29.67 44.51	5272.11 2433.28 30.42 45.63	5403.91 2494.11 31.18 46.77	5539.00 2556.46 31.96 47.94	5677.47 2620.37 32.75 49.13	5819.41 2685.88 33.57 50.36	5964.90 2753.03 34.41 51.62	6114.01 2821.85 35.27 52.91	6266.87 2892.40 36.16 54.24	6423.54 2964.71 37.06 55.59	6584.13 3038.83 37.99 56.99	6748.73 3114.80 38.94 58.41	6917.45 3192.67 39.91 59.87	7090.40 3272.49 40.91 61.37
Human Resources Technician I	B.1309 BCEA 0404	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4848.76 2237.89 27.97 41.96	4969.99 2293.84 28.67 43.01	5094.25 2351.19 29.39 44.09	5221.60 2409.97 30.12 45.18	5352.12 2470.21 30.88 46.32	5485.94 2531.97 31.65 47.48	5623.09 2595.27 32.44 48.66	5763.66 2660.15 33.25 49.88	5907.74 2726.65 34.08 51.12	6055.44 2794.82 34.94 52.41	6206.83 2864.69 35.81 53.72	6362.01 2936.31 36.70 55.05	6521.06 3009.72 37.62 56.43	6684.08 3084.96 38.56 57.84
Human Resources Technician II	B.1385 BCEA 0405	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5237.01 2417.08 30.21 45.32	5367.94 2477.51 30.97 46.46	5502.14 2539.45 31.74 47.61	5639.68 2602.93 32.54 48.81	5780.69 2668.01 33.35 50.03	5925.21 2734.71 34.18 51.27	6073.32 2803.07 35.04 52.56	6225.16 2873.15 35.91 53.87	6380.79 2944.98 36.81 55.22	6540.30 3018.60 37.73 56.60	6703.82 3094.07 38.68 58.02	6871.41 3171.42 39.64 59.46	7043.21 3250.71 40.63 60.95	7219.27 3331.97 41.65 62.48

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Security Analyst	M.2045 BMA 0421	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10926.50 5043.00 63.04 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14368.36 6631.55 82.89 124.34
Information Systems Analyst I	B.1465 BCEA 0426	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5651.27 2608.28 32.60 48.90	5792.56 2673.49 33.42 50.13	5937.36 2740.32 34.25 51.38	6085.80 2808.83 35.11 52.67	6237.94 2879.05 35.99 53.99	6393.90 2951.03 36.89 55.34	6553.73 3024.80 37.81 56.72	6717.58 3100.42 38.76 58.14	6885.52 3177.93 39.72 59.58	7057.66 3257.38 40.72 61.08	7234.11 3338.82 41.74 62.61	7414.96 3422.29 42.78 64.17	7600.32 3507.84 43.85 65.78	7790.34 3595.54 44.94 67.41
Information Systems Analyst II	M.1632 BMA 0427	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7386.62 3409.21 42.62 63.93	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9713.41 4483.11 56.04 84.06
Information Systems Analyst III	M.1854 BMA 0428	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9219.54 4255.17 53.19 79.79	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12123.67 5595.54 69.94 104.91
Information Systems Analyst IV	M.2043 BMA 0429	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10926.50 5043.00 63.04 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14368.36 6631.55 82.89 124.34
Information Technology Security Manager	M.1301 BMA 0431	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14863.31 6859.99 85.75 128.63	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19545.26 9020.89 112.76 169.14
Instrument Controls Supervisor	I.6029 IBEW 0425	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	12260.95 5658.90 70.74 106.11	0.00 0.00 0.00 0.00	12873.99 5941.84 74.27 111.41	0.00 0.00 0.00 0.00	13517.70 6238.94 77.99 116.99	0.00 0.00 0.00 0.00	14193.57 6550.88 81.89 122.84	0.00 0.00 0.00 0.00	14903.27 6878.43 85.98 128.97	0.00 0.00 0.00 0.00	15648.43 7222.35 90.28 135.42	0.00 0.00 0.00 0.00	16430.83 7583.46 94.79 142.19	0.00 0.00 0.00 0.00
Instrument Controls Technician	I.6005 IBEW 0424	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9968.27 4600.74 57.51 86.27	0.00 0.00 0.00 0.00	10466.69 4830.78 60.38 90.57	0.00 0.00 0.00 0.00	10990.03 5072.32 63.40 95.10	0.00 0.00 0.00 0.00	11539.54 5325.94 66.57 99.86	0.00 0.00 0.00 0.00	12116.50 5592.23 69.90 104.85	0.00 0.00 0.00 0.00	12722.34 5871.85 73.40 110.10	0.00 0.00 0.00 0.00	13358.45 6165.44 77.07 115.61	0.00 0.00 0.00 0.00
Intelligent Transportation Systems Specialist	B.1810 BCEA 0430	06/21/26	Streets/Refuse Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7576.25 3496.73 43.71 65.57	7765.64 3584.14 44.80 67.20	7959.79 3673.75 45.92 68.88	8158.78 3765.59 47.07 70.61	8362.75 3859.73 48.25 72.38	8571.81 3956.22 49.45 74.18	8786.12 4055.13 50.69 76.04	9005.77 4156.51 51.96 77.94	9230.91 4260.42 53.26 79.89	9461.68 4366.93 54.59 81.89	9698.22 4476.10 55.95 83.93	9940.69 4588.01 57.35 86.03	10189.21 4702.71 58.78 88.17	10443.94 4820.28 60.25 90.38
Intermediate Clerk	B.1026 BCEA 0423	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	3829.63 1767.52 22.09 33.14	3925.37 1811.71 22.65 33.98	4023.50 1857.00 23.21 34.82	4124.10 1903.43 23.79 35.69	4227.19 1951.01 24.39 36.59	4332.88 1999.79 25.00 37.50	4441.19 2049.78 25.62 38.43	4552.23 2101.03 26.26 39.39	4666.03 2153.55 26.92 40.38	4782.68 2207.39 27.59 41.39	4902.24 2262.57 28.28 42.42	5024.80 2319.14 28.99 43.49	5150.43 2377.12 29.71 44.57	5279.19 2436.55 30.46 45.69
Irrigation Specialist	B.1028 BCEA 0415	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4964.77 2291.43 28.64 42.96	5088.89 2348.72 29.36 44.04	5216.12 2407.44 30.09 45.14	5346.51 2467.62 30.85 46.28	5480.17 2529.31 31.62 47.43	5617.19 2592.55 32.41 48.62	5757.61 2657.36 33.22 49.83	5901.55 2723.79 34.05 51.08	6049.10 2791.89 34.90 52.35	6200.33 2861.69 35.77 53.66	6355.33 2933.23 36.67 55.01	6514.21 3006.56 37.58 56.37	6677.06 3081.72 38.52 57.78	6844.00 3158.77 39.48 59.22
Jail Manager	M.1962 BMA 0453	06/21/26	Police/Fire Non Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	10403.97 4801.83 60.02 90.03	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13681.20 6314.40 78.93 118.40

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Jailer	B.1304 BCEA 0433	06/21/26	Police/Fire Non Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	5197.14 2398.68 29.98 44.97	5327.08 2458.65 30.73 46.10	5460.24 2520.11 31.50 47.25	5596.74 2583.11 32.29 48.44	5736.66 2647.69 33.10 49.65	5880.10 2713.89 33.92 50.88	6027.08 2781.73 34.77 52.16	6177.77 2851.28 35.64 53.46	6332.21 2922.56 36.53 54.80	6490.51 2995.62 37.45 56.18	6652.77 3070.51 38.38 57.57	6819.09 3147.27 39.34 59.01	6989.58 3225.96 40.32 60.48	7164.32 3306.61 41.33 62.00
Junior Engineering Aide-BWP	B.1371 BCEA 0434	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5263.05 2429.10 30.36 45.54	5394.61 2489.82 31.12 46.68	5529.49 2552.07 31.90 47.85	5667.72 2615.87 32.70 49.05	5809.42 2681.27 33.52 50.28	5954.65 2748.30 34.35 51.53	6103.52 2817.01 35.21 52.82	6256.10 2887.43 36.09 54.14	6412.51 2959.62 37.00 55.50	6572.82 3033.61 37.92 56.88	6737.14 3109.45 38.87 58.31	6905.58 3187.19 39.84 59.76	7078.22 3266.87 40.84 61.26	7255.17 3348.54 41.86 62.79
Kennel Attendant	B.1149 BCEA 0460	06/21/26	Fac/Grounds Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4216.29 1945.98 24.32 36.48	4321.70 1994.63 24.93 37.40	4429.75 2044.50 25.56 38.34	4540.49 2095.61 26.20 39.30	4654.00 2148.00 26.85 40.28	4770.35 2201.70 27.52 41.28	4889.60 2256.74 28.21 42.32	5011.85 2313.16 28.91 43.37	5137.15 2370.99 29.64 44.46	5265.59 2430.27 30.38 45.57	5397.21 2491.02 31.14 46.71	5532.15 2553.30 31.92 47.88	5670.45 2617.13 32.71 49.07	5812.21 2682.56 33.53 50.30
Laborer	B.1051 BCEA 0468	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	3791.73 1750.03 21.88 32.82	3886.52 1793.78 22.42 33.63	3983.68 1838.62 22.98 34.47	4083.28 1884.59 23.56 35.34	4185.35 1931.70 24.15 36.23	4290.00 1980.00 24.75 37.13	4397.25 2029.50 25.37 38.06	4507.17 2080.23 26.00 39.00	4619.85 2132.24 26.65 39.98	4735.34 2185.54 27.32 40.98	4853.72 2240.18 28.00 42.00	4975.08 2296.19 28.70 43.05	5099.45 2353.59 29.42 44.13	5226.93 2412.43 30.16 45.24
Land Surveyor	M.2274 BMA 0469	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9723.22 4487.64 56.10 84.15	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12786.02 5901.24 73.77 110.66
Landfill Leadworker	B.1617 BCEA 0473	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6992.48 3227.30 40.34 60.51	7167.31 3307.99 41.35 62.03	7346.50 3390.69 42.38 63.57	7530.14 3475.45 43.44 65.16	7718.40 3562.34 44.53 66.80	7911.37 3651.40 45.64 68.46	8109.14 3742.68 46.78 70.17	8311.88 3836.25 47.95 71.93	8519.68 3932.16 49.15 73.73	8732.66 4030.46 50.38 75.57	8950.98 4131.22 51.64 77.46	9174.75 4234.50 52.93 79.40	9404.11 4340.36 54.25 81.38	9639.22 4448.87 55.61 83.42
Landfill Supervisor	M.1904 BMA 0474	06/21/26	Streets/Refuse Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9049.08 4176.50 52.21 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11899.53 5492.09 68.65 102.98
Landscape Services Supervisor	B.1580 BCEA 0478	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6996.10 3228.97 40.36 60.54	7171.00 3309.69 41.37 62.06	7350.27 3392.43 42.41 63.62	7534.04 3477.25 43.47 65.21	7722.39 3564.18 44.55 66.83	7915.44 3653.28 45.67 68.51	8113.32 3744.61 46.81 70.22	8316.17 3838.23 47.98 71.97	8524.06 3934.18 49.18 73.77	8737.17 4032.54 50.41 75.62	8955.59 4133.35 51.67 77.51	9179.50 4236.69 52.96 79.44	9408.97 4342.60 54.28 81.42	9644.20 4451.17 55.64 83.46
Landscape and Forestry Services Superintendent	Z.2132 Z-Group 0259	06/21/26	Fac/Grounds Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12213.00 5636.77 70.46 105.69	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16060.09 7412.35 92.65 138.98
Law Office Administrator	Z.1572 Z-Group 0479	06/21/26	Rec/Gen Admin Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	6426.12 2965.90 37.07 55.61	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	8450.35 3900.16 48.75 73.13
Lead Client Technology Specialist	M.1033 BMA 0450	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7754.93 3579.20 44.74 67.11	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	10197.72 4706.64 58.83 88.25
Lead Data Engineer	M.1313 BMA 0043	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11364.21 5245.02 65.56 98.34	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14943.96 6897.21 86.22 129.33

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Jailer	B.1017 BCEA 0037	06/21/26	Police/Fire Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5550.37 2561.71 32.02 48.03	5689.13 2625.75 32.82 49.23	5831.35 2691.39 33.64 50.46	5977.14 2758.68 34.48 51.72	6126.58 2827.65 35.35 53.03	6279.74 2898.34 36.23 54.35	6436.73 2970.80 37.14 55.71	6597.65 3045.07 38.06 57.09	6762.58 3121.19 39.01 58.52	6931.64 3199.22 39.99 59.99	7104.93 3279.20 40.99 61.49	7282.56 3361.18 42.01 63.02	7464.62 3445.21 43.07 64.61	7651.24 3531.34 44.14 66.21
Lead Network Engineer	M.1035 BMA 0552	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10289.41 4748.96 59.36 89.04	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13530.57 6244.88 78.06 117.09
Lead Systems Engineer	M.1082 BMA 0082	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10435.86 4816.55 60.21 90.32	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13723.17 6333.77 79.17 118.76
Lead Technology Product Manager	M.1318 BMA 0046	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10257.74 4734.34 59.18 88.77	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13488.93 6225.66 77.82 116.73
Legal Assistant	B.1031 BCEA 0024	06/21/26	Legal Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5820.01 2686.16 33.58 50.37	5965.53 2753.32 34.42 51.63	6114.66 2822.15 35.28 52.92	6267.52 2892.70 36.16 54.24	6424.21 2965.02 37.06 55.59	6584.83 3039.15 37.99 56.99	6749.45 3115.13 38.94 58.41	6918.17 3193.00 39.91 59.87	7091.13 3272.83 40.91 61.37	7268.41 3354.65 41.93 62.90	7450.13 3438.52 42.98 64.47	7636.37 3524.48 44.06 66.09	7827.28 3612.59 45.16 67.74	8022.97 3702.91 46.29 69.44
Legal Secretarial Clerk	B.1266 BCEA 0481	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4602.00 2124.00 26.55 39.83	4717.05 2177.10 27.21 40.82	4834.98 2231.53 27.89 41.84	4955.86 2287.32 28.59 42.89	5079.75 2344.50 29.31 43.97	5206.74 2403.11 30.04 45.06	5336.91 2463.19 30.79 46.19	5470.34 2524.77 31.56 47.34	5607.10 2587.89 32.35 48.53	5747.28 2652.59 33.16 49.74	5890.95 2718.90 33.99 50.99	6038.24 2786.88 34.84 52.26	6189.19 2856.55 35.71 53.57	6343.91 2927.96 36.60 54.90
Legal Secretary	B.1365 BCEA 0480	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5080.03 2344.63 29.31 43.97	5207.02 2403.24 30.04 45.06	5337.19 2463.32 30.79 46.19	5470.64 2524.91 31.56 47.34	5607.40 2588.03 32.35 48.53	5747.58 2652.73 33.16 49.74	5891.28 2719.05 33.99 50.99	6038.54 2787.02 34.84 52.26	6189.52 2856.70 35.71 53.57	6344.26 2928.12 36.60 54.90	6502.86 3001.32 37.52 56.28	6665.43 3076.35 38.45 57.68	6832.06 3153.26 39.42 59.13	7002.86 3232.09 40.40 60.60
Legislative Analyst	M.1938 BMA 0483	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9239.01 4264.16 53.30 79.95	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12149.30 5607.37 70.09 105.14
Liability Claims Coordinator	M.1629 BMA 0485	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7071.76 3263.89 40.80 61.20	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9299.38 4292.02 53.65 80.48
Librarian	B.1490 BCEA 0486	06/21/26	Library Non Exempt 8838	Monthly Bi-Weekly 40 HRLY 40 O.T.	5927.55 2735.79 34.20 51.30	6075.75 2804.19 35.05 52.58	6227.63 2874.29 35.93 53.90	6383.33 2946.15 36.83 55.25	6542.90 3019.80 37.75 56.63	6706.48 3095.30 38.69 58.04	6874.14 3172.68 39.66 59.49	7046.00 3252.00 40.65 60.98	7222.15 3333.30 41.67 62.51	7402.70 3416.63 42.71 64.07	7587.75 3502.04 43.78 65.67	7777.45 3589.59 44.87 67.31	7971.88 3679.33 45.99 68.99	8171.19 3771.32 47.14 70.71
Library Assistant	B.1290 BCEA 0488	06/21/26	Library Non Exempt 8838	Monthly Bi-Weekly 40 HRLY 40 O.T.	4853.79 2240.21 28.00 42.00	4975.12 2296.21 28.70 43.05	5099.51 2353.62 29.42 44.13	5227.00 2412.46 30.16 45.24	5357.67 2472.77 30.91 46.37	5491.61 2534.59 31.68 47.52	5628.89 2597.95 32.47 48.71	5769.62 2662.90 33.29 49.94	5913.87 2729.48 34.12 51.18	6061.71 2797.71 34.97 52.46	6213.26 2867.66 35.85 53.78	6368.59 2939.35 36.74 55.11	6527.80 3012.83 37.66 56.49	6690.99 3088.15 38.60 57.90
Library Associate	B.1029 BCEA 0489	06/21/26	Rec/Gen Admin Non Exempt 8838	Monthly Bi-Weekly 40 HRLY 40 O.T.	4045.08 1866.96 23.34 35.01	4146.20 1913.63 23.92 35.88	4249.85 1961.47 24.52 36.78	4356.11 2010.51 25.13 37.70	4465.00 2060.77 25.76 38.64	4576.63 2112.29 26.40 39.60	4691.05 2165.10 27.06 40.59	4808.33 2219.23 27.74 41.61	4928.54 2274.71 28.43 42.65	5051.76 2331.58 29.14 43.71	5178.03 2389.86 29.87 44.81	5307.49 2449.61 30.62 45.93	5440.18 2510.85 31.39 47.09	5576.18 2573.62 32.17 48.26

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Division Manager	M.1691 BMA 0929	06/21/26	Library Non Exempt 8838	Monthly Bi-Weekly 40 HRLY 40 O.T.	8827.87 4074.40 50.93 76.40	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11608.63 5357.83 66.97 100.46
Library Monitor	B.0875 BCEA 0490	06/21/26	Safety/Inspection Exempt 8838	Monthly Bi-Weekly 40 HRLY 40 O.T.	3469.35 1601.24 20.02 30.03	3556.09 1641.27 20.52 30.78	3645.01 1682.31 21.03 31.55	3736.11 1724.36 21.55 32.33	3829.52 1767.47 22.09 33.14	3925.26 1811.66 22.65 33.98	4023.39 1856.95 23.21 34.82	4123.97 1903.37 23.79 35.69	4227.08 1950.96 24.39 36.59	4332.75 1999.73 25.00 37.50	4441.08 2049.73 25.62 38.43	4552.10 2100.97 26.26 39.39	4665.90 2153.49 26.92 40.38	4782.55 2207.33 27.59 41.39
Library Operations Supervisor	B.0682 BCEA 0494	06/21/26	Library Non Exempt 8838	Monthly Bi-Weekly 40 HRLY 40 O.T.	5390.67 2488.00 31.10 46.65	5525.43 2550.20 31.88 47.82	5663.56 2613.95 32.67 49.01	5805.15 2679.30 33.49 50.24	5950.27 2746.28 34.33 51.50	6099.04 2814.94 35.19 52.79	6251.51 2885.31 36.07 54.11	6407.81 2957.45 36.97 55.46	6567.99 3031.38 37.89 56.84	6732.20 3107.17 38.84 58.26	6900.49 3184.84 39.81 59.72	7073.02 3264.47 40.81 61.22	7249.84 3346.08 41.83 62.75	7431.08 3429.73 42.87 64.31
Library Page/PT	B.0681 BCEA 0493	06/21/26	Rec/Gen Admin Non Exempt 8838	Monthly Bi-Weekly 40 HRLY 40 O.T.	3348.15 1545.30 19.32 28.98	3431.85 1583.93 19.80 29.70	3517.65 1623.53 20.29 30.44	3605.59 1664.12 20.80 31.20	3695.73 1705.72 21.32 31.98	3788.11 1748.36 21.85 32.78	3882.82 1792.07 22.40 33.60	3979.89 1836.87 22.96 34.44	4079.38 1882.79 23.53 35.30	4181.36 1929.86 24.12 36.18	4285.91 1978.11 24.73 37.10	4393.05 2027.56 25.34 38.01	4502.88 2078.25 25.98 38.97	4615.46 2130.21 26.63 39.95
Library Section Manager	M.1038 BMA 0487	06/02/26	Library Non Exempt 8838	Monthly Bi-Weekly 40 HRLY 40 O.T.	8156.61 3764.59 47.06 70.59	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	10725.93 4950.43 61.88 92.82
Library Services Director	E.0074 Exec 0491	06/21/26	Library Exempt 8838	Monthly Bi-Weekly 40 HRLY 40 O.T.	15573.05 7187.56 89.84 134.76	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	20478.55 9451.64 118.15 177.23
Lifeguard	B.0704 BCEA 0507	06/21/26	Recreation Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	3691.29 1703.67 21.30 31.95	3783.59 1746.27 21.83 32.75	3878.16 1789.92 22.37 33.56	3975.12 1834.67 22.93 34.40	4074.50 1880.54 23.51 35.27	4176.36 1927.55 24.09 36.14	4280.77 1975.74 24.70 37.05	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Lifeguard-Instructor	B.0753 BCEA 0508	06/21/26	Recreation Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4060.59 1874.12 23.43 35.15	4162.10 1920.97 24.01 36.02	4266.17 1969.00 24.61 36.92	4372.81 2018.22 25.23 37.85	4482.14 2068.68 25.86 38.79	4594.20 2120.40 26.51 39.77	4709.06 2173.41 27.17 40.76	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Line Mechanic	I.6006 IBEW 0515	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	10741.51 4957.62 61.97 92.96	0.00 0.00 0.00 0.00	11278.61 5205.51 65.07 97.61	0.00 0.00 0.00 0.00	11842.52 5465.78 68.32 102.48	0.00 0.00 0.00 0.00	12434.65 5739.07 71.74 107.61	0.00 0.00 0.00 0.00	13056.38 6026.02 75.33 113.00	0.00 0.00 0.00 0.00	13709.22 6327.33 79.09 118.64	0.00 0.00 0.00 0.00	14394.66 6643.69 83.05 124.58	0.00 0.00 0.00 0.00
Line Mechanic Apprentice	I.8990 IBEW 0516	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	8061.02 3720.47 46.51 69.77	8780.74 4052.65 50.66 75.99	9500.49 4384.84 54.81 82.22	10220.21 4717.02 58.96 88.44	10939.96 5049.21 63.12 94.68	11659.68 5381.39 67.27 100.91	12379.40 5713.57 71.42 107.13	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	0.00 0.00 0.00 0.00
Line Mechanic Apprentice	I.9990 IBEW 0516	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9500.49 4384.84 54.81 82.22	10076.26 4650.58 58.13 87.20	10652.05 4916.33 61.45 92.18	11227.84 5182.08 64.78 97.17	11803.63 5447.83 68.10 102.15	12379.40 5713.57 71.42 107.13	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Line Mechanic Apprentice-G	I.8994 IBEW 0518	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	8544.62 3943.67 49.30 73.95	9307.52 4295.78 53.70 80.55	10070.45 4647.90 58.10 87.15	10833.36 5000.01 62.50 93.75	11596.28 5352.13 66.90 100.35	12359.19 5704.24 71.30 106.95	13122.09 6056.35 75.70 113.55	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00

CITY OF BURBANK
Salary Listing by Title As of August 11, 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-G	I.9994 IBEW 0518	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	10070.45 4647.90 58.10 87.15	10680.78 4929.59 61.62 92.43	11291.11 5211.28 65.14 97.71	11901.44 5492.97 68.66 102.99	12511.76 5774.66 72.18 108.27	13122.09 6056.35 75.70 113.55	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Line Mechanic Supervisor	I.6007 IBEW 0517	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	13212.38 6098.02 76.23 114.35	0.00 0.00 0.00 0.00	13872.99 6402.92 80.04 120.06	0.00 0.00 0.00 0.00	14566.65 6723.07 84.04 126.06	0.00 0.00 0.00 0.00	15294.98 7059.22 88.24 132.36	0.00 0.00 0.00 0.00	16059.72 7412.18 92.65 138.98	0.00 0.00 0.00 0.00	16862.71 7782.79 97.28 145.92	0.00 0.00 0.00 0.00	17705.85 8171.93 102.15 153.23	0.00 0.00 0.00 0.00
Line Mechanic Supervisor-G	I.6107 IBEW 0519	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	14005.10 6463.89 80.80 121.20	0.00 0.00 0.00 0.00	14705.36 6787.09 84.84 127.26	0.00 0.00 0.00 0.00	15440.62 7126.44 89.08 133.62	0.00 0.00 0.00 0.00	16212.65 7482.76 93.53 140.30	0.00 0.00 0.00 0.00	17023.28 7856.90 98.21 147.32	0.00 0.00 0.00 0.00	17874.46 8249.75 103.12 154.68	0.00 0.00 0.00 0.00	18768.17 8662.23 108.28 162.42	0.00 0.00 0.00 0.00
Line Mechanic-G	I.6106 IBEW 0513	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	11385.94 5255.05 65.69 98.54	0.00 0.00 0.00 0.00	11955.23 5517.80 68.97 103.46	0.00 0.00 0.00 0.00	12553.00 5793.69 72.42 108.63	0.00 0.00 0.00 0.00	13180.66 6083.38 76.04 114.06	0.00 0.00 0.00 0.00	13839.69 6387.55 79.84 119.76	0.00 0.00 0.00 0.00	14531.66 6706.92 83.84 125.76	0.00 0.00 0.00 0.00	15258.25 7042.27 88.03 132.05	0.00 0.00 0.00 0.00
Litigation Paralegal	Z.1912 Z-Group 0520	06/21/26	Legal Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8748.50 4037.77 50.47 75.71	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11504.29 5309.67 66.37 99.56
Locker Room Attendant	B.0434 BCEA 0523	06/21/26	Recreation Exempt 9410	40 HRLY 40 O.T.	20.85 31.28	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	20.85 31.28
Mail Room Assistant	B.0383 BCEA 0524	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	3393.50 1566.23 19.58 29.37	3478.32 1605.38 20.07 30.11	3565.29 1645.52 20.57 30.86	3654.43 1686.66 21.08 31.62	3745.78 1728.82 21.61 32.42	3839.42 1772.04 22.15 33.23	3935.40 1816.34 22.70 34.05	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Management Intern (M)	M.1022 BMA 0527	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	3914.32 1806.61 22.58 33.87	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	5147.33 2375.69 29.70 44.55
Management Secretary	Z.1432 Z-Group 0528	06/21/26	Rec/Gen Admin Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5884.30 2715.83 33.95 50.93	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	7737.86 3571.32 44.64 66.96
Management Services Director	E.0078 Exec 0529	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	16363.27 7552.28 94.40 141.60	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	21517.71 9931.25 124.14 186.21
Manager Communication Systems	M.2120 BMA 0537	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14421.55 6656.10 83.20 124.80	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18964.36 8752.78 109.41 164.12
Manager Customer Service Operations	M.2027 BMA 0540	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11525.63 5319.52 66.49 99.74	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15156.22 6995.18 87.44 131.16

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Electrical Distribution	M.2347 BMA 0541	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	17045.19 7867.01 98.34 147.51	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	22414.43 10345.12 129.31 193.97
Manager Electrical Distribution-G	M.2400 BMA 0530	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	18067.38 8338.79 104.23 156.35	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	23758.61 10965.51 137.07 205.61
Manager Electrical Equipment	M.2219 BMA 0538	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	15196.05 7013.56 87.67 131.51	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19982.80 9222.83 115.29 172.94
Manager Energy Control Center	M.2225 BMA 0542	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	18233.04 8415.25 105.19 157.79	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	23976.46 11066.06 138.33 207.50
Manager Security Systems	M.1023 BMA 0545	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14863.62 6860.13 85.75 128.63	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19545.65 9021.07 112.76 169.14
Manager Technology	M.1024 BMA 0546	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14863.31 6859.99 85.75 128.63	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19545.26 9020.89 112.76 169.14
Manager Telecommunications	M.2268 BMA 0532	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13482.45 6222.67 77.78 116.67	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17729.42 8182.81 102.29 153.44
Manager Transmission & Distribution Engineering	M.2461 BMA 0531	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	16013.81 7390.99 92.39 138.59	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	21058.16 9719.15 121.49 182.24
Manager Water Engineering-Planning	M.2372 BMA 0533	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	15207.81 7018.99 87.74 131.61	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19998.27 9229.97 115.37 173.06
Manager Water Production-Operations	M.2203 BMA 0536	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14797.53 6829.63 85.37 128.06	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19458.75 8980.96 112.26 168.39
Marketing Associate	M.2155 BMA 0543	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10576.78 4881.59 61.02 91.53	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13908.46 6419.29 80.24 120.36
Marketing Manager	M.2226 BMA 0245	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11925.01 5503.85 68.80 103.20	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15681.38 7237.56 90.47 135.71

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Metal Worker	B.1714 BCEA 0544	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6960.94 3212.74 40.16 60.24	7134.96 3293.06 41.16 61.74	7313.35 3375.39 42.19 63.29	7496.17 3459.77 43.25 64.88	7683.59 3546.27 44.33 66.50	7875.66 3634.92 45.44 68.16	8072.55 3725.79 46.57 69.86	8274.37 3818.94 47.74 71.61	8481.22 3914.41 48.93 73.40	8693.25 4012.27 50.15 75.23	8910.59 4112.58 51.41 77.12	9133.35 4215.39 52.69 79.04	9361.69 4320.78 54.01 81.02	9595.73 4428.80 55.36 83.04
Motor Sweeper Operator	B.1425 BCEA 0560	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5313.56 2452.41 30.66 45.99	5446.39 2513.72 31.42 47.13	5582.55 2576.56 32.21 48.32	5722.10 2640.97 33.01 49.52	5865.17 2707.00 33.84 50.76	6011.79 2774.67 34.68 52.02	6162.09 2844.04 35.55 53.33	6316.14 2915.14 36.44 54.66	6474.04 2988.02 37.35 56.03	6635.89 3062.72 38.28 57.42	6801.80 3139.29 39.24 58.86	6971.84 3217.77 40.22 60.33	7146.12 3298.21 41.23 61.85	7324.79 3380.67 42.26 63.39
Municipal Records Clerk	B.1360 BCEA 0561	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5229.97 2413.83 30.17 45.26	5360.70 2474.17 30.93 46.40	5494.73 2536.03 31.70 47.55	5632.10 2599.43 32.49 48.74	5772.89 2664.41 33.31 49.97	5917.21 2731.02 34.14 51.21	6065.15 2799.30 34.99 52.49	6216.77 2869.28 35.87 53.81	6372.19 2941.01 36.76 55.14	6531.50 3014.54 37.68 56.52	6694.78 3089.90 38.62 57.93	6862.16 3167.15 39.59 59.39	7033.72 3246.33 40.58 60.87	7209.54 3327.48 41.59 62.39
Network Engineer	M.1034 BMA 0551	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8947.32 4129.53 51.62 77.43	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11765.72 5430.33 67.88 101.82
Network Support Analyst I	B.1416 BCEA 0554	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5643.13 2604.52 32.56 48.84	5784.20 2669.63 33.37 50.06	5928.80 2736.37 34.20 51.30	6077.02 2804.78 35.06 52.59	6228.95 2874.90 35.94 53.91	6384.69 2946.78 36.83 55.25	6544.29 3020.44 37.76 56.64	6707.91 3095.96 38.70 58.05	6875.59 3173.35 39.67 59.51	7047.50 3252.69 40.66 60.99	7223.69 3334.01 41.68 62.52	7404.28 3417.36 42.72 64.08	7589.38 3502.79 43.78 65.67	7779.11 3590.36 44.88 67.32
Network Support Analyst II	M.1579 BMA 0555	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7386.60 3409.20 42.62 63.93	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9713.38 4483.10 56.04 84.06
Network Support Analyst III	M.1799 BMA 0556	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9219.54 4255.17 53.19 79.79	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12123.67 5595.54 69.94 104.91
Network Support Analyst IV	M.1923 BMA 0557	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10926.50 5043.00 63.04 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14368.34 6631.54 82.89 124.34
Offset Press Operator	B.1220 BCEA 0571	06/21/26	Rec/Gen Admin Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4316.39 1992.18 24.90 37.35	4424.31 2041.99 25.52 38.28	4534.92 2093.04 26.16 39.24	4648.28 2145.36 26.82 40.23	4764.50 2199.00 27.49 41.24	4883.60 2253.97 28.17 42.26	5005.69 2310.32 28.88 43.32	5130.84 2368.08 29.60 44.40	5259.11 2427.28 30.34 45.51	5390.60 2487.97 31.10 46.65	5525.35 2550.16 31.88 47.82	5663.49 2613.92 32.67 49.01	5805.09 2679.27 33.49 50.24	5950.21 2746.25 34.33 51.50
Operating Systems Analyst I	M.1614 BMA 0576	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6978.25 3220.73 40.26 60.39	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9176.40 4235.26 52.94 79.41
Operating Systems Analyst II	M.1745 BMA 0577	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7953.53 3670.86 45.89 68.84	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	10458.89 4827.18 60.34 90.51
Operating Systems Analyst III	M.1881 BMA 0578	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8933.75 4123.27 51.54 77.31	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11747.88 5422.10 67.78 101.67

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Painter	B.1460 BCEA 0575	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5394.81 2489.91 31.12 46.68	5529.68 2552.16 31.90 47.85	5667.91 2615.96 32.70 49.05	5809.61 2681.36 33.52 50.28	5954.87 2748.40 34.36 51.54	6103.74 2817.11 35.21 52.82	6256.32 2887.53 36.09 54.14	6412.73 2959.72 37.00 55.50	6573.06 3033.72 37.92 56.88	6737.38 3109.56 38.87 58.31	6905.82 3187.30 39.84 59.76	7078.46 3266.98 40.84 61.26	7255.43 3348.66 41.86 62.79	7436.80 3432.37 42.90 64.35
Painter Leadworker	B.1539 BCEA 0580	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6019.76 2778.35 34.73 52.10	6170.26 2847.81 35.60 53.40	6324.52 2919.01 36.49 54.74	6482.62 2991.98 37.40 56.10	6644.69 3066.78 38.33 57.50	6810.81 3143.45 39.29 58.94	6981.09 3222.04 40.28 60.42	7155.61 3302.59 41.28 61.92	7334.49 3385.15 42.31 63.47	7517.86 3469.78 43.37 65.06	7705.79 3556.52 44.46 66.69	7898.45 3645.44 45.57 68.36	8095.90 3736.57 46.71 70.07	8298.31 3829.99 47.87 71.81
Parking Analyst	M.1714 BMA 0588	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7713.05 3559.87 44.50 66.75	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	10142.67 4681.23 58.52 87.78
Parking Control Officer	B.1231 BCEA 0591	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4525.11 2088.51 26.11 39.17	4638.23 2140.72 26.76 40.14	4754.19 2194.24 27.43 41.15	4873.03 2249.09 28.11 42.17	4994.86 2305.32 28.82 43.23	5119.75 2362.96 29.54 44.31	5247.73 2422.03 30.28 45.42	5378.92 2482.58 31.03 46.55	5513.39 2544.64 31.81 47.72	5651.23 2608.26 32.60 48.90	5792.52 2673.47 33.42 50.13	5937.32 2740.30 34.25 51.38	6085.76 2808.81 35.11 52.67	6237.90 2879.03 35.99 53.99
Parking Control Supervisor	B.1380 BCEA 0590	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5395.00 2490.00 31.13 46.70	5529.88 2552.25 31.90 47.85	5668.13 2616.06 32.70 49.05	5809.83 2681.46 33.52 50.28	5955.08 2748.50 34.36 51.54	6103.96 2817.21 35.22 52.83	6256.55 2887.64 36.10 54.15	6412.97 2959.83 37.00 55.50	6573.28 3033.82 37.92 56.88	6737.62 3109.67 38.87 58.31	6906.06 3187.41 39.84 59.76	7078.72 3267.10 40.84 61.26	7255.67 3348.77 41.86 62.79	7437.06 3432.49 42.91 64.37
Parking Permit Technician	B.0618 BCEA 0592	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5504.48 2540.53 31.76 47.64	5642.09 2604.04 32.55 48.83	5783.16 2669.15 33.36 50.04	5927.72 2735.87 34.20 51.30	6075.92 2804.27 35.05 52.58	6227.82 2874.38 35.93 53.90	6383.52 2946.24 36.83 55.25	6543.10 3019.89 37.75 56.63	6706.68 3095.39 38.69 58.04	6874.34 3172.77 39.66 59.49	7046.20 3252.09 40.65 60.98	7222.37 3333.40 41.67 62.51	7402.92 3416.73 42.71 64.07	7587.99 3502.15 43.78 65.67
Parking Services Manager	M.1715 BMA 0593	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10867.05 5015.56 62.69 94.04	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14290.16 6595.46 82.44 123.66
Parks and Recreation Director	E.0080 Exec 0598	06/21/26	Recreation Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	17363.91 8014.11 100.18 150.27	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	22933.53 10538.55 131.73 197.60
Payroll Technician I	B.1308 BCEA 0602	06/21/26	Financial Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4968.41 2293.11 28.66 42.99	5092.62 2350.44 29.38 44.07	5219.93 2409.20 30.12 45.18	5350.43 2469.43 30.87 46.31	5484.20 2531.17 31.64 47.46	5621.31 2594.45 32.43 48.65	5761.84 2659.31 33.24 49.86	5905.88 2725.79 34.07 51.11	6053.54 2793.94 34.92 52.38	6204.86 2863.78 35.80 53.70	6359.99 2935.38 36.69 55.04	6518.98 3008.76 37.61 56.42	6681.96 3083.98 38.55 57.83	6849.01 3161.08 39.51 59.27
Payroll Technician II	B.1363 BCEA 0603	06/21/26	Financial Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5238.91 2417.96 30.22 45.33	5369.89 2478.41 30.98 46.47	5504.14 2540.37 31.75 47.63	5641.74 2603.88 32.55 48.83	5782.79 2668.98 33.36 50.04	5927.35 2735.70 34.20 51.30	6075.53 2804.09 35.05 52.58	6227.43 2874.20 35.93 53.90	6383.11 2946.05 36.83 55.25	6542.68 3019.70 37.75 56.63	6706.27 3095.20 38.69 58.04	6873.90 3172.57 39.66 59.49	7045.76 3251.89 40.65 60.98	7221.91 3333.19 41.66 62.49
Permit Coordinator	M.1488 BMA 0604	06/21/26	Safety/Inspection Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	6363.41 2936.96 36.71 55.07	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	8367.88 3862.10 48.28 72.42
Permit Technician	B.1428 BCEA 0605	06/21/26	Safety/Inspection Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5504.48 2540.53 31.76 47.64	5642.09 2604.04 32.55 48.83	5783.16 2669.15 33.36 50.04	5927.72 2735.87 34.20 51.30	6075.92 2804.27 35.05 52.58	6227.82 2874.38 35.93 53.90	6383.52 2946.24 36.83 55.25	6543.10 3019.89 37.75 56.63	6706.68 3095.39 38.69 58.04	6874.34 3172.77 39.66 59.49	7046.20 3252.09 40.65 60.98	7222.37 3333.40 41.67 62.51	7402.92 3416.73 42.71 64.07	7587.99 3502.15 43.78 65.67

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Pipefitter	B.1630 BCEA 0614	06/21/26	Utilities Non Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	7375.07 3403.88 42.55 63.83	7559.46 3488.98 43.61 65.42	7748.43 3576.20 44.70 67.05	7942.16 3665.61 45.82 68.73	8140.71 3757.25 46.97 70.46	8344.22 3851.18 48.14 72.21	8552.83 3947.46 49.34 74.01	8766.64 4046.14 50.58 75.87	8985.82 4147.30 51.84 77.76	9210.46 4250.98 53.14 79.71	9440.71 4357.25 54.47 81.71	9676.72 4466.18 55.83 83.75	9918.65 4577.84 57.22 85.83	10166.63 4692.29 58.65 87.98
Pipefitter Apprentice	B.7999 BCEA 0613	06/21/26	Utilities Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	6608.31 3049.99 38.12 57.18	7116.63 3284.60 41.06 61.59	7624.96 3519.21 43.99 65.99	8133.30 3753.83 46.92 70.38	8641.62 3988.44 49.86 74.79	9149.96 4223.06 52.79 79.19	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Pipefitter-Operator	B.1703 BCEA 0616	06/21/26	Utilities Non Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	7964.82 3676.07 45.95 68.93	8163.94 3767.97 47.10 70.65	8368.04 3862.17 48.28 72.42	8577.25 3958.73 49.48 74.22	8791.66 4057.69 50.72 76.08	9011.47 4159.14 51.99 77.99	9236.74 4263.11 53.29 79.94	9467.66 4369.69 54.62 81.93	9704.35 4478.93 55.99 83.99	9946.97 4590.91 57.39 86.09	10195.64 4705.68 58.82 88.23	10450.53 4823.32 60.29 90.44	10711.81 4943.91 61.80 92.70	10979.58 5067.50 63.34 95.01
Plan Check Engineer	M.1752 BMA 0617	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8337.77 3848.20 48.10 72.15	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	10964.16 5060.38 63.25 94.88
Plan Check Manager	M.1753 BMA 0618	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11673.13 5387.60 67.35 101.03	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15350.16 7084.69 88.56 132.84
Planning Manager	M.2150 BMA 0265	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12935.56 5970.26 74.63 111.95	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17010.26 7850.89 98.14 147.21
Planning Technician	B.0619 BCEA 0619	06/21/26	Safety/Inspection Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5287.06 2440.18 30.50 45.75	5419.25 2501.19 31.26 46.89	5554.73 2563.72 32.05 48.08	5693.59 2627.81 32.85 49.28	5835.92 2693.50 33.67 50.51	5981.82 2760.84 34.51 51.77	6131.36 2829.86 35.37 53.06	6284.66 2900.61 36.26 54.39	6441.76 2973.12 37.16 55.74	6602.81 3047.45 38.09 57.14	6767.89 3123.64 39.05 58.58	6937.08 3201.73 40.02 60.03	7110.50 3281.77 41.02 61.53	7288.28 3363.82 42.05 63.08
Police Administrator	Z.2209 Z-Group 0638	06/21/26	Police/Fire Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13569.70 6262.94 78.29 117.44	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17844.15 8235.76 102.95 154.43
Police Cadet	B.0936 BCEA 0639	06/21/26	Police/Fire Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	3529.87 1629.17 20.36 30.54	3618.12 1669.90 20.87 31.31	3708.55 1711.64 21.40 32.10	3801.29 1754.44 21.93 32.90	3896.32 1798.30 22.48 33.72	3993.71 1843.25 23.04 34.56	4093.57 1889.34 23.62 35.43	4195.90 1936.57 24.21 36.32	4300.79 1984.98 24.81 37.22	4408.32 2034.61 25.43 38.15	4518.52 2085.47 26.07 39.11	4631.49 2137.61 26.72 40.08	4747.28 2191.05 27.39 41.09	4865.97 2245.83 28.07 42.11
Police Captain	Z.2388 Z-Group 0641	06/21/26	Police/Fire Non Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	17396.93 8029.35 100.37 150.56	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	22876.95 10558.59 131.98 197.97
Police Chief	E.0092 Exec 0644	06/21/26	Police/Fire Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	21498.04 9922.17 124.03 186.05	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	28269.91 13047.65 163.10 244.65
Police Communications Manager	M.1021 BMA 0036	06/21/26	Police/Fire Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	10480.04 4836.94 60.46 90.69	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13781.26 6360.58 79.51 119.27

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Lieutenant	P.2164 BPOA 0648	06/21/26	Police/Fire Non Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	13357.87 6165.17 77.06 115.59	13691.82 6319.30 78.99 118.49	14034.13 6477.29 80.97 121.46	14384.98 6639.22 82.99 124.49	14744.60 6805.20 85.07 127.61	15113.22 6975.33 87.19 130.79	15491.04 7149.71 89.37 134.06	15878.31 7328.45 91.61 137.42	16275.29 7511.67 93.90 140.85	16682.16 7699.46 96.24 144.36	17099.20 7891.94 98.65 147.98	17526.69 8089.24 101.12 151.68	17964.85 8291.47 103.64 155.46	0.00 0.00 0.00 0.00
Police Officer	P.1761 BPOA 0651	06/21/26	Police/Fire Non Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	9104.81 4202.22 52.53 78.80	9332.42 4307.27 53.84 80.76	9565.75 4414.96 55.19 82.79	9804.88 4525.33 56.57 84.86	10050.00 4638.46 57.98 86.97	10301.24 4754.42 59.43 89.15	10558.77 4873.28 60.92 91.38	10822.76 4995.12 62.44 93.66	11093.31 5119.99 64.00 96.00	11370.65 5247.99 65.60 98.40	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Police Officer - Detective Assignment	P.1893 BPOA 0637	06/21/26	Police/Fire Non Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	9424.63 4349.83 54.37 81.56	9660.26 4458.58 55.73 83.60	9901.75 4570.04 57.13 85.70	10149.30 4684.29 58.55 87.83	10403.03 4801.40 60.02 90.03	10663.10 4921.43 61.52 92.28	10929.69 5044.47 63.06 94.59	11202.92 5170.58 64.63 96.95	11483.01 5299.85 66.25 99.38	11770.07 5432.34 67.90 101.85	12064.33 5568.15 69.60 104.40	12365.95 5707.36 71.34 107.01	12675.09 5850.04 73.13 109.70	0.00 0.00 0.00 0.00
Police Records Manager	M.2002 BMA 0649	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	10506.97 4849.37 60.62 90.93	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13816.68 6376.93 79.71 119.57
Police Records Technician	B.1281 BCEA 0652	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4981.77 2299.28 28.74 43.11	5106.31 2356.76 29.46 44.19	5233.97 2415.68 30.20 45.30	5364.82 2476.07 30.95 46.43	5498.94 2537.97 31.72 47.58	5636.41 2601.42 32.52 48.78	5777.33 2666.46 33.33 50.00	5921.76 2733.12 34.16 51.24	6069.81 2801.45 35.02 52.53	6221.54 2871.48 35.89 53.84	6377.09 2943.27 36.79 55.19	6536.51 3016.85 37.71 56.57	6699.92 3092.27 38.65 57.98	6867.42 3169.58 39.62 59.43
Police Records Technician Supervisor	B.1480 BCEA 0650	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	6077.50 2805.00 35.06 52.59	6229.45 2875.13 35.94 53.91	6385.19 2947.01 36.84 55.26	6544.81 3020.68 37.76 56.64	6708.43 3096.20 38.70 58.05	6876.13 3173.60 39.67 59.51	7048.04 3252.94 40.66 60.99	7224.25 3334.27 41.68 62.52	7404.84 3417.62 42.72 64.08	7589.96 3503.06 43.79 65.69	7779.72 3590.64 44.88 67.32	7974.22 3680.41 46.01 69.02	8173.58 3772.42 47.16 70.74	8377.92 3866.73 48.33 72.50
Police Recruit	U.1400 Unrep 0653	06/21/26	Police/Fire Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	8194.33 3782.00 47.28 70.92	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	8194.33 3782.00 47.28 70.92
Police Sergeant	P.2008 BPOA 0654	06/21/26	Police/Fire Non Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	10949.60 5053.66 63.17 94.76	11223.33 5180.00 64.75 97.13	11503.92 5309.50 66.37 99.56	11791.52 5442.24 68.03 102.05	12086.30 5578.29 69.73 104.60	12388.46 5717.75 71.47 107.21	12698.18 5860.70 73.26 109.89	13015.62 6007.21 75.09 112.64	13341.01 6157.39 76.97 115.46	13674.55 6311.33 78.89 118.34	14016.41 6469.11 80.86 121.29	14366.82 6630.84 82.89 124.34	14725.99 6796.61 84.96 127.44	0.00 0.00 0.00 0.00
Police Technician	B.1189 BCEA 0646	06/21/26	Police/Fire Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4544.43 2097.43 26.22 39.33	4658.05 2149.87 26.87 40.31	4774.49 2203.61 27.55 41.33	4893.85 2258.70 28.23 42.35	5016.20 2315.17 28.94 43.41	5141.61 2373.05 29.66 44.49	5270.16 2432.38 30.40 45.60	5401.91 2493.19 31.16 46.74	5536.96 2555.52 31.94 47.91	5675.37 2619.40 32.74 49.11	5817.26 2684.89 33.56 50.34	5962.69 2752.01 34.40 51.60	6111.76 2820.81 35.26 52.89	6264.55 2891.33 36.14 54.21
Power Plant Maintenance Supervisor	I.6008 IBEW 0656	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9548.37 4406.94 55.09 82.64	0.00 0.00 0.00 0.00	10025.77 4627.28 57.84 86.76	0.00 0.00 0.00 0.00	10527.08 4858.65 60.73 91.10	0.00 0.00 0.00 0.00	11053.42 5101.58 63.77 95.66	0.00 0.00 0.00 0.00	11606.10 5356.66 66.96 100.44	0.00 0.00 0.00 0.00	12186.40 5624.49 70.31 105.47	0.00 0.00 0.00 0.00	12795.73 5905.72 73.82 110.73	0.00 0.00 0.00 0.00
Power Plant Maintenance Trainee	I.8993 IBEW 0659	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	5825.95 2688.90 33.61 50.42	0.00 0.00 0.00 0.00	6866.30 3169.06 39.61 59.42	0.00 0.00 0.00 0.00	7906.67 3649.23 45.62 68.43	0.00 0.00 0.00 0.00	8426.84 3889.31 48.62 72.93	0.00 0.00 0.00 0.00	8426.84 3889.31 48.62 72.93	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
Power Plant Maintenance Trainee	I.9993 IBEW 0659	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	6866.30 3169.06 39.61 59.42	0.00 0.00 0.00 0.00	7490.51 3457.16 43.21 64.82	0.00 0.00 0.00 0.00	8322.80 3841.29 48.02 72.03	0.00 0.00 0.00 0.00	8322.80 3841.29 48.02 72.03	0.00 0.00 0.00 0.00	8322.80 3841.29 48.02 72.03	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Mechanic	I.6011 IBEW 0658	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	7763.25 3583.04 44.79 67.19	0.00 0.00 0.00 0.00	8151.41 3762.19 47.03 70.55	0.00 0.00 0.00 0.00	8558.98 3950.30 49.38 74.07	0.00 0.00 0.00 0.00	8986.92 4147.81 51.85 77.78	0.00 0.00 0.00 0.00	9436.27 4355.20 54.44 81.66	0.00 0.00 0.00 0.00	9908.08 4572.96 57.16 85.74	0.00 0.00 0.00 0.00	10403.49 4801.61 60.02 90.03	0.00 0.00 0.00 0.00
Power Plant Operator	I.6012 IBEW 0660	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	8155.53 3764.09 47.05 70.58	0.00 0.00 0.00 0.00	8563.32 3952.30 49.40 74.10	0.00 0.00 0.00 0.00	8991.47 4149.91 51.87 77.81	0.00 0.00 0.00 0.00	9441.06 4357.41 54.47 81.71	0.00 0.00 0.00 0.00	9913.11 4575.28 57.19 85.79	0.00 0.00 0.00 0.00	10408.75 4804.04 60.05 90.08	0.00 0.00 0.00 0.00	10929.21 5044.25 63.05 94.58	0.00 0.00 0.00 0.00
Power Plant Operator Trainee	I.8991 IBEW 0665	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	6120.36 2824.78 35.31 52.97	0.00 0.00 0.00 0.00	7213.27 3329.20 41.62 62.43	0.00 0.00 0.00 0.00	8306.20 3833.63 47.92 71.88	0.00 0.00 0.00 0.00	9399.11 4338.05 54.23 81.35	0.00 0.00 0.00 0.00	9399.11 4338.05 54.23 81.35	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Power Plant Operator Trainee	I.9991 IBEW 0665	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	7213.27 3329.20 41.62 62.43	0.00 0.00 0.00 0.00	8743.37 4035.40 50.44 75.66	0.00 0.00 0.00 0.00	9508.40 4388.49 54.86 82.29	0.00 0.00 0.00 0.00	9508.40 4388.49 54.86 82.29	0.00 0.00 0.00 0.00	9508.40 4388.49 54.86 82.29	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Power Plant Shift Supervisor	I.6009 IBEW 0655	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	10169.71 4693.71 58.67 88.01	0.00 0.00 0.00 0.00	10678.18 4928.39 61.60 92.40	0.00 0.00 0.00 0.00	11212.09 5174.81 64.69 97.04	0.00 0.00 0.00 0.00	11772.69 5433.55 67.92 101.88	0.00 0.00 0.00 0.00	12361.33 5705.23 71.32 106.98	0.00 0.00 0.00 0.00	12979.40 5990.49 74.88 112.32	0.00 0.00 0.00 0.00	13628.36 6290.01 78.63 117.95	0.00 0.00 0.00 0.00
Power Production Engineer	M.2265 BMA 0669	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13350.72 6161.87 77.02 115.53	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17556.20 8102.86 101.29 151.94
Power Production Manager	M.2224 BMA 0662	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	17874.46 8249.75 103.12 154.68	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	23504.93 10848.43 135.61 203.42
Power Resources Manager	M.2199 BMA 0663	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	16361.82 7551.61 94.40 141.60	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	21515.80 9930.37 124.13 186.20
Power Resources Planning Associate I	B.1190 BCEA 0059	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8001.65 3693.07 46.16 69.24	8201.68 3785.39 47.32 70.98	8406.73 3880.03 48.50 72.75	8616.90 3977.03 49.71 74.57	8832.31 4076.45 50.96 76.44	9053.14 4178.37 52.23 78.35	9279.44 4282.82 53.54 80.31	9511.43 4389.89 54.87 82.31	9749.22 4499.64 56.25 84.38	9992.95 4612.13 57.65 86.48	10242.79 4727.44 59.09 88.64	10498.84 4845.62 60.57 90.86	10761.31 4966.76 62.08 93.12	11030.35 5090.93 63.64 95.46
Power Resources Planning Associate II	B.1191 BCEA 0060	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9304.25 4294.27 53.68 80.52	9536.87 4401.63 55.02 82.53	9775.29 4511.67 56.40 84.60	10019.66 4624.46 57.81 86.72	10270.15 4740.07 59.25 88.88	10526.92 4858.58 60.73 91.10	10790.09 4980.04 62.25 93.38	11059.84 5104.54 63.81 95.72	11336.33 5232.15 65.40 98.10	11619.75 5362.96 67.04 100.56	11910.23 5497.03 68.71 103.07	12208.00 5634.46 70.43 105.65	12513.19 5775.32 72.19 108.29	12826.02 5919.70 74.00 111.00
Power Supply Scheduler	B.1911 BCEA 0612	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9411.20 4343.63 54.30 81.45	9646.48 4452.22 55.65 83.48	9887.65 4563.53 57.04 85.56	10134.84 4677.62 58.47 87.71	10388.21 4794.56 59.93 89.90	10647.91 4914.42 61.43 92.15	10914.11 5037.28 62.97 94.46	11186.98 5163.22 64.54 96.81	11466.65 5292.30 66.15 99.23	11753.30 5424.60 67.81 101.72	12047.14 5560.22 69.50 104.25	12348.31 5699.22 71.24 106.86	12657.02 5841.70 73.02 109.53	12973.46 5987.75 74.85 112.28
Power System Operator	I.6027 IBEW 0664	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	12265.85 5661.16 70.76 106.14	0.00 0.00 0.00 0.00	12879.14 5944.22 74.30 111.45	0.00 0.00 0.00 0.00	13523.10 6241.43 78.02 117.03	0.00 0.00 0.00 0.00	14199.25 6553.50 81.92 122.88	0.00 0.00 0.00 0.00	14909.22 6881.18 86.01 129.02	0.00 0.00 0.00 0.00	15654.69 7225.24 90.32 135.48	0.00 0.00 0.00 0.00	16437.42 7586.50 94.83 142.25	0.00 0.00 0.00 0.00

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 System Operator Supervisor	I.5026 IBEW 0670	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	15087.00 6963.23 87.04 130.56	0.00 0.00 0.00 0.00	15841.37 7311.40 91.39 137.09	0.00 0.00 0.00 0.00	16633.44 7676.97 95.96 143.94	0.00 0.00 0.00 0.00	17465.09 8060.81 100.76 151.14	0.00 0.00 0.00 0.00	18338.34 8463.85 105.80 158.70	0.00 0.00 0.00 0.00	19255.28 8887.05 111.09 166.64	0.00 0.00 0.00 0.00	20218.03 9331.40 116.64 174.96	0.00 0.00 0.00 0.00
Power System Operator Trainee	I.5025 IBEW 0920	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9204.95 4248.44 53.11 79.67	0.00 0.00 0.00 0.00	10848.70 5007.09 62.59 93.89	0.00 0.00 0.00 0.00	12492.44 5765.74 72.07 108.11	0.00 0.00 0.00 0.00	13478.68 6220.93 77.76 116.64	0.00 0.00 0.00 0.00	14300.54 6600.25 82.50 123.75	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Power System Operator Trainee	I.6025 IBEW 0920	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	11670.56 5386.41 67.33 101.00	0.00 0.00 0.00 0.00	12328.05 5689.87 71.12 106.68	0.00 0.00 0.00 0.00	12821.19 5917.47 73.97 110.96	0.00 0.00 0.00 0.00	13478.68 6220.93 77.76 116.64	0.00 0.00 0.00 0.00	14300.54 6600.25 82.50 123.75	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Principal Accountant	M.1899 BMA 0668	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9561.96 4413.21 55.17 82.76	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12573.97 5803.37 72.54 108.81
Principal Civil Engineer (M)	M.2272 BMA 0679	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13825.46 6380.98 79.76 119.64	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	18180.48 8390.99 104.89 157.34
Principal Civil Engineer (Z)	Z.2310 Z-Group 0678	06/21/26	Engineering Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13825.46 6380.98 79.76 119.64	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	18180.48 8390.99 104.89 157.34
Principal Civil Engineer-BWP	M.2271 BMA 0680	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13825.26 6380.89 79.76 119.64	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	18180.22 8390.87 104.89 157.34
Principal Clerk	B.1361 BCEA 0667	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5603.00 2586.00 32.33 48.50	5743.08 2650.65 33.13 49.70	5886.66 2716.92 33.96 50.94	6033.82 2784.84 34.81 52.22	6184.66 2854.46 35.68 53.52	6339.28 2925.82 36.57 54.86	6497.77 2998.97 37.49 56.24	6660.20 3073.94 38.42 57.63	6826.71 3150.79 39.38 59.07	6997.38 3229.56 40.37 60.56	7172.32 3310.30 41.38 62.07	7351.63 3393.06 42.41 63.62	7535.41 3477.88 43.47 65.21	7723.80 3564.83 44.56 66.84
Principal Client Technology Specialist	M.1032 BMA 0687	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8990.00 4149.23 51.87 77.81	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11821.85 5456.24 68.20 102.30
Principal Communications Network Engineer	M.1027 BMA 0050	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13482.45 6222.67 77.78 116.67	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17729.42 8182.81 102.29 153.44
Principal Data Engineer	M.1314 BMA 0044	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12923.11 5964.51 74.56 111.84	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16993.88 7843.33 98.04 147.06
Principal Electrical Engineer	M.2200 BMA 0790	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13344.83 6159.15 76.99 115.49	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17548.44 8099.28 101.24 151.86

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Engineer-Traffic	M.2273 BMA 0685	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13825.26 6380.89 79.76 119.64	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	18180.22 8390.87 104.89 157.34
Principal Engineering Technician	M.1302 BMA 0791	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10408.97 4804.14 60.05 90.08	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	13687.79 6317.44 78.97 118.46
Principal GIS Specialist	M.1991 BMA 0040	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10108.84 4665.62 58.32 87.48	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	13293.13 6135.29 76.69 115.04
Principal Network Engineer	M.1036 BMA 0553	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11832.82 5461.30 68.27 102.41	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15560.16 7181.61 89.77 134.66
Principal Plan Check Engineer	M.1986 BMA 0683	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10861.65 5013.07 62.66 93.99	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	14283.08 6592.19 82.40 123.60
Principal Planner	M.2031 BMA 0676	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10682.73 4930.49 61.63 92.45	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14047.80 6483.60 81.05 121.58
Principal Power Engineer	M.2221 BMA 0672	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13344.83 6159.15 76.99 115.49	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17548.44 8099.28 101.24 151.86
Principal Power Resources Planner	M.1316 BMA 0062	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13634.83 6293.00 78.66 117.99	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	17929.80 8275.29 103.44 155.16
Principal Power System Operator	M.2195 BMA 0681	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	15764.95 7276.13 90.95 136.43	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	20730.91 9568.11 119.60 179.40
Principal Systems Engineer	M.1083 BMA 0083	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12196.41 5629.11 70.36 105.54	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16038.27 7402.28 92.53 138.80
Principal Technology Product Manager	M.1319 BMA 0047	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12156.95 5610.90 70.14 105.21	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15986.38 7378.33 92.23 138.35
Principal Transportation Planner	M.1029 BMA 0016	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10682.73 4930.49 61.63 92.45	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14047.80 6483.60 81.05 121.58

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Utility Accounting Analyst	M.1972 BMA 0682	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9480.68 4375.70 54.70 82.05	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12467.11 5754.05 71.93 107.90
Principal Utility Business Systems Analyst	M.1019 BMA 0686	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10760.34 4966.31 62.08 93.12	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14149.85 6530.70 81.63 122.45
Program Specialist	B.1370 BCEA 0684	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4886.27 2255.20 28.19 42.29	5008.42 2311.58 28.89 43.34	5133.64 2369.37 29.62 44.43	5261.97 2428.60 30.36 45.54	5393.53 2489.32 31.12 46.68	5528.36 2551.55 31.89 47.84	5666.57 2615.34 32.69 49.04	5808.23 2680.72 33.51 50.27	5953.44 2747.74 34.35 51.53	6102.27 2816.43 35.21 52.82	6254.84 2886.85 36.09 54.14	6411.21 2959.02 36.99 55.49	6571.48 3032.99 37.91 56.87	6735.78 3108.82 38.86 58.29
Property and Evidence Technician	B.1020 BCEA 0039	06/21/26	Police/Fire Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4887.89 2255.95 28.20 42.30	5010.09 2312.35 28.90 43.35	5135.33 2370.15 29.63 44.45	5263.72 2429.41 30.37 45.56	5395.30 2490.14 31.13 46.70	5530.20 2552.40 31.91 47.87	5668.46 2616.21 32.70 49.05	5810.16 2681.61 33.52 50.28	5955.41 2748.65 34.36 51.54	6104.30 2817.37 35.22 52.83	6256.90 2887.80 36.10 54.15	6413.33 2960.00 37.00 55.50	6573.67 3034.00 37.93 56.90	6738.01 3109.85 38.87 58.31
Public Information Specialist	M.1717 BMA 0697	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8663.42 3998.50 49.98 74.97	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11392.40 5258.03 65.73 98.60
Public Safety Facility Technician	B.1482 BCEA 0645	06/21/26	Fac/Grounds Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5709.19 2635.01 32.94 49.41	5851.93 2700.89 33.76 50.64	5998.22 2768.41 34.61 51.92	6148.18 2837.62 35.47 53.21	6301.88 2908.56 36.36 54.54	6459.42 2981.27 37.27 55.91	6620.92 3055.81 38.20 57.30	6786.43 3132.20 39.15 58.73	6956.11 3210.51 40.13 60.20	7130.00 3290.77 41.13 61.70	7308.25 3373.04 42.16 63.24	7490.95 3457.36 43.22 64.83	7678.23 3543.80 44.30 66.45	7870.18 3632.39 45.40 68.10
Public Works Director	E.0084 Exec 0695	06/21/26	Engineering Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	17784.91 8208.42 102.61 153.92	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	23387.15 10794.07 134.93 202.40
Public Works Journeyman	B.1418 BCEA 0698	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5416.86 2500.09 31.25 46.88	5552.28 2562.59 32.03 48.05	5691.08 2626.65 32.83 49.25	5833.36 2692.32 33.65 50.48	5979.20 2759.63 34.50 51.75	6128.68 2828.62 35.36 53.04	6281.88 2899.33 36.24 54.36	6438.94 2971.82 37.15 55.73	6599.91 3046.11 38.08 57.12	6764.92 3122.27 39.03 58.55	6934.03 3200.32 40.00 60.00	7107.38 3280.33 41.00 61.50	7285.07 3362.34 42.03 63.05	7467.20 3446.40 43.08 64.62
Public Works Supervisor	M.1903 BMA 0703	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	9049.08 4176.50 52.21 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11899.53 5492.09 68.65 102.98
Purchasing Manager	M.2061 BMA 0701	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11894.37 5489.71 68.62 102.93	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15641.10 7218.97 90.24 135.36
Purchasing Manager	Z.1934 Z-Group 0704	06/21/26	Financial Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11894.37 5489.71 68.62 102.93	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15641.10 7218.97 90.24 135.36
Rangemaster	B.1489 BCEA 0710	06/21/26	Police/Fire Non Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	6321.23 2917.49 36.47 54.71	6479.27 2990.43 37.38 56.07	6641.25 3065.19 38.31 57.47	6807.28 3141.82 39.27 58.91	6977.47 3220.37 40.25 60.38	7151.91 3300.88 41.26 61.89	7330.70 3383.40 42.29 63.44	7513.96 3467.98 43.35 65.03	7701.81 3554.68 44.43 66.65	7894.36 3643.55 45.54 68.31	8091.72 3734.64 46.68 70.02	8294.02 3828.01 47.85 71.78	8501.37 3923.71 49.05 73.58	8713.90 4021.80 50.27 75.41

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Real Estate and Project Manager	M.2464 BMA 0702	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10334.68 4769.85 59.62 89.43	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13590.09 6272.35 78.40 117.60
Records Manager (M)	M.1756 BMA 0709	06/21/26	Rec/Gen Admin Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	7435.46 3431.75 42.90 64.35	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9777.63 4512.75 56.41 84.62
Records Manager (Z)	Z.1795 Z-Group 0708	06/21/26	Rec/Gen Admin Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	9398.42 4337.73 54.22 81.33	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12358.93 5704.12 71.30 106.95
Records Technician	B.1030 BCEA 0025	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5229.97 2413.83 30.17 45.26	5360.70 2474.17 30.93 46.40	5494.73 2536.03 31.70 47.55	5632.10 2599.43 32.49 48.74	5772.89 2664.41 33.31 49.97	5917.21 2731.02 34.14 51.21	6065.15 2799.30 34.99 52.49	6216.77 2869.28 35.87 53.81	6372.19 2941.01 36.76 55.14	6531.50 3014.54 37.68 56.52	6694.78 3089.90 38.62 57.93	6862.16 3167.15 39.59 59.39	7033.72 3246.33 40.58 60.87	7209.54 3327.48 41.59 62.39
Recreation Coordinator	B.1445 BCEA 0720	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5273.28 2433.82 30.42 45.63	5405.10 2494.66 31.18 46.77	5540.23 2557.03 31.96 47.94	5678.75 2620.96 32.76 49.14	5820.71 2686.48 33.58 50.37	5966.22 2753.64 34.42 51.63	6115.37 2822.48 35.28 52.92	6268.25 2893.04 36.16 54.24	6424.97 2965.37 37.07 55.61	6585.61 3039.51 37.99 56.99	6750.23 3115.49 38.94 58.41	6918.99 3193.38 39.92 59.88	7091.96 3273.21 40.92 61.38	7269.28 3355.05 41.94 62.91
Recreation Leader	B.1124 BCEA 0712	06/21/26	Recreation Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	3689.60 1702.89 21.29 31.94	3781.85 1745.47 21.82 32.73	3876.38 1789.10 22.36 33.54	3973.30 1833.83 22.92 34.38	4072.64 1879.68 23.50 35.25	4174.45 1926.67 24.08 36.12	4278.82 1974.84 24.69 37.04	4385.79 2024.21 25.30 37.95	4495.42 2074.81 25.94 38.91	4607.81 2126.68 26.58 39.87	4723.01 2179.85 27.25 40.88	4841.07 2234.34 27.93 41.90	4962.10 2290.20 28.63 42.95	5086.16 2347.46 29.34 44.01
Recreation Services Manager	M.1816 BMA 0715	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9738.82 4494.84 56.19 84.29	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12806.56 5910.72 73.88 110.82
Recreation Supervisor	B.1571 BCEA 0721	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6996.86 3229.32 40.37 60.56	7171.78 3310.05 41.38 62.07	7351.07 3392.80 42.41 63.62	7534.84 3477.62 43.47 65.21	7723.21 3564.56 44.56 66.84	7916.29 3653.67 45.67 68.51	8114.21 3745.02 46.81 70.22	8317.05 3838.64 47.98 71.97	8524.99 3934.61 49.18 73.77	8738.10 4032.97 50.41 75.62	8956.57 4133.80 51.67 77.51	9180.47 4237.14 52.96 79.44	9409.99 4343.07 54.29 81.44	9645.24 4451.65 55.65 83.48
Recycling Coordinator	M.1928 BMA 0718	06/21/26	Streets/Refuse Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9529.76 4398.35 54.98 82.47	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12531.61 5783.82 72.30 108.45
Recycling Specialist	M.1774 BMA 0719	06/21/26	Streets/Refuse Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7310.36 3374.01 42.18 63.27	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9613.11 4436.82 55.46 83.19
Redevelopment Project Manager	M.2108 BMA 0726	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11503.74 5309.42 66.37 99.56	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15127.41 6981.88 87.27 130.91
Release Train Engineer	Z.1433 Z-Group 0160	06/21/26	Info Sys Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12208.82 5634.84 70.44 105.66	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16054.59 7409.81 92.62 138.93

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Revenue Manager	Z.2389 Z-Group 0390	06/21/26	Financial Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11748.82 5422.53 67.78 101.67	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15449.68 7130.62 89.13 133.70
Right of Way Specialist	B.1805 BCEA 0728	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7906.08 3648.96 45.61 68.42	8103.72 3740.18 46.75 70.13	8306.33 3833.69 47.92 71.88	8513.98 3929.53 49.12 73.68	8726.84 4027.77 50.35 75.53	8945.00 4128.46 51.61 77.42	9168.62 4231.67 52.90 79.35	9397.85 4337.47 54.22 81.33	9632.78 4445.90 55.57 83.36	9873.61 4557.05 56.96 85.44	10120.46 4670.98 58.39 87.59	10373.46 4787.75 59.85 89.78	10632.79 4907.44 61.34 92.01	10898.62 5030.13 62.88 94.32
Security Guard	B.1201 BCEA 0748	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4635.17 2139.31 26.74 40.11	4751.05 2192.79 27.41 41.12	4869.82 2247.61 28.10 42.15	4991.57 2303.80 28.80 43.20	5116.37 2361.40 29.52 44.28	5244.27 2420.43 30.26 45.39	5375.39 2480.95 31.01 46.52	5509.77 2542.97 31.79 47.69	5647.50 2606.54 32.58 48.87	5788.71 2671.71 33.40 50.10	5933.42 2738.50 34.23 51.35	6081.75 2806.96 35.09 52.64	6233.80 2877.14 35.96 53.94	6389.63 2949.06 36.86 55.29
Senior Accountant	B.1849 BCEA 0749	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8327.56 3843.49 48.04 72.06	8535.74 3939.57 49.24 73.86	8749.13 4038.06 50.48 75.72	8967.86 4139.01 51.74 77.61	9192.06 4242.49 53.03 79.55	9421.86 4348.55 54.36 81.54	9657.42 4457.27 55.72 83.58	9898.85 4568.70 57.11 85.67	10146.31 4682.91 58.54 87.81	10399.98 4799.99 60.00 90.00	10659.98 4919.99 61.50 92.25	10926.48 5042.99 63.04 94.56	11199.63 5169.06 64.61 96.92	11479.63 5298.29 66.23 99.35
Senior Administrative Analyst (M)	M.1817 BMA 0750	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8261.24 3812.88 47.66 71.49	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	10863.52 5013.93 62.67 94.01
Senior Administrative Analyst (Z)	Z.1865 Z-Group 5750	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8261.24 3812.88 47.66 71.49	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	10863.52 5013.93 62.67 94.01
Senior Animal Control Officer	B.1531 BCEA 0751	06/21/26	Safety/Inspection Non Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	6182.61 2853.51 35.67 53.51	6337.15 2924.84 36.56 54.84	6495.58 2997.96 37.47 56.21	6657.97 3072.91 38.41 57.62	6824.44 3149.74 39.37 59.06	6995.04 3228.48 40.36 60.54	7169.91 3309.19 41.36 62.04	7349.16 3391.92 42.40 63.60	7532.89 3476.72 43.46 65.19	7721.22 3563.64 44.55 66.83	7914.25 3652.73 45.66 68.49	8112.11 3744.05 46.80 70.20	8314.91 3837.65 47.97 71.96	8522.78 3933.59 49.17 73.76
Senior Assistant City Attorney	Z.2511 Z-Group 0753	06/21/26	Legal Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	15906.35 7341.39 91.77 137.66	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	20916.83 9653.92 120.67 181.01
Senior Buyer	M.1944 BMA 0761	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10584.88 4885.33 61.07 91.61	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13919.14 6424.22 80.30 120.45
Senior Civil Engineer	M.2147 BMA 0767	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11918.34 5500.77 68.76 103.14	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15672.61 7233.51 90.42 135.63
Senior Civil Engineer-BWP	M.2148 BMA 0768	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11918.34 5500.77 68.76 103.14	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15672.61 7233.51 90.42 135.63
Senior Civil Engineering Assistant	B.1809 BCEA 0774	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7921.40 3656.03 45.70 68.55	8119.43 3747.43 46.84 70.26	8322.41 3841.11 48.01 72.02	8530.47 3937.14 49.21 73.82	8743.74 4035.57 50.44 75.66	8962.33 4136.46 51.71 77.57	9186.39 4239.87 53.00 79.50	9416.03 4345.86 54.32 81.48	9651.44 4454.51 55.68 83.52	9892.72 4565.87 57.07 85.61	10140.04 4680.02 58.50 87.75	10393.54 4797.02 59.96 89.94	10653.39 4916.95 61.46 92.19	10919.72 5039.87 63.00 94.50

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Engineering Associate	M.1980 BMA 0775	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9830.15 4536.99 56.71 85.07	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12926.66 5966.15 74.58 111.87
Senior Clerk	B.1204 BCEA 0778	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4570.78 2109.59 26.37 39.56	4685.05 2162.33 27.03 40.55	4802.18 2216.39 27.70 41.55	4922.23 2271.80 28.40 42.60	5045.28 2328.59 29.11 43.67	5171.42 2386.81 29.84 44.76	5300.71 2446.48 30.58 45.87	5433.22 2507.64 31.35 47.03	5569.05 2570.33 32.13 48.20	5708.28 2634.59 32.93 49.40	5850.98 2700.45 33.76 50.64	5997.25 2767.96 34.60 51.90	6147.18 2837.16 35.46 53.19	6300.86 2908.09 36.35 54.53
Senior Code Compliance Inspector	B.1779 BCEA 0819	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8091.24 3734.42 46.68 70.02	8293.52 3827.78 47.85 71.78	8500.87 3923.48 49.04 73.56	8713.38 4021.56 50.27 75.41	8931.22 4122.10 51.53 77.30	9154.49 4225.15 52.81 79.22	9383.36 4330.78 54.13 81.20	9617.94 4439.05 55.49 83.24	9858.40 4550.03 56.88 85.32	10104.86 4663.78 58.30 87.45	10357.47 4780.37 59.75 89.63	10616.41 4899.88 61.25 91.88	10881.82 5022.38 62.78 94.17	11153.87 5147.94 64.35 96.53
Senior Collections Specialist	M.1658 BMA 0779	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7578.22 3497.64 43.72 65.58	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9965.37 4599.40 57.49 86.24
Senior Communications Technician	I.6014 IBEW 0780	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9845.01 4543.85 56.80 85.20	0.00 0.00 0.00 0.00	10337.25 4771.04 59.64 89.46	0.00 0.00 0.00 0.00	10854.11 5009.59 62.62 93.93	0.00 0.00 0.00 0.00	11396.82 5260.07 65.75 98.63	0.00 0.00 0.00 0.00	11966.67 5523.08 69.04 103.56	0.00 0.00 0.00 0.00	12565.00 5799.23 72.49 108.74	0.00 0.00 0.00 0.00	13193.25 6089.19 76.11 114.17	0.00 0.00 0.00 0.00
Senior Conduit Mechanic	I.6015 IBEW 0783	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	10205.76 4710.35 58.88 88.32	0.00 0.00 0.00 0.00	10716.05 4945.87 61.82 92.73	0.00 0.00 0.00 0.00	11251.85 5193.16 64.91 97.37	0.00 0.00 0.00 0.00	11814.44 5452.82 68.16 102.24	0.00 0.00 0.00 0.00	12405.16 5725.46 71.57 107.36	0.00 0.00 0.00 0.00	13025.44 6011.74 75.15 112.73	0.00 0.00 0.00 0.00	13676.69 6312.32 78.90 118.35	0.00 0.00 0.00 0.00
Senior Conduit Mechanic-G	I.6115 IBEW 0782	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	10816.61 4992.28 62.40 93.60	0.00 0.00 0.00 0.00	11357.43 5241.89 65.52 98.28	0.00 0.00 0.00 0.00	11925.31 5503.99 68.80 103.20	0.00 0.00 0.00 0.00	12521.58 5779.19 72.24 108.36	0.00 0.00 0.00 0.00	13147.66 6068.15 75.85 113.78	0.00 0.00 0.00 0.00	13805.03 6371.55 79.64 119.46	0.00 0.00 0.00 0.00	14495.28 6690.13 83.63 125.45	0.00 0.00 0.00 0.00
Senior Construction Inspector	B.1311 BCEA 0049	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7511.57 3466.88 43.34 65.01	7699.36 3553.55 44.42 66.63	7891.85 3642.39 45.53 68.30	8089.14 3733.45 46.67 70.01	8291.36 3826.78 47.83 71.75	8498.64 3922.45 49.03 73.55	8711.11 4020.51 50.26 75.39	8928.90 4121.03 51.51 77.27	9152.11 4224.05 52.80 79.20	9380.91 4329.65 54.12 81.18	9615.45 4437.90 55.47 83.21	9855.82 4548.84 56.86 85.29	10102.21 4662.56 58.28 87.42	10354.78 4779.13 59.74 89.61
Senior Control Operator	I.6020 IBEW 0837	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	8853.00 4086.00 51.08 76.62	0.00 0.00 0.00 0.00	9295.65 4290.30 53.63 80.45	0.00 0.00 0.00 0.00	9760.42 4504.81 56.31 84.47	0.00 0.00 0.00 0.00	10248.44 4730.05 59.13 88.70	0.00 0.00 0.00 0.00	10760.88 4966.56 62.08 93.12	0.00 0.00 0.00 0.00	11298.91 5214.88 65.19 97.79	0.00 0.00 0.00 0.00	11863.87 5475.63 68.45 102.68	0.00 0.00 0.00 0.00
Senior Electrical Engineer	M.2162 BMA 0789	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12010.35 5543.24 69.29 103.94	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15793.61 7289.36 91.12 136.68
Senior Electrical Service Planner	B.1887 BCEA 0799	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8809.02 4065.70 50.82 76.23	9029.24 4167.34 52.09 78.14	9254.98 4271.53 53.39 80.09	9486.36 4378.32 54.73 82.10	9723.50 4487.77 56.10 84.15	9966.60 4599.97 57.50 86.25	10215.77 4714.97 58.94 88.41	10471.15 4832.84 60.41 90.62	10732.93 4953.66 61.92 92.88	11001.25 5077.50 63.47 95.21	11276.29 5204.44 65.06 97.59	11558.19 5334.55 66.68 100.02	11847.16 5467.92 68.35 102.53	12143.32 5604.61 70.06 105.09
Senior Electrician	I.6016 IBEW 0798	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	10063.28 4644.59 58.06 87.09	0.00 0.00 0.00 0.00	10566.44 4876.82 60.96 91.44	0.00 0.00 0.00 0.00	11094.76 5120.66 64.01 96.02	0.00 0.00 0.00 0.00	11649.50 5376.69 67.21 100.82	0.00 0.00 0.00 0.00	12231.98 5645.53 70.57 105.86	0.00 0.00 0.00 0.00	12843.57 5927.80 74.10 111.15	0.00 0.00 0.00 0.00	13485.75 6224.19 77.80 116.70	0.00 0.00 0.00 0.00

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Engineer-Traffic	M.2006 BMA 0804	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11918.34 5500.77 68.76 103.14	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15672.61 7233.51 90.42 135.63
Senior Engineering Technician	B.1832 BCEA 0800	06/21/26	Engineering Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	8157.74 3765.11 47.06 70.59	8361.67 3859.23 48.24 72.36	8570.71 3955.71 49.45 74.18	8784.99 4054.61 50.68 76.02	9004.60 4155.97 51.95 77.93	9229.72 4259.87 53.25 79.88	9460.47 4366.37 54.58 81.87	9696.98 4475.53 55.94 83.91	9939.41 4587.42 57.34 86.01	10187.88 4702.10 58.78 88.17	10442.58 4819.65 60.25 90.38	10703.64 4940.14 61.75 92.63	10971.24 5063.65 63.30 94.95	11245.52 5190.24 64.88 97.32
Senior Environmental Engineer	M.1787 BMA 0802	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13405.84 6187.31 77.34 116.01	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17628.69 8136.32 101.70 152.55
Senior Executive Assistant to the City Manager	Z.1635 Z-Group 0745	06/21/26	Rec/Gen Admin Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	7205.45 3325.59 41.57 62.36	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9475.16 4373.15 54.66 81.99
Senior Fleet Maintenance Technician	B.1499 BCEA 0801	06/21/26	Equipment Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	6164.08 2844.96 35.56 53.34	6318.17 2916.08 36.45 54.68	6476.15 2988.99 37.36 56.04	6638.04 3063.71 38.30 57.45	6803.98 3140.30 39.25 58.88	6974.09 3218.81 40.24 60.36	7148.44 3299.28 41.24 61.86	7327.15 3381.76 42.27 63.41	7510.34 3466.31 43.33 65.00	7698.08 3552.96 44.41 66.62	7890.55 3641.79 45.52 68.28	8087.80 3732.83 46.66 69.99	8289.99 3826.15 47.83 71.75	8497.26 3921.81 49.02 73.53
Senior Food Services Aide	B.1108 BCEA 0803	06/21/26	Recreation Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	3851.49 1777.61 22.22 33.33	3947.78 1822.05 22.78 34.17	4046.47 1867.60 23.35 35.03	4147.63 1914.29 23.93 35.90	4251.33 1962.15 24.53 36.80	4357.62 2011.21 25.14 37.71	4466.56 2061.49 25.77 38.66	4578.21 2113.02 26.41 39.62	4692.68 2165.85 27.07 40.61	4809.98 2219.99 27.75 41.63	4930.23 2275.49 28.44 42.66	5053.49 2332.38 29.15 43.73	5179.83 2390.69 29.88 44.82	5309.33 2450.46 30.63 45.95
Senior GIS Specialist	B.0385 BCEA 0030	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8910.07 4112.34 51.40 77.10	9132.83 4215.15 52.69 79.04	9361.15 4320.53 54.01 81.02	9595.17 4428.54 55.36 83.04	9835.04 4539.25 56.74 85.11	10080.92 4652.73 58.16 87.24	10332.94 4769.05 59.61 89.42	10591.27 4888.28 61.10 91.65	10856.06 5010.49 62.63 93.95	11127.46 5135.75 64.20 96.30	11405.64 5264.14 65.80 98.70	11690.79 5395.75 67.45 101.18	11983.05 5530.64 69.13 103.70	12282.64 5668.91 70.86 106.29
Senior Groundskeeper	B.1403 BCEA 0805	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5869.63 2709.06 33.86 50.79	6016.38 2776.79 34.71 52.07	6166.79 2846.21 35.58 53.37	6320.97 2917.37 36.47 54.71	6478.98 2990.30 37.38 56.07	6640.96 3065.06 38.31 57.47	6806.97 3141.68 39.27 58.91	6977.17 3220.23 40.25 60.38	7151.58 3300.73 41.26 61.89	7330.38 3383.25 42.29 63.44	7513.63 3467.83 43.35 65.03	7701.48 3554.53 44.43 66.65	7894.01 3643.39 45.54 68.31	8091.37 3734.48 46.68 70.02
Senior Instrument Controls Technician	I.6026 IBEW 0808	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	11262.44 5198.05 64.98 97.47	0.00 0.00 0.00 0.00	11825.56 5457.95 68.22 102.33	0.00 0.00 0.00 0.00	12416.84 5730.85 71.64 107.46	0.00 0.00 0.00 0.00	13037.68 6017.39 75.22 112.83	0.00 0.00 0.00 0.00	13689.56 6318.26 78.98 118.47	0.00 0.00 0.00 0.00	14374.06 6634.18 82.93 124.40	0.00 0.00 0.00 0.00	15092.76 6965.89 87.07 130.61	0.00 0.00 0.00 0.00
Senior Librarian	B.1567 BCEA 0815	06/21/26	Library Non Exempt 8838	Monthly Bi-Weekly 40 HRLY 40 O.T.	6501.78 3000.82 37.51 56.27	6664.32 3075.84 38.45 57.68	6830.92 3152.73 39.41 59.12	7001.69 3231.55 40.39 60.59	7176.74 3312.34 41.40 62.10	7356.16 3395.15 42.44 63.66	7540.07 3480.03 43.50 65.25	7728.57 3567.03 44.59 66.89	7921.79 3656.21 45.70 68.55	8119.82 3747.61 46.85 70.28	8322.82 3841.30 48.02 72.03	8530.88 3937.33 49.22 73.83	8744.17 4035.77 50.45 75.68	8962.76 4136.66 51.71 77.57
Senior Library Assistant	B.1381 BCEA 0816	06/21/26	Library Non Exempt 8838	Monthly Bi-Weekly 40 HRLY 40 O.T.	5343.37 2466.17 30.83 46.25	5476.94 2527.82 31.60 47.40	5613.88 2591.02 32.39 48.59	5754.21 2655.79 33.20 49.80	5898.08 2722.19 34.03 51.05	6045.52 2790.24 34.88 52.32	6196.67 2860.00 35.75 53.63	6351.58 2931.50 36.64 54.96	6510.38 3004.79 37.56 56.34	6673.14 3079.91 38.50 57.75	6839.95 3156.90 39.46 59.19	7010.97 3235.83 40.45 60.68	7186.23 3316.72 41.46 62.19	7365.89 3399.64 42.50 63.75
Senior Lifeguard	B.0900 BCEA 0821	06/21/26	Recreation Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4514.01 2083.39 26.04 39.06	4626.87 2135.48 26.69 40.04	4742.53 2188.86 27.36 41.04	4861.09 2243.58 28.04 42.06	4982.62 2299.67 28.75 43.13	5107.20 2357.17 29.46 44.19	5234.86 2416.09 30.20 45.30	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

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Line Mechanic	I.6017 IBEW 0822	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	11546.06 5328.95 66.61 99.92	0.00 0.00 0.00 0.00	12123.37 5595.40 69.94 104.91	0.00 0.00 0.00 0.00	12729.54 5875.17 73.44 110.16	0.00 0.00 0.00 0.00	13365.99 6168.92 77.11 115.67	0.00 0.00 0.00 0.00	14034.30 6477.37 80.97 121.46	0.00 0.00 0.00 0.00	14736.02 6801.24 85.02 127.53	0.00 0.00 0.00 0.00	15472.82 7141.30 89.27 133.91	0.00 0.00 0.00 0.00
Senior Line Mechanic-G	I.6117 IBEW 0823	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	12239.85 5649.16 70.61 105.92	0.00 0.00 0.00 0.00	12851.84 5931.62 74.15 111.23	0.00 0.00 0.00 0.00	13494.43 6228.20 77.85 116.78	0.00 0.00 0.00 0.00	14169.16 6539.61 81.75 122.63	0.00 0.00 0.00 0.00	14877.61 6866.59 85.83 128.75	0.00 0.00 0.00 0.00	15621.49 7209.92 90.12 135.18	0.00 0.00 0.00 0.00	16402.58 7570.42 94.63 141.95	0.00 0.00 0.00 0.00
Senior Litigation Paralegal	Z.1866 Z-Group 0824	06/21/26	Legal Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10060.79 4643.44 58.04 87.06	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13229.93 6106.12 76.33 114.50
Senior Manager - BWP Water Systems	M.1037 BMA 0825	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	17236.38 7955.25 99.44 149.16	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	22665.83 10461.15 130.76 196.14
Senior Plan Check Engineer	M.1847 BMA 0832	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10151.07 4685.11 58.56 87.84	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13348.66 6160.92 77.01 115.52
Senior Planner	M.1961 BMA 0833	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9487.77 4378.97 54.74 82.11	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12476.40 5758.34 71.98 107.97
Senior Power Plant Mechanic	I.6019 IBEW 0836	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	8345.31 3851.68 48.15 72.23	0.00 0.00 0.00 0.00	8762.59 4044.27 50.55 75.83	0.00 0.00 0.00 0.00	9200.71 4246.48 53.08 79.62	0.00 0.00 0.00 0.00	9660.73 4458.80 55.74 83.61	0.00 0.00 0.00 0.00	10143.77 4681.74 58.52 87.78	0.00 0.00 0.00 0.00	10650.97 4915.83 61.45 92.18	0.00 0.00 0.00 0.00	11183.51 5161.62 64.52 96.78	0.00 0.00 0.00 0.00
Senior Power Resources Planner	B.1192 BCEA 0061	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11486.82 5301.61 66.27 99.41	11773.99 5434.15 67.93 101.90	12068.36 5570.01 69.63 104.45	12370.06 5709.26 71.37 107.06	12679.31 5851.99 73.15 109.73	12996.30 5998.29 74.98 112.47	13321.19 6148.24 76.85 115.28	13654.23 6301.95 78.77 118.16	13995.58 6459.50 80.74 121.11	14345.48 6620.99 82.76 124.14	14704.11 6786.51 84.83 127.25	15071.70 6956.17 86.95 130.43	15448.51 7130.08 89.13 133.70	15834.72 7308.33 91.35 137.03
Senior Property and Evidence Technician	B.1018 BCEA 0038	06/21/26	Police/Fire Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5376.65 2481.53 31.02 46.53	5511.07 2543.57 31.79 47.69	5648.85 2607.16 32.59 48.89	5790.07 2672.34 33.40 50.10	5934.80 2739.14 34.24 51.36	6083.18 2807.62 35.10 52.65	6235.26 2877.81 35.97 53.96	6391.15 2949.76 36.87 55.31	6550.92 3023.50 37.79 56.69	6714.70 3099.09 38.74 58.11	6882.57 3176.57 39.71 59.57	7054.62 3255.98 40.70 61.05	7230.99 3337.38 41.72 62.58	7411.76 3420.81 42.76 64.14
Senior Rangemaster-Armorer	M.1850 BMA 0840	06/21/26	Police/Fire Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8119.00 3747.23 46.84 70.26	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	10676.49 4927.61 61.60 92.40
Senior Recreation Leader	B.1272 BCEA 0847	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4329.02 1998.01 24.98 37.47	4437.25 2047.96 25.60 38.40	4548.18 2099.16 26.24 39.36	4661.89 2151.64 26.90 40.35	4778.43 2205.43 27.57 41.36	4897.88 2260.56 28.26 42.39	5020.34 2317.08 28.96 43.44	5145.83 2375.00 29.69 44.54	5274.49 2434.38 30.43 45.65	5406.35 2495.24 31.19 46.79	5541.51 2557.62 31.97 47.96	5680.05 2621.56 32.77 49.16	5822.05 2687.10 33.59 50.39	5967.61 2754.28 34.43 51.65
Senior Secretary	B.1348 BCEA 0846	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5340.79 2464.98 30.81 46.22	5474.32 2526.61 31.58 47.37	5611.17 2589.77 32.37 48.56	5751.46 2654.52 33.18 49.77	5895.24 2720.88 34.01 51.02	6042.62 2788.90 34.86 52.29	6193.70 2858.63 35.73 53.60	6348.53 2930.09 36.63 54.95	6507.24 3003.34 37.54 56.31	6669.93 3078.43 38.48 57.72	6836.68 3155.39 39.44 59.16	7007.59 3234.27 40.43 60.65	7182.78 3315.13 41.44 62.16	7362.36 3398.01 42.48 63.72

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Security Guard	B.1299 BCEA 0849	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5194.93 2397.66 29.97 44.96	5324.80 2457.60 30.72 46.08	5457.92 2519.04 31.49 47.24	5594.38 2582.02 32.28 48.42	5734.24 2646.57 33.08 49.62	5877.58 2712.73 33.91 50.87	6024.53 2780.55 34.76 52.14	6175.13 2850.06 35.63 53.45	6329.51 2921.31 36.52 54.78	6487.76 2994.35 37.43 56.15	6649.93 3069.20 38.37 57.56	6816.18 3145.93 39.32 58.98	6986.59 3224.58 40.31 60.47	7161.27 3305.20 41.32 61.98
Senior Survey Aide	B.1807 BCEA 0853	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7982.30 3684.14 46.05 69.08	8181.88 3776.25 47.20 70.80	8386.41 3870.65 48.38 72.57	8596.08 3967.42 49.59 74.39	8810.97 4066.60 50.83 76.25	9031.25 4168.27 52.10 78.15	9257.04 4272.48 53.41 80.12	9488.46 4379.29 54.74 82.11	9725.67 4488.77 56.11 84.17	9968.81 4600.99 57.51 86.27	10218.02 4716.01 58.95 88.43	10473.47 4833.91 60.42 90.63	10735.31 4954.76 61.93 92.90	11003.70 5078.63 63.48 95.22
Senior Test Technician	I.6021 IBEW 0861	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	10336.32 4770.61 59.63 89.45	0.00 0.00 0.00 0.00	10853.14 5009.14 62.61 93.92	0.00 0.00 0.00 0.00	11395.80 5259.60 65.75 98.63	0.00 0.00 0.00 0.00	11965.59 5522.58 69.03 103.55	0.00 0.00 0.00 0.00	12563.87 5798.71 72.48 108.72	0.00 0.00 0.00 0.00	13192.08 6088.65 76.11 114.17	0.00 0.00 0.00 0.00	13851.67 6393.08 79.91 119.87	0.00 0.00 0.00 0.00
Senior Transportation Planner	M.1030 BMA 0019	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9487.77 4378.97 54.74 82.11	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12476.40 5758.34 71.98 107.97
Senior Tree Trimmer	B.1402 BCEA 0865	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5869.63 2709.06 33.86 50.79	6016.38 2776.79 34.71 52.07	6166.79 2846.21 35.58 53.37	6320.97 2917.37 36.47 54.71	6478.98 2990.30 37.38 56.07	6640.96 3065.06 38.31 57.47	6806.97 3141.68 39.27 58.91	6977.17 3220.23 40.25 60.38	7151.58 3300.73 41.26 61.89	7330.38 3383.25 42.29 63.44	7513.63 3467.83 43.35 65.03	7701.48 3554.53 44.43 66.65	7894.01 3643.39 45.54 68.31	8091.37 3734.48 46.68 70.02
Senior Utility Accounting Analyst	M.1880 BMA 0867	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8609.19 3973.47 49.67 74.51	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11321.09 5225.12 65.31 97.97
Senior Utility Business Systems Analyst	M.1018 BMA 0866	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9146.28 4221.36 52.77 79.16	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	12027.36 5551.09 69.39 104.09
Senior Utility Locator	B.1089 BCEA 0987	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6271.98 2894.76 36.18 54.27	6428.78 2967.13 37.09 55.64	6589.48 3041.30 38.02 57.03	6754.24 3117.34 38.97 58.46	6923.09 3195.27 39.94 59.91	7096.16 3275.15 40.94 61.41	7273.57 3357.03 41.96 62.94	7455.41 3440.96 43.01 64.52	7641.79 3526.98 44.09 66.14	7832.83 3615.15 45.19 67.79	8028.65 3705.53 46.32 69.48	8229.37 3798.17 47.48 71.22	8435.12 3893.13 48.66 72.99	8645.98 3990.45 49.88 74.82
Senior Video Production Associate	B.1587 BCEA 0127	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6496.56 2998.41 37.48 56.22	6658.97 3073.37 38.42 57.63	6825.46 3150.21 39.38 59.07	6996.08 3228.96 40.36 60.54	7171.00 3309.69 41.37 62.06	7350.27 3392.43 42.41 63.62	7534.02 3477.24 43.47 65.21	7722.37 3564.17 44.55 66.83	7915.44 3653.28 45.67 68.51	8113.32 3744.61 46.81 70.22	8316.14 3838.22 47.98 71.97	8524.06 3934.18 49.18 73.77	8737.15 4032.53 50.41 75.62	8955.59 4133.35 51.67 77.51
Senior Water Plant Mechanic	B.1667 BCEA 0869	06/21/26	Utilities Non Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	8407.64 3880.45 48.51 72.77	8617.83 3977.46 49.72 74.58	8833.26 4076.89 50.96 76.44	9054.11 4178.82 52.24 78.36	9280.46 4283.29 53.54 80.31	9512.47 4390.37 54.88 82.32	9750.28 4500.13 56.25 84.38	9994.03 4612.63 57.66 86.49	10243.89 4727.95 59.10 88.65	10499.97 4846.14 60.58 90.87	10762.48 4967.30 62.09 93.14	11031.54 5091.48 63.64 95.46	11307.34 5218.77 65.23 97.85	11590.02 5349.24 66.87 100.31
Senior Water Plant Operator	B.1669 BCEA 0868	06/21/26	Utilities Non Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	8407.64 3880.45 48.51 72.77	8617.83 3977.46 49.72 74.58	8833.26 4076.89 50.96 76.44	9054.11 4178.82 52.24 78.36	9280.46 4283.29 53.54 80.31	9512.47 4390.37 54.88 82.32	9750.28 4500.13 56.25 84.38	9994.03 4612.63 57.66 86.49	10243.89 4727.95 59.10 88.65	10499.97 4846.14 60.58 90.87	10762.48 4967.30 62.09 93.14	11031.54 5091.48 63.64 95.46	11307.34 5218.77 65.23 97.85	11590.02 5349.24 66.87 100.31
Sign Language Interpreter	B.1141 BCEA 0875	06/21/26	Rec/Gen Admin Exempt 9410	40 HRLY 40 O.T.	50.10 75.15	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	50.10 75.15

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Skilled Worker	B.1287 BCEA 0882	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4800.42 2215.58 27.69 41.54	4920.44 2270.97 28.39 42.59	5043.44 2327.74 29.10 43.65	5169.52 2385.93 29.82 44.73	5298.76 2445.58 30.57 45.86	5431.23 2506.72 31.33 47.00	5567.01 2569.39 32.12 48.18	5706.18 2633.62 32.92 49.38	5848.83 2699.46 33.74 50.61	5995.06 2766.95 34.59 51.89	6144.93 2836.12 35.45 53.18	6298.57 2907.03 36.34 54.51	6456.02 2979.70 37.25 55.88	6617.43 3054.20 38.18 57.27
Social Services Coordinator	B.1316 BCEA 0884	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4629.54 2136.71 26.71 40.07	4745.26 2190.12 27.38 41.07	4863.91 2244.88 28.06 42.09	4985.50 2301.00 28.76 43.14	5110.13 2358.52 29.48 44.22	5237.90 2417.49 30.22 45.33	5368.85 2477.93 30.97 46.46	5503.05 2539.87 31.75 47.63	5640.64 2603.37 32.54 48.81	5781.64 2668.45 33.36 50.04	5926.20 2735.17 34.19 51.29	6074.34 2803.54 35.04 52.56	6226.20 2873.63 35.92 53.88	6381.85 2945.47 36.82 55.23
Social Services Program Supervisor-Nutrition	B.1707 BCEA 0879	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7754.72 3579.10 44.74 67.11	7948.59 3668.58 45.86 68.79	8147.30 3760.29 47.00 70.50	8350.98 3854.30 48.18 72.27	8559.76 3950.66 49.38 74.07	8773.77 4049.43 50.62 75.93	8993.10 4150.66 51.88 77.82	9217.93 4254.43 53.18 79.77	9448.38 4360.79 54.51 81.77	9684.59 4469.81 55.87 83.81	9926.69 4581.55 57.27 85.91	10174.86 4696.09 58.70 88.05	10429.23 4813.49 60.17 90.26	10689.97 4933.83 61.67 92.51
Social Services Supervisor	B.1518 BCEA 0881	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6415.87 2961.17 37.01 55.52	6576.27 3035.20 37.94 56.91	6740.67 3111.08 38.89 58.34	6909.20 3188.86 39.86 59.79	7081.92 3268.58 40.86 61.29	7258.98 3350.30 41.88 62.82	7440.44 3434.05 42.93 64.40	7626.45 3519.90 44.00 66.00	7817.12 3607.90 45.10 67.65	8012.55 3698.10 46.23 69.35	8212.86 3790.55 47.38 71.07	8418.19 3885.32 48.57 72.86	8628.64 3982.45 49.78 74.67	8844.36 4082.01 51.03 76.55
Solid Waste Leadworker	B.1616 BCEA 0736	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6992.48 3227.30 40.34 60.51	7167.31 3307.99 41.35 62.03	7346.50 3390.69 42.38 63.57	7530.14 3475.45 43.44 65.16	7718.40 3562.34 44.53 66.80	7911.37 3651.40 45.64 68.46	8109.14 3742.68 46.78 70.17	8311.88 3836.25 47.95 71.93	8519.68 3932.16 49.15 73.73	8732.66 4030.46 50.38 75.57	8950.98 4131.22 51.64 77.46	9174.75 4234.50 52.93 79.40	9404.11 4340.36 54.25 81.38	9639.22 4448.87 55.61 83.42
Solid Waste Supervisor	M.1795 BMA 0738	06/21/26	Streets/Refuse Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9049.08 4176.50 52.21 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11899.53 5492.09 68.65 102.98
Solid Waste Truck Operator	B.1219 BCEA 0737	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4691.98 2165.53 27.07 40.61	4809.29 2219.67 27.75 41.63	4929.51 2275.16 28.44 42.66	5052.75 2332.04 29.15 43.73	5179.09 2390.35 29.88 44.82	5308.55 2450.10 30.63 45.95	5441.28 2511.36 31.39 47.09	5577.30 2574.14 32.18 48.27	5716.73 2638.49 32.98 49.47	5859.66 2704.46 33.81 50.72	6006.15 2772.07 34.65 51.98	6156.30 2841.37 35.52 53.28	6310.20 2912.40 36.41 54.62	6467.96 2985.21 37.32 55.98
Solid Waste Utility Worker	B.1481 BCEA 0725	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5766.26 2661.35 33.27 49.91	5910.41 2727.88 34.10 51.15	6058.17 2796.08 34.95 52.43	6209.62 2865.98 35.82 53.73	6364.87 2937.63 36.72 55.08	6523.99 3011.07 37.64 56.46	6687.09 3086.35 38.58 57.87	6854.25 3163.50 39.54 59.31	7025.61 3242.59 40.53 60.80	7201.26 3323.66 41.55 62.33	7391.29 3406.75 42.58 63.87	7565.83 3491.92 43.65 65.48	7754.96 3579.21 44.74 67.11	7948.85 3668.70 45.86 68.79
Special Activity Leader	B.1126 BCEA 0886	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	3787.01 1747.85 21.85 32.78	3881.69 1791.55 22.39 33.59	3978.74 1836.34 22.95 34.43	4078.21 1882.25 23.53 35.30	4180.15 1929.30 24.12 36.18	4284.65 1977.53 24.72 37.08	4391.77 2026.97 25.34 38.01	4501.58 2077.65 25.97 38.96	4614.11 2129.59 26.62 39.93	4729.47 2182.83 27.29 40.94	4847.70 2237.40 27.97 41.96	4968.88 2293.33 28.67 43.01	5093.12 2350.67 29.38 44.07	5220.43 2409.43 30.12 45.18
Special Project Crew Leader	B.1106 BCEA 0890	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4178.01 1928.31 24.10 36.15	4282.46 1976.52 24.71 37.07	4389.54 2025.94 25.32 37.98	4499.26 2076.58 25.96 38.94	4611.75 2128.50 26.61 39.92	4727.04 2181.71 27.27 40.91	4845.21 2236.25 27.95 41.93	4966.35 2292.16 28.65 42.98	5090.50 2349.46 29.37 44.06	5217.77 2408.20 30.10 45.15	5348.22 2468.41 30.86 46.29	5481.93 2530.12 31.63 47.45	5618.97 2593.37 32.42 48.63	5759.43 2658.20 33.23 49.85
Storekeeper	B.1248 BCEA 0913	06/21/26	Financial Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4740.28 2187.82 27.35 41.03	4858.79 2242.52 28.03 42.05	4980.26 2298.58 28.73 43.10	5104.75 2356.04 29.45 44.18	5232.39 2414.95 30.19 45.29	5363.19 2475.32 30.94 46.41	5497.27 2537.20 31.72 47.58	5634.70 2600.63 32.51 48.77	5775.58 2665.65 33.32 49.98	5919.96 2732.29 34.15 51.23	6067.97 2800.60 35.01 52.52	6219.66 2870.61 35.88 53.82	6375.16 2942.38 36.78 55.17	6534.54 3015.94 37.70 56.55
Stores Helper	B.1150 BCEA 0917	06/21/26	Financial Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4293.68 1981.70 24.77 37.16	4401.02 2031.24 25.39 38.09	4511.04 2082.02 26.03 39.05	4623.82 2134.07 26.68 40.02	4739.43 2187.43 27.34 41.01	4857.91 2242.11 28.03 42.05	4979.35 2298.16 28.73 43.10	5103.84 2355.62 29.45 44.18	5231.44 2414.51 30.18 45.27	5362.22 2474.87 30.94 46.41	5496.27 2536.74 31.71 47.57	5633.68 2600.16 32.50 48.75	5774.54 2665.17 33.31 49.97	5918.88 2731.79 34.15 51.23

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Street Maintenance Leadworker	B.1618 BCEA 0916	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6992.48 3227.30 40.34 60.51	7167.31 3307.99 41.35 62.03	7346.50 3390.69 42.38 63.57	7530.14 3475.45 43.44 65.16	7718.40 3562.34 44.53 66.80	7911.37 3651.40 45.64 68.46	8109.14 3742.68 46.78 70.17	8311.88 3836.25 47.95 71.93	8519.68 3932.16 49.15 73.73	8732.66 4030.46 50.38 75.57	8950.98 4131.22 51.64 77.46	9174.75 4234.50 52.93 79.40	9404.11 4340.36 54.25 81.38	9639.22 4448.87 55.61 83.42
Supervising Account Clerk	B.1353 BCEA 0922	06/21/26	Financial Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4873.27 2249.20 28.12 42.18	4995.10 2305.43 28.82 43.23	5119.96 2363.06 29.54 44.31	5247.97 2422.14 30.28 45.42	5379.16 2482.69 31.03 46.55	5513.65 2544.76 31.81 47.72	5651.49 2608.38 32.60 48.90	5792.78 2673.59 33.42 50.13	5937.60 2740.43 34.26 51.39	6086.04 2808.94 35.11 52.67	6238.18 2879.16 35.99 53.99	6394.14 2951.14 36.89 55.34	6553.99 3024.92 37.81 56.72	6717.86 3100.55 38.76 58.14
Supervising Clerk	B.1256 BCEA 0933	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4819.47 2224.37 27.80 41.70	4939.96 2279.98 28.50 42.75	5063.46 2336.98 29.21 43.82	5190.06 2395.41 29.94 44.91	5319.80 2455.29 30.69 46.04	5452.79 2516.67 31.46 47.19	5589.11 2579.59 32.24 48.36	5728.84 2644.08 33.05 49.58	5872.06 2710.18 33.88 50.82	6018.87 2777.94 34.72 52.08	6169.35 2847.39 35.59 53.39	6323.57 2918.57 36.48 54.72	6481.67 2991.54 37.39 56.09	6643.69 3066.32 38.33 57.50
Supervising Offset Press Operator	B.1294 BCEA 0937	06/21/26	Rec/Gen Admin Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4647.78 2145.13 26.81 40.22	4763.98 2198.76 27.48 41.22	4883.08 2253.73 28.17 42.26	5005.17 2310.08 28.88 43.32	5130.30 2367.83 29.60 44.40	5258.54 2427.02 30.34 45.51	5390.02 2487.70 31.10 46.65	5524.76 2549.89 31.87 47.81	5662.89 2613.64 32.67 49.01	5804.46 2678.98 33.49 50.24	5949.56 2745.95 34.32 51.48	6098.30 2814.60 35.18 52.77	6250.77 2884.97 36.06 54.09	6407.03 2957.09 36.96 55.44
Sustainability Officer	Z.1431 Z-Group 0010	06/21/26	Utilities Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13788.60 6363.97 79.55 119.33	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18132.01 8368.62 104.61 156.92
Systems Engineer	M.1081 BMA 0081	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8990.00 4149.23 51.87 77.81	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11821.85 5456.24 68.20 102.30
Technical Support Analyst I	B.1338 BCEA 0942	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4977.85 2297.47 28.72 43.08	5102.31 2354.91 29.44 44.16	5229.86 2413.78 30.17 45.26	5360.62 2474.13 30.93 46.40	5494.62 2535.98 31.70 47.55	5631.99 2599.38 32.49 48.74	5772.78 2664.36 33.30 49.95	5917.10 2730.97 34.14 51.21	6065.04 2799.25 34.99 52.49	6216.67 2869.23 35.87 53.81	6372.08 2940.96 36.76 55.14	6531.37 3014.48 37.68 56.52	6694.65 3089.84 38.62 57.93	6862.03 3167.09 39.59 59.39
Technical Support Analyst II	B.1468 BCEA 0943	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5667.74 2615.88 32.70 49.05	5809.42 2681.27 33.52 50.28	5954.67 2748.31 34.35 51.53	6103.52 2817.01 35.21 52.82	6256.12 2887.44 36.09 54.14	6412.53 2959.63 37.00 55.50	6572.84 3033.62 37.92 56.88	6737.16 3109.46 38.87 58.31	6905.58 3187.19 39.84 59.76	7078.22 3266.87 40.84 61.26	7255.17 3348.54 41.86 62.79	7436.56 3432.26 42.90 64.35	7622.46 3518.06 43.98 65.97	7813.04 3606.02 45.08 67.62
Technical Support Analyst III	M.1623 BMA 0945	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7041.10 3249.74 40.62 60.93	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9259.06 4273.41 53.42 80.13
Technical Support Analyst IV	M.1819 BMA 0947	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8564.23 3952.72 49.41 74.12	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11261.97 5197.83 64.97 97.46
Technology Product Manager	M.1317 BMA 0045	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8492.40 3919.57 48.99 73.49	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11167.50 5154.23 64.43 96.65
Test Technician	I.6023 IBEW 0950	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9614.84 4437.62 55.47 83.21	0.00 0.00 0.00 0.00	10095.61 4659.51 58.24 87.36	0.00 0.00 0.00 0.00	10600.37 4892.48 61.16 91.74	0.00 0.00 0.00 0.00	11130.38 5137.10 64.21 96.32	0.00 0.00 0.00 0.00	11686.91 5393.96 67.42 101.13	0.00 0.00 0.00 0.00	12271.26 5663.66 70.80 106.20	0.00 0.00 0.00 0.00	12884.82 5946.84 74.34 111.51	0.00 0.00 0.00 0.00

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Test Technician Apprentice	I.8970 IBEW 0951	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	7215.50 3330.23 41.63 62.45	7859.74 3627.57 45.34 68.01	8503.99 3924.92 49.06 73.59	9148.23 4222.26 52.78 79.17	9792.47 4519.60 56.50 84.75	10436.70 4816.94 60.21 90.32	11080.94 5114.28 63.93 95.90	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Test Technician Apprentice	I.9970 IBEW 0951	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	7988.59 3687.04 46.09 69.14	8503.99 3924.92 49.06 73.59	9019.38 4162.79 52.03 78.05	9534.76 4400.66 55.01 82.52	10050.17 4638.54 57.98 86.97	10565.56 4876.41 60.96 91.44	11080.94 5114.28 63.93 95.90	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Test Technician Supervisor	I.6022 IBEW 0949	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	11827.18 5458.70 68.23 102.35	0.00 0.00 0.00 0.00	12418.53 5731.63 71.65 107.48	0.00 0.00 0.00 0.00	13039.46 6018.21 75.23 112.85	0.00 0.00 0.00 0.00	13691.43 6319.12 78.99 118.49	0.00 0.00 0.00 0.00	14376.01 6635.08 82.94 124.41	0.00 0.00 0.00 0.00	15094.82 6966.84 87.09 130.64	0.00 0.00 0.00 0.00	15849.56 7315.18 91.44 137.16	0.00 0.00 0.00 0.00
Tire Maintenance Worker	B.1221 BCEA 0952	06/21/26	Equipment Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4668.56 2154.72 26.93 40.40	4785.26 2208.58 27.61 41.42	4904.90 2263.80 28.30 42.45	5027.51 2320.39 29.00 43.50	5153.20 2378.40 29.73 44.60	5282.03 2437.86 30.47 45.71	5414.09 2498.81 31.24 46.86	5549.44 2561.28 32.02 48.03	5688.17 2625.31 32.82 49.23	5830.39 2690.95 33.64 50.46	5976.14 2758.22 34.48 51.72	6125.56 2827.18 35.34 53.01	6278.68 2897.85 36.22 54.33	6435.65 2970.30 37.13 55.70
Traffic Control Journeyman	B.1389 BCEA 0954	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5040.53 2326.40 29.08 43.62	5166.55 2384.56 29.81 44.72	5295.70 2444.17 30.55 45.83	5428.11 2505.28 31.32 46.98	5563.81 2567.91 32.10 48.15	5702.91 2632.11 32.90 49.35	5845.47 2697.91 33.72 50.58	5991.61 2765.36 34.57 51.86	6141.40 2834.49 35.43 53.15	6294.95 2905.36 36.32 54.48	6452.31 2977.99 37.22 55.83	6613.62 3052.44 38.16 57.24	6778.96 3128.75 39.11 58.67	6948.44 3206.97 40.09 60.14
Traffic Engineering Manager	M.2466 BMA 0955	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14680.34 6775.54 84.69 127.04	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19304.65 8909.84 111.37 167.06
Traffic Signal Maintenance Supervisor	M.1905 BMA 0956	06/21/26	Streets/Refuse Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	9049.45 4176.67 52.21 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11900.03 5492.32 68.65 102.98
Traffic Signal Operations Specialist	B.1808 BCEA 0957	06/21/26	Streets/Refuse Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7576.25 3496.73 43.71 65.57	7765.64 3584.14 44.80 67.20	7959.79 3673.75 45.92 68.88	8158.78 3765.59 47.07 70.61	8362.75 3859.73 48.25 72.38	8571.81 3956.22 49.45 74.18	8786.12 4055.13 50.69 76.04	9005.77 4156.51 51.96 77.94	9230.91 4260.42 53.26 79.89	9461.68 4366.93 54.59 81.89	9698.22 4476.10 55.95 83.93	9940.69 4588.01 57.35 86.03	10189.21 4702.71 58.78 88.17	10443.94 4820.28 60.25 90.38
Traffic Signal Technician	B.1666 BCEA 0968	06/21/26	Utilities Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6199.92 2861.50 35.77 53.66	6354.90 2933.03 36.66 54.99	6513.78 3006.36 37.58 56.37	6676.63 3081.52 38.52 57.78	6843.55 3158.56 39.48 59.22	7014.63 3237.52 40.47 60.71	7190.00 3318.46 41.48 62.22	7369.74 3401.42 42.52 63.78	7554.00 3486.46 43.58 65.37	7742.84 3573.62 44.67 67.01	7936.41 3662.96 45.79 68.69	8134.82 3754.53 46.93 70.40	8338.20 3848.40 48.11 72.17	8546.66 3944.61 49.31 73.97
Transportation Management Center Manager	M.2081 BMA 0959	06/21/26	Streets/Refuse Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	9908.43 4573.12 57.16 85.74	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13029.58 6013.65 75.17 112.76
Transportation Operations Supervisor	B.1517 BCEA 0963	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5867.66 2708.15 33.85 50.78	6014.36 2775.86 34.70 52.05	6164.71 2845.25 35.57 53.36	6318.85 2916.39 36.45 54.68	6476.82 2989.30 37.37 56.06	6638.73 3064.03 38.30 57.45	6804.70 3140.63 39.26 58.89	6974.80 3219.14 40.24 60.36	7149.18 3299.62 41.25 61.88	7327.91 3382.11 42.28 63.42	7511.12 3466.67 43.33 65.00	7698.88 3553.33 44.42 66.63	7891.37 3642.17 45.53 68.30	8088.64 3733.22 46.67 70.01
Transportation Planning Manager	M.1028 BMA 0015	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12935.56 5970.26 74.63 111.95	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17010.26 7850.89 98.14 147.21

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Scheduler	B.1383 BCEA 0970	06/21/26	Recreation Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5127.14 2366.37 29.58 44.37	5255.32 2425.53 30.32 45.48	5386.68 2486.16 31.08 46.62	5521.36 2548.32 31.85 47.78	5659.40 2612.03 32.65 48.98	5800.88 2677.33 33.47 50.21	5945.90 2744.26 34.30 51.45	6094.55 2812.87 35.16 52.74	6246.91 2883.19 36.04 54.06	6403.09 2955.27 36.94 55.41	6563.16 3029.15 37.86 56.79	6727.24 3104.88 38.81 58.22	6895.42 3182.50 39.78 59.67	7067.80 3262.06 40.78 61.17
Transportation Services Driver	B.1148 BCEA 0962	06/21/26	Recreation Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4058.71 1873.25 23.42 35.13	4160.17 1920.08 24.00 36.00	4264.17 1968.08 24.60 36.90	4370.77 2017.28 25.22 37.83	4480.06 2067.72 25.85 38.78	4592.06 2119.41 26.49 39.74	4706.85 2172.39 27.15 40.73	4824.52 2226.70 27.83 41.75	4945.14 2282.37 28.53 42.80	5068.77 2339.43 29.24 43.86	5195.49 2397.92 29.97 44.96	5325.36 2457.86 30.72 46.08	5458.51 2519.31 31.49 47.24	5594.96 2582.29 32.28 48.42
Transportation Services Manager	M.1857 BMA 0960	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10867.05 5015.56 62.69 94.04	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14290.16 6595.46 82.44 123.66
Treasurer Technician	B.1364 BCEA 0964	06/21/26	Financial Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5238.91 2417.96 30.22 45.33	5369.89 2478.41 30.98 46.47	5504.14 2540.37 31.75 47.63	5641.74 2603.88 32.55 48.83	5782.79 2668.98 33.36 50.04	5927.35 2735.70 34.20 51.30	6075.53 2804.09 35.05 52.58	6227.43 2874.20 35.93 53.90	6383.11 2946.05 36.83 55.25	6542.68 3019.70 37.75 56.63	6706.27 3095.20 38.69 58.04	6873.90 3172.57 39.66 59.49	7045.76 3251.89 40.65 60.98	7221.91 3333.19 41.66 62.49
Tree Trimmer	B.1305 BCEA 0965	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4898.21 2260.71 28.26 42.39	5020.67 2317.23 28.97 43.46	5146.18 2375.16 29.69 44.54	5274.84 2434.54 30.43 45.65	5406.70 2495.40 31.19 46.79	5541.88 2557.79 31.97 47.96	5680.42 2621.73 32.77 49.16	5822.44 2687.28 33.59 50.39	5968.00 2754.46 34.43 51.65	6117.19 2823.32 35.29 52.94	6270.12 2893.90 36.17 54.26	6426.88 2966.25 37.08 55.62	6587.56 3040.41 38.01 57.02	6752.24 3116.42 38.96 58.44
Tree Trimmer Helper	B.0919 BCEA 0966	06/21/26	Fac/Grounds Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	3899.39 1799.72 22.50 33.75	3996.87 1844.71 23.06 34.59	4096.80 1890.83 23.64 35.46	4199.22 1938.10 24.23 36.35	4304.21 1986.56 24.83 37.25	4411.81 2036.22 25.45 38.18	4522.12 2087.13 26.09 39.14	4635.15 2139.30 26.74 40.11	4751.05 2192.79 27.41 41.12	4869.82 2247.61 28.10 42.15	4991.57 2303.80 28.80 43.20	5116.35 2361.39 29.52 44.28	5244.27 2420.43 30.26 45.39	5375.37 2480.94 31.01 46.52
Urban Forester	M.1858 BMA 0969	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	7477.80 3451.29 43.14 64.71	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9833.31 4538.45 56.73 85.10
Utility Accounting Analyst	B.1670 BCEA 0972	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6616.42 3053.73 38.17 57.26	6781.82 3130.07 39.13 58.70	6951.38 3208.33 40.10 60.15	7125.15 3288.53 41.11 61.67	7303.29 3370.75 42.13 63.20	7485.88 3455.02 43.19 64.79	7673.01 3541.39 44.27 66.41	7864.85 3629.93 45.37 68.06	8061.45 3720.67 46.51 69.77	8263.00 3813.69 47.67 71.51	8469.57 3909.03 48.86 73.29	8681.31 4006.76 50.08 75.12	8898.35 4106.93 51.34 77.01	9120.80 4209.60 52.62 78.93
Utility Business Systems Analyst	B.0620 BCEA 0971	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7501.87 3462.40 43.28 64.92	7689.41 3548.96 44.36 66.54	7881.64 3637.68 45.47 68.21	8078.70 3728.63 46.61 69.92	8280.65 3821.84 47.77 71.66	8487.68 3917.39 48.97 73.46	8699.86 4015.32 50.19 75.29	8917.37 4115.71 51.45 77.18	9140.30 4218.60 52.73 79.10	9368.80 4324.06 54.05 81.08	9603.04 4432.17 55.40 83.10	9843.10 4542.97 56.79 85.19	10089.17 4656.54 58.21 87.32	10341.41 4772.96 59.66 89.49
Utility Facilities Supervisor	I.6031 IBEW 0657	06/21/26	Utilities Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	8442.68 3896.62 48.71 73.07	0.00 0.00 0.00 0.00	8864.83 4091.46 51.14 76.71	0.00 0.00 0.00 0.00	9308.07 4296.03 53.70 80.55	0.00 0.00 0.00 0.00	9773.47 4510.83 56.39 84.59	0.00 0.00 0.00 0.00	10262.14 4736.37 59.20 88.80	0.00 0.00 0.00 0.00	10775.25 4973.19 62.16 93.24	0.00 0.00 0.00 0.00	11314.01 5221.85 65.27 97.91	0.00 0.00 0.00 0.00
Utility Line Mechanic	I.6024 IBEW 0974	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9237.24 4263.34 53.29 79.94	0.00 0.00 0.00 0.00	9699.08 4476.50 55.96 83.94	0.00 0.00 0.00 0.00	10184.05 4700.33 58.75 88.13	0.00 0.00 0.00 0.00	10693.24 4935.34 61.69 92.54	0.00 0.00 0.00 0.00	11227.91 5182.11 64.78 97.17	0.00 0.00 0.00 0.00	11789.31 5441.22 68.02 102.03	0.00 0.00 0.00 0.00	12378.77 5713.28 71.42 107.13	0.00 0.00 0.00 0.00
Utility Line Mechanic-G	I.6124 IBEW 0973	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9792.66 4519.69 56.50 84.75	0.00 0.00 0.00 0.00	10282.31 4745.68 59.32 88.98	0.00 0.00 0.00 0.00	10796.41 4982.96 62.29 93.44	0.00 0.00 0.00 0.00	11336.24 5232.11 65.40 98.10	0.00 0.00 0.00 0.00	11903.04 5493.71 68.67 103.01	0.00 0.00 0.00 0.00	12498.20 5768.40 72.11 108.17	0.00 0.00 0.00 0.00	13123.11 6056.82 75.71 113.57	0.00 0.00 0.00 0.00

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Locator	B.1087 BCEA 0977	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5674.33 2618.92 32.74 49.11	5816.18 2684.39 33.55 50.33	5961.58 2751.50 34.39 51.59	6110.63 2820.29 35.25 52.88	6263.40 2890.80 36.14 54.21	6419.99 2963.07 37.04 55.56	6580.47 3037.14 37.96 56.94	6744.99 3113.07 38.91 58.37	6913.62 3190.90 39.89 59.84	7086.45 3270.67 40.88 61.32	7263.62 3352.44 41.91 62.87	7445.21 3436.25 42.95 64.43	7631.33 3522.15 44.03 66.05	7822.12 3610.21 45.13 67.70
Utility Project Manager	M.1303 BMA 0961	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10682.30 4930.29 61.63 92.45	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14047.22 6483.33 81.04 121.56
Utility Worker	B.1086 BCEA 0975	06/21/26	Equipment Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	3978.95 1836.44 22.96 34.44	4078.45 1882.36 23.53 35.30	4180.39 1929.41 24.12 36.18	4284.91 1977.65 24.72 37.08	4392.03 2027.09 25.34 38.01	4501.84 2077.77 25.97 38.96	4614.37 2129.71 26.62 39.93	4729.73 2182.95 27.29 40.94	4847.98 2237.53 27.97 41.96	4969.19 2293.47 28.67 43.01	5093.40 2350.80 29.39 44.09	5220.74 2409.57 30.12 45.18	5351.26 2469.81 30.87 46.31	5485.05 2531.56 31.64 47.46
Veterinarian	M.2109 BMA 0976	06/21/26	Police/Fire Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12841.51 5926.85 74.09 111.14	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16886.57 7793.80 97.42 146.13
Veterinary Technician	B.1271 BCEA 0984	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4767.06 2200.18 27.50 41.25	4886.22 2255.18 28.19 42.29	5008.38 2311.56 28.89 43.34	5133.59 2369.35 29.62 44.43	5261.95 2428.59 30.36 45.54	5393.48 2489.30 31.12 46.68	5528.32 2551.53 31.89 47.84	5666.53 2615.32 32.69 49.04	5808.18 2680.70 33.51 50.27	5953.39 2747.72 34.35 51.53	6102.22 2816.41 35.21 52.82	6254.78 2886.82 36.09 54.14	6411.17 2959.00 36.99 55.49	6571.44 3032.97 37.91 56.87
Video Production Associate	B.1252 BCEA 0700	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4648.30 2145.37 26.82 40.23	4764.52 2199.01 27.49 41.24	4883.62 2253.98 28.17 42.26	5005.72 2310.33 28.88 43.32	5130.86 2368.09 29.60 44.40	5259.13 2427.29 30.34 45.51	5390.60 2487.97 31.10 46.65	5525.37 2550.17 31.88 47.82	5663.52 2613.93 32.67 49.01	5805.11 2679.28 33.49 50.24	5950.23 2746.26 34.33 51.50	6098.97 2814.91 35.19 52.79	6251.46 2885.29 36.07 54.11	6407.74 2957.42 36.97 55.46
Video Production Supervisor	M.1704 BMA 0126	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7533.63 3477.06 43.46 65.19	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9906.72 4572.33 57.15 85.73
Warehouse Manager-BWF	M.2005 BMA 0979	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10900.07 5030.80 62.89 94.34	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14333.58 6615.50 82.69 124.04
Water Maintenance-Construction Superintendent	M.2202 BMA 0990	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14797.53 6829.63 85.37 128.06	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19458.75 8980.96 112.26 168.39
Water Meter Mechanic	B.1679 BCEA 0989	06/21/26	Utilities Non Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	7744.23 3574.26 44.68 67.02	7937.82 3663.61 45.80 68.70	8136.27 3755.20 46.94 70.41	8339.67 3849.08 48.11 72.17	8548.17 3945.31 49.32 73.98	8761.87 4043.94 50.55 75.83	8980.92 4145.04 51.81 77.72	9205.45 4248.67 53.11 79.67	9435.57 4354.88 54.44 81.66	9671.48 4463.76 55.80 83.70	9913.26 4575.35 57.19 85.79	10161.08 4689.73 58.62 87.93	10415.12 4806.98 60.09 90.14	10675.49 4927.15 61.59 92.39
Water Plant Mechanic	B.1540 BCEA 0997	06/21/26	Utilities Non Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	7375.07 3403.88 42.55 63.83	7559.46 3488.98 43.61 65.42	7748.43 3576.20 44.70 67.05	7942.16 3665.61 45.82 68.73	8140.71 3757.25 46.97 70.46	8344.22 3851.18 48.14 72.21	8552.83 3947.46 49.34 74.01	8766.64 4046.14 50.58 75.87	8985.82 4147.30 51.84 77.76	9210.46 4250.98 53.14 79.71	9440.71 4357.25 54.47 81.71	9676.72 4466.18 55.83 83.75	9918.65 4577.84 57.22 85.83	10166.63 4692.29 58.65 87.98
Water Plant Operator	B.1538 BCEA 0991	06/21/26	Utilities Non Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	7375.07 3403.88 42.55 63.83	7559.46 3488.98 43.61 65.42	7748.43 3576.20 44.70 67.05	7942.16 3665.61 45.82 68.73	8140.71 3757.25 46.97 70.46	8344.22 3851.18 48.14 72.21	8552.83 3947.46 49.34 74.01	8766.64 4046.14 50.58 75.87	8985.82 4147.30 51.84 77.76	9210.46 4250.98 53.14 79.71	9440.71 4357.25 54.47 81.71	9676.72 4466.18 55.83 83.75	9918.65 4577.84 57.22 85.83	10166.63 4692.29 58.65 87.98

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Quality Analyst	B.1835 BCEA 0992	06/21/26	Utilities Non Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	8562.54 3951.94 49.40 74.10	8776.60 4050.74 50.63 75.95	8996.00 4152.00 51.90 77.85	9220.90 4255.80 53.20 79.80	9451.43 4362.20 54.53 81.80	9687.71 4471.25 55.89 83.84	9929.92 4583.04 57.29 85.94	10178.16 4697.61 58.72 88.08	10432.61 4815.05 60.19 90.29	10693.43 4935.43 61.69 92.54	10960.76 5058.81 63.24 94.86	11234.77 5185.28 64.82 97.23	11515.66 5314.92 66.44 99.66	11803.55 5447.79 68.10 102.15
Water Quality Manager	M.1031 BMA 0994	06/21/26	Utilities Non Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	11589.74 5349.11 66.86 100.29	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15240.51 7034.08 87.93 131.90
Water Service Planner	B.1804 BCEA 0993	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8104.29 3740.44 46.76 70.14	8306.89 3833.95 47.92 71.88	8514.57 3929.80 49.12 73.68	8727.44 4028.05 50.35 75.53	8945.63 4128.75 51.61 77.42	9169.27 4231.97 52.90 79.35	9398.50 4337.77 54.22 81.33	9633.46 4446.21 55.58 83.37	9874.30 4557.37 56.97 85.46	10121.15 4671.30 58.39 87.59	10374.17 4788.08 59.85 89.78	10633.55 4907.79 61.35 92.03	10899.37 5030.48 62.88 94.32	11171.85 5156.24 64.45 96.68
Water Supervisor	I.6028 IBEW 0995	06/21/26	Utilities Non Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	10421.58 4809.96 60.12 90.18	0.00 0.00 0.00 0.00	10942.64 5050.45 63.13 94.70	0.00 0.00 0.00 0.00	11489.79 5302.98 66.29 99.44	0.00 0.00 0.00 0.00	12064.28 5568.13 69.60 104.40	0.00 0.00 0.00 0.00	12667.48 5846.53 73.08 109.62	0.00 0.00 0.00 0.00	13300.86 6138.86 76.74 115.11	0.00 0.00 0.00 0.00	13965.90 6445.80 80.57 120.86	0.00 0.00 0.00 0.00
Welder	B.1648 BCEA 0999	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6505.59 3002.58 37.53 56.30	6668.22 3077.64 38.47 57.71	6834.92 3154.58 39.43 59.15	7005.81 3233.45 40.42 60.63	7180.96 3314.29 41.43 62.15	7360.47 3397.14 42.46 63.69	7544.49 3482.07 43.53 65.30	7733.09 3569.12 44.61 66.92	7926.43 3658.35 45.73 68.60	8124.59 3749.81 46.87 70.31	8327.71 3843.56 48.04 72.06	8535.89 3939.64 49.25 73.88	8749.30 4038.14 50.48 75.72	8968.03 4139.09 51.74 77.61
Work Trainee I	B.0615 BCEA 0944	06/21/26	Recreation Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	3180.45 1467.90 18.35 27.53	3259.97 1504.60 18.81 28.22	3341.48 1542.22 19.28 28.92	3425.00 1580.77 19.76 29.64	3510.63 1620.29 20.25 30.38	3598.40 1660.80 20.76 31.14	3688.36 1702.32 21.28 31.92	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Workers' Compensation Administrator	M.1965 BMA 0988	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10488.44 4840.82 60.51 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13792.29 6365.67 79.57 119.36
Workers' Compensation Representative II	B.1217 BCEA 0985	06/21/26	Safety/Inspection Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	6834.71 3154.48 39.43 59.15	7005.57 3233.34 40.42 60.63	7180.70 3314.17 41.43 62.15	7360.23 3397.03 42.46 63.69	7544.23 3481.95 43.52 65.28	7732.83 3569.00 44.61 66.92	7926.17 3658.23 45.73 68.60	8124.31 3749.68 46.87 70.31	8327.43 3843.43 48.04 72.06	8535.61 3939.51 49.24 73.86	8749.00 4038.00 50.48 75.72	8967.73 4138.95 51.74 77.61	9191.91 4242.42 53.03 79.55	9421.71 4348.48 54.36 81.54
Workers' Compensation Representative III	M.1705 BMA 0986	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7686.06 3547.41 44.34 66.51	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	10107.18 4664.85 58.31 87.47
Workers' Compensation and Risk Management Representative I	B.1334 BCEA 0023	06/21/26	Safety/Inspection Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5166.74 2384.65 29.81 44.72	5295.92 2444.27 30.55 45.83	5428.30 2505.37 31.32 46.98	5564.02 2568.01 32.10 48.15	5703.12 2632.21 32.90 49.35	5845.69 2698.01 33.73 50.60	5991.83 2765.46 34.57 51.86	6141.63 2834.60 35.43 53.15	6295.16 2905.46 36.32 54.48	6452.55 2978.10 37.23 55.85	6613.86 3052.55 38.16 57.24	6779.22 3128.87 39.11 58.67	6948.70 3207.09 40.09 60.14	7122.42 3287.27 41.09 61.64
Youth Employment Assistant	B.0495 BCEA 0980	06/21/26	Rec/Gen Admin Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	3387.43 1563.43 19.54 29.31	3472.13 1602.52 20.03 30.05	3558.92 1642.58 20.53 30.80	3647.89 1683.64 21.05 31.58	3739.10 1725.74 21.57 32.36	3832.57 1768.88 22.11 33.17	3928.38 1813.10 22.66 33.99	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
Youth Employment Coordinator	B.1027 BCEA 0981	06/21/26	Rec/Gen Admin Exempt 9410	40 HRLY 40 O.T.	29.28 43.92	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	29.28 43.92
Youth Employment Junior Team Leader	B.0616 BCEA 0982	06/21/26	Rec/Gen Admin Exempt 9420	40 HRLY 40 O.T.	20.35 30.53	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	20.35 30.53

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Youth Employment Team Leader	B.0845 BCEA 0983	06/21/26	Rec/Gen Admin Exempt 9420	40 HRLY 40 O.T.	24.42 36.63	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	24.42 36.63
Youth Services Worker	B.0382 BCEA 0977	06/21/26	Recreation Exempt 8810	40 HRLY 40 O.T.	19.27 28.91	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	19.27 28.91

RESOLUTION NO. 26-29,730

A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING THE REVISION OF THE TITLE AND SPECIFICATION FOR THE CLASSIFICATION OF ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR – BUSINESS & ECONOMIC DEVELOPMENT TO ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR – ECONOMIC DEVELOPMENT & REAL ESTATE

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, was further amended by the addition thereto of the classification of Assistant Community Development Director – Business & Economic Development. This classification is revised to Assistant Community Development Director – Economic Development & Real Estate, title and specification as set forth in Exhibit A, with a biweekly salary as follows:

CTC	Barg. Code	Job Series	Grade	Step 1	Step 14
0058	Z	Comm Dev	Z.2398	$6,708.11	$8,821.17

2. Pursuant to Burbank Municipal Code Section 2-1-502(e), this classification is exempt from the Civil Service System.

3. 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, 6, and 7.

4. 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 11th day of August 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 11th day of August, 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 Assistant Community Development Director – Economic Development & Real Estate

CITY OF BURBANK

ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR – ECONOMIC DEVELOPMENT & REAL ESTATE

DEFINITION

Under general administrative direction, to plan, organize, and direct the activities of the Economic Development and Real Estate functions within the Community Development Department; and to perform related work as required.

ESSENTIAL FUNCTIONS

Directs, plans, and implements the activities of the Economic Development and Real Estate sections; coordinates and administers activities of real estate, economic development, affordable housing projects and other assigned projects in accordance with local, state, and federal laws; develops and recommends goals and objectives relating to Economic Development, Real Estate, and other general fund functions; prepares status reports for all functions as required; confers with superiors on policies, strategies, and programs relating to development, and economic development activities; negotiates, monitors, and ensures compliance with terms of applicable agreements on behalf of the City, Burbank Successor Agency, and Housing Authority; implements economic development and capital improvement programs; prioritizes a wide variety and large volume of projects to ensure implementation and completion within prescribed time frame; provides assistance to developers of residential, office, commercial, and industrial projects within the City; reviews progress of objectives with developers and City staff; oversees the acquisition, rehabilitation, and construction of affordable housing; oversees applications for grants and loans from federal, state, and county levels of government relating to financing for economic development, and real estate activities; participates in the development of proposed budgets; verifies expense eligibility and authorizes expenditures; makes a variety of public presentations; attends after hours meetings regularly; provides staff support for Boards, Commissions, and Committees as requested; may serve as the department head in the absence of the Community Development Director; supervises, trains, and evaluates employees; makes effective recommendations regarding hiring, promotions, and transfers; effectively recommends disciplinary action up to and including termination; conducts annual performance evaluations and makes recommendations in compliance with Memorandum of Understandings, Civil Service Rules, and local, state, and federal laws; drives on City business.

MINIMUM QUALIFICATIONS

Employment Standards:

- Knowledge of – procedures and regulations concerning housing, economic development, and real estate programs; the theory, principles, and practices of governmental finance, planning, and real estate; the principles and practices of sound personnel management and supervision.

- Ability to – analyze organizational, financial, and administrative problems and develop effective solutions; coordinate, supervise, and evaluate the work of others; communicate effectively, both orally and in writing; make effective oral presentations; establish and maintain effective working relationships with City officials, supervisors, fellow employees, developers, 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 degree in public administration, planning, business administration, or related field and five years of progressively responsible administrative, management, real estate, and/or economic development experience; including at least four years in a supervisory capacity.

License & Certificates: A valid California Class "C" driver's license or equivalent at time of appointment.

SUPPLEMENTAL INFORMATION

Desirable Qualifications: A master's degree in public administration, planning, business administration, or closely related field.

RESOLUTION NO. 26-29,731

A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING THE ESTABLISHMENT OF THE TITLE, SPECIFICATION, SALARY, AND CONFLICT OF INTEREST CODE DESIGNATION FOR THE CLASSIFICATION OF ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR – HOUSING & HOMELESS SERVICES

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 Assistant Community Development Director – Housing & Homeless Services. 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
0064	Z	Comm Dev	Z.2399	$6,708.11	$8,821.17

2. Pursuant to Burbank Municipal Code Section 2-1-502(e), this classification is exempt from the Civil Service System.

3. 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, 6, and 7.

4. 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 11th day of August, 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 11th day of August, 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 Assistant Community Development Director – Housing & Homeless Services

CITY OF BURBANK

ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR – HOUSING & HOMELESS SERVICES

DEFINITION

Under general administrative direction, to plan, organize, and direct the activities of the Burbank Successor Agency, Housing Authority, Home Investment Partnership (HOME) program, homeless services programs, landlord/tenant, Housing Enforcement Unit, and Community Development Block Grant (CDBG) functions within the Community Development Department; and to perform related work as required.

ESSENTIAL FUNCTIONS

Directs, plans, and implements the activities of the Burbank Successor Agency, the Housing Authority, CDBG Program, Homelessness Program, and HOME program sections; coordinates and administers activities of affordable housing projects (Section 8, HOME, 20% Housing Set Aside), landlord/tenant housing programs, housing compliance and enforcement activities, homeless services initiatives, and other assigned projects in accordance with local, state, and federal laws; develops and recommends goals and objectives relating to the Burbank Successor Agency, Housing Authority, and other general fund functions; prepares status reports for all functions as required; confers with management and city staff on policies, strategies, and programs relating to housing stability, homelessness response, and community development activities; negotiates, monitors, and ensures compliance with terms of applicable agreements on behalf of the City, Burbank Successor Agency, and Housing Authority; implements capital improvement programs; prioritizes a wide variety and large volume of projects to ensure implementation and completion within prescribed timeframe; provides assistance to developers of affordable and supportive housing projects within the City;; reviews progress of objectives with developers and City staff; oversees the acquisition, rehabilitation, and construction of affordable housing; responsible for implementation of housing policies; oversees applications for grants and loans from federal, state, and county levels of government relating to financing for affordable housing (Section 8 Housing, CDBG, and HOME programs); oversees administration and enforcement of landlord/tenant regulations, just cause eviction protections, relocation assistance requirements, and related compliance measures, as applicable; coordinates homeless services programs including outreach, interim housing, supportive housing initiatives, and interagency partnerships; monitors service providers and ensures performance and contractual compliance; participates in the development of proposed budgets; verifies expense eligibility and authorizes expenditures; makes a variety of public presentations; attends after hours meetings regularly; provides staff support for Boards, Commissions,

and Committees as requested; may serve as the implementing official for the Burbank Successor Agency; may serve as the department head in the absence of the Community Development Director; supervises, trains, and evaluates employees; makes effective recommendations regarding hiring, promotions, and transfers; effectively recommends disciplinary action up to and including termination; conducts annual performance evaluations and makes recommendations in compliance with Memorandum of Understandings, Civil Service Rules, and local, state, and federal laws; drives on City business.

MINIMUM QUALIFICATONS

Employment Standards:

- Knowledge of – procedures and regulations concerning housing programs, landlord/tenant law, and housing compliance practices; principles and practices of homelessness prevention and response programs; federal regulations pertaining to Section 8 Housing, HOME, and CDBG programs; the principles and practices of sound personnel management and supervision.

- Ability to – analyze organizational, financial, and administrative problems and develop effective solutions; coordinate, supervise, and evaluate the work of others; communicate effectively, both orally and in writing; make effective oral presentations; establish and maintain effective working relationships with City officials, supervisors, fellow employees, developers, 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 degree in public administration, planning, business administration, or related field and five years of progressively responsible administrative, management, affordable housing, housing policy, landlord/tenant program administration, and/or homeless services program management experience; including at least four years in a supervisory capacity.

License & Certificates: A valid California Class "C" driver's license or equivalent at time of appointment.

SUPPLEMENTAL INFORMATION

Desirable Qualifications: A master's degree in public administration, planning, business administration, or closely related field.

RESOLUTION NO. 26-29,732

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 11th day of August, 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 11th day of August, 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 August 11, 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 BCEA 0009	06/21/26	Financial Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4198.85 1937.93 24.22 36.33	4303.80 1986.37 24.83 37.25	4411.40 2036.03 25.45 38.18	4521.68 2086.93 26.09 39.14	4634.74 2139.11 26.74 40.11	4750.59 2192.58 27.41 41.12	4869.37 2247.40 28.09 42.14	4991.09 2303.58 28.79 43.19	5115.87 2361.17 29.51 44.27	5243.77 2420.20 30.25 45.38	5374.87 2480.71 31.01 46.52	5509.25 2542.73 31.78 47.67	5646.96 2606.29 32.58 48.87	5788.14 2671.45 33.39 50.09
Accountant	B.1620 BCEA 0011	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6624.87 3057.63 38.22 57.33	6790.49 3134.07 39.18 58.77	6960.24 3212.42 40.16 60.24	7134.25 3292.73 41.16 61.74	7312.61 3375.05 42.19 63.29	7495.43 3459.43 43.24 64.86	7682.81 3545.91 44.32 66.48	7874.88 3634.56 45.43 68.15	8071.77 3725.43 46.57 69.86	8273.55 3818.56 47.73 71.60	8480.38 3914.02 48.93 73.40	8692.41 4011.88 50.15 75.23	8909.70 4112.17 51.40 77.10	9132.46 4214.98 52.69 79.04
Accounting and Audit Manager	M.1992 BMA 0012	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12224.75 5642.19 70.53 105.80	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16075.54 7419.48 92.74 139.11
Administrative Analyst I (M)	M.1417 BMA 0017	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6706.05 3095.10 38.69 58.04	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	8818.46 4070.06 50.88 76.32
Administrative Analyst I (Z)	Z.1442 Z-Group 5017	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6706.05 3095.10 38.69 58.04	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	8818.46 4070.06 50.88 76.32
Administrative Analyst II (M)	M.1666 BMA 0014	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7451.88 3439.33 42.99 64.49	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9799.23 4522.72 56.53 84.80
Administrative Analyst II (Z)	Z.1715 Z-Group 5014	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7451.88 3439.33 42.99 64.49	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9799.23 4522.72 56.53 84.80
Administrative Officer	Z.1932 Z-Group 0020	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10325.81 4765.76 59.57 89.36	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13578.46 6266.98 78.34 117.51
Administrative Officer-BWF	Z.2023 Z-Group 0018	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11490.90 5303.49 66.29 99.44	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15110.53 6974.09 87.18 130.77
Administrative Technician	M.1563 BMA 0022	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	6702.24 3093.34 38.67 58.01	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	8813.44 4067.74 50.85 76.28
Animal Control Officer	B.1382 BCEA 0026	06/21/26	Safety/Inspection Non Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	5326.27 2458.28 30.73 46.10	5459.44 2519.74 31.50 47.25	5595.92 2582.73 32.28 48.42	5735.82 2647.30 33.09 49.64	5879.21 2713.48 33.92 50.88	6026.19 2781.32 34.77 52.16	6176.84 2850.85 35.64 53.46	6331.26 2922.12 36.53 54.80	6489.56 2995.18 37.44 56.16	6651.80 3070.06 38.38 57.57	6818.09 3146.81 39.34 59.01	6988.54 3225.48 40.32 60.48	7163.24 3306.11 41.33 62.00	7342.34 3388.77 42.36 63.54
Animal Shelter Superintendent	M.1990 BMA 0027	06/21/26	Safety/Inspection Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	10139.89 4679.95 58.50 87.75	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13333.97 6154.14 76.93 115.40

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 BCEA 0031	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5651.27 2608.28 32.60 48.90	5792.56 2673.49 33.42 50.13	5937.36 2740.32 34.25 51.38	6085.80 2808.83 35.11 52.67	6237.94 2879.05 35.99 53.99	6393.90 2951.03 36.89 55.34	6553.73 3024.80 37.81 56.72	6717.58 3100.42 38.76 58.14	6885.52 3177.93 39.72 59.58	7057.66 3257.38 40.72 61.08	7234.11 3338.82 41.74 62.61	7414.96 3422.29 42.78 64.17	7600.32 3507.84 43.85 65.78	7790.34 3595.54 44.94 67.41
Applications Development Analyst II	M.1633 BMA 0032	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7386.62 3409.21 42.62 63.93	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9713.41 4483.11 56.04 84.06
Applications Development Analyst III (M)	M.1855 BMA 0033	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9219.54 4255.17 53.19 79.79	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12123.67 5595.54 69.94 104.91
Applications Development Analyst III (Z)	Z.1856 Z-Group 5033	06/21/26	Info Sys Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9219.54 4255.17 53.19 79.79	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12123.67 5595.54 69.94 104.91
Applications Development Analyst IV	M.2044 BMA 0034	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10926.50 5043.00 63.04 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14368.36 6631.55 82.89 124.34
Aquatics Supervisor	B.1300 BCEA 0028	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7206.77 3326.20 41.58 62.37	7386.95 3409.36 42.62 63.93	7571.61 3494.59 43.68 65.52	7760.91 3581.96 44.77 67.16	7954.92 3671.50 45.89 68.84	8153.80 3763.29 47.04 70.56	8357.64 3857.37 48.22 72.33	8566.59 3953.81 49.42 74.13	8780.74 4052.65 50.66 75.99	9000.27 4153.97 51.92 77.88	9225.28 4257.82 53.22 79.83	9455.92 4364.27 54.55 81.83	9692.30 4473.37 55.92 83.88	9934.62 4585.21 57.32 85.98
Assistant Chief Information Officer	Z.1446 Z-Group 0035	06/21/26	Info Sys Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	15505.21 7156.25 89.45 134.18	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	20389.35 9410.47 117.63 176.45
Assistant City Attorney	Z.2364 Z-Group 0041	06/21/26	Legal Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13719.25 6331.96 79.15 118.73	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18040.82 8326.53 104.08 156.12
Assistant City Clerk	Z.1936 Z-Group 0264	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9994.12 4612.67 57.66 86.49	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13142.26 6065.66 75.82 113.73
Assistant City Engineer	Z.1430 Z-Group 0043	06/21/26	Engineering Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14516.52 6699.93 83.75 125.63	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19089.22 8810.41 110.13 165.20
Assistant City Manager	E.0096 Exec 0051	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	20216.97 9330.91 116.64 174.96	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	26585.33 12270.15 153.38 230.07
Assistant City Treasurer	Z.1931 Z-Group 0054	06/21/26	Financial Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10239.80 4726.06 59.08 88.62	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13465.34 6214.77 77.68 116.52

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 - Economic Development & Real Estate	Z.2398 Z-Group 0058	06/21/26	Comm Dev Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14534.24 6708.11 83.85 125.78	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19112.54 8821.17 110.26 165.39
Assistant Community Development Director - Housing & Homeless Services	Z.2399 Z-Group 0064	08/11/26	Comm Dev Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14534.24 6708.11 83.85 125.78	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19112.54 8821.17 110.26 165.39
Assistant Community Development Director-Building Official	Z.2319 Z-Group 0057	06/21/26	Engineering Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14307.17 6603.31 82.54 123.81	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18813.95 8683.36 108.54 162.81
Assistant Community Development Director-Transportation & Planning	Z.2397 Z-Group 0063	06/21/26	Comm Dev Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14534.24 6708.11 83.85 125.78	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19112.54 8821.17 110.26 165.39
Assistant Financial Services Director	Z.2363 Z-Group 0065	06/21/26	Financial Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14673.01 6772.16 84.65 126.98	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19294.99 8905.38 111.32 166.98
Assistant Fire Marshal	M.1917 BMA 0391	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10261.42 4736.04 59.20 88.80	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13493.76 6227.89 77.85 116.78
Assistant General Manager-BWP	Z.2517 Z-Group 0067	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	19151.51 8839.16 110.49 165.74	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	25184.25 11623.50 145.29 217.94
Assistant General Manager-Customer Service & Marketing	Z.2379 Z-Group 0068	06/21/26	Financial Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	17236.53 7955.32 99.44 149.16	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	22666.04 10461.25 130.77 196.16
Assistant General Manager-Utility Administrative Services	Z.2076 Z-Group 0013	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13789.21 6364.25 79.55 119.33	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18132.79 8368.98 104.61 156.92
Assistant Information Technology Director-Application Services	Z.2283 Z-Group 0573	06/21/26	Info Sys Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12292.50 5673.46 70.92 106.38	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16164.66 7460.61 93.26 139.89
Assistant Information Technology Director-Operations	Z.2284 Z-Group 0563	06/21/26	Info Sys Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12292.50 5673.46 70.92 106.38	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16164.66 7460.61 93.26 139.89

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Library Services Director	Z.2147 Z-Group 0070	06/21/26	Library Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12076.44 5573.74 69.67 104.51	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15880.52 7329.47 91.62 137.43
Assistant Management Services Director	Z.2212 Z-Group 0069	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13351.56 6162.26 77.03 115.55	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17557.32 8103.38 101.29 151.94
Assistant Management Services Director-Labor & Human Resources	Z.2233 Z-Group 0072	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13351.56 6162.26 77.03 115.55	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17557.32 8103.38 101.29 151.94
Assistant Management Services Director-Risk Management & Safety	Z.2075 Z-Group 0073	06/21/26	Safety/Inspection Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13076.18 6035.16 75.44 113.16	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	17195.19 7936.24 99.20 148.80
Assistant Manager Customer Service Operations	M.1966 BMA 0071	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10172.67 4695.08 58.69 88.04	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13377.07 6174.03 77.18 115.77
Assistant Parks and Recreation Director	Z.2311 Z-Group 0076	06/21/26	Recreation Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	13841.40 6388.34 79.85 119.78	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18201.43 8400.66 105.01 157.52
Assistant Planner	B.1646 BCEA 0074	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6869.37 3170.48 39.63 59.45	7041.10 3249.74 40.62 60.93	7217.12 3330.98 41.64 62.46	7397.56 3414.26 42.68 64.02	7582.49 3499.61 43.75 65.63	7772.05 3587.10 44.84 67.26	7966.36 3676.78 45.96 68.94	8165.52 3768.70 47.11 70.67	8369.66 3862.92 48.29 72.44	8578.90 3959.49 49.49 74.24	8793.37 4058.48 50.73 76.10	9013.20 4159.94 52.00 78.00	9238.54 4263.94 53.30 79.95	9469.50 4370.54 54.63 81.95
Assistant Power Production Superintendent	M.2184 BMA 0075	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	15339.57 7079.80 88.50 132.75	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	20171.52 9309.93 116.37 174.56
Assistant Public Works Director-Fleet & Buildings	Z.2237 Z-Group 0077	06/21/26	Fac/Grounds Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14162.40 6536.49 81.71 122.57	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18623.56 8595.49 107.44 161.16
Assistant Public Works Director-Streets & Waste Management	Z.2236 Z-Group 0078	06/21/26	Streets/Refuse Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14162.40 6536.49 81.71 122.57	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18623.56 8595.49 107.44 161.16
Assistant Public Works Director-Traffic	Z.2339 Z-Group 0079	06/21/26	Engineering Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14620.60 6747.97 84.35 126.53	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19226.09 8873.58 110.92 166.38
Assistant Public Works Director-Wastewater Systems	Z.2338 Z-Group 0080	06/21/26	Engineering Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14620.60 6747.97 84.35 126.53	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19226.09 8873.58 110.92 166.38

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Traffic Signal Technician	B.1491 BCEA 0087	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5194.30 2397.37 29.97 44.96	5324.15 2457.30 30.72 46.08	5457.27 2518.74 31.48 47.22	5593.68 2581.70 32.27 48.41	5733.54 2646.25 33.08 49.62	5876.87 2712.40 33.91 50.87	6023.79 2780.21 34.75 52.13	6174.39 2849.72 35.62 53.43	6328.75 2920.96 36.51 54.77	6486.98 2993.99 37.42 56.13	6649.15 3068.84 38.36 57.54	6815.38 3145.56 39.32 58.98	6985.77 3224.20 40.30 60.45	7160.40 3304.80 41.31 61.97
Assistant Transportation Planner	B.1647 BCEA 0086	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6869.37 3170.48 39.63 59.45	7041.10 3249.74 40.62 60.93	7217.12 3330.98 41.64 62.46	7397.56 3414.26 42.68 64.02	7582.49 3499.61 43.75 65.63	7772.05 3587.10 44.84 67.26	7966.36 3676.78 45.96 68.94	8165.52 3768.70 47.11 70.67	8369.66 3862.92 48.29 72.44	8578.90 3959.49 49.49 74.24	8793.37 4058.48 50.73 76.10	9013.20 4159.94 52.00 78.00	9238.54 4263.94 53.30 79.95	9469.50 4370.54 54.63 81.95
Assistant to the City Manager	Z.2032 Z-Group 0085	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11220.54 5178.71 64.73 97.10	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14755.00 6810.00 85.13 127.70
Associate Planner	B.1745 BCEA 0089	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7575.23 3496.26 43.70 65.55	7764.62 3583.67 44.80 67.20	7958.73 3673.26 45.92 68.88	8157.70 3765.09 47.06 70.59	8361.64 3859.22 48.24 72.36	8570.68 3955.70 49.45 74.18	8784.95 4054.59 50.68 76.02	9004.56 4155.95 51.95 77.93	9229.68 4259.85 53.25 79.88	9460.43 4366.35 54.58 81.87	9696.94 4475.51 55.94 83.91	9939.37 4587.40 57.34 86.01	10187.84 4702.08 58.78 88.17	10442.53 4819.63 60.25 90.38
Associate Transportation Planner	B.1650 BCEA 0021	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7575.23 3496.26 43.70 65.55	7764.62 3583.67 44.80 67.20	7958.73 3673.26 45.92 68.88	8157.70 3765.09 47.06 70.59	8361.64 3859.22 48.24 72.36	8570.68 3955.70 49.45 74.18	8784.95 4054.59 50.68 76.02	9004.56 4155.95 51.95 77.93	9229.68 4259.85 53.25 79.88	9460.43 4366.35 54.58 81.87	9696.94 4475.51 55.94 83.91	9939.37 4587.40 57.34 86.01	10187.84 4702.08 58.78 88.17	10442.53 4819.63 60.25 90.38
Benefits Coordinator	B.1584 BCEA 0099	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6388.85 2948.70 36.86 55.29	6548.58 3022.42 37.78 56.67	6712.29 3097.98 38.72 58.08	6880.08 3175.42 39.69 59.54	7052.09 3254.81 40.69 61.04	7228.39 3336.18 41.70 62.55	7409.11 3419.59 42.74 64.11	7594.32 3505.07 43.81 65.72	7784.18 3592.70 44.91 67.37	7978.79 3682.52 46.03 69.05	8178.26 3774.58 47.18 70.77	8382.73 3868.95 48.36 72.54	8592.29 3965.67 49.57 74.36	8807.09 4064.81 50.81 76.22
Budget Manager	Z.2077 Z-Group 0111	06/21/26	Financial Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11748.82 5422.53 67.78 101.67	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15449.68 7130.62 89.13 133.70
Building Administration Manager	M.1020 BMA 0113	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10522.33 4856.46 60.71 91.07	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13936.85 6386.24 79.83 119.75
Building Inspection Manager	M.1902 BMA 0115	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9456.09 4364.35 54.55 81.83	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12434.76 5739.12 71.74 107.61
Building Inspector I	B.1552 BCEA 0117	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6277.53 2897.32 36.22 54.33	6434.46 2969.75 37.12 55.68	6595.31 3043.99 38.05 57.08	6760.20 3120.09 39.00 58.50	6929.22 3198.10 39.98 59.97	7102.44 3278.05 40.98 61.47	7280.00 3360.00 42.00 63.00	7462.00 3444.00 43.05 64.58	7648.55 3530.10 44.13 66.20	7839.76 3618.35 45.23 67.85	8035.76 3708.81 46.36 69.54	8236.65 3801.53 47.52 71.28	8442.57 3896.57 48.71 73.07	8653.62 3993.98 49.92 74.88
Building Inspector II	M.1636 BMA 0116	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7198.69 3322.47 41.53 62.30	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	9466.28 4369.05 54.61 81.92
Building Inspector III	M.1739 BMA 0760	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7983.41 3684.65 46.06 69.09	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	10498.19 4845.32 60.57 90.86

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Buyer I	B.1558 BCEA 0123	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6243.25 2881.50 36.02 54.03	6399.32 2953.53 36.92 55.38	6559.30 3027.37 37.84 56.76	6723.30 3103.06 38.79 58.19	6891.37 3180.63 39.76 59.64	7063.66 3260.15 40.75 61.13	7240.24 3341.65 41.77 62.66	7421.25 3425.19 42.81 64.22	7606.78 3510.82 43.89 65.84	7796.97 3598.60 44.98 67.47	7991.88 3688.56 46.11 69.17	8191.67 3780.77 47.26 70.89	8396.46 3875.29 48.44 72.66	8606.39 3972.18 49.65 74.48
Buyer II	B.1698 BCEA 0124	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7179.92 3313.81 41.42 62.13	7359.41 3396.65 42.46 63.69	7543.40 3481.57 43.52 65.28	7731.99 3568.61 44.61 66.92	7925.28 3657.82 45.72 68.58	8123.42 3749.27 46.87 70.31	8326.50 3843.00 48.04 72.06	8534.67 3939.08 49.24 73.86	8748.03 4037.55 50.47 75.71	8966.73 4138.49 51.73 77.60	9190.89 4241.95 53.02 79.53	9420.67 4348.00 54.35 81.53	9656.18 4456.70 55.71 83.57	9897.59 4568.12 57.10 85.65
Capital Projects Program Manager	Z.1443 Z-Group 0128	06/21/26	Engineering Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13124.45 6057.44 75.72 113.58	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17258.67 7965.54 99.57 149.36
Carpenter	B.1464 BCEA 0130	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5435.24 2508.57 31.36 47.04	5571.13 2571.29 32.14 48.21	5710.40 2635.57 32.94 49.41	5853.16 2701.46 33.77 50.66	5999.50 2769.00 34.61 51.92	6149.48 2838.22 35.48 53.22	6303.22 2909.18 36.36 54.54	6460.81 2981.91 37.27 55.91	6622.31 3056.45 38.21 57.32	6787.86 3132.86 39.16 58.74	6957.58 3211.19 40.14 60.21	7131.52 3291.47 41.14 61.71	7309.79 3373.75 42.17 63.26	7492.55 3458.10 43.23 64.85
Carpenter Leadworker	B.1512 BCEA 0133	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5879.88 2713.79 33.92 50.88	6026.87 2781.63 34.77 52.16	6177.54 2851.17 35.64 53.46	6331.98 2922.45 36.53 54.80	6490.27 2995.51 37.44 56.16	6652.53 3070.40 38.38 57.57	6818.85 3147.16 39.34 59.01	6989.32 3225.84 40.32 60.48	7164.04 3306.48 41.33 62.00	7343.16 3389.15 42.36 63.54	7526.72 3473.87 43.42 65.13	7714.89 3560.72 44.51 66.77	7907.77 3649.74 45.62 68.43	8105.46 3740.98 46.76 70.14
Cement Finisher	B.1478 BCEA 0141	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5758.22 2657.64 33.22 49.83	5902.17 2724.08 34.05 51.08	6049.72 2792.18 34.90 52.35	6200.98 2861.99 35.77 53.66	6356.00 2933.54 36.67 55.01	6514.89 3006.87 37.59 56.39	6677.78 3082.05 38.53 57.80	6844.72 3159.10 39.49 59.24	7015.84 3238.08 40.48 60.72	7191.23 3319.03 41.49 62.24	7371.00 3402.00 42.53 63.80	7555.28 3487.05 43.59 65.39	7744.17 3574.23 44.68 67.02	7937.78 3663.59 45.79 68.69
Chief Assistant City Attorney	Z.1445 Z-Group 0148	06/21/26	Legal Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	18212.76 8405.89 105.07 157.61	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	23949.77 11053.74 138.17 207.26
Chief Assistant Community Development Director	Z.2467 Z-Group 0150	06/21/26	Comm Dev Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	15442.66 7127.38 89.09 133.64	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	20307.08 9372.50 117.16 175.74
Chief Assistant General Manager-BWP	Z.1316 Z-Group 0152	06/21/26	Utilities Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	23988.51 11071.62 138.40 207.60	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	31544.89 14559.18 181.99 272.99
Chief Assistant Public Works Director-City Engineer	Z.2417 Z-Group 0151	06/21/26	Engineering Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	15390.12 7103.13 88.79 133.19	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	20237.99 9340.61 116.76 175.14
Chief Financial Officer	Z.2465 Z-Group 0149	06/21/26	Engineering Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	18193.91 8397.19 104.96 157.44	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	23924.98 11042.30 138.03 207.05
Chief Information Officer	E.0076 Exec 0422	06/21/26	Info Sys Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	16446.58 7590.73 94.88 142.32	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	21627.28 9981.82 124.77 187.16

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Attorney	E.0094 Exec 0155	03/15/26	Legal Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	23422.40 10810.34 135.13 202.70	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	30800.45 14215.59 177.69 266.54
City Clerk	E.0070 Exec 0159	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	17459.78 8058.36 100.73 151.10	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17459.78 8058.36 100.73 151.10
City Council	C.0000 Council 0161	08/17/25	Equipment Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	1995.00 920.77 11.51 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	1995.00 920.77 11.51 17.27
City Manager	E.0099 Exec 0171	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	27120.43 12517.12 156.46 234.69	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	35663.36 16460.01 205.75 308.63
City Treasurer	E.0072 Exec 0179	06/21/26	Financial Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	17719.78 8178.36 102.23 153.35	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17719.78 8178.36 102.23 153.35
Civil Engineer-BWP	M.1788 BMA 0190	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10234.90 4723.80 59.05 88.58	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13458.90 6211.80 77.65 116.48
Civil Engineering Assistant	B.1756 BCEA 0188	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7543.71 3481.71 43.52 65.28	7732.31 3568.76 44.61 66.92	7925.60 3657.97 45.72 68.58	8123.74 3749.42 46.87 70.31	8326.85 3843.16 48.04 72.06	8535.02 3939.24 49.24 73.86	8748.39 4037.72 50.47 75.71	8967.10 4138.66 51.73 77.60	9191.28 4242.13 53.03 79.55	9421.06 4348.18 54.35 81.53	9656.60 4456.89 55.71 83.57	9898.01 4568.31 57.10 85.65	10145.46 4682.52 58.53 87.80	10399.09 4799.58 59.99 89.99
Civil Engineering Assistant-BWP	B.1759 BCEA 0189	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7543.71 3481.71 43.52 65.28	7732.31 3568.76 44.61 66.92	7925.60 3657.97 45.72 68.58	8123.74 3749.42 46.87 70.31	8326.85 3843.16 48.04 72.06	8535.02 3939.24 49.24 73.86	8748.39 4037.72 50.47 75.71	8967.10 4138.66 51.73 77.60	9191.28 4242.13 53.03 79.55	9421.06 4348.18 54.35 81.53	9656.60 4456.89 55.71 83.57	9898.01 4568.31 57.10 85.65	10145.46 4682.52 58.53 87.80	10399.09 4799.58 59.99 89.99
Civil Engineering Associate	B.1910 BCEA 0191	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8771.77 4048.51 50.61 75.92	8991.08 4149.73 51.87 77.81	9215.85 4253.47 53.17 79.76	9446.26 4359.81 54.50 81.75	9682.40 4468.80 55.86 83.79	9924.46 4580.52 57.26 85.89	10172.57 4695.03 58.69 88.04	10426.89 4812.41 60.16 90.24	10687.56 4932.72 61.66 92.49	10954.75 5056.04 63.20 94.80	11228.62 5182.44 64.78 97.17	11509.33 5312.00 66.40 99.60	11797.07 5444.80 68.06 102.09	12091.99 5580.92 69.76 104.64
Civil Engineering Associate-BWP	B.1912 BCEA 0192	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8771.77 4048.51 50.61 75.92	8991.08 4149.73 51.87 77.81	9215.85 4253.47 53.17 79.76	9446.26 4359.81 54.50 81.75	9682.40 4468.80 55.86 83.79	9924.46 4580.52 57.26 85.89	10172.57 4695.03 58.69 88.04	10426.89 4812.41 60.16 90.24	10687.56 4932.72 61.66 92.49	10954.75 5056.04 63.20 94.80	11228.62 5182.44 64.78 97.17	11509.33 5312.00 66.40 99.60	11797.07 5444.80 68.06 102.09	12091.99 5580.92 69.76 104.64
Clerical Worker	B.1016 BCEA 0196	06/21/26	Rec/Gen Admin Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	3790.74 1749.57 21.87 32.81	3885.51 1793.31 22.42 33.63	3982.64 1838.14 22.98 34.47	4082.20 1884.09 23.55 35.33	4184.27 1931.20 24.14 36.21	4288.87 1979.48 24.74 37.11	4396.08 2028.96 25.36 38.04	4506.00 2079.69 26.00 39.00	4618.64 2131.68 26.65 39.98	4734.10 2184.97 27.31 40.97	4852.47 2239.60 28.00 42.00	4973.78 2295.59 28.69 43.04	5098.12 2352.98 29.41 44.12	5225.57 2411.80 30.15 45.23
Client Technology Specialist	B.0621 BCEA 0195	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5653.81 2609.45 32.62 48.93	5795.14 2674.68 33.43 50.15	5940.03 2741.55 34.27 51.41	6088.53 2810.09 35.13 52.70	6240.74 2880.34 36.00 54.00	6396.76 2952.35 36.90 55.35	6556.68 3026.16 37.83 56.75	6720.59 3101.81 38.77 58.16	6888.61 3179.36 39.74 59.61	7060.82 3258.84 40.74 61.11	7237.34 3340.31 41.75 62.63	7418.28 3423.82 42.80 64.20	7603.74 3509.42 43.87 65.81	7793.83 3597.15 44.96 67.44

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Client Technology Supervisor	M.1017 BMA 0197	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11304.71 5217.56 65.22 97.83	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14865.70 6861.09 85.76 128.64
Code Compliance Inspector I	B.1459 BCEA 0495	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5876.54 2712.25 33.90 50.85	6023.44 2780.05 34.75 52.13	6174.03 2849.55 35.62 53.43	6328.38 2920.79 36.51 54.77	6486.59 2993.81 37.42 56.13	6648.76 3068.66 38.36 57.54	6814.97 3145.37 39.32 58.98	6985.36 3224.01 40.30 60.45	7159.99 3304.61 41.31 61.97	7338.98 3387.22 42.34 63.51	7522.45 3471.90 43.40 65.10	7710.52 3558.70 44.48 66.72	7903.29 3647.67 45.60 68.40	8100.86 3738.86 46.74 70.11
Code Compliance Inspector II	B.1525 BCEA 0496	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6277.53 2897.32 36.22 54.33	6434.46 2969.75 37.12 55.68	6595.31 3043.99 38.05 57.08	6760.20 3120.09 39.00 58.50	6929.22 3198.10 39.98 59.97	7102.44 3278.05 40.98 61.47	7280.00 3360.00 42.00 63.00	7462.00 3444.00 43.05 64.58	7648.55 3530.10 44.13 66.20	7839.76 3618.35 45.23 67.85	8035.76 3708.81 46.36 69.54	8236.65 3801.53 47.52 71.28	8442.57 3896.57 48.71 73.07	8653.62 3993.98 49.92 74.88
Code Compliance Manager	M.1026 BMA 0492	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10557.76 4872.81 60.91 91.37	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13883.44 6407.74 80.10 120.15
Collection Systems Journeyman	B.1469 BCEA 0200	06/21/26	Equipment Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5718.44 2639.28 32.99 49.49	5861.40 2705.26 33.82 50.73	6007.95 2772.90 34.66 51.99	6158.14 2842.22 35.53 53.30	6312.09 2913.27 36.42 54.63	6469.88 2986.10 37.33 56.00	6631.65 3060.76 38.26 57.39	6797.44 3137.28 39.22 58.83	6967.37 3215.71 40.20 60.30	7141.55 3296.10 41.20 61.80	7320.08 3378.50 42.23 63.35	7503.10 3462.97 43.29 64.94	7690.67 3549.54 44.37 66.56	7882.94 3638.28 45.48 68.22
Collection Systems Leadworker	B.1668 BCEA 0202	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	7015.84 3238.08 40.48 60.72	7191.25 3319.04 41.49 62.24	7371.02 3402.01 42.53 63.80	7555.30 3487.06 43.59 65.39	7744.19 3574.24 44.68 67.02	7937.78 3663.59 45.79 68.69	8136.22 3755.18 46.94 70.41	8339.63 3849.06 48.11 72.17	8548.13 3945.29 49.32 73.98	8761.83 4043.92 50.55 75.83	8980.88 4145.02 51.81 77.72	9205.41 4248.65 53.11 79.67	9435.53 4354.86 54.44 81.66	9671.42 4463.73 55.80 83.70
Collection Systems Supervisor	M.1465 BMA 0205	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	8460.42 3904.81 48.81 73.22	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11125.44 5134.82 64.19 96.29
Collection Systems Worker	B.1337 BCEA 0203	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5039.82 2326.07 29.08 43.62	5165.81 2384.22 29.80 44.70	5294.97 2443.83 30.55 45.83	5427.33 2504.92 31.31 46.97	5563.03 2567.55 32.09 48.14	5702.08 2631.73 32.90 49.35	5844.65 2697.53 33.72 50.58	5990.77 2764.97 34.56 51.84	6140.53 2834.09 35.43 53.15	6294.04 2904.94 36.31 54.47	6451.40 2977.57 37.22 55.83	6612.69 3052.01 38.15 57.23	6778.01 3128.31 39.10 58.65	6947.44 3206.51 40.08 60.12
Collections Specialist	B.1438 BCEA 0201	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5657.45 2611.13 32.64 48.96	5798.89 2676.41 33.46 50.19	5943.86 2743.32 34.29 51.44	6092.47 2811.91 35.15 52.73	6244.77 2882.20 36.03 54.05	6400.90 2954.26 36.93 55.40	6560.93 3028.12 37.85 56.78	6724.94 3103.82 38.80 58.20	6893.06 3181.41 39.77 59.66	7065.39 3260.95 40.76 61.14	7242.02 3342.47 41.78 62.67	7423.07 3426.03 42.83 64.25	7608.66 3511.69 43.90 65.85	7798.87 3599.48 44.99 67.49
Communications Manager	Z.1952 Z-Group 0694	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11608.98 5357.99 66.97 100.46	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	15265.81 7045.76 88.07 132.11
Communications Network Engineer	M.2462 BMA 0206	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11460.09 5289.27 66.12 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15070.03 6955.40 86.94 130.41
Communications Operator	B.1420 BCEA 0209	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5723.92 2641.81 33.02 49.53	5867.03 2707.86 33.85 50.78	6013.69 2775.55 34.69 52.04	6164.04 2844.94 35.56 53.34	6318.15 2916.07 36.45 54.68	6476.10 2988.97 37.36 56.04	6638.00 3063.69 38.30 57.45	6803.94 3140.28 39.25 58.88	6974.05 3218.79 40.23 60.35	7148.40 3299.26 41.24 61.86	7327.10 3381.74 42.27 63.41	7510.30 3466.29 43.33 65.00	7698.04 3552.94 44.41 66.62	7890.50 3641.77 45.52 68.28

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Supervisor	B.1619 BCEA 0210	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	6983.41 3223.11 40.29 60.44	7158.00 3303.69 41.30 61.95	7336.94 3386.28 42.33 63.50	7520.35 3470.93 43.39 65.09	7708.37 3557.71 44.47 66.71	7901.08 3646.65 45.58 68.37	8098.61 3737.82 46.72 70.08	8301.06 3831.26 47.89 71.84	8508.59 3927.04 49.09 73.64	8721.31 4025.22 50.32 75.48	8939.34 4125.85 51.57 77.36	9162.83 4229.00 52.86 79.29	9391.89 4334.72 54.18 81.27	9626.70 4443.09 55.54 83.31
Communications Technician	I.6001 IBEW 0211	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9125.98 4211.99 52.65 78.98	0.00 0.00 0.00 0.00	9582.28 4422.59 55.28 82.92	0.00 0.00 0.00 0.00	10061.39 4643.72 58.05 87.08	0.00 0.00 0.00 0.00	10564.45 4875.90 60.95 91.43	0.00 0.00 0.00 0.00	11092.68 5119.70 64.00 96.00	0.00 0.00 0.00 0.00	11647.31 5375.68 67.20 100.80	0.00 0.00 0.00 0.00	12229.69 5644.47 70.56 105.84	0.00 0.00 0.00 0.00
Communications Technician Supervisor	I.1961 IBEW 0208	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	11224.37 5180.48 64.76 97.14	0.00 0.00 0.00 0.00	11785.58 5439.50 67.99 101.99	0.00 0.00 0.00 0.00	12374.87 5711.48 71.39 107.09	0.00 0.00 0.00 0.00	12993.61 5997.05 74.96 112.44	0.00 0.00 0.00 0.00	13643.28 6296.90 78.71 118.07	0.00 0.00 0.00 0.00	14325.46 6611.75 82.65 123.98	0.00 0.00 0.00 0.00	15041.74 6942.34 86.78 130.17	0.00 0.00 0.00 0.00
Communications Technician Trainee	I.1571 IBEW 0207	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	7582.40 3499.57 43.74 65.61	7949.28 3668.90 45.86 68.79	8316.19 3838.24 47.98 71.97	8683.07 4007.57 50.09 75.14	9172.26 4233.35 52.92 79.38	9661.45 4459.13 55.74 83.61	10150.64 4684.91 58.56 87.84	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Community Assistance Coordinator	Z.1701 Z-Group 0217	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7309.12 3373.44 42.17 63.26	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9611.49 4436.07 55.45 83.18
Community Development Director	E.0090 Exec 0204	06/21/26	Comm Dev Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	17288.85 7979.47 99.74 149.61	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	22734.86 10493.01 131.16 196.74
Community Service Officer	B.1021 BCEA 0025	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4836.93 2232.43 27.91 41.87	4957.85 2288.24 28.60 42.90	5081.81 2345.45 29.32 43.98	5208.84 2404.08 30.05 45.08	5339.08 2464.19 30.80 46.20	5472.55 2525.79 31.57 47.36	5609.37 2588.94 32.36 48.54	5749.60 2653.66 33.17 49.76	5893.33 2720.00 34.00 51.00	6040.67 2788.00 34.85 52.28	6191.68 2857.70 35.72 53.58	6346.47 2929.14 36.61 54.92	6505.14 3002.37 37.53 56.30	6667.77 3077.43 38.47 57.71
Conduit Mechanic	I.6002 IBEW 0219	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9237.24 4263.34 53.29 79.94	0.00 0.00 0.00 0.00	9699.08 4476.50 55.96 83.94	0.00 0.00 0.00 0.00	10184.05 4700.33 58.75 88.13	0.00 0.00 0.00 0.00	10693.24 4935.34 61.69 92.54	0.00 0.00 0.00 0.00	11227.91 5182.11 64.78 97.17	0.00 0.00 0.00 0.00	11789.31 5441.22 68.02 102.03	0.00 0.00 0.00 0.00	12378.77 5713.28 71.42 107.13	0.00 0.00 0.00 0.00
Conduit Mechanic-G	I.6102 IBEW 0220	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9792.66 4519.69 56.50 84.75	0.00 0.00 0.00 0.00	10282.31 4745.68 59.32 88.98	0.00 0.00 0.00 0.00	10796.41 4982.96 62.29 93.44	0.00 0.00 0.00 0.00	11336.24 5232.11 65.40 98.10	0.00 0.00 0.00 0.00	11903.04 5493.71 68.67 103.01	0.00 0.00 0.00 0.00	12498.20 5768.40 72.11 108.17	0.00 0.00 0.00 0.00	13123.11 6056.82 75.71 113.57	0.00 0.00 0.00 0.00
Construction & Maintenance Leadworker	B.1535 BCEA 0222	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6016.62 2776.90 34.71 52.07	6167.03 2846.32 35.58 53.37	6321.21 2917.48 36.47 54.71	6479.24 2990.42 37.38 56.07	6641.22 3065.18 38.31 57.47	6807.26 3141.81 39.27 58.91	6977.43 3220.35 40.25 60.38	7151.86 3300.86 41.26 61.89	7330.66 3383.38 42.29 63.44	7513.94 3467.97 43.35 65.03	7701.79 3554.67 44.43 66.65	7894.32 3643.53 45.54 68.31	8091.68 3734.62 46.68 70.02	8293.98 3827.99 47.85 71.78
Construction Inspector I	B.1635 BCEA 0213	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6430.95 2968.13 37.10 55.65	6591.72 3042.33 38.03 57.05	6756.51 3118.39 38.98 58.47	6925.43 3196.35 39.95 59.93	7098.56 3276.26 40.95 61.43	7276.01 3358.16 41.98 62.97	7457.93 3442.12 43.03 64.55	7644.37 3528.17 44.10 66.15	7835.49 3616.38 45.20 67.80	8031.38 3706.79 46.33 69.50	8232.14 3799.45 47.49 71.24	8437.95 3894.44 48.68 73.02	8648.90 3991.80 49.90 74.85	8865.13 4091.60 51.15 76.73
Construction Inspector II	B.1310 BCEA 0048	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6839.34 3156.62 39.46 59.19	7010.32 3235.53 40.44 60.66	7185.58 3316.42 41.46 62.19	7365.22 3399.33 42.49 63.74	7549.36 3484.32 43.55 65.33	7738.08 3571.42 44.64 66.96	7931.54 3660.71 45.76 68.64	8129.83 3752.23 46.90 70.35	8333.07 3846.03 48.08 72.12	8541.39 3942.18 49.28 73.92	8754.94 4040.74 50.51 75.77	8973.81 4141.76 51.77 77.66	9198.15 4245.30 53.07 79.61	9428.10 4351.43 54.39 81.59

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Inspector Manager	M.1832 BMA 0932	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9128.12 4212.98 52.66 78.99	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	12003.49 5540.07 69.25 103.88
Construction Superintendent	M.1941 BMA 0225	06/21/26	Fac/Grounds Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9191.11 4242.05 53.03 79.55	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12086.32 5578.30 69.73 104.60
Construction and Maintenance Worker	B.1414 BCEA 0226	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5170.40 2386.34 29.83 44.75	5299.67 2446.00 30.58 45.87	5432.16 2507.15 31.34 47.01	5567.94 2569.82 32.12 48.18	5707.15 2634.07 32.93 49.40	5849.83 2699.92 33.75 50.63	5996.08 2767.42 34.59 51.89	6145.97 2836.60 35.46 53.19	6299.63 2907.52 36.34 54.51	6457.12 2980.21 37.25 55.88	6618.54 3054.71 38.18 57.27	6784.01 3131.08 39.14 58.71	6953.61 3209.36 40.12 60.18	7127.45 3289.59 41.12 61.68
Contracts Administrator	M.1467 BMA 0223	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10584.88 4885.33 61.07 91.61	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13919.14 6424.22 80.30 120.45
Crime Analyst	M.1605 BMA 0231	06/21/26	Police/Fire Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	7108.86 3281.01 41.01 61.52	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9348.13 4314.52 53.93 80.90
Cross Connection Control Specialist	B.1649 BCEA 0233	06/21/26	Utilities Non Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	8640.67 3988.00 49.85 74.78	8856.68 4087.70 51.10 76.65	9078.10 4189.89 52.37 78.56	9305.05 4294.64 53.68 80.52	9537.69 4402.01 55.03 82.55	9776.13 4512.06 56.40 84.60	10020.53 4624.86 57.81 86.72	10271.04 4740.48 59.26 88.89	10527.81 4858.99 60.74 91.11	10791.02 4980.47 62.26 93.39	11060.79 5104.98 63.81 95.72	11337.30 5232.60 65.41 98.12	11620.74 5363.42 67.04 100.56	11911.25 5497.50 68.72 103.08
Crossing Guard	B.0633 BCEA 0234	06/21/26	Safety/Inspection Non Exempt 9410	40 HRLY 40 O.T.	19.81 29.72	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	19.81 29.72
Cultural Affairs Supervisor	M.1607 BMA 0180	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	7628.18 3520.70 44.01 66.02	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	10031.06 4629.72 57.87 86.81
Custodial Leadworker	B.1107 BCEA 0244	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	3902.45 1801.13 22.51 33.77	4000.01 1846.16 23.08 34.62	4100.03 1892.32 23.65 35.48	4202.53 1939.63 24.25 36.38	4307.59 1988.12 24.85 37.28	4415.28 2037.82 25.47 38.21	4525.65 2088.76 26.11 39.17	4638.79 2140.98 26.76 40.14	4754.77 2194.51 27.43 41.15	4873.64 2249.37 28.12 42.18	4995.47 2305.60 28.82 43.23	5120.35 2363.24 29.54 44.31	5248.38 2422.33 30.28 45.42	5379.57 2482.88 31.04 46.56
Custodial Supervisor	M.1576 BMA 0243	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6326.06 2919.72 36.50 54.75	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	8318.77 3839.43 47.99 71.99
Custodian	B.1019 BCEA 0250	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	3574.09 1649.58 20.62 30.93	3663.44 1690.82 21.14 31.71	3755.03 1733.09 21.66 32.49	3848.91 1776.42 22.21 33.32	3945.13 1820.83 22.76 34.14	4043.76 1866.35 23.33 35.00	4144.86 1913.01 23.91 35.87	4248.49 1960.84 24.51 36.77	4354.70 2009.86 25.12 37.68	4463.55 2060.10 25.75 38.63	4575.13 2111.60 26.40 39.60	4689.53 2164.40 27.06 40.59	4806.75 2218.50 27.73 41.60	4926.94 2273.97 28.42 42.63
Customer Service Representative I	B.1125 BCEA 0246	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4221.88 1948.56 24.36 36.54	4327.42 1997.27 24.97 37.46	4435.60 2047.20 25.59 38.39	4546.49 2098.38 26.23 39.35	4660.15 2150.84 26.89 40.34	4776.66 2204.61 27.56 41.34	4896.08 2259.73 28.25 42.38	5018.48 2316.22 28.95 43.43	5143.95 2374.13 29.68 44.52	5272.54 2433.48 30.42 45.63	5404.36 2494.32 31.18 46.77	5539.47 2556.68 31.96 47.94	5677.95 2620.59 32.76 49.14	5819.91 2686.11 33.58 50.37

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Representative II	B.1249 BCEA 0247	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4730.68 2183.39 27.29 40.94	4848.94 2237.97 27.97 41.96	4970.16 2293.92 28.67 43.01	5094.42 2351.27 29.39 44.09	5221.78 2410.05 30.13 45.20	5352.32 2470.30 30.88 46.32	5486.13 2532.06 31.65 47.48	5623.28 2595.36 32.44 48.66	5763.88 2660.25 33.25 49.88	5907.96 2726.75 34.08 51.12	6055.66 2794.92 34.94 52.41	6207.07 2864.80 35.81 53.72	6362.24 2936.42 36.71 55.07	6521.30 3009.83 37.62 56.43
Customer Service Representative III	B.1362 BCEA 0248	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5432.57 2507.34 31.34 47.01	5568.38 2570.02 32.13 48.20	5707.59 2634.27 32.93 49.40	5850.28 2700.13 33.75 50.63	5996.53 2767.63 34.60 51.90	6146.44 2836.82 35.46 53.19	6300.10 2907.74 36.35 54.53	6457.62 2980.44 37.26 55.89	6619.06 3054.95 38.19 57.29	6784.53 3131.32 39.14 58.71	6954.13 3209.60 40.12 60.18	7127.99 3289.84 41.12 61.68	7306.20 3372.09 42.15 63.23	7488.85 3456.39 43.20 64.80
Customer Service Supervisor	B.1685 BCEA 0254	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	7460.03 3443.09 43.04 64.56	7646.54 3529.17 44.11 66.17	7837.68 3617.39 45.22 67.83	8033.63 3707.83 46.35 69.53	8234.48 3800.53 47.51 71.27	8440.34 3895.54 48.69 73.04	8651.35 3992.93 49.91 74.87	8867.63 4092.75 51.16 76.74	9089.32 4195.07 52.44 78.66	9316.56 4299.95 53.75 80.63	9549.45 4407.44 55.09 82.64	9788.20 4517.63 56.47 84.71	10032.90 4630.57 57.88 86.82	10283.74 4746.34 59.33 89.00
Data Engineer	M.1312 BMA 0042	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9967.34 4600.31 57.50 86.25	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13107.06 6049.41 75.62 113.43
Database Administrator I	M.1882 BMA 0277	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9480.84 4375.77 54.70 82.05	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12467.28 5754.13 71.93 107.90
Database Administrator II	M.2013 BMA 0278	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10809.48 4988.99 62.36 93.54	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14214.48 6560.53 82.01 123.02
Database Administrator III	M.2161 BMA 0279	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12292.28 5673.36 70.92 106.38	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16164.35 7460.47 93.26 139.89
Deputy Building Official	M.2189 BMA 0256	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13075.70 6034.94 75.44 113.16	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	17194.56 7935.95 99.20 148.80
Deputy City Attorney	Z.2117 Z-Group 0258	06/21/26	Legal Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10736.79 4955.44 61.94 92.91	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14118.87 6516.40 81.46 122.19
Deputy City Manager (E)	E.0098 Exec 5266	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	17350.88 8008.10 100.10 150.15	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	22816.43 10530.66 131.63 197.45
Deputy City Manager (Z)	Z.2343 Z-Group 0266	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14024.05 6472.64 80.91 121.37	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18441.63 8511.52 106.39 159.59
Deputy City Manager-Public Works & Capital Projects	E.0086 Exec 0268	06/21/26	Engineering Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	18164.71 8383.71 104.80 157.20	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	23886.59 11024.58 137.81 206.72

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Director-Park, Recreation, and Community Services	Z.2130 Z-Group 0285	06/21/26	Recreation Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	12213.00 5636.77 70.46 105.69	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16060.09 7412.35 92.65 138.98
Deputy Financial Services Director	Z.2276 Z-Group 0269	06/21/26	Financial Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13809.88 6373.79 79.67 119.51	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18160.00 8381.54 104.77 157.16
Deputy Fire Chief	Y.2457 BFFCOU 0363	06/21/26	Police/Fire Non Exempt 7706	Monthly Bi-Weekly 40 HRLY 40 O.T. 56 HRLY 56 O.T.	18335.16 8462.38 105.78 158.67 75.56 113.34	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	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	24110.73 11128.03 139.10 208.65 99.36 149.04
Deputy Fire Marshal	F.2045 BFF 0257	06/21/26	Police/Fire Non Exempt 7706	Monthly Bi-Weekly 40 HRLY 40 O.T. 56 HRLY 56 O.T.	9239.77 4264.51 53.31 79.97 38.08 57.12	9470.76 4371.12 54.64 81.96 39.03 58.55	9707.53 4480.40 56.01 84.02 40.00 60.00	9950.22 4592.41 57.41 86.12 41.00 61.50	10198.98 4707.22 58.84 88.26 42.03 63.05	10453.95 4824.90 60.31 90.47 43.08 64.62	10715.29 4945.52 61.82 92.73 44.16 66.24	10983.18 5069.16 63.36 95.04 45.26 67.89	11257.76 5195.89 64.95 97.43 46.39 69.59	11539.19 5325.78 66.57 99.86 47.55 71.33	11827.68 5458.93 68.24 102.36 48.74 73.11	12123.37 5595.40 69.94 104.91 49.96 74.94	12426.46 5735.29 71.69 107.54 51.21 76.82	0.00 0.00 0.00 0.00 0.00 0.00
Diversity, Equity, and Inclusion Manager	Z.2024 Z-Group 0263	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10346.07 4775.11 59.69 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13605.09 6279.27 78.49 117.74
Duplicating Machine Operator	B.1145 BCEA 0267	06/21/26	Rec/Gen Admin Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4004.52 1848.24 23.10 34.65	4104.62 1894.44 23.68 35.52	4207.26 1941.81 24.27 36.41	4312.43 1990.35 24.88 37.32	4420.24 2040.11 25.50 38.25	4530.74 2091.11 26.14 39.21	4644.01 2143.39 26.79 40.19	4760.10 2196.97 27.46 41.19	4879.12 2251.90 28.15 42.23	5001.10 2308.20 28.85 43.28	5126.12 2365.90 29.57 44.36	5254.28 2425.05 30.31 45.47	5385.64 2485.68 31.07 46.61	5520.28 2547.82 31.85 47.78
EMS Nurse Specialist	M.1989 BMA 0318	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	9792.19 4519.47 56.49 84.74	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12876.72 5943.10 74.29 111.44
Economic Development Manager	M.2465 BMA 0286	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11909.99 5496.92 68.71 103.07	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15661.64 7228.45 90.36 135.54
Electrical Engineer	M.1789 BMA 0288	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10408.97 4804.14 60.05 90.08	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	13687.79 6317.44 78.97 118.46
Electrical Engineering Associate I	B.1757 BCEA 0287	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8093.63 3735.52 46.69 70.04	8295.95 3828.90 47.86 71.79	8503.37 3924.63 49.06 73.59	8715.94 4022.74 50.28 75.42	8933.84 4123.31 51.54 77.31	9157.18 4226.39 52.83 79.25	9386.11 4332.05 54.15 81.23	9620.76 4440.35 55.50 83.25	9861.28 4551.36 56.89 85.34	10107.83 4665.15 58.31 87.47	10360.52 4781.78 59.77 89.66	10619.53 4901.32 61.27 91.91	10885.01 5023.85 62.80 94.20	11157.14 5149.45 64.37 96.56
Electrical Engineering Associate II	B.1909 BCEA 0290	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9411.20 4343.63 54.30 81.45	9646.48 4452.22 55.65 83.48	9887.65 4563.53 57.04 85.56	10134.84 4677.62 58.47 87.71	10388.21 4794.56 59.93 89.90	10647.91 4914.42 61.43 92.15	10914.11 5037.28 62.97 94.46	11186.98 5163.22 64.54 96.81	11466.65 5292.30 66.15 99.23	11753.30 5424.60 67.81 101.72	12047.14 5560.22 69.50 104.25	12348.31 5699.22 71.24 106.86	12657.02 5841.70 73.02 109.53	12973.46 5987.75 74.85 112.28
Electrical Service Planner	B.1806 BCEA 0271	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8104.29 3740.44 46.76 70.14	8306.89 3833.95 47.92 71.88	8514.57 3929.80 49.12 73.68	8727.44 4028.05 50.35 75.53	8945.63 4128.75 51.61 77.42	9169.27 4231.97 52.90 79.35	9398.50 4337.77 54.22 81.33	9633.46 4446.21 55.58 83.37	9874.30 4557.37 56.97 85.46	10121.15 4671.30 58.39 87.59	10374.17 4788.08 59.85 89.78	10633.55 4907.79 61.35 92.03	10899.37 5030.48 62.88 94.32	11171.85 5156.24 64.45 96.68

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Supervisor	I.6003 IBEW 0298	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	11514.23 5314.26 66.43 99.65	0.00 0.00 0.00 0.00	12089.96 5579.98 69.75 104.63	0.00 0.00 0.00 0.00	12694.46 5858.98 73.24 109.86	0.00 0.00 0.00 0.00	13329.18 6151.93 76.90 115.35	0.00 0.00 0.00 0.00	13995.63 6459.52 80.74 121.11	0.00 0.00 0.00 0.00	14695.42 6782.50 84.78 127.17	0.00 0.00 0.00 0.00	15430.18 7121.62 89.02 133.53	0.00 0.00 0.00 0.00
Electrician	I.6004 IBEW 0312	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9359.72 4319.87 54.00 81.00	0.00 0.00 0.00 0.00	9827.70 4535.86 56.70 85.05	0.00 0.00 0.00 0.00	10319.08 4762.65 59.53 89.30	0.00 0.00 0.00 0.00	10835.02 5000.78 62.51 93.77	0.00 0.00 0.00 0.00	11376.78 5250.82 65.64 98.46	0.00 0.00 0.00 0.00	11945.61 5513.36 68.92 103.38	0.00 0.00 0.00 0.00	12542.90 5789.03 72.36 108.54	0.00 0.00 0.00 0.00
Electrician Apprentice	I.8980 IBEW 0314	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	7024.03 3241.86 40.52 60.78	7651.17 3531.31 44.14 66.21	8278.31 3820.76 47.76 71.64	8905.46 4110.21 51.38 77.07	9532.60 4399.66 55.00 82.50	10159.76 4689.12 58.61 87.92	10786.90 4978.57 62.23 93.35	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Electrician Apprentice	I.9980 IBEW 0314	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	7776.60 3589.20 44.87 67.31	8278.31 3820.76 47.76 71.64	8780.03 4052.32 50.65 75.98	9281.74 4283.88 53.55 80.33	9783.48 4515.45 56.44 84.66	10285.19 4747.01 59.34 89.01	10786.90 4978.57 62.23 93.35	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Emergency Management Administrator	Z.2689 Z-Group 0315	06/21/26	Police/Fire Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11067.01 5107.85 63.85 95.78	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14553.11 6716.82 83.96 125.94
Energy Services and Utility Rates Manager	M.1025 BMA 0978	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12758.98 5888.76 73.61 110.42	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	16778.08 7743.73 96.80 145.20
Energy Trader-Scheduler	M.2418 BMA 0675	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13912.56 6421.18 80.26 120.39	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18295.01 8443.85 105.55 158.33
Engineering Aide	B.1606 BCEA 0323	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6480.11 2990.82 37.39 56.09	6642.11 3065.59 38.32 57.48	6808.17 3142.23 39.28 58.92	6978.38 3220.79 40.26 60.39	7152.84 3301.31 41.27 61.91	7331.65 3383.84 42.30 63.45	7514.95 3468.44 43.36 65.04	7702.83 3555.15 44.44 66.66	7895.40 3644.03 45.55 68.33	8092.78 3735.13 46.69 70.04	8295.08 3828.50 47.86 71.79	8502.49 3924.22 49.05 73.58	8715.03 4022.32 50.28 75.42	8932.91 4122.88 51.54 77.31
Engineering Assistant-Traffic	B.1569 BCEA 0326	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7543.71 3481.71 43.52 65.28	7732.31 3568.76 44.61 66.92	7925.60 3657.97 45.72 68.58	8123.74 3749.42 46.87 70.31	8326.85 3843.16 48.04 72.06	8535.02 3939.24 49.24 73.86	8748.39 4037.72 50.47 75.71	8967.10 4138.66 51.73 77.60	9191.28 4242.13 53.03 79.55	9421.06 4348.18 54.35 81.53	9656.60 4456.89 55.71 83.57	9898.01 4568.31 57.10 85.65	10145.46 4682.52 58.53 87.80	10399.09 4799.58 59.99 89.99
Engineering Associate-Traffic	B.1904 BCEA 0328	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8771.77 4048.51 50.61 75.92	8991.08 4149.73 51.87 77.81	9215.85 4253.47 53.17 79.76	9446.26 4359.81 54.50 81.75	9682.40 4468.80 55.86 83.79	9924.46 4580.52 57.26 85.89	10172.57 4695.03 58.69 88.04	10426.89 4812.41 60.16 90.24	10687.56 4932.72 61.66 92.49	10954.75 5056.04 63.20 94.80	11228.62 5182.44 64.78 97.17	11509.33 5312.00 66.40 99.60	11797.07 5444.80 68.06 102.09	12091.99 5580.92 69.76 104.64
Engineering Technician	B.1758 BCEA 0324	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7543.71 3481.71 43.52 65.28	7732.31 3568.76 44.61 66.92	7925.60 3657.97 45.72 68.58	8123.74 3749.42 46.87 70.31	8326.85 3843.16 48.04 72.06	8535.02 3939.24 49.24 73.86	8748.39 4037.72 50.47 75.71	8967.10 4138.66 51.73 77.60	9191.28 4242.13 53.03 79.55	9421.06 4348.18 54.35 81.53	9656.60 4456.89 55.71 83.57	9898.01 4568.31 57.10 85.65	10145.46 4682.52 58.53 87.80	10399.09 4799.58 59.99 89.99
Environmental & Safety Manager	M.2201 BMA 0327	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12010.31 5543.22 69.29 103.94	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15793.57 7289.34 91.12 136.68

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Engineer	M.2004 BMA 0325	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11618.34 5362.31 67.03 100.55	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15278.12 7051.44 88.14 132.21
Environmental, Health, and Safety Coordinator	M.1786 BMA 0730	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8331.57 3845.34 48.07 72.11	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	10956.03 5056.63 63.21 94.82
Environmental, Health, and Safety Officer	M.1957 BMA 0735	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9885.14 4562.37 57.03 85.55	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12998.94 5999.51 74.99 112.49
Executive Assistant	Z.1485 Z-Group 0275	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6222.80 2872.06 35.90 53.85	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	8182.98 3776.76 47.21 70.82
Facilities Maintenance Manager	M.1940 BMA 0337	06/21/26	Fac/Grounds Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9285.08 4285.42 53.57 80.36	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12209.86 5635.32 70.44 105.66
Facility Attendant I	B.0435 BCEA 0338	06/21/26	Fac/Grounds Exempt 9410	40 HRLY 40 O.T.	18.35 27.53	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	18.35 27.53
Facility Attendant II	B.0685 BCEA 0339	06/21/26	Fac/Grounds Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	3315.35 1530.16 19.13 28.70	3398.22 1568.41 19.61 29.42	3483.18 1607.62 20.10 30.15	3570.26 1647.81 20.60 30.90	3659.52 1689.01 21.11 31.67	3751.00 1731.23 21.64 32.46	3844.77 1774.51 22.18 33.27	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Facility Technology Coordinator	B.1938 BCEA 0340	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9694.36 4474.32 55.93 83.90	9936.72 4586.18 57.33 86.00	10185.13 4700.83 58.76 88.14	10439.76 4818.35 60.23 90.35	10700.76 4938.81 61.74 92.61	10968.27 5062.28 63.28 94.92	11242.49 5188.84 64.86 97.29	11523.55 5318.56 66.48 99.72	11811.63 5451.52 68.14 102.21	12106.92 5587.81 69.85 104.78	12409.61 5727.51 71.59 107.39	12719.85 5870.70 73.38 110.07	13037.83 6017.46 75.22 112.83	13363.78 6167.90 77.10 115.65
Fiber Services Supervisor	B.1889 BCEA 0322	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9199.17 4245.77 53.07 79.61	9429.14 4351.91 54.40 81.60	9664.87 4460.71 55.76 83.64	9906.50 4572.23 57.15 85.73	10154.17 4686.54 58.58 87.87	10408.02 4803.70 60.05 90.08	10668.21 4923.79 61.55 92.33	10934.93 5046.89 63.09 94.64	11208.30 5173.06 64.66 96.99	11488.51 5302.39 66.28 99.42	11775.73 5434.95 67.94 101.91	12070.11 5570.82 69.64 104.46	12371.86 5710.09 71.38 107.07	12681.15 5852.84 73.16 109.74
Field Service Representative	B.1343 BCEA 0282	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5771.98 2663.99 33.30 49.95	5916.28 2730.59 34.13 51.20	6064.18 2798.85 34.99 52.49	6215.78 2868.82 35.86 53.79	6371.17 2940.54 36.76 55.14	6530.46 3014.06 37.68 56.52	6693.72 3089.41 38.62 57.93	6861.05 3166.64 39.58 59.37	7032.59 3245.81 40.57 60.86	7208.41 3326.96 41.59 62.39	7388.62 3410.13 42.63 63.95	7573.32 3495.38 43.69 65.54	7762.67 3582.77 44.78 67.17	7956.74 3672.34 45.90 68.85
Field Service Representative II	B.1230 BCEA 0281	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4845.77 2236.51 27.96 41.94	4966.91 2292.42 28.66 42.99	5091.08 2349.73 29.37 44.06	5218.37 2408.48 30.11 45.17	5348.83 2468.69 30.86 46.29	5482.53 2530.40 31.63 47.45	5619.60 2593.66 32.42 48.63	5760.11 2658.51 33.23 49.85	5904.10 2724.97 34.06 51.09	6051.70 2793.09 34.91 52.37	6202.99 2862.92 35.79 53.69	6358.06 2934.49 36.68 55.02	6517.03 3007.86 37.60 56.40	6679.94 3083.05 38.54 57.81
Financial Accounting Manager-BWP	M.2110 BMA 0345	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12758.98 5888.76 73.61 110.42	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	16778.08 7743.73 96.80 145.20

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Analyst (M)	M.1971 BMA 0343	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9480.68 4375.70 54.70 82.05	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12467.11 5754.05 71.93 107.90
Financial Analyst (Z)	Z.1444 Z-Group 0341	06/21/26	Financial Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9633.61 4446.28 55.58 83.37	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12668.20 5846.86 73.09 109.64
Financial Planning & Risk Manager	M.2245 BMA 0347	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14162.53 6536.55 81.71 122.57	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18623.71 8595.56 107.44 161.16
Financial Services Director	E.0082 Exec 0344	06/21/26	Financial Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	16977.09 7835.58 97.94 146.91	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	22324.88 10303.79 128.80 193.20
Financial Systems Manager	M.2080 BMA 0348	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12224.75 5642.19 70.53 105.80	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16075.54 7419.48 92.74 139.11
Fire Administrator	Z.2688 Z-Group 0358	06/21/26	Police/Fire Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12450.51 5746.39 71.83 107.75	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16372.42 7556.50 94.46 141.69
Fire Battalion Chief	Y.2356 BFFCOU 0346	06/21/26	Police/Fire Non Exempt 7706	Monthly Bi-Weekly 40 HRLY 40 O.T. 56 HRLY 56 O.T.	13966.66 6446.15 80.58 120.87 57.55 86.33	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 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	18366.14 8476.68 105.96 158.94 75.68 113.52
Fire Captain	F.2164 BFF 0349	06/21/26	Police/Fire Non Exempt 7706	Monthly Bi-Weekly 40 HRLY 40 O.T. 56 HRLY 56 O.T.	10243.57 4727.80 59.10 88.65 42.21 63.32	10499.65 4845.99 60.57 90.86 43.27 64.91	10762.14 4967.14 62.09 93.14 44.35 66.53	11031.19 5091.32 63.64 95.46 45.46 68.19	11306.99 5218.61 65.23 97.85 46.59 69.89	11589.65 5349.07 66.86 100.29 47.76 71.64	11879.40 5482.80 68.54 102.81 48.95 73.43	12176.39 5619.87 70.25 105.38 50.18 75.27	12480.78 5760.36 72.00 108.00 51.43 77.15	12792.80 5904.37 73.80 110.70 52.72 79.08	13112.62 6051.98 75.65 113.48 54.04 81.06	13440.44 6203.28 77.54 116.31 55.39 83.09	13776.47 6358.37 79.48 119.22 56.77 85.16	0.00 0.00 0.00 0.00 0.00 0.00
Fire Chief	E.0088 Exec 0352	06/21/26	Police/Fire Exempt 7706	Monthly Bi-Weekly 40 HRLY 40 O.T.	20976.84 9681.62 121.02 181.53	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	27584.55 12731.33 159.14 238.71
Fire Engineer	F.2003 BFF 0356	06/21/26	Police/Fire Non Exempt 7706	Monthly Bi-Weekly 40 HRLY 40 O.T. 56 HRLY 56 O.T.	8721.48 4025.30 50.32 75.48 35.94 53.91	8939.52 4125.93 51.57 77.36 36.84 55.26	9163.01 4229.08 52.86 79.29 37.76 56.64	9392.07 4334.80 54.19 81.29 38.70 58.05	9626.87 4443.17 55.54 83.31 39.67 59.51	9867.54 4554.25 56.93 85.40 40.66 60.99	10114.24 4668.11 58.35 87.53 41.68 62.52	10367.09 4784.81 59.81 89.72 42.72 64.08	10626.27 4904.43 61.31 91.97 43.79 65.69	10891.92 5027.04 62.84 94.26 44.88 67.32	11164.23 5152.72 64.41 96.62 46.01 69.02	11443.34 5281.54 66.02 99.03 47.16 70.74	11729.42 5413.58 67.67 101.51 48.34 72.51	0.00 0.00 0.00 0.00 0.00 0.00
Fire Equipment Mechanic	B.1422 BCEA 0350	06/21/26	Equipment Non Exempt 7706	Monthly Bi-Weekly 40 HRLY 40 O.T.	5701.61 2631.51 32.89 49.34	5844.15 2697.30 33.72 50.58	5990.25 2764.73 34.56 51.84	6140.01 2833.85 35.42 53.13	6293.52 2904.70 36.31 54.47	6450.84 2977.31 37.22 55.83	6612.13 3051.75 38.15 57.23	6777.42 3128.04 39.10 58.65	6946.85 3206.24 40.08 60.12	7120.53 3286.40 41.08 61.62	7298.55 3368.56 42.11 63.17	7481.00 3452.77 43.16 64.74	7668.03 3539.09 44.24 66.36	7859.74 3627.57 45.34 68.01
Fire Equipment Specialist	B.1572 BCEA 0351	06/21/26	Equipment Non Exempt 7706	Monthly Bi-Weekly 40 HRLY 40 O.T.	6653.14 3070.68 38.38 57.57	6819.48 3147.45 39.34 59.01	6989.97 3226.14 40.33 60.50	7164.71 3306.79 41.33 62.00	7343.83 3389.46 42.37 63.56	7527.43 3474.20 43.43 65.15	7715.61 3561.05 44.51 66.77	7908.51 3650.08 45.63 68.45	8106.22 3741.33 46.77 70.16	8308.86 3834.86 47.94 71.91	8516.58 3930.73 49.13 73.70	8729.50 4029.00 50.36 75.54	8947.75 4129.73 51.62 77.43	9171.44 4232.97 52.91 79.37

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Fighter	F.1840 BFF 0359	06/21/26	Police/Fire Non Exempt 7706	Monthly Bi-Weekly 40 HRLY 40 O.T. 56 HRLY 56 O.T.	7410.00 3420.00 42.75 64.13 30.54 45.81	7595.25 3505.50 43.82 65.73 31.30 46.95	7785.12 3593.13 44.91 67.37 32.08 48.12	7979.75 3682.96 46.04 69.06 32.88 49.32	8179.25 3775.04 47.19 70.79 33.71 50.57	8383.72 3869.41 48.37 72.56 34.55 51.83	8593.33 3966.15 49.58 74.37 35.41 53.12	8808.15 4065.30 50.82 76.23 36.30 54.45	9028.35 4166.93 52.09 78.14 37.20 55.80	9254.07 4271.11 53.39 80.09 38.13 57.20	9485.43 4377.89 54.72 82.08 39.09 58.64	9722.55 4487.33 56.09 84.14 40.07 60.11	9965.63 4599.52 57.49 86.24 41.07 61.61	0.00 0.00 0.00 0.00 0.00 0.00
Fire Fighter Recruit	U.1600 Unrep 0353	06/21/26	Police/Fire Exempt 7706	Monthly Bi-Weekly 40 HRLY 40 O.T.	6669.00 3078.00 38.48 57.72	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	6669.00 3078.00 38.48 57.72
Fire Inspector I	B.1671 BCEA 0371	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6235.41 2877.88 35.97 53.96	6391.30 2949.83 36.87 55.31	6551.07 3023.57 37.79 56.69	6714.85 3099.16 38.74 58.11	6882.72 3176.64 39.71 59.57	7054.80 3256.06 40.70 61.05	7231.16 3337.46 41.72 62.58	7411.93 3420.89 42.76 64.14	7597.24 3506.42 43.83 65.75	7787.17 3594.08 44.93 67.40	7981.85 3683.93 46.05 69.08	8181.40 3776.03 47.20 70.80	8385.93 3870.43 48.38 72.57	8595.58 3967.19 49.59 74.39
Fire Inspector II	B.1675 BCEA 0357	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7326.15 3381.30 42.27 63.41	7509.30 3465.83 43.32 64.98	7697.04 3552.48 44.41 66.62	7889.46 3641.29 45.52 68.28	8086.69 3732.32 46.65 69.98	8288.87 3825.63 47.82 71.73	8496.09 3921.27 49.02 73.53	8708.48 4019.30 50.24 75.36	8926.19 4119.78 51.50 77.25	9149.36 4222.78 52.78 79.17	9378.09 4328.35 54.10 81.15	9612.53 4436.55 55.46 83.19	9852.85 4547.47 56.84 85.26	10099.18 4661.16 58.26 87.39
Fire Marshal	Y.2456 BFFCOU 0354	06/21/26	Police/Fire Non Exempt 7706	Monthly Bi-Weekly 40 HRLY 40 O.T. 56 HRLY 56 O.T.	14030.08 6475.42 80.94 121.41 57.82 86.73	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	18449.54 8515.17 106.44 159.66 76.03 114.05
Fleet Maintenance Apprentice	B.1247 BCEA 0369	06/21/26	Equipment Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4791.54 2211.48 27.64 41.46	4911.31 2266.76 28.33 42.50	5034.10 2323.43 29.04 43.56	5159.96 2381.52 29.77 44.66	5288.96 2441.06 30.51 45.77	5421.17 2502.08 31.28 46.92	5556.72 2564.64 32.06 48.09	5695.63 2628.75 32.86 49.29	5838.02 2694.47 33.68 50.52	5983.97 2761.83 34.52 51.78	6133.57 2830.88 35.39 53.09	6286.91 2901.65 36.27 54.41	6444.08 2974.19 37.18 55.77	6605.19 3048.55 38.11 57.17
Fleet Maintenance Technician	B.1421 BCEA 0370	06/21/26	Equipment Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5701.61 2631.51 32.89 49.34	5844.15 2697.30 33.72 50.58	5990.25 2764.73 34.56 51.84	6140.01 2833.85 35.42 53.13	6293.52 2904.70 36.31 54.47	6450.84 2977.31 37.22 55.83	6612.13 3051.75 38.15 57.23	6777.42 3128.04 39.10 58.65	6946.85 3206.24 40.08 60.12	7120.53 3286.40 41.08 61.62	7298.55 3368.56 42.11 63.17	7481.00 3452.77 43.16 64.74	7668.03 3539.09 44.24 66.36	7859.74 3627.57 45.34 68.01
Fleet Manager-BWP	M.2001 BMA 0365	06/21/26	Equipment Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10621.15 4902.07 61.28 91.92	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13966.81 6446.22 80.58 120.87
Fleet Services Supervisor	M.1900 BMA 0361	06/21/26	Equipment Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9049.08 4176.50 52.21 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11899.53 5492.09 68.65 102.98
Fleet Superintendent	M.1983 BMA 0355	06/21/26	Fac/Grounds Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10621.15 4902.07 61.28 91.92	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13966.81 6446.22 80.58 120.87
Fleet Utility Worker	B.1082 BCEA 0368	06/21/26	Equipment Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4058.95 1873.36 23.42 35.13	4160.41 1920.19 24.00 36.00	4264.43 1968.20 24.60 36.90	4371.03 2017.40 25.22 37.83	4480.32 2067.84 25.85 38.78	4592.32 2119.53 26.49 39.74	4707.13 2172.52 27.16 40.74	4824.82 2226.84 27.84 41.76	4945.44 2282.51 28.53 42.80	5069.07 2339.57 29.24 43.86	5195.80 2398.06 29.98 44.97	5325.69 2458.01 30.73 46.10	5458.83 2519.46 31.49 47.24	5595.31 2582.45 32.28 48.42
Food Services Aide	B.0853 BCEA 0360	06/21/26	Recreation Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	3180.45 1467.90 18.35 27.53	3259.97 1504.60 18.81 28.22	3341.46 1542.21 19.28 28.92	3425.00 1580.77 19.76 29.64	3510.63 1620.29 20.25 30.38	3598.38 1660.79 20.76 31.14	3688.34 1702.31 21.28 31.92	3780.55 1744.87 21.81 32.72	3875.06 1788.49 22.36 33.54	3971.96 1833.21 22.92 34.38	4071.25 1879.04 23.49 35.24	4173.02 1926.01 24.08 36.12	4277.35 1974.16 24.68 37.02	4384.29 2023.52 25.29 37.94

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Food Services Supervisor	B.1333 BCEA 0362	06/21/26	Recreation Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4914.82 2268.38 28.35 42.53	5037.70 2325.09 29.06 43.59	5163.64 2383.22 29.79 44.69	5292.73 2442.80 30.54 45.81	5425.05 2503.87 31.30 46.95	5560.69 2566.47 32.08 48.12	5699.70 2630.63 32.88 49.32	5842.20 2696.40 33.71 50.57	5988.26 2763.81 34.55 51.83	6137.95 2832.90 35.41 53.12	6291.39 2903.72 36.30 54.45	6448.69 2976.32 37.20 55.80	6609.92 3050.73 38.13 57.20	6775.15 3126.99 39.09 58.64
Forensic Specialist	B.1537 BCEA 0366	06/21/26	Police/Fire Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6293.65 2904.76 36.31 54.47	6450.99 2977.38 37.22 55.83	6612.26 3051.81 38.15 57.23	6777.57 3128.11 39.10 58.65	6947.01 3206.31 40.08 60.12	7120.69 3286.47 41.08 61.62	7298.70 3368.63 42.11 63.17	7481.18 3452.85 43.16 64.74	7668.20 3539.17 44.24 66.36	7859.91 3627.65 45.35 68.03	8056.40 3718.34 46.48 69.72	8257.82 3811.30 47.64 71.46	8464.26 3906.58 48.83 73.25	8675.85 4004.24 50.05 75.08
Forensic Specialist Supervisor	B.1766 BCEA 0367	06/21/26	Police/Fire Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7913.17 3652.23 45.65 68.48	8111.00 3743.54 46.79 70.19	8313.76 3837.12 47.96 71.94	8521.61 3933.05 49.16 73.74	8734.66 4031.38 50.39 75.59	8953.01 4132.16 51.65 77.48	9176.85 4235.47 52.94 79.41	9406.26 4341.35 54.27 81.41	9641.43 4449.89 55.62 83.43	9882.45 4561.13 57.01 85.52	10129.51 4675.16 58.44 87.66	10382.75 4792.04 59.90 89.85	10642.32 4911.84 61.40 92.10	10908.39 5034.64 62.93 94.40
Forestry Services Supervisor	B.1579 BCEA 0967	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6996.10 3228.97 40.36 60.54	7171.00 3309.69 41.37 62.06	7350.27 3392.43 42.41 63.62	7534.04 3477.25 43.47 65.21	7722.39 3564.18 44.55 66.83	7915.44 3653.28 45.67 68.51	8113.32 3744.61 46.81 70.22	8316.17 3838.23 47.98 71.97	8524.06 3934.18 49.18 73.77	8737.17 4032.54 50.41 75.62	8955.59 4133.35 51.67 77.51	9179.50 4236.69 52.96 79.44	9408.97 4342.60 54.28 81.42	9644.20 4451.17 55.64 83.46
GIS Specialist	B.0384 BCEA 0029	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7881.47 3637.60 45.47 68.21	8078.50 3728.54 46.61 69.92	8280.46 3821.75 47.77 71.66	8487.48 3917.30 48.97 73.46	8699.67 4015.23 50.19 75.29	8917.16 4115.61 51.45 77.18	9140.08 4218.50 52.73 79.10	9368.58 4323.96 54.05 81.08	9602.80 4432.06 55.40 83.10	9842.89 4542.87 56.79 85.19	10088.95 4656.44 58.21 87.32	10341.18 4772.85 59.66 89.49	10599.70 4892.17 61.15 91.73	10864.69 5014.47 62.68 94.02
General Manager-Burbank Water & Power	E.0097 Exec 0372	06/21/26	Engineering Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	26653.88 12301.79 153.77 230.66	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	35049.86 16176.86 202.21 303.32
Grants Coordinator	M.1907 BMA 0389	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9411.44 4343.74 54.30 81.45	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12376.04 5712.02 71.40 107.10
Graphics Media Designer	B.1570 BCEA 0392	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7597.94 3506.74 43.83 65.75	7787.89 3594.41 44.93 67.40	7982.59 3684.27 46.05 69.08	8182.14 3776.37 47.20 70.80	8386.69 3870.78 48.38 72.57	8596.36 3967.55 49.59 74.39	8811.27 4066.74 50.83 76.25	9031.56 4168.41 52.11 78.17	9257.34 4272.62 53.41 80.12	9488.77 4379.43 54.74 82.11	9725.99 4488.92 56.11 84.17	9969.14 4601.14 57.51 86.27	10218.37 4716.17 58.95 88.43	10473.84 4834.08 60.43 90.65
Groundskeeper	B.1303 BCEA 0396	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4898.21 2260.71 28.26 42.39	5020.67 2317.23 28.97 43.46	5146.18 2375.16 29.69 44.54	5274.84 2434.54 30.43 45.65	5406.70 2495.40 31.19 46.79	5541.88 2557.79 31.97 47.96	5680.42 2621.73 32.77 49.16	5822.44 2687.28 33.59 50.39	5968.00 2754.46 34.43 51.65	6117.19 2823.32 35.29 52.94	6270.12 2893.90 36.17 54.26	6426.88 2966.25 37.08 55.62	6587.56 3040.41 38.01 57.02	6752.24 3116.42 38.96 58.44
Groundskeeper Helper	B.0918 BCEA 0397	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	3899.39 1799.72 22.50 33.75	3996.87 1844.71 23.06 34.59	4096.80 1890.83 23.64 35.46	4199.22 1938.10 24.23 36.35	4304.21 1986.56 24.83 37.25	4411.81 2036.22 25.45 38.18	4522.12 2087.13 26.09 39.14	4635.15 2139.30 26.74 40.11	4751.05 2192.79 27.41 41.12	4869.82 2247.61 28.10 42.15	4991.57 2303.80 28.80 43.20	5116.35 2361.39 29.52 44.28	5244.27 2420.43 30.26 45.39	5375.37 2480.94 31.01 46.52
Heavy Equipment Operator	B.1506 BCEA 0401	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5439.07 2510.34 31.38 47.07	5575.05 2573.10 32.16 48.24	5714.43 2637.43 32.97 49.46	5857.28 2703.36 33.79 50.69	6003.73 2770.95 34.64 51.96	6153.81 2840.22 35.50 53.25	6307.67 2911.23 36.39 54.59	6465.36 2984.01 37.30 55.95	6626.99 3058.61 38.23 57.35	6792.65 3135.07 39.19 58.79	6962.48 3213.45 40.17 60.26	7136.55 3293.79 41.17 61.76	7314.95 3376.13 42.20 63.30	7497.82 3460.53 43.26 64.89
Heavy Truck Driver	B.1279 BCEA 0406	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4525.89 2088.87 26.11 39.17	4639.03 2141.09 26.76 40.14	4755.01 2194.62 27.43 41.15	4873.90 2249.49 28.12 42.18	4995.73 2305.72 28.82 43.23	5120.64 2363.37 29.54 44.31	5248.64 2422.45 30.28 45.42	5379.86 2483.01 31.04 46.56	5514.36 2545.09 31.81 47.72	5652.21 2608.71 32.61 48.92	5793.52 2673.93 33.42 50.13	5938.36 2740.78 34.26 51.39	6086.82 2809.30 35.12 52.68	6238.98 2879.53 35.99 53.99

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Helicopter Mechanic	B.1626 BCEA 0402	06/21/26	Equipment Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6991.86 3227.01 40.34 60.51	7166.64 3307.68 41.35 62.03	7345.80 3390.37 42.38 63.57	7529.45 3475.13 43.44 65.16	7717.69 3562.01 44.53 66.80	7910.63 3651.06 45.64 68.46	8108.40 3742.34 46.78 70.17	8311.12 3835.90 47.95 71.93	8518.88 3931.79 49.15 73.73	8731.86 4030.09 50.38 75.57	8950.15 4130.84 51.64 77.46	9173.91 4234.11 52.93 79.40	9403.27 4339.97 54.25 81.38	9638.33 4448.46 55.61 83.42
Household Hazardous Waste Leadworker	B.0617 BCEA 0413	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6992.48 3227.30 40.34 60.51	7167.31 3307.99 41.35 62.03	7346.50 3390.69 42.38 63.57	7530.14 3475.45 43.44 65.16	7718.40 3562.34 44.53 66.80	7911.37 3651.40 45.64 68.46	8109.14 3742.68 46.78 70.17	8311.88 3836.25 47.95 71.93	8519.68 3932.16 49.15 73.73	8732.66 4030.46 50.38 75.57	8950.98 4131.22 51.64 77.46	9174.75 4234.50 52.93 79.40	9404.11 4340.36 54.25 81.38	9639.22 4448.87 55.61 83.42
Household Hazardous Waste Technician	B.0614 BCEA 0407	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4800.42 2215.58 27.69 41.54	4920.44 2270.97 28.39 42.59	5043.44 2327.74 29.10 43.65	5169.52 2385.93 29.82 44.73	5298.76 2445.58 30.57 45.86	5431.23 2506.72 31.33 47.00	5567.01 2569.39 32.12 48.18	5706.18 2633.62 32.92 49.38	5848.83 2699.46 33.74 50.61	5995.06 2766.95 34.59 51.89	6144.93 2836.12 35.45 53.18	6298.57 2907.03 36.34 54.51	6456.02 2979.70 37.25 55.88	6617.43 3054.20 38.18 57.27
Housing Assistant	B.1665 BCEA 0409	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6770.27 3124.74 39.06 58.59	6939.53 3202.86 40.04 60.06	7113.02 3282.93 41.04 61.56	7290.83 3365.00 42.06 63.09	7473.12 3449.13 43.11 64.67	7659.95 3535.36 44.19 66.29	7851.44 3623.74 45.30 67.95	8047.74 3714.34 46.43 69.65	8248.91 3807.19 47.59 71.39	8455.14 3902.37 48.78 73.17	8666.52 3999.93 50.00 75.00	8883.18 4099.93 51.25 76.88	9105.27 4202.43 52.53 78.80	9332.90 4307.49 53.84 80.76
Housing Authority Manager	M.2463 BMA 0412	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12316.33 5684.46 71.06 106.59	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16195.96 7475.06 93.44 140.16
Housing Development Manager	M.2087 BMA 0411	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10653.57 4917.03 61.46 92.19	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14009.45 6465.90 80.82 121.23
Housing Services Assistant	B.1427 BCEA 0408	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5336.89 2463.18 30.79 46.19	5470.31 2524.76 31.56 47.34	5607.07 2587.88 32.35 48.53	5747.24 2652.57 33.16 49.74	5890.93 2718.89 33.99 50.99	6038.20 2786.86 34.84 52.26	6189.15 2856.53 35.71 53.57	6343.89 2927.95 36.60 54.90	6502.47 3001.14 37.51 56.27	6665.04 3076.17 38.45 57.68	6831.67 3153.08 39.41 59.12	7002.45 3231.90 40.40 60.60	7177.52 3312.70 41.41 62.12	7356.96 3395.52 42.44 63.66
Housing Specialist	B.1888 BCEA 0410	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8452.45 3901.13 48.76 73.14	8663.74 3998.65 49.98 74.97	8880.34 4098.62 51.23 76.85	9102.36 4201.09 52.51 78.77	9329.91 4306.11 53.83 80.75	9563.17 4413.77 55.17 82.76	9802.24 4524.11 56.55 84.83	10047.29 4637.21 57.97 86.96	10298.47 4753.14 59.41 89.12	10555.94 4871.97 60.90 91.35	10819.84 4993.77 62.42 93.63	11090.34 5118.62 63.98 95.97	11367.59 5246.58 65.58 98.37	11651.79 5377.75 67.22 100.83
Human Resources Manager	Z.1933 Z-Group 0403	06/21/26	Rec/Gen Admin Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	10681.60 4929.97 61.62 92.43	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14046.31 6482.91 81.04 121.56
Human Resources Specialist	B.1367 BCEA 0521	06/21/26	Recreation Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5143.52 2373.93 29.67 44.51	5272.11 2433.28 30.42 45.63	5403.91 2494.11 31.18 46.77	5539.00 2556.46 31.96 47.94	5677.47 2620.37 32.75 49.13	5819.41 2685.88 33.57 50.36	5964.90 2753.03 34.41 51.62	6114.01 2821.85 35.27 52.91	6266.87 2892.40 36.16 54.24	6423.54 2964.71 37.06 55.59	6584.13 3038.83 37.99 56.99	6748.73 3114.80 38.94 58.41	6917.45 3192.67 39.91 59.87	7090.40 3272.49 40.91 61.37
Human Resources Technician I	B.1309 BCEA 0404	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4848.76 2237.89 27.97 41.96	4969.99 2293.84 28.67 43.01	5094.25 2351.19 29.39 44.09	5221.60 2409.97 30.12 45.18	5352.12 2470.21 30.88 46.32	5485.94 2531.97 31.65 47.48	5623.09 2595.27 32.44 48.66	5763.66 2660.15 33.25 49.88	5907.74 2726.65 34.08 51.12	6055.44 2794.82 34.94 52.41	6206.83 2864.69 35.81 53.72	6362.01 2936.31 36.70 55.05	6521.06 3009.72 37.62 56.43	6684.08 3084.96 38.56 57.84
Human Resources Technician II	B.1385 BCEA 0405	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5237.01 2417.08 30.21 45.32	5367.94 2477.51 30.97 46.46	5502.14 2539.45 31.74 47.61	5639.68 2602.93 32.54 48.81	5780.69 2668.01 33.35 50.03	5925.21 2734.71 34.18 51.27	6073.32 2803.07 35.04 52.56	6225.16 2873.15 35.91 53.87	6380.79 2944.98 36.81 55.22	6540.30 3018.60 37.73 56.60	6703.82 3094.07 38.68 58.02	6871.41 3171.42 39.64 59.46	7043.21 3250.71 40.63 60.95	7219.27 3331.97 41.65 62.48

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Security Analyst	M.2045 BMA 0421	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10926.50 5043.00 63.04 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14368.36 6631.55 82.89 124.34
Information Systems Analyst I	B.1465 BCEA 0426	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5651.27 2608.28 32.60 48.90	5792.56 2673.49 33.42 50.13	5937.36 2740.32 34.25 51.38	6085.80 2808.83 35.11 52.67	6237.94 2879.05 35.99 53.99	6393.90 2951.03 36.89 55.34	6553.73 3024.80 37.81 56.72	6717.58 3100.42 38.76 58.14	6885.52 3177.93 39.72 59.58	7057.66 3257.38 40.72 61.08	7234.11 3338.82 41.74 62.61	7414.96 3422.29 42.78 64.17	7600.32 3507.84 43.85 65.78	7790.34 3595.54 44.94 67.41
Information Systems Analyst II	M.1632 BMA 0427	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7386.62 3409.21 42.62 63.93	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9713.41 4483.11 56.04 84.06
Information Systems Analyst III	M.1854 BMA 0428	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9219.54 4255.17 53.19 79.79	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12123.67 5595.54 69.94 104.91
Information Systems Analyst IV	M.2043 BMA 0429	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10926.50 5043.00 63.04 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14368.36 6631.55 82.89 124.34
Information Technology Security Manager	M.1301 BMA 0431	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14863.31 6859.99 85.75 128.63	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19545.26 9020.89 112.76 169.14
Instrument Controls Supervisor	I.6029 IBEW 0425	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	12260.95 5658.90 70.74 106.11	0.00 0.00 0.00 0.00	12873.99 5941.84 74.27 111.41	0.00 0.00 0.00 0.00	13517.70 6238.94 77.99 116.99	0.00 0.00 0.00 0.00	14193.57 6550.88 81.89 122.84	0.00 0.00 0.00 0.00	14903.27 6878.43 85.98 128.97	0.00 0.00 0.00 0.00	15648.43 7222.35 90.28 135.42	0.00 0.00 0.00 0.00	16430.83 7583.46 94.79 142.19	0.00 0.00 0.00 0.00
Instrument Controls Technician	I.6005 IBEW 0424	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9968.27 4600.74 57.51 86.27	0.00 0.00 0.00 0.00	10466.69 4830.78 60.38 90.57	0.00 0.00 0.00 0.00	10990.03 5072.32 63.40 95.10	0.00 0.00 0.00 0.00	11539.54 5325.94 66.57 99.86	0.00 0.00 0.00 0.00	12116.50 5592.23 69.90 104.85	0.00 0.00 0.00 0.00	12722.34 5871.85 73.40 110.10	0.00 0.00 0.00 0.00	13358.45 6165.44 77.07 115.61	0.00 0.00 0.00 0.00
Intelligent Transportation Systems Specialist	B.1810 BCEA 0430	06/21/26	Streets/Refuse Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7576.25 3496.73 43.71 65.57	7765.64 3584.14 44.80 67.20	7959.79 3673.75 45.92 68.88	8158.78 3765.59 47.07 70.61	8362.75 3859.73 48.25 72.38	8571.81 3956.22 49.45 74.18	8786.12 4055.13 50.69 76.04	9005.77 4156.51 51.96 77.94	9230.91 4260.42 53.26 79.89	9461.68 4366.93 54.59 81.89	9698.22 4476.10 55.95 83.93	9940.69 4588.01 57.35 86.03	10189.21 4702.71 58.78 88.17	10443.94 4820.28 60.25 90.38
Intermediate Clerk	B.1026 BCEA 0423	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	3829.63 1767.52 22.09 33.14	3925.37 1811.71 22.65 33.98	4023.50 1857.00 23.21 34.82	4124.10 1903.43 23.79 35.69	4227.19 1951.01 24.39 36.59	4332.88 1999.79 25.00 37.50	4441.19 2049.78 25.62 38.43	4552.23 2101.03 26.26 39.39	4666.03 2153.55 26.92 40.38	4782.68 2207.39 27.59 41.39	4902.24 2262.57 28.28 42.42	5024.80 2319.14 28.99 43.49	5150.43 2377.12 29.71 44.57	5279.19 2436.55 30.46 45.69
Irrigation Specialist	B.1028 BCEA 0415	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4964.77 2291.43 28.64 42.96	5088.89 2348.72 29.36 44.04	5216.12 2407.44 30.09 45.14	5346.51 2467.62 30.85 46.28	5480.17 2529.31 31.62 47.43	5617.19 2592.55 32.41 48.62	5757.61 2657.36 33.22 49.83	5901.55 2723.79 34.05 51.08	6049.10 2791.89 34.90 52.35	6200.33 2861.69 35.77 53.66	6355.33 2933.23 36.67 55.01	6514.21 3006.56 37.58 56.37	6677.06 3081.72 38.52 57.78	6844.00 3158.77 39.48 59.22
Jail Manager	M.1962 BMA 0453	06/21/26	Police/Fire Non Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	10403.97 4801.83 60.02 90.03	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13681.20 6314.40 78.93 118.40

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Jailer	B.1304 BCEA 0433	06/21/26	Police/Fire Non Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	5197.14 2398.68 29.98 44.97	5327.08 2458.65 30.73 46.10	5460.24 2520.11 31.50 47.25	5596.74 2583.11 32.29 48.44	5736.66 2647.69 33.10 49.65	5880.10 2713.89 33.92 50.88	6027.08 2781.73 34.77 52.16	6177.77 2851.28 35.64 53.46	6332.21 2922.56 36.53 54.80	6490.51 2995.62 37.45 56.18	6652.77 3070.51 38.38 57.57	6819.09 3147.27 39.34 59.01	6989.58 3225.96 40.32 60.48	7164.32 3306.61 41.33 62.00
Junior Engineering Aide-BWP	B.1371 BCEA 0434	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5263.05 2429.10 30.36 45.54	5394.61 2489.82 31.12 46.68	5529.49 2552.07 31.90 47.85	5667.72 2615.87 32.70 49.05	5809.42 2681.27 33.52 50.28	5954.65 2748.30 34.35 51.53	6103.52 2817.01 35.21 52.82	6256.10 2887.43 36.09 54.14	6412.51 2959.62 37.00 55.50	6572.82 3033.61 37.92 56.88	6737.14 3109.45 38.87 58.31	6905.58 3187.19 39.84 59.76	7078.22 3266.87 40.84 61.26	7255.17 3348.54 41.86 62.79
Kennel Attendant	B.1149 BCEA 0460	06/21/26	Fac/Grounds Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4216.29 1945.98 24.32 36.48	4321.70 1994.63 24.93 37.40	4429.75 2044.50 25.56 38.34	4540.49 2095.61 26.20 39.30	4654.00 2148.00 26.85 40.28	4770.35 2201.70 27.52 41.28	4889.60 2256.74 28.21 42.32	5011.85 2313.16 28.91 43.37	5137.15 2370.99 29.64 44.46	5265.59 2430.27 30.38 45.57	5397.21 2491.02 31.14 46.71	5532.15 2553.30 31.92 47.88	5670.45 2617.13 32.71 49.07	5812.21 2682.56 33.53 50.30
Laborer	B.1051 BCEA 0468	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	3791.73 1750.03 21.88 32.82	3886.52 1793.78 22.42 33.63	3983.68 1838.62 22.98 34.47	4083.28 1884.59 23.56 35.34	4185.35 1931.70 24.15 36.23	4290.00 1980.00 24.75 37.13	4397.25 2029.50 25.37 38.06	4507.17 2080.23 26.00 39.00	4619.85 2132.24 26.65 39.98	4735.34 2185.54 27.32 40.98	4853.72 2240.18 28.00 42.00	4975.08 2296.19 28.70 43.05	5099.45 2353.59 29.42 44.13	5226.93 2412.43 30.16 45.24
Land Surveyor	M.2274 BMA 0469	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9723.22 4487.64 56.10 84.15	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12786.02 5901.24 73.77 110.66
Landfill Leadworker	B.1617 BCEA 0473	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6992.48 3227.30 40.34 60.51	7167.31 3307.99 41.35 62.03	7346.50 3390.69 42.38 63.57	7530.14 3475.45 43.44 65.16	7718.40 3562.34 44.53 66.80	7911.37 3651.40 45.64 68.46	8109.14 3742.68 46.78 70.17	8311.88 3836.25 47.95 71.93	8519.68 3932.16 49.15 73.73	8732.66 4030.46 50.38 75.57	8950.98 4131.22 51.64 77.46	9174.75 4234.50 52.93 79.40	9404.11 4340.36 54.25 81.38	9639.22 4448.87 55.61 83.42
Landfill Supervisor	M.1904 BMA 0474	06/21/26	Streets/Refuse Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9049.08 4176.50 52.21 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11899.53 5492.09 68.65 102.98
Landscape Services Supervisor	B.1580 BCEA 0478	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6996.10 3228.97 40.36 60.54	7171.00 3309.69 41.37 62.06	7350.27 3392.43 42.41 63.62	7534.04 3477.25 43.47 65.21	7722.39 3564.18 44.55 66.83	7915.44 3653.28 45.67 68.51	8113.32 3744.61 46.81 70.22	8316.17 3838.23 47.98 71.97	8524.06 3934.18 49.18 73.77	8737.17 4032.54 50.41 75.62	8955.59 4133.35 51.67 77.51	9179.50 4236.69 52.96 79.44	9408.97 4342.60 54.28 81.42	9644.20 4451.17 55.64 83.46
Landscape and Forestry Services Superintendent	Z.2132 Z-Group 0259	06/21/26	Fac/Grounds Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12213.00 5636.77 70.46 105.69	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16060.09 7412.35 92.65 138.98
Law Office Administrator	Z.1572 Z-Group 0479	06/21/26	Rec/Gen Admin Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	6426.12 2965.90 37.07 55.61	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	8450.35 3900.16 48.75 73.13
Lead Client Technology Specialist	M.1033 BMA 0450	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7754.93 3579.20 44.74 67.11	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	10197.72 4706.64 58.83 88.25
Lead Data Engineer	M.1313 BMA 0043	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11364.21 5245.02 65.56 98.34	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14943.96 6897.21 86.22 129.33

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Jailer	B.1017 BCEA 0037	06/21/26	Police/Fire Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5550.37 2561.71 32.02 48.03	5689.13 2625.75 32.82 49.23	5831.35 2691.39 33.64 50.46	5977.14 2758.68 34.48 51.72	6126.58 2827.65 35.35 53.03	6279.74 2898.34 36.23 54.35	6436.73 2970.80 37.14 55.71	6597.65 3045.07 38.06 57.09	6762.58 3121.19 39.01 58.52	6931.64 3199.22 39.99 59.99	7104.93 3279.20 40.99 61.49	7282.56 3361.18 42.01 63.02	7464.62 3445.21 43.07 64.61	7651.24 3531.34 44.14 66.21
Lead Network Engineer	M.1035 BMA 0552	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10289.41 4748.96 59.36 89.04	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13530.57 6244.88 78.06 117.09
Lead Systems Engineer	M.1082 BMA 0082	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10435.86 4816.55 60.21 90.32	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13723.17 6333.77 79.17 118.76
Lead Technology Product Manager	M.1318 BMA 0046	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10257.74 4734.34 59.18 88.77	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13488.93 6225.66 77.82 116.73
Legal Assistant	B.1031 BCEA 0024	06/21/26	Legal Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5820.01 2686.16 33.58 50.37	5965.53 2753.32 34.42 51.63	6114.66 2822.15 35.28 52.92	6267.52 2892.70 36.16 54.24	6424.21 2965.02 37.06 55.59	6584.83 3039.15 37.99 56.99	6749.45 3115.13 38.94 58.41	6918.17 3193.00 39.91 59.87	7091.13 3272.83 40.91 61.37	7268.41 3354.65 41.93 62.90	7450.13 3438.52 42.98 64.47	7636.37 3524.48 44.06 66.09	7827.28 3612.59 45.16 67.74	8022.97 3702.91 46.29 69.44
Legal Secretarial Clerk	B.1266 BCEA 0481	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4602.00 2124.00 26.55 39.83	4717.05 2177.10 27.21 40.82	4834.98 2231.53 27.89 41.84	4955.86 2287.32 28.59 42.89	5079.75 2344.50 29.31 43.97	5206.74 2403.11 30.04 45.06	5336.91 2463.19 30.79 46.19	5470.34 2524.77 31.56 47.34	5607.10 2587.89 32.35 48.53	5747.28 2652.59 33.16 49.74	5890.95 2718.90 33.99 50.99	6038.24 2786.88 34.84 52.26	6189.19 2856.55 35.71 53.57	6343.91 2927.96 36.60 54.90
Legal Secretary	B.1365 BCEA 0480	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5080.03 2344.63 29.31 43.97	5207.02 2403.24 30.04 45.06	5337.19 2463.32 30.79 46.19	5470.64 2524.91 31.56 47.34	5607.40 2588.03 32.35 48.53	5747.58 2652.73 33.16 49.74	5891.28 2719.05 33.99 50.99	6038.54 2787.02 34.84 52.26	6189.52 2856.70 35.71 53.57	6344.26 2928.12 36.60 54.90	6502.86 3001.32 37.52 56.28	6665.43 3076.35 38.45 57.68	6832.06 3153.26 39.42 59.13	7002.86 3232.09 40.40 60.60
Legislative Analyst	M.1938 BMA 0483	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9239.01 4264.16 53.30 79.95	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12149.30 5607.37 70.09 105.14
Liability Claims Coordinator	M.1629 BMA 0485	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7071.76 3263.89 40.80 61.20	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9299.38 4292.02 53.65 80.48
Librarian	B.1490 BCEA 0486	06/21/26	Library Non Exempt 8838	Monthly Bi-Weekly 40 HRLY 40 O.T.	5927.55 2735.79 34.20 51.30	6075.75 2804.19 35.05 52.58	6227.63 2874.29 35.93 53.90	6383.33 2946.15 36.83 55.25	6542.90 3019.80 37.75 56.63	6706.48 3095.30 38.69 58.04	6874.14 3172.68 39.66 59.49	7046.00 3252.00 40.65 60.98	7222.15 3333.30 41.67 62.51	7402.70 3416.63 42.71 64.07	7587.75 3502.04 43.78 65.67	7777.45 3589.59 44.87 67.31	7971.88 3679.33 45.99 68.99	8171.19 3771.32 47.14 70.71
Library Assistant	B.1290 BCEA 0488	06/21/26	Library Non Exempt 8838	Monthly Bi-Weekly 40 HRLY 40 O.T.	4853.79 2240.21 28.00 42.00	4975.12 2296.21 28.70 43.05	5099.51 2353.62 29.42 44.13	5227.00 2412.46 30.16 45.24	5357.67 2472.77 30.91 46.37	5491.61 2534.59 31.68 47.52	5628.89 2597.95 32.47 48.71	5769.62 2662.90 33.29 49.94	5913.87 2729.48 34.12 51.18	6061.71 2797.71 34.97 52.46	6213.26 2867.66 35.85 53.78	6368.59 2939.35 36.74 55.11	6527.80 3012.83 37.66 56.49	6690.99 3088.15 38.60 57.90
Library Associate	B.1029 BCEA 0489	06/21/26	Rec/Gen Admin Non Exempt 8838	Monthly Bi-Weekly 40 HRLY 40 O.T.	4045.08 1866.96 23.34 35.01	4146.20 1913.63 23.92 35.88	4249.85 1961.47 24.52 36.78	4356.11 2010.51 25.13 37.70	4465.00 2060.77 25.76 38.64	4576.63 2112.29 26.40 39.60	4691.05 2165.10 27.06 40.59	4808.33 2219.23 27.74 41.61	4928.54 2274.71 28.43 42.65	5051.76 2331.58 29.14 43.71	5178.03 2389.86 29.87 44.81	5307.49 2449.61 30.62 45.93	5440.18 2510.85 31.39 47.09	5576.18 2573.62 32.17 48.26

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Division Manager	M.1691 BMA 0929	06/21/26	Library Non Exempt 8838	Monthly Bi-Weekly 40 HRLY 40 O.T.	8827.87 4074.40 50.93 76.40	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11608.63 5357.83 66.97 100.46
Library Monitor	B.0875 BCEA 0490	06/21/26	Safety/Inspection Exempt 8838	Monthly Bi-Weekly 40 HRLY 40 O.T.	3469.35 1601.24 20.02 30.03	3556.09 1641.27 20.52 30.78	3645.01 1682.31 21.03 31.55	3736.11 1724.36 21.55 32.33	3829.52 1767.47 22.09 33.14	3925.26 1811.66 22.65 33.98	4023.39 1856.95 23.21 34.82	4123.97 1903.37 23.79 35.69	4227.08 1950.96 24.39 36.59	4332.75 1999.73 25.00 37.50	4441.08 2049.73 25.62 38.43	4552.10 2100.97 26.26 39.39	4665.90 2153.49 26.92 40.38	4782.55 2207.33 27.59 41.39
Library Operations Supervisor	B.0682 BCEA 0494	06/21/26	Library Non Exempt 8838	Monthly Bi-Weekly 40 HRLY 40 O.T.	5390.67 2488.00 31.10 46.65	5525.43 2550.20 31.88 47.82	5663.56 2613.95 32.67 49.01	5805.15 2679.30 33.49 50.24	5950.27 2746.28 34.33 51.50	6099.04 2814.94 35.19 52.79	6251.51 2885.31 36.07 54.11	6407.81 2957.45 36.97 55.46	6567.99 3031.38 37.89 56.84	6732.20 3107.17 38.84 58.26	6900.49 3184.84 39.81 59.72	7073.02 3264.47 40.81 61.22	7249.84 3346.08 41.83 62.75	7431.08 3429.73 42.87 64.31
Library Page/PT	B.0681 BCEA 0493	06/21/26	Rec/Gen Admin Non Exempt 8838	Monthly Bi-Weekly 40 HRLY 40 O.T.	3348.15 1545.30 19.32 28.98	3431.85 1583.93 19.80 29.70	3517.65 1623.53 20.29 30.44	3605.59 1664.12 20.80 31.20	3695.73 1705.72 21.32 31.98	3788.11 1748.36 21.85 32.78	3882.82 1792.07 22.40 33.60	3979.89 1836.87 22.96 34.44	4079.38 1882.79 23.53 35.30	4181.36 1929.86 24.12 36.18	4285.91 1978.11 24.73 37.10	4393.05 2027.56 25.34 38.01	4502.88 2078.25 25.98 38.97	4615.46 2130.21 26.63 39.95
Library Section Manager	M.1038 BMA 0487	06/02/26	Library Non Exempt 8838	Monthly Bi-Weekly 40 HRLY 40 O.T.	8156.61 3764.59 47.06 70.59	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	10725.93 4950.43 61.88 92.82
Library Services Director	E.0074 Exec 0491	06/21/26	Library Exempt 8838	Monthly Bi-Weekly 40 HRLY 40 O.T.	15573.05 7187.56 89.84 134.76	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	20478.55 9451.64 118.15 177.23
Lifeguard	B.0704 BCEA 0507	06/21/26	Recreation Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	3691.29 1703.67 21.30 31.95	3783.59 1746.27 21.83 32.75	3878.16 1789.92 22.37 33.56	3975.12 1834.67 22.93 34.40	4074.50 1880.54 23.51 35.27	4176.36 1927.55 24.09 36.14	4280.77 1975.74 24.70 37.05	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Lifeguard-Instructor	B.0753 BCEA 0508	06/21/26	Recreation Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4060.59 1874.12 23.43 35.15	4162.10 1920.97 24.01 36.02	4266.17 1969.00 24.61 36.92	4372.81 2018.22 25.23 37.85	4482.14 2068.68 25.86 38.79	4594.20 2120.40 26.51 39.77	4709.06 2173.41 27.17 40.76	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Line Mechanic	I.6006 IBEW 0515	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	10741.51 4957.62 61.97 92.96	0.00 0.00 0.00 0.00	11278.61 5205.51 65.07 97.61	0.00 0.00 0.00 0.00	11842.52 5465.78 68.32 102.48	0.00 0.00 0.00 0.00	12434.65 5739.07 71.74 107.61	0.00 0.00 0.00 0.00	13056.38 6026.02 75.33 113.00	0.00 0.00 0.00 0.00	13709.22 6327.33 79.09 118.64	0.00 0.00 0.00 0.00	14394.66 6643.69 83.05 124.58	0.00 0.00 0.00 0.00
Line Mechanic Apprentice	I.8990 IBEW 0516	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	8061.02 3720.47 46.51 69.77	8780.74 4052.65 50.66 75.99	9500.49 4384.84 54.81 82.22	10220.21 4717.02 58.96 88.44	10939.96 5049.21 63.12 94.68	11659.68 5381.39 67.27 100.91	12379.40 5713.57 71.42 107.13	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	0.00 0.00 0.00 0.00
Line Mechanic Apprentice	I.9990 IBEW 0516	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9500.49 4384.84 54.81 82.22	10076.26 4650.58 58.13 87.20	10652.05 4916.33 61.45 92.18	11227.84 5182.08 64.78 97.17	11803.63 5447.83 68.10 102.15	12379.40 5713.57 71.42 107.13	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Line Mechanic Apprentice-G	I.8994 IBEW 0518	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	8544.62 3943.67 49.30 73.95	9307.52 4295.78 53.70 80.55	10070.45 4647.90 58.10 87.15	10833.36 5000.01 62.50 93.75	11596.28 5352.13 66.90 100.35	12359.19 5704.24 71.30 106.95	13122.09 6056.35 75.70 113.55	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00

CITY OF BURBANK
Salary Listing by Title As of August 11, 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-G	I.9994 IBEW 0518	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	10070.45 4647.90 58.10 87.15	10680.78 4929.59 61.62 92.43	11291.11 5211.28 65.14 97.71	11901.44 5492.97 68.66 102.99	12511.76 5774.66 72.18 108.27	13122.09 6056.35 75.70 113.55	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Line Mechanic Supervisor	I.6007 IBEW 0517	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	13212.38 6098.02 76.23 114.35	0.00 0.00 0.00 0.00	13872.99 6402.92 80.04 120.06	0.00 0.00 0.00 0.00	14566.65 6723.07 84.04 126.06	0.00 0.00 0.00 0.00	15294.98 7059.22 88.24 132.36	0.00 0.00 0.00 0.00	16059.72 7412.18 92.65 138.98	0.00 0.00 0.00 0.00	16862.71 7782.79 97.28 145.92	0.00 0.00 0.00 0.00	17705.85 8171.93 102.15 153.23	0.00 0.00 0.00 0.00
Line Mechanic Supervisor-G	I.6107 IBEW 0519	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	14005.10 6463.89 80.80 121.20	0.00 0.00 0.00 0.00	14705.36 6787.09 84.84 127.26	0.00 0.00 0.00 0.00	15440.62 7126.44 89.08 133.62	0.00 0.00 0.00 0.00	16212.65 7482.76 93.53 140.30	0.00 0.00 0.00 0.00	17023.28 7856.90 98.21 147.32	0.00 0.00 0.00 0.00	17874.46 8249.75 103.12 154.68	0.00 0.00 0.00 0.00	18768.17 8662.23 108.28 162.42	0.00 0.00 0.00 0.00
Line Mechanic-G	I.6106 IBEW 0513	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	11385.94 5255.05 65.69 98.54	0.00 0.00 0.00 0.00	11955.23 5517.80 68.97 103.46	0.00 0.00 0.00 0.00	12553.00 5793.69 72.42 108.63	0.00 0.00 0.00 0.00	13180.66 6083.38 76.04 114.06	0.00 0.00 0.00 0.00	13839.69 6387.55 79.84 119.76	0.00 0.00 0.00 0.00	14531.66 6706.92 83.84 125.76	0.00 0.00 0.00 0.00	15258.25 7042.27 88.03 132.05	0.00 0.00 0.00 0.00
Litigation Paralegal	Z.1912 Z-Group 0520	06/21/26	Legal Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8748.50 4037.77 50.47 75.71	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11504.29 5309.67 66.37 99.56
Locker Room Attendant	B.0434 BCEA 0523	06/21/26	Recreation Exempt 9410	40 HRLY 40 O.T.	20.85 31.28	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	20.85 31.28
Mail Room Assistant	B.0383 BCEA 0524	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	3393.50 1566.23 19.58 29.37	3478.32 1605.38 20.07 30.11	3565.29 1645.52 20.57 30.86	3654.43 1686.66 21.08 31.62	3745.78 1728.82 21.61 32.42	3839.42 1772.04 22.15 33.23	3935.40 1816.34 22.70 34.05	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Management Intern (M)	M.1022 BMA 0527	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	3914.32 1806.61 22.58 33.87	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	5147.33 2375.69 29.70 44.55
Management Secretary	Z.1432 Z-Group 0528	06/21/26	Rec/Gen Admin Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5884.30 2715.83 33.95 50.93	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	7737.86 3571.32 44.64 66.96
Management Services Director	E.0078 Exec 0529	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	16363.27 7552.28 94.40 141.60	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	21517.71 9931.25 124.14 186.21
Manager Communication Systems	M.2120 BMA 0537	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14421.55 6656.10 83.20 124.80	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18964.36 8752.78 109.41 164.12
Manager Customer Service Operations	M.2027 BMA 0540	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11525.63 5319.52 66.49 99.74	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15156.22 6995.18 87.44 131.16

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Electrical Distribution	M.2347 BMA 0541	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	17045.19 7867.01 98.34 147.51	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	22414.43 10345.12 129.31 193.97
Manager Electrical Distribution-G	M.2400 BMA 0530	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	18067.38 8338.79 104.23 156.35	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	23758.61 10965.51 137.07 205.61
Manager Electrical Equipment	M.2219 BMA 0538	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	15196.05 7013.56 87.67 131.51	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19982.80 9222.83 115.29 172.94
Manager Energy Control Center	M.2225 BMA 0542	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	18233.04 8415.25 105.19 157.79	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	23976.46 11066.06 138.33 207.50
Manager Security Systems	M.1023 BMA 0545	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14863.62 6860.13 85.75 128.63	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19545.65 9021.07 112.76 169.14
Manager Technology	M.1024 BMA 0546	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14863.31 6859.99 85.75 128.63	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19545.26 9020.89 112.76 169.14
Manager Telecommunications	M.2268 BMA 0532	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13482.45 6222.67 77.78 116.67	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17729.42 8182.81 102.29 153.44
Manager Transmission & Distribution Engineering	M.2461 BMA 0531	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	16013.81 7390.99 92.39 138.59	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	21058.16 9719.15 121.49 182.24
Manager Water Engineering-Planning	M.2372 BMA 0533	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	15207.81 7018.99 87.74 131.61	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19998.27 9229.97 115.37 173.06
Manager Water Production-Operations	M.2203 BMA 0536	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14797.53 6829.63 85.37 128.06	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19458.75 8980.96 112.26 168.39
Marketing Associate	M.2155 BMA 0543	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10576.78 4881.59 61.02 91.53	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13908.46 6419.29 80.24 120.36
Marketing Manager	M.2226 BMA 0245	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11925.01 5503.85 68.80 103.20	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15681.38 7237.56 90.47 135.71

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Metal Worker	B.1714 BCEA 0544	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6960.94 3212.74 40.16 60.24	7134.96 3293.06 41.16 61.74	7313.35 3375.39 42.19 63.29	7496.17 3459.77 43.25 64.88	7683.59 3546.27 44.33 66.50	7875.66 3634.92 45.44 68.16	8072.55 3725.79 46.57 69.86	8274.37 3818.94 47.74 71.61	8481.22 3914.41 48.93 73.40	8693.25 4012.27 50.15 75.23	8910.59 4112.58 51.41 77.12	9133.35 4215.39 52.69 79.04	9361.69 4320.78 54.01 81.02	9595.73 4428.80 55.36 83.04
Motor Sweeper Operator	B.1425 BCEA 0560	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5313.56 2452.41 30.66 45.99	5446.39 2513.72 31.42 47.13	5582.55 2576.56 32.21 48.32	5722.10 2640.97 33.01 49.52	5865.17 2707.00 33.84 50.76	6011.79 2774.67 34.68 52.02	6162.09 2844.04 35.55 53.33	6316.14 2915.14 36.44 54.66	6474.04 2988.02 37.35 56.03	6635.89 3062.72 38.28 57.42	6801.80 3139.29 39.24 58.86	6971.84 3217.77 40.22 60.33	7146.12 3298.21 41.23 61.85	7324.79 3380.67 42.26 63.39
Municipal Records Clerk	B.1360 BCEA 0561	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5229.97 2413.83 30.17 45.26	5360.70 2474.17 30.93 46.40	5494.73 2536.03 31.70 47.55	5632.10 2599.43 32.49 48.74	5772.89 2664.41 33.31 49.97	5917.21 2731.02 34.14 51.21	6065.15 2799.30 34.99 52.49	6216.77 2869.28 35.87 53.81	6372.19 2941.01 36.76 55.14	6531.50 3014.54 37.68 56.52	6694.78 3089.90 38.62 57.93	6862.16 3167.15 39.59 59.39	7033.72 3246.33 40.58 60.87	7209.54 3327.48 41.59 62.39
Network Engineer	M.1034 BMA 0551	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8947.32 4129.53 51.62 77.43	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11765.72 5430.33 67.88 101.82
Network Support Analyst I	B.1416 BCEA 0554	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5643.13 2604.52 32.56 48.84	5784.20 2669.63 33.37 50.06	5928.80 2736.37 34.20 51.30	6077.02 2804.78 35.06 52.59	6228.95 2874.90 35.94 53.91	6384.69 2946.78 36.83 55.25	6544.29 3020.44 37.76 56.64	6707.91 3095.96 38.70 58.05	6875.59 3173.35 39.67 59.51	7047.50 3252.69 40.66 60.99	7223.69 3334.01 41.68 62.52	7404.28 3417.36 42.72 64.08	7589.38 3502.79 43.78 65.67	7779.11 3590.36 44.88 67.32
Network Support Analyst II	M.1579 BMA 0555	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7386.60 3409.20 42.62 63.93	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9713.38 4483.10 56.04 84.06
Network Support Analyst III	M.1799 BMA 0556	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9219.54 4255.17 53.19 79.79	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12123.67 5595.54 69.94 104.91
Network Support Analyst IV	M.1923 BMA 0557	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10926.50 5043.00 63.04 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14368.34 6631.54 82.89 124.34
Offset Press Operator	B.1220 BCEA 0571	06/21/26	Rec/Gen Admin Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4316.39 1992.18 24.90 37.35	4424.31 2041.99 25.52 38.28	4534.92 2093.04 26.16 39.24	4648.28 2145.36 26.82 40.23	4764.50 2199.00 27.49 41.24	4883.60 2253.97 28.17 42.26	5005.69 2310.32 28.88 43.32	5130.84 2368.08 29.60 44.40	5259.11 2427.28 30.34 45.51	5390.60 2487.97 31.10 46.65	5525.35 2550.16 31.88 47.82	5663.49 2613.92 32.67 49.01	5805.09 2679.27 33.49 50.24	5950.21 2746.25 34.33 51.50
Operating Systems Analyst I	M.1614 BMA 0576	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6978.25 3220.73 40.26 60.39	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9176.40 4235.26 52.94 79.41
Operating Systems Analyst II	M.1745 BMA 0577	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7953.53 3670.86 45.89 68.84	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	10458.89 4827.18 60.34 90.51
Operating Systems Analyst III	M.1881 BMA 0578	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8933.75 4123.27 51.54 77.31	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11747.88 5422.10 67.78 101.67

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Painter	B.1460 BCEA 0575	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5394.81 2489.91 31.12 46.68	5529.68 2552.16 31.90 47.85	5667.91 2615.96 32.70 49.05	5809.61 2681.36 33.52 50.28	5954.87 2748.40 34.36 51.54	6103.74 2817.11 35.21 52.82	6256.32 2887.53 36.09 54.14	6412.73 2959.72 37.00 55.50	6573.06 3033.72 37.92 56.88	6737.38 3109.56 38.87 58.31	6905.82 3187.30 39.84 59.76	7078.46 3266.98 40.84 61.26	7255.43 3348.66 41.86 62.79	7436.80 3432.37 42.90 64.35
Painter Leadworker	B.1539 BCEA 0580	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6019.76 2778.35 34.73 52.10	6170.26 2847.81 35.60 53.40	6324.52 2919.01 36.49 54.74	6482.62 2991.98 37.40 56.10	6644.69 3066.78 38.33 57.50	6810.81 3143.45 39.29 58.94	6981.09 3222.04 40.28 60.42	7155.61 3302.59 41.28 61.92	7334.49 3385.15 42.31 63.47	7517.86 3469.78 43.37 65.06	7705.79 3556.52 44.46 66.69	7898.45 3645.44 45.57 68.36	8095.90 3736.57 46.71 70.07	8298.31 3829.99 47.87 71.81
Parking Analyst	M.1714 BMA 0588	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7713.05 3559.87 44.50 66.75	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	10142.67 4681.23 58.52 87.78
Parking Control Officer	B.1231 BCEA 0591	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4525.11 2088.51 26.11 39.17	4638.23 2140.72 26.76 40.14	4754.19 2194.24 27.43 41.15	4873.03 2249.09 28.11 42.17	4994.86 2305.32 28.82 43.23	5119.75 2362.96 29.54 44.31	5247.73 2422.03 30.28 45.42	5378.92 2482.58 31.03 46.55	5513.39 2544.64 31.81 47.72	5651.23 2608.26 32.60 48.90	5792.52 2673.47 33.42 50.13	5937.32 2740.30 34.25 51.38	6085.76 2808.81 35.11 52.67	6237.90 2879.03 35.99 53.99
Parking Control Supervisor	B.1380 BCEA 0590	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5395.00 2490.00 31.13 46.70	5529.88 2552.25 31.90 47.85	5668.13 2616.06 32.70 49.05	5809.83 2681.46 33.52 50.28	5955.08 2748.50 34.36 51.54	6103.96 2817.21 35.22 52.83	6256.55 2887.64 36.10 54.15	6412.97 2959.83 37.00 55.50	6573.28 3033.82 37.92 56.88	6737.62 3109.67 38.87 58.31	6906.06 3187.41 39.84 59.76	7078.72 3267.10 40.84 61.26	7255.67 3348.77 41.86 62.79	7437.06 3432.49 42.91 64.37
Parking Permit Technician	B.0618 BCEA 0592	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5504.48 2540.53 31.76 47.64	5642.09 2604.04 32.55 48.83	5783.16 2669.15 33.36 50.04	5927.72 2735.87 34.20 51.30	6075.92 2804.27 35.05 52.58	6227.82 2874.38 35.93 53.90	6383.52 2946.24 36.83 55.25	6543.10 3019.89 37.75 56.63	6706.68 3095.39 38.69 58.04	6874.34 3172.77 39.66 59.49	7046.20 3252.09 40.65 60.98	7222.37 3333.40 41.67 62.51	7402.92 3416.73 42.71 64.07	7587.99 3502.15 43.78 65.67
Parking Services Manager	M.1715 BMA 0593	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10867.05 5015.56 62.69 94.04	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14290.16 6595.46 82.44 123.66
Parks and Recreation Director	E.0080 Exec 0598	06/21/26	Recreation Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	17363.91 8014.11 100.18 150.27	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	22933.53 10538.55 131.73 197.60
Payroll Technician I	B.1308 BCEA 0602	06/21/26	Financial Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4968.41 2293.11 28.66 42.99	5092.62 2350.44 29.38 44.07	5219.93 2409.20 30.12 45.18	5350.43 2469.43 30.87 46.31	5484.20 2531.17 31.64 47.46	5621.31 2594.45 32.43 48.65	5761.84 2659.31 33.24 49.86	5905.88 2725.79 34.07 51.11	6053.54 2793.94 34.92 52.38	6204.86 2863.78 35.80 53.70	6359.99 2935.38 36.69 55.04	6518.98 3008.76 37.61 56.42	6681.96 3083.98 38.55 57.83	6849.01 3161.08 39.51 59.27
Payroll Technician II	B.1363 BCEA 0603	06/21/26	Financial Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5238.91 2417.96 30.22 45.33	5369.89 2478.41 30.98 46.47	5504.14 2540.37 31.75 47.63	5641.74 2603.88 32.55 48.83	5782.79 2668.98 33.36 50.04	5927.35 2735.70 34.20 51.30	6075.53 2804.09 35.05 52.58	6227.43 2874.20 35.93 53.90	6383.11 2946.05 36.83 55.25	6542.68 3019.70 37.75 56.63	6706.27 3095.20 38.69 58.04	6873.90 3172.57 39.66 59.49	7045.76 3251.89 40.65 60.98	7221.91 3333.19 41.66 62.49
Permit Coordinator	M.1488 BMA 0604	06/21/26	Safety/Inspection Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	6363.41 2936.96 36.71 55.07	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	8367.88 3862.10 48.28 72.42
Permit Technician	B.1428 BCEA 0605	06/21/26	Safety/Inspection Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5504.48 2540.53 31.76 47.64	5642.09 2604.04 32.55 48.83	5783.16 2669.15 33.36 50.04	5927.72 2735.87 34.20 51.30	6075.92 2804.27 35.05 52.58	6227.82 2874.38 35.93 53.90	6383.52 2946.24 36.83 55.25	6543.10 3019.89 37.75 56.63	6706.68 3095.39 38.69 58.04	6874.34 3172.77 39.66 59.49	7046.20 3252.09 40.65 60.98	7222.37 3333.40 41.67 62.51	7402.92 3416.73 42.71 64.07	7587.99 3502.15 43.78 65.67

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Pipefitter	B.1630 BCEA 0614	06/21/26	Utilities Non Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	7375.07 3403.88 42.55 63.83	7559.46 3488.98 43.61 65.42	7748.43 3576.20 44.70 67.05	7942.16 3665.61 45.82 68.73	8140.71 3757.25 46.97 70.46	8344.22 3851.18 48.14 72.21	8552.83 3947.46 49.34 74.01	8766.64 4046.14 50.58 75.87	8985.82 4147.30 51.84 77.76	9210.46 4250.98 53.14 79.71	9440.71 4357.25 54.47 81.71	9676.72 4466.18 55.83 83.75	9918.65 4577.84 57.22 85.83	10166.63 4692.29 58.65 87.98
Pipefitter Apprentice	B.7999 BCEA 0613	06/21/26	Utilities Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	6608.31 3049.99 38.12 57.18	7116.63 3284.60 41.06 61.59	7624.96 3519.21 43.99 65.99	8133.30 3753.83 46.92 70.38	8641.62 3988.44 49.86 74.79	9149.96 4223.06 52.79 79.19	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Pipefitter-Operator	B.1703 BCEA 0616	06/21/26	Utilities Non Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	7964.82 3676.07 45.95 68.93	8163.94 3767.97 47.10 70.65	8368.04 3862.17 48.28 72.42	8577.25 3958.73 49.48 74.22	8791.66 4057.69 50.72 76.08	9011.47 4159.14 51.99 77.99	9236.74 4263.11 53.29 79.94	9467.66 4369.69 54.62 81.93	9704.35 4478.93 55.99 83.99	9946.97 4590.91 57.39 86.09	10195.64 4705.68 58.82 88.23	10450.53 4823.32 60.29 90.44	10711.81 4943.91 61.80 92.70	10979.58 5067.50 63.34 95.01
Plan Check Engineer	M.1752 BMA 0617	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8337.77 3848.20 48.10 72.15	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	10964.16 5060.38 63.25 94.88
Plan Check Manager	M.1753 BMA 0618	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11673.13 5387.60 67.35 101.03	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15350.16 7084.69 88.56 132.84
Planning Manager	M.2150 BMA 0265	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12935.56 5970.26 74.63 111.95	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17010.26 7850.89 98.14 147.21
Planning Technician	B.0619 BCEA 0619	06/21/26	Safety/Inspection Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5287.06 2440.18 30.50 45.75	5419.25 2501.19 31.26 46.89	5554.73 2563.72 32.05 48.08	5693.59 2627.81 32.85 49.28	5835.92 2693.50 33.67 50.51	5981.82 2760.84 34.51 51.77	6131.36 2829.86 35.37 53.06	6284.66 2900.61 36.26 54.39	6441.76 2973.12 37.16 55.74	6602.81 3047.45 38.09 57.14	6767.89 3123.64 39.05 58.58	6937.08 3201.73 40.02 60.03	7110.50 3281.77 41.02 61.53	7288.28 3363.82 42.05 63.08
Police Administrator	Z.2209 Z-Group 0638	06/21/26	Police/Fire Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13569.70 6262.94 78.29 117.44	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17844.15 8235.76 102.95 154.43
Police Cadet	B.0936 BCEA 0639	06/21/26	Police/Fire Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	3529.87 1629.17 20.36 30.54	3618.12 1669.90 20.87 31.31	3708.55 1711.64 21.40 32.10	3801.29 1754.44 21.93 32.90	3896.32 1798.30 22.48 33.72	3993.71 1843.25 23.04 34.56	4093.57 1889.34 23.62 35.43	4195.90 1936.57 24.21 36.32	4300.79 1984.98 24.81 37.22	4408.32 2034.61 25.43 38.15	4518.52 2085.47 26.07 39.11	4631.49 2137.61 26.72 40.08	4747.28 2191.05 27.39 41.09	4865.97 2245.83 28.07 42.11
Police Captain	Z.2388 Z-Group 0641	06/21/26	Police/Fire Non Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	17396.93 8029.35 100.37 150.56	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	22876.95 10558.59 131.98 197.97
Police Chief	E.0092 Exec 0644	06/21/26	Police/Fire Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	21498.04 9922.17 124.03 186.05	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	28269.91 13047.65 163.10 244.65
Police Communications Manager	M.1021 BMA 0036	06/21/26	Police/Fire Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	10480.04 4836.94 60.46 90.69	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13781.26 6360.58 79.51 119.27

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Lieutenant	P.2164 BPOA 0648	06/21/26	Police/Fire Non Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	13357.87 6165.17 77.06 115.59	13691.82 6319.30 78.99 118.49	14034.13 6477.29 80.97 121.46	14384.98 6639.22 82.99 124.49	14744.60 6805.20 85.07 127.61	15113.22 6975.33 87.19 130.79	15491.04 7149.71 89.37 134.06	15878.31 7328.45 91.61 137.42	16275.29 7511.67 93.90 140.85	16682.16 7699.46 96.24 144.36	17099.20 7891.94 98.65 147.98	17526.69 8089.24 101.12 151.68	17964.85 8291.47 103.64 155.46	0.00 0.00 0.00 0.00
Police Officer	P.1761 BPOA 0651	06/21/26	Police/Fire Non Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	9104.81 4202.22 52.53 78.80	9332.42 4307.27 53.84 80.76	9565.75 4414.96 55.19 82.79	9804.88 4525.33 56.57 84.86	10050.00 4638.46 57.98 86.97	10301.24 4754.42 59.43 89.15	10558.77 4873.28 60.92 91.38	10822.76 4995.12 62.44 93.66	11093.31 5119.99 64.00 96.00	11370.65 5247.99 65.60 98.40	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Police Officer - Detective Assignment	P.1893 BPOA 0637	06/21/26	Police/Fire Non Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	9424.63 4349.83 54.37 81.56	9660.26 4458.58 55.73 83.60	9901.75 4570.04 57.13 85.70	10149.30 4684.29 58.55 87.83	10403.03 4801.40 60.02 90.03	10663.10 4921.43 61.52 92.28	10929.69 5044.47 63.06 94.59	11202.92 5170.58 64.63 96.95	11483.01 5299.85 66.25 99.38	11770.07 5432.34 67.90 101.85	12064.33 5568.15 69.60 104.40	12365.95 5707.36 71.34 107.01	12675.09 5850.04 73.13 109.70	0.00 0.00 0.00 0.00
Police Records Manager	M.2002 BMA 0649	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	10506.97 4849.37 60.62 90.93	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13816.68 6376.93 79.71 119.57
Police Records Technician	B.1281 BCEA 0652	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4981.77 2299.28 28.74 43.11	5106.31 2356.76 29.46 44.19	5233.97 2415.68 30.20 45.30	5364.82 2476.07 30.95 46.43	5498.94 2537.97 31.72 47.58	5636.41 2601.42 32.52 48.78	5777.33 2666.46 33.33 50.00	5921.76 2733.12 34.16 51.24	6069.81 2801.45 35.02 52.53	6221.54 2871.48 35.89 53.84	6377.09 2943.27 36.79 55.19	6536.51 3016.85 37.71 56.57	6699.92 3092.27 38.65 57.98	6867.42 3169.58 39.62 59.43
Police Records Technician Supervisor	B.1480 BCEA 0650	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	6077.50 2805.00 35.06 52.59	6229.45 2875.13 35.94 53.91	6385.19 2947.01 36.84 55.26	6544.81 3020.68 37.76 56.64	6708.43 3096.20 38.70 58.05	6876.13 3173.60 39.67 59.51	7048.04 3252.94 40.66 60.99	7224.25 3334.27 41.68 62.52	7404.84 3417.62 42.72 64.08	7589.96 3503.06 43.79 65.69	7779.72 3590.64 44.88 67.32	7974.22 3680.41 46.01 69.02	8173.58 3772.42 47.16 70.74	8377.92 3866.73 48.33 72.50
Police Recruit	U.1400 Unrep 0653	06/21/26	Police/Fire Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	8194.33 3782.00 47.28 70.92	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	8194.33 3782.00 47.28 70.92
Police Sergeant	P.2008 BPOA 0654	06/21/26	Police/Fire Non Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	10949.60 5053.66 63.17 94.76	11223.33 5180.00 64.75 97.13	11503.92 5309.50 66.37 99.56	11791.52 5442.24 68.03 102.05	12086.30 5578.29 69.73 104.60	12388.46 5717.75 71.47 107.21	12698.18 5860.70 73.26 109.89	13015.62 6007.21 75.09 112.64	13341.01 6157.39 76.97 115.46	13674.55 6311.33 78.89 118.34	14016.41 6469.11 80.86 121.29	14366.82 6630.84 82.89 124.34	14725.99 6796.61 84.96 127.44	0.00 0.00 0.00 0.00
Police Technician	B.1189 BCEA 0646	06/21/26	Police/Fire Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4544.43 2097.43 26.22 39.33	4658.05 2149.87 26.87 40.31	4774.49 2203.61 27.55 41.33	4893.85 2258.70 28.23 42.35	5016.20 2315.17 28.94 43.41	5141.61 2373.05 29.66 44.49	5270.16 2432.38 30.40 45.60	5401.91 2493.19 31.16 46.74	5536.96 2555.52 31.94 47.91	5675.37 2619.40 32.74 49.11	5817.26 2684.89 33.56 50.34	5962.69 2752.01 34.40 51.60	6111.76 2820.81 35.26 52.89	6264.55 2891.33 36.14 54.21
Power Plant Maintenance Supervisor	I.6008 IBEW 0656	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9548.37 4406.94 55.09 82.64	0.00 0.00 0.00 0.00	10025.77 4627.28 57.84 86.76	0.00 0.00 0.00 0.00	10527.08 4858.65 60.73 91.10	0.00 0.00 0.00 0.00	11053.42 5101.58 63.77 95.66	0.00 0.00 0.00 0.00	11606.10 5356.66 66.96 100.44	0.00 0.00 0.00 0.00	12186.40 5624.49 70.31 105.47	0.00 0.00 0.00 0.00	12795.73 5905.72 73.82 110.73	0.00 0.00 0.00 0.00
Power Plant Maintenance Trainee	I.8993 IBEW 0659	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	5825.95 2688.90 33.61 50.42	0.00 0.00 0.00 0.00	6866.30 3169.06 39.61 59.42	0.00 0.00 0.00 0.00	7906.67 3649.23 45.62 68.43	0.00 0.00 0.00 0.00	8426.84 3889.31 48.62 72.93	0.00 0.00 0.00 0.00	8426.84 3889.31 48.62 72.93	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
Power Plant Maintenance Trainee	I.9993 IBEW 0659	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	6866.30 3169.06 39.61 59.42	0.00 0.00 0.00 0.00	7490.51 3457.16 43.21 64.82	0.00 0.00 0.00 0.00	8322.80 3841.29 48.02 72.03	0.00 0.00 0.00 0.00	8322.80 3841.29 48.02 72.03	0.00 0.00 0.00 0.00	8322.80 3841.29 48.02 72.03	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Mechanic	I.6011 IBEW 0658	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	7763.25 3583.04 44.79 67.19	0.00 0.00 0.00 0.00	8151.41 3762.19 47.03 70.55	0.00 0.00 0.00 0.00	8558.98 3950.30 49.38 74.07	0.00 0.00 0.00 0.00	8986.92 4147.81 51.85 77.78	0.00 0.00 0.00 0.00	9436.27 4355.20 54.44 81.66	0.00 0.00 0.00 0.00	9908.08 4572.96 57.16 85.74	0.00 0.00 0.00 0.00	10403.49 4801.61 60.02 90.03	0.00 0.00 0.00 0.00
Power Plant Operator	I.6012 IBEW 0660	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	8155.53 3764.09 47.05 70.58	0.00 0.00 0.00 0.00	8563.32 3952.30 49.40 74.10	0.00 0.00 0.00 0.00	8991.47 4149.91 51.87 77.81	0.00 0.00 0.00 0.00	9441.06 4357.41 54.47 81.71	0.00 0.00 0.00 0.00	9913.11 4575.28 57.19 85.79	0.00 0.00 0.00 0.00	10408.75 4804.04 60.05 90.08	0.00 0.00 0.00 0.00	10929.21 5044.25 63.05 94.58	0.00 0.00 0.00 0.00
Power Plant Operator Trainee	I.8991 IBEW 0665	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	6120.36 2824.78 35.31 52.97	0.00 0.00 0.00 0.00	7213.27 3329.20 41.62 62.43	0.00 0.00 0.00 0.00	8306.20 3833.63 47.92 71.88	0.00 0.00 0.00 0.00	9399.11 4338.05 54.23 81.35	0.00 0.00 0.00 0.00	9399.11 4338.05 54.23 81.35	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Power Plant Operator Trainee	I.9991 IBEW 0665	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	7213.27 3329.20 41.62 62.43	0.00 0.00 0.00 0.00	8743.37 4035.40 50.44 75.66	0.00 0.00 0.00 0.00	9508.40 4388.49 54.86 82.29	0.00 0.00 0.00 0.00	9508.40 4388.49 54.86 82.29	0.00 0.00 0.00 0.00	9508.40 4388.49 54.86 82.29	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Power Plant Shift Supervisor	I.6009 IBEW 0655	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	10169.71 4693.71 58.67 88.01	0.00 0.00 0.00 0.00	10678.18 4928.39 61.60 92.40	0.00 0.00 0.00 0.00	11212.09 5174.81 64.69 97.04	0.00 0.00 0.00 0.00	11772.69 5433.55 67.92 101.88	0.00 0.00 0.00 0.00	12361.33 5705.23 71.32 106.98	0.00 0.00 0.00 0.00	12979.40 5990.49 74.88 112.32	0.00 0.00 0.00 0.00	13628.36 6290.01 78.63 117.95	0.00 0.00 0.00 0.00
Power Production Engineer	M.2265 BMA 0669	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13350.72 6161.87 77.02 115.53	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17556.20 8102.86 101.29 151.94
Power Production Manager	M.2224 BMA 0662	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	17874.46 8249.75 103.12 154.68	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	23504.93 10848.43 135.61 203.42
Power Resources Manager	M.2199 BMA 0663	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	16361.82 7551.61 94.40 141.60	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	21515.80 9930.37 124.13 186.20
Power Resources Planning Associate I	B.1190 BCEA 0059	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8001.65 3693.07 46.16 69.24	8201.68 3785.39 47.32 70.98	8406.73 3880.03 48.50 72.75	8616.90 3977.03 49.71 74.57	8832.31 4076.45 50.96 76.44	9053.14 4178.37 52.23 78.35	9279.44 4282.82 53.54 80.31	9511.43 4389.89 54.87 82.31	9749.22 4499.64 56.25 84.38	9992.95 4612.13 57.65 86.48	10242.79 4727.44 59.09 88.64	10498.84 4845.62 60.57 90.86	10761.31 4966.76 62.08 93.12	11030.35 5090.93 63.64 95.46
Power Resources Planning Associate II	B.1191 BCEA 0060	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9304.25 4294.27 53.68 80.52	9536.87 4401.63 55.02 82.53	9775.29 4511.67 56.40 84.60	10019.66 4624.46 57.81 86.72	10270.15 4740.07 59.25 88.88	10526.92 4858.58 60.73 91.10	10790.09 4980.04 62.25 93.38	11059.84 5104.54 63.81 95.72	11336.33 5232.15 65.40 98.10	11619.75 5362.96 67.04 100.56	11910.23 5497.03 68.71 103.07	12208.00 5634.46 70.43 105.65	12513.19 5775.32 72.19 108.29	12826.02 5919.70 74.00 111.00
Power Supply Scheduler	B.1911 BCEA 0612	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9411.20 4343.63 54.30 81.45	9646.48 4452.22 55.65 83.48	9887.65 4563.53 57.04 85.56	10134.84 4677.62 58.47 87.71	10388.21 4794.56 59.93 89.90	10647.91 4914.42 61.43 92.15	10914.11 5037.28 62.97 94.46	11186.98 5163.22 64.54 96.81	11466.65 5292.30 66.15 99.23	11753.30 5424.60 67.81 101.72	12047.14 5560.22 69.50 104.25	12348.31 5699.22 71.24 106.86	12657.02 5841.70 73.02 109.53	12973.46 5987.75 74.85 112.28
Power System Operator	I.6027 IBEW 0664	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	12265.85 5661.16 70.76 106.14	0.00 0.00 0.00 0.00	12879.14 5944.22 74.30 111.45	0.00 0.00 0.00 0.00	13523.10 6241.43 78.02 117.03	0.00 0.00 0.00 0.00	14199.25 6553.50 81.92 122.88	0.00 0.00 0.00 0.00	14909.22 6881.18 86.01 129.02	0.00 0.00 0.00 0.00	15654.69 7225.24 90.32 135.48	0.00 0.00 0.00 0.00	16437.42 7586.50 94.83 142.25	0.00 0.00 0.00 0.00

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 System Operator Supervisor	I.5026 IBEW 0670	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	15087.00 6963.23 87.04 130.56	0.00 0.00 0.00 0.00	15841.37 7311.40 91.39 137.09	0.00 0.00 0.00 0.00	16633.44 7676.97 95.96 143.94	0.00 0.00 0.00 0.00	17465.09 8060.81 100.76 151.14	0.00 0.00 0.00 0.00	18338.34 8463.85 105.80 158.70	0.00 0.00 0.00 0.00	19255.28 8887.05 111.09 166.64	0.00 0.00 0.00 0.00	20218.03 9331.40 116.64 174.96	0.00 0.00 0.00 0.00
Power System Operator Trainee	I.5025 IBEW 0920	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9204.95 4248.44 53.11 79.67	0.00 0.00 0.00 0.00	10848.70 5007.09 62.59 93.89	0.00 0.00 0.00 0.00	12492.44 5765.74 72.07 108.11	0.00 0.00 0.00 0.00	13478.68 6220.93 77.76 116.64	0.00 0.00 0.00 0.00	14300.54 6600.25 82.50 123.75	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Power System Operator Trainee	I.6025 IBEW 0920	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	11670.56 5386.41 67.33 101.00	0.00 0.00 0.00 0.00	12328.05 5689.87 71.12 106.68	0.00 0.00 0.00 0.00	12821.19 5917.47 73.97 110.96	0.00 0.00 0.00 0.00	13478.68 6220.93 77.76 116.64	0.00 0.00 0.00 0.00	14300.54 6600.25 82.50 123.75	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Principal Accountant	M.1899 BMA 0668	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9561.96 4413.21 55.17 82.76	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12573.97 5803.37 72.54 108.81
Principal Civil Engineer (M)	M.2272 BMA 0679	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13825.46 6380.98 79.76 119.64	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	18180.48 8390.99 104.89 157.34
Principal Civil Engineer (Z)	Z.2310 Z-Group 0678	06/21/26	Engineering Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13825.46 6380.98 79.76 119.64	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	18180.48 8390.99 104.89 157.34
Principal Civil Engineer-BWP	M.2271 BMA 0680	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13825.26 6380.89 79.76 119.64	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	18180.22 8390.87 104.89 157.34
Principal Clerk	B.1361 BCEA 0667	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5603.00 2586.00 32.33 48.50	5743.08 2650.65 33.13 49.70	5886.66 2716.92 33.96 50.94	6033.82 2784.84 34.81 52.22	6184.66 2854.46 35.68 53.52	6339.28 2925.82 36.57 54.86	6497.77 2998.97 37.49 56.24	6660.20 3073.94 38.42 57.63	6826.71 3150.79 39.38 59.07	6997.38 3229.56 40.37 60.56	7172.32 3310.30 41.38 62.07	7351.63 3393.06 42.41 63.62	7535.41 3477.88 43.47 65.21	7723.80 3564.83 44.56 66.84
Principal Client Technology Specialist	M.1032 BMA 0687	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8990.00 4149.23 51.87 77.81	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11821.85 5456.24 68.20 102.30
Principal Communications Network Engineer	M.1027 BMA 0050	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13482.45 6222.67 77.78 116.67	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17729.42 8182.81 102.29 153.44
Principal Data Engineer	M.1314 BMA 0044	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12923.11 5964.51 74.56 111.84	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16993.88 7843.33 98.04 147.06
Principal Electrical Engineer	M.2200 BMA 0790	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13344.83 6159.15 76.99 115.49	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17548.44 8099.28 101.24 151.86

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Engineer-Traffic	M.2273 BMA 0685	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13825.26 6380.89 79.76 119.64	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	18180.22 8390.87 104.89 157.34
Principal Engineering Technician	M.1302 BMA 0791	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10408.97 4804.14 60.05 90.08	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	13687.79 6317.44 78.97 118.46
Principal GIS Specialist	M.1991 BMA 0040	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10108.84 4665.62 58.32 87.48	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	13293.13 6135.29 76.69 115.04
Principal Network Engineer	M.1036 BMA 0553	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11832.82 5461.30 68.27 102.41	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15560.16 7181.61 89.77 134.66
Principal Plan Check Engineer	M.1986 BMA 0683	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10861.65 5013.07 62.66 93.99	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	14283.08 6592.19 82.40 123.60
Principal Planner	M.2031 BMA 0676	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10682.73 4930.49 61.63 92.45	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14047.80 6483.60 81.05 121.58
Principal Power Engineer	M.2221 BMA 0672	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13344.83 6159.15 76.99 115.49	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17548.44 8099.28 101.24 151.86
Principal Power Resources Planner	M.1316 BMA 0062	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13634.83 6293.00 78.66 117.99	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	17929.80 8275.29 103.44 155.16
Principal Power System Operator	M.2195 BMA 0681	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	15764.95 7276.13 90.95 136.43	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	20730.91 9568.11 119.60 179.40
Principal Systems Engineer	M.1083 BMA 0083	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12196.41 5629.11 70.36 105.54	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16038.27 7402.28 92.53 138.80
Principal Technology Product Manager	M.1319 BMA 0047	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12156.95 5610.90 70.14 105.21	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15986.38 7378.33 92.23 138.35
Principal Transportation Planner	M.1029 BMA 0016	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10682.73 4930.49 61.63 92.45	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14047.80 6483.60 81.05 121.58

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Utility Accounting Analyst	M.1972 BMA 0682	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9480.68 4375.70 54.70 82.05	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12467.11 5754.05 71.93 107.90
Principal Utility Business Systems Analyst	M.1019 BMA 0686	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10760.34 4966.31 62.08 93.12	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14149.85 6530.70 81.63 122.45
Program Specialist	B.1370 BCEA 0684	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4886.27 2255.20 28.19 42.29	5008.42 2311.58 28.89 43.34	5133.64 2369.37 29.62 44.43	5261.97 2428.60 30.36 45.54	5393.53 2489.32 31.12 46.68	5528.36 2551.55 31.89 47.84	5666.57 2615.34 32.69 49.04	5808.23 2680.72 33.51 50.27	5953.44 2747.74 34.35 51.53	6102.27 2816.43 35.21 52.82	6254.84 2886.85 36.09 54.14	6411.21 2959.02 36.99 55.49	6571.48 3032.99 37.91 56.87	6735.78 3108.82 38.86 58.29
Property and Evidence Technician	B.1020 BCEA 0039	06/21/26	Police/Fire Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4887.89 2255.95 28.20 42.30	5010.09 2312.35 28.90 43.35	5135.33 2370.15 29.63 44.45	5263.72 2429.41 30.37 45.56	5395.30 2490.14 31.13 46.70	5530.20 2552.40 31.91 47.87	5668.46 2616.21 32.70 49.05	5810.16 2681.61 33.52 50.28	5955.41 2748.65 34.36 51.54	6104.30 2817.37 35.22 52.83	6256.90 2887.80 36.10 54.15	6413.33 2960.00 37.00 55.50	6573.67 3034.00 37.93 56.90	6738.01 3109.85 38.87 58.31
Public Information Specialist	M.1717 BMA 0697	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8663.42 3998.50 49.98 74.97	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11392.40 5258.03 65.73 98.60
Public Safety Facility Technician	B.1482 BCEA 0645	06/21/26	Fac/Grounds Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5709.19 2635.01 32.94 49.41	5851.93 2700.89 33.76 50.64	5998.22 2768.41 34.61 51.92	6148.18 2837.62 35.47 53.21	6301.88 2908.56 36.36 54.54	6459.42 2981.27 37.27 55.91	6620.92 3055.81 38.20 57.30	6786.43 3132.20 39.15 58.73	6956.11 3210.51 40.13 60.20	7130.00 3290.77 41.13 61.70	7308.25 3373.04 42.16 63.24	7490.95 3457.36 43.22 64.83	7678.23 3543.80 44.30 66.45	7870.18 3632.39 45.40 68.10
Public Works Director	E.0084 Exec 0695	06/21/26	Engineering Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	17784.91 8208.42 102.61 153.92	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	23387.15 10794.07 134.93 202.40
Public Works Journeyman	B.1418 BCEA 0698	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5416.86 2500.09 31.25 46.88	5552.28 2562.59 32.03 48.05	5691.08 2626.65 32.83 49.25	5833.36 2692.32 33.65 50.48	5979.20 2759.63 34.50 51.75	6128.68 2828.62 35.36 53.04	6281.88 2899.33 36.24 54.36	6438.94 2971.82 37.15 55.73	6599.91 3046.11 38.08 57.12	6764.92 3122.27 39.03 58.55	6934.03 3200.32 40.00 60.00	7107.38 3280.33 41.00 61.50	7285.07 3362.34 42.03 63.05	7467.20 3446.40 43.08 64.62
Public Works Supervisor	M.1903 BMA 0703	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	9049.08 4176.50 52.21 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11899.53 5492.09 68.65 102.98
Purchasing Manager	M.2061 BMA 0701	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11894.37 5489.71 68.62 102.93	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15641.10 7218.97 90.24 135.36
Purchasing Manager	Z.1934 Z-Group 0704	06/21/26	Financial Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11894.37 5489.71 68.62 102.93	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15641.10 7218.97 90.24 135.36
Rangemaster	B.1489 BCEA 0710	06/21/26	Police/Fire Non Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	6321.23 2917.49 36.47 54.71	6479.27 2990.43 37.38 56.07	6641.25 3065.19 38.31 57.47	6807.28 3141.82 39.27 58.91	6977.47 3220.37 40.25 60.38	7151.91 3300.88 41.26 61.89	7330.70 3383.40 42.29 63.44	7513.96 3467.98 43.35 65.03	7701.81 3554.68 44.43 66.65	7894.36 3643.55 45.54 68.31	8091.72 3734.64 46.68 70.02	8294.02 3828.01 47.85 71.78	8501.37 3923.71 49.05 73.58	8713.90 4021.80 50.27 75.41

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Real Estate and Project Manager	M.2464 BMA 0702	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10334.68 4769.85 59.62 89.43	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13590.09 6272.35 78.40 117.60
Records Manager (M)	M.1756 BMA 0709	06/21/26	Rec/Gen Admin Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	7435.46 3431.75 42.90 64.35	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9777.63 4512.75 56.41 84.62
Records Manager (Z)	Z.1795 Z-Group 0708	06/21/26	Rec/Gen Admin Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	9398.42 4337.73 54.22 81.33	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12358.93 5704.12 71.30 106.95
Records Technician	B.1030 BCEA 0025	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5229.97 2413.83 30.17 45.26	5360.70 2474.17 30.93 46.40	5494.73 2536.03 31.70 47.55	5632.10 2599.43 32.49 48.74	5772.89 2664.41 33.31 49.97	5917.21 2731.02 34.14 51.21	6065.15 2799.30 34.99 52.49	6216.77 2869.28 35.87 53.81	6372.19 2941.01 36.76 55.14	6531.50 3014.54 37.68 56.52	6694.78 3089.90 38.62 57.93	6862.16 3167.15 39.59 59.39	7033.72 3246.33 40.58 60.87	7209.54 3327.48 41.59 62.39
Recreation Coordinator	B.1445 BCEA 0720	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5273.28 2433.82 30.42 45.63	5405.10 2494.66 31.18 46.77	5540.23 2557.03 31.96 47.94	5678.75 2620.96 32.76 49.14	5820.71 2686.48 33.58 50.37	5966.22 2753.64 34.42 51.63	6115.37 2822.48 35.28 52.92	6268.25 2893.04 36.16 54.24	6424.97 2965.37 37.07 55.61	6585.61 3039.51 37.99 56.99	6750.23 3115.49 38.94 58.41	6918.99 3193.38 39.92 59.88	7091.96 3273.21 40.92 61.38	7269.28 3355.05 41.94 62.91
Recreation Leader	B.1124 BCEA 0712	06/21/26	Recreation Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	3689.60 1702.89 21.29 31.94	3781.85 1745.47 21.82 32.73	3876.38 1789.10 22.36 33.54	3973.30 1833.83 22.92 34.38	4072.64 1879.68 23.50 35.25	4174.45 1926.67 24.08 36.12	4278.82 1974.84 24.69 37.04	4385.79 2024.21 25.30 37.95	4495.42 2074.81 25.94 38.91	4607.81 2126.68 26.58 39.87	4723.01 2179.85 27.25 40.88	4841.07 2234.34 27.93 41.90	4962.10 2290.20 28.63 42.95	5086.16 2347.46 29.34 44.01
Recreation Services Manager	M.1816 BMA 0715	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9738.82 4494.84 56.19 84.29	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12806.56 5910.72 73.88 110.82
Recreation Supervisor	B.1571 BCEA 0721	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6996.86 3229.32 40.37 60.56	7171.78 3310.05 41.38 62.07	7351.07 3392.80 42.41 63.62	7534.84 3477.62 43.47 65.21	7723.21 3564.56 44.56 66.84	7916.29 3653.67 45.67 68.51	8114.21 3745.02 46.81 70.22	8317.05 3838.64 47.98 71.97	8524.99 3934.61 49.18 73.77	8738.10 4032.97 50.41 75.62	8956.57 4133.80 51.67 77.51	9180.47 4237.14 52.96 79.44	9409.99 4343.07 54.29 81.44	9645.24 4451.65 55.65 83.48
Recycling Coordinator	M.1928 BMA 0718	06/21/26	Streets/Refuse Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9529.76 4398.35 54.98 82.47	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12531.61 5783.82 72.30 108.45
Recycling Specialist	M.1774 BMA 0719	06/21/26	Streets/Refuse Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7310.36 3374.01 42.18 63.27	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9613.11 4436.82 55.46 83.19
Redevelopment Project Manager	M.2108 BMA 0726	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11503.74 5309.42 66.37 99.56	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15127.41 6981.88 87.27 130.91
Release Train Engineer	Z.1433 Z-Group 0160	06/21/26	Info Sys Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12208.82 5634.84 70.44 105.66	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16054.59 7409.81 92.62 138.93

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Revenue Manager	Z.2389 Z-Group 0390	06/21/26	Financial Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11748.82 5422.53 67.78 101.67	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15449.68 7130.62 89.13 133.70
Right of Way Specialist	B.1805 BCEA 0728	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7906.08 3648.96 45.61 68.42	8103.72 3740.18 46.75 70.13	8306.33 3833.69 47.92 71.88	8513.98 3929.53 49.12 73.68	8726.84 4027.77 50.35 75.53	8945.00 4128.46 51.61 77.42	9168.62 4231.67 52.90 79.35	9397.85 4337.47 54.22 81.33	9632.78 4445.90 55.57 83.36	9873.61 4557.05 56.96 85.44	10120.46 4670.98 58.39 87.59	10373.46 4787.75 59.85 89.78	10632.79 4907.44 61.34 92.01	10898.62 5030.13 62.88 94.32
Security Guard	B.1201 BCEA 0748	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4635.17 2139.31 26.74 40.11	4751.05 2192.79 27.41 41.12	4869.82 2247.61 28.10 42.15	4991.57 2303.80 28.80 43.20	5116.37 2361.40 29.52 44.28	5244.27 2420.43 30.26 45.39	5375.39 2480.95 31.01 46.52	5509.77 2542.97 31.79 47.69	5647.50 2606.54 32.58 48.87	5788.71 2671.71 33.40 50.10	5933.42 2738.50 34.23 51.35	6081.75 2806.96 35.09 52.64	6233.80 2877.14 35.96 53.94	6389.63 2949.06 36.86 55.29
Senior Accountant	B.1849 BCEA 0749	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8327.56 3843.49 48.04 72.06	8535.74 3939.57 49.24 73.86	8749.13 4038.06 50.48 75.72	8967.86 4139.01 51.74 77.61	9192.06 4242.49 53.03 79.55	9421.86 4348.55 54.36 81.54	9657.42 4457.27 55.72 83.58	9898.85 4568.70 57.11 85.67	10146.31 4682.91 58.54 87.81	10399.98 4799.99 60.00 90.00	10659.98 4919.99 61.50 92.25	10926.48 5042.99 63.04 94.56	11199.63 5169.06 64.61 96.92	11479.63 5298.29 66.23 99.35
Senior Administrative Analyst (M)	M.1817 BMA 0750	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8261.24 3812.88 47.66 71.49	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	10863.52 5013.93 62.67 94.01
Senior Administrative Analyst (Z)	Z.1865 Z-Group 5750	06/21/26	Rec/Gen Admin Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8261.24 3812.88 47.66 71.49	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	10863.52 5013.93 62.67 94.01
Senior Animal Control Officer	B.1531 BCEA 0751	06/21/26	Safety/Inspection Non Exempt 7720	Monthly Bi-Weekly 40 HRLY 40 O.T.	6182.61 2853.51 35.67 53.51	6337.15 2924.84 36.56 54.84	6495.58 2997.96 37.47 56.21	6657.97 3072.91 38.41 57.62	6824.44 3149.74 39.37 59.06	6995.04 3228.48 40.36 60.54	7169.91 3309.19 41.36 62.04	7349.16 3391.92 42.40 63.60	7532.89 3476.72 43.46 65.19	7721.22 3563.64 44.55 66.83	7914.25 3652.73 45.66 68.49	8112.11 3744.05 46.80 70.20	8314.91 3837.65 47.97 71.96	8522.78 3933.59 49.17 73.76
Senior Assistant City Attorney	Z.2511 Z-Group 0753	06/21/26	Legal Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	15906.35 7341.39 91.77 137.66	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	20916.83 9653.92 120.67 181.01
Senior Buyer	M.1944 BMA 0761	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10584.88 4885.33 61.07 91.61	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13919.14 6424.22 80.30 120.45
Senior Civil Engineer	M.2147 BMA 0767	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11918.34 5500.77 68.76 103.14	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15672.61 7233.51 90.42 135.63
Senior Civil Engineer-BWP	M.2148 BMA 0768	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11918.34 5500.77 68.76 103.14	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15672.61 7233.51 90.42 135.63
Senior Civil Engineering Assistant	B.1809 BCEA 0774	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7921.40 3656.03 45.70 68.55	8119.43 3747.43 46.84 70.26	8322.41 3841.11 48.01 72.02	8530.47 3937.14 49.21 73.82	8743.74 4035.57 50.44 75.66	8962.33 4136.46 51.71 77.57	9186.39 4239.87 53.00 79.50	9416.03 4345.86 54.32 81.48	9651.44 4454.51 55.68 83.52	9892.72 4565.87 57.07 85.61	10140.04 4680.02 58.50 87.75	10393.54 4797.02 59.96 89.94	10653.39 4916.95 61.46 92.19	10919.72 5039.87 63.00 94.50

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Engineering Associate	M.1980 BMA 0775	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9830.15 4536.99 56.71 85.07	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12926.66 5966.15 74.58 111.87
Senior Clerk	B.1204 BCEA 0778	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4570.78 2109.59 26.37 39.56	4685.05 2162.33 27.03 40.55	4802.18 2216.39 27.70 41.55	4922.23 2271.80 28.40 42.60	5045.28 2328.59 29.11 43.67	5171.42 2386.81 29.84 44.76	5300.71 2446.48 30.58 45.87	5433.22 2507.64 31.35 47.03	5569.05 2570.33 32.13 48.20	5708.28 2634.59 32.93 49.40	5850.98 2700.45 33.76 50.64	5997.25 2767.96 34.60 51.90	6147.18 2837.16 35.46 53.19	6300.86 2908.09 36.35 54.53
Senior Code Compliance Inspector	B.1779 BCEA 0819	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8091.24 3734.42 46.68 70.02	8293.52 3827.78 47.85 71.78	8500.87 3923.48 49.04 73.56	8713.38 4021.56 50.27 75.41	8931.22 4122.10 51.53 77.30	9154.49 4225.15 52.81 79.22	9383.36 4330.78 54.13 81.20	9617.94 4439.05 55.49 83.24	9858.40 4550.03 56.88 85.32	10104.86 4663.78 58.30 87.45	10357.47 4780.37 59.75 89.63	10616.41 4899.88 61.25 91.88	10881.82 5022.38 62.78 94.17	11153.87 5147.94 64.35 96.53
Senior Collections Specialist	M.1658 BMA 0779	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7578.22 3497.64 43.72 65.58	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9965.37 4599.40 57.49 86.24
Senior Communications Technician	I.6014 IBEW 0780	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9845.01 4543.85 56.80 85.20	0.00 0.00 0.00 0.00	10337.25 4771.04 59.64 89.46	0.00 0.00 0.00 0.00	10854.11 5009.59 62.62 93.93	0.00 0.00 0.00 0.00	11396.82 5260.07 65.75 98.63	0.00 0.00 0.00 0.00	11966.67 5523.08 69.04 103.56	0.00 0.00 0.00 0.00	12565.00 5799.23 72.49 108.74	0.00 0.00 0.00 0.00	13193.25 6089.19 76.11 114.17	0.00 0.00 0.00 0.00
Senior Conduit Mechanic	I.6015 IBEW 0783	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	10205.76 4710.35 58.88 88.32	0.00 0.00 0.00 0.00	10716.05 4945.87 61.82 92.73	0.00 0.00 0.00 0.00	11251.85 5193.16 64.91 97.37	0.00 0.00 0.00 0.00	11814.44 5452.82 68.16 102.24	0.00 0.00 0.00 0.00	12405.16 5725.46 71.57 107.36	0.00 0.00 0.00 0.00	13025.44 6011.74 75.15 112.73	0.00 0.00 0.00 0.00	13676.69 6312.32 78.90 118.35	0.00 0.00 0.00 0.00
Senior Conduit Mechanic-G	I.6115 IBEW 0782	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	10816.61 4992.28 62.40 93.60	0.00 0.00 0.00 0.00	11357.43 5241.89 65.52 98.28	0.00 0.00 0.00 0.00	11925.31 5503.99 68.80 103.20	0.00 0.00 0.00 0.00	12521.58 5779.19 72.24 108.36	0.00 0.00 0.00 0.00	13147.66 6068.15 75.85 113.78	0.00 0.00 0.00 0.00	13805.03 6371.55 79.64 119.46	0.00 0.00 0.00 0.00	14495.28 6690.13 83.63 125.45	0.00 0.00 0.00 0.00
Senior Construction Inspector	B.1311 BCEA 0049	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7511.57 3466.88 43.34 65.01	7699.36 3553.55 44.42 66.63	7891.85 3642.39 45.53 68.30	8089.14 3733.45 46.67 70.01	8291.36 3826.78 47.83 71.75	8498.64 3922.45 49.03 73.55	8711.11 4020.51 50.26 75.39	8928.90 4121.03 51.51 77.27	9152.11 4224.05 52.80 79.20	9380.91 4329.65 54.12 81.18	9615.45 4437.90 55.47 83.21	9855.82 4548.84 56.86 85.29	10102.21 4662.56 58.28 87.42	10354.78 4779.13 59.74 89.61
Senior Control Operator	I.6020 IBEW 0837	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	8853.00 4086.00 51.08 76.62	0.00 0.00 0.00 0.00	9295.65 4290.30 53.63 80.45	0.00 0.00 0.00 0.00	9760.42 4504.81 56.31 84.47	0.00 0.00 0.00 0.00	10248.44 4730.05 59.13 88.70	0.00 0.00 0.00 0.00	10760.88 4966.56 62.08 93.12	0.00 0.00 0.00 0.00	11298.91 5214.88 65.19 97.79	0.00 0.00 0.00 0.00	11863.87 5475.63 68.45 102.68	0.00 0.00 0.00 0.00
Senior Electrical Engineer	M.2162 BMA 0789	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12010.35 5543.24 69.29 103.94	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15793.61 7289.36 91.12 136.68
Senior Electrical Service Planner	B.1887 BCEA 0799	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8809.02 4065.70 50.82 76.23	9029.24 4167.34 52.09 78.14	9254.98 4271.53 53.39 80.09	9486.36 4378.32 54.73 82.10	9723.50 4487.77 56.10 84.15	9966.60 4599.97 57.50 86.25	10215.77 4714.97 58.94 88.41	10471.15 4832.84 60.41 90.62	10732.93 4953.66 61.92 92.88	11001.25 5077.50 63.47 95.21	11276.29 5204.44 65.06 97.59	11558.19 5334.55 66.68 100.02	11847.16 5467.92 68.35 102.53	12143.32 5604.61 70.06 105.09
Senior Electrician	I.6016 IBEW 0798	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	10063.28 4644.59 58.06 87.09	0.00 0.00 0.00 0.00	10566.44 4876.82 60.96 91.44	0.00 0.00 0.00 0.00	11094.76 5120.66 64.01 96.02	0.00 0.00 0.00 0.00	11649.50 5376.69 67.21 100.82	0.00 0.00 0.00 0.00	12231.98 5645.53 70.57 105.86	0.00 0.00 0.00 0.00	12843.57 5927.80 74.10 111.15	0.00 0.00 0.00 0.00	13485.75 6224.19 77.80 116.70	0.00 0.00 0.00 0.00

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Engineer-Traffic	M.2006 BMA 0804	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11918.34 5500.77 68.76 103.14	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15672.61 7233.51 90.42 135.63
Senior Engineering Technician	B.1832 BCEA 0800	06/21/26	Engineering Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	8157.74 3765.11 47.06 70.59	8361.67 3859.23 48.24 72.36	8570.71 3955.71 49.45 74.18	8784.99 4054.61 50.68 76.02	9004.60 4155.97 51.95 77.93	9229.72 4259.87 53.25 79.88	9460.47 4366.37 54.58 81.87	9696.98 4475.53 55.94 83.91	9939.41 4587.42 57.34 86.01	10187.88 4702.10 58.78 88.17	10442.58 4819.65 60.25 90.38	10703.64 4940.14 61.75 92.63	10971.24 5063.65 63.30 94.95	11245.52 5190.24 64.88 97.32
Senior Environmental Engineer	M.1787 BMA 0802	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13405.84 6187.31 77.34 116.01	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17628.69 8136.32 101.70 152.55
Senior Executive Assistant to the City Manager	Z.1635 Z-Group 0745	06/21/26	Rec/Gen Admin Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	7205.45 3325.59 41.57 62.36	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9475.16 4373.15 54.66 81.99
Senior Fleet Maintenance Technician	B.1499 BCEA 0801	06/21/26	Equipment Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	6164.08 2844.96 35.56 53.34	6318.17 2916.08 36.45 54.68	6476.15 2988.99 37.36 56.04	6638.04 3063.71 38.30 57.45	6803.98 3140.30 39.25 58.88	6974.09 3218.81 40.24 60.36	7148.44 3299.28 41.24 61.86	7327.15 3381.76 42.27 63.41	7510.34 3466.31 43.33 65.00	7698.08 3552.96 44.41 66.62	7890.55 3641.79 45.52 68.28	8087.80 3732.83 46.66 69.99	8289.99 3826.15 47.83 71.75	8497.26 3921.81 49.02 73.53
Senior Food Services Aide	B.1108 BCEA 0803	06/21/26	Recreation Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	3851.49 1777.61 22.22 33.33	3947.78 1822.05 22.78 34.17	4046.47 1867.60 23.35 35.03	4147.63 1914.29 23.93 35.90	4251.33 1962.15 24.53 36.80	4357.62 2011.21 25.14 37.71	4466.56 2061.49 25.77 38.66	4578.21 2113.02 26.41 39.62	4692.68 2165.85 27.07 40.61	4809.98 2219.99 27.75 41.63	4930.23 2275.49 28.44 42.66	5053.49 2332.38 29.15 43.73	5179.83 2390.69 29.88 44.82	5309.33 2450.46 30.63 45.95
Senior GIS Specialist	B.0385 BCEA 0030	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8910.07 4112.34 51.40 77.10	9132.83 4215.15 52.69 79.04	9361.15 4320.53 54.01 81.02	9595.17 4428.54 55.36 83.04	9835.04 4539.25 56.74 85.11	10080.92 4652.73 58.16 87.24	10332.94 4769.05 59.61 89.42	10591.27 4888.28 61.10 91.65	10856.06 5010.49 62.63 93.95	11127.46 5135.75 64.20 96.30	11405.64 5264.14 65.80 98.70	11690.79 5395.75 67.45 101.18	11983.05 5530.64 69.13 103.70	12282.64 5668.91 70.86 106.29
Senior Groundskeeper	B.1403 BCEA 0805	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5869.63 2709.06 33.86 50.79	6016.38 2776.79 34.71 52.07	6166.79 2846.21 35.58 53.37	6320.97 2917.37 36.47 54.71	6478.98 2990.30 37.38 56.07	6640.96 3065.06 38.31 57.47	6806.97 3141.68 39.27 58.91	6977.17 3220.23 40.25 60.38	7151.58 3300.73 41.26 61.89	7330.38 3383.25 42.29 63.44	7513.63 3467.83 43.35 65.03	7701.48 3554.53 44.43 66.65	7894.01 3643.39 45.54 68.31	8091.37 3734.48 46.68 70.02
Senior Instrument Controls Technician	I.6026 IBEW 0808	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	11262.44 5198.05 64.98 97.47	0.00 0.00 0.00 0.00	11825.56 5457.95 68.22 102.33	0.00 0.00 0.00 0.00	12416.84 5730.85 71.64 107.46	0.00 0.00 0.00 0.00	13037.68 6017.39 75.22 112.83	0.00 0.00 0.00 0.00	13689.56 6318.26 78.98 118.47	0.00 0.00 0.00 0.00	14374.06 6634.18 82.93 124.40	0.00 0.00 0.00 0.00	15092.76 6965.89 87.07 130.61	0.00 0.00 0.00 0.00
Senior Librarian	B.1567 BCEA 0815	06/21/26	Library Non Exempt 8838	Monthly Bi-Weekly 40 HRLY 40 O.T.	6501.78 3000.82 37.51 56.27	6664.32 3075.84 38.45 57.68	6830.92 3152.73 39.41 59.12	7001.69 3231.55 40.39 60.59	7176.74 3312.34 41.40 62.10	7356.16 3395.15 42.44 63.66	7540.07 3480.03 43.50 65.25	7728.57 3567.03 44.59 66.89	7921.79 3656.21 45.70 68.55	8119.82 3747.61 46.85 70.28	8322.82 3841.30 48.02 72.03	8530.88 3937.33 49.22 73.83	8744.17 4035.77 50.45 75.68	8962.76 4136.66 51.71 77.57
Senior Library Assistant	B.1381 BCEA 0816	06/21/26	Library Non Exempt 8838	Monthly Bi-Weekly 40 HRLY 40 O.T.	5343.37 2466.17 30.83 46.25	5476.94 2527.82 31.60 47.40	5613.88 2591.02 32.39 48.59	5754.21 2655.79 33.20 49.80	5898.08 2722.19 34.03 51.05	6045.52 2790.24 34.88 52.32	6196.67 2860.00 35.75 53.63	6351.58 2931.50 36.64 54.96	6510.38 3004.79 37.56 56.34	6673.14 3079.91 38.50 57.75	6839.95 3156.90 39.46 59.19	7010.97 3235.83 40.45 60.68	7186.23 3316.72 41.46 62.19	7365.89 3399.64 42.50 63.75
Senior Lifeguard	B.0900 BCEA 0821	06/21/26	Recreation Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4514.01 2083.39 26.04 39.06	4626.87 2135.48 26.69 40.04	4742.53 2188.86 27.36 41.04	4861.09 2243.58 28.04 42.06	4982.62 2299.67 28.75 43.13	5107.20 2357.17 29.46 44.19	5234.86 2416.09 30.20 45.30	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

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Line Mechanic	I.6017 IBEW 0822	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	11546.06 5328.95 66.61 99.92	0.00 0.00 0.00 0.00	12123.37 5595.40 69.94 104.91	0.00 0.00 0.00 0.00	12729.54 5875.17 73.44 110.16	0.00 0.00 0.00 0.00	13365.99 6168.92 77.11 115.67	0.00 0.00 0.00 0.00	14034.30 6477.37 80.97 121.46	0.00 0.00 0.00 0.00	14736.02 6801.24 85.02 127.53	0.00 0.00 0.00 0.00	15472.82 7141.30 89.27 133.91	0.00 0.00 0.00 0.00
Senior Line Mechanic-G	I.6117 IBEW 0823	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	12239.85 5649.16 70.61 105.92	0.00 0.00 0.00 0.00	12851.84 5931.62 74.15 111.23	0.00 0.00 0.00 0.00	13494.43 6228.20 77.85 116.78	0.00 0.00 0.00 0.00	14169.16 6539.61 81.75 122.63	0.00 0.00 0.00 0.00	14877.61 6866.59 85.83 128.75	0.00 0.00 0.00 0.00	15621.49 7209.92 90.12 135.18	0.00 0.00 0.00 0.00	16402.58 7570.42 94.63 141.95	0.00 0.00 0.00 0.00
Senior Litigation Paralegal	Z.1866 Z-Group 0824	06/21/26	Legal Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10060.79 4643.44 58.04 87.06	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13229.93 6106.12 76.33 114.50
Senior Manager - BWP Water Systems	M.1037 BMA 0825	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	17236.38 7955.25 99.44 149.16	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	22665.83 10461.15 130.76 196.14
Senior Plan Check Engineer	M.1847 BMA 0832	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10151.07 4685.11 58.56 87.84	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13348.66 6160.92 77.01 115.52
Senior Planner	M.1961 BMA 0833	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9487.77 4378.97 54.74 82.11	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12476.40 5758.34 71.98 107.97
Senior Power Plant Mechanic	I.6019 IBEW 0836	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	8345.31 3851.68 48.15 72.23	0.00 0.00 0.00 0.00	8762.59 4044.27 50.55 75.83	0.00 0.00 0.00 0.00	9200.71 4246.48 53.08 79.62	0.00 0.00 0.00 0.00	9660.73 4458.80 55.74 83.61	0.00 0.00 0.00 0.00	10143.77 4681.74 58.52 87.78	0.00 0.00 0.00 0.00	10650.97 4915.83 61.45 92.18	0.00 0.00 0.00 0.00	11183.51 5161.62 64.52 96.78	0.00 0.00 0.00 0.00
Senior Power Resources Planner	B.1192 BCEA 0061	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	11486.82 5301.61 66.27 99.41	11773.99 5434.15 67.93 101.90	12068.36 5570.01 69.63 104.45	12370.06 5709.26 71.37 107.06	12679.31 5851.99 73.15 109.73	12996.30 5998.29 74.98 112.47	13321.19 6148.24 76.85 115.28	13654.23 6301.95 78.77 118.16	13995.58 6459.50 80.74 121.11	14345.48 6620.99 82.76 124.14	14704.11 6786.51 84.83 127.25	15071.70 6956.17 86.95 130.43	15448.51 7130.08 89.13 133.70	15834.72 7308.33 91.35 137.03
Senior Property and Evidence Technician	B.1018 BCEA 0038	06/21/26	Police/Fire Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5376.65 2481.53 31.02 46.53	5511.07 2543.57 31.79 47.69	5648.85 2607.16 32.59 48.89	5790.07 2672.34 33.40 50.10	5934.80 2739.14 34.24 51.36	6083.18 2807.62 35.10 52.65	6235.26 2877.81 35.97 53.96	6391.15 2949.76 36.87 55.31	6550.92 3023.50 37.79 56.69	6714.70 3099.09 38.74 58.11	6882.57 3176.57 39.71 59.57	7054.62 3255.98 40.70 61.05	7230.99 3337.38 41.72 62.58	7411.76 3420.81 42.76 64.14
Senior Rangemaster-Armorer	M.1850 BMA 0840	06/21/26	Police/Fire Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8119.00 3747.23 46.84 70.26	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	10676.49 4927.61 61.60 92.40
Senior Recreation Leader	B.1272 BCEA 0847	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4329.02 1998.01 24.98 37.47	4437.25 2047.96 25.60 38.40	4548.18 2099.16 26.24 39.36	4661.89 2151.64 26.90 40.35	4778.43 2205.43 27.57 41.36	4897.88 2260.56 28.26 42.39	5020.34 2317.08 28.96 43.44	5145.83 2375.00 29.69 44.54	5274.49 2434.38 30.43 45.65	5406.35 2495.24 31.19 46.79	5541.51 2557.62 31.97 47.96	5680.05 2621.56 32.77 49.16	5822.05 2687.10 33.59 50.39	5967.61 2754.28 34.43 51.65
Senior Secretary	B.1348 BCEA 0846	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5340.79 2464.98 30.81 46.22	5474.32 2526.61 31.58 47.37	5611.17 2589.77 32.37 48.56	5751.46 2654.52 33.18 49.77	5895.24 2720.88 34.01 51.02	6042.62 2788.90 34.86 52.29	6193.70 2858.63 35.73 53.60	6348.53 2930.09 36.63 54.95	6507.24 3003.34 37.54 56.31	6669.93 3078.43 38.48 57.72	6836.68 3155.39 39.44 59.16	7007.59 3234.27 40.43 60.65	7182.78 3315.13 41.44 62.16	7362.36 3398.01 42.48 63.72

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Security Guard	B.1299 BCEA 0849	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5194.93 2397.66 29.97 44.96	5324.80 2457.60 30.72 46.08	5457.92 2519.04 31.49 47.24	5594.38 2582.02 32.28 48.42	5734.24 2646.57 33.08 49.62	5877.58 2712.73 33.91 50.87	6024.53 2780.55 34.76 52.14	6175.13 2850.06 35.63 53.45	6329.51 2921.31 36.52 54.78	6487.76 2994.35 37.43 56.15	6649.93 3069.20 38.37 57.56	6816.18 3145.93 39.32 58.98	6986.59 3224.58 40.31 60.47	7161.27 3305.20 41.32 61.98
Senior Survey Aide	B.1807 BCEA 0853	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7982.30 3684.14 46.05 69.08	8181.88 3776.25 47.20 70.80	8386.41 3870.65 48.38 72.57	8596.08 3967.42 49.59 74.39	8810.97 4066.60 50.83 76.25	9031.25 4168.27 52.10 78.15	9257.04 4272.48 53.41 80.12	9488.46 4379.29 54.74 82.11	9725.67 4488.77 56.11 84.17	9968.81 4600.99 57.51 86.27	10218.02 4716.01 58.95 88.43	10473.47 4833.91 60.42 90.63	10735.31 4954.76 61.93 92.90	11003.70 5078.63 63.48 95.22
Senior Test Technician	I.6021 IBEW 0861	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	10336.32 4770.61 59.63 89.45	0.00 0.00 0.00 0.00	10853.14 5009.14 62.61 93.92	0.00 0.00 0.00 0.00	11395.80 5259.60 65.75 98.63	0.00 0.00 0.00 0.00	11965.59 5522.58 69.03 103.55	0.00 0.00 0.00 0.00	12563.87 5798.71 72.48 108.72	0.00 0.00 0.00 0.00	13192.08 6088.65 76.11 114.17	0.00 0.00 0.00 0.00	13851.67 6393.08 79.91 119.87	0.00 0.00 0.00 0.00
Senior Transportation Planner	M.1030 BMA 0019	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9487.77 4378.97 54.74 82.11	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	12476.40 5758.34 71.98 107.97
Senior Tree Trimmer	B.1402 BCEA 0865	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5869.63 2709.06 33.86 50.79	6016.38 2776.79 34.71 52.07	6166.79 2846.21 35.58 53.37	6320.97 2917.37 36.47 54.71	6478.98 2990.30 37.38 56.07	6640.96 3065.06 38.31 57.47	6806.97 3141.68 39.27 58.91	6977.17 3220.23 40.25 60.38	7151.58 3300.73 41.26 61.89	7330.38 3383.25 42.29 63.44	7513.63 3467.83 43.35 65.03	7701.48 3554.53 44.43 66.65	7894.01 3643.39 45.54 68.31	8091.37 3734.48 46.68 70.02
Senior Utility Accounting Analyst	M.1880 BMA 0867	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8609.19 3973.47 49.67 74.51	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11321.09 5225.12 65.31 97.97
Senior Utility Business Systems Analyst	M.1018 BMA 0866	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9146.28 4221.36 52.77 79.16	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	12027.36 5551.09 69.39 104.09
Senior Utility Locator	B.1089 BCEA 0987	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6271.98 2894.76 36.18 54.27	6428.78 2967.13 37.09 55.64	6589.48 3041.30 38.02 57.03	6754.24 3117.34 38.97 58.46	6923.09 3195.27 39.94 59.91	7096.16 3275.15 40.94 61.41	7273.57 3357.03 41.96 62.94	7455.41 3440.96 43.01 64.52	7641.79 3526.98 44.09 66.14	7832.83 3615.15 45.19 67.79	8028.65 3705.53 46.32 69.48	8229.37 3798.17 47.48 71.22	8435.12 3893.13 48.66 72.99	8645.98 3990.45 49.88 74.82
Senior Video Production Associate	B.1587 BCEA 0127	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6496.56 2998.41 37.48 56.22	6658.97 3073.37 38.42 57.63	6825.46 3150.21 39.38 59.07	6996.08 3228.96 40.36 60.54	7171.00 3309.69 41.37 62.06	7350.27 3392.43 42.41 63.62	7534.02 3477.24 43.47 65.21	7722.37 3564.17 44.55 66.83	7915.44 3653.28 45.67 68.51	8113.32 3744.61 46.81 70.22	8316.14 3838.22 47.98 71.97	8524.06 3934.18 49.18 73.77	8737.15 4032.53 50.41 75.62	8955.59 4133.35 51.67 77.51
Senior Water Plant Mechanic	B.1667 BCEA 0869	06/21/26	Utilities Non Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	8407.64 3880.45 48.51 72.77	8617.83 3977.46 49.72 74.58	8833.26 4076.89 50.96 76.44	9054.11 4178.82 52.24 78.36	9280.46 4283.29 53.54 80.31	9512.47 4390.37 54.88 82.32	9750.28 4500.13 56.25 84.38	9994.03 4612.63 57.66 86.49	10243.89 4727.95 59.10 88.65	10499.97 4846.14 60.58 90.87	10762.48 4967.30 62.09 93.14	11031.54 5091.48 63.64 95.46	11307.34 5218.77 65.23 97.85	11590.02 5349.24 66.87 100.31
Senior Water Plant Operator	B.1669 BCEA 0868	06/21/26	Utilities Non Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	8407.64 3880.45 48.51 72.77	8617.83 3977.46 49.72 74.58	8833.26 4076.89 50.96 76.44	9054.11 4178.82 52.24 78.36	9280.46 4283.29 53.54 80.31	9512.47 4390.37 54.88 82.32	9750.28 4500.13 56.25 84.38	9994.03 4612.63 57.66 86.49	10243.89 4727.95 59.10 88.65	10499.97 4846.14 60.58 90.87	10762.48 4967.30 62.09 93.14	11031.54 5091.48 63.64 95.46	11307.34 5218.77 65.23 97.85	11590.02 5349.24 66.87 100.31
Sign Language Interpreter	B.1141 BCEA 0875	06/21/26	Rec/Gen Admin Exempt 9410	40 HRLY 40 O.T.	50.10 75.15	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	50.10 75.15

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Skilled Worker	B.1287 BCEA 0882	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4800.42 2215.58 27.69 41.54	4920.44 2270.97 28.39 42.59	5043.44 2327.74 29.10 43.65	5169.52 2385.93 29.82 44.73	5298.76 2445.58 30.57 45.86	5431.23 2506.72 31.33 47.00	5567.01 2569.39 32.12 48.18	5706.18 2633.62 32.92 49.38	5848.83 2699.46 33.74 50.61	5995.06 2766.95 34.59 51.89	6144.93 2836.12 35.45 53.18	6298.57 2907.03 36.34 54.51	6456.02 2979.70 37.25 55.88	6617.43 3054.20 38.18 57.27
Social Services Coordinator	B.1316 BCEA 0884	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4629.54 2136.71 26.71 40.07	4745.26 2190.12 27.38 41.07	4863.91 2244.88 28.06 42.09	4985.50 2301.00 28.76 43.14	5110.13 2358.52 29.48 44.22	5237.90 2417.49 30.22 45.33	5368.85 2477.93 30.97 46.46	5503.05 2539.87 31.75 47.63	5640.64 2603.37 32.54 48.81	5781.64 2668.45 33.36 50.04	5926.20 2735.17 34.19 51.29	6074.34 2803.54 35.04 52.56	6226.20 2873.63 35.92 53.88	6381.85 2945.47 36.82 55.23
Social Services Program Supervisor-Nutrition	B.1707 BCEA 0879	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7754.72 3579.10 44.74 67.11	7948.59 3668.58 45.86 68.79	8147.30 3760.29 47.00 70.50	8350.98 3854.30 48.18 72.27	8559.76 3950.66 49.38 74.07	8773.77 4049.43 50.62 75.93	8993.10 4150.66 51.88 77.82	9217.93 4254.43 53.18 79.77	9448.38 4360.79 54.51 81.77	9684.59 4469.81 55.87 83.81	9926.69 4581.55 57.27 85.91	10174.86 4696.09 58.70 88.05	10429.23 4813.49 60.17 90.26	10689.97 4933.83 61.67 92.51
Social Services Supervisor	B.1518 BCEA 0881	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6415.87 2961.17 37.01 55.52	6576.27 3035.20 37.94 56.91	6740.67 3111.08 38.89 58.34	6909.20 3188.86 39.86 59.79	7081.92 3268.58 40.86 61.29	7258.98 3350.30 41.88 62.82	7440.44 3434.05 42.93 64.40	7626.45 3519.90 44.00 66.00	7817.12 3607.90 45.10 67.65	8012.55 3698.10 46.23 69.35	8212.86 3790.55 47.38 71.07	8418.19 3885.32 48.57 72.86	8628.64 3982.45 49.78 74.67	8844.36 4082.01 51.03 76.55
Solid Waste Leadworker	B.1616 BCEA 0736	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6992.48 3227.30 40.34 60.51	7167.31 3307.99 41.35 62.03	7346.50 3390.69 42.38 63.57	7530.14 3475.45 43.44 65.16	7718.40 3562.34 44.53 66.80	7911.37 3651.40 45.64 68.46	8109.14 3742.68 46.78 70.17	8311.88 3836.25 47.95 71.93	8519.68 3932.16 49.15 73.73	8732.66 4030.46 50.38 75.57	8950.98 4131.22 51.64 77.46	9174.75 4234.50 52.93 79.40	9404.11 4340.36 54.25 81.38	9639.22 4448.87 55.61 83.42
Solid Waste Supervisor	M.1795 BMA 0738	06/21/26	Streets/Refuse Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	9049.08 4176.50 52.21 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11899.53 5492.09 68.65 102.98
Solid Waste Truck Operator	B.1219 BCEA 0737	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4691.98 2165.53 27.07 40.61	4809.29 2219.67 27.75 41.63	4929.51 2275.16 28.44 42.66	5052.75 2332.04 29.15 43.73	5179.09 2390.35 29.88 44.82	5308.55 2450.10 30.63 45.95	5441.28 2511.36 31.39 47.09	5577.30 2574.14 32.18 48.27	5716.73 2638.49 32.98 49.47	5859.66 2704.46 33.81 50.72	6006.15 2772.07 34.65 51.98	6156.30 2841.37 35.52 53.28	6310.20 2912.40 36.41 54.62	6467.96 2985.21 37.32 55.98
Solid Waste Utility Worker	B.1481 BCEA 0725	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5766.26 2661.35 33.27 49.91	5910.41 2727.88 34.10 51.15	6058.17 2796.08 34.95 52.43	6209.62 2865.98 35.82 53.73	6364.87 2937.63 36.72 55.08	6523.99 3011.07 37.64 56.46	6687.09 3086.35 38.58 57.87	6854.25 3163.50 39.54 59.31	7025.61 3242.59 40.53 60.80	7201.26 3323.66 41.55 62.33	7391.29 3406.75 42.58 63.87	7565.83 3491.92 43.65 65.48	7754.96 3579.21 44.74 67.11	7948.85 3668.70 45.86 68.79
Special Activity Leader	B.1126 BCEA 0886	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	3787.01 1747.85 21.85 32.78	3881.69 1791.55 22.39 33.59	3978.74 1836.34 22.95 34.43	4078.21 1882.25 23.53 35.30	4180.15 1929.30 24.12 36.18	4284.65 1977.53 24.72 37.08	4391.77 2026.97 25.34 38.01	4501.58 2077.65 25.97 38.96	4614.11 2129.59 26.62 39.93	4729.47 2182.83 27.29 40.94	4847.70 2237.40 27.97 41.96	4968.88 2293.33 28.67 43.01	5093.12 2350.67 29.38 44.07	5220.43 2409.43 30.12 45.18
Special Project Crew Leader	B.1106 BCEA 0890	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4178.01 1928.31 24.10 36.15	4282.46 1976.52 24.71 37.07	4389.54 2025.94 25.32 37.98	4499.26 2076.58 25.96 38.94	4611.75 2128.50 26.61 39.92	4727.04 2181.71 27.27 40.91	4845.21 2236.25 27.95 41.93	4966.35 2292.16 28.65 42.98	5090.50 2349.46 29.37 44.06	5217.77 2408.20 30.10 45.15	5348.22 2468.41 30.86 46.29	5481.93 2530.12 31.63 47.45	5618.97 2593.37 32.42 48.63	5759.43 2658.20 33.23 49.85
Storekeeper	B.1248 BCEA 0913	06/21/26	Financial Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4740.28 2187.82 27.35 41.03	4858.79 2242.52 28.03 42.05	4980.26 2298.58 28.73 43.10	5104.75 2356.04 29.45 44.18	5232.39 2414.95 30.19 45.29	5363.19 2475.32 30.94 46.41	5497.27 2537.20 31.72 47.58	5634.70 2600.63 32.51 48.77	5775.58 2665.65 33.32 49.98	5919.96 2732.29 34.15 51.23	6067.97 2800.60 35.01 52.52	6219.66 2870.61 35.88 53.82	6375.16 2942.38 36.78 55.17	6534.54 3015.94 37.70 56.55
Stores Helper	B.1150 BCEA 0917	06/21/26	Financial Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4293.68 1981.70 24.77 37.16	4401.02 2031.24 25.39 38.09	4511.04 2082.02 26.03 39.05	4623.82 2134.07 26.68 40.02	4739.43 2187.43 27.34 41.01	4857.91 2242.11 28.03 42.05	4979.35 2298.16 28.73 43.10	5103.84 2355.62 29.45 44.18	5231.44 2414.51 30.18 45.27	5362.22 2474.87 30.94 46.41	5496.27 2536.74 31.71 47.57	5633.68 2600.16 32.50 48.75	5774.54 2665.17 33.31 49.97	5918.88 2731.79 34.15 51.23

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Street Maintenance Leadworker	B.1618 BCEA 0916	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6992.48 3227.30 40.34 60.51	7167.31 3307.99 41.35 62.03	7346.50 3390.69 42.38 63.57	7530.14 3475.45 43.44 65.16	7718.40 3562.34 44.53 66.80	7911.37 3651.40 45.64 68.46	8109.14 3742.68 46.78 70.17	8311.88 3836.25 47.95 71.93	8519.68 3932.16 49.15 73.73	8732.66 4030.46 50.38 75.57	8950.98 4131.22 51.64 77.46	9174.75 4234.50 52.93 79.40	9404.11 4340.36 54.25 81.38	9639.22 4448.87 55.61 83.42
Supervising Account Clerk	B.1353 BCEA 0922	06/21/26	Financial Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4873.27 2249.20 28.12 42.18	4995.10 2305.43 28.82 43.23	5119.96 2363.06 29.54 44.31	5247.97 2422.14 30.28 45.42	5379.16 2482.69 31.03 46.55	5513.65 2544.76 31.81 47.72	5651.49 2608.38 32.60 48.90	5792.78 2673.59 33.42 50.13	5937.60 2740.43 34.26 51.39	6086.04 2808.94 35.11 52.67	6238.18 2879.16 35.99 53.99	6394.14 2951.14 36.89 55.34	6553.99 3024.92 37.81 56.72	6717.86 3100.55 38.76 58.14
Supervising Clerk	B.1256 BCEA 0933	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	4819.47 2224.37 27.80 41.70	4939.96 2279.98 28.50 42.75	5063.46 2336.98 29.21 43.82	5190.06 2395.41 29.94 44.91	5319.80 2455.29 30.69 46.04	5452.79 2516.67 31.46 47.19	5589.11 2579.59 32.24 48.36	5728.84 2644.08 33.05 49.58	5872.06 2710.18 33.88 50.82	6018.87 2777.94 34.72 52.08	6169.35 2847.39 35.59 53.39	6323.57 2918.57 36.48 54.72	6481.67 2991.54 37.39 56.09	6643.69 3066.32 38.33 57.50
Supervising Offset Press Operator	B.1294 BCEA 0937	06/21/26	Rec/Gen Admin Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4647.78 2145.13 26.81 40.22	4763.98 2198.76 27.48 41.22	4883.08 2253.73 28.17 42.26	5005.17 2310.08 28.88 43.32	5130.30 2367.83 29.60 44.40	5258.54 2427.02 30.34 45.51	5390.02 2487.70 31.10 46.65	5524.76 2549.89 31.87 47.81	5662.89 2613.64 32.67 49.01	5804.46 2678.98 33.49 50.24	5949.56 2745.95 34.32 51.48	6098.30 2814.60 35.18 52.77	6250.77 2884.97 36.06 54.09	6407.03 2957.09 36.96 55.44
Sustainability Officer	Z.1431 Z-Group 0010	06/21/26	Utilities Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	13788.60 6363.97 79.55 119.33	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	18132.01 8368.62 104.61 156.92
Systems Engineer	M.1081 BMA 0081	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8990.00 4149.23 51.87 77.81	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11821.85 5456.24 68.20 102.30
Technical Support Analyst I	B.1338 BCEA 0942	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4977.85 2297.47 28.72 43.08	5102.31 2354.91 29.44 44.16	5229.86 2413.78 30.17 45.26	5360.62 2474.13 30.93 46.40	5494.62 2535.98 31.70 47.55	5631.99 2599.38 32.49 48.74	5772.78 2664.36 33.30 49.95	5917.10 2730.97 34.14 51.21	6065.04 2799.25 34.99 52.49	6216.67 2869.23 35.87 53.81	6372.08 2940.96 36.76 55.14	6531.37 3014.48 37.68 56.52	6694.65 3089.84 38.62 57.93	6862.03 3167.09 39.59 59.39
Technical Support Analyst II	B.1468 BCEA 0943	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5667.74 2615.88 32.70 49.05	5809.42 2681.27 33.52 50.28	5954.67 2748.31 34.35 51.53	6103.52 2817.01 35.21 52.82	6256.12 2887.44 36.09 54.14	6412.53 2959.63 37.00 55.50	6572.84 3033.62 37.92 56.88	6737.16 3109.46 38.87 58.31	6905.58 3187.19 39.84 59.76	7078.22 3266.87 40.84 61.26	7255.17 3348.54 41.86 62.79	7436.56 3432.26 42.90 64.35	7622.46 3518.06 43.98 65.97	7813.04 3606.02 45.08 67.62
Technical Support Analyst III	M.1623 BMA 0945	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7041.10 3249.74 40.62 60.93	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9259.06 4273.41 53.42 80.13
Technical Support Analyst IV	M.1819 BMA 0947	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8564.23 3952.72 49.41 74.12	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11261.97 5197.83 64.97 97.46
Technology Product Manager	M.1317 BMA 0045	06/21/26	Info Sys Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8492.40 3919.57 48.99 73.49	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11167.50 5154.23 64.43 96.65
Test Technician	I.6023 IBEW 0950	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9614.84 4437.62 55.47 83.21	0.00 0.00 0.00 0.00	10095.61 4659.51 58.24 87.36	0.00 0.00 0.00 0.00	10600.37 4892.48 61.16 91.74	0.00 0.00 0.00 0.00	11130.38 5137.10 64.21 96.32	0.00 0.00 0.00 0.00	11686.91 5393.96 67.42 101.13	0.00 0.00 0.00 0.00	12271.26 5663.66 70.80 106.20	0.00 0.00 0.00 0.00	12884.82 5946.84 74.34 111.51	0.00 0.00 0.00 0.00

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Test Technician Apprentice	I.8970 IBEW 0951	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	7215.50 3330.23 41.63 62.45	7859.74 3627.57 45.34 68.01	8503.99 3924.92 49.06 73.59	9148.23 4222.26 52.78 79.17	9792.47 4519.60 56.50 84.75	10436.70 4816.94 60.21 90.32	11080.94 5114.28 63.93 95.90	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Test Technician Apprentice	I.9970 IBEW 0951	06/21/26	Utilities Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	7988.59 3687.04 46.09 69.14	8503.99 3924.92 49.06 73.59	9019.38 4162.79 52.03 78.05	9534.76 4400.66 55.01 82.52	10050.17 4638.54 57.98 86.97	10565.56 4876.41 60.96 91.44	11080.94 5114.28 63.93 95.90	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Test Technician Supervisor	I.6022 IBEW 0949	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	11827.18 5458.70 68.23 102.35	0.00 0.00 0.00 0.00	12418.53 5731.63 71.65 107.48	0.00 0.00 0.00 0.00	13039.46 6018.21 75.23 112.85	0.00 0.00 0.00 0.00	13691.43 6319.12 78.99 118.49	0.00 0.00 0.00 0.00	14376.01 6635.08 82.94 124.41	0.00 0.00 0.00 0.00	15094.82 6966.84 87.09 130.64	0.00 0.00 0.00 0.00	15849.56 7315.18 91.44 137.16	0.00 0.00 0.00 0.00
Tire Maintenance Worker	B.1221 BCEA 0952	06/21/26	Equipment Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4668.56 2154.72 26.93 40.40	4785.26 2208.58 27.61 41.42	4904.90 2263.80 28.30 42.45	5027.51 2320.39 29.00 43.50	5153.20 2378.40 29.73 44.60	5282.03 2437.86 30.47 45.71	5414.09 2498.81 31.24 46.86	5549.44 2561.28 32.02 48.03	5688.17 2625.31 32.82 49.23	5830.39 2690.95 33.64 50.46	5976.14 2758.22 34.48 51.72	6125.56 2827.18 35.34 53.01	6278.68 2897.85 36.22 54.33	6435.65 2970.30 37.13 55.70
Traffic Control Journeyman	B.1389 BCEA 0954	06/21/26	Streets/Refuse Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	5040.53 2326.40 29.08 43.62	5166.55 2384.56 29.81 44.72	5295.70 2444.17 30.55 45.83	5428.11 2505.28 31.32 46.98	5563.81 2567.91 32.10 48.15	5702.91 2632.11 32.90 49.35	5845.47 2697.91 33.72 50.58	5991.61 2765.36 34.57 51.86	6141.40 2834.49 35.43 53.15	6294.95 2905.36 36.32 54.48	6452.31 2977.99 37.22 55.83	6613.62 3052.44 38.16 57.24	6778.96 3128.75 39.11 58.67	6948.44 3206.97 40.09 60.14
Traffic Engineering Manager	M.2466 BMA 0955	06/21/26	Engineering Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14680.34 6775.54 84.69 127.04	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19304.65 8909.84 111.37 167.06
Traffic Signal Maintenance Supervisor	M.1905 BMA 0956	06/21/26	Streets/Refuse Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	9049.45 4176.67 52.21 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	11900.03 5492.32 68.65 102.98
Traffic Signal Operations Specialist	B.1808 BCEA 0957	06/21/26	Streets/Refuse Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7576.25 3496.73 43.71 65.57	7765.64 3584.14 44.80 67.20	7959.79 3673.75 45.92 68.88	8158.78 3765.59 47.07 70.61	8362.75 3859.73 48.25 72.38	8571.81 3956.22 49.45 74.18	8786.12 4055.13 50.69 76.04	9005.77 4156.51 51.96 77.94	9230.91 4260.42 53.26 79.89	9461.68 4366.93 54.59 81.89	9698.22 4476.10 55.95 83.93	9940.69 4588.01 57.35 86.03	10189.21 4702.71 58.78 88.17	10443.94 4820.28 60.25 90.38
Traffic Signal Technician	B.1666 BCEA 0968	06/21/26	Utilities Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6199.92 2861.50 35.77 53.66	6354.90 2933.03 36.66 54.99	6513.78 3006.36 37.58 56.37	6676.63 3081.52 38.52 57.78	6843.55 3158.56 39.48 59.22	7014.63 3237.52 40.47 60.71	7190.00 3318.46 41.48 62.22	7369.74 3401.42 42.52 63.78	7554.00 3486.46 43.58 65.37	7742.84 3573.62 44.67 67.01	7936.41 3662.96 45.79 68.69	8134.82 3754.53 46.93 70.40	8338.20 3848.40 48.11 72.17	8546.66 3944.61 49.31 73.97
Transportation Management Center Manager	M.2081 BMA 0959	06/21/26	Streets/Refuse Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	9908.43 4573.12 57.16 85.74	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13029.58 6013.65 75.17 112.76
Transportation Operations Supervisor	B.1517 BCEA 0963	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5867.66 2708.15 33.85 50.78	6014.36 2775.86 34.70 52.05	6164.71 2845.25 35.57 53.36	6318.85 2916.39 36.45 54.68	6476.82 2989.30 37.37 56.06	6638.73 3064.03 38.30 57.45	6804.70 3140.63 39.26 58.89	6974.80 3219.14 40.24 60.36	7149.18 3299.62 41.25 61.88	7327.91 3382.11 42.28 63.42	7511.12 3466.67 43.33 65.00	7698.88 3553.33 44.42 66.63	7891.37 3642.17 45.53 68.30	8088.64 3733.22 46.67 70.01
Transportation Planning Manager	M.1028 BMA 0015	06/21/26	Comm Dev Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12935.56 5970.26 74.63 111.95	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	17010.26 7850.89 98.14 147.21

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Scheduler	B.1383 BCEA 0970	06/21/26	Recreation Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5127.14 2366.37 29.58 44.37	5255.32 2425.53 30.32 45.48	5386.68 2486.16 31.08 46.62	5521.36 2548.32 31.85 47.78	5659.40 2612.03 32.65 48.98	5800.88 2677.33 33.47 50.21	5945.90 2744.26 34.30 51.45	6094.55 2812.87 35.16 52.74	6246.91 2883.19 36.04 54.06	6403.09 2955.27 36.94 55.41	6563.16 3029.15 37.86 56.79	6727.24 3104.88 38.81 58.22	6895.42 3182.50 39.78 59.67	7067.80 3262.06 40.78 61.17
Transportation Services Driver	B.1148 BCEA 0962	06/21/26	Recreation Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4058.71 1873.25 23.42 35.13	4160.17 1920.08 24.00 36.00	4264.17 1968.08 24.60 36.90	4370.77 2017.28 25.22 37.83	4480.06 2067.72 25.85 38.78	4592.06 2119.41 26.49 39.74	4706.85 2172.39 27.15 40.73	4824.52 2226.70 27.83 41.75	4945.14 2282.37 28.53 42.80	5068.77 2339.43 29.24 43.86	5195.49 2397.92 29.97 44.96	5325.36 2457.86 30.72 46.08	5458.51 2519.31 31.49 47.24	5594.96 2582.29 32.28 48.42
Transportation Services Manager	M.1857 BMA 0960	06/21/26	Recreation Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10867.05 5015.56 62.69 94.04	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14290.16 6595.46 82.44 123.66
Treasurer Technician	B.1364 BCEA 0964	06/21/26	Financial Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5238.91 2417.96 30.22 45.33	5369.89 2478.41 30.98 46.47	5504.14 2540.37 31.75 47.63	5641.74 2603.88 32.55 48.83	5782.79 2668.98 33.36 50.04	5927.35 2735.70 34.20 51.30	6075.53 2804.09 35.05 52.58	6227.43 2874.20 35.93 53.90	6383.11 2946.05 36.83 55.25	6542.68 3019.70 37.75 56.63	6706.27 3095.20 38.69 58.04	6873.90 3172.57 39.66 59.49	7045.76 3251.89 40.65 60.98	7221.91 3333.19 41.66 62.49
Tree Trimmer	B.1305 BCEA 0965	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	4898.21 2260.71 28.26 42.39	5020.67 2317.23 28.97 43.46	5146.18 2375.16 29.69 44.54	5274.84 2434.54 30.43 45.65	5406.70 2495.40 31.19 46.79	5541.88 2557.79 31.97 47.96	5680.42 2621.73 32.77 49.16	5822.44 2687.28 33.59 50.39	5968.00 2754.46 34.43 51.65	6117.19 2823.32 35.29 52.94	6270.12 2893.90 36.17 54.26	6426.88 2966.25 37.08 55.62	6587.56 3040.41 38.01 57.02	6752.24 3116.42 38.96 58.44
Tree Trimmer Helper	B.0919 BCEA 0966	06/21/26	Fac/Grounds Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	3899.39 1799.72 22.50 33.75	3996.87 1844.71 23.06 34.59	4096.80 1890.83 23.64 35.46	4199.22 1938.10 24.23 36.35	4304.21 1986.56 24.83 37.25	4411.81 2036.22 25.45 38.18	4522.12 2087.13 26.09 39.14	4635.15 2139.30 26.74 40.11	4751.05 2192.79 27.41 41.12	4869.82 2247.61 28.10 42.15	4991.57 2303.80 28.80 43.20	5116.35 2361.39 29.52 44.28	5244.27 2420.43 30.26 45.39	5375.37 2480.94 31.01 46.52
Urban Forester	M.1858 BMA 0969	06/21/26	Rec/Gen Admin Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	7477.80 3451.29 43.14 64.71	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9833.31 4538.45 56.73 85.10
Utility Accounting Analyst	B.1670 BCEA 0972	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	6616.42 3053.73 38.17 57.26	6781.82 3130.07 39.13 58.70	6951.38 3208.33 40.10 60.15	7125.15 3288.53 41.11 61.67	7303.29 3370.75 42.13 63.20	7485.88 3455.02 43.19 64.79	7673.01 3541.39 44.27 66.41	7864.85 3629.93 45.37 68.06	8061.45 3720.67 46.51 69.77	8263.00 3813.69 47.67 71.51	8469.57 3909.03 48.86 73.29	8681.31 4006.76 50.08 75.12	8898.35 4106.93 51.34 77.01	9120.80 4209.60 52.62 78.93
Utility Business Systems Analyst	B.0620 BCEA 0971	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7501.87 3462.40 43.28 64.92	7689.41 3548.96 44.36 66.54	7881.64 3637.68 45.47 68.21	8078.70 3728.63 46.61 69.92	8280.65 3821.84 47.77 71.66	8487.68 3917.39 48.97 73.46	8699.86 4015.32 50.19 75.29	8917.37 4115.71 51.45 77.18	9140.30 4218.60 52.73 79.10	9368.80 4324.06 54.05 81.08	9603.04 4432.17 55.40 83.10	9843.10 4542.97 56.79 85.19	10089.17 4656.54 58.21 87.32	10341.41 4772.96 59.66 89.49
Utility Facilities Supervisor	I.6031 IBEW 0657	06/21/26	Utilities Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	8442.68 3896.62 48.71 73.07	0.00 0.00 0.00 0.00	8864.83 4091.46 51.14 76.71	0.00 0.00 0.00 0.00	9308.07 4296.03 53.70 80.55	0.00 0.00 0.00 0.00	9773.47 4510.83 56.39 84.59	0.00 0.00 0.00 0.00	10262.14 4736.37 59.20 88.80	0.00 0.00 0.00 0.00	10775.25 4973.19 62.16 93.24	0.00 0.00 0.00 0.00	11314.01 5221.85 65.27 97.91	0.00 0.00 0.00 0.00
Utility Line Mechanic	I.6024 IBEW 0974	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9237.24 4263.34 53.29 79.94	0.00 0.00 0.00 0.00	9699.08 4476.50 55.96 83.94	0.00 0.00 0.00 0.00	10184.05 4700.33 58.75 88.13	0.00 0.00 0.00 0.00	10693.24 4935.34 61.69 92.54	0.00 0.00 0.00 0.00	11227.91 5182.11 64.78 97.17	0.00 0.00 0.00 0.00	11789.31 5441.22 68.02 102.03	0.00 0.00 0.00 0.00	12378.77 5713.28 71.42 107.13	0.00 0.00 0.00 0.00
Utility Line Mechanic-G	I.6124 IBEW 0973	06/21/26	Utilities Non Exempt 7539	Monthly Bi-Weekly 40 HRLY 40 O.T.	9792.66 4519.69 56.50 84.75	0.00 0.00 0.00 0.00	10282.31 4745.68 59.32 88.98	0.00 0.00 0.00 0.00	10796.41 4982.96 62.29 93.44	0.00 0.00 0.00 0.00	11336.24 5232.11 65.40 98.10	0.00 0.00 0.00 0.00	11903.04 5493.71 68.67 103.01	0.00 0.00 0.00 0.00	12498.20 5768.40 72.11 108.17	0.00 0.00 0.00 0.00	13123.11 6056.82 75.71 113.57	0.00 0.00 0.00 0.00

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Locator	B.1087 BCEA 0977	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	5674.33 2618.92 32.74 49.11	5816.18 2684.39 33.55 50.33	5961.58 2751.50 34.39 51.59	6110.63 2820.29 35.25 52.88	6263.40 2890.80 36.14 54.21	6419.99 2963.07 37.04 55.56	6580.47 3037.14 37.96 56.94	6744.99 3113.07 38.91 58.37	6913.62 3190.90 39.89 59.84	7086.45 3270.67 40.88 61.32	7263.62 3352.44 41.91 62.87	7445.21 3436.25 42.95 64.43	7631.33 3522.15 44.03 66.05	7822.12 3610.21 45.13 67.70
Utility Project Manager	M.1303 BMA 0961	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10682.30 4930.29 61.63 92.45	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14047.22 6483.33 81.04 121.56
Utility Worker	B.1086 BCEA 0975	06/21/26	Equipment Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	3978.95 1836.44 22.96 34.44	4078.45 1882.36 23.53 35.30	4180.39 1929.41 24.12 36.18	4284.91 1977.65 24.72 37.08	4392.03 2027.09 25.34 38.01	4501.84 2077.77 25.97 38.96	4614.37 2129.71 26.62 39.93	4729.73 2182.95 27.29 40.94	4847.98 2237.53 27.97 41.96	4969.19 2293.47 28.67 43.01	5093.40 2350.80 29.39 44.09	5220.74 2409.57 30.12 45.18	5351.26 2469.81 30.87 46.31	5485.05 2531.56 31.64 47.46
Veterinarian	M.2109 BMA 0976	06/21/26	Police/Fire Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	12841.51 5926.85 74.09 111.14	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	16886.57 7793.80 97.42 146.13
Veterinary Technician	B.1271 BCEA 0984	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4767.06 2200.18 27.50 41.25	4886.22 2255.18 28.19 42.29	5008.38 2311.56 28.89 43.34	5133.59 2369.35 29.62 44.43	5261.95 2428.59 30.36 45.54	5393.48 2489.30 31.12 46.68	5528.32 2551.53 31.89 47.84	5666.53 2615.32 32.69 49.04	5808.18 2680.70 33.51 50.27	5953.39 2747.72 34.35 51.53	6102.22 2816.41 35.21 52.82	6254.78 2886.82 36.09 54.14	6411.17 2959.00 36.99 55.49	6571.44 3032.97 37.91 56.87
Video Production Associate	B.1252 BCEA 0700	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	4648.30 2145.37 26.82 40.23	4764.52 2199.01 27.49 41.24	4883.62 2253.98 28.17 42.26	5005.72 2310.33 28.88 43.32	5130.86 2368.09 29.60 44.40	5259.13 2427.29 30.34 45.51	5390.60 2487.97 31.10 46.65	5525.37 2550.17 31.88 47.82	5663.52 2613.93 32.67 49.01	5805.11 2679.28 33.49 50.24	5950.23 2746.26 34.33 51.50	6098.97 2814.91 35.19 52.79	6251.46 2885.29 36.07 54.11	6407.74 2957.42 36.97 55.46
Video Production Supervisor	M.1704 BMA 0126	06/21/26	Rec/Gen Admin Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7533.63 3477.06 43.46 65.19	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	9906.72 4572.33 57.15 85.73
Warehouse Manager-BWF	M.2005 BMA 0979	06/21/26	Financial Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10900.07 5030.80 62.89 94.34	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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	14333.58 6615.50 82.69 124.04
Water Maintenance-Construction Superintendent	M.2202 BMA 0990	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	14797.53 6829.63 85.37 128.06	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	19458.75 8980.96 112.26 168.39
Water Meter Mechanic	B.1679 BCEA 0989	06/21/26	Utilities Non Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	7744.23 3574.26 44.68 67.02	7937.82 3663.61 45.80 68.70	8136.27 3755.20 46.94 70.41	8339.67 3849.08 48.11 72.17	8548.17 3945.31 49.32 73.98	8761.87 4043.94 50.55 75.83	8980.92 4145.04 51.81 77.72	9205.45 4248.67 53.11 79.67	9435.57 4354.88 54.44 81.66	9671.48 4463.76 55.80 83.70	9913.26 4575.35 57.19 85.79	10161.08 4689.73 58.62 87.93	10415.12 4806.98 60.09 90.14	10675.49 4927.15 61.59 92.39
Water Plant Mechanic	B.1540 BCEA 0997	06/21/26	Utilities Non Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	7375.07 3403.88 42.55 63.83	7559.46 3488.98 43.61 65.42	7748.43 3576.20 44.70 67.05	7942.16 3665.61 45.82 68.73	8140.71 3757.25 46.97 70.46	8344.22 3851.18 48.14 72.21	8552.83 3947.46 49.34 74.01	8766.64 4046.14 50.58 75.87	8985.82 4147.30 51.84 77.76	9210.46 4250.98 53.14 79.71	9440.71 4357.25 54.47 81.71	9676.72 4466.18 55.83 83.75	9918.65 4577.84 57.22 85.83	10166.63 4692.29 58.65 87.98
Water Plant Operator	B.1538 BCEA 0991	06/21/26	Utilities Non Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	7375.07 3403.88 42.55 63.83	7559.46 3488.98 43.61 65.42	7748.43 3576.20 44.70 67.05	7942.16 3665.61 45.82 68.73	8140.71 3757.25 46.97 70.46	8344.22 3851.18 48.14 72.21	8552.83 3947.46 49.34 74.01	8766.64 4046.14 50.58 75.87	8985.82 4147.30 51.84 77.76	9210.46 4250.98 53.14 79.71	9440.71 4357.25 54.47 81.71	9676.72 4466.18 55.83 83.75	9918.65 4577.84 57.22 85.83	10166.63 4692.29 58.65 87.98

CITY OF BURBANK
Salary Listing by Title As of August 11, 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 Quality Analyst	B.1835 BCEA 0992	06/21/26	Utilities Non Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	8562.54 3951.94 49.40 74.10	8776.60 4050.74 50.63 75.95	8996.00 4152.00 51.90 77.85	9220.90 4255.80 53.20 79.80	9451.43 4362.20 54.53 81.80	9687.71 4471.25 55.89 83.84	9929.92 4583.04 57.29 85.94	10178.16 4697.61 58.72 88.08	10432.61 4815.05 60.19 90.29	10693.43 4935.43 61.69 92.54	10960.76 5058.81 63.24 94.86	11234.77 5185.28 64.82 97.23	11515.66 5314.92 66.44 99.66	11803.55 5447.79 68.10 102.15
Water Quality Manager	M.1031 BMA 0994	06/21/26	Utilities Non Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	11589.74 5349.11 66.86 100.29	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	15240.51 7034.08 87.93 131.90
Water Service Planner	B.1804 BCEA 0993	06/21/26	Utilities Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	8104.29 3740.44 46.76 70.14	8306.89 3833.95 47.92 71.88	8514.57 3929.80 49.12 73.68	8727.44 4028.05 50.35 75.53	8945.63 4128.75 51.61 77.42	9169.27 4231.97 52.90 79.35	9398.50 4337.77 54.22 81.33	9633.46 4446.21 55.58 83.37	9874.30 4557.37 56.97 85.46	10121.15 4671.30 58.39 87.59	10374.17 4788.08 59.85 89.78	10633.55 4907.79 61.35 92.03	10899.37 5030.48 62.88 94.32	11171.85 5156.24 64.45 96.68
Water Supervisor	I.6028 IBEW 0995	06/21/26	Utilities Non Exempt 7520	Monthly Bi-Weekly 40 HRLY 40 O.T.	10421.58 4809.96 60.12 90.18	0.00 0.00 0.00 0.00	10942.64 5050.45 63.13 94.70	0.00 0.00 0.00 0.00	11489.79 5302.98 66.29 99.44	0.00 0.00 0.00 0.00	12064.28 5568.13 69.60 104.40	0.00 0.00 0.00 0.00	12667.48 5846.53 73.08 109.62	0.00 0.00 0.00 0.00	13300.86 6138.86 76.74 115.11	0.00 0.00 0.00 0.00	13965.90 6445.80 80.57 120.86	0.00 0.00 0.00 0.00
Welder	B.1648 BCEA 0999	06/21/26	Fac/Grounds Non Exempt 9420	Monthly Bi-Weekly 40 HRLY 40 O.T.	6505.59 3002.58 37.53 56.30	6668.22 3077.64 38.47 57.71	6834.92 3154.58 39.43 59.15	7005.81 3233.45 40.42 60.63	7180.96 3314.29 41.43 62.15	7360.47 3397.14 42.46 63.69	7544.49 3482.07 43.53 65.30	7733.09 3569.12 44.61 66.92	7926.43 3658.35 45.73 68.60	8124.59 3749.81 46.87 70.31	8327.71 3843.56 48.04 72.06	8535.89 3939.64 49.25 73.88	8749.30 4038.14 50.48 75.72	8968.03 4139.09 51.74 77.61
Work Trainee I	B.0615 BCEA 0944	06/21/26	Recreation Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	3180.45 1467.90 18.35 27.53	3259.97 1504.60 18.81 28.22	3341.48 1542.22 19.28 28.92	3425.00 1580.77 19.76 29.64	3510.63 1620.29 20.25 30.38	3598.40 1660.80 20.76 31.14	3688.36 1702.32 21.28 31.92	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00
Workers' Compensation Administrator	M.1965 BMA 0988	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	10488.44 4840.82 60.51 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	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	13792.29 6365.67 79.57 119.36
Workers' Compensation Representative II	B.1217 BCEA 0985	06/21/26	Safety/Inspection Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	6834.71 3154.48 39.43 59.15	7005.57 3233.34 40.42 60.63	7180.70 3314.17 41.43 62.15	7360.23 3397.03 42.46 63.69	7544.23 3481.95 43.52 65.28	7732.83 3569.00 44.61 66.92	7926.17 3658.23 45.73 68.60	8124.31 3749.68 46.87 70.31	8327.43 3843.43 48.04 72.06	8535.61 3939.51 49.24 73.86	8749.00 4038.00 50.48 75.72	8967.73 4138.95 51.74 77.61	9191.91 4242.42 53.03 79.55	9421.71 4348.48 54.36 81.54
Workers' Compensation Representative III	M.1705 BMA 0986	06/21/26	Safety/Inspection Non Exempt 9410	Monthly Bi-Weekly 40 HRLY 40 O.T.	7686.06 3547.41 44.34 66.51	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	10107.18 4664.85 58.31 87.47
Workers' Compensation and Risk Management Representative I	B.1334 BCEA 0023	06/21/26	Safety/Inspection Non Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	5166.74 2384.65 29.81 44.72	5295.92 2444.27 30.55 45.83	5428.30 2505.37 31.32 46.98	5564.02 2568.01 32.10 48.15	5703.12 2632.21 32.90 49.35	5845.69 2698.01 33.73 50.60	5991.83 2765.46 34.57 51.86	6141.63 2834.60 35.43 53.15	6295.16 2905.46 36.32 54.48	6452.55 2978.10 37.23 55.85	6613.86 3052.55 38.16 57.24	6779.22 3128.87 39.11 58.67	6948.70 3207.09 40.09 60.14	7122.42 3287.27 41.09 61.64
Youth Employment Assistant	B.0495 BCEA 0980	06/21/26	Rec/Gen Admin Exempt 8810	Monthly Bi-Weekly 40 HRLY 40 O.T.	3387.43 1563.43 19.54 29.31	3472.13 1602.52 20.03 30.05	3558.92 1642.58 20.53 30.80	3647.89 1683.64 21.05 31.58	3739.10 1725.74 21.57 32.36	3832.57 1768.88 22.11 33.17	3928.38 1813.10 22.66 33.99	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
Youth Employment Coordinator	B.1027 BCEA 0981	06/21/26	Rec/Gen Admin Exempt 9410	40 HRLY 40 O.T.	29.28 43.92	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	29.28 43.92
Youth Employment Junior Team Leader	B.0616 BCEA 0982	06/21/26	Rec/Gen Admin Exempt 9420	40 HRLY 40 O.T.	20.35 30.53	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	20.35 30.53

CITY OF BURBANK
Salary Listing by Title As of August 11, 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
Youth Employment Team Leader	B.0845 BCEA 0983	06/21/26	Rec/Gen Admin Exempt 9420	40 HRLY 40 O.T.	24.42 36.63	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	24.42 36.63
Youth Services Worker	B.0382 BCEA 0977	06/21/26	Recreation Exempt 8810	40 HRLY 40 O.T.	19.27 28.91	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	19.27 28.91

STAFF REPORT

CITY ATTORNEY'S OFFICE

DATE: August 11, 2026

TO: Honorable Mayor and Members of the City Council

FROM: Joseph McDougall, City Attorney
Patrick Prescott, Community Development Department Director

SUBJECT: Approval of a Budget Amendment to the Fiscal Year 2026-27 Adopted Budget Appropriating Funds for Environmental Review of SB 79 Transit Oriented Development Stop Zoning in Burbank

RECOMMENDATION

Approve a Budget Amendment to the Fiscal Year (FY) 2026-27 Adopted Budget Appropriating Funds for California Environmental Quality (CEQA) review of transit-oriented development (TOD) stop zoning as mapped by Southern California Association of Governments (SCAG) pursuant to Senate Bill 79 (SB 79), which designated unplanned and unstudied density and increased height limits around transit stops in the City of Burbank.

BACKGROUND

SB 79 was signed by the Governor on October 10, 2025, and took effect July 1, 2026. The law is intended to facilitate transit-oriented housing development by establishing new development standards near qualifying transit facilities such as the proposed stations along the North Hollywood to Pasadena Bus Rapid Transit Project (BRT). As a result, SB 79 densities along the BRT, particularly along Olive Avenue, present significant challenges related to development intensity, utilities, infrastructure, capacity and environmental review, and introduce complexity to ongoing local planning efforts. Newly imposed impacts will have significant environmental effects that must be analyzed and considered under the California Environmental Quality Act (CEQA).

On January 30, 2026, and February 17, 2026, the City formally requested Metro, the lead agency for BRT, to commence subsequent environmental review under CEQA to determine potentially significant environmental impacts around any SB 79 "transit-

oriented development stops" located within the City. Metro declined to undertake any further CEQA review for the BRT and has initiated litigation against the City on the issue. On March 3, 2026, the City requested SCAG, as the lead agency for development and adoption of SB 79 TOD maps, conduct CEQA review of impacts associated with increased density and height limits, which arise from TOD stop designations. SCAG declined and subsequently adopted TOD stop maps on July 2, 2026.

DISCUSSION

SCAG developed its SB 79 Approach and Methodology, through a discretionary process that varies from both SB 79 and the Department of Housing and Community Development's (HCD) SB 79 Advisory Clarifications on Definitions for Metropolitan Planning Organizations. Materially, SCAG adopted SB 79 TOD stop zoning radii without evaluating the extent of new development potential or assessing potential adverse environmental impacts associated with this new development potential.

The City is nearing completion of three Specific Plan projects and continues work on a fourth, each creating a vision and standards for future growth and development in different parts of the City. An Environmental Impact Report has been prepared for each Specific Plan evaluating potential environmental impacts from new development potential. However, SCAG's SB 79 TOD zoning creates a new swath of incongruent development potential that must be quantified, evaluated and mitigated to ensure utilities, infrastructure and community services can keep pace. Because Metro declined to do additional environmental review of the BRT, and SCAG declined to do any environmental review of their SB 79 mapping project, City staff must now commence the analysis necessary to evaluate SB 79 TOD zoning impacts and develop programmatic mitigation measures necessary to protect the community and inform comprehensive infrastructure planning and implementation efforts already underway in the four Specific Plans.

ENVIRONMENTAL REVIEW

This staff report is for informational purposes as it only seeks funding to undertake environmental review pursuant to the California Environmental Quality Act (CEQA) of SB 79 Transit Oriented Development Stop Zoning in Burbank and has no potential for resulting in a direct or indirect physical change to the environment and falls outside the definition of a "project" under the CEQA and is therefore not subject to CEQA pursuant to Section 15378 of Title 14 of the California Code of Regulations.

FISCAL IMPACT

Staff requests Council authority to amend the FY 2026-27 Adopted Budget by appropriating $200,000 for consulting services from account number 001.ND000.30010.0000.000000.00000 (General Fund, Non-Departmental, Unassigned Fund Balance) to expenditure account number account 001.CD31A.62085.0000.25394

(General Fund.Planning.Other Professional Svcs.SB79 Program EIR) to conduct CEQA review of SCAGs SB 79 mapped areas in Burbank.

CONCLUSION

Staff recommends a budget amendment of $200,000 to appropriate funds to conduct environmental review and associated technical studies of SCAG's SB 79 TOD zoning.

ATTACHMENTS

None.

STAFF REPORT

CITY CLERK'S OFFICE

DATE: August 11, 2026

TO: Honorable Mayor and Members of the City Council

FROM: Kimberley Clark, City Clerk
BY: Yasleen Robinson, Intermediate Clerk

SUBJECT: Appointment to Fill One Vacancy on the Board of Building and Fire Code Appeals for an Unexpired Term

RECOMMENDATION

Appoint one member to the Board of Building and Fire Code Appeals (Board) to fill an unexpired term ending July 31, 2028.

BACKGROUND

All Board, Commission, and Committee (BCC) Members shall be appointed by a three-fifths (3/5) vote of all Council Members and serve without compensation from the City. No person shall serve on more than one BCC at the same time. Vacancies on a BCC occurring during the term of office shall be filled within 90 days from the date the vacancy occurs. Any person appointed to fill a vacancy shall hold office for the remainder of the unexpired term and must complete the term before applying to serve on another board, commission, or committee. In addition, all applicants must reside within the jurisdictional boundaries of the City of Burbank (per Burbank Municipal Code (BMC) §§ 2-1-404, 2-1-405, 2-1-406, and 2-1-407).

Once a vacancy is established, the City Clerk advertises the vacancy for 30 days, accepts applications, and provides the applications received to Council for consideration. Applicants can submit up to two applications to BCCs, indicating their first and second choice.

The established voting process allows for each Council Member to vote as many times as there are vacancies on the BCC being considered; the applicants receiving a majority of the votes in the first round are either appointed or move into the second round, if necessary. The process continues for as many rounds as are necessary to attain the correct number of applicants to fill each vacancy.

Board of Building and Fire Code Appeals

The Board of Building and Fire Code Appeals shall serve as an advisory board appointed by the City Council and shall have the following powers and duties: to hear and determine appeals from decisions of the Assistant Community Development Director-Building Official regarding the suitability of alternative materials and types of construction required by the Building Code and interpretations of the Building Code; to hear and determine appeals from any decision, order or notice signed or renewed by the Fire Marshal regarding the suitability of alternate materials, methods of construction, or operation under the Fire Code and interpretations of the Fire Code; to prepare and recommend for adoption by the Council, rules and regulations for the conduct of its hearings and investigations; to recommend for adoption by the Council, a schedule of fees for appeals to the Board; and, to recommend to the Council, amendments to the Building Code or Fire Code.

DISCUSSION

On June 24, 2026, the City Clerk's Office began advertising and accepting applications for one vacancy on the Board for an unexpired term ending July 31, 2028, created by the resignation of Board Member Carol-Ann Coates.

To obtain qualified candidates, a Notice of Vacancy was advertised through the following:

- City website
- City Council meeting announcements
- All social media platforms managed by the City Clerk’s Office
- Press releases sent to the *Burbank Leader* and *MyBurbank.com*
- Notices posted on the City Hall Bulletin Board
- Community groups and organizations
- Constant Contact email notification

The deadline for submitting applications to the City Clerk’s Office was Friday, July 24, 2026, at 5:00 p.m. The City Clerk’s Office received one application: Ernest Dellinger.

ENVIRONMENTAL REVIEW

This activity 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

There is no fiscal impact associated with this item.

CONCLUSION

The City and the community both realize substantial benefits from civic involvement. Appointments to the Boards, Commissions, and Committees help encourage public participation in the governmental process and ensure Burbank residents have a voice.

ATTACHMENTS

Attachment 1 – Applications and Resumes
Attachment 2 – Description of CDBG Committee

Applications and Resumes

Application Form

Profile

Ernest
First Name

L
Middle Initial

Dellinger
Last Name

[redacted]
Email Address

[redacted]
Home Address

Suite or Apt

Burbank
City

CA
State

91501
Postal Code

[redacted]
Primary Phone

[redacted]
Alternate Phone

Retired
Employer

Building Inspector
Job Title

Building Inspector
Occupation

Which Boards would you like to apply for?

Board of Building and Fire Code Appeals: Submitted

Length of time as a Burbank Resident:

58 years

Burbank Registered Voter?

(•) Yes ( ) No

Interests & Experiences

Please tell us about yourself and why you want to serve.

Why are you interested in serving on a board, commission or committee?

To give back to the community from my work experience and knowledge gained in part from living in Burbank.

Education

Huntington University, Huntington IN BA with a major in Economics and Business 1969 Post graduate classes at Indiana University, Ft. Wayne IN

Additional Pertinent Courses or Training

General Contractors License #608344 Certified Building Inspector

Other Pertinent Skills, Experience or Interests

Worked as a Building Inspector for the City of Burbank for 12 years Have owned and managed residential property in Burbank for more than 40 years

Upload a Resume

Community Involvement

Specify current or prior service on a City Board, Commission or Committee, listing specific the specific Board, Commission, or Committee and dates of prior service.:

Member of the Board of Building and Fire Code Appeals for 13 years

List Community activities in which you are involved:

Various church activities. I support Burbank Arts for All and other local charities and scholarship funds.

If you are related to any City of Burbank employee(s), please state their name(s), relationship(s), and department(s). If you are not related to a City of Burbank employee, please put N/A.

N/A

Conflict of Interest

Conflict of Interest:

Rules of law and ethics prohibit members from participating in and voting on matters in which they may have a direct or indirect conflict of interest including a financial interest. Are you aware of any potential conflicts of interest which may develop from your occupation or financial holdings in relation to your responsibilities as a member of the Board, Commission or Committee to which you seek appointment?

○ Yes ◉ No

If you answer yes, explain in detail any potential conflicts in the same manner as required by the Fair Political Practices Commission's Statement of Economic Interests (Form 700). (If you should have any questions about this matter or need further information as it relates to your situation, please advise the City Clerk prior to submitting your application.)

AB 1234 Training

Some Boards, Commissions, and Committees may receive City reimbursement for attending trainings or conferences. Therefore, under State Law, all members of the Board of Library Trustees, Burbank Water and Power Board, Infrastructure Oversight Board, Planning Commission, and Police Commission must receive at least two hours of ethics training, as prescribed by the Fair Political Practices Commission, within one year of appointment and once every two years thereafter.

First Choice

FIRST choice for Board/Commission/Committee appointment:

Board of Building and Fire Code Appeals

Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position.

12 years of working with the Building Codes as a Building Inspector for the City of Burbank
More than 15 years working as a General Contractor

What are your goals in serving on this Board/Commission/Committee?

To fairly interpret the Building Codes and Fire Code while serving the citizens of Burbank

---

Second Choice

SECOND choice for Board/Commission/Committee appointment:

N/A

Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position

What are your goals in serving on this Board/Commission/Committee?

Supplemental Questions (Infrastructure Oversight Board Only)

Acknowledgment

Please Read

1. All information submitted is a public record and will be posted on the City's website.
2. All Board, Commission, and Committee members serve without compensation from the City.
3. No person shall serve at the same time on more than one Board, Commission or Committee.
4. Applicants must be residents of the City of Burbank.
5. Any person appointed to fill a vacancy shall hold office for the remainder of the unexpired term and must complete the term before applying to serve on another board, commission, or committee.
6. Any person appointed to a Board, Commission, or Committee shall remain in compliance with the City's **Attendance Policy**:
    - In the event a member of a board, commission, or committee is absent for three (3) regularly scheduled meetings of the board, commission, or committee to which they have been appointed during the 12-month period, the attendance record of such member shall be reviewed by the board, commission, or committee to which the member was appointed. Should the Council excuse the member's three absences, and the member misses a fourth meeting, the City Clerk may proceed with the member's automatic removal by City staff. (See BMC Section 2-1-403, 2-1-405, 2-1-406, 2-1-407)

I acknowledge that I have read the above, and by selecting 'Agree' I confirm that I have reviewed and understood the information above.

☑ I Agree

Attachment 2

Burbank Municipal Code

§ 2-1-414: Board of Building and Fire Code Appeals

2-1-414: Board of Building and Fire Code Appeals

A. ESTABLISHMENT AND COMPOSITION OF BOARD; QUALIFICATIONS.
There is hereby created a Board of Building and Fire Code Appeals consisting of five (5) members qualified by experience and training to pass upon matters pertaining to building construction and fire prevention.

B. SECRETARY OF THE BOARD.
The Board shall have two (2) secretaries. The Assistant Public Works Director-Building Official shall serve as Secretary to the Board with respect to appeals from the Building Code. The Fire Chief shall serve as Secretary to the Board with respect to appeals from the Fire Code. Neither shall be a member of the Board nor vote on any appeal but may be present during the Board's deliberations and may participate in all debates and discussions.

C. POWERS AND DUTIES OF BOARD
The Board of Building and Fire Code Appeals shall have the following powers and duties:

1. To hear and determine appeals from decisions of the Assistant Community Development Director-Building Official regarding the suitability of alternative materials and types of construction required by the Building Code and interpretations of the Building Code;
2. To hear and determine appeals from any decision, order or notice signed or renewed by the Fire Marshal regarding the suitability of alternate materials, methods of construction, or operation under the Fire Code and interpretations of the Fire Code;
3. To prepare and recommend for adoption by the Council, rules and regulations for the conduct of its hearings and investigations;
4. To recommend for adoption by the Council, a schedule of fees for appeals to the Board; and,
5. To recommend to the Council, amendments to the Building Code or Fire Code. [Formerly numbered Section 2-56; renumbered by Ord. No. 3058, eff. 2/21/87; Amended by Ord. No. 3733, eff. 12/21/07; 2595.]

STAFF REPORT

PARKS AND RECREATION

DATE: August 11, 2026

TO: Justin Hess, City Manager

FROM: Marisa Garcia, Parks and Recreation Director
BY: Diego Cevallos, Assistant Parks and Recreation Director

SUBJECT: Update on Child and Infant Care Needs Assessment

RECOMMENDATION

1) Note and file; or

2) Direct staff to further explore a potential agreement with the Child Care Resource Center (CCRC) to develop a comprehensive Child and Infant Care Needs Assessment for the City of Burbank (City), continue refining the proposed scope of work and implementation considerations, and return to Council with funding considerations as part of the Fiscal Year 2027-28 Budget process.

BACKGROUND

At the September 10, 2024, City Council (Council) meeting, then Vice Mayor Tamala Takahashi requested a first-step report exploring the potential formation of a Child and Infant Care Task Force (Task Force). The proposed Task Force would examine the City's current child and infant care needs, assess the availability and affordability of care, identify barriers to access, and consider how childcare could be integrated into the "15-minute Connected Communities" concept, particularly within the Downtown Civic Center area.

On June 10, 2025, Council received a first-step staff report outlining the historical background of the City's former Child Care Committee and identifying potential next steps related to child and infant care planning efforts. At that meeting, Council did not recommend establishing a Task Force and instead expressed interest in receiving additional information regarding the current childcare landscape and needs within the City

prior to considering future organizational or policy actions. Council also requested additional information to support future consideration of childcare-related efforts, including: the cost of a comprehensive Child and Infant Care Needs Assessment; the 1991 Child Care Master Plan (Attachment 1); Meeting the Needs of Burbank Families A Child Care Needs Assessment (Attachment 2); a high-level overview of current childcare providers and system capacity within the City (Attachment 3); and an assessment of how comparable cities are addressing childcare needs through policy and program implementation (Attachment 4).

The June 2025 first-step report also referenced a 2023 Child Care Needs Assessment prepared by the CCRC on behalf of the Burbank YMCA. That assessment identified childcare challenges in Burbank, including shortages in licensed childcare spaces, affordability constraints, limited infant care availability, long waitlists, and a lack of flexible childcare options for working families. While the assessment provided valuable insight into the City's existing childcare landscape, it has several limitations in that it was primarily focused on current conditions and did not include comprehensive forecasting of future childcare demand based on anticipated residential development, demographic change, employment trends, or long-term population growth. In addition, the assessment included limited employer engagement and a more limited analysis of underserved populations, workforce impacts, and future service needs.

Based on Council direction, staff has continued evaluating opportunities to further assess childcare needs and has received a proposal from CCRC for a comprehensive Child and Infant Care Needs Assessment.

DISCUSSION

CCRC is a nonprofit organization with extensive experience conducting childcare and early childhood research, community needs assessments, policy analysis, and data visualization projects throughout California. CCRC submitted a proposal to conduct a comprehensive Child and Infant Care Needs Assessment for the City of Burbank (Attachment 5).

The proposed assessment would provide updated and comprehensive information regarding the availability, accessibility, affordability, and geographic distribution of childcare services in Burbank. The study would evaluate childcare gaps affecting infants, toddlers, preschool-aged children, school-aged youth, and families requiring care during non-traditional work hours. It would also assess disparities affecting low-income households, single-parent households, multilingual communities, and children with special needs.

CCRC proposes a mixed-methods approach combining quantitative and qualitative data collection and analysis, including:

- Collaboration with City stakeholders, in partnership with City staff, to guide and advance the work of the initiative;
- Community outreach and stakeholder engagement efforts;
- Surveys of parents and childcare providers;
- Focus groups with parents and providers;
- Key informant interviews with employers, community-based organizations, and City staff;
- Analysis of demographic, housing, employment, and childcare administrative data;
- Geographic Information Systems (GIS) mapping to identify childcare deserts and service gaps;
- Childcare affordability analyses and population growth projections; and
- Development of policy recommendations and implementation strategies.

The proposal includes engagement efforts to ensure broad community participation, with outreach materials and surveys translated into Spanish and Armenian to support accessibility and inclusion. As part of the proposed deliverables, CCRC will be asked to prepare:

- A comprehensive final report;
- An executive summary brief;
- Interactive GIS mapping tools;
- Data visualizations and childcare gap analyses; and
- Presentation materials summarizing findings and recommendations.

The proposed project timeline is approximately 18 months from initiation through final presentation to Council. The total estimated cost is $269,000, which includes research, engagement, GIS mapping, analysis, reporting, and administrative costs.

The proposed assessment would provide updated data to better understand current and future childcare needs, service gaps, affordability challenges, and opportunities for partnerships and policy development. The study will also strengthen the City's data foundation for future discussions regarding childcare initiatives, land use considerations, and workforce support strategies.

Based on the significant cost of the proposed assessment, staff recommends that Council direct staff to continue exploring a potential agreement with CCRC and include funding considerations as a budget discussion paper during the Fiscal Year 2027-28 Budget process. Considering this item during the budget process will allow Council to evaluate the proposed expenditure along with other City priorities and consider whether the project aligns with the City's budget priorities. In the meantime, staff will continue refining the scope of work, including consideration of disability-related accommodation needs as part

of the assessment, evaluating implementation considerations, and identifying potential funding sources.

ENVIRONMENTAL REVIEW

This report is an administrative activity related to a potential expenditure and has no potential for resulting in a direct or reasonably foreseeable indirect physical change to the environment. As such, it falls outside the definition of a "project" under the California Environmental Quality Act (CEQA) and is therefore not subject to CEQA review pursuant to § 15378 of Title 14 of the California Code of Regulations (CEQA Guidelines).

FISCAL IMPACT

There is no immediate fiscal impact associated with this report. Should Council direct staff to move forward with the assessment at a later date, the total estimated cost is $269,000, which includes research, engagement, GIS mapping, analysis, reporting, and administrative costs.

CONCLUSION

The City continues to support access to quality, affordable childcare for Burbank families, employers, and the community. While the full extent of current and future childcare needs evolve, existing assessments identify opportunities to potentially expand capacity and improve access, particularly for infant care and for families with non-traditional work schedules.

Based on the significant cost of the proposed assessment, staff recommends that Council direct staff to continue exploring a potential agreement with CCRC and evaluate funding considerations through the Fiscal Year 2027-28 Budget process. In the interim, staff will continue refining the scope of work, including consideration of disability-related accommodation needs as part of the assessment, evaluating implementation considerations, and identifying potential funding sources. Consideration of this item during the budget process will allow Council to evaluate the proposed expenditure alongside other City priorities and determine whether the project aligns with the City's budget priorities.

ATTACHMENTS

Attachment 1 – 1991 Child Care Master Plan
Attachment 2 – Meeting the Needs of Burbank Families; A Child Care Needs Assessment
Attachment 3 – Burbank Child Care Directory Compiled by The Burbank Child Care Committee 2009/ 2010
Attachment 4 – San Bernardino County Child Care Needs Assessment
Attachment 5 – Burbank Child Care Needs Assessment Proposal

ATTACHMENT 1

CHILD CARE

NEEDS ASSESSMENT

AND

MASTER PLAN

Submitted by:
The Burbank Child Care Committee
Burbank, California

Prepared by:
Burud & Associates, Inc.
56 East Holly Street, Suite 215
Pasadena, CA 91103
(818) 796-8258

Dedicated
to the memory of
Robert L. Bua

(1945-1990)

TABLE OF CONTENTS

Executive Summary
Child Care Needs Assessment Summary
Child Care Master Plan Summary

I. Child Care Needs Assessment

A. Methodology
1. Population Forecasts for the City of Burbank 1
a. General Population 1
b. Children of Child Care Age 2
2. Estimation of Demand for Child Care 2
a. Demand Among Residents of Burbank 2
b. Demand Among Non-Resident Employees 3
3. Analysis of Child Care Supply 4
4. Comparison of Supply with Demand 5

B. Findings
1. Child Care Demand 5
2. Burbank Child Care Committee's Child Care Survey 7
3. Child Care Supply 8
4. Unmet Demand for Child Care 9
5. Issues Affecting the Supply of Affordable, Good Quality Child Care 11
a. Affordability of Child Care 11
b. Quality of Child Care 13

II. Child Care Master Plan

A. Strategy #1: Develop a Child Care Policy Statement 14
B. Strategy #2: Integrate Child Care into City Infrastructure 15
C. Strategy #3: Facilitate Regulatory Process 17
D. Strategy #4: Make Space Available for Child Care 19
E. Strategy #5: Expand Role as a Model Employer 21
F. Strategy #6: Encourage Developers to Include Child Care 22
G. Strategy #7: Encourage Employers to Provide Child Care 25
H. Strategy #8: Encourage Community Participation 29
I. Strategy #9: Encourage Upgrading of Child Care Quality 31
J. Strategy #10: Garner Resources for Child Care Affordability 35
K. Strategy #11: Develop Public Education Effort 36
L. Strategy #12: Evaluate Child Care Needs Regularly 38

III. Appendices

A. Children of Child Care Age in Burbank (1990-2000) 40
B. Burbank Unified School District Projections (2001-2005) 42
C. Private School Enrollment in Burbank for the Year 1990 43
D. Demand for Child Care Among Burbank Residents (1990-2000) 44
E. Demand for Child Care Among Non-Resident Employees in Burbank (1990-2000) 45
F. Non-Resident Employees in Burbank (1990-2000) 47

G. Total Demand for Child Care in Burbank (1990-2000) 48
H. Summary of Child Care Capacity in Burbank (1990) 49
I. Child Care Centers in Burbank (1990) -- Available Capacity 50
J. Family Day Care Homes in Burbank (1990) -- Available Capacity 51
K. Child Care Centers in Burbank (1990) -- Hours of Operation and Tuition Fees 52
L. Family Day Care Homes in Burbank (1990) -- Hours of Operation and Tuition Fees 53
M. Community Supply of Child Care Centers in Burbank 54
N. Community Supply of Family Day Care Homes in Burbank 57
O. Burbank Unified School District Latch Key Programs (1990) 60
P. Unmet Demand for Child Care in Burbank (1990-2000) 61
Q. Burbank Child Care Committee Child Care Survey 62
R. Child Care Information from Comparable Cities 63

EXECUTIVE SUMMARY

Introduction

The Burbank Child Care Committee perceived a possible unmet need for child care in the community. The Committee, appointed by the Burbank City Council in April, 1988, established as its first priority the completion of a Child Care Needs Assessment to ascertain the demand for child care within the City, relative to the supply of child care available, for the years 1990 through 2000.

The Committee recognized that the population of Burbank was undergoing change. Population growth was again occurring, following a 20-year decline which ended in 1980. City projections showed the median income level to be dropping gradually in the future, with a significant shift away from construction of traditional single family dwellings in favor of increasing numbers of multifamily apartment buildings. The School District had already begun to witness rising enrollment levels and was predicting additional growth in the coming years. Furthermore, family make-up was changing, as the number of dual income families and single parent families was much different today than in the past. The Committee's own Child Care Survey in June of 1989 found that nearly half of parent respondents were from families in which both spouses work, while close to one-quarter were single mothers or fathers. These changes are now part of the fabric of life in the City, as demographers expect the trends to continue well into the next century. Finally, there was an overriding concern on the part of the Committee that the types of severe problems affecting other parts of the Los Angeles area, including gang activity, be avoided in the community of Burbank as much as possible.

Child Care Needs Assessment

The Child Care Needs Assessment produced a picture of the unmet demand for child care in Burbank and incorporated the demand among Burbank residents and employees (those who work in Burbank but are non-residents). The unmet demand was arrived at by comparing the total supply of licensed child care with the estimated total demand for care in the City. According to this analysis, as of 1990 only one child in three in Burbank who needs licensed care can find it. Due to the increasing numbers of children needing care, in comparison to the relatively unchanging level of child care supply, this shortfall will worsen during the coming decade. Thus, it is anticipated that only one child out of every four who needs licensed child care in Burbank in the year 2000 will be able to find it. The shortfall will continue to be most critical for infants and school-age children; over 90% of the children needing infant care and 85% needing school-age child care will not have a space in licensed care.

Issues of affordability and quality represented the most significant concerns among child care users in the City. The results of the Committee's Child Care Survey showed that 74% of parents reported quality as their most important consideration in the selection of child care services. In addition, survey respondents most frequently cited cost as their major child care problem. The relationship that exists between the cost and quality of child care services results in two extreme conditions. High quality child care was so expensive that most parents could not afford it, while the fees that most parents could pay were inadequate to support the type of program that meets minimum quality standards. This situation understandably has a substantial affect on the availability of child care within the City. In the program interviews conducted as part of the needs assessment, all of the programs which possessed state funding to subsidize fees were completely full to capacity and had no vacancies. This was true for both child care centers serving all age

groups and school district latch key programs serving school-age children. Thus, the most pressing child care need in Burbank is for an adequate supply of affordable, high quality services.

Many public and private groups are currently hard at work addressing the child care needs of the community. The Burbank Unified School District operates four children's centers, licensed to serve 311 children of all ages, and nine latch key programs for 350 school-age children. The Burbank Family YMCA's child care center is currently serving 105 preschool children and 61 children of school-age, in addition to a variety of youth recreation activities. In addition, a joint after-school recreation program between the City Park and Recreation Department and the School District at three junior high school campuses began serving teens and pre-teens this year. Furthermore, a total of 21 centers and 13 family day care homes in the City, operated by a variety of private and non-profit groups, provide licensed child care services to over 1900 children. Included in this total is the Horace Mann Infant & Preschool Center, a consortium program operated by the School District in which the City originally participated.

Please refer to the Child Care Needs Assessment Summary on page *iv*.

Child Care Master Plan

Despite these many positive efforts, the level of services falls short of the need. In fact, the Child Care Needs Assessment identified a need for more than 4,000 additional child care spaces to meet 1990 demands; by the year 2000, the unmet demand will reach nearly 6,500 spaces. Thus, the Child Care Master Plan has been developed to provide the framework to close this gap. The City is looking forward to the 21st Century with concerns about the quality of life within its boundaries, and shares with residents and business interests the desire to avoid the increase in serious problems felt in other parts of the Los Angeles area, including crime, gang activity, welfare dependency, teen pregnancies, and homelessness.

How does child care fit in? Longitudinal research[1] has been conducted which demonstrates that children, particularly those from low-income families, enrolled in high quality child care programs enjoyed greater success in life on a variety of measures. These children and their families were followed for 15 years upon leaving the preschool environment. In comparison to a similar group who did not participate in high quality child care, these children were found to experience greater school success, including being retained in grade (being held back a year) less frequently and being more likely to graduate from high school and pursue post-secondary education or training. In addition, these children experienced reduced unemployment and enhanced lifetime earnings potential. The child care allowed their mothers to also have increased earning powers due to their expanded opportunities for training and employment. This resulted in a documented lower reliance on welfare and public assistance, for which there was an associated cost savings to the community. Lower crime rates and less delinquent behavior during the teen years were witnessed, and these children had fewer teenage pregnancies. Overall, the children attending the high quality child care program had a more positive impact on their communities than a matched group of controls.

Thus, the City is motivated by enlightened self-interest and concern over quality of life issues. Preservation of the current quality and any future improvement depends on having productive and involved corporate citizens and residents. An adequate supply of high quality child care services, which is affordable and therefore accessible, is the highest priority of Burbank's Child Care Master

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1 Berreuta-Clement, J., Barnett, W., Schweinhart, L., Epstein, A., & Weikart, D. (1984). Changed lives: The effects of the Perry Preschool Project on Youths Through Age 19. *Monographs of the High/Scope Educational Research Foundation* (Whole No.8).

Plan. Success will depend on the participation of all community members, with vigorous leadership on the part of the City to mobilize action and direct the effort.

The elements of the Child Care Master Plan contain 12 key strategies and related implementation recommendations. No single strategy or recommendation can have the desired impact alone; it is the comprehensive nature of the Master Plan elements on which community success depends. The strategies do, however, follow a particular order. First, Burbank needs a policy to guide all activities, essentially a "guiding light", so that the efforts of many within and without City government will be coordinated in a single direction. Thus, Strategy 1 is devoted to the establishment of such a child care policy.

The strategies which immediately follow are those in which the City of Burbank can take the initiative, so that its leadership role will be established and the necessary procedures in place in readiness for the participation of the community at large. Therefore, Strategies 2 through 4 are devoted to integrating child care into the City's infrastructure, facilitating the City's regulatory and planning processes as they effect child care, and identifying space that can be made available for child care, where possible. Strategy 5 recommends that the City continue its role as a model employer and expand that role when applicable.

Strategies 6 through 8 identify specific ways for the City to draw other community entities into the overall child care effort. Such entities include developers, employers and businesses, and a wide range of community members, such as the Burbank Unified School District, the Chamber of Commerce, the local resource and referral agency, and child care providers. Strategies 9 through 11 identify priorities for community action, including upgrading child care quality, locating financial resources for facilities and services, and educating the public about child care. Finally, Strategy 12 builds an evaluation component into the process, which includes monitoring progress, and updating need and supply data, so that the Master Plan will be periodically refined and successes celebrated.

Please refer to the Child Care Master Plan Summary on page *vi*.

Conclusion

The creation of an adequate supply of affordable, high quality child care services, which assures the safety and welfare of the City's children is the highest priority of Burbank's Child Care Master Plan. The community's need for such services is substantial among all age groups and is greatest among the school-age children, followed by the infants and, finally, by the preschool children of City residents and employees working in the City. Responsibility for addressing the child care needs of the community is shared by all community members. The City of Burbank will assume a leadership role and act as a facilitator to stimulate coordinated community action, which necessitates the participation of the School District, private and non-profit providers and schools, the business community, and others.

CHILD CARE NEEDS ASSESSMENT SUMMARY

The following information describing the methodology, findings, and resulting child care priorities is summarized from the Child Care Needs Assessment.

Methodology

The Burbank Child Care Committee perceived a possible need for child care in the community. The Committee, appointed by the Burbank City Council, established as its first priority the completion of a Child Care Needs Assessment to ascertain the demand for child care within the City, relative to the supply of child care available, for the years 1990 through 2000. The resulting data, contained in this report, produced a picture of the unmet demand for child care in Burbank and incorporated the demand among both Burbank residents and employees who work in Burbank but are non-residents.

Current public and private school enrollment data were gathered, yielding the total number of school-age children in Burbank. An enrollment projection model, which was developed by the Burbank Unified School District and has a history of accuracy, was used to extrapolate the number of children of child care age and project their numbers through the year 2000. The level of child care use among this population was estimated using data from the U.S. Department of Labor Bureau of Labor Statistics. These calculations produced the demand for child care among residents of Burbank. In addition to this, the demand for child care among non-residents who work in Burbank was estimated, using normative data gathered by the consultant from dozens of child care needs assessments of other employee populations conducted since 1985.

The unmet demand for child care in Burbank was arrived at by comparing the total supply of licensed child care with the estimated total demand for care in the City. The total supply figures for Burbank included all licensed child care centers and family day care homes, as reported by the State licensing agency and the local child care referral agency. In addition, school-age programs which are operated by the school district and are exempt from State licensing were included. The unmet demand was calculated for each year, 1990 through 2000.

Findings

According to this analysis, as of 1990 there is a shortfall of 1,214 child care spaces for infants, 612 spaces for preschoolers, and 2,326 spaces for school-age children. Among preschool programs, for which the current supply comes closest to being adequate relative to the other age groups, 70% of the current need is being met. However, only 12.3% of the current demand for infant care is being addressed, and 20.7% of the school-age demand. **For all three age groups combined, only one child in three in Burbank who needs licensed care can find it.** Over 65% of the children currently needing care do not have a space in licensed care.

This shortfall will worsen during the coming decade, due to the increasing numbers of children needing care, in comparison to the relatively unchanging level of child care supply. Thus, it is anticipated that **the capacity of licensed child care in Burbank in the year 2000 will meet, on the average, 25% of the need, or only one child out of every four who needs care.** The shortfall will continue to be most critical for infants and school-age children; **over 90% of the children needing infant care and 85% needing school-age child care will not have a space in licensed care.**

Child Care Priorities

Issues of affordability and quality represent the most significant concerns among child care users in the City. The results of the Child Care Survey conducted by the Burbank Child Care Committee show that 74% of parents surveyed report that quality is their most important consideration in the selection of child care services. In addition, survey respondents most frequently cited cost as their major child care problem. The relationship that exists between the cost and quality of child care services results in two extreme conditions. High quality child care is so expensive that most parents cannot afford it, while the fees that most parents can afford are inadequate to support the type of program that meets minimum quality standards. This situation understandably has a substantial affect on the availability of child care within the City. In the program interviews conducted as part of the needs assessment, all of the programs which possessed state funding to subsidize fees were completely full to capacity and had no vacancies. This was true for both child care centers serving all age groups and school district latch key programs serving school-age children. Thus, the most pressing need in Burbank is for an adequate supply of affordable, high quality child care services.

The Child Care Needs Assessment revealed that the unmet demand for child care services is greatest for infants and school-age children. While the *percent* of demand which is unmet, both now and through the year 2000, is greatest for infant care, the actual *numbers* of children needing school-age care for whom there is no space in licensed care is greatest. Thus, based on actual numbers rather than percent of need, the highest priority for child care services is among school-age children and the second highest priority is for infant care. The remaining priority, which represents a substantial need despite its third place ranking, is for care among preschool children.

CHILD CARE MASTER PLAN SUMMARY

The following strategies and recommendations are summarized from the Child Care Master Plan.

STRATEGY #1

Establish a policy statement regarding the City's role in developing child care policies and programs for residents and employees.

RECOMMENDATION #1

It is recommended that the Child Care Policy Statement for the City of Burbank identify the child care priorities which resulted from the Child Care Needs Assessment.

STRATEGY #2

Integrate Child Care into the City's Infrastructure.

RECOMMENDATION #2

It is recommended that reference to child care be made in the Burbank General Plan, in order to strengthen the commitment of the City to child care and the effectiveness of its policies.

It is recommended that the City of Burbank establish a Child Care Coordination Office.

It is recommended that a City Child Care Coordinator be hired by Burbank.

It is recommended that an Interdepartmental Child Care Team be formed to promote cooperation among City departments regarding child care issues and a coordination of activities.

It is recommended that the existing Child Care Committee for the City of Burbank be continued.

It is recommended that the issue of child care be included in Community Development Department publications, such as the City's *Demographic Profile* and *Community Profile*, as well as the *Portrait of a City*.

STRATEGY #3

Facilitate the regulatory and planning process affecting the development of child care services.

RECOMMENDATION #3

It is recommended that the City of Burbank include child care considerations as part of the regular planning process.

It is recommended that information summarizing the child care facility approval process be developed.

It is recommended that Burbank analyze and revise as needed City Planning and Zoning, Building, Fire, and Business License procedures where they negatively impact child care facilities and services, including both child care centers and family day care homes.

- The City should consider exempting child care programs from certain fees.
- It is recommended that the City establish parking guidelines for child care centers.
- It is recommended that a Zone Text Amendment be considered, allowing child care facilities in residential zones, subject to a Conditional Use Permit (CUP).
- It is recommended that the Child Care Coordinator review the effectiveness of code changes allowing the use of school facilities for child care.

STRATEGY #4

Make space available for child care facilities.

RECOMMENDATION #4

It is recommended that child care considerations be made part of the City's formal review process prior to the disposition of any vacant or underutilized property or facilities by the Burbank City Council or Redevelopment Agency Board.

It is recommended that space for possible child care use be identified by the Community Development Department (CDD).

- City owned space should be made available to City-sponsored programs or to other qualified child care providers.
- Potential child care providers should be given notice of the availability of such space.

It is recommended that the Child Care Coordinator work with local schools, churches, and other organizations to identify available space for child care.

STRATEGY #5

Expand the City's Role as a Model Employer.

RECOMMENDATION #5

It is recommended that Burbank continue its role as a model employer and expand its activities.

- Undertake an assessment of the child care needs of the City workforce.
- Consider a wide range of child care options for employees and implement child care assistance, as needed.
- Implement a Flexible Spending Account for employees as soon as possible.
- Review City personnel policies and benefits as they impact the child care needs of employees.
- Encourage City participation in child care center consortia programs.

STRATEGY #6

Encourage developers to include child care facilities in new commercial, industrial, and residential projects.

RECOMMENDATION #6

It is recommended that the City consider establishing developer requirements for the inclusion of child care within development projects.

It is recommended that expedited plan checking for projects including child care facilities be considered.

It is recommended that the City Child Care Committee include developer representatives in its membership.

It is recommended that the Child Care Coordinator provide ongoing technical assistance to developers considering the inclusion of and/or implementing child care facilities in their projects.

STRATEGY #7

Encourage employers in the city to provide child care services for their employees.

RECOMMENDATION #7

It is recommended that employer participation in the creation of child care services in Burbank be encouraged.

It is recommended that the City undertake educational efforts directed at employers in Burbank, to promote understanding of local child care issues and stimulate action.

- Publicize to employers the need for child care in the City of Burbank.
- Publicize the success of existing local corporate child care programs.
- Publicize the City's child care policies, including any developer incentives or requirements.
- Conduct seminars or create other forums to stimulate employer interest in child care.
- Publicize low-cost child care options available to employers.
- Develop informational materials for employers in the City.
- Disseminate information on the newly revised Employer-Assisted Child Care Tax Credit, which allows a 30% credit of up to $50,000 for child care start-up costs and a 50% credit for ongoing contributions to the child care costs of employees, up to a maximum of $600 per full-time child per year.
- Provide ongoing technical assistance to employers considering and/or implementing child care services and options.

It is recommended that the City strengthen its role as a model employer.

- Publicize the success of Burbank's efforts to local companies.
- Measure the positive impacts of the City's child care services and disseminate the results to local companies.

It is recommended that the City investigate ways to stimulate the involvement of employers.

- Consider the creation of a revolving loan fund or trust fund.
- Consider the creation of a blue ribbon committee, made up of corporate representatives and the Mayor of Burbank, to jointly support the improvement of child care services.
- Encourage corporate executives to participate in the City's Child Care Committee, and any additional child care task forces or City consortium boards of directors which develop in the future.
- Consider the creation of a joint public/private annual fundraising campaign for child care, naming a high profile corporate executive, council person, or congressional representative to lead the effort.

It is recommended that the City consider the establishment of a vendor policy to include consideration of a vendor's child care policy in the contract awarding process.

It is recommended that Burbank encourage businesses in the City to develop their own child care policies and consider making this a requirement.

STRATEGY #8

Encourage the participation of other community members and utilize existing community resources for the development of child care services.

RECOMMENDATION #8

It is recommended that the Child Care Coordinator identify organizations that are possible partners for collaborative efforts.

It is recommended that a child care task force on community cooperation be assembled to develop strategies for working together.

It is recommended that the City Park and Recreation Department develop additional cooperative efforts with the Burbank Unified School District.

It is recommended that the City Child Care Coordinator assist community agencies working to expand licensed care.

It is recommended that the Coordinator act as an advocate for State and Federal legislation that will support the development of child care facilities and programs in the City.

STRATEGY #9

Encourage the upgrading of the quality of child care services.

RECOMMENDATION #9

It is recommended that the City encourage the incorporation of quality standards, such as the center accreditation criteria of the National Association for the Education of Young Children (NAEYC), for all child care programs within Burbank.

- Standards such as NAEYC accreditation criteria should be used to guide the expansion of child care services in Burbank and to evaluate the adequacy of all programs, whether proposed by developers and employers, the school district, public and private child care operators, nonprofit agencies, or even the City itself.
- Publicize this effort in the community and disseminate information to parents to help them identify quality programs.

It is recommended that the City Child Care Coordinator identify opportunities for training child care center personnel and family day care providers, particularly those opportunities that make use of existing community programs or that make programs outside the community more accessible.

- Coordinate with nonprofit child care agencies to develop a provider training program.

STRATEGY #10

Garner financial resources for child care facilities and affordable services.

RECOMMENDATION #10

It is recommended that the City Child Care Coordinator identify and pursue options available to the City to fund child care facilities and services.

It is recommended that the Child Care Committee encourage fundraising efforts as approved by the City Council.

STRATEGY #11

Develop a public education effort which emphasizes the elements and importance of quality child care and provides information about how to select such care.

RECOMMENDATION #11

It is recommended that the City Child Care Coordination Office disseminate information to parents about how to choose quality child care.

It is recommended that information about quality child care be made available to the public.

- Highlight good quality programs.
- Recognize accredited programs.
- Establish a "Quality Child Care Day" in Burbank.

- Conduct activities for "Week of the Young Child", which occurs every April.

It is recommended that the City advocate positive public policy action to promote quality child care.

- Publicly support Federal and State legislation for child care.
- Encourage employers to develop high quality programs.
- Support better enforcement of child care regulations.
- Publicize quality child care policies.

STRATEGY #12

Document and evaluate child care needs within the City.

RECOMMENDATION #12

It is recommended that the Child Care Coordinator prepare City child care activity reports.

It is recommended that the Coordinator update the unmet demand for care in Burbank at least annually.

It is recommended that the Coordinator update the child care supply for Burbank regularly.

It is recommended that the Child Care Committee update the City's Child Care Master Plan regularly.

CHILD CARE NEEDS ASSESSMENT

METHODOLOGY

Population Forecasts for the City of Burbank

General Population

Until the results of the 1990 Census are completed in 1991, population figures for the City must be taken from the best projections available. The Burbank Community Development Department reported that there was a total of 91,810 residents in the City as of January 21, 1990, and projected that figure to increase to 113,392 by the year 2010.

Children of Child Care Age

Concomitant with overall population growth is an increase in the number of children of child care age. The best figures available for analysis of this population were obtained from Dr. David Aponik of the Burbank Unified School District. He has developed a unique model for estimating projected school enrollment, which begins with an historical trend analysis and is adjusted to account for individual conditions affecting any of the eleven geographical areas within the district, including migration, housing development, housing turnover, and new commercial and industrial development.

In a dynamic community, projecting the future is a complex task. The City is becoming increasingly ethnically diverse and, by 1993, minorities will be the majority within the school district. In addition, school figures show that 16% of students currently have limited proficiency in the English language. Socioeconomic changes are also occurring, as the level of affluence has been gradually decreasing. Yet, the error rate for the projections generated under this model has been less than .5% during the past 5 years since these projections were begun. In fact, for the 1988-89 school year, the projected level of enrollment varied from the actual level by only .06%. Thus, the reliability, validity, and accuracy of this model have been consistently proven for Burbank, a community which is undergoing dramatic change.

Actual and projected school district figures were available only for children 5 years of age and older. These existing data were then extrapolated to generate estimations of the number of children between birth and age 5. However, these figures underestimate the total number of children, because they do not include children in Burbank attending private schools. Thus, current private school enrollment data were gathered from the five parochial schools in the City which serve children of child care age. Projections for this population were developed based on the assumption that future private school enrollment would follow a pattern identical to that projected by the public schools. Totals for each year, 1990 through 2000, were tallied for three different age groups. These age groupings (infant, preschool and school-age children) correspond to the age distinctions used by the State licensing agency, the Department of Social Services, and will be useful in the comparison of need with child care supply.

Estimation of Demand for Child Care

Demand Among Residents of Burbank

The preferred method currently used in the child care profession to estimate child care need applies U.S. Bureau of Labor Statistics child care utilization data to the population of children of child care age. First, the total population of children is reduced to reflect the number of children needing child care due to the involvement of their parents in the workforce. Second, an adjustment is made to account for those parents of school-age children who have sufficiently flexible work schedules and do not need child care. Third, a final adjustment yields the number of children whose parents seek licensed out-of-home child care, as opposed to unlicensed care or care which is exempt from licensure.

Thus, the current and projected numbers of children in each age grouping, based upon information secured from City of Burbank public and private school sources, have been adjusted to account for the percentage of children who live in families with all parents working. This, then, includes children living in either single parent families or two-parent households in which both parents work. Under both circumstances, the need for child care exists. According to the U.S. Department of Labor Bureau of Labor Statistics, 52.0% of parents of infants were in the labor force in 1987, as were 55.2% of parents of preschoolers and 62.5% of parents of school-age children. These percentages were used uniformly for all years (1990-2000) and the projections are based on the assumption that the percentage of working parents will not increase in the future.

Dramatic increases have, however, occurred in recent history and it is widely held that workforce participation among parents will continue to increase in the future. For the 10-year period ending with 1987, the number of infants with all parents working increased by 18.8%, while the number of preschoolers grew by 14.0% and that of children of school-age by 13.8%. However, trend analysts agree that it is unlikely that so dramatic a rate of increase could continue. If the same rate of increase as seen between 1977-1987 were to continue through the year 2000, 76.7% of parents of infants would be involved in the workforce, as would 73.4% of parents of preschool children and 80.7% of parents with school-age children. Unfortunately, reliable data do not currently exist to predict the exact pattern which this labor force participation will follow in the future. Thus, the assumption of constancy was adopted in the interest of generating extremely conservative estimates. The Bureau of Labor Statistics itself predicts that the percentage of working parents will be increasing, and that this growth will be greatest among parents with school-age children. As a by-product of the assumption, the number of children needing child care calculated herein may understate the true number, particularly the among school-age children.

In addition, research conducted by Crystal Stairs, an Inglewood-based child care referral agency, indicates that, of the population of school-age children with working parents, only 75% actually need child care. Parental work schedule flexibility makes child care unnecessary for the remaining 25%. Finally, the State of California Senate Office of Research concludes that, on average, 50% of the parents looking for child care will seek out formal licensed care, as distinct from unregulated forms of care, which include arrangements with nannies, relatives, and babysitters.

These calculations yield the actual demand for licensed child care among residents of the City of Burbank in 1990, and projections of the demand for the years 1991 through 2000. The conservative nature of the future figures has been noted, due to their reliance on the assumption that the percentage of working parents will not be increasing in the future. In addition, the estimates include a small number of non-residents, as private schools may enroll children from outside the City's limits. This also affects the public schools to a lesser extent, since the possibility for interdistrict transfers exists. The inclusion of these non-residents is assumed to be valid, however, as children attending elementary school in Burbank would be expected to use child care at or near their schools.

The figures generated will further understate the demand for child care, unless the needs of non-resident employees' children are included.

Demand Among Non-Resident Employees

The existing supply of child care in the City will be shared by Burbank residents and by employees working in Burbank who are non-residents. Because Burbank is a "balanced economic community" -- where the number of people employed in the City is as large or larger than the resident population -- the strain on the existing supply of community child care available to residents is substantial. As of 1985, 83.8% of the total number of employees who worked in Burbank lived outside the City, according to *Select Economic Impacts of the Major Studios in the City of Burbank, prepared for The Burbank Studios, Warner Bros., Columbia Pictures Entertainment, Inc., The Walt Disney Company, and NBC* (Economics Research Associates, March 1989). Since the 1985 data is the most recent available, it has been assumed for the purposes of this needs assessment that the 83.8% figure will hold constant through the year 2000.

The Burbank Community Development Department reported that there was a total of 94,489 employees working in the City as of January 21, 1990, and projected that figure to increase to 168,549 by the year 2010. It has been assumed herein that the projection follows a linear pattern, so that estimates for the years 1990 - 2000 could be generated. Following this procedure, 129,756 employees were assumed to be working in Burbank in the year 2000. Thus, the number of non-resident employees was estimated using total workforce figures available from the City Community Development Department, to which the percentage of non-resident employees was applied.

EMPLOYEES IN THE CITY OF BURBANK

Year	Total Number of Employees	Resident Employees Number	Resident Employees Percent[a]	Non-Resident Employees Number	Non-Resident Employees Percent[a]
1990	94,489[b]	15,284	16.2%	79,205	83.8%
2000	129,756[c]	20,989	16.2%	108,767	83.8%

a These percentages were taken from the report, *Select Economic Impacts of the Major Studios in the City of Burbank prepared for The Burbank Studios, Warner Bros., Columbia Pictures Entertainment, Inc., The Walt Disney Studio, and NBC*, by Economic Research Associates, March 1989.

b The total number of employees for the year 1990 was provided by the City Community Development Department, in a memorandum date January 21, 1990.

c The total number of employees for the year 2000 was extrapolated from projections contained in the January 21, 1990 memorandum.

Source: Appendix F, Non-Resident Employees in Burbank (1990-2000).

Child care demand in Burbank among the population of non-resident employees was estimated using normative data compiled by the consultant from dozens of needs assessments conducted since 1985. The database contains a total of 78,436 employees from the Southern California area and describes the actual number of parents of children of child care age in that population. In addition, normative data reveal the actual number of infants, preschoolers and school-age children whose parents preferred care in the community where they worked rather than where they lived. It was assumed that child care demand among non-resident employees working in the City would follow the same pattern demonstrated by the employee populations included in the normative data. This procedure was applied uniformly for the years 1990 through 2000.

The figures generated for non-resident employees were combined with the need data among residents to yield the total demand for child care in the City of Burbank.

Analysis of Child Care Supply

Records obtained from the State agency which licenses child care programs, the Department of Social Services, provided the basis for the analysis of child care supply in the City of Burbank. The Department's directory of programs includes listings of licensed child care centers and large family day care homes. Additional information was sought from the actual providers of care via telephone interviews. Child care supply matrices were then prepared which set forth the name and location of each program, licensed capacity by age grouping, vacancies, hours of operation, tuition fees, and expansion possibilities. Data describing small family day care homes were secured from the local referral agency serving Burbank, the Child Care Resource Center of the San Fernando Valley. Large family day care homes have a licensed capacity of 12 children, while small family day care homes may be licensed for a maximum of 6 children.

Technically, family day care homes do not have capacities for each age group established by the licensing agency, in the same way as they are for child care centers. The only age distinction in licensing regulations is that no more than 4 infants can be served in large homes and no more than 3 in small homes. Thus, the age group capacities used herein were gathered during the telephone interviews with providers operating large family day care homes, and indicate the number of children of each age group the provider typically enrolled and currently had in attendance. It was assumed that the same relative proportions, describing enrollment by age group, would hold true for small family day care homes as well. This assumption was used because State licensing regulations maintain strict confidentiality and do not permit the release of information identifying small family day care homes.

The Directory of Licensed Programs prepared by the State licensing agency does not include latch key programs located on elementary school campuses. These programs offer school-age child care before- and after-school, plus full-day care during school holidays and vacations, including summers. While latch key programs meet recognized standards, they are exempt from licensure because they are operated by school districts. Information describing the capacities of these programs and available vacancies was provided by the administrative office of the Burbank Unified School District Children's Centers. These data were included in the total supply figures for school-age child care. Throughout this report, the school district's school-age programs have been included as part of the supply of "licensed" care, since the programs are regulated by the school district and are distinctly different than other forms of exempt care, such as nanny and babysitter care. Other forms of exempt care have not been included in the discussion of supply herein, since no reliable data existed to measure the amount of such care available.

This process yielded total capacity for each age grouping used by the licensing agency: infants (birth - age 2), preschoolers (2 - 5 years), and school-age children (5 - 12 years). Vacancy rates were arrived at by determining the number of vacancies relative to the total supply for that age grouping. Capacity by age group was then compared with the demand for care, to provide a picture of the degree to which the supply of care would meet the demand now and for future years.

Projected demand through the year 2000 was generated using the assumption that the child care supply would remain constant during that period. This assumption was supported by information available from the State licensing agency for child care programs, the Department of Social Services, which indicated that the total supply of licensed care demonstrated little change during the years 1984 to 1988. According to *The California State University Study of the Need for Child Care Services* (Summa Associates, 1988), the percentage of the child care market composed of small providers is decreasing and giving way to an increase among larger providers and child care

chains. Despite these relative changes among components within the market, the total supply of licensed child care is not expected to change significantly over the next decade. These sources validate the assumption of constancy used to develop projections of the supply of child care in Burbank.

Comparison of Supply with Demand

The unmet demand for child care in Burbank was arrived at by comparing the total supply of licensed child care with the estimated total demand for care in the City. Thus, a picture of the degree to which the child care supply adequately satisfies the demand was generated for the years 1990 through 2000.

FINDINGS

Child Care Demand

According to the techniques of calculation described in the methodology section, the total number of children of child care age in the City of Burbank was derived from information provided by public and private school sources. For the current and projected number of children, refer to Appendix A, Children of Child Care Age in Burbank (1990-2000). Additional data used in the preparation of Appendix A are included in Appendix B, Burbank Unified School District Projections (2001-2005), and Appendix C, Private School Enrollment in Burbank for the Year 1990.

The number of children expected to seek child care appears in Appendix D, Demand for Child Care Among Burbank Residents (1990-2000). These figures show the number of children in Burbank whose parents work and need licensed child care in the City. By the year 2000, the number of children seeking care will have increased by 36% over 1990 levels.

DEMAND FOR CHILD CARE
AMONG BURBANK RESIDENTS
(1990-2000)

Age Group	Children Needing Care 1990	Children Needing Care 2000	Percent Increase Over 1990 Levels
Infants	586	792	35.2%
Preschool	879	1,206	37.2%
School-age	1,895	2,586	36.5%
Total	3,360	4,584	36.4%

Source: Appendix D, Demand for Child Care Among Burbank Residents (1990 - 2000).

The figures for the demand, shown above, understate the total actual demand, since the available supply of child care in Burbank must be shared by these residents and by employees working in Burbank who are non-residents. Appendix E, Demand for Child Care Among Non-Resident Employees in Burbank (1990-2000), provides estimates of the number of children needing child care in this population based upon normative research conducted by the consultant. These results show a 37% increase in the demand for child care in the population of non-residents over the next decade.

DEMAND FOR CHILD CARE AMONG NON-RESIDENT EMPLOYEES IN BURBANK (1990-2000)

Age Group	Children Needing Care 1990	2000	Percent Increase Over 1990 Levels
Infants	799	1,097	37.3%
Preschool	1,170	1,607	37.4%
School-age	1,040	1,428	37.3%
Total	3,009	4,132	37.3%

Source: Appendix E, Demand for Child Care Among Non-Resident Employees in Burbank (1990 - 2000). Also, Appendix F, Non-Resident Employees in Burbank (1990-2000).

The need for child care among non-resident employees working in Burbank may seem high, relative to the number of children needing care among residents. However, Burbank is a "balanced economic community", which has as many or more employees working in the City as there are citizens residing there. Thus, it is reasonable that the child care needs of so large a population of non-resident employees would be substantial. A related consequence of having such a significant degree of employment concentrated within City boundaries is that the child care supply must satisfy the needs of a portion of the non-resident working population as well as the needs of the resident population.

This analysis, relying on the consultant's normative data, has been conducted in a most conservative manner. The child care demand based on this data identified the number of children whose parents preferred child care in the community where they work rather than where they live. It should be noted that this is separate and distinct from a preference for worksite child care sponsored by an employer, which is preferred by an average of 82% of working parents. Estimates based on the normative data show that 13% of non-resident working parents with infants would prefer child care in Burbank, while 15% with preschoolers and 11% with school-age children would as well. School-age child care includes care which is full-day during school holidays and vacations, including summer care, as well as before- and after-school care. Lack of transportation would be a problem for non-residents attempting to use before- and after-school care in Burbank and, thus, this need may be overstated. However, the need for holiday and vacation care is substantial, since parents would use full-day care for their school-age children on those days. The normative data show that parents have an urgent need for school-age care, because its availability is so limited, and that there is a preference for care where they work.

The total demand arising from the combined needs of residents and non-residents has been summarized in Appendix G, Total Demand for Child Care in Burbank (1990-2000).

TOTAL DEMAND FOR CHILD CARE IN BURBANK (1990-2000)

Age Group	Children Needing Care 1990	2000	Percent Increase Over 1990 Levels
Infants	1,385	1,889	36.4%
Preschool	2,049	2,813	37.3%
School-age	2,935	4,014	36.8%
Total	6,369	8,716	36.9%3

Source: Appendix G, Total Demand for Child Care in Burbank (1990 - 2000).

These projections show that the number of children seeking child care will increase approximately 37% over the next decade in the City of Burbank. Comparison of the total demand to the supply of local child care will establish the degree to which that supply satisfies the need for care, now and in the future.

Burbank Child Care Committee's Child Care Survey

A child care survey was conducted by the Burbank Child Care Committee in June of 1989. Included in the survey population were City of Burbank employees and parents of elementary students, in both public and private schools. A total of 1,772 responses were received, yielding an overall response rate of 23.5%. The greatest response rate, over 60%, was achieved among City employees and the lowest was found among parents of public elementary students.

CHILD CARE SURVEY RESPONDENTS

SURVEY POPULATION		SURVEY RESPONDENTS		
	Original Sample	Number of Respondents	Response Rate	Percent of Total Respondents
City Employees	1,150	735[a]	62.1%	41.5%
Parents of Elementary Students:				
Public Schools	5,500	865	15.7%	48.8%
Private Schools	800	172	21.5%	9.7%
TOTAL	7,450	1,772	23.5%	100.0%

[a] City Employees included 21 part-time employees who responded to the survey.

Source: Appendix Q, Burbank Child Care Committee Child Care Survey Summary.

Among total respondents, nearly half were parents of public elementary school students, while over 40% were City of Burbank employees.

When questioned, "Do you work in Burbank?", 67% of those responding replied that they did. At the time of the survey, 32% were looking for child care and 74% rated quality as their most important consideration in selecting child care. Cost was closely followed by quality of care as the major problems in child care reported. Nearly one-half of those responding were from households with two working parents and the most frequently cited category of family income was $40,000 - $59,999. In fact, a full 74% responded that their total family income fell below $60,000. Please refer to Appendix Q, Burbank Child Care Committee Child Care Survey Summary.

Among survey respondents, care was found to be required for 243 infants, 341 preschool children and 1,125 children of school-age. Because the survey was distributed only to employees of the City of Burbank and to parents of elementary school children, in both public and private schools in Burbank, additional demand was likely to have existed. The demand for child care services among parents who had only infants and preschoolers, and no school-age children, was not incorporated. In addition, the low response rates among parents of school-age children indicate that the child care needs of a large number of parents were not included. This explains why figures appearing in this needs assessment report are greater than those generated as survey results and validates the figures used herein.

Child Care Supply

The State agency which regulates child care distinguishes between two types of licensed programs -- child care centers and family day care homes. Data were gathered to show the total licensed capacity of both types of programs of child care in Burbank. In addition, licensed capacity figures for school-age child care include capacity in the Burbank Unified School District's latch key programs, which are exempt from licensure and are regulated by the school district.

CURRENT CHILD CARE SUPPLY IN BURBANK (1990)

Age Group	Licensed Capacity[a]		Total
	Centers	Homes[b]	
Infants	53	118	171
Preschool	1,217	220	1,437
School-age	593	16	609
Total	1,863	354	2,217

a Licensed capacity indicates total number of children permitted, and includes capacity in school district latch key programs.

b Homes refer to Family Day Care Homes.

Source: Appendix H, Summary of Child Care Capacity in Burbank (1990). Also, Appendix I, Child Care Centers in Burbank (1990); Appendix J, Family Day Care Homes in Burbank (1990); Appendix M, Community Supply of Child Care Centers in Burbank; Appendix N, Community Supply of Family Day Care Homes in Burbank; and Appendix O, Burbank Unified School District Latch Key Programs (1990).

The total supply of infant care is smallest among the three age groupings, while preschool care is greatest. The referral agency noted that the supply of school-age care available in family day care homes is low because providers prefer to enroll infants and preschool children who attend full-time. The part-day attendance of school-age children results in reduced income for the provider. In addition, parents generally prefer the structured activities in child care centers and opportunities for their school-age children to be with others of the same age, as opposed the small number of children and multi-age grouping of family day care.

The number of available vacancies was determined for the total licensed capacity of the child care programs in Burbank. This picture of the vacancies is a "snap shot" of the number of child care spaces available at a given moment in time and will constantly be in a state of flux.

CURRENT CHILD CARE VACANCIES
IN BURBANK
(1990)

Age Group	Vacancy Rate[a]		Average[c]
	Centers	Homes[b]	
Infants	0.0%	22.0%	15.2%
Preschool	9.4%	11.3%	9.7%
School-age	0.8%	6.4%	1.0%
Average[b]	6.4%	14.7%	7.8%

a Vacancy rate is taken as the percentage of number of vacancies to licensed capacity.

b Homes refer to Family Day Care Homes.

c Averages are taken of the total licensed capacity.

Source: Appendix H, Summary of Child Care Capacity in Burbank.

The average vacancy rate for child care centers is 6.4%, while the average for family day care homes is 14.7%. This contrast is most striking for infant care, in which centers have no vacancies while homes experience a 22.0% vacancy rate. According to Appendix J, Family Day Care Homes in Burbank (1990), all of the vacancies in infant programs occurred in small family day care homes; there were none in large homes. Licensing regulations grant large home licenses only after a family day provider has successfully operated under a small home license for at least one year. Thus, among the supply of small family day care homes are the least experienced providers and the turnover rate is very high.

The overall greater vacancy rate for family day care may be a result of the wide variations in quality found among family day care programs. Thus, the availability of spaces in family day care is misleading if the vacancies occur in programs parents find unsuitable. In addition, the vacancy rate found in both centers and homes for school-age care is very low, which results in the lowest average vacancy rate among all age groups.

Unmet Demand for Child Care

A comparison between the number of children needing care and the supply of licensed child care yields the unmet demand for care. The unmet demand for care also indicates the degree to which the supply will satisfy the need for child care throughout the decade. Refer to Appendix P, Unmet Demand for Child Care in Burbank (1990-2000).

UNMET DEMAND FOR CHILD CARE
IN BURBANK
(1990-2000)

Year	Age Group	Demand Being Met			Unmet Demand	
		Children Needing Child Care	Total Child Care Supply	Percent[a]	Shortfall of Spaces	Percent[b]
1990	Infants	1,385	171	12.3%	1,214	87.7%
	Preschool	2,049	1,437	70.1%	612	29.9%
	School-age	2,935	609	20.7%	2,326	79.3%
	Total	6,369	2,217	34.8%[c]	4,152	65.2%[c]
2000	Infants	1,889	171	9.1%	1,718	90.9%
	Preschool	2,813	1,437	51.1%	1,376	48.9%
	School-age	4,014	609	15.2%	3,405	84.8%
	Total	8,716	2,217	25.4%[c]	6,499	74.6%[c]

[a] Percent refers to the percentage of demand which is met with existing capacity.

[b] Percent refers to the percentage of demand which is unmet with existing capacity.

[c] Averages are taken of the total.

Source: Appendix P, Unmet Demand for Child Care in Burbank (1990-2000).

As of 1990, there is a shortfall of 1,214 child care spaces for infants, 612 spaces for preschoolers, and 2,326 spaces for school-age children. Among preschool programs, for which the current supply comes closest to being adequate relative to the other age groups, 70% of the current need is being met. However, only 12.3% of the current demand for infant care is being addressed, and 20.7% of the school-age demand. For all three age groups combined, only one child in three in Burbank who needs licensed care can find it. Over 65% of the children currently needing care do not have a space in licensed care.

This shortfall is worsening during the coming decade, due to the increasing numbers of children needing care, in comparison to the relatively unchanging level of child care supply. Thus, the capacity of licensed child care in Burbank in the year 2000 will meet, on the average, 25% of the demand, or only one child out of every four who needs care. The shortfall will continue to be most critical for infants and school-age children; over 90% of the children needing infant care and 85% needing school-age child care will not have a space in licensed care.

The shortfall affecting preschool programs is less severe than the shortfall for other age groups; this can be explained by examining the child care market. In the past, traditional nursery schools and preschools provided part-day kindergarten readiness programs for 3 and 4 year olds. With the dramatic growth in the number of working mothers in the past two decades, existing preschool programs were in place to evolve into today's child care programs. Thus, the current child care capacity for preschoolers is much greater than that available for infants and school-age children. This is also due to financial considerations. Infant care is the most labor intensive form of child care, due to the increased staffing ratios required under licensing regulations, and parents cannot afford the true cost of such care. Programs cannot generally offer infant care without some form

of outside financial support. In addition, school-age children attend child care programs before- and after-school only, so that a program offering such care cannot collect full-time fees, except during school vacations and holidays.

Issues Affecting the Supply of Affordable, Good Quality Child Care

There is a "trilemma" in child care, the three pieces of which are affordability to parents, the quality of care for children, and the adequacy of the supply of care. Most child care programs rely solely on income from parent tuition fees to cover operating expenses. For this reason, improving any two pieces of the trilemma has been accomplished only by sacrificing the third. This trilemma is the reason that the child care supply has not kept pace with demand (Morgan, 1985). For example, having a sufficient number of caregivers to provide a safe environment for children, while keeping program costs affordable to parents, could be accomplished only by paying very low wages to program personnel. Thus, it would be difficult to attract qualified caregivers, thereby sacrificing the quality of care and reducing the supply of good quality child care. Conversely, to adequately pay and retain qualified child care workers would make the program unaffordable to most parents. And finally, keeping the program affordable for parents and paying adequate staff wages to ensure supply would necessitate hiring so few employees as to make the program unsafe for children.

Affordability of Child Care

Good child care is expensive, due to its labor intensive nature, the existence of few economies of scale, and the considerable space requirements. For parents who purchase child care, it is the fourth largest household expense after rent, food, and taxes. Research indicates that the average family can afford to pay approximately 10% of their gross income for child care. Therefore, a comparison of the average cost of child care in Burbank with household income levels will yield a picture of affordability.

AFFORDABILITY OF CHILD CARE CENTERS
IN BURBANK
(1990)

Age Group	Average Annual Cost (for one child)	Minimum Annual Income Needed (for one child in care)
Infants	$6,600	$66,000
Preschool	$3,700	$37,000
School-age	$3,575	$35,750

Note: Income would need to be greater for two or more children in care concurrently.

Source: Appendix K, Child Care Centers in Burbank (1990) -- Hours of Operation and Tuition Fees.

Available data show that household income for Burbank residents is becoming polarized toward the lower end of the scale, as more households are found below $20,000 per year in income than are at $50,000 and above. Thus, the table below shows that only the 43.8% of City residents with income above $35,000 would find school-age care for one child affordable. The number that would find preschool care affordable would be slightly smaller, while infant care would be affordable to fewer than 26.5% of the population. For a family with two children in care at the same time, the situation is much more severe. For example, concurrent use of both infant and

preschool child care, would average $10,300 per year in Burbank. Thus, the small percentage of households earning close to $100,000 might find such care affordable, but the vast majority would not.

HOUSEHOLD INCOME
AMONG BURBANK RESIDENTS
(1989)

Income Level[a]	Percent of Residents 1989
0 - $9,999	12.1%
$10,000 - $19,999	18.5%
$20,000 - $34,999	25.6%
$35,000 - $49,999	17.3%
$50,000 plus	26.5%
$31,526	MEDIAN[b]

[a] Income refers to Effective Buying Income.
[b] Median income taken from City of Burbank *Community Profile* (1989/1990).

Source: Survey of Buying Power, Sales and Marketing Management (1989).

Family day care homes do not offer relief in terms of cost. The average annual cost of family day care in Burbank is between $4,300 and $4,400 for full-time care. This form of child care would be affordable only to those whose earnings fall at the upper third of the income scale. Refer to Appendix L, Family Day Care Homes in Burbank (1990) – Hours of Operation and Tuition Fees.

With 74% of respondents reporting total family income below $60,000, it is no surprise that cost was found to be the major problem in child care cited by respondents to the Burbank Child Care Committee's Child Care Survey. For infant care, half of the parents responding were paying between $2,652 and $5,200 per year and for preschool care, 59% reported fees in the same range. Thirty-two percent of parents with school-age children were also paying fees in this range, although 60% were paying under $2,600. For school-age care, lower fees during most of the school year are expected, since much of the care would be part-time. However, during school holidays and vacations, including summer vacation, parents of school-age children would be likely to need full-time care and to have the same cost difficulties parents of younger children face year round.

Future income predictions for the City of Burbank hold that the median income level will be dropping gradually, following the increase in multifamily apartment buildings. State Department of Finance figures show an 8.6% decrease in the number of single family residences in Burbank between 1980 and 1988, during which time the number of higher density dwellings, with greater than 5 units, increased by 24.8%. Population growth has made a dramatic turn around since the 20-year decline which ended in 1980, as stated in the City's Housing Element of the General Plan. Demographers expect that these recent increases will continue, but note that the economic makeup of Burbank is changing.

Particularly among the lower income segments of the population, the demand for lower cost child care services will rise while higher cost programs may be under-enrolled. The current availability of subsidized child care is extremely limited. Subsidized child care in California is provided through both federal and state-funded sources, according to *The California State University Study of the Need for Child Care Services* (1988). Approximately 34,000 children in this State receive half day services in the Federal Head Start program. In addition, Federal government support for migrant child care is included in the State's child care budget. These two programs are the only current forms of federal funding for child care in existence. Actual reductions in federal support for child care have been experienced over the last decade and the future picture for low-income families is unclear.

The number of children served in state-funded programs has remained relatively constant over the past few years. The need for subsidized services has greatly surpassed the State's funding for such programs, as only 9% of the children meeting income eligibility requirements receive care through this source. Funding for subsidized care is an issue debated annually in the State Legislature and is subject to changing budget priorities. For this reason, the Senate Office of Research concludes that there is no basis for making projections of future state dollars available for child care. It can conservatively be assumed, however, that current funding levels will be maintained. Existing state-funded programs are universally filled to capacity and maintain lengthy waiting lists. Reference to Appendix M, Community Supply of Child Care Centers in Burbank, and Appendix O, Burbank Unified School District Latch Key Programs, will confirm that all of the programs which possessed state funding to subsidize fees were completely full and had no vacancies.

Quality of Child Care

The quality of care is an issue which affects child care supply, because quality is contingent on the number of child care staff persons and their education and experience. Reducing the number of trained staff in a program has a direct negative impact on the quality of care delivered. Because families cannot afford the cost of good programs, many programs exist and are used by parents, although they are undesirable and unsafe. They have neither a stable, well qualified child care staff nor an appropriate educational program, yet parents may use such services because there are few alternatives. In his study, The Relationship Between Quality and Cost in Child Care Programs (1986), Dr. Michael Olenick found two-thirds of the licensed non-subsidized child care programs in Los Angeles County he studied to be of poor quality and damaging to the children enrolled.

Quality also affects the availability of care. Program vacancies are not an automatic indication that supply exceeds demand. The quality of the programs with large vacancy rates may be substandard, so that parents do not wish to enroll their children. In effect, a continuing spiral develops, as the usual result of under-enrollment is financial difficulty for the program. This then affects all aspects of the program and makes the center appear increasingly less desirable to the parents it needs to attract. Normative data maintained by the consultant describing employee populations show that finding a qualified caregiver is a problem experienced by 54% of child care users studied. Among families responding to the Burbank Child Care Committee's Child Care Survey, quality of care was most frequently cited as the most important consideration in selecting child care; this response was given by 74% of those surveyed.

CHILD CARE MASTER PLAN

Child care policies and plans from a variety of cities and counties in California were reviewed in the process of developing this Master Plan. The components of these plans fall into twelve general categories, which are indicated below as strategies. Where the name of a city or county is indicated, it is given as one example where such a policy or practice is in place. Other cities may, and often do, have similar policies.

STRATEGY #1

Establish a policy statement regarding the City's role in developing child care policies and programs for residents and employees.

The City of Burbank Child Care Committee, following a review of the child care needs in the City, has an opportunity to develop a Child Care Master Plan in accordance with the City's needs and then recommend the Plan to the City Council for adoption. An examination of the policies and plans in place in other cities and counties provides a framework for the task at hand, and allows the Committee to benefit from the experience of others.

The Irvine City Council adopted its comprehensive Child Care Policy in December 1987, enabling the City to begin addressing the child care needs identified within the community with this stated goal:

> That safe, affordable, quality child care facilities and services shall be available to those who reside and/or work in the City of Irvine and are in need of those facilities and services.

The Policy includes key objectives, which direct the City to provide licensed child care spaces for 60% of children of working parents living in Irvine by 1992. Such services are to be affordable, of the highest quality, and must assure the safety and welfare of the City's children. In addition, the development of services for employees in Irvine is to be promoted.

In Pasadena, the City's role is as a catalyst to address the child care needs of the community, using its resources as a model employer, educator and facilitator to attain the goal of quality, safe, accessible, and affordable child care. The City has also directed all relevant City departments, commissions, committees, and boards to foster and support the City's Child Care Policy.

Likewise, the City of Los Angeles adopted a 12-part Child Care Policy Statement in 1987, which addresses issues ranging from partnerships and planning to legislation and vendor policies, and acknowledges that the City can best address child care needs by serving as a catalyst for action:

> This policy statement is intended to express a willingness and commitment on the part of the City of Los Angeles to utilize its resources as educator, model, and facilitator in the expansion of child care services throughout the City. City departments and commissions are hereby directed and requested to foster and follow this policy.

RECOMMENDATION #1

It is recommended that the Child Care Policy Statement for the City of Burbank identify the child care priorities which resulted from the Child Care Needs Assessment. The policy statement should identify the following criteria: for whom the services are being developed, the role of the City in developing them, and the direction to be given to City

departments. In addition, the policy statement should incorporate the key objectives or elements of the City's Child Care Master Plan, which are presented as Strategies #2 through #12 in this report. Sample language which follows is intended to provide an initial framework for Committee decision making and discussion.

> The creation of an adequate supply of affordable, high quality child care services, which assures the safety and welfare of the City's children is the highest priority of Burbank's Child Care Master Plan. The community's need for such services is substantial among all age groups and is greatest among the school-age children, followed by the infants and, finally, by the preschool children of City residents and employees working in the City. Responsibility for addressing the child care needs of the community is shared by all community members. The City of Burbank will assume a leadership role and act as a facilitator to stimulate coordinated community action, which necessitates the participation of the School District, private and non-profit providers and schools, the business community, and others.

STRATEGY #2

Integrate Child Care into the City's Infrastructure

The City of Burbank can demonstrate its commitment to child care, and confirm the intentions identified in its child care policy statement, by including child care considerations in the policies, procedures, and activities of City departments. Other cities in California have made a variety of attempts to incorporate child care into their city infrastructures.

The General Plan for the City of Irvine is currently being amended to address child care needs through the incorporation of its Child Care Policy within the Public Facilities and Services Element. An amendment is also being initiated within the Safety Element of the General Plan in order to conditionally permit child care facilities in all areas of the City not subject to crash hazards.

The City is providing a model child care facility and program at the Civic Center Child Care Center, which has City representation on the Board of Directors as part of the charter of the nonprofit public benefit corporation which operates the program.

In addition, Irvine was one of the first cities in the nation to establish a Child Care Coordination Office and bring a full-time Coordinator on board. In Fremont, a City Child Care Administrator was hired more recently to oversee the implementation of the the City's child care plan. In fact, thirty child care coordinators were at work in California cities and counties as of 1989.

Fremont's child care plan cites as a key strategy the consideration of child care issues as part of the normal planning process. This is to be accomplished by inclusion of language specific to child care in the City's General Plan, either as part of a Social Element or as an addition to existing Housing, Open Space, Land Use, Recreation and Circulation Elements.

In the City of Los Angeles, the Community Development Department has been designated as the City's principal agency in the administration and monitoring of City sponsored or assisted child care activities and programs, and is charged with the responsibility of identifying the resources necessary to ensure that child care concerns of the City are addressed in an on-going, active, coordinated, and comprehensive manner. The establishment of a Child Care Technical Advisory Committee, consisting of a representative from the Departments of Community Development, Planning, Personnel, Building and Safety, and General Services, as well as the City Administrative Officer and Chief Legislative Analyst, has been recommended to provide a wide range of technical assistance to City policy makers. This Committee will provide assistance to the Planning Department, which has been instructed to revise appropriate elements of the Citywide

Plan to reflect the City's child care policies, goals, and objectives and to implement the same when appropriate through discretionary action.

In addition, the City has an 11-member Child Care Advisory Board, appointed by the Mayor and Council President, which includes educators, child care professionals, labor representatives, consumers, and builders and private sector business interests. The Board provides support, advice, and assistance to the Child Care Coordinator and is committed to the furtherance of the City's Child Care Policy. Quarterly reports to the City Council of Board activities, comments, and recommendations are required. Five members of the Board are appointed by the Mayor and six members are appointed by the President of the City Council, all of whom are subject to Council approval. The term of office is four years. The Board also elects a chairperson and vice-chair, who hold office for one year.

In Pasadena, a Child Care Coalition was established, made up of representatives from business, public and private community agencies, and organizations concerned with the needs and welfare of children and families. The Coalition is designed to work closely with the Commission on Children and Youth and other official bodies, including the Library Commission, Planning Commission, Human Relations Commission, Parks and Recreation Commission, Transportation Commission, and the Community Development Committee. The oversight body for the Coalition is the Commission on the Status of Women. The Child Care Coalition is the forum used for city-wide discussions about child care issues, as well as for research and analysis.

In addition, the City maintains an interdepartmental Child Care Advisory Team composed of representatives from all relevant departments within municipal government. This Advisory Team facilitates the development, evaluation, monitoring, problem resolution, nurturing, and promotion of quality, safe, accessible, and affordable child care services throughout the community.

RECOMMENDATION #2

It is recommended that reference to child care be made in the Burbank General Plan, in order to strengthen the commitment of the City to child care and the effectiveness of its policies. This may necessitate specific references in the Housing, Land Use, Community Facilities, Open Space, Recreation, Social, and/or Circulation Elements of the Plan.

It is recommended that the City of Burbank establish a Child Care Coordination Office. This Office could be a regular city department, or an office within an existing department, such as the Park and Recreation Department, to coordinate the City's child care efforts.

It is recommended that a City Child Care Coordinator be hired by Burbank. The Child Care Coordination Office should be staffed initially by a Coordinator, with first year funding provided by the City. Alternative funding sources should be studied for subsequent years.

It is recommended that an Interdepartmental Child Care Team be formed to promote cooperation among City departments regarding child care issues and a coordination of activities. This Team should include representatives from all departments within the City of Burbank which potentially are involved in child care, including the Police, Fire, Public Service, Library, Personnel, and Park and Recreation departments. In addition, all divisions of the Community Development Department should be included: Planning, Redevelopment, Housing and Grants, Licensing and Code Services, and Building Inspection. Finally, the City Manager and City Clerk's offices should also be represented.

It is recommended that the existing Child Care Committee for the City of Burbank be continued. Membership on the Committee should be restructured so that adequate

representation is afforded those in the City whose cooperation in the child care effort is vital, including the school district, the local office of the State licensing agency, private industry, nonprofit organizations serving children, developers, employers, and child care providers. Members should be appointed and approved by the Mayor and City Council. The Committee should elect its own officers, including a chairperson and vice-chairperson, to serve one-year terms. City staff should continue to be assigned to the Committee as liaisons.

It is recommended that the issue of child care be included in Community Development Department publications, such as the City's *Demographic Profile* and *Community Profile*, as well as the *Portrait of a City*, which also contain discussions of trends affecting income, housing, redevelopment, and population growth. This will be particularly useful once child care policies are in place, so that developers, employers, and individuals considering a move to Burbank will know that efforts are underway to create an effective child care system.

STRATEGY #3

Facilitate the regulatory and planning process affecting the development of child care services.

In the City of Burbank, the supply of child care centers has remained static in recent history. According to the City's License and Code Services Office, which handles requests for Business Licenses, there was only one application for a child care center within the past year. The barriers facing potential child care operators, or existing operators interested in expansion, are due to both financial and regulatory causes. Thus, in the interests of increasing the supply of child care services in the community, the regulatory and planning process should be streamlined to facilitate increased child care opportunities.

In the City of Fremont, this is being done in several ways. Wording which encourages the development of child care facilities is being included in zoning text language. A coordinated fire and building inspection process for child care homes and centers is being initiated in 1990. Workshops are being provided for prospective child care center and family day care providers to assist in the preparation of city and state licensing and permit documents. Improved communication between City personnel and State Licensing agency personnel is being explored through a standardization system, as is a process for license application review and pre-inspection visits. In addition, a program is being developed in conjunction with the Police Department to provide fingerprint services, which are part of the background check required under licensing regulations, free of charge to child care providers.

The planning process is also being streamlined to facilitate the development of child care services. Fees for child care providers starting new programs or expanding existing programs are being waived. In the 1988/1989 year, six applications for fee waivers were made and three were processed for a total waiver of $1,076 in child care fees. The process is currently being refined in a collaborative effort between the departments of Planning, Finance, Public Works, Code Enforcement, and the Child Care Office to increase participation in the waiver program by child care providers. Finally, the permit and review process related to installation of portable classrooms is being streamlined to permit their use.

The City of Irvine has developed as a primary objective the provision of licensed child care space for 60% of the children of employed parents living in Irvine by 1992. In pursuit of this objective, the City is implementing a program to waive processing and development approval fees for nonprofit child care providers and to exempt family day care providers from paying business license fees. Irvine is also developing criteria and review procedures to evaluate applications for large family day care permits.

In addition, child care center parking standards contained in the Zoning Ordinance are being reviewed to determine if they are burdensome and are prohibiting child care center development; a zoning change will be initiated if revisions are warranted. Restrictions which do not permit child care in certain areas of the city are also being evaluated for possible revision.

A policy is currently being implemented which will grant priority processing for development projects that include child care facilities. A zoning code amendment is also being processed to permit child care in existing community parks, and to allow for the use of modular structures (or portable classrooms) in all public parks. In addition, measures to permit the use of modular structures in the remaining areas in which they otherwise would not be allowed are being enacted.

The Child Care Policy for Los Angeles calls for the City to act as a facilitator, to develop or improve procedures which seek to expedite the necessary approvals and permits for the construction of child care facilities. Included is the creation of a Child Care Facilities Checklist to assist providers of child care services and developers in complying with local and state building, safety, and planning requirements. Going further, the Child Care Coordinator for the City is directed to assist the Department of Building and Safety to develop within the City's One-Stop Permit Center the capability of integrating at one location expertise in local and state building, safety, zoning, fire, and handicap requirements and regulations applicable to the construction and rehabilitation of facilities designed for child care use.

The City of Pasadena adopted an ordinance in 1989 which revised zoning code provisions to promote the establishment of child care facilities as a permitted use in all zoning categories, so long as adjacent uses do not constitute a health or safety hazard to children. The City's Child Care Policy identifies its role as a facilitator in the establishment of quality, safe, accessible, and affordable child care services by reviewing and revising, when necessary, City regulations that interfere with this effort. The City includes in this the examination of fee requirements which place an undue financial hardship on child care providers and the revision of local license and physical plant requirements that exceed state licensing requirements.

RECOMMENDATION #3

It is recommended that the City of Burbank include child care considerations as part of the regular planning process. The Child Care Coordinator should participate in this process, by reviewing planning policies, procedures, and Citywide planning efforts for the potential impact on child care supply or demand. In addition, the Committee should coordinate planning activities with the local office of the State child care licensing agency. Recommendation #6, appearing later in this Master Plan, recommends granting priority processing for development projects that include child care facilities.

It is recommended that information summarizing the child care facility approval process be developed. The Child Care Coordinator should develop a brochure or other informational piece which describes pertinent regulations and the procedures to be followed by prospective child care providers seeking State licensing and City approval. This information could be in a checklist format, helping potential applicants understand the process and simplifying it for them. The City should then publicize the information and encourage interested Burbank citizens to become child care center operators or family day care providers. In addition, this information would be very useful to developers and employers planning child care facilities.

It is recommended that Burbank analyze and revise as needed City Planning and Zoning, Building, Fire, and Business License procedures where they negatively impact child care facilities and services, including both child care centers and family day care homes.

- **The City should consider exempting child care programs from certain fees.** It may not be necessary to exempt child care center operators from business license fees, which range from $22 to $27 annually, but this issue should be formally considered by the Child Care Committee. The Committee should also consider whether the definition of "day nursery" appearing in the Burbank Municipal Code should be updated so that "child care" facilities are specifically named. The Committee's determinations should be targeted to the appropriate City departments and decision makers for action.

- **It is recommended that the City establish parking guidelines for child care centers,** so that potential child care providers could plan their total space requirements prior to the consideration of their applications by the Planning Board. The Burbank Planning Division controls parking requirements for child care facilities. Each case currently is reviewed by the Planning Board and a decision about the number of required parking spaces is generated based on the number of children and number of employees of the facility.

- **It is recommended that a Zone Text Amendment be considered, allowing child care facilities in residential zones, subject to a Conditional Use Permit (CUP).** The current Child Care Committee recently heard from the Burbank YMCA regarding a specific instance in which they were unable to locate an after-school child care program in church facilities which were zoned residential. Currently, such facilities are considered a commercial use and may not even be considered as a conditional use allowed in residential areas. Rather than resorting to spot zoning, it is preferred to allow child care facilities through the CUP process.

- **It is recommended that the Child Care Coordinator review the effectiveness of code changes allowing the use of school facilities for child care.** A Zone Text Amendment was approved in October by the Burbank City Council, providing for the definition of "school" in the City's Municipal Code to be expanded to include the use of school facilities for day care. This change has the potential to create additional day care programs at established public and private school sites, to be operated by either the Burbank Unified School District or an outside individual or agency. It is recommended that the Child Care Coordinator review this provision, to ensure that its intended purpose is realized, and that revisions be proposed, if needed.

STRATEGY #4

Make space available for child care facilities.

Available space for child care is limited within the City of Burbank. As residential and commercial and industrial growth continue, the amount of available space will be shrinking. Thus, City owned properties and buildings which are currently not in use become very attractive possibilities for child care center facilities.

The City of Fremont has plans to inventory vacant or underutilized City owned property or facilities and consider making them available by lease or other arrangement to qualified child care

providers. In addition, the provision of full-day child care services is being encouraged in plans for future community centers and parks in the City.

City of Irvine staff are identifying public property and will be making suitable property available for the provision of services. In addition, the staff is developing criteria for the provision of services on public sites by the nonprofit private sector or by the City.

In the City of Los Angeles, the General Accounting Office and the General Services Department have created an inventory of vacant or underutilized city owned property to identify potential available space. Where appropriate, the City will make available, by lease or other arrangement, such vacant or underutilized land or facilities to qualified nonprofit child care providers.

The County of Santa Cruz is considering the creation of a central office space for the Child Care Council, which would include centralized space for seminars, computer services, and meeting rooms.

Torrance is currently contacting interested employers within the City in search of partners for a consortium child care project, which will serve infants and preschool children in a former elementary school facility. The potential consortium partners are being asked to contribute funds for the renovation of classroom and playground space to create a suitable child care environment, and the City will contribute the site.

RECOMMENDATION #4

It is recommended that child care considerations be made part of the City's formal review process prior to the disposition of any vacant or underutilized property or facilities by the Burbank City Council or Redevelopment Agency Board. The Burbank Community Development Department (CDD) recently completed an inventory of all City, Agency, and Housing Authority-owned property (i.e., buildings, parks, fire stations, public service facilities, etc.).

It is recommended that space for possible child care use be identified. The CDD should identify property, including land and buildings, from the City's inventory that is suitable for child care. The City should consider making such property or facilities available for child care use to the maximum extent possible.

- **City owned space should be made available to City-sponsored programs or to other qualified child care providers.**
- **Potential child care providers should be given notice of the availability of such space.** If the election was made not to operate City-sponsored programs in such space, then a competitive selection process among child care providers should be conducted. The goal should be to obtain the highest quality child care services for the Burbank community.

It is recommended that the Child Care Coordinator work with local schools, churches, and other organizations to identify available space for child care. The Coordinator should encourage public and private schools to use their existing facilities as much as is possible for the provision of child care services. In addition, churches should be included in this effort, since many churches have Sunday School or other classrooms that remain vacant during the week. Such empty space may be licensable for child care purposes. Finally, other organizations with meeting rooms or classrooms should be helped to include child care use in their space. This analysis of existing community space should also include empty space upon which modular classroom facilities may be placed.

STRATEGY #5

Expand the City's Role as a Model Employer.

In conjunction with efforts to encourage employers located within Burbank to support child care services, for their own employees as well as for the surrounding community, there is an opportunity for the City to expand its role as a model employer. The City would then improve its ability to lead by example, possessing greater credibility and experience to strengthen its appeals for action aimed at local employers.

The City of Irvine is currently in the process of evaluating personnel policies and exploring the feasibility of enabling employees to use pre-tax dollars to pay for child care. Policies already in place which assist employees in balancing their work and family responsibilities, such as job sharing, family sick leave, and regular part-time positions, are being publicized to increase utilization. In addition, child care referral services, lunch hour parenting programs, and other forms of indirect assistance are being planned. Finally, the allocation of spaces at the Civic Center Child Care Center for City employees is being explored.

In the City of Fremont, new programs and policies have been initiated to help city employees in meeting their child care concerns. The options to be explored in that city's model employer plan include a cafeteria benefits plan, sick child care reimbursement program, and on-site or near-site child care center.

These options may be implemented in a variety of ways, based upon the types of resources the City finds available and the particular characteristics of the workforce. The City of Torrance has begun to establish a consortium child care center for city employees in conjunction with other employers located within that city. In this arrangement, partners are being sought to fund the start-up remodeling expenses of the vacant school site, which has been donated to the project by the City. Ongoing operating expenses are to be guaranteed by the consortium partners so that the program will have the stability necessary to operate effectively, and any vacant or unused child care spaces will be made available to community residents who sign up on a waiting list.

In Monterey, it was decided to implement flexible scheduling policies, a tax free dependent care spending account and child care information and referral services.

Alameda County employees receive reimbursement for a percent of the costs of alternative child care, which is care for occasions when the child's regular provider was unavailable for a short term or when the child was too sick to the attend regular child care program.

Internal publicity about work/family sensitive policies which are in effect helps to maximize their utilization by city employees. In the City of Irvine, these policies include parental leave, family leave time, flexible scheduling policies, dependent care assistance plan.

RECOMMENDATION #5

It is recommended that Burbank continue its role as a model employer and expand its activities. There are ways the City can assume a leadership position to strengthen employer-supported child care for the community. This includes a variety of strategies, some of which the City has already undertaken.

- **Undertake an assessment of the child care needs of the City workforce.** Following the results of such a needs assessment, the City would have up-to-date and accurate information on which to base decisions about the types of services to offer.

- **Consider a wide range of child care options for employees** and implement child care assistance, as needed. Currently, cafeteria benefits offered to employees are primarily for health care, but employees who can show proof of prior coverage can use the pre-tax allotment for child care. Additional options worth considering include direct services, such as offering a child care center to employees, and indirect forms of assistance, such as financial assistance, child care information and referral services, parenting seminars, and other forms of support for the child care needs of employees.

- **Implement a Flexible Spending Account for employees as soon as possible.** Such a program, also called a Salary Set Aside program, allows City workers to pay for child care with pre-tax earnings and, thus, extends their child care dollars. The total cost to the employer is the minimal cost of administering the program, which may be offset by payroll tax savings.

- **Review City personnel policies and benefits** as they impact the child care needs of employees. Consider the implementation of job sharing, flexible scheduling, regular part-time positions, and other benefits.

- **Encourage City participation in consortium programs.** Burbank's efforts as a model employer should include initiation of or participation in consortium programs, if such participation is indicated by the study of City employee child care needs.

STRATEGY #6

Encourage developers to include child care facilities in new commercial, industrial, and residential projects.

The Child Care Needs Assessment for the City of Burbank provided a projection of the current and future demand for child care services through the year 2000. The result of that analysis showed that the shortfall of child care spaces in the City will be worsening during the decade, due to the increasing numbers of children needing care, in comparison to the relatively unchanging level of child care supply. Because new development projects bring additional employees and residents who need programs for their children into the City, there is a public interest in reducing the impact on the community of this additional demand for child care. From the perspective of the developers, the provision of child care as an amenity is a valuable asset. Thus, the City of Burbank needs policies that will encourage the inclusion of child care facilities and programs in new commercial, industrial, and residential development projects. The programs in place in other California cities consist either of developer requirements, which necessitate that child care be addressed, or developer incentives, which offer inducements to developers who make a provision for child care in their projects.

Two California cities, San Francisco and Concord, gained widespread notoriety following the adoption of ordinances requiring developers to address child care in their projects. The City of San Francisco adopted an ordinance requiring those who construct office buildings or additions of 50,000 square feet or more to provide a minimum of 3,000 square feet of space for a nonprofit child care facility without fee or rent. A fee of one dollar per square foot may be paid, in lieu of providing the space. This is approximately one-half of one percent of the cost of the development. The child care requirement may be satisfied by a combination of providing space and payment of a fee. In lieu child care fees are to be paid into a child care fund. According to the ordinance, the fees "... deposited in the Fund shall be used solely to increase the supply of child care facilities affordable to households of low and moderate income." The Mayor's Office of Community Development administers the program for San Francisco.

Originally, there was some opposition to the ordinance. However, according to staff in San Francisco, developers supported the ordinance because it increased the marketability of buildings, made it easier to hire and retain employees, and increased the value of buildings. Studies conducted prior to enactment of the ordinance documented a severe and growing need for day care in that City. The growing need was attributed to a significant increase in office construction and a consequent increase in the number of office workers needing child care. The following language is included in the San Francisco ordinance:

> Office uses in the City are benefitted by the availability of child care for persons employed in such offices close to their place of employment. However, the supply of child care in the City has not kept pace with the demand for child care created by these new employees. Due to this shortage of child care, employers will have difficulty in securing a labor force, and employees unable to find accessible and affordable quality child care will be forced either to work where such services are available outside of San Francisco or leave the workforce entirely, in some cases seeking public assistance to support their children. In either case, there will be a detrimental effect on San Francisco's economy or its quality of life.

The City of Concord has established a program to fund child care programs in that City. The Concord ordinance was adopted about three months prior to the San Francisco ordinance. Their program is the product of a one year effort by a task force comprised of council members, developers, and child care providers. The program requires the collection of a fee equivalent to one-half of one percent of the value of a development as calculated on the building permit by the Concord Department of Building and Safety. The fee is imposed on any nonresidential construction valued at $40,000 or more. Developers have the option of offering alternative means of satisfying the requirement, including the provision of space, as in the San Francisco ordinance.

Concord's child care fund is administered by a nonprofit agency funded by the City. The Concord child care program also assists employers with a voucher program for parents and plans to provide a low-interest revolving loan fund for physical improvements or program start-up. In addition, the program also funds an after-school program in the City's schools. The Concord Community Development Department administers and monitors fee collection and disbursements for the City.

Recent legal challenges have been mounted by developers confronting the types of city child care requirements contained in these ordinances. At issue is the assertion by cities that there is a connection between the need for day care and the number of employees that come to work in a city as a result of development projects. AB 1600 became State law in January of 1989, and requires cities to establish "a relationship between a development project and the public improvement for which a fee is charged". This legislation also mandates that city fees cannot exceed the actual cost of the public improvement.

Thus, cities must be able to show that the individuals needing child care within city limits are the same individuals who are employed in the city's offices, stores, and other work places. Cities are relying on nexus studies to demonstrate whether developer fees and other requirements should be adopted. "Nexus" is defined as a connection or link, and such studies are used to prove that there is a relationship between the need for care and the presence of employees.

A city currently engaged in a nexus study is Pasadena. Due to the considerable expense of such a study, and the amount of time required to conduct the study, the City chose to include the impact of new development on both child care and housing. The study process involves the hiring of a qualified statistician to draw the study sample and develop the design, so that results will be applicable to the city's overall population. It is recommended that this effort not be hurried and that the study be done correctly from the start, since the findings must be relied upon to defend the city in the event of legal action and the cost of duplicating the study at a later date may be prohibitive.

A similar developer requirement is in place in the City of West Hollywood. The City of Santa Monica also encourages child care in new large scale building projects. Their developer requirement, through the Planning Department, is not in ordinance form but is staff initiated. Historically, 5 or 6 major agreements have been created regarding child care, although the City has a growth moratorium currently and no big developments are planned for the near future. The City of Los Angeles developed a draft of a developer requirement ordinance with the assistance of representatives of the building industry and City staff in San Francisco and Concord. The ordinance, which proposed to amend the Los Angeles Municipal Code, was not adopted and in its place, the City extends height and density bonuses to developers offering child care. In addition, the City's Commercial and Industrial Expediting Division has developed guidelines to provide expedited plan checking and other assistance to developers who include child care facilities in their commercial projects. Other types of incentives include the parking requirement reductions and off-site parking options, tax benefits, and land swapping, which are offered to encourage developers and builders to provide child care facilities and services.

In the City of Irvine, action is currently being proposed by City staff to provide incentives to developers for the inclusion of child care in commercial and industrial villages and residential projects. Activity will be monitored and the implementation of a developer fee will be considered only if the development community is not making sufficient progress on the basis of incentives alone. A tasks force is being established, which consists of developers and representatives of local building associations, to develop with City staff these developer incentives.

The City of Fremont's child care plan calls for the use of the existing development process to ensure child care is included in new projects. The objectives of this strategy are many fold. First, all new development projects are to be evaluated for their impact on the demand for child care in the City. Criteria to encourage developers to include appropriate child care services in their proposals, including the study of child care in all Environmental Impact Reports, are being prepared. In addition, criteria are being established for Human Services staff participation in this review process. Criteria are also being established for developers to explain why or why not child care is part of a development proposal, and standards for the inclusion of child care facilities and programs in developer agreements or as conditions for permit processing for commercial/industrial projects are also underway. Finally, Fremont is encouraging consideration of full-day child care services in plans for future community centers and parks.

RECOMMENDATION #6

It is recommended that the City consider establishing developer requirements for the inclusion of child care within development projects. The decision should include consideration of the cost and time involved in conducting a nexus study, the expected impact developer requirements would have on future commercial and industrial as well as residential development within the City, the minimum project size to which requirements would apply, and the amount of child care space to be allocated and/or in lieu fees to be required of developers relative to market conditions existing in Burbank. The requirements in the developer ordinances for San Francisco, Concord, and other cities should be carefully examined in this process, since what works in those areas may not be best suited to the City of Burbank. In addition, consideration must be given to the City's Growth Control Initiative, or Measure 1, which was passed by the voters in February 1989 and controls multi-family development.

The Community Development Department (CDD) recently proposed that the Land Use Element of the General Plan be amended to include the following policy statement:

> Industrial land throughout the City, and especially in the Golden State Redevelopment Project Area, is transitioning from older industrial complexes to modern light-industrial, research and

development, office parks, retail centers, and mixed-use developments. As these changes occur, the City shall require the incorporation of on-site child care facilities in all larger developments that occur as a result of these land sales and land use transitions. Furthermore, the sale of large industrial parcels offers a unique opportunity to acquire additional land for open space and/or recreational opportunities. Consequently, the City shall require the creation of substantial open space and/or recreational areas in conjunction with all larger developments that occur as a result of large industrial land transfers and/or changes in land use.

This policy statement would be implemented by subsequent changes to the Municipal Code which would include specific requirements. This recommended policy statement was approved by the Planning Board and City Council in 1990, and was expanded so that it applies to city-wide developments.

It is recommended that expedited plan checking for projects including child care facilities be considered. This type of incentive would encourage the inclusion of child care in other types of development in the City.

It is recommended that the City Child Care Committee include developer representatives in its membership. The Committee should coordinate the process of soliciting input from the development community to arrive at policies that are workable to all concerned parties.

It is recommended that the Child Care Coordinator provide ongoing technical assistance to developers considering the inclusion of and/or implementing child care facilities in their projects. In addition, the Coordinator should refer developers to available resources and firms specializing in the establishment and operation of child care projects in commercial and industrial developments.

STRATEGY #7

Encourage employers in the City to provide child care services for their employees.

Burbank prides itself on being a "balanced economic community", in which the number of people employed in the City is as large as the resident population. In fact, 1990 figures show that the number of employees working in Burbank actually exceeds the number of residents. A related consequence of having such a significant degree of employment concentrated within City boundaries is that the child care supply must be shared by Burbank residents and by employees working in Burbank who are non-residents. Because the needs of employees working in a community contribute substantially to the strain on the local child care supply, cities throughout California and the nation have sought to involve employers in a mutually beneficial effort to develop adequate child care services.

Employer participation in child care services can take many forms. Employers preferring to avoid direct operation of child care programs can contract with an independent child care management firm to assume responsibility for day-to-day operations of an on-site or near-site center or can contribute to the community's supply of child care by providing financial support to existing programs. Employers can also participate in the development of more specialized types of services, such as programs providing care for mildly ill children or transportation programs serving school-age populations, which are generally too expensive for private operators to develop without an outside source of funding. Additional avenues exist for employer participation which do not directly increase the supply of child care, but often make care more accessible or affordable. These include reimbursing a portion of employees' child care expenses, permitting employees to

extend their child care dollars by paying for care with pre-tax earnings, helping employees to find care through the provision of referral services, and providing parenting information services and seminars.

Providing assistance to employers in identifying and selecting among these many child care options for their employees is a key strategy within the City of Fremont's plan to improve the supply of affordable, high quality child care in its community. The City developed and distributed a child care informational packet of general child care information to employers in cooperation with the Chamber of Commerce. In addition, Fremont will be holding two employer seminars to disseminate information about child care and stimulate employer interest during the summer of 1990. These efforts are coordinated through a City office established for this purpose, the Child Care Division, which is staffed by the Child Care Administrator.

In Irvine, the Child Care Coordination Office provides technical assistance about child care to employers in the City. In addition, City staff is developing a program to encourage employer and corporate contributions towards the costs of employees' child care.

The Child Care Policy adopted by Los Angeles requires that businesses in the City have a stated child care policy. Businesses are not being required to offer child care assistance, but rather must have given sufficient consideration to the issue to formulate a written policy. The City also has a vendor policy, which encourages vendors to implement child care benefits for their employees by including child care policies as a consideration in the awarding of contracts, as is done with affirmative action. All other things being equal, a vendor with a child care benefits program in place for its employees would receive contracting preference.

The City of Torrance is developing a consortium child care center, which will make spaces available to local employers that help fund the cost of site renovation. In a community where property is prohibitively expensive, such as Torrance, the City's contribution of the site is a significant inducement to companies. The City of Glendale also participates in a consortium child care center, and a portion of its contribution was to provide City staff to do the renovation work required on the site. In fact, the City of Burbank participates in a consortium center developed by the Burbank Unified School District, which is often described as a model of a public/private partnership for child care.

RECOMMENDATION #7

It is recommended that employer participation in the creation of child care services in Burbank be encouraged. The Child Care Coordinator should organize this effort and the makeup of this body should include private sector employer representatives. Thus, any City policies directed toward private employers will be developed with their input, so that workable solutions to community child care problems may be achieved.

It is recommended that the City undertake educational efforts directed at employers in Burbank, to promote understanding of local child care issues and stimulate action. Many different types of educational efforts are needed; the suggestions which follow are intended to provide a framework and are not an exhaustive listing. The activities should be organized through the City Child Care Coordinator.

- **Publicize to employers the need for child care in the City of Burbank.** A written statement of the need should be developed and disseminated throughout the City. In addition, the need could be presented in a "white paper", or research and policy report, on child care in Burbank. The City could hold a press conference and schedule a corporate executive breakfast to publicize the release of its child care information, including the need statement, the white paper, and the master plan.

- **Publicize the success of existing local corporate child care programs.** The president or CEO of a local company which provides child care should be encouraged to host the executive breakfast, highlighting not only Burbank's child care efforts but also those of that company. A list of employers in the City currently providing child care benefits should be disseminated in materials available through the City Child Care Coordinator's Office, including a description of each program type and the names of company personnel to contact for more information.

- **Publicize the City's child care policies, including any developer incentives or requirements.** Help employers become aware of the actions taken by Burbank to encourage the development of child care facilities and programs, particularly by describing the ways that City policies and procedures may be beneficial to employers and enhance the feasibility of child care services.

- **Conduct seminars or create other forums to stimulate employer interest in child care.** Address issues of greatest concern to local employers, such as liability exposure due to child care services and the costs involved. In addition, describe the types of bottom line benefits employers can expect as a result of their involvement, such as reduced recruitment costs, turnover, and absenteeism. Create an atmosphere which stimulates brain storming and problem solving, so that novice employers are brought together with and can learn from the experiences of employers already involved in child care.

- **Publicize low-cost child care options available to employers.** Flexible Spending Accounts (FSA's) allow employees to set aside a portion of their earnings to pay for child care with pre-tax dollars. The total cost to the employer is the minimal cost of start-up and administration of the FSA, which may be offset by payroll tax savings. Another option is the creation of a Flexible Benefit Plan, which allows employees to select child care as one option within a menu of other benefits offered by the employer. Since the total amount of benefit dollars expended is unchanged, but rather is being allocated differently to meet individual employees' preferences, the cost to the employer is merely the cost of setting-up and administering the program.

- **Develop informational materials for employers in the City.** These materials, including a brochure and comprehensive information packet, should describe the types of child care assistance that can be offered to employees. In addition, opportunities for employers to support community programs, such as by giving grants to existing child care centers or to the resource and referral agency serving Burbank, should be presented. While community support may not directly benefit the employer's workers, it does improve the overall supply of child care in the City and demonstrates that the employer is a socially responsible corporate citizen.

  The materials should help employers become informed in general about child care, by explaining licensing requirements, which offer minimum health and safety protection for children, and quality standards, which describe program elements necessary to meet children's educational and developmental needs. Information describing City procedures and timelines for licensing and approval of child care programs should be included, along with zoning, parking, and other requirements. Finally, concrete opportunities for employer involvement in child care issues should also be identified.

- **Disseminate information on the newly revised Employer-Assisted Child Care Tax Credit** (California Assembly Bill 802, signed by the governor to become Chapter 1352). The law allows for a 30% credit of up to $50,000 for child care start-

up costs and a 50% credit for ongoing contributions to the child care costs of employees, up to a maximum of $600 per full-time child per year.

- **Provide ongoing technical assistance to employers considering and/or implementing child care services and options.** The City Coordinator should work with local employers and refer them to available resources and firms specializing in the development and operation of employer-supported child care projects, so that real progress will be made.

It is recommended that the City strengthen its role as a model employer. In addition to its current activities and practices, the City should be encouraged to do more to emphasize its position as a model for other employers to follow. Please refer to Recommendation #5 for a description of additional efforts to be undertaken by the City. The discussion herein focuses on how the efforts of the City as a model employer can encourage action on the part of other employers.

- **Publicize the success of Burbank's efforts to local companies.** The City should conduct briefings describing those efforts and conduct tours of child care programs and projects. In addition, information describing the City's child care programs which benefit Burbank employees should be included in a brochure as part of the informational materials, mentioned above. This should include reference to the Horace Mann Child Care Center, the consortium in which the City originally participated and which is operated by the Burbank Unified School District.

- **Measure the positive impacts of the City's child care services and disseminate the results to local companies.** The City should monitor and evaluate the success of its child care benefits programs, including documentation of reductions in recruitment costs,turnover and absenteeism. The results of this analysis should be made available to employers in Burbank.

It is recommended that the City investigate ways to stimulate the involvement of employers. This can be accomplished in a variety of ways, each of which cast Burbank in a leadership role.

- **Consider the creation of a revolving loan fund or trust fund.** These funds should be developed through both City and corporate financial contributions and should be used to improve the quality and increase the supply of the child care system within Burbank. Examples include funding to support ongoing program operations, to partially pay for accreditation fees, or to lower parent fees.

- **Consider the creation of a blue ribbon committee,** made up of corporate representatives and the Mayor of Burbank, to jointly support the improvement of child care services.

- **Encourage corporate executives to participate in the City's Child Care Committee,** and any additional child care task forces or City consortium boards of directors which develop in the future.

- **Consider the creation of a joint public/private annual fundraising campaign for child care,** naming a high profile corporate executive, council person, or congressional representative to lead the effort.

It is recommended that the City consider the establishment of a vendor policy to include consideration of a vendor's child care policy in the contract awarding process.

It is recommended that Burbank encourage businesses in the City to develop their own child care policies and consider making this a requirement.

STRATEGY #8

Encourage the participation of other community members and utilize existing community resources for the development of child care services.

The current unmet demand for child care in Burbank is substantial and is projected to grow steadily over the decade. Thus, concern about the adequacy of the child care supply and the development of pro-active strategies is a community concern, requiring broad-based efforts. The City cannot tackle this undertaking alone, and needs the cooperation and input of a variety of interested community players. The need for the City to involve employers and developers in this process is discussed elsewhere; this discussion emphasizes other valuable linkages within the community.

In the City of Irvine, a joint powers agreement between the City and the school district has been established to provide child care on school sites for school aged children and has been named the Irvine Child Care Project. For older children, the City is providing after-school recreation programs at elementary and middle school campuses. A commitment has also been made to continue the City's existing school-age child care programs in community parks, which operate under the name of Kids Klub.

The Child Care Coordination Office is working with regulatory agencies and other organizations such as the Orange County Day Care Association to promote the expansion of licensed family day care spaces. In fact, the Office coordinates the review and approval of all family day care home and child care center facility applications in Irvine with County and State regulatory agencies.

The Office has also been directed to offer seminars and information to churches and other appropriate institutions, to encourage them to establish child care facilities. In addition, the coordination staff acts as an advocate of state and federal legislation that will support the development of child care services.

Advocacy is part of the City of Los Angeles' Child Care Policy, which includes support for legislation that will assist the City in pursuing its child care policy, including planning grants, revolving loan funds, program grants, tax incentives for employers to provide child care, and funding for community programs.

Pasadena's Child Care Policy states that the City will promote and support opportunities for cooperative relationships between businesses, child care providers, public and private community organizations, educational institutions, religious bodies, and other groups for the purpose of developing creative, cost effective and affordable solutions to the problem of the shortage of quality child care within the community. In this promotion of joint-venture efforts, the City has delegated the leadership role in solving school-age child care to the City Recreation Department and the school district. Together these two public entities could provide greater services to the community than either could independently:

- Develop strategies to increase the city's child care funds from state and governmental agencies.
- Administer governmental child care programs.
- Explore combining existing resources to serve a maximum number of children and families.
- Create a plan to secure transportation for after-school care when a non-school site is utilized to assure full utilization of existing programs.

In Santa Cruz County, the Child Care Action Plan included a provision for the County to encourage institutions of higher learning and vocational and adult education centers to establish computer courses for child care program bookkeeping and budgeting for the directors of child care centers and homes. In addition, senior programs such as the Service Corps of Retired Executives are encouraged to provide low- or no-cost business training to child care program staff and providers.

The City of Pleasanton contracted with a community child care agency to expand the supply of family day care and provide educational services to child care providers.

A city-wide child care strategy is being developed by the San Marcos Child Care Task Force which includes community organizations such as the school district, chamber of commerce, community college district, and the major nonprofit child care organizations, such as Boys and Girls Clubs.

RECOMMENDATION #8

Because the child care issues facing the City of Burbank are diverse and complex, it is important that a broad-based community effort be devoted to problem solving in this area. The City assumes a leadership role, but responsibility for child care must be shared by the entire community. Cooperation will need to be strengthened among a variety of organizations and businesses, including those represented in the membership of the City's Child Care Advisory Board. Additional steps recommended include having the City develop linkages in the community wherever possible.

It is recommended that the Child Care Coordinator identify organizations that are possible partners for collaborative efforts. These include the Burbank Unified School District, the Chamber of Commerce, the local office of the State licensing agency, the Family Day Care Association, the Child Care Resource Center of the San Fernando Valley (CCRC), the Verdugo Hills chapter of the Southern California Association for the Education of Young Children (SCAEYC), local Boys and Girls Clubs, Burbank Family YMCA, the Service Core of Retired Executives (SCORE), private and non-profit child care providers, and United Way Region 1. In addition, some representatives of local employers and the development community should be included.

It is recommended that a child care task force on community cooperation be assembled to develop strategies for working together. Members should include representatives of all organizations identified for possible collaboration. Meetings should create a suitable atmosphere for brainstorming and developing joint solutions to child care problems. In addition, representatives should share the types of activities in which their organizations are currently involved, so that new ideas generated will capitalize on existing resources within the community. A flashy name may be helpful in communicating the group's creative problem solving function. The City Child Care Coordinator should coordinate this effort to develop a community strategy and assist in the preparation of the group's plan for encouraging greater community cooperation on behalf of child care.

It is recommended that the City Park and Recreation Department work with the Burbank Unified School District to continue after-school recreation programs that are operated as a partnership between the two entities, and expand them where possible. Such programs were implemented this year at three junior high schools, to provide services to teens and pre-teens. The school district also operates four children's centers, licensed to serve 311 children of all ages, and nine latch key programs for 350 school-age children; these programs should be maintained and expanded where possible. Finally, it is recommended that programs be developed in community parks. If appropriate, a formal mechanism for ensuring interagency cooperation

should be considered. The Park and Recreation Department should also consider the development of cooperative efforts with local private schools.

It is recommended that the City Child Care Coordinator assist community agencies working to expand licensed care. The Coordinator should work with the local office of the State child care licensing agency, the CCRC, SCAEYC, and the Family Day Care Association to promote the expansion of licensed family day care in Burbank. Coordination of the approval of all child care center and family day care home license applications and renewals originating in Burbank with the Licensing Program Analyst serving the City should be part of the Coordinator's efforts.

It is recommended that the Coordinator act as an advocate for State and Federal legislation that will support the development of child care facilities and programs in the City.

STRATEGY #9

Encourage the upgrading of the quality of child care services.

The results of the survey conducted by the Burbank Child Care Committee show that concerns over the quality of local child care programs were a high priority of parents; 74% reported that quality is the most important consideration in selecting child care. Thus, the City can lead the effort to improve the quality of care within its boundaries by providing a positive example for others to follow.

The National Association for the Education of Young Children (NAEYC), the largest professional association in the child care field, has developed a definition of child care program quality:

> "High quality" is defined as services that offer a developmentally appropriate program, are staffed by individuals with appropriate professional preparation who receive sufficient compensation, and provide group sizes and staff-child ratios that promote optimal development.

Three approaches have been identified in the literature for achieving a better quality of community care.

- First, program quality standards can be established and enforced, and incentives can be offered to programs to encourage them to meet the standards.
- Second, direct training efforts can be targeted to center personnel and family day care providers.
- And third, information can be disseminated to parents to assist them in the process of screening and selecting qualified caregivers.

In the following analysis of these alternatives, avenues for City participation which complement, rather than duplicate, ongoing efforts should be sought.

To examine the first alternative, creating program quality standards, requires an understanding of current child care regulation. The State Department of Social Services is the government agency responsible for licensing child care centers and family day care homes. However, licensing requirements are minimal standards that are intended to assure the health and safety of children in care, and not regarded as dictating high quality standards. In fact, the Department is so severely understaffed that the agency's ability to monitor licensed programs for compliance with existing state requirements is also severely limited.

The National Academy of Early Childhood Programs, a division of the NAEYC, has developed an independent system of center accreditation. Successful accreditation demonstrates a center's

adherence to the highest quality standards governing early childhood education in the country, is a feather in the program's cap, and is increasingly becoming known to parents and influencing their care choices. The following information is excerpted from the Academy's booklet, *Accreditation Criteria and Procedures*:

> The National Academy of Early Childhood Programs defines a high quality early childhood program as one which meets the needs of and promotes the physical, social, emotional, and cognitive development of the children and adults -- parents, staff, and administrators -- who are involved in the program. Each day of a child's life is viewed as leading toward the growth and development of a healthy, intelligent, and contributing member of society.
>
> The Academy's Criteria for High Quality Early Childhood Programs represent the consensus of the early childhood profession regarding the definition of a good quality group program for young children. The Criteria were developed over a three-year period by reviewing approximately 50 evaluation documents and the research literature on the effects on children of various components of an early childhood program.

Thus, the accreditation standards are widely recognized by educators and child care professionals as the best means of quality control available. The process of accrediting infant, preschool, and school-age centers is already in place, and applies to family day care homes serving ten or more children as well. No proven national system currently exists to determine quality in small family day care homes, although some public and private nonprofit agencies have developed independent guidelines.

The second alternative, provision of training to center personnel and family day care providers, can also be accomplished by linking City efforts to those that are currently operating in the community. Rather than providing training directly, the City of Burbank may wish to make existing training programs more accessible. The City of Fremont provides individual scholarships for child care providers in the City to attend approved training, chosen by the provider, of up to $300 per individual per year. A total of 58 child care providers attended classes in the 1988/1989 year, for a total expenditure of $4,250. In addition, training grants are made available to local agencies in support of the recruitment and training of family day care providers. For the 1988/1989 year, two grants were awarded, through a competitive selection process, amounting to a total of $42,500.

Fremont has included in it's child care plan the imposition of quality operating and administrative standards on child care programs funded by the City and for centers proposed by developers and employers. Thus, any program which requests funding from the City would be required to meet the City's quality standards. Such funding requests might include subsidies to care for children of low-income families, start-up loans, or matching grants to subsidize caregiver wages. In addition, such quality standards would be used to evaluate developer or employer proposals to establish child care centers in response to the development review requirements that are also part of the child care plan.

The City of Irvine has identified provider training as an important component of its Child Care Policy that is geared toward quality enhancement. Proposed elements include having City staff petition local colleges to provide training opportunities and publicize those courses to increase participation among child care teachers and family day care providers. In addition, specialized training opportunities are planned to be offered through the City's Child Care Coordination Office.

The Child Care Action Plan for Santa Cruz County noted that the quality of child care services suffered because of the low salaries paid to child care teachers. The high turnover rate of 25% observed among teachers was attributed to the low salary levels. Thus, the Plan recommended the establishment of a quality staff program to improve the working conditions of child care teachers. In addition, the Action Plan directed the County to sponsor or co-sponsor intensive seminars

concerning child care administration, aimed at addressing the lack of such expertise among child care center directors.

RECOMMENDATION #9

There are many strategies the City can employ to upgrade the quality of child care services in Burbank.

It is recommended that the City encourage the incorporation of quality standards, such as the center accreditation criteria of the National Association for the Education of Young Children (NAEYC), for all child care programs within Burbank. Standards, such as NAEYC criteria could be used to guide the expansion of child care services in Burbank and to evaluate the adequacy of all programs, whether proposed by developers and employers, the school district, public and private child care operators, nonprofit agencies, or even the City itself. The City could publicize this effort in the community and disseminate information to parents to help them identify quality programs.

It is recommended that the City Child Care Coordinator identify opportunities for training child care center personnel and family day care providers, particularly those opportunities that make use of existing community programs or that make programs outside the community more accessible. Training topics should include child development, curriculum and classroom activities, evaluation of children, working with parents, and use of community resources. In addition, targeted forms of training should be offered, such as administration courses geared to the needs of center directors who generally lack that background and programs offering guidance to teachers working with special needs children.

- **Coordinate with nonprofit child care agencies to develop a provider training program.** The City should consider coordinating with the Child Care Resource Center of the San Fernando Valley, the state-funded referral service serving Burbank, or with other suitable nonprofit agencies, to develop a speaker's bureau offering training to child care providers in the area.

STRATEGY #10

Garner financial resources for child care facilities and affordable services.

Financial resources for child care are in short supply. A consistent source of Federal or State funding for capital costs related to the start-up of child care facilities does not exist. In addition, funding for subsidized child care services is limited. The only forms of federal funding for child care in California are for half-day Head Start programs and seasonal care for migrant agricultural workers, while state funded services provide child care for only 9% of the children meeting income eligibility requirements. Such support for child care has remained constant or actually been reduced over the last decade and the future picture for low-income families is unclear.

Cost was found to be the major problem in child care cited by respondents to the Burbank Child Care Committee's Child Care Survey, conducted in June, 1989. While the shortage of child care in Burbank is substantial now and will be growing in severity over the next ten years, the need for more <u>affordable</u> child care is even greater. The Child Care Needs Assessment showed that <u>all</u> of the existing child care programs in the City that receive state-funding to reduce parents' tuition fees were filled to capacity and maintained lengthy waiting lists.

Research indicates that the average family can afford to pay approximately 10% of their gross income for child care. With the average annual cost of licensed infant care in Burbank at $6,600,

$3,700 for preschool care, and $3,575 for care for school-age children and with the median household income falling at $31,526 per year, it is no surprise that cost presents a severe problem to Burbank parents. The Child Care Needs Assessment demonstrated the difficulty which parents in the City have trying to afford the cost of child care.

> Available data show that household income for Burbank residents is becoming polarized toward the lower end of the scale, as more households are found below $20,000 per year in income than are at $50,000 and above. Thus, only the 43.8% of City residents with income above $35,000 would find school-age care for one child affordable. For families with only one child in care, the number that would find preschool programs affordable would be slightly smaller, while infant care would be affordable to fewer than 26.5% of the population. For a family with two children in care at the same time, the situation is much more severe. For example, concurrent use of both infant and preschool child care, would average $10,300 per year in Burbank. Thus, the small percentage of households, those earning close to $100,000, might find such care affordable, but the vast majority would not. Family day care homes are not more affordable, except for infant care. The average annual cost of family day care in Burbank is between $4,300 and $4,400 for full-time care. This form of child care would be affordable only to those whose earnings fall at the upper third of the income scale.

Given this backdrop, cities must be creative in their search for other funding mechanisms for child care facilities and programs. The role of developers and employers in this effort is discussed elsewhere, in Strategies #6 and #7, respectively; this discussion focuses on different types of strategies employed by cities. A great deal of State and National attention has been focused on the City of Fremont as a result of having adopted a child care plan, which has been heralded for its innovative funding mechanisms and comprehensiveness. The City is the first in the nation, according to information from the City, to have proposed to the voters a residential and business tax to fund the City's child care program. The measure appeared on the June 1989, ballot and proposed to increase the business tax by 20% and assess an annual flat property tax on all household, not to exceed $12 per year. An information packet explaining the proposed measure was prepared and distributed to Fremont voters prior to the election.

Although the measure was defeated, other funding sources which were part of the plan, including funding from a developer fee and the general fund, have been used to address many of the child care issues identified in the City's plan. In addition, the City's Child Care Office administers grants awarded to organizations serving children in Fremont which are funded through the Human Service and Community Block Grant program.. Fremont is also examining funding allowed by the State's Mello-Roos Community Facilities Act. This would permit child care, along with other community services, to receive funding for facilities as well as maintenance and operating costs, including staffing. Financing would come from an assessment voted by local property owners. An attempt to use Mello-Roos bonds to fund 27 community projects, including one child care center, was recently defeated in the City of Irvine.

In the City of Redlands, Community Development Block Grant funds were used for the purchase of playground equipment for a specific child care facility. In the City of Los Angeles, the full range of resources for child care is reviewed as part of the effort to identify program and facility funding sources, including Community Development Block Grants, Job Training Partnership Act, Revenue Sharing, Foster Grandparents Program, "Latchkey" Funding, Older American Act, Industrial Development Bonds, Multi-Family Bonds, and Fees.

The City of Pasadena's Child Care Policy authorizes the City to explore public and private funding options, including the creation of a Child Development Endowment, to help offset the costs of quality child care. In addition, other measures are under consideration, including the setting aside of a percentage of business license fees to establish competitive wages for child care givers, to subsidize parent fees, and to expand current supply.

The Child Care Plan of the City of Santa Cruz mentions as a fund-raising project under consideration the sale of "designer birth certificates", patterned after a successful effort in the State of Oregon . The certificates were signed by the Governor and sold for $25 each.

The City of Oakland collaborated with the Clorox Company Foundation to impact the supply of local infant care. The Foundation donated $60,000 to a child care fund and spearheaded the solicitation of donations from other corporations and foundations. The funds were used to renovate and expand existing centers and to provide staff training. The creation of a revolving loan fund for program start-up and the provision of a low-income subsidy to help parents pay for child care are elements projected for the future of this program.

Although limited, State and Federal resources for child care are used by some cities to offer subsidized services to the low-income families needing them. For example, the City of La Habra operates a child care program which receives State Department of Education child development funding and offers a sliding scale for tuition fees. La Habra was the first city in California to offer direct child care services that were state funded; its program began in 1974. In 1976, the City developed a family day care network system serving infants and toddlers which is also state-funded.

In addition, Santa Fe Springs receives State latch key funding to supplement the budget for its City sponsored school-age program. With this type of funding, the City must contribute matching funds, which are provided from the general fund. In cases of extreme financial hardship in a community, the State Department of Education may waive the matching fund requirement. Santa Fe Springs also uses senior citizen volunteers to prepare daily lunches in the City's child care centers and participates in the State's Child Care Food program. Both of these strategies help keep program costs and the resulting parent fees as low as possible.

The City of Fremont's child care plan addresses the issue of care for homeless children. Through the existing supply of licensed child care centers and family day care homes, the City has planned to identify programs, train staff and reserve slots in existing child care programs for the care of homeless children. In addition, a priority has been established to secure subsidized care for homeless children.

RECOMMENDATION #10

It is recommended that the City Child Care Coordinator identify and pursue options available to the City to fund child care facilities and services. These might include the creation of a residential and/or business tax that is subject to voter approval and funding under the State's Mello-Roos Community Facilities Act. Mello-Roos bonds are commonly used by public schools as a funding source. An advantage of these bonds is that they allow the City to set the tax and apportionment rate, rather than having to rely on ad valorem or assessed values, and to select boundaries for the property owners subject to the tax that will draw out potentially negative votes.

The use of Community Development Block Grant Funds could also be considered, although this source has limited potential for two reasons. First, funding was cut back 10% this year. Block grants are federal funds to be used to benefit low- and moderate-income residents and to eliminate slums and blight. Second, of the total allocation granted to a City, a maximum of 15% can be used to fund public services. In Burbank, this amounts to approximately $150,000 annually, which is currently used to fund needed services benefitting low- and moderate-income households, including programs for the handicapped, senior citizens, and the homeless, as well as a summer youth program and a fair housing program.

In addition, the City Coordinator should explore other options including funding through the State Department of Education Child Development Division, Job Training Partnership Act, Revenue Sharing, Foster Grandparents Program, "Latchkey" Funding, Older American Act, Industrial Development Bonds, Multi-Family Bonds, and Fees. The City should also examine funding opportunities available through suitable charitable organizations and foundations. Finally, the local referral agency, the Child Care Resource Center of the San Fernando Valley, should be approached to apply for funding to develop a recruitment and training program for family day care providers in Burbank through the California Child Care Initiative program, which was originally spearheaded by the BankAmerica Foundation.

While the need for subsidized services statewide greatly exceeds the funding available, it is still advisable for the City to file a Letter of Intent with the Department of Education, signifying an interest in providing a state-funded program. Thus, when subsidies do become available, Burbank will be notified and may elect to compete for the funds.

Special strategies should be developed to address the substantial child care needs of certain populations, such as single parent families. In the City Child Care Committee's Child Care Survey, in which cost was cited as the major problem facing parents, 48% of respondents represented households with two working parents. It can reasonably be assumed that cost presents an even more severe burden to the 22% of respondents that were from single parent families.

It is recommended that the Child Care Committee encourage fundraising efforts as approved by the City Council. Strategies to be considered include the creation of a blue ribbon committee of community members and corporate representatives to promote fundraising; the establishment of a child care trust fund, endowment, or a revolving loan fund with the funds raised; the sale of designer birth certificates and any other innovative means which can be identified by the Committee. All potential funding options identified by the Child Care Coordinator should be actively pursued.

STRATEGY #11

Develop a public education effort which emphasizes the elements and importance of quality child care and provides information about how to select such care.

The long range interests of the City of Burbank will best be achieved by involving the public in its child care efforts. An effective education campaign, setting forth the rationale for City activities and the cautious approach employed, will crystallize public opinion and promote more comprehensive citizen participation. In addition, specific information about quality issues will enhance the community's understanding of the connection between the quality and affordability of child care. Finally, providing information which helps parents select child care allows parents to become a catalyst in the process of improving the quality of the community's child care supply. These efforts are suitable undertakings for the City, acting to protect consumers and control the quality of local services.

The City of Los Angeles has established a comprehensive outreach program to child care providers and users through the information and referral capabilities of existing agencies. Such agencies are sought out by the public as a source of information about child care resources, and thus the agencies have access to child care users. In addition, these agencies maintain comprehensive data files about the child care programs in their geographical territories, and thus the agencies have the information which, because it is maintained at the local level, is reputed to be as accurate or even more up-to-date than licensing records.

The City of Irvine provides information to the public about how to obtain child care referrals and co-sponsors educational forums on child care aimed at informing city residents, child care consumers, local businesses, and nonprofit organizations.

RECOMMENDATION #11

It is recommended that the City Child Care Coordination Office disseminate information to parents about how to choose quality child care, in cooperation with the existing referral agency serving Burbank, the Child Care Resource Center of the San Fernando Valley, and other appropriate agencies, which give free information about child care to parents.

Educating parents about how to choose child care should include information about quality standards and the National Association for the Education of Young Children (NAEYC) Accreditation Program. The Child Care Coordination Office can rely on existing inventories of the types of existing services that are available in the community, including school district latch key programs and infant, preschool, and school-age child care programs, as well as programs for children with special needs. Inventories are maintained by the Child Care Resource Center and the State licensing agency.

The NAEYC also has brochures available about choosing child care and the elements of program quality for which to look. In this effort, the City may sponsor workshops, disseminate informational brochures and pamphlets, and publicize services already in existence.

It is recommended that information about quality child care be made available to the public, as part of ongoing efforts to raise community consciousness about the elements of quality child care and why concern for quality is a community responsibility. Educating the public about child care services can include a variety of activities. Those identified below are ideas and should not be considered an exhaustive listing.

- **Highlight good quality programs.** Awards should be given to quality child care programs in the City, possibly through a breakfast meeting or luncheon awards ceremony. Accompanying press attention will help the public become aware of these local programs of quality. As there is currently only one accredited child care center in Burbank, this effort should begin with that program. In the future, attention should be directed to newly accredited programs.

- **Recognize accredited programs.** Any materials distributed to parents about child care programs in the City should specifically identify programs that have successfully undergone the accreditation process and have been evaluated as meeting the highest standards of child care quality. The directors of such programs should be invited to participate in Burbank's publicity efforts and participate in City child care functions. Information identifying accredited programs should be updated at least annually, since additional programs are expected to become accredited in the future.

- **Establish a "Quality Child Care Day" in Burbank.** Use this day as an opportunity to focus community attention on quality issues. Conduct a ceremony honoring accredited programs in the City by giving a plaque to the program director.

- **Conduct "Week of the Young Child" activities.** The City should be involved as a sponsor and as a leader in efforts to focus community attention on child care during this week, so named by the National Association for the Education of Young Children which encourages national and local activities. Quality Day and other ideas mentioned above could be scheduled during this week, which occurs every April.

It is recommended that the City advocate positive public policy action to promote quality child care. There are a variety of efforts in which Burbank could use its clout to promote positive action.

- **Publicly support Federal and State legislation for child care.** Increased funding is necessary to raise staff salaries and improve working conditions and staff wages are the most important predictor of program quality. Thus, the City should actively support the maintenance and expansion of legislation that will increase child care service opportunities.

- **Encourage employers to develop high quality programs.** In all City efforts to encourage employers to offer child care services, the quality of such services should be an important priority.

- **Support better enforcement of child care regulations.** The City should support efforts by the State Department of Social Services (DSS), the child care licensing agency, to enforce regulations and adequately inspect programs in the community.

- **Publicize quality child care policies.** An important component of the City's commitment to and support of quality child care involves keeping child care in the public eye and maintaining a high profile for it. This public role should be spearheaded by Burbank's Child Care Advisory Board, and should involve the blue ribbon committee and other City-sponsored groups. Activities should include writing to State and Federal elected representatives, responding to newspaper editorials, appearing publicly and other forms of support for quality child care issues.

STRATEGY #12

Document and evaluate child care needs within the City.

The elements within the Child Care Master Plan recommended for the City of Burbank have been developed in response to the results of the Child Care Needs Assessment conducted for the City, which identified current unmet demand for care and projected unmet demand through the year 2000. This provides a starting point for planning community action, but makes no provision for refining plans in the future.

The City of Irvine has made a commitment in its Child Care Policy to annually monitor the progress of child care services in Irvine, in coordination with the Child Care Committee. The need for child care will then be revised to identify any shortfalls from the previous year. The City is also responsible to review and update its child care master plan in 1992.

The Child Care Action Plan for Santa Cruz County recommends the periodic compilation of child care statistics and resource information, to promote public education efforts. Likewise, the Child Care Plan for the City of Fremont suggests periodic efforts to update need data and adapt policies and programs as a result.

RECOMMENDATION #12

It is recommended that the Child Care Coordinator prepare City child care activity reports. The Coordinator should monitor the activities of the Child Care Coordination Office, reporting regularly to the Child Care Committee and appropriate City Departments about the volume and types of activity. It is also recommended that periodic reports regarding child care

facilities be gathered from the following entities: the Child Care Resource Center about the number and type of requests for child care services which originated in Burbank, from the State licensing agency about child care center or family day care licensing applications under review in the City, and from the City Planning Division and License and Code Services Office about applications filed for new centers and homes.

It is recommended that the Coordinator update the unmet demand for care in Burbank at least annually, using techniques similar to those employed in the Child Care Needs Assessment and other techniques which become available in the future. To simplify replication of the Needs Assessment methodology, the City Planning Division should maintain current and projected non-residential employee population data for Burbank. In addition, the Coordinator should request current student enrollment figures and future projections from the Burbank Unified School District, plus current enrollment figures from the private elementary schools in the City.

It is recommended that the Coordinator update the child care supply for Burbank regularly. This should include adding information describing new child care centers and family day care homes into the supply listings maintained by the Coordinator, as well as deleting information describing closed programs. In addition, changes experienced by existing programs should be recorded, including changes in licensed capacity, changes in the ages of children served, and completion of the accreditation process. The Coordinator's child care supply database should include the following information: the program name and address, licensed capacity by age grouping (infants, preschoolers, or school-age children), ages of children served, number of vacancies by age grouping, hours and days of operation, fees charged and whether any subsidized care or reduced fees are available, whether space for expansion exists, and whether the program is accredited.

It is recommended that the Child Care Committee update the City's Child Care Master Plan regularly. A thorough analysis of Burbank child care needs and service levels must dominate the planning for all City programs and strategies. Thus, the Board should use its up-to-date information to formally revise the strategies contained in the Child Care Master Plan. The refinement of the Master Plan should be done at regular intervals and at least every five years.

APPENDICES

CHILDREN OF CHILD CARE AGE IN BURBANK (1990-2000)

Total from Public and Private School Sources

AGE	"1990"			"1991"			"1992"			"1993"			"1994"		
	Public	Private	Total	Public	Private	Total	Public	Private	Total	Public	Private	Total	Public	Private	Total
0-1 yr.	976	158	1134	1010	163	1173	1044	169	1213	1078	174	1253	1113	180	1293
1 yr.	964	156	1120	998	161	1160	1033	167	1200	1067	172	1239	1101	178	1279
2 yrs.	932	151	1082	966	156	1122	1000	162	1162	1034	167	1201	1068	173	1241
3 yrs.	917	148	1065	951	154	1105	985	159	1145	1019	165	1184	1053	170	1224
4 yrs.	892	144	1036	926	150	1075	960	155	1115	994	161	1154	1028	166	1194
5 yrs.	903	146	1049	937	151	1088	971	157	1128	1005	162	1167	1039	168	1207
6 yrs.	915	155	1070	949	161	1110	983	167	1150	1017	172	1189	1051	178	1229
7 yrs.	947	146	1093	922	142	1064	956	147	1103	990	153	1143	1024	158	1182
8 yrs.	896	148	1044	965	159	1124	940	155	1095	974	161	1135	1008	167	1175
9 yrs.	837	127	964	895	136	1031	964	146	1110	939	142	1081	973	148	1121
10 yrs.	812	136	948	857	144	1001	915	153	1068	984	165	1149	959	161	1120
11 yrs.	828	112	940	806	109	915	851	115	966	909	123	1032	970	131	1101
12 yrs.	880	98	978	912	102	1014	890	99	989	935	104	1039	993	111	1104

TOTALS BY AGE GROUP:

Infants (birth to 2 yrs.)	2254	2333	2413	2492	2571
Preschool (2 to 5 yrs.)	3184	3302	3421	3539	3658
School-age (5 -12 yrs.)	8086	8347	8610	8936	9237

Data appearing under "1990" refers to the 1989-1990 school year and this practice has been employed for all years shown.

"Public" data were obtained from the Burbank Unified School District; "Private" information was obtained from private schools in Burbank.

Current year data for children ages 5 through 12 years were supplied by the Burbank Unified School District and the five private schools in Burbank.

Future projections for public school enrollment were supplied by the Burbank Unified School District.

Private school projections were calculated on the assumption that future enrollment would follow the same pattern as that shown for the public schools.

Figures for children birth through age 4 were extrapolated from school district projections; the extrapolation technique was applied uniformly to arrive at both public school and private school figures.

CHILDREN OF CHILD CARE AGE IN BURBANK (1990-2000)
CONTINUED

1995			*1996*			*1997*			*1998*			*1999*			*2000*		
Public	Priv.	Total	Public	Priv.	Total	Public	Priv.	Total	Public	Priv.	Total	Public	Priv.	Total	Public	Priv.	Total
1147	185	1332	1181	191	1372	1215	196	1412	1249	202	1451	1283	208	1491	1318	213	1531
1135	184	1318	1169	189	1358	1203	195	1398	1237	200	1437	1271	206	1477	1305	211	1517
1102	178	1280	1136	184	1320	1170	189	1359	1204	195	1399	1238	200	1438	1272	206	1478
1087	176	1263	1121	181	1303	1155	187	1342	1189	192	1382	1223	198	1421	1257	203	1461
1061	172	1233	1095	177	1273	1129	183	1312	1163	188	1352	1197	194	1391	1231	199	1431
1073	173	1246	1107	179	1286	1141	184	1325	1175	190	1365	1209	195	1404	1243	201	1444
1085	184	1269	1119	190	1309	1153	195	1348	1187	201	1388	1221	207	1428	1255	213	1468
1058	163	1221	1092	168	1260	1126	174	1300	1160	179	1339	1194	184	1378	1228	189	1417
1042	172	1214	1076	178	1254	1110	183	1293	1144	189	1333	1178	195	1373	1212	200	1412
1007	153	1160	1041	158	1199	1075	163	1238	1109	168	1277	1143	173	1316	1177	179	1356
993	166	1159	1027	172	1199	1061	178	1239	1095	183	1278	1129	189	1318	1163	195	1358
953	129	1082	987	134	1121	1021	138	1159	1055	143	1198	1089	147	1236	1123	152	1275
1062	118	1180	1037	115	1152	1071	119	1190	1105	123	1228	1139	127	1266	1173	131	1304

TOTALS:						
Infants	2651	2730	2809	2889	2968	3047
Preschool	3776	3895	4014	4132	4251	4369
School-age	9532	9780	10093	10406	10720	11033

BURBANK UNIFIED SCHOOL DISTRICT PROJECTIONS (2001-2005)

AGE	2001	2002	2003	2004	2005
5 yrs.	1277	1311	1345	1379	1413
6 yrs.	1289	1323	1357	1391	1425
7 yrs.	1262	1296	1330	1364	1398
8 yrs.	1246	1280	1314	1348	1382
9 yrs.	1211	1245	1279	1313	1347
10 yrs.	1197	1231	1265	1299	1333
11 yrs.	1157	1191	1225	1259	1293
12 yrs.	1207	1241	1275	1309	1343

Data appearing under "2001" refers to the 2000-2001 school year; this practice has been employed for all years shown.

Appendix C

PRIVATE SCHOOL ENROLLMENT IN BURBANK
FOR THE YEAR 1990

Ages of Children	Private School Enrollment					
	School 1	School 2	School 3	School 4	School 5	Total
5yrs.	28	34	36	26	22	146
6 yrs.	31	38	38	20	28	155
7 yrs.	34	32	37	21	22	146
8 yrs.	40	36	35	19	18	148
9 yrs.	30	38	36	10	13	127
10 yrs.	40	35	33	16	12	136
11 yrs.	32	27	26	12	15	112
12 yrs.	30	36	32	0	0	98

Enrollment information was obtained from the five private schools in the City of Burbank which serve children of child care age:

School 1 -- St. Finbar (K - 8th grade)
School 2 -- St. Robert Bellarmine (K - 8th grade)
School 3 -- St. Francis Zavier (K - 8th grade)
School 4 -- American Lutheran (K - 6th grade)
School 5 -- 1st Lutheran (K - 6th grade)

Enrollment figures shown represent actual enrollment for the 1989-1990 school year.

Appendix D

DEMAND FOR CHILD CARE AMONG BURBANK RESIDENTS (1990-2000)

YEAR	AGE GROUP	TOTAL CHILDREN	WITH WORKING PARENTS Percent	WITH WORKING PARENTS Number	NUMBER WHO WILL NEED CHILD CARE
1990	Infant	2,254	52.0%	1,172	586
	Preschool	3,184	55.2%	1,758	879
	School-age	8,086	62.5%	5,054	1,895
1991	Infant	2,333	52.0%	1,213	607
	Preschool	3,302	55.2%	1,823	911
	School-age	8,347	62.5%	5,217	1,956
1992	Infant	2,413	52.0%	1,255	627
	Preschool	3,421	55.2%	1,888	944
	School-age	8,610	62.5%	5,381	2,018
1993	Infant	2,492	52.0%	1,296	648
	Preschool	3,539	55.2%	1,954	977
	School-age	8,936	62.5%	5,585	2,094
1994	Infant	2,571	52.0%	1,337	668
	Preschool	3,658	55.2%	2,019	1,010
	School-age	9,237	62.5%	5,773	2,165
1995	Infant	2,651	52.0%	1,379	689
	Preschool	3,776	55.2%	2,084	1,042
	School-age	9,532	62.5%	5,958	2,234
1996	Infant	2,730	52.0%	1,420	710
	Preschool	3,895	55.2%	2,150	1,075
	School-age	9,780	62.5%	6,113	2,292
1997	Infant	2,809	52.0%	1,461	730
	Preschool	4,014	55.2%	2,216	1,108
	School-age	10,093	62.5%	6,308	2,366
1998	Infant	2,889	52.0%	1,502	751
	Preschool	4,132	55.2%	2,281	1,140
	School-age	10,406	62.5%	6,504	2,439
1999	Infant	2,968	52.0%	1,543	772
	Preschool	4,251	55.2%	2,347	1,173
	School-age	10,720	62.5%	6,700	2,513
2000	Infant	3,047	52.0%	1,584	792
	Preschool	4,369	55.2%	2,412	1,206
	School-age	11,033	62.5%	6,896	2,586

"Total Children" was taken from Appendix A, Children of Child Care Age in Burbank.
"With Working Parents" applies Bureau of Labor Statistics workforce participation percentages, which are assumed to be constant for 1990-2000; this is conservative and is expected to understate true number.
"Number Who Will Need Child Care" includes two reductions: of school-age demand by 25% due toparents' flexible work schedules; of all demand by 50% to account for those seeking licensed care.

Appendix F

NON-RESIDENT EMPLOYEES IN BURBANK (1990-2000)

	YEAR	EMPLOYEES WORKING IN BURBANK		
		Total	Non-Resident	
			Number	Percent
Existing:	1990	94,489	79,205	83.8%
Expected:	2010	168,549	141,285	83.8%
Average Annual Increase:	1987-2010	3,527	2,956	
Projected:	1991	98,016	82,161	83.8%
	1992	101,542	85,117	83.8%
	1993	105,069	88,073	83.8%
	1994	108,596	91,029	83.8%
	1995	112,122	93,986	83.8%
	1996	115,649	96,942	83.8%
	1997	119,176	99,898	83.8%
	1998	122,702	102,854	83.8%
	1999	126,229	105,810	83.8%
	2000	129,756	108,767	83.8%

Existing and Expected "Total Employees Working in Burbank" from City of Burbank Planning Memorandum, dated January 21, 1990. Projected data extrapolated, assuming linear annual increases.

Number of non-resident employees based on percentage appearing in *Select Economic Impacts of the Major Studios in the City of Burbank prepared for The Burbank Studios, Warner Bros., Columbia Pictures Entertainment, Inc., The Walt Disney Studio, and NBC*, by Economic Research Associates, March 1989. This percentage applied uniformly to years 1990-2000.

TOTAL DEMAND FOR CHILD CARE IN BURBANK (1990-2000)

	INFANTS			PRESCHOOL			SCHOOL-AGE		
	RESIDENTS	NON-RESIDENTS	TOTAL	RESIDENTS	NON-RESIDENTS	TOTAL	RESIDENTS	NON-RESIDENTS	TOTAL
1990	586	799	1,385	879	1,170	2,049	1,895	1,040	2,935
1991	607	829	1,436	911	1,214	2,125	1,956	1,079	3,035
1992	627	859	1,486	944	1,258	2,202	2,018	1,118	3,136
1993	648	889	1,537	977	1,301	2,278	2,094	1,157	3,251
1994	668	918	1,586	1,010	1,345	2,355	2,165	1,195	3,360
1995	689	948	1,637	1,042	1,389	2,431	2,234	1,234	3,468
1996	710	978	1,688	1,075	1,432	2,507	2,292	1,273	3,565
1997	730	1,008	1,738	1,108	1,476	2,584	2,386	1,312	3,698
1998	751	1,038	1,789	1,140	1,520	2,660	2,439	1,351	3,790
1999	772	1,067	1,839	1,173	1,563	2,736	2,513	1,390	3,903
2000	792	1,097	1,889	1,206	1,607	2,813	2,586	1,428	4,014

Appendix H

SUMMARY OF CHILD CARE CAPACITY IN BURBANK (1990)

CHILD CARE CENTER SUMMARY BY AGE GROUP:

	LICENSED CAPACITY	CURRENT VACANCIES	VACANCY RATE
INFANTS (birth-2 yrs)	53	0	0.0%
PRESCHOOLERS (2-5 yrs)	1,217	115	9.4%
SCHOOL-AGE (5-12 yrs)	593	5	0.8%
TOTAL	1,863	120	6.4%

FAMILY DAY CARE HOME SUMMARY BY AGE GROUP:

	LICENSED CAPACITY	CURRENT VACANCIES	VACANCY RATE
INFANTS (birth-2 yrs)	118	26	22.0%
PRESCHOOLERS (2-5 yrs)	220	25	11.4%
SCHOOL-AGE (5-12 yrs)	16	1	6.3%
TOTAL	354	52	14.7%

SUMMARY OF TOTAL CHILD CARE CAPACITY BY AGE GROUP:

	LICENSED CAPACITY	CURRENT VACANCIES	VACANCY RATE
INFANTS (birth-2 yrs)	171	26	15.2%
PRESCHOOLERS (2-5 yrs)	1,437	140	9.7%
SCHOOL-AGE (5-12 yrs)	609	6	1.0%
TOTAL	2,217	172	7.8%

Appendix I

CHILD CARE CENTERS IN BURBANK (1990)
Available Capacity

Program Number	INFANTS Capacity	INFANTS Vacancies	PRESCHOOLERS Capacity	PRESCHOOLERS Vacancies	SCHOOL-AGE Capacity	SCHOOL-AGE Vacancies
1			64	10		
2			50	0	118	0
3			42	8		
4			105	15	61	0
5			60	0		
6			48	2		
7			55	3		
8			50	0		
9			40	25		
10	17	0	28	0		
11			34	9		
12			24	0	25	0
13			60	3		
14			25	10		
15	36	0	88	0		
16			26	0		
17			32	0		
18			47	10	14	5
19			70	2		
20			48	4		
21			34	2		
22			52	6		
23			65	0		
24			24	0	25	0
25			46	6		
Latch Key					350	0
TOTAL	53	0	1217	115	593	5

SUMMARY BY AGE GROUP:

	LICENSED CAPACITY	CURRENT VACANCIES	VACANCY RATE
INFANTS (birth-2 yrs)	53	0	0.0%
PRESCHOOLERS (2-5 yrs)	1217	115	9.4%
SCHOOL-AGE (5-12 yrs)	593	5	0.8%

"Program Number" refers to the identity of each program in Appendix M, Community Supply of Child Care Centers in Burbank.
"Capacity" refers to licensed capacity, as established by the State licensing agency.
"Vacancies" refer to the number of available spaces.
Some school-age programs are licensed for children up to the ages of 8 or 10 only.
"Latch Key" refers to the programs operated by the Burbank Unified School District.

Appendix J

FAMILY DAY CARE HOMES IN BURBANK (1990)
Available Capacity

LARGE FAMILY DAY CARE HOMES:

	INFANTS		PRESCHOOLERS		SCHOOL-AGE	
Number	Capacity	Vacancies	Capacity	Vacancies	Capacity	Vacancies
1	4	0	8	0		
2	4	0	8	0		
3	4	0	8	1		
4	4	0	8	0		
5	4	0	4	2	4	0
6	4	0	8	0		
7	4	0	8	1		
8						
9						
10						
11						
12						
13	2	0	4	1		
SUBTOTAL	30	0	56	5	4	0

SMALL FAMILY DAY CARE HOMES:

	INFANTS		PRESCHOOLERS		SCHOOL-AGE	
Number	Capacity	Vacancies	Capacity	Vacancies	Capacity	Vacancies
44 homes	88	26	164	20	12	1
TOTAL	118	26	220	25	16	1

SUMMARY BY AGE GROUP:

	LICENSED CAPACITY	CURRENT VACANCIES	VACANCY RATE
INFANTS (birth-2 yrs)	118	26	22.0%
PRESCHOOLERS (2-5 yrs)	220	25	11.3%
SCHOOL-AGE (5-12 yrs)	16	1	6.4%

Notes: "Capacity" refers to licensed capacity, as established by the State licensing agency.
"Vacancies" refer to the number of available spaces.

Appendix K

CHILD CARE CENTERS IN BURBANK (1990)
Hours of Operation and Tuition Fees

Program Number	HOURS Open	Close	Open	Close	WEEKLY FEES Infants	Preschoolers	School-age
1	6.50			6.00		$70.00	
2	6.00			6.50			
3	7.00			6.00		$80.00	
4	7.00			6.00		$80.31	
	7.50			6.00			$77.50
5	9.00			11.50			
6	6.00			6.00		$60.00	
7	7.00			6.00		$84.23	
8	9.00			3.00		$81.23	
9	7.00			5.00		$78.46	
10	6.50			5.50			
11	7.00			6.00		$70.00	
12	6.50			5.50			
13	7.00			6.00		$70.00	
14	7.00			6.50		$80.00	
15	7.00			6.50	$127.00	$97.00	
16	8.50	12.50	12.50	4.50			
17	7.00			6.00		$80.00	
18	6.50			6.00		$80.00	$60.00
19	7.00			5.75		$75.00	
20	6.50			5.50		$75.00	
21	6.50			6.00		$85.00	
22	7.00			6.00		$75.00	
23	6.50			6.00		$80.00	
24	6.50			5.50			
25	9.00	11.75	12.25	3.00		$36.92	
AVERAGE	7.08			5.86	$127.00	$71.91	$68.75

Actual times of opening and closing have undergone conversion for calculation purposes. Thus, 6:30 appears as 6.50. Average opening is approximately 7:00 a.m. and closing is between 5:45 and 6:00 p.m.

Some programs operate two separate sessions. In such cases, each session would have different children enrolled. Such programs, and others which are half-day, would not satisfy the needs of full-time working parents.

Where a range of fees was quoted by the center, the average in each age group was taken.

Where monthly fees were quoted, a conversion was made to weekly fees.

Only those programs charging a weekly fee were included in the average. Thus, State subsidized programs using sliding fee scales have been omitted. This includes Latch Key programs operated by the school district.

Appendix L

FAMILY DAY CARE HOMES IN BURBANK (1990)
Hours of Operation and Tuition Fees

Program Number	HOURS Open	HOURS Close	WEEKLY FEES Infants	WEEKLY FEES Preschoolers	School-Age
1	7.00	5.50	$65.00	$65.00	
2	7.00	6.00	$85.00	$85.00	
3	7.00	5.50	$85.00	$85.00	
4	7.00	6.00	$85.00	$85.00	
5	6.75	6.00	$65.00	$65.00	$65.00
6	7.50	5.50	$70.00	$70.00	
7	7.00	6.00	$115.00	$115.00	
8					
9					
10					
11					
12	7.00	5.50	$100.00	$100.00	
13	7.00	5.50	$85.00	$80.00	
AVERAGE	7.03	5.72	$83.89	$83.33	$65.00

Actual times of opening and closing have undergone conversion for calculation purposes. Thus, 6:30 appears as 6.50. Average opening is approximately 7:00 a.m. and closing is approximately 5:45 p.m.

This information describes large family day care homes only. It was not possible to collect similar information from the small family day care homes in Burbank, as the State licensing agency maintains the identities of small homes in strict confidence.

COMMUNITY SUPPLY OF CHILD CARE CENTERS IN BURBANK

	Program Name, Address, and Phone	Licensed Capacity	Ages Served	Any Vacancies	Hours	Fees	Future Plans to Expand	Empty Classroom Space	Empty Land to Expand
1)	ABC School House 4102 West Victory Blvd. Burbank, CA 91505 (818) 842-8466	64	2 years - 6 years	10+	6.30 - 6.00	$70/week hot lunch no subsidy	Vacancies due to job transfers, Lockheed kids moving to Palmdale.	No	No
2)	Bret Harte Children's Center 1421 North Ontario Street Burbank, CA 91505 (818) 846-0630	50 118	3 years - 5 years 5 years - 12 years	0 0	6.00 - 6.30	sliding scale state subsidized		No	No
3)	Burbank Children's Academy 332 East Valencia Avenue Burbank, CA 91501 (818) 841-8947	42	2 years - 5 years	5 to10	7.00 - 6.00	$80/week incl. hot lunch no subsidy	No plans	No	No
4)	Burbank Family YMCA Child Care 321 East Magnolia Burbank, CA 91502 (818) 845-8551	105 61	2 years - 5 years 6 years - 15 years	15 0	7.00 - 6.00 7.30 - 6.00	$348/month $13-$18/day			Looking towards sick care, infant care, & other after-school sites. Nothing definite.
5)	Burbank First United Methodist Church Nursery School 700 North Glenoaks Burbank, CA 91502 (818) 848-3233	60	2 yrs. 9 mos. - 5 years	0	9.00 - 11.30 Part-day Part-week	n/a	Not for working parents.		
6)	Burbank Foursquare Preschool 533 South Third Street Burbank, CA 91505 (818) 842-4435	48	2 years - 5 years	2 - K	6.00 - 6.00	$60/week no subsidy	Looking into latchkey program. Problems w/ zoning. Have property. Trying to work it out with YMCA (50+ kids).		Basement and parking lot
7)	Burbank Montessori Academy 217 North Hollywood Way Burbank, CA 91505 (818) 848-8228	55	2 yrs. 6 mos. - 6 years	3	7.00 - 6.00	$365/month no subsidy	Yes	Lease property. Probably be able to do another classroom.	
8)	Burbank Temple Emanuel Nursery School 1302 North Glenoaks Blvd. Burbank, CA 91504 (818) 845-1734	50	2 yrs. 9 mos. - 5 years	0	9.00 - 3.00	$352/month no subsidy	Plan to expand to full day 5.00 - 6.00 p.m. Can't say when; depends on temple schedule & staff		

9)	Christ Lutheran Nursery School 2400 West Burbank Blvd. Burbank, CA 91504 (818) 842-1812	40	2 years - 5 years	25	7.00 - 5.00	$340/month no subsidy	No	No	No
10)	Edison Children's Center 921 North Keystone Burbank, CA 91506 (818) 846-0019	17 28	3 months - 2 years 2 years - 3 years	0 0	6.30 - 5.30	sliding scale state subsidized	No	No	No
11)	Edu-Care Preschool Inc. 1709 Victory Blvd. Burbank, CA 91505 (818) 845-1833	34	2 yrs. 6 mos. - 5 years	9	7.00 - 6.00	$70/week	No	No	No
12)	Emerson Children's Center 700 East Cypress Burbank, CA 91505 (818) 846-1542	24 25	2 years - 5 years 5 years - 8 years	0 0	6.30 - 5.30	sliding scale state subsidized	W/reconfiguration hope to open to older children.		
13)	Faith Academy 505 South Sixth Burbank, CA 91501 (818) 846-9193	60	2 yrs. 6 mos. - 5 years	3	7.00 - 6.00	$70/week no subsidy	No	Yes. Trying to open new classroom (5 new spaces). Will pull out part-time kids from full-time/have separate class. In need of FT Director.	No
14)	Honeybunch Preschool and Infant Center 910 South Glenoaks Blvd. Burbank, CA 91502 (818) 840-0042	25	2 years - 5 years	10	7.00 - 6.30	$80/week $85/week if in diapers no subsidy	Just expanded from 15 to 25. Would like to open another center	No	No
15)	Horace Mann Infant/Preschool Cente 3401 Scott Road Burbank, CA 91504 (818) 840-8417	36 - I 20 - 2's 68 - PS	3 months - 5 years	0	7.00 - 6.30	$127/week - I $102/week - 2 $92/week - PS no subsidy	No	2 empty classrooms	No
16)	Kedren Burbank 353 San Jose Burbank, CA 91502 (818) 848-3131/(213) 299-9742	28	3 yrs. 9 mos. - 4 yrs. 9mos.	0	8.30 - 12.30 12.30 - 4.30	For lower income families. Fed. & State funded	Would like to expand if extention money is available.		
17)	Kilgore Kiddie Kamp 2207 West Burbank Blvd. Burbank, CA 91506 (818) 842-1006	32	2 years - 5 years	0	7.00 - 6.00	$80/week Some subsidized by an employer	No	Probably have space but don't want to enlarge program.	

55

18)	Little Men and Women Day Care Cent 3821 West Victory Blvd. Burbank, CA 91505 (818) 846-5531	47 14	2 years - 5 years 6 - 10 years	10 - PS 5 - SA	6.30 - 6.00	$80/week $60/week no subsidy	No	No, probably not any space.	
19)	Music Box Preschool 720 South Main Street Burbank, CA 91506 (818) 848-0206	70	2 years - 6 years Kindergarten w/before & after school care - also 1st graders who attended kindergarten can come to after-school care	2 - PS	7.00 - 5.45	$325/month no subsidy	No	No	No
20)	Playmates Preschool and Kindergart 310 East Alameda Street Burbank, CA 91502 (818) 842-1166	48	2 years - 6 years	4	6.30 - 5.30	$75/week no subsidy	Has space in front but can't expand because of parking lot. If building, need to add parking lot.		
21)	Rainbow School 1817 West Burbank Blvd. Burbank, CA 91506 (818) 845-1103	34	2 years - 5 years	2	6.30 - 6.00	$85/week no subsidy	No	No	No
22)	Teddy Bear Preschool and Kindergart 906 Main Street Burbank, CA 91506 (818) 846-7837	52	2 years - 5 years Licensed to pick-up from McKinley Elementary (5 - 7 year olds).	6	7.00 - 6.00	$325/month closed week of Christmas no subsidy	No	No	No real space. Maybe some extra, center on corner lot.
23)	Village Nursery School 3306 West Victory Blvd. Burbank, CA 91505 (818) 843-5766	65	2 yrs. 6 mos. - 5 years	0	6.30 - 6.00	$80/week no subsidy	No	No	No
24)	Washington Children's Center 2207 West Winona Burbank, CA 91504 (818) 846-7121	24 25	2 years - 5 years 6 years - 8 years	0 0	6.30 - 5.30	sliding scale state subsidized	9-90 w/reconfiguration will hopefully extend care to older children		
25)	Westminster Presbyterian Church 542 North Buena Vista Street Burbank, CA 91505 (818) 841-3741	48	2 yrs. 6 mos. - 5 years	6	9.00 - 11.45 12.15 - 3.00	$160/month no subsidy	No	Have 2 empty classrooms in afternoon, hard to get staff	

NOTE: All program hours of operation are for Monday through Friday, unless otherwise noted.

Guide to Symbols: I = Infant, PS = Preschool, SA = School-Age

Information secured from the State of California Department of Social Services "Directory of Licensed Programs".
Telephone contact established with each center to gather additional information.

COMMUNITY SUPPLY OF FAMILY DAY CARE HOMES IN BURBANK

	Program Name, Address, and Phone	Licensed Capacity	Ages Served	Any Vacancies	Hours	Fees
1)	Alagiyawanna Family Day Care 2710 North Lamer Street Burbank, CA 91504 (818) 845-3462	4 8	Newborn - 2 years 2 - 3 years	0 0	7.00 - 5.30	$65/week
2)	Angelheart Family Day Care 1116 North Naomi Street Burbank, CA 91505 (818) 843-0872	4 8	Newborn - 2 years 2 - 6 years	0 0	7.00 - 6.00	$85/week
3)	Angelheart Family Day Care 1612 North Brighton Burbank, CA 91504 (818) 841-9240	4 8	Newborn - 2 years 2 - 5 years	0 0	7.00 - 5.30	$85/week
4)	Angelheart Family Day Care 2712 North Keystone Street Burbank, CA 91504 (818) 843-0872	4 8	Newborn - 2 years 2 - 6 years	0 0	7.00 - 6.00	$85/week
5)	Brown Family Day Care 2035 North Buena Vista Burbank, CA 91504 (818) 846-2221	4 4 4	15 mos. - 2 years 2 - 5 years 5 - 12 years	0 0 1	6.45 - 6.00	$65/week

6)	Coach Family Day Care 908 North Florence Burbank, CA 91505 (818) 843-7792	4 8	Newborn - 2 years 2 - 3 years	0 0	7.30 - 5.30	$70/week
7)	Garcia Family Day Care 4428 Clyboum Avenue Burbank, CA 91505 (818) 845-9554	4 8	1 month - 3 years	1	7.00 - 6.00	$115/week
8)	Lodge Family Day Care 1801 Screenland Drive Burbank, CA 91505 (818) 848-5569	12	Repeated telephone attempts produced no response.			
9)	Mina Family Day Care 1500 North Fairview Street Burbank, CA 91505 (818) 841-6197	12	Repeated telephone attempts produced no response.			
10)	Ouzounian Family Day Care 1921 North Maple Street Burbank, CA 91505 (818) 954-9125		No longer in business.			
11)	Vermillion Family Day Care 1114 Burbank Blvd. Burbank, CA 91506 (213) 846-1636	12	Repeated telephone attempts produced no response.			

12) Loffredo Family Day Care 411 North Naoimi Street Burbank, CA 91505 (818) 842-2637	4 8	Newborn - 2 years 2 - 3 years	0 2	7.00 - 5.30	$100/week
13) Ysais Family Day Care 1114 North Catalina Street Burbank, CA 91505 (818) 843-0924	3 3	Newborn - 2 years 2 - 4 years	0 1	7.00 - 5.30	$85/week - Infants $80/week - Preschoolers

The information above describes large family day care homes (those with a capacity of 12) exclusively.

The State licensing agency does not release identification information about small family day care homes (those with a licensed capacity of 6). The following information about small homes was provided by the Child Care Resource Center of the San Fernando Valley.

Number of active small family day care homes	Licensed Capacity	Ages Served	Any Vacancies
44	88	Newborn - 2 years	26
	164	2 - 5 years	20
	12	5 - 12 years	1

Appendix O

Burbank Unified School District
Latch Key Programs
(1990)

Program	Enrollment	Vacancies
Edison LK[a]	27	0
Bret Harte LK	30	0
Jefferson LK	60	0
McKinley LK	54	0
Miller LK	56	0
Providencia LK	32	0
Roosevelt LK	35	0
Stevenson LK	29	0
Washington LK	27	0
TOTAL	350	0

[a] LK refers to Latch Key, school-age child care programs which are exempt from State licensure and are under the regulation of the Burbank Unified School District. These programs operate on a sliding fee scale and are partially subsidized.

Appendix P

UNMET DEMAND FOR CHILD CARE IN BURBANK 1990-2000

		DEMAND BEING MET			UNMET DEMAND	
YEAR	AGE GROUP	CHILDREN NEEDING CHILD CARE	SUPPLY OF CHILD CARE	PERCENT WHICH IS MET	SHORTFALL OF SPACES	PERCENT WHICH IS UNMET
1990	Infant	1,385	171	12.3%	1,214	87.7%
	Preschool	2,049	1,437	70.1%	612	29.9%
	School-age	2,935	609	20.7%	2,326	79.3%
1991	Infant	1,436	171	11.9%	1,265	88.1%
	Preschool	2,125	1,437	67.6%	688	32.4%
	School-age	3,035	609	20.1%	2,426	79.9%
1992	Infant	1,486	171	11.5%	1,315	88.5%
	Preschool	2,202	1,437	65.3%	765	34.7%
	School-age	3,136	609	19.4%	2,527	80.6%
1993	Infant	1,537	171	11.1%	1,366	88.9%
	Preschool	2,278	1,437	63.1%	841	36.9%
	School-age	3,251	609	18.7%	2,642	81.3%
1994	Infant	1,586	171	10.8%	1,415	89.2%
	Preschool	2,355	1,437	61.0%	918	39.0%
	School-age	3,360	609	18.1%	2,751	81.9%
1995	Infant	1,637	171	10.4%	1,466	89.6%
	Preschool	2,431	1,437	59.1%	994	40.9%
	School-age	3,468	609	17.6%	2,859	82.4%
1996	Infant	1,688	171	10.1%	1,517	89.9%
	Preschool	2,507	1,437	57.3%	1,070	42.7%
	School-age	3,565	609	17.1%	2,956	82.9%
1997	Infant	1,738	171	9.8%	1,567	90.2%
	Preschool	2,584	1,437	55.6%	1,147	44.4%
	School-age	3,698	609	16.5%	3,089	83.5%
1998	Infant	1,789	171	9.6%	1,618	90.4%
	Preschool	2,660	1,437	54.0%	1,223	46.0%
	School-age	3,790	609	16.1%	3,181	83.9%
1999	Infant	1,839	171	9.3%	1,668	90.7%
	Preschool	2,736	1,437	52.5%	1,299	47.5%
	School-age	3,903	609	15.6%	3,294	84.4%
2000	Infant	1,889	171	9.1%	1,718	90.9%
	Preschool	2,813	1,437	51.1%	1,376	48.9%
	School-age	4,014	609	15.2%	3,405	84.8%

"Children Needing Child Care" reflects the total demand among residents and non-resident employees.
Assumption that the child care supply will remain constant over the decade is based on State licensing data.

Appendix Q

Burbank Child Care Committee
Child Care Survey

June 1989
Number of Respondents: 1,772

Findings

- 67% of respondents work in Burbank.
- Day Care is required for:

243	Children under 2 years
341	Children 2 to 4 years, 9 months
1,125	Children 4 years, 9 months to 10 years

- 32% are currently looking for some form of child care.
- 74% reported that quality is the most important consideration in selecting child care.
- The forms of child care used are:

29%	Care in someone else's home	16%	Day care center
25%	Care in child's home	11%	Child in self care
18%	After school care		

- The majority of respondents rate their satisfaction with present child care services as "good" or "excellent".
- The most frequently cited weekly cost of care was:

$51-$100	for an infant under 2 years old (50%)
$51-$100	for a preschool child (59%)
less than $50	for a school-age child (60%)

- 40% of parents require after school supervision for children in grades 6 through 8.
- Total family incomes were distributed as follows:

26%	$60,000 per year and above
29%	From $40,000 to $60,000 per year
45%	Below $40,000 per year

- 48% of households have two working parents, while 19% are households headed by a single mother and 3% are headed by a single father.

Percentages calculated on the number of respondents to each question.

Appendix R

Child Care Information from Comparable Cities

The information below is presented to describe current child care efforts and highlight what other comparable cities have done. Information was gathered from five cities in the area, including Glendale, Inglewood, Pasadena, Santa Monica, and Torrance.

Glendale

The City of Glendale participates in a consortium child care center, and a portion of its contribution was to provide City staff to perform the renovation work required on the site. In addition, the Greater Glendale Child Care Council, which was created to address child care issues, developed an interdepartmental child care task force to identify barriers to improving the supply of care in the area and to examine models in place in other cities. Their report has just been completed, suggesting ways of streamlining City regulatory processes to accommodate child care providers, including easing zoning restrictions and increasing the number of zones in which child care is allowed, decreasing the current parking requirement, eliminating the City's general day care permit (which was felt to be duplicative of the State process), and exempting centers from the CUP fee. It was recommended that the City develop educational materials and have one staff person available to guide child care providers through the regulatory process. The report also suggested that the redevelopment agency strongly encourage the inclusion of day care in downtown developments. Finally, the report urged the City to develop educational materials about how to create quality child care programs in the community.

Inglewood

The City of Inglewood operates a variety of programs for children through the Department of Recreation and Community Services. Part-day preschool programs are available at three sites, offering morning and afternoon sessions in a parent participation format. In addition, after-school recreational programs are available at four Inglewood Unified School District sites, so chosen to have one in each councilmatic district. Fees in both of these programs have been kept low to make them affordable to community residents. A Girl's Club program is also sponsored by the Department with funding from the Brotherhood Crusade. The program is offered after school, is located at parks, and is designed to help 6th grade girls adjust to the transition to junior high school.

Pasadena

The City of Pasadena has identified its role as a *catalyst* for addressing the child care needs of the community, using its resources as a model employer, educator and facilitator to attain the goal of quality, safe, accessible, and affordable child care. The City has also directed all relevant City departments, commissions, committees, and boards to foster and support the City's Child Care Policy. A Child Care Coalition was established in Pasadena, made up of representatives from business, public and private community agencies, and organizations concerned with the needs and welfare of children and families. The Coalition is designed to work closely with the Commission on Children and Youth and other official bodies, including the Library Commission, Planning Commission, Human Relations Commission, Parks and Recreation Commission, Transportation

Commission, and the Community Development Committee. The oversight body for the Coalition is the Commission on the Status of Women. The Child Care Coalition is the forum used for city-wide discussions about child care issues, as well as for research and analysis.

In addition, the City maintains an interdepartmental Child Care Advisory Team composed of representatives from all relevant departments within municipal government. This Advisory Team facilitates the development, evaluation, monitoring, problem resolution, nurturing, and promotion of quality, safe, accessible, and affordable child care services throughout the community.

The City of Pasadena adopted an ordinance in 1989 which revised zoning code provisions to promote the establishment of child care facilities as a permitted use in all zoning categories, so long as adjacent uses do not constitute a health or safety hazard to children. The City's Child Care Policy identifies its role as a facilitator in the establishment of quality, safe, accessible, and affordable child care services by reviewing and revising, when necessary, City regulations that interfere with this effort. The City includes in this the examination of fee requirements which place an undue financial hardship on child care providers and the revision of local license and physical plant requirements that exceed state licensing requirements.

Pasadena is currently engaged in a nexus study, which should determine the impact of new development on both child care and housing, in anticipation of instituting requirements for the inclusion of child care in developments within the City.

Santa Monica

The City of Santa Monica is completing a Child Care Master Plan, which will include a needs assessment and a plan for involving the school district and local community college in child care efforts. In addition, child care in encouraged in new large scale building projects. This developer requirement, through the Planning Department, is not in ordinance form but is staff initiated. Historically, 5 or 6 major agreements have been created regarding child care, although the City has a growth moratorium currently and no big developments are planned for the near future. An existing community center in Marine Park is being converted into a child care enter, to provide full day, year round day care serving City employees. Employee benefits include tuition scholarships and a salary set aside program, in which child care expenses can be paid out of pretax earnings. The City also has developed a 10-year youth action plan which is preventative in nature. This plan includes Kids City, a storefront operation with adult and teen counselors and a wide ranging youth agenda. Currently, this program serves middle school and high school students, but expansion to include younger children is planned.

Torrance

Torrance is currently contacting interested employers within the City in search of partners for a consortium child care project, which will serve the infants and preschool children of employees in a former elementary school facility. The potential consortium partners are being asked to contribute funds for the renovation of classroom and playground space to create a suitable child care environment, and the City will contribute the site. In a community where property is prohibitively expensive, such as Torrance, the City's contribution of the site is a significant inducement to companies. Ongoing operating expenses are to be guaranteed by the consortium partners so that the program will have the stability necessary to operate effectively, and any vacant or unused child care spaces will be made available to community residents who sign up on a waiting list. The City Parks and Recreation Department also operates a part day parent participation program for the community.

ATTACHMENT 2

Meeting the Needs of Burbank Families:

A Child Care Needs Assessment

June 2023

CCRC Office of Strategic Engagement

Child Care Resource Center™
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Acknowledgements

This research and report were made possible through the support of LeSar Development Consultants and the encouragement of Mary Cutone, Director at the Burbank YMCA. We'd also like to thank the members of the Office of Strategic Engagement, a partnership of the Communications, Government Relations, and Research Divisions who contributed to this report. From Research, Sandy Upson, Patrick Stanley, and Mackenzie Wright for help with survey development, report writing, and data analysis; Francisco Solis for his GIS work and data analysis of CCRC child care and U.S. Census data; and Billy Erdenebaatar for his analysis of CCRC family data. We would like to thank Government Relations, Patrick MacFarlane and Yvonne Perez, for contributing to the report writing and providing state and federal child care policy updates. Lastly, thank you to our Communications team, Felix Bada for report design, Rachel Leeper, and Yesenia Rodriguez for communications support and survey distribution.

More importantly, we would like to thank the families who live or work in Burbank, California who took the time to provide insight into their child care needs and challenges through our survey. They inspired us to produce this report and without their insights this would not have been possible.

For questions about this report, please contact:

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Table of Contents

Executive Summary **4**

Research Questions **6**

Methodology **6**

Semi-Structured, Informal Interviews 6
Literature Review 7
Parent Survey 8
Public and CCRC Administrative Data 8
Limitations 9

Findings/Data Analysis **10**
Overview of Burbank Demographics 10
What is the current policy and budgetary landscape that can affect access to child care? 13
Current Supply & Demand for Child Care 13
The Cost of Care in Burbank and Los Angeles County 14
To what extent can Burbank YMCA engage Burbank employers and stakeholders to address the lack of access, if there is a need? 15
Working Population in Burbank 16
Type of Employers Engaged 17
The Need for Child Care in Burbank 18
What types of child care services do parents in Burbank access, value, and desire (including but not limited to program type, hours, location, expertise, affordability, services)? 19
Program Type and Location 19
Affordability and Financial Assistance 21
Additional Services for Families to Access 23
Challenges and Barriers 25
How many infant care spaces are available to meet the demand for infant care in Burbank? 26

Recommendations **27**

Summary **28**

Bibliography **30**

Appendices **32**

Appendix 1. Survey Questions 32
Demographics 32
Employment 32
Child Care Setting 33
Financial Assistance for Child Care 34
Commute 35
Contact Information 35
Redirect Page 36

Appendix 2. Burbank Needs Assessment Survey Data 37
Survey Qualitative Data 37
Survey Quantitative Data 58
Appendix 3. Burbank Map 64
Appendix 4. Additional U.S. Census Data 65
Median Individual Incomes 65
Language 66
School Enrollment 66
Foster Care Children 67

Executive Summary

Access to affordable child care is vital to ensure the healthy social and emotional development of young children as well as the economic growth of the community. In the first few years of a child's life 700 to 1,000 neural connections form every second ("The State of Early Care and Education in Los Angeles County," 2017). While the years between birth and age 5 are critical for brain development, most important is how parents and caregivers interact with young children during this time (Melnick, Ali, Gardner, Mier, & Wechsler, 2017). Children who participate in high-quality early care and education programs show improvements in many key facets of child development: social-emotional competencies (self-regulation, strong coping and problem-solving skills, and positive social connections), cognitive ability (executive functioning and language), and academic achievement (literacy, mathematics, and science) (Melnick et al., 2017). As the first few years of a child's life are critical for brain development, high-quality early care and education programs can significantly improve various aspects of a child's social development. In addition, when parents are able to find affordable, quality care for their children, they are more likely to enter the workforce and contribute to the economic vitality of the community. Therefore, access to affordable child care is crucial for both the healthy development of young children and the economic growth of the community, but studies have shown there is not enough spaces to meet the demand for child care and there is a high need for more child care spaces, particularly in the City of Burbank.

Concerned parents, child care providers, and stakeholders in the City of Burbank convened to discuss the child care challenges they were facing, which led to the formation of the Burbank Infant Group. The Burbank Infant Group is a group of regional leaders, led by the Burbank Community YMCA, that works to identify strategies for raising awareness of infant care shortages in Burbank and to engage local stakeholders in addressing the child care challenges affecting Burbank families, which was further impacted by the pandemic. The City of Burbank is a hub for motion picture and entertainment related industries, which has made the city a major employment center in the San Fernando Valley. Burbank is also home to other prominent employers such as Burbank Unified School District, the City of Burbank, Hollywood Burbank Airport, and Providence St. Joseph Medical Center. The Burbank Infant Group is unique in that it has created a partnership with many regional leaders, but this partnership is only possible if the entertainment industry and other prominent employers in Burbank actively participate. By doing so, the Burbank Infant Group can effectively change the child care landscape in Burbank and promote the economic growth of the community.

In the coming years, the Burbank landscape will undergo numerous changes. The City of Burbank is projected to increase housing developments, the workforce, and transit projects (Associates, 2022). With a projected increase in the city's population, we expect that more families will move to Burbank, which will impact the need for more child care spaces. But these were changes that were already in place prior to the pandemic. The pandemic—as we know—changed so much of how we interact with others, where we work (from our homes or in our offices part time), and it even impacted the need for child care. To learn more about the impact the pandemic had on child care and what is in store for the City of Burbank, the Child Care Resource Center (CCRC) Research team conducted a needs assessment utilizing public data, CCRC's subsidized child care data, a meta-analysis on publicly available literature around Burbank housing development and child care programs in California, and developed a parent survey to receive insight on child care needs and preferences directly from families who work or live in Burbank.

The Burbank Needs Assessment findings indicate that families who live or work in Burbank face many of the same challenges and barriers families across California face, regardless of their income. Analysis of U.S. Census publicly available data revealed that families in Burbank make a median annual income of $106,000, while the median annual income for residents in Los Angeles County is $76,000 ("U.S. Census Bureau, 2020 American Community Survey 5 Year Estimates," 2022). However, participants in our survey remarked that although their annual incomes are above $100,000, the cost of living in Burbank and the cost of child care are so high that it continues to prevent them from economic mobility as they live paycheck to paycheck. Second, CCRC data showed that there are not enough child care spaces available in Burbank to meet the needs of the children under six residing in Burbank, with only 36% of children having access to child care. There is a need for not only financial assistance for child care services but also additional services such as programs that provide care for families who work full time as well as part time, services for single-parent households, additional child care spaces and facilities to reduce the long waitlists, and infant care spaces to meet the current needs of families and the projected needs of future families. Overall, our survey found the most important criteria to participants when seeking care were ensuring the safety and health of their child while in care, the cleanliness of the environment meets parents' standard of quality, and the provider is licensed. Although important, the quality of the education and curriculum were not as high a priority for participants.

Most alarming were our findings around single-mother households living in Burbank. We found that single-mother households need the most assistance and are utilizing public assistance the most. Single mothers spent 20% of their income on child care, and well below the median income in California and the lowest in Burbank with an annual income of $55,000. Our survey found there were 84 single, widowed, or divorced parents who live in or work in Burbank and 13% shared they were struggling financially to afford the cost of child care. In addition, our survey found 49% of participants indicated they were eligible for child care and meet the new income limit for statewide financial assistance for child care; 97% of eligible participants said they would apply. Lastly, our needs assessment reviewed infant care spaces. Our data showed that almost half (48%) of participants had not used licensed infant care in the last two years, and 36% of participants that were seeking care had been on a waiting list for infant care. The Burbank Child Care Needs Assessment report indicates that there is a clear need for more support from the city to address child care services and availability.

Based on our findings, we recommend that the Burbank Infant Group take these next steps to improve access to child care services and financial assistance for child care:

1. Build on their relationships and connections with city stakeholders to address concerns facing families in Burbank and those who work in Burbank.
2. Offer financial assistance to single-parent households, low-income, and families earning wages above the financial assistance threshold.
3. Invest in additional services for families who are hybrid or part-time workers such as open facilities that provide a variety of hours or type of care options.
4. Leverage new state and federal funding. The American Rescue Plan invested $24 billion in child care and added 200,000 child care spaces through the Alternative Payment Program.

Research Questions

As housing developments in the City of Burbank are projected to increase, the Burbank YMCA expressed interest in a child care needs assessment to better understand the child care needs and challenges of families with children ages five and under, who live or work in the Burbank. The following research questions were crafted to address the objective of this project and obtain the necessary data for analysis and inference.

TABLE 1. RESEARCH QUESTIONS USED TO GUIDE THE BURBANK NEEDS ASSESSMENT

Research Questions	Data Collection Methods
How many infant care spaces are available to meet the demand for infant care in Burbank?	Administrative data Semi-structured, Informal Interviews
To what extent can Burbank YMCA engage Burbank employers and stakeholders to address the lack of access, if there is a need?	Parent survey
What types of child care services do parents in Burbank access, value, and desire (including but not limited to program type, hours, location, expertise, affordability, services)?	Parent survey
What is the current policy and budgetary landscape that can affect access to child care?	Budget and policy review

Methodology

The analytical methods used to answer our research questions included conducting literature reviews on the current child care landscape in Burbank, a review of new Burbank housing developments and other child care programs and resources in Burbank, semi-structured interviews with Burbank YMCA and community partners, a parent survey distributed to current and future parents working or living in Burbank, and an analysis of public data and financial assistance (subsidized child care) data from CCRC.

Semi-Structured, Informal Interviews

In the fall of 2019, the Burbank YMCA convened a group of community members and informally developed the Burbank Infant Group. Members of the Burbank Infant Group included Burbank YMCA, Stratiscope, City of Burbank Parks & Recreation Department, UCLA Health, Providence St. Joseph Medical Center, First 5 LA, Burbank Unified School District, CCRC Government Relations Manager, and CCRC Senior Policy Research Analyst. Monthly meetings were held at Burbank YMCA to discuss what could be done to address the need for infant care spaces. However, these meetings were deferred due to the COVID-19 pandemic that put a halt to in-person meetings. Nonetheless, this group was a critical element in bringing this study to fruition and helped inform the research questions. Once the research questions were developed and the study was

underway, the team held weekly meetings to develop the survey, collect data, conduct literature reviews, analyze data, and begin report writing. Monthly meetings with the Burbank YMCA Director took place to provide status updates, clarify any concerns, and request feedback. For example, during these meetings with the YMCA, we received feedback on the paid advertisements that were used on social media to promote the survey. In addition, these meetings were used to draft a list of companies in Burbank willing to send out the survey to their employees.

Literature Review

Literature reviews were conducted to guide our research questions and to gather information on what impact new housing developments in Burbank will have on child care needs. First, we used the findings from the literature review to guide the development of the parent survey. Literature reviews on other child care surveys done in the past were used to formulate our questions.

Across the nation, affordable and quality child care spots are becoming more challenging to find. In California, the pandemic caused the closure of 10,000 child care programs and a loss of at least 18,000 child care spaces, exacerbating the already existing shortage of options (Boyd-Barrett, 2022). Cities such as San Mateo, a city in the bay area, has also experienced the effects of a child care shortage with the demand for spaces exceeding availability by 29% ("Study Finds San Mateo County Is Experiencing a Severe Child Care Shortage," 2023). Over the past three years, child care rates have increased to reflect market rates in the City of Burbank. As of January 2023, the price of child care in Burbank can range from $200 to $500 a week. Child care is considered affordable if it costs 7% or less of a family's income (Malik, 2019). A family with an infant in a family child care home and a preschooler in a center would need to make at least $341,000 a year to meet that definition, according to the California Child Care Resource and Referral Network (Network, 2019).

The City of Burbank has felt the pressure of rising demands for child care coupled with rising child care costs in the last few years. The City of Burbank offers less than ten child care options for children in transitional kindergarten through middle school ("Burbank Unified School District Child Care Options," 2023). For example, Around the Bell, a child care program in Burbank, serves transitional kindergarten to 5th grade children at $100-$130 a week, the Boys & Girls Club serves Transitional Kindergarten to middle school children at $50-$200 a week, After School Daze serves school-age children at $155-$329 a week, the YMCA which supports 1st and 2nd graders and is free to qualifying students, and the Burbank Child Care Center which is run through a church and supports children ages 2 to 5 ("Burbank Unified School District Child Care Options," 2023). The Burbank Housing Corporation also offers child care through their child development centers available to low-income residents.

"The early education center is too expensive in Burbank, and I have three kids. The hours are too late opening up at 8 am and I go into work at 7:40 am. Access to information to early care should be more available and affordable for families. Not everyone in Burbank are home owners."

– Parent

The city estimates the daytime employment is currently over 130,000 jobs which exceeds the 45,000 housing units in the city. This has created a "jobs-to-housing imbalance" that in 2019 the City Council set a goal to build 12,000 residential units by 2035 (Associates, 2022). In addition to increasing the housing units in the City of Burbank, the city recently updated and certified their Housing Element Policy document for the years 2021-2029 (Associates, 2022). The report identifies the housing needs of the community and the City's plan for achieving the needs through goals and policies. The identified housing goals and policies will be implemented through various programs. One of Burbank's goals is to facilitate the development of affordable housing projects to include community-serving uses such as child care and family resource centers through the Neighborhood Revitalization program. The city plans to continue its partnership with the Burbank Housing Corporation (BHC) to purchase and manage affordable housing in the community and to provide neighborhood assets including child care centers, after-school activity centers, and community gardens (Associates, 2022).

Parent Survey

To understand the child care needs of current and potential families in Burbank, an online survey via JotForm was distributed to key employers in Burbank, stakeholders, and on social media. The survey, offered in both English and Spanish, inquired about parents' child care needs, what they value and desire in a child care program, and opportunities for improving child care accessibility in Burbank. The online survey aimed to reach current or future parents who live or work in Burbank and are parents to children ages six and under. The survey instrument comprised of 40 questions (see Appendix 1 for survey questions) and yielded 525 responses.

To reach a broader population of those living or working in Burbank, CCRC Communications team created two variations of outreach flyers to circulate on Facebook via a paid advertisement. This paid advertisement was listed for two non-consecutive weeks and reached over 6,000 unique individuals. The online survey was also distributed to families who live or work in Burbank via CCRC Blackboard messenger, which is used to communicate with CCRC families and providers. Lastly, our partners at the YMCA and CCRC Government Relations team connected with key stakeholders and top Burbank employers to distribute the survey to their employees.

The online survey was a crucial element of the Burbank Needs Assessment because of its wide reach to current and future parents that live and work in Burbank that would otherwise have been challenging to produce through other means. The online survey addressed 2 of the 4 research questions proposed in this report and was integral in addressing the needs of Burbank families.

Public and CCRC Administrative Data

For comparative analysis, we included public data gathered from the U.S. Census' American Community Survey data as well as CCRC administrative financial assistance (or subsidy) data. The public data analysis allows us to draw inferences from data that already exists, whereas CCRC data will help us compare the cost of child care information derived from the survey to what CCRC already collects. We gathered data from public sources to build a demographic profile for Burbank residents. Most of the data is from the U.S. Census. Their American Community Survey (ACS) 5-year estimates for 2020 are the most comprehensive datasets available, offering a variety of tables on topics such as population, language, income, and poverty.

Lastly, Burbank falls under CCRC's service area, so we utilized CCRC's internal data from November 2022 on families and children receiving subsidized child care. Using CCRC data, we were able to calculate descriptive statistics for Burbank children such as age and the type of care they received. The data also included information on providers located in Burbank and other information such as the type of providers (child care center, family child care home, etc.), and their availability. Using this data, we were able to assess the current child care landscape in Burbank like the number of providers by type and the gap between the number of spaces or spaces and the number of children in the community.

Limitations

Conducting a needs assessment on child care is no small undertaking. Given the limited time available to conduct this study and the limited resources, there were limitations. First, there is no centralized database on the number of child care spaces available at any given time in California that is publicly accessible. We know how many spaces are allocated for those child care programs that are licensed with the State of California (for example, one child care program can be licensed for 8 spaces or 14 spaces), but not how many are currently being used, as that information fluctuates. Aside from this, data on unlicensed child care programs, also known as licensed exempt, are generally not tracked consistently, but are widely used given that they include family, friends, or neighbors (FFN) care and relative caregivers (aunt, uncles, grandparents, etc.). Therefore, we used CCRC data because we have access to and own this data for our service areas, which includes Burbank, allowing us to make informed analysis based on the data we have available on both unlicensed and licensed care. Second, we are not equipped with the resources to conduct a projection on the population growth in Burbank. To address this, we researched literature around housing development and programs projected to begin in Burbank in the years ahead. Third, although our survey advertisement was targeted to specifically reach Burbank residents, and those interested in becoming parents in the next few years or are currently parents, it is impossible for us to know what percentage of the entire Burbank population we reached.

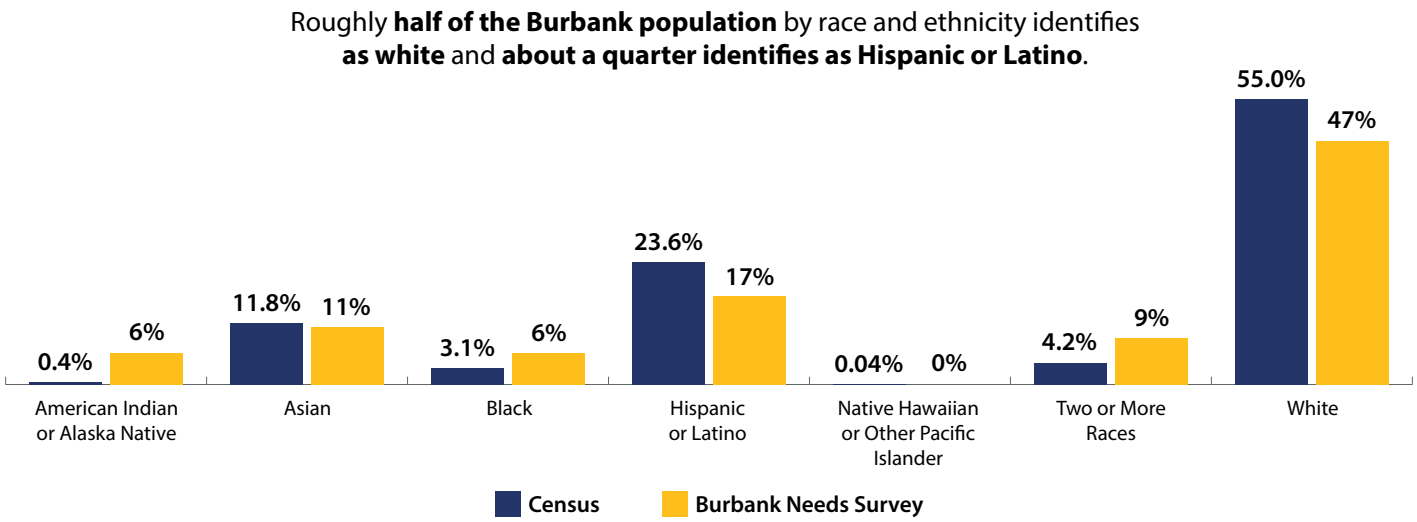
Counterfeit submissions in our survey also had to be identified and removed. While our survey was structured in a way to reduce submissions from those who did not reside in Burbank or work in Burbank, we received many counterfeit submissions. One reason we believe this occurred was because of the incentive attached to our survey. We offered a chance to win a $50 gift card selected at random to ten participants. After tracing IP addresses, we found many submissions from other countries. During the data cleaning process, our team conducted a thorough review of all submissions to determine their validity based on the following criteria: 1) whether participants lived or worked in Burbank, 2) if participants had children or were considering having children in the near future, and 3) if their provided zip code and IP address met these criteria. Despite culling over 2,000 errant submissions, we still met our goal of over 500 legitimate survey responses from parents living or working in Burbank.

Findings/Data Analysis

Our findings are comprised of a compilation of data we received from our survey, data collected from CCRC financial assistance data, as well as findings from U.S. Census data. Before we delve into the Burbank Needs Assessment findings, we must first understand the Burbank landscape.

Overview of Burbank Demographics

FIGURE 1. BURBANK SURVEY BURBANK POPULATION BY RACE AND ETHNICITY



Source: U.S. Census Bureau. 2020 American Community Survey 5-year estimates, Table B03002; Burbank Needs Assessment Survey. CCRC. November 2022.

Burbank is a mid-sized city located in the San Fernando Valley. Its population of 103,411 residents makes Burbank the 14th largest city in Los Angeles County ("U.S. Census Bureau, 2020 American Community Survey 5 Year Estimates," 2022). There are 24,710 families in Burbank, of which 9,815 have children under 18 years of age. In terms of race and ethnicity, 55% of the population is non-Hispanic white, 23.6% is Hispanic or Latino, 11.8% is Asian, 3.1% is black or African American, 4.2% is two or more races, 1.9% is some other race, 0.4% is American Indian or Alaska Native, and 0.04% is Native Hawaiian or other Pacific Islander ("U.S. Census Bureau, 2020 American Community Survey 5 Year Estimates," 2022).

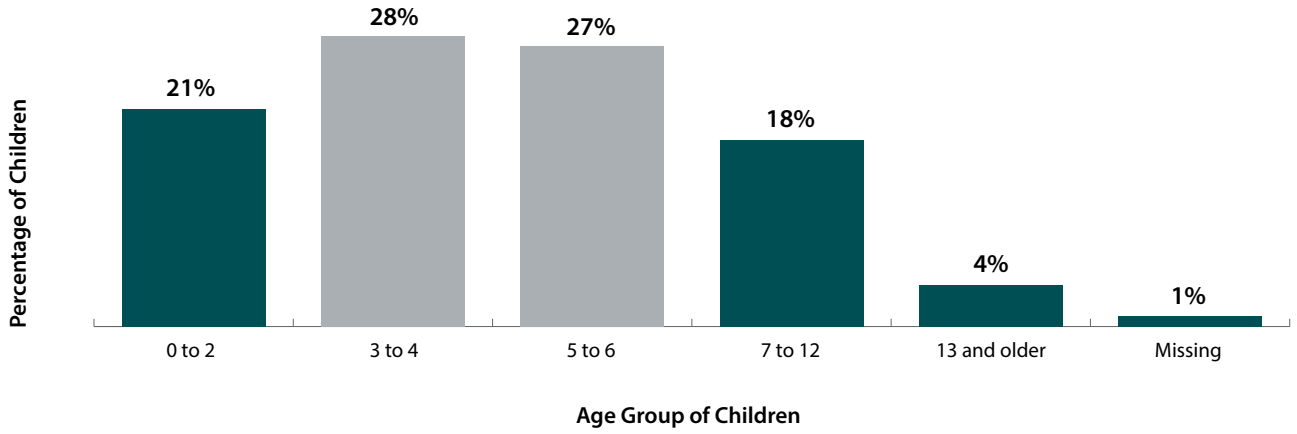
When reviewing the demographics of those who completed the survey, we found very similar results. Our survey demographics showed 47% of participants identifying as non-Hispanic white, 17% Hispanic or Latino, 11% Asian, 6% black or African American, and 9% two or more races. Although, a majority of those living in Burbank identifies as non-Hispanic white, we see a growing Hispanic or Latino population (17%) and a sizable Asian American population (11%).

Out of the 103,411 Burbank residents, 18,966 (or 18.4%) are under the age of 18 living in Burbank households ("U.S. Census Bureau, 2020 American Community Survey 5 Year Estimates," 2022). There are 2,910 children under the age of three and 3,525 children are between the ages of three and five ("U.S. Census Bureau, 2020 American Community Survey 5 Year Estimates," 2021). According to our survey findings (which includes both living in and working in Burbank populations), 55% of children were between the ages of three to six and 21% of children age two and under.

Regarding participants' marital status, we found that 81% are married, 11% single, 4% divorced, less than 1% are widowed, and 3% did not wish to disclose. In comparison, public data showed that many children live in married-couple households (74.3%), followed by children living in single-mother households (19.0%), and single-father households (3.2%) ("U.S. Census Bureau, 2020 American Community Survey 5 Year Estimates," 2022). Seeing the percentage of single-parent households and publicly available data on children under six's poverty rate illustrates that Burbank is not isolated from the challenges we see throughout our state regarding family type and poverty.

FIGURE 2. BURBANK SURVEY PERCENT OF CHILDREN BY AGE GROUP

Fifty-five percent of the children reported in our survey were ages 3 to 6.



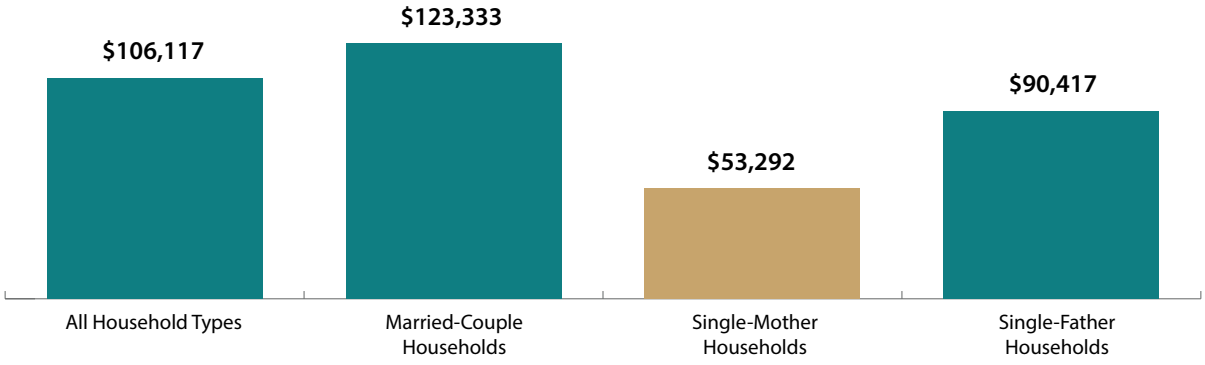
"Lack of access to affordable quality childcare has been my biggest struggle as a single, full-time working mother in Burbank."

– Parent

A review of publicly available data on poverty of children, among married households compared to single-parent households in Burbank, finds that children under six in single-mother households are generally worse off than single-father households by nearly 25%. The poverty rate for children in married or coupled households is less than 4%. While the poverty rate among children under six is relatively low, there are still many children living in households receiving some form of public assistance, such as social security income (SSI), cash public assistance income, or Supplemental Nutrition Assistance Program (SNAP). In fact, 2,874 (15.1%) of children under the age of 18 live in a household receiving some form of public assistance. Within this group, 50.5% live in single-mother led households, 48.3% in married-couple households, and 1.2% live in single-father led households ("U.S. Census Bureau, 2020 American Community Survey 5 Year Estimates," 2022). Clearly, the data shows that families led by single-mother households in Burbank are utilizing public assistance programs at a higher rate than any other group, and that there may be additional help needed, especially in services to assist with child care.

FIGURE 3. MEDIAN ANNUAL INCOME OF FAMILIES WITH CHILDREN UNDER 18 IN BURBANK

In Burbank, the median annual income for a **single-mother household is 40% less than single-father households**.



Source: U.S. Census Bureau. 2020 American Community Survey 5-year estimates, Table S1903.

Finally, we reviewed publicly available data on income for those residing in Burbank. The median income for all family types with children under 18 years is $106,117 ("U.S. Census Bureau, 2020 American Community Survey 5 Year Estimates," 2022). For married-couple families the median income is $123,333, for single-mother families the median income is $53,292, and single-father families the median income is $90,417. The data shows that families in Burbank have a median income that is above the California median household income of $84,100 ("U.S. Census Bureau QuickFacts: California," 2022). The exception is single-mother families whose median income is significantly below that figure ("U.S. Census Bureau QuickFacts: California," 2022).

In summary, the City of Burbank is home to approximately 20,000 children under the age of 18 years old and of the nearly 20,000 children in Burbank, 3,000 of them are under the age of three years old and 3,500 are between the ages of three and five. Burbank has a wide discrepancy of income between married families and single-household families, with another notable discrepancy between single-mother and single-father households. The data presents that Burbank is not isolated from the challenges we see throughout our state regarding family type and poverty. There may be additional help needed, especially regarding services to help care for children. Ultimately, we provide this overview of Burbank's demographic data to help understand how the City of Burbank and the YMCA can better assist families in need of child care.

"Child care is expensive and the criteria is crazy for assistance, because even if you make over 100k, with rent, food, medical insurance, it's difficult paying a $1000 monthly."

– Parent

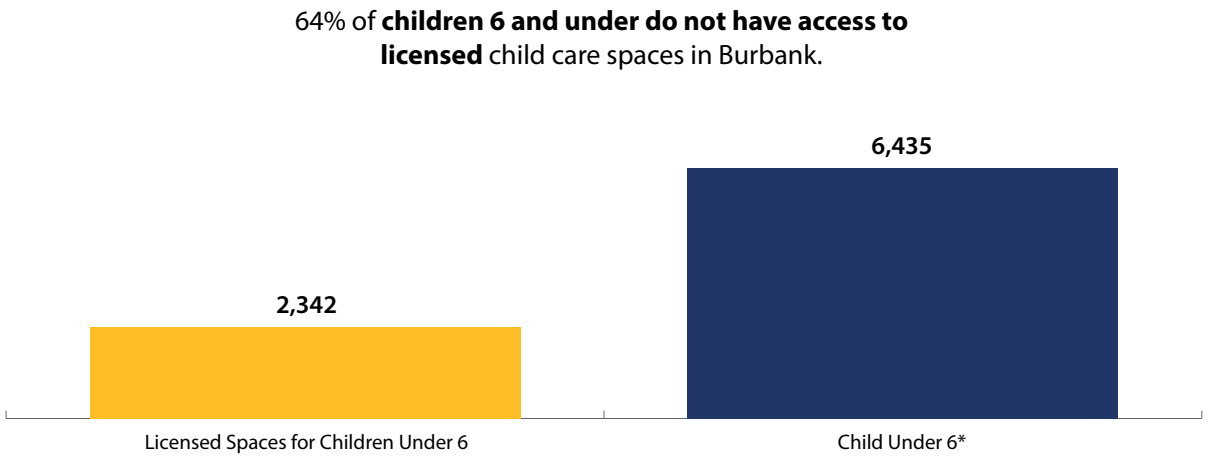
What is the current policy and budgetary landscape that can affect access to child care?

Current Supply & Demand for Child Care

The current supply of child care providers and spaces is valuable information in understanding access to child care and how it has and can inform the current policy and budgetary landscape. In Burbank, according to CCRC data from late 2022, there was a total of 175 providers. Licensed providers can be center based or family child care programs, and of these licensed providers, 39% were child care centers and 34% were family child care. The remaining 27% were license-exempt providers. License-exempt providers are commonly referred to as unregulated and informal child care providers who provide care for "children from only one other family" in addition to their own children and are typically family members, friends, or neighbors ("Types of Child Care in California," 2023a). There is no max number of children license-exempt providers can care for as the rule is they may only care for children from one family (this could range anywhere from one child to multiple children in one family) ("Types of Child Care in California," 2023b).

The 91 licensed providers in Burbank had a total of 2,342 child care spaces for children under age six. Furthermore, of these spaces, 1,870 were allocated to child care centers and 472 were family child care spaces (Financial Assistance Data on Families, Children, & Providers in Burbank, California, 2022). Using U.S. Census data to determine the number of children aged six and under, we found that there were at least 6,430 children under six in Burbank ("U.S. Census Bureau, 2020 American Community Survey 5 Year Estimates," 2022). As shown in Figure 4, the number of children under age six significantly outweighs the number of available licensed spaces. Only 36% of children under age six in Burbank have access to child care; that is roughly 4,093 children under age six without access to licensed child care. As a result, CCRC data and U.S. Census data alone show us there is a need for more child care spaces for children under six.

FIGURE 4. NUMBER OF LICENSED CHILD CARE SPACES VS NUMBER OF CHILDREN 0 TO 6 IN BURBANK



Source: CCRC Financial Assistance Data on Families, Children, & Providers. 2022.
*U.S. Census Bureau. 2020 American Community Survey 5-year estimates, Table B09001.

"I hope in the future that Burbank can boost the amount of available spots for children in their afterschool programs as well as their child care facilities."

– Parent

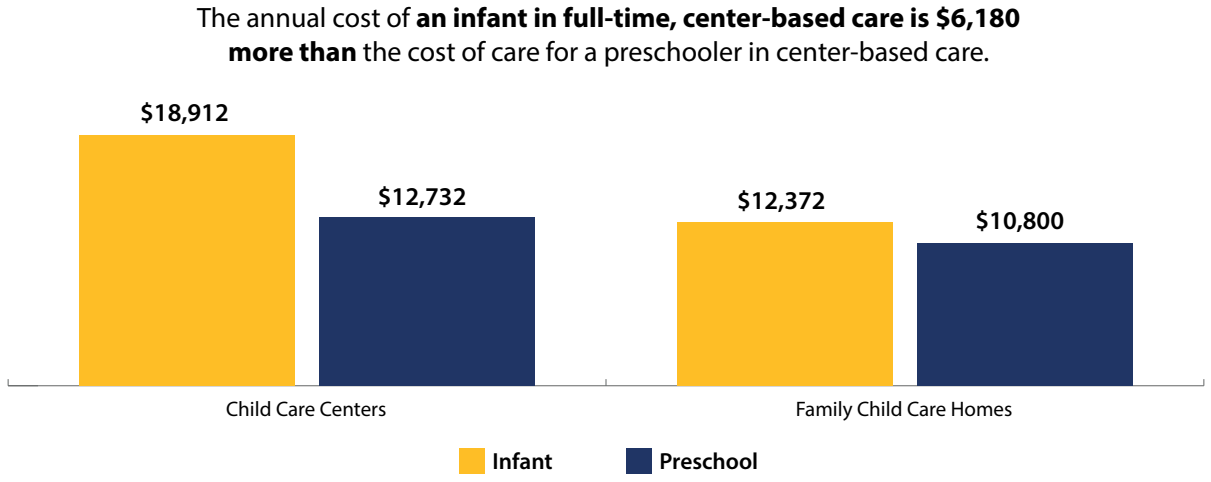
The Cost of Care in Burbank and Los Angeles County

Recent studies conducted by other child care advocates and agencies have run cost of care estimates, and unsurprisingly, they find that the average cost of child care in Los Angeles County (and statewide) is expensive. For infants, the annual cost of child care ranges from $12,372 at family child care homes to $18,912 at child care centers (California Child Care Resource & Referral Network, 2021). For preschoolers, the annual cost ranges from $10,800 at family child care homes to $12,732 at child care centers (The 2021 Child Care Portfolio: Los Angeles County, 2023). Additionally, Insight Center's Family Needs Calculator found that more than 33% of households in California did not earn enough to sufficiently meet their basic needs and that child care costs accounted for more than half of their household budget (Price & Villarosa, 2021). The U.S. Department of Labor finds that in Los Angeles County, the median cost of center-based preschool is nearly $14,000 annually ("Childcare Prices by Age of Children and Care Setting," 2022). What we are finding is that child care prices are quickly rising, and access is becoming more limited.

Given that the median annual income for families in Burbank with children under 18 is $106,117, the average family in Burbank is spending at least 10% of their income on child care per child. Families with children under 18 led by single-mother households are spending an even higher portion of their income by at least 20%. One parent wrote, "the cost of childcare is so high, especially with multiple children that it is making it almost impossible to work and have quality childcare if you don't have [a] family [member] that can help. Childcare for two small children ends up costing as much [as] or more than an average person's salary. Affordable childcare for people who don't qualify for subsidized childcare would be amazing." The COVID-19 pandemic highlighted the essential need for child care and resulted in record-high funding for publicly funded child care and early learning programs. Due to the policy and budget landscape of 2020, we are now starting to see those investments in local communities where there are more funds available for families and programs.

The American Rescue Plan, signed in July 2021, invested $24 billion in child care funding nationwide ("American Rescue Plan Funds Provided a Critical Lifeline to 200,000 Child Care Providers – Helping Millions of Families to Work," 2021). At the state level in California, the Governor and state legislature have committed to investing those American Rescue plan funds to expand access to child care. Additionally, the 2021-22 state budget added 200,000 child care spaces through the Alternative Payment Program and included a statewide expansion of Transitional Kindergarten for all 4-year-olds at school district sites (The 2023-24 Budget: Child Care Proposals, 2023). California also enacted the Child Care and Development Infrastructure Grant Program, which includes $250 million in grants for child care facility development ("Child Care and Development Infrastructure Grant Program," 2023). However, the current policy and budget landscape in 2023 is more complicated due to inflation and changing political dynamics. A potential economic downturn could have an impact on the state's ability to keep pace with its current funding levels for child care and early learning programs. The City of Burbank, including Burbank Unified School District, and Burbank community-based organizations, can leverage available funding to serve more children and families and provide more access to child care. Burbank should engage local child care businesses to share information about open enrollment in subsidized child care options. Burbank should also work with the school district to integrate state funded child care options for their elementary school families and to find ways towards providing discounts or assistance for public service employees in the city.

FIGURE 5. ANNUAL COST OF FULL-TIME LICENSED CHILD CARE IN LOS ANGELES COUNTY



Source: California Child Care Resource & Referral Network. (2021). *The 2021 Child Care Portfolio: Los Angeles County.*

> *"With cost of living so high, assistance needs to be more accessible to the [$]100,000 to [$]150,000 family salary range."*
>
> – **Parent**

To what extent can Burbank YMCA engage Burbank employers and stakeholders to address the lack of access, if there is a need?

Through our survey and our partnership with the Burbank YMCA, we found that it was possible to engage Burbank employers and stakeholders to address the need for child care in their community. First, we were able to reach employees at Burbank Unified School District, Burbank Water & Power, Walt Disney Inc., NBC, Warner Bros., and other companies and local city agencies. Secondly, we were able to learn about the child care needs of Burbank residents and those who work in Burbank through our survey. The high response rate demonstrated that child care is a priority to working families in Burbank. We heard from many parents through this survey, some were even city employees. Lastly, we know the pandemic affected every aspect of society as we know it, and child care was no exception. The ability for child care agencies such as Burbank YMCA and CCRC to partner and engage employers to act on addressing the needs of the community is remarkable and should encourage others to do the same. Thus, the following section will discuss employees' working situation, which top employers were engaged, and ways in which Burbank YMCA may leverage employment information and their workers to address the need for child care.

> *"If the City could provide, low- or no-cost child care for City employees, it would not only be a tremendous help, but a great recruitment and retention tool."*
>
> – **Parent**

Working Population in Burbank

As our state moves towards healing from the pandemic, many changes made during the pandemic to reduce the risk of exposure to COVID-19 remain - including working remotely. To better understand how these shifts have impacted child care needs, we gathered information regarding survey participants' working status. For example, we asked questions regarding their employment status (full time, part time, or unemployed), working office status (full-time remote, full-time in the office, hybrid, etc.), and industry. The survey found that 79% of participants were full-time employed, 14% part-time employed, and 6% unemployed.

> *"It would be great if Burbank had a location that did whole days part time. For instance[s] 2-3 days a week."*
>
> **– Parent**

When we analyzed public data, we found there are 53,095 workers living in Burbank. At least 36% of these residents work within the city. The remaining 64% of residents commute outside of the city for work. We also found that women are marginally more likely than men to remain within the city for work. At least 37% of female workers and 34% of male workers worked within the city. Recognizing whether Burbank residents work in or outside of Burbank is valuable information that can help Burbank YMCA determine whether new child care facilities are needed.

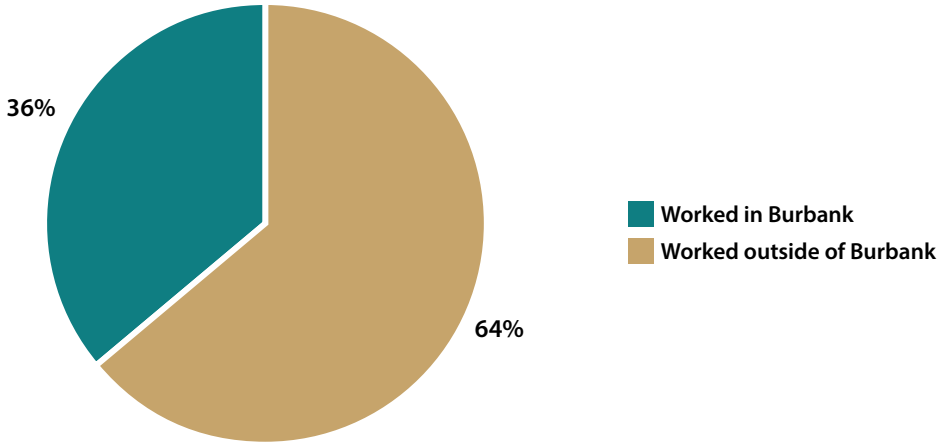
Next, we reviewed participants' working situation—whether they work full time in the office, fully remote or at home, or in a hybrid situation where they commit a few days a week in the office and the rest at home or remote. We found that 18% of participants work remotely, 51% work full time in the office, and 31% of participants are in a hybrid situation. The 18% of participants that are fully remote and the 31% of participants that are hybrid may impact the need for child care since many parents now have the opportunity to work at home and care for their children themselves. In fact, we asked participants this and found that 20% of participants do work from home and provide care for their children.

In Burbank, there are 45,982 workers aged 16 and over who do not work at home and commute to their workplace. Their commute to work begins at different times throughout the day. Eighty-two percent of workers depart for work in the morning. At least 10% of workers depart for work during the midday. Workers departing for work in the evening or night hours make up 8%.

Lastly, we analyzed CCRC families receiving child care in Burbank; of the 108 families who reported work hours, 35.2% reported working part time and 64.8% reported working full time. We provided data around the work hours of families because they may indicate the type and hours of child care families need. Some parents shared their sentiments regarding the hours of care in our survey, illustrating that the hours of operations for child care is a challenge for some parents.

FIGURE 6. BURBANK RESIDENTS WORKING WITHIN OR OUTSIDE OF BURBANK CITY BOUNDARIES

Over 60% of Burbank residents **work outside of Burbank**.



Source: U.S. Census Bureau. 2020 American Community Survey 5-year estimates, Table B08008.

> *"The other options for child care in campus don't even take kinder unless the[y] are late start so what are working parents supposed to do with the kids for the 8-9:30 hour before the start [of] late bird tk."*
>
> **– Parent**

Type of Employers Engaged

The top four industries reported on the survey were Arts, Entertainment, and Recreation (13%), Educational Services (13%), Health Care and Social Assistance (13%), and Professional, Scientific, and Technical Services (8%). Burbank is home to many arts and entertainment companies. Our data from the survey supports this, with 33% of participants currently working for companies within these industries. In fact, the top five employers referenced the most often in the survey were City of Burbank, Burbank Unified School District, Walt Disney Company, Kaiser Permanente, and Warner Brothers. Table 2 lists the employers of those who live or work in Burbank and completed our survey.

FIGURE 7. TOP EMPLOYMENT INDUSTRIES REPORTED BY PARTICIPANTS FROM BURBANK SURVEY

The **top 3 industries represented in the survey** were health care and social assistance; education services; and arts, entertainment, and recreation.

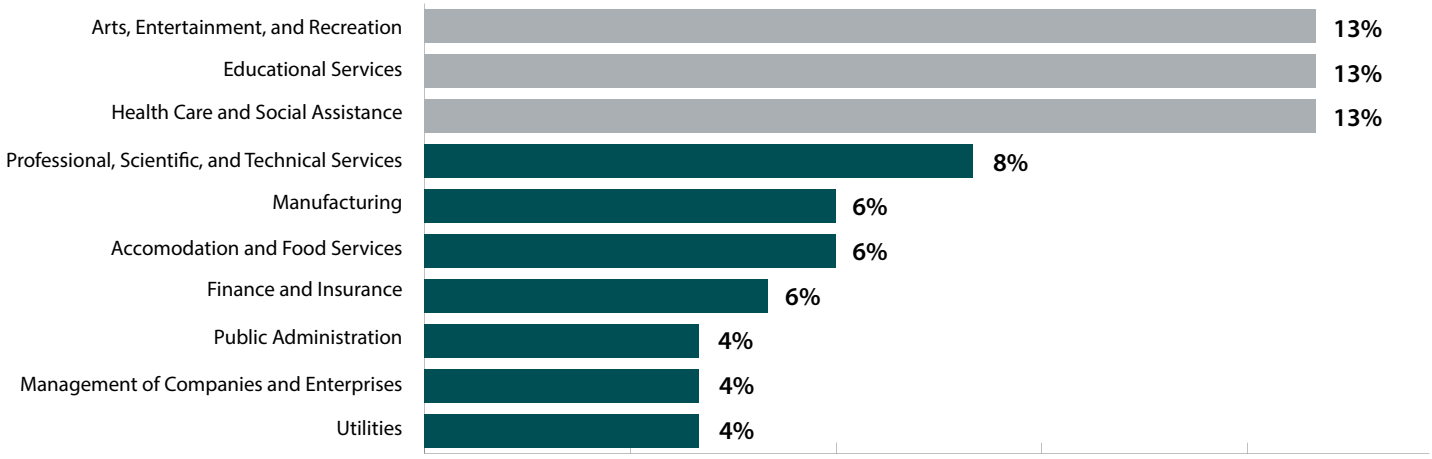


TABLE 2. TOP EMPLOYERS REPORTED ON BURBANK SURVEY

The Top Employers Represented in the Survey
City of Burbank
Burbank Unified School District
The Walt Disney Company
UCLA
Kaiser Permanente
Warner Brothers
Burbank Water and Power
County of Los Angeles
Children's Hospital of Los Angeles
Burbank Police Department
Los Angeles Unified School District
Netflix
McDonald's
Northeast Valley Health Corp.

Following the employment status questions, questions regarding child care needs were proposed to determine what survey participants deemed as important factors when accessing their child care needs.

The Need for Child Care in Burbank

Throughout this report we saw how inaccessible child care is to many working-class families in Burbank. Not only are the annual prices for child care high, but also the lack of available spaces and the hours of operations make finding child care challenging. There were 525 participants who live or work in Burbank, and our survey data showed that 69% of participants had their children in care, while 31% did not. For those who did not have care, 81% were looking for care. Upon further analysis of those who were not seeking care, we found that 37% of participants were not seeking care because their partner or spouse provides care for their child full time and 23% of participants had a grandparent or relative provide care. Many of those Burbank families shared their struggles with long waitlists, finding part-time care programs, and extremely high cost. Thus, we know beyond a doubt that there is a high need for child care in Burbank. Next we will share some of the services parents in Burbank currently access, what they value, and their desires for what could be done to promote access to child care in Burbank.

"The locations that offer better care have very long waiting lists. The cost of care is high."

– Parent

What types of child care services do parents in Burbank access, value, and desire (including but not limited to program type, hours, location, expertise, affordability, services)?

Drawing on our findings from the survey as well as public data, we analyzed Burbank families' preferences on program type and distance from home to care, additional services needed, and challenges and barriers families face finding and accessing child care.

Program Type and Location

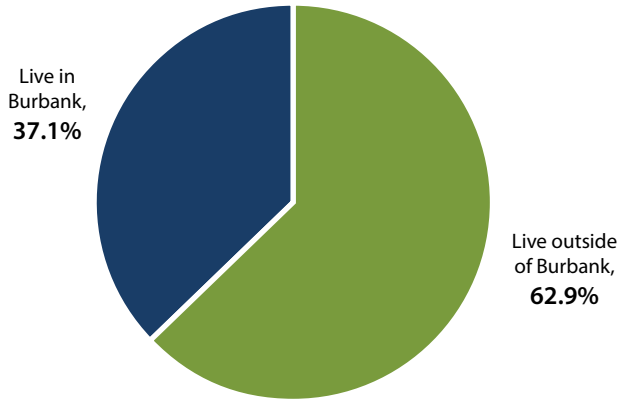
Sixty-nine percent of total survey participants currently have their children enrolled in child care. According to those who selected their child is currently enrolled in care, 87% shared their children are enrolled in a child care center or a home-based child care program. The vast majority of these families receive care in Burbank (85%). For children receiving care outside of Burbank, the top cities they receive child care were Glendale (27%), North Hollywood (7%), Toluca Lake (5%), Van Nuys (7%), and Los Angeles (5%). This data confirms our findings from another question. When asked how far participants were willing to drive to their child's child care program from their home or their work place, 81% shared they are willing to drive 10 miles or less. Given the geographic location of Burbank, it is of no surprise of the children not receiving care in Burbank, that many of them receive care in neighboring cities. When asking about child care location preference, we found that 35% of participants preferred their child care to be located at the midpoint between their home or place of employment. While 34% preferred their child's child care to be near home and 17% selected near their place of employment. Only 11% preferred their child care to be located near a relative and 3% near the child's or their sibling's school.

"I would like to see Childcare programs like the County has for employees. On-site childcare and financial assistance programs."

– Parent

FIGURE 8. PERCENT OF CCRC FAMILIES RECEIVING CARE IN BURBANK

More than 60% of CCRC families receiving child care in Burbank **are not Burbank residents**.

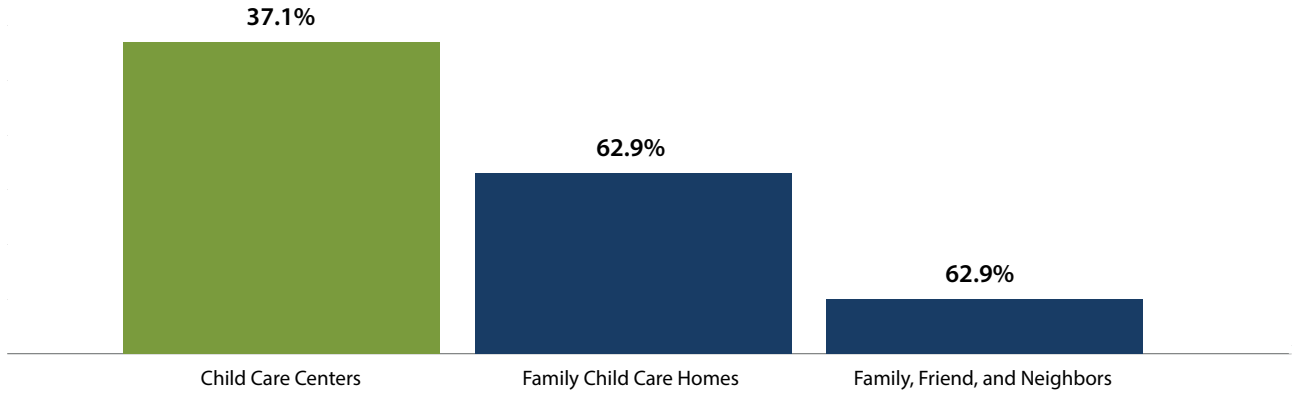


Source: CCRC Financial Assistance Data on Family, Children, & Providers. 2022.

We also reviewed current usage by parents receiving subsidized child care spaces. There were 256 families receiving child care in Burbank with assistance from CCRC (Financial Assistance Data on Families, Children, & Providers in Burbank, California, 2022). Thirty-seven percent lived in Burbank and 63% lived outside of Burbank. For the 256 families receiving child care in Burbank, many were getting care from different types of providers. Fourteen families had two different providers, making 270 the total number of providers used by families. When the number of providers used was broken down by type, 57% were child care centers, 33% were family child care (FCC), 10% were family, friends, and neighbor (FFN).

FIGURE 9. TYPE OF CHILD CARE CCRC FAMILIES RECEIVE IN BURBANK ***FIGURE 9. TYPE OF CHILD CARE CCRC FAMILIES RECEIVE IN BURBANK***

A **majority** of children receiving care in Burbank are attending a center-base location.



Source: CCRC Financial Assistance Data on Family, Children, & Providers. 2022.

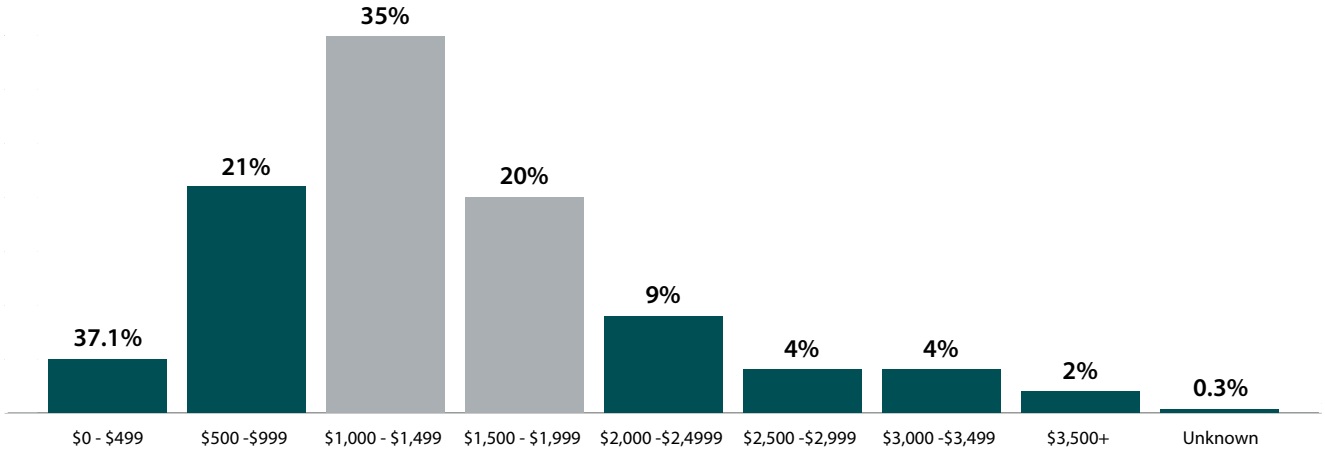
Affordability and Financial Assistance

There are many aspects of care that are important when considering different child care options, but one that is of upmost importance in any city is the monthly cost of child care. There were 364 survey participants who selected 'Yes' when asked if they currently have child care were also asked how much they spend monthly on child care. Thirty-five percent of participants shared they spend between $1,000 to $1,499 a month on child care. While 20% spend between $1,500 to $1,999 a month on child care. Figure 10 illustrates the distribution of survey participants' response to the monthly cost of care. What the survey data illustrates is that at least 3 out of 4 survey participants spend $1,000 or more on child care a month and almost 40% spend $1,500 or more on child care per month. Similarly, we asked 126 participants who did not have child care, how much they were willing to pay for care. We found that of those participants without care for their child, 36% were only willing to spend between $500 to $999 per month on child care, while 24% were willing to spend between $1,000 to $1,499 per month. Very few of these participants were willing to spend more than $3,000 per month for child care. As mentioned earlier, the annual cost of child care in Los Angeles County can range from anywhere between $12,000 to $18,000 annually, which many participants confirmed in our survey. For example, one parent shared, "we need more facilities that are affordable and/or subsidized. Last I checked (pre-pandemic) when my daughter was in pre-k, the monthly cost for a full-time daycare in Burbank was over $1500." We learned through our informal interviews with members of the Burbank Infant Group that subsidized child care only recently began accepting care for four-year-old children. Considering the high cost of care, there may be a need to accept subsidized child care for four-year-old children in Burbank, especially for families who make over the income limit for financial assistance. Families in Burbank who do make over the income limit for subsidized child care still undergo financial hardships; with the high cost of care and the cost of living in Burbank, many families over the income limit are still living paycheck to paycheck and struggle to make ends meet. A parent from our survey shared the hardship their family faces in the following passage:

"Cost of living in Burbank is very high and because my husband and I are above the income threshold, we do not qualify for any type of resources. However, we live in a 2 bedroom apartment and can't afford to move because the rental market is outrageous. We also don't qualify for any assistance because of our income, so truly we are living paycheck to paycheck hoping we can make it to the next month. It's sad that deductions are not included when looking at someone's income and it should be because the amount of taxes/deductions that CA takes out are God awful. It would be nice to include some type of housing or childcare assistance for those of us who work hard but are constantly overlooked at because our income is "too high"!! $150,000 (no deductions included) isn't anything if you look at all you spend in a year to live. (Rent)42,000+(childcare)12,000 = [$]54,000. That's literally my yearly salary, so all I do is work to pay for childcare and rent, how sad is that. I do appreciate the opportunity to express my challenges and really hope that things begin to change for families like mine. We give too much to receive so little."

FIGURE 10. MONTHLY COST OF CHILD CARE PER CHILD FOR BURBANK SURVEY PARTICIPANTS

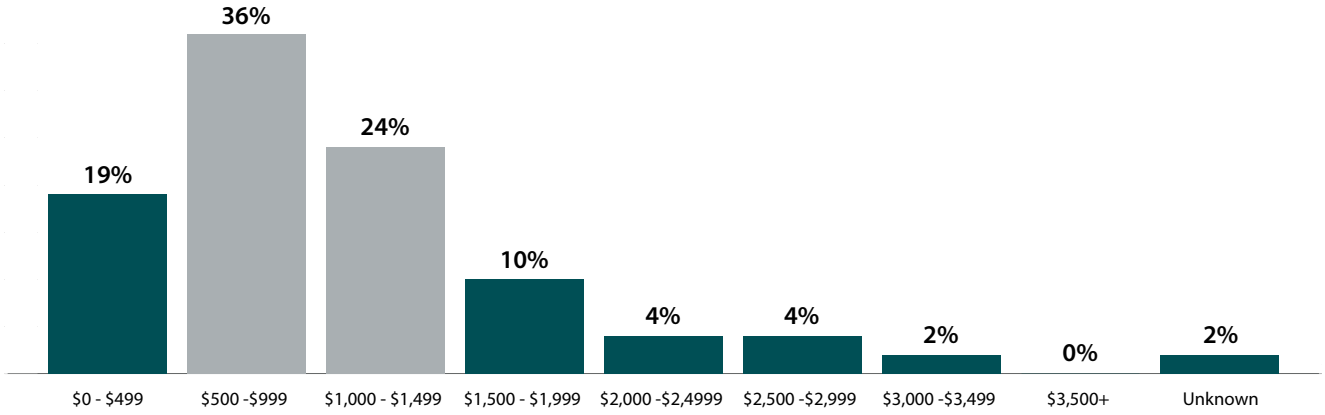
Nearly 50% of survey participants spend between **$1,000 - $2,000 monthly on child care**.



In addition to the cost of child care, the survey asked participants questions regarding needing financial assistance (or subsidy) for child care. We first asked participants if they have ever applied for financial assistance for child care and 59% of participants shared that they had not applied. In 2022, the income eligibility for child care financial assistance was adjusted to $82,102 for a family of three and $95,289 for a family of four (The 2023-24 Budget: Child Care Proposals, 2023). To ensure that participants were aware of the new income eligibility for child care financial assistance, the survey asked if participants were eligible—49% of participants were eligible. For those eligible, 97% of participants said they would apply for financial assistance. Regardless, our survey indicates that many families in Burbank make over $100,000 annually, but continue to struggle to pay rent, child care, and support their families.

FIGURE 11. CHILD CARE BUDGET FOR BURBANK SURVEY PARTICIPANTS WITHOUT CHILD CARE

For **participants who did not currently have care, 60%** were willing to spend between $500 - $1,500 per month on child care.



"My priority with childcare is safety. To feel at ease about child care, I look for a facility that takes safety top of mind which includes, locks, gates and limiting public visitors. Also, with Covid-19 continuing being a daily threat and harmful to little bodies, cleanliness is also something I take serious and is important to me and my family."

– Parent

Additional Services for Families to Access

The level of service provided, the program location, and other programmatic aspects of a child care program are also valuable to current parents and future parents seeking child care. We asked participants to rate the importance of their child's safety and health while at a child care program, the location of the program, the cleanliness of the facility, option for live camera viewing, cost of the program, if the provider is licensed, and the curriculum used at the program. These questions were developed based on other child care surveys CCRC has conducted in the past, both in partnership with other stakeholders and in-house surveys sent to our parents and providers. Overwhelmingly, 93% of participants ranked their child's safety and health as 'Very Important.'

FIGURE 12. BURBANK SURVEY TOP CRITERIA FOR FAMILIES WHEN SEEKING CHILD CARE

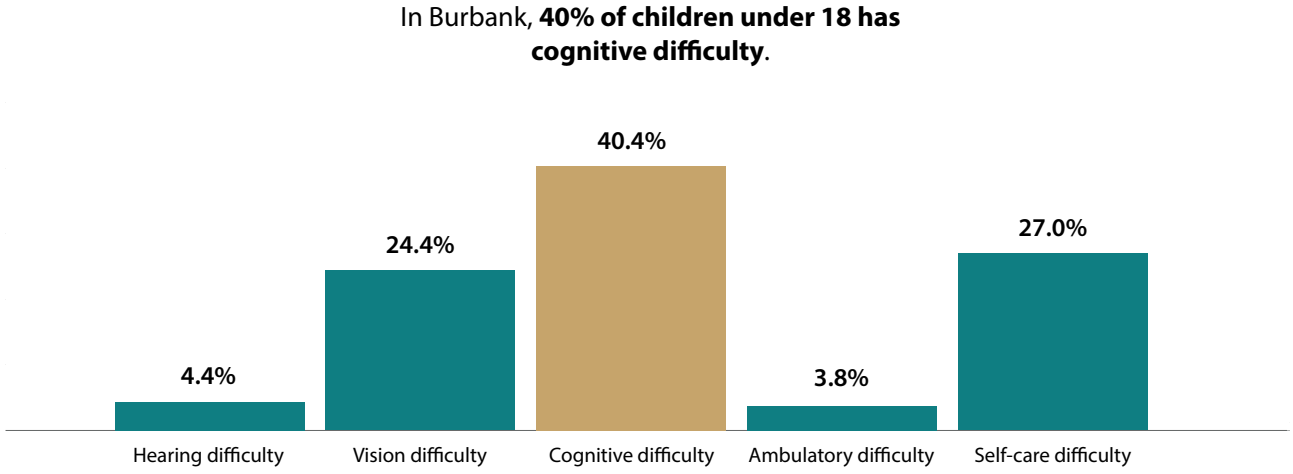
The next most important criteria about child care programs for participants was the cleanliness of the child care facility (86%). We also asked participants if having their child care program licensed was important; we found that 79% shared it was 'Very Important.' When ranking the important of location, two out of three participants stated that location was 'Very Important.' However, the cost of the child care program, the curriculum used at their child care program, and the option for live camera viewing were still important to participants, but not as important as child's safety, cleanliness of the facility, provider being licensed, and location. Although, we asked participants to rank among the list provided, we wanted to ensure participants shared other preferences that are important to them. When asked what else is important to participants regarding their child care decisions, 146 participants shared their input. Thirty-six percent of participants stated that the quality of the child care staff is very important to them. In addition, participants shared that a flexible schedule is also important, with 19% of participants expressing scheduling and availability as important factors when seeking child care. Lastly, 15% of participants mentioned nutrition and the variety of food options available to their child as important. Overall, we found that the most important criteria to participants when seeking care is ensuring their child is with a provider who prioritized the health and safety of the child, the cleanliness of the environment, and a provider that is licensed as the most important. The quality of the education and the cost was important, but not necessarily as important as a safe environment. When asked what the City of Burbank can do better to assist, participants shared that more financial assistance should be available to more than just the lowest earners (37%) and expressed the need for more child care options—including after and before school care and partial-care options (14%). Table 3 illustrates the additional items participants included in the survey that were not addressed in the ranked criteria.

TABLE 3. WHAT THE CITY COULD DO TO ASSIST IN CHILD CARE REPORTED BY SURVEY PARTICIPANTS

Please explain what the City of Burbank could do to better assist you in your child care needs.	
Affordable child care or financial assistance	37%
More child care spaces	16%
More options for after school, before school, or partial care	14%
Flexible time	12%
Additional on-site or at work child care provided by employer	8%
The need for infant care spaces	5%
Wants more information regarding child care opportunities	4%
More attention to children with special needs	2%
Additional standards or regulation	2%

Lastly, our survey also sought additional information from families with children who have disabilities or had received special education diagnosis and services. We found from our survey that 23% of participants shared their child received special education diagnosis and services; we did not ask if their children had special needs. However, we still heard from parents from our survey regarding their concerns about placing their child in a program due to their child's special education diagnosis and services. One parent wrote, "I would love to put my daughter in an after-school program but I worry that the caretaker will not know how to handle her when she has meltdowns or when she does things that are not "age appropriate." She has special needs and it is very subtle." In comparison, we found with U.S. Census data, there are roughly 19,000 children under 18 in Burbank and nearly 400 (2.1%) of these children have a disability. The most common disability is cognitive difficulty (40.4%), followed by self-care difficulty (27%), vision difficulty (24.4%), hearing difficulty (4.4%), and ambulatory difficulty (3.8%). Although, only 2% of the child population in Burbank has a disability, it would be prudent to provide services that address the needs of all children. We recommend this because there may be children who do not live in Burbank but receive care in Burbank such as the 23% of participants from our survey who has shared their child has received a special education diagnosis or service.

FIGURE 13. U.S. CENSUS TYPES OF DISABILITY FOR CHILDREN UNDER 18 IN BURBANK



Source: U.S. Census Bureau. 2020 American Community Survey 5-year estimates, Table S1810.

Challenges and Barriers

There are challenges and barriers that many parents face when looking for child care especially for families who work or live in Burbank due to the high cost of living in the city. As the data show, cost is a significant barrier, even for those who make over $100,000 annually. Compounded by the high cost of living and high rent, many families spend half of their income on rent and child care alone. Families in our survey expressed the need for affordable child care and financial assistance from the city to help families in need. Not only is the cost a barrier, but also the location of the program and quality of care. Finding child care with available spaces that are near home or near one's workplace is difficult. There are usually two-year long waitlists, no availability that meet parents' working schedules, or finding a provider who is licensed (and meets quality standards) to care for their children. In fact, we heard from parents that the most important criteria for them when seeking child care is the safety and health of their child while in

care. Many families struggle with trusting someone outside of the family to care for their child, therefore, it is paramount that Burbank invest in child care facilities that can ensure the safety of the children in their care. Lastly, finding care that can address the needs of children with special needs or disability is a challenge some families face. While many parents who live or work in Burbank may appear to be financially stable, they face many of the same challenges and barriers any family looking for child care may face.

"Our biggest challenge has been finding quality aftercare for our son who is in Kindergarten because he finishes school at 11:25 every day. We have him in a local daycare after school, but it is not high quality. We are on waitlists for 4 different after care programs, including YMCA."

– Parent

How many infant care spaces are available to meet the demand for infant care in Burbank?

Apart from wanting to know more about child care financial assistance, the Burbank YMCA was also interested in the need for infant care. First, we were interested in knowing how many participants had used licensed infant care in the last two years. There were 525 participants who live or work in Burbank and 164 of these families had children newborn to two years of age. We found that 48% had used licensed infant care. In addition to seeking infant care, we found that 36% of participants had been on a waiting list for infant care. For the 36% of participants who were on the waiting list, 29% were still waiting for care. When analyzing CCRC data, we found that there were 567 infant care spaces in Burbank. Two hundred and sixty-one of these spaces were allocated to child care centers while 306 were for family child care. In fact, 4% of participants voiced their concerns regarding the lack of infant care spaces in Burbank. Participants felt the City of Burbank could do better to assist participants with their infant care needs. One parent shared their concerns stating, "There are not enough care facilities for young children (under 2). The waiting lists may be as long as a year. As soon as the pregnancy occurs, the family needs to start looking for the child care without even knowing what the needs of their future child would be."

"The cost of child care is extremely expensive and don't have enough programs for infants."

– Parent

Recommendations

The Burbank child care needs assessment provides an overview of the current child care preferences of Burbank families and those who work in the Burbank community. Our study finds that Burbank not only needs more spaces for child care, but there is also a need for different types of child care such as programs that better suit a working families' eight-hour work-day schedule or additional services for children with special needs. To address the needs of families working or living in Burbank, we have composed a list of recommendations based on the findings of this community assessment:

First, we recommend that Burbank continue to build on their connections with city stakeholders, city employers, and major entertainment companies to address concerns facing families in Burbank and those who work in Burbank. Our work with the Burbank YMCA and our capability to engage Burbank employers and stakeholders to address the need for child care in their community is testament to how vital collaboration and partnership is in a city such as Burbank.

Second, we suggest Burbank work with their partners to provide financial assistance to single-parent households, low-income households, and families making above the financial assistance threshold. Not only did we find that there were many families eligible for financial assistance in Burbank, but we also received many responses regarding the need for financial assistance from those who do not qualify for the new child care eligibility. Many shared their concerns that the cost of living in Burbank is too high and that even with two incomes, they still struggle to make ends meet.

Third, we believe investing in additional services for families who are hybrid or part-time employees would be highly beneficial to families who were impacted by the pandemic. We also heard from families that over two-year long waitlists were a barrier to child care, thus opening additional facilities that provide a variety of hours or type of care options would be valuable to these families in need of support.

Finally, the political state of our country and local government puts Burbank in a unique position to leverage new child care funding. The child care and child education field has received an influx of dollars to help families and businesses that were impacted by the pandemic. The American Rescue Plan provided $24 billion in child care and increased child care spaces by 200,000 for the Alternative Payment Program nationally. The results found in this report should be used to help improve access to child care services so that all Burbank families have access to the support they need.

Summary

- Access to affordable child care is vital to ensure the healthy social and emotional development of young children, as well as the economic growth of the community.
- The years between birth and age 5 are critical for brain development, and how parents and caregivers interact with young children during this time makes a difference in all future learning, behavior and health (Melnick et al., 2017).
- Children who participate in high-quality early care and education programs show improvements in many key facets of child development: social-emotional competencies, cognitive ability, and academic achievement.
- The Child Care Resource Center (CCRC) Research team conducted a needs assessment utilizing public data and developed a parent survey to receive insight on child care needs and preferences directly from families who work or live in Burbank.
- The survey was distributed to key employers in Burbank, stakeholders, and on social media. The survey instrument comprised of 40 questions and generated 525 responses.
- Our findings are comprised of a compilation of data we received from our survey, data collected from CCRC financial assistance data, as well as findings from U.S. Census data.
- In the survey, participants shared that although their annual incomes are above $100,000, the cost of living in Burbank and the cost of child care are so high that it continues to prevent them from economic mobility as they live paycheck to paycheck.
- Second, CCRC data showed that there are not enough child care spaces available in Burbank to meet the needs of the children under six residing in Burbank, with only 36% of children having access to child care.
- There is a need for not only financial assistance to child care services but also additional services such as programs that provide care for families who work full time as well as part time, services for single-parent households, additional child care spaces and facilities to reduce the long waitlists, and infant care spaces to meet the current needs of families and the projected needs of future families.
- Overall, our study found the most important criteria to participants when seeking care were ensuring the safety and health of their child while in care, the cleanliness of the environment meets parents' standard of quality, and the provider is licensed.
- Most alarming were findings around single-mother households in Burbank, with 20% of their income spent on child care, and making well below the median income in California.
- The Burbank Child Care Needs Assessment report indicates that there is a clear need for more support from the city to address child care services and availability.
- The city estimates the daytime employment is currently over 130,000 jobs which exceeds the 45,000 housing units in the city. This has created a "jobs-to-housing imbalance" and with so many proposed developments coming to fruition in the next several years, in 2019 the City Council set a goal to build 12,000 residential units by 2035 (Associates & Inc., 2022).
- As a result, affordable and quality child care is becoming increasingly challenging to find. The COVID-19 pandemic highlighted the essential need for child care and resulted in record-high funding for publicly funded child care and early learning programs.
- Our study finds that Burbank not only needs more spaces for child care, but there is also a need for different types of child care such as programs that better suit a working families' eight-hour work-day schedule or additional services for children with special needs.

- Based on our findings, we recommend that the Burbank Infant Group take these next steps to improve access to child care services and financial assistance for child care:
  1. Build on their relationships and connections with city stakeholders to address concerns facing families in Burbank and those who work in Burbank.
  2. Offer financial assistance to single-parent households, low-income, and families earning wages above the financial assistance threshold.
  3. Invest in additional services for families who are hybrid or part-time workers, such as open facilities that provide a variety of hours or type of care options.
  4. Leverage new state and federal funding. The American Rescue Plan invested $24 billion in child care and added 200,000 child care spaces through the Alternative Payment Program.

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Appendices

APPENDIX 1. Survey Questions

Demographics

1. Do you live or work in Burbank?
   - ○ Yes
   - ○ No

2. Are you a parent with children between the ages of 0 to 6?
   - ○ Yes
   - ○ No

3. What is your marital status?
   - ○ Single
   - ○ Married
   - ○ Divorced
   - ○ Widowed
   - ○ Prefer not to answer

4. How would you describe your race/ethnicity?
   - ○ American Indian or Alaskan Native
   - ○ Asian or Asian American
   - ○ Black or African-American
   - ○ Hispanic origin or Latino/a
   - ○ Native Hawaiian or Pacific Islander
   - ○ White
   - ○ Prefer not to answer

5. How many children live in your household?

6. What are the ages of your children?

7. What is your ZIP code?

Employment

1. What city is your company's headquarter located in?
2. Who is your employer?

3. What industry are you working in?
   - ○ Accommodation and Food Services
   - ○ Administrative and Support and Waste Management and Remediation Services
   - ○ Agriculture, Forestry, Fishing and Hunting
   - ○ Arts, Entertainment, and Recreation
   - ○ Construction
   - ○ Educational Services
   - ○ Finance and Insurance
   - ○ Health Care and Social Assistance
   - ○ Information
   - ○ Management of Companies and Enterprises
   - ○ Manufacturing
   - ○ Mining
   - ○ Other Services (except Public Administration)
   - ○ Professional, Scientific, and Technical Services
   - ○ Public Administration
   - ○ Real Estate Rental and Leasing
   - ○ Retail Trade
   - ○ Transportation and Warehousing
   - ○ Utilities
   - ○ Wholesale Trade

4. Describe your current working situation.
   - ○ Fully remote work
   - ○ Full-time in the office
   - ○ Hybrid

Child Care Setting

1. Do you currently have child care for your children?

2. Do you take your child to a child care location such as a child care center or family child care home?

3. Do you have relatives or other close friends provide child care for you on a regular basis?

4. Are you planning to seek child care for your child(ren)?

5. Does your child currently attend child care in Burbank?

6. In what city does your child attend child care?

7. What is the reason for not seeking care for your child?
   - ☐ Partner or spouse cares for my child(ren) full-time
   - ☐ Grandparents or relative provides care for my child(ren)
   - ☐ We hire someone who provides care for my child(ren)
   - ☐ I work from home and provide care for my child(ren)
   - ☐ Other

8. How much does your child care cost monthly?

9. How much are you willing to pay monthly for child care?

Please rate the importance of the items below when seeking child care for your current or future child:

	Very important	Somewhat important	Not important
Child's safety and health			
Cleanliness of facility			
Cost			
Curriculum			
Location			
Option for live camera viewing			
Provider is licensed			

10. Are there any other items missing from the question above that ARE very important in your child care decision-making process?

11. Has your child received special education related diagnosis and service?
    - ○ Yes
    - ○ No
    - ○ Not applicable

Financial Assistance for Child Care

Subsidized child care programs provide financial assistance for families to obtain licensed child care centers, licensed family child care homes, or license-exempt care. Many of these programs are based on household size and income eligibility. There are many types of subsidized child care programs, including: CalWORKs Stage 1-3, Alternative Payment Program, Migrant Alternative Payment Program, Bridge Program, Children with Severe Disabilities, California State Preschool Program, Head Start, General Child Care and Development, Family Child Care Education Home Networks, etc.

1. Have you previously applied or plan to apply for financial assistance for child care?
    - ○ Yes
    - ○ No

2. In 2022, the income eligibility for child care financial assistance is $82,000 for a family of three and $95,289 for a family of four. Knowing this information, does your family qualify for child care financial assistance?
    - ○ Yes
    - ○ No

3. Would you apply for child care financial assistance?

4. Please state in the space provided the reason you are not interested in child care financial assistance.

5. Have you used licensed child care for a child under the age of two in the last two years?
    - ○ Yes
    - ○ No

6. If you were seeking infant care for your child under the age of two, was there a waiting list?
   ○ Yes
   ○ No
   ○ Not applicable

7. Did you succeed in receiving child care?
   ○ Yes
   ○ No
   ○ Other

8. Is the City of Burbank doing enough for your child care needs?
   ○ Yes
   ○ No

9. Please explain what the City of Burbank could do to better assist you in your child care needs.

Commute

1. How do you commute to work?
   ○ Public Transit
   ○ By car
   ○ Bike/Walk
   ○ Rideshare or carpool

2. Where do you prefer your child care to be located?
   ○ Home
   ○ Place of employment
   ○ Midpoint from home and work
   ○ Close to relatives/caregiver
   ○ Other

3. How far are you willing to drive to your child's child care from your home or place of employment?
   ○ < 10 miles
   ○ 15 – 20 miles
   ○ > 21 miles

4. Is there anything else you would like to share with us regarding your child care needs or concerns regarding future child care needs?

Contact Information

To be entered to win our raffle prize, we will need your name, phone number, and email. This will ONLY be used to contact you if you are selected as the prize winner.

1. Would you be interested in a follow-up conversation regarding your child care needs in Burbank? Y/N
   First Name, Last Name
   Email
   Phone Number

2. If the opportunity arises, do we have your permission to contact you regarding your child care needs in Burbank?
   ○ Yes
   ○ No

Redirect Page

Thank you for your interest!

Thank you for your interest in our survey, however, the survey is only for parents with children between the ages of 0 to 6 or future parents who work or live in Burbank.

We hope you have a wonderful day!

APPENDIX 2. Burbank Needs Assessment Survey Data

Survey Qualitative Data

Is there anything else you would like to share with us regarding your child care needs or concerns regarding future child care needs?

Survey Question: Is there anything else you would like to share with us regarding your child care needs or concerns regarding future child care needs?
A special fund for childcare services is suggested.
Activity forms and actual life
affordable child care and activities
Affordable child care is very hard for families to come by. The waitlists for many existing childcare facilities within Burbank are incredibly long, daunting and discouraging
Affordable childcare please.
Afraid the child will be too young to adapt and will not get enough attention
As long as you can take good care of the children, and have a good education, including the food needs to be tailored
Attention should be paid to the safety of children
Before school care needs to be expanded. For parents that need to be at work earlier or have a longer commute, drop off at 8am is too late.
Build multiple forms of support and services.
Care about learning
Child care costs
Child care is expensive and the criteria is crazy for assistance, because even if you make over 100k, with rent, food, medical insurance, it's difficult paying a $1000 monthly
child care needs to be more affordable. i'd love for my two girls to go to an after school program but they're just too expensive for me at the moment.
Child development is important
Children are products of their environment. In this special era, we can't help but worry about whether the children of the COVID-19 generation will be affected physically and psychologically.
Children's pick -up safety
With everything that is seen in the newspaper, it would be good to put more surveillance in the schools
consistent staff is appreciated

Cost is too high, the annual amount to qualify for aid is too low.

Emotional care for children

Flexible and affordable options would really help! Thank you!

Food safety is also important

Food safety, place health safety

Formulate differentiated subsidy standards according to family income; To meet the conditions of the family to issue "childcare vouchers", in the form of payment in kind to reflect the universality of benefits

Good environment

have a healthy diet

Have more summer programs for kids TK-high school as an option. Last year my 12yr old sat home ebcsyse the Ymca didn't do a summer program for older kids. The gap of 6th through high school is left out of activity. What happened to the Instructor in Training that used to be done?

Health and safety of children

Healthy Foods

Hi! I am a single mother who extremely in need of financial help get in a child care. I filled an application about getting child care financial aid but never heard anything back

Hook teachers and other district employees up!

hope the staff in the nursery are professionally trained and qualified to get certificates. I hope they are all caring and take care of the children as their own children. Children's safety must be ensured and parents can rest assured only by caring for their children. Children's health should be paid attention to.

How to apply for financial assistance and explaining the income qualifications in a more clear manner. We may qualify once credits are in and for net income, but probably not for gross income. This is why the previous question is difficult to answer.

I am hoping there will more options in burbank that are not out of date and dont cost an arm and a leg. Friendly staff and qualified staff.

- play based, nature exposure everyday
- Clean clean clean not out dated and dirty
- have a system to make sure to avoid spreading germs
- good communication between school and parents
- fun place to play and learn for toddlers

I am looking for child care for infants

I am very worried that today's children have gradually lost interest in learning, do not learn children's future is worrying.

I applied for ccrc years ago but never got a word, maybe more updates?

I believe the threshold for financial need should be lowered so that more families qualify. My family is right on the cusp and would not qualify, yet it is nearly impossible to afford rent and childcare in Burbank with our income, and I are strongly considering leaving Burbank to find someplace more affordable to live.

I don't need him to learn how well, I hope he can play happily at this time

I hope in the future that Burbank can boost the amount of available spots for children in their afterschool programs as well as their child care facilities.

I hope the child care center has good safety measures for the children

I hope the facilities are good and the service is good

I hope the teachers are better

I hope to find a great location when I have a baby

I spent more time with her growing up

I wasn't aware of my childcare options in Burbank aside from my employer childcare. It would be helpful for more outreach and visibility for those starting to look for care in Burbank.

I would appreciate if I get on the child care. Thank you

I would love for more home based childcare options.

I would love something more flexible, like a drop in daycare.

If I place my child I would like all staff to be certified and trained. Also for the curriculum to be developmentally appropriate for the age of my child, including toys and materials.

I'm afraid I won't see my kids

I'm afraid the child will think I can't have his favorite snacks

I'm unsure of what the options are for next school year (2023 - 2024) when my child begins TK at elementary school. My 2nd grade daughter does BGC on-site at her school, but I don't believe they offer that for TK kids.

I'm worried that childcare can't properly take care of my child's physical and mental health as well as the child's safety

improve after school programs

Infants under the age of 3 do not have the basic ability of self-care and need more individualized care and care full of maternal love or affection. Compared with institutional care, "adjacent care" can not only provide a familiar and warm environment and stable attachment objects, but also provide infants with more attention and interaction.

It is very difficult to find child care in Burbank. Would appreciate a community resource list available. No one seems to have that.

It would be great if Burbank had a location that did whole days part time. For instance 2-3 days a week. Or if they offered drop in rates.

It's hard to juggle kids and work

It's too expensive! To pay for childcare for 2 children is insanely expensive, but necessary as someone who works in person. We have no choice but to pay the price, but it's hard!

It's too expensive. Right now, it makes more sense for me to stay home than to pay for childcare. Which now is forcing me to leave the career I love and start to work from home doing something I don't love. And that's not fair.

I've researched some facilities and other parents have commented that the wait lists are long.

Kindergarten schedule is really tough on working parents.

Lack of access to affordable quality childcare has been my biggest struggle as a single full time working mother in Burbank.

Let the children grow up healthily

Long hour care is needed

Making it more available for parents. If you don't register quickly enough, you get shut out of options.

More after school programs on school campus

More low cost options for newborns and more options that have part time childcare available. Financial assistance for those whose income is under 200,000 should be considered.

More options for special education services before kindergarten.

My daughter went to Monterey child care. We were very happy, but disappointed that she had to leave the day she turned 2. It made the transition to preschool very challenging. Continuity of care from 3 mo - TK is critical. Finding infant care was incredibly challenging.

My son is at Disney Elementary and my daughter will start K there next year. We've been very disappointed with the lack of after school care options - especially for Kindergarten. Other elementary schools seem to have more options and it is critical that the city ensures access to the same programs at all schools.

My priority with childcare is safety. To feel at ease about child care, I look for a facility that takes safety top of mind which includes, locks, gates and limiting public visitors. Also with Covid-19 continuing being a daily threat and harmful to little bodies, cleanliness is also something I take serious and is important to me and my family.

My work subsidizes child care costs, Approx 40%.

NAEYC certification is a plus.

Nowadays, children are excessively addicted to electronic products, but what they get from these electronic products is not learning knowledge, which wastes their time and wastes their perfect brains. I hope that more games can be developed for children to exercise their brains.

Nowadays, children are excessively addicted to electronic products, but what they get from these electronic products is not learning knowledge. I hope that the animation in the future can let children learn in happiness.

Nowadays, children are excessively addicted to electronic products, but what they get from these electronic products is not learning knowledge. It is hoped that more games can be developed for children to exercise their brains.

Once students are in public school, the support system for TK/K is lacking and not available to all for full time employed parents.

One of the main concerns is the cost of good quality child care. The cost is equal to or exceeds a mortgage, especially with more than one child. If both parents want/need to work, most of their paycheck goes to pay for child care. So, even if a family exceeds the income limits to qualify for assistance, they could still be struggling financially to make ends meet.

Options for full time, part time, and drop in rates are important.

Our family attends the summer camp at YMCA. We have had a really wonderful experience is there. my suggestion is that the camp staff continues to attend continuing education. Sometimes there is a discrepancy with how each camp staff handles situations.

Partial day care options.

Pay and experience should be competitive so attrition rates are good.

Pay attention to food hygiene and safety

Please consider cost!

Provide financial aid

Safe and healthy living

Suggested in the original kindergarten based on the opening of nursery classes, the government to give some preferential policy support, so that these childbearing families do not worry about taking care of children difficult, practical for the sake of childbearing families. It will be a good thing for the people to solve their difficulties.

Summer care is super challenging. It is nearly impossible to get into the Burbank Parks & Rec camps (and I try every year at the minute it opens- the only year we got in was 2020 at the height of COVID). Plus you cannot use them if your child is on the younger side and starting kinder in the fall since kids have to be five and one-half.

Teachers should have love

That is an excellent idea that YMCA communicate with CCRC.

The after school services for elementary age is not affordable at all elementary schools.

The City of Burbank should offer free childcare as an employee benefit for those who are not allowed remote work. Remote workers get these beneficial working conditions and can care for their children at home. We should get an at-work childcare benefit.

The cost is extremely high, especially at places like the Y, and the quality of care givers/teachers can only match what they're offering for a salary, which is no where near enough. Pay the teachers more, hire more experienced educators and care givers then it makes sense why we're paying what we do.

The cost would definitely be more of a concern if we had more than one child. While we do not qualify for financial assistance, we would unlikely be able to continue with YMCA should we have another child.

The environment around the childcare facility is safe

The option of childcare provided in Burbank are very limited and just one of them currently offers financial aid

The staff is caring. Patience,

The waitlists are very long for certain facilities. Most people hear about childcare through word of mouth, friends, etc. Perhaps there could be a database that parents could easily access that could be filtered using different criteria to help parents find and acquire childcare. If there is already such a database then more should be done to promote that.

Their should be more child care community centers available in all areas and it should be available even to lower class citizens

There are not enough care facilities for young children (under 2). The waiting lists may be as long as a year. As soon as the pregnancy occurs, the family needs to start looking for the child care without even knowing what the needs of their future child would be. For the parent, it feels like there are no right in the relationship with a child care facility, the only thing a parent can do is to take the kid out of that facility and look for a new one, no mechanism to enforce rules within current facility. And in a situation of both parents working full-time and lack of other relatives that can provide child care, it may not be an option. Another big struggle is that some private child care facilities do not give the parents to read the contract till the application fee (non-refundable) is paid and not telling the parents in advance about their vacation policy, for example. As a parent I pay application fee and then learn that this facility has more vacations a year than I have, which means I have to take unpaid vacation days (if my employer allows me to) and again, there is no way for me to cancel the application and get the refund.

There needs to be more options available in Burbank for working families with special needs children under the Kindergarten age. Low Cost and with full time hours.

There's nothing I want to share

Thr podcast- NO ONE IS COMING TO SAVE US is about this. Please help!!

Three-year-old children are naughty, often make trouble at home, but he's very insecure, how can I solve

Today's children are too addicted to electronic devices, but what they get from these devices is not learning knowledge.

Too far. Worried about safety

We have been very lucky.

We have declined after school care as we felt it was a bit of a precious commodity and wanted the spot to go to someone with more need. Had we felt we weren't taking a precious spot we probably would have enrolled our child in after school care.

We must pay attention to personal safety and food safety

We need quality care. It is difficult but we have cobbled together a nanny, ATB, family, but other families are really struggling.

We use around the bell through BUSD FYI.

We will set up inclusive childcare institutions and bring them under the supervision of education departments

When infants cannot solve problems in the process of active self-construction, they will have emotional breakdown. When they always fail, they will appear clingy, afraid of students, poor independence and other manifestations. Can the teacher handle the situation well at this time

When they were young, my kids attended BUSD's Horace Mann preschool. It was a wonderful experience. We started in the infant class and continued until TK. I feel very lucky we had that opportunity. Burbank needs more programs like that.

Whether the child care provider is licensed and able to pay attention

Will the staff be angry, abrasive or moody with the children, too many children packed into a small space, too few staff and children left unattended

With regards to child care for school-aged children, we definitely prefer programs that are located at the school rather than ones where the kids are bussed to a center.

Worried about his language skills

Would be nice to have a discount for multiple children in child care. Love it when there is food provided and would be willing to pay for it.

Would love to have an opportunity to match our kids with an affordable childcare center.

Yes I am elder child is going to Kindergarten next year and I am seeking for some afterschool program in Glendale or Burbank area that child care could cover while I am working. M

Yes, I hope there can be affordable childcare services or programs in Burbank in a near future. It’s hard having to think and decide wether I stay home to take care of my child or go to work to pay for my bills and rent

Please explain what the City of Burbank could do to better assist you in your child care needs.

Please explain what the City of Burbank could do to better assist you in your child care needs.
A lot of aspects of the child care in private child care facilities are not regulated or not enforced. For example, there was time in my child care facility when kids didn't go outside for months, despite the good weather (not too hot or rainy) and good air quality. And there was nothing I could do about it. I kept asking the caregiver to bring kids outside, but she kept making excuses. And this occurred during COVID-19 times, spending time outside as much as possible would be a great way to prevent the spread.
Affordable child care, flexible hours.
Affordable prices and more daycare options
After care is hard to get for kindergarten.
After school care for my 12 year old.
Better information and resources on available childcare facilities, and provide subsidies for child care.
Better options for after school and summer care for kids. Including better hours that are commensurate with two adults working full time.
Budget
Burbank could use more accredited and licensed daycare centers, that are NOT religiously affiliated, particularly for infants and young toddlers. We so appreciated the YMCA CDC!
Burbank is heavily populated with wealth meaning they do not offer many assistance programs for the lower income families.
Burbank should explain the income threshold for applying for financial assistance and explain whether the income is gross or net because that's what makes a difference in qualifying for aid.
BUSD doesn't offer as many programs at Jefferson and are always waitlisted.
City should encourage and support construction of more licensed child care facilities for residents of the City. The current wait lists for high quality childcare are long. My child received a spot for child care only due to a temporary reduced demand for child care in mid 2020'due to COVID. The city could offer development incentives (increased density) to new residential or commercial developments who provide child care, and impose development fees to other developments to help non profit organizations develop new child care facilities. The city could also allow higher affordable housing densities in exchange for those developments providing lower cost child care services as part of the programs offered to affordable housing recipients.
Concerned about kindergarten (when we start in September 2023) will only be for 3 hours a day

Cost of living in Burbank is very high and because my husband and I are above the income threshold, we do not qualify for any type of resources. However we live in a 2 bedroom apartment and can't afford to move because the rental market is outrageous. We also don't qualify for any assistance because of our income, so truly we are living paycheck to paycheck hoping we can make it to the next month. It's sad that deductions are not included when looking at someone's income and it should be because the amount of taxes/ deductions that CA takes out are God awful. It would be nice to include some type of housing or childcare assistance for those of us who work hard but are constantly overlooked at because our income is "too high"!! $150,000(no deductions included) isn't anything if you look at all you spend in a year to live. (Rent)42,000+(childcare)12,000=54,000. That's literally my yearly salary, so all I do is work to pay for childcare and rent, how sad is that. I do appreciate the opportunity to express my challenges and really hope that things begin to change for families like mine. We give too much to receive so little.

Could use more childcare options

Does not apply. I have relatives for child care.

Even though I do not meet the eligibility for financial assistance, I still would like options for financial assistance. It is still a struggle to afford tuition on a monthly basis.

Expanded affordable after school care

Facilitate more child care facilities (especially infant care) within the City of Burbank at reasonable prices.

Financially support the opening of more early childhood care spots (0-2)

Free after school programs for school aged children are impossible to get into.

Good childcare is hard to find, and it's so expensive. Also concerns about my options when school is closed but I still need to work

Have more affordable child care and activities for the children.

Haven't been offered assistance as a Burbank Residence and this is the first time hearing of it.

Help set up more spots for children under 2

Hours do not work with my work schedule

I am not aware of any available childcare provided by the City of Burbank.

I believe child care is expensive in Burbank. Not to mention the extra food we need to pack for children.Many child cares in Burbank are not subsidized. Waiting list takes too long.

I don't know or have any resources other than CCRC which I've applied to and are waiting. I work and live in Burbank and have to drive outside of Burbank to a nanny because it's very expensive in Burbank.

I feel like the financial assistances and how to seek this assistance for Child care should be made available to us as parents. Especially if it is known that the family is using Medi-Cal and WIC for their families.

I have applied for child care with CCRC and no response.

I have heard nothing about getting help with child care. I asked the school and they didn't offer any info.

I have reached out to all of the afterschool programs affiliated with Roosevelt Elementary and it is either too costly or there are no available spots for my children. I feel like the afterschool programs cater to a wealthier demographic in Burbank.

I haven't used their resources. I wouldn't know.

I like the program that my son attends but it is expensive. Another part of the problem is that the school day is too short. I hope Burbank can work it out with the teachers to provide normal school days for the students

I think Burbank should prioritize its residents first then people employed in the city of Burbank and so forth

I think the city does a lot and all of it is deeply appreciated. I know there could be more opportunities for more families that have much harder situations than we do. I am proud of what Burbank does.

I think the school district needs more partners and needs to offer huge discounts for their employees. Often we don't need child care past 4 PM but have to pay for it until 6 PM. BUSD should want it's employees to have their children in Burbank so they feed directly to our k-12 schools and help enrollment. Having some benefits and reasonable child care for BUSD and city employees would encourage this.

I want services at the school. ATB is over $550 a month and we only go 2/3 days a week. Too expensive for us for only 5 hours a week. ASD for kinder is off site.

I wish Burbank City has more child care spots

I wish there was an option for I don't know! I don't know how the city of Burbank is involved, and I don't know what resources may be available to me via the city of Burbank to subsidize childcare or help me find care

I wish there were more low income child care services

I work for the City of Burbank Full Time. I plan to start a family within the next 2-5 years. Finding affordable, quality childcare is very important to me as I am 30 yrs old and make an average salary at the supervisor level. I am looking for some place clean, in Burbank, with diverse teachers and quality learning curriculum. City of Burbank employees could possibly receive free or discounted childcare.

I would like the city to provide a stipend for child care services

I would like to get a financial assistance for my child. To get in a daycare in my area. My income qualifies for an assistance

I would like to see Childcare programs like the County has for employees. On-site childcare and financial assistance programs.

I would love a more affordable infant care option through the city.

I would love to find a school:

- CLEAN & Safe
- don't allow kids that have cold to come to school to avoid spreading germs
- Play based but still teaches stuff
- Arts and crafts
- Lot of nature time
- Teachers are kind and nice and good communication to parents
- live cam would be nice

I would love to put my daughter in an after school program but I worry that the caretaker will not know how to handle her when she has meltdowns or when she does things that are not "age appropriate" She has special needs and it is very subtle.

Ideally, I would like a City of Burbank publicly funded child care center. (and would like federally funded child care centers)

If I can get a grant

If the City could provide, low- or no-cost child care for City employees, it would not only be a tremendous help, but a great recruitment and retention tool.

I'm not aware of any programs that fit my budget.

Income limits for assistance need to be increased to match cost of living in Burbank.

Infant and child care availability for those not necessarily meeting imcome assistance requirements. Cost of living is expensive here and being just above the eligibility doesn't negate a need for affordable child care.

Infant and toddler care is impossible to find, unless an older sibling is already in the same program.

It does not feel like there are many viable child care options for full-time working parents. Most child care organizations close well before normal business hours are over or only operate part-time for certain age groups, which makes it difficult for parents to rely solely on child care organizations. We use a combination of child care facilities, private nanny, and relatives to help watch our two children while both parents work.

It's too costly for child care and school hours are less than other schools. Which means I have to pay more for child care for more time

I've found that most childcare in the area don't have space and the ones that have space are extremely expensive. Our family doesn't qualify for financial assistance. But the cost of childcare for 2 children causes financial hardship

Just wish it was more affordable and wait lists weren't an issue.

Kindergarten is part time in BUSD. I am a head of household solo parent working full time. There are only two option available to me at Disney Elementary--Around the Bell and YMCA. Neither presently offer any financial assistance and I cannot afford either. I bring my child home midday and he's stuck at home alone unsupervised while I continue to work. It's had a detrimental impact on his social and academic development. And is stressful for me.

Less of a waitlist, expand child care

Long wait list with a down payment

Low cost daycare for all.

Maintain Kinder after school care on school campuses. Prior to this year there were many kinder families stuck without after school options.

Make it clear what all our options are, including what financial assistance is available

More affordable after school care where there's not a waitlist.

More affordable child care

More affordable summer options for older kids. Burbank parks and recreation is immediately full when registration opens

More ATB style spots at the school site. We are ok, but others desperately need it.

More child care centers. Horace Mann is unaffordable.

More cost efficient child care.

More facilities to choose from.

More families should be helped

More financial aid

More flexibility in scheduling

More lower-medium income program availability

More options especially for TK/K students that end school day well before most services. Only option for care is Around the Bell.

More qualified institutions could be established

More services for elementary age with better pricing. Better pricing.

More slots

My daughter will be starting kindergarten in 2023. I assumed that kindergarten would be the same number of hours as grades 1-5 and was disappointed to see that it is only a few hours a day, and therefore childcare will still be a substantial cost for our family since we will need to pay for half day care someplace.

My grandson is currently under my care and is attending a Burbank school. My provider is my husband, his grandfather. He was receiving money from CCRCCA and has been discontinued due to my income. We are in need of continuing help with daycare expenses and are hoping this program can help us.

Thank you!

My wife and I both leave for work before 6am and most child care does not start that early. My wife and I work with hundreds of coworkers that also start early and leave their houses well before 6 but there is very limited options for kids to start at child care that early.

Need more communication

Don't know if anything service from city of burbank

Need more options available for kindergarten students. There are limited options to accommodate the students short school hours. Most child care starts when elementary students are out of school which is much later in the day.

Need more preschool and TK options

No availability in programs on campus

Not enough affordable options. Long waiting lists on the preferred programs

Not enough available information.

Not enough information

Not enough resources on seeking daycare and financial assistance e

Not sure what can be provided

Open more childcare centers rather than the "home" type ones. More along the lines of the Peter McGrath child development center and make them affordable for all Burbank residents, not just those under the BHC Burbank Housing Program.

Our biggest challenge has been finding quality aftercare for our son who is in Kindergarten because he finishes school at 11:25 every day. We have him in a local daycare after school, but it is not high quality. We are on waitlists for 4 different after care programs, including YMCA.

Provide employee child care.

-Provide Employer Provided Back-Up care for their employees. Many employers implement this and my previous employer paid for up to 9 days of back-up care per year.

Provide more affordable options for child care or more information on child care assistance. I was on a waiting for 2 years for child care with the burbank schoo district.

Provide more quality, affordable child care options.

Provide more spaces for infant care, which particularly challenging to find. Consider co-locating child care facilities with senior center to allow for inter-generational activities. Also need better after school options - especially for Kindergarten.

Provide on site child care

Provide quality low cost childcare

provide subsidies for child care

Provide subsidized child care or priority placement for City of Burbank employees

Providing early access to child education

reduced child care options have been very limited as a single mom working part time.

Subsidized rates, or extend public kindergarten to younger age children.

Support providers and offer broader financial assistance. Childcare offered for few hours on an evening weekend for "parents night out" once a month would be wonderful. More summer camp childcare programs would help families in the city.

The BUSD does not offer ANY preschool options besides the SEED program. My child qualifies for the SEED (special ed) services but the hours of operation for the SEED program is only 2.5 hours a day. This does NOT work for working parents and sometimes a Nanny or driver is not an options financially. There MUST be a better option available for full time working parents that is ran by the school district for SPED services under the Kindergarten age.

The City of Burbank should not have sold Horace Mann to YMCA. YMCA does not teach the children. The rate of turnover is extremely high. Lack of education in addition to the lack of celebration of any holidays is terrible. My child didn't want to eat the food they provided and they withheld her food until only 5 min left of snack/lunch time so she was starving even though we told the "teacher" every time but the constant turnover no one knew and they kept doing it. The HM YMCA has seen mass leaving of the original parents in fact, they all have left due to how terrible the child care is. We don't need people to just watch our children. We need them to actually care and educate our children.

The City of Burbank should provide free child care to all City employees.

The City's program through parks and recs seems to allow only a very small portion of kids to participate. There are far more children than the programs can support. Also limitations around hours make it difficult for parents with long work commutes.

The cost of child care is extremely expensive and don't have enough programs for infants

The cost of childcare is so high, especially with multiple children that it is making it almost impossible to work and have quality childcare if you don't have family that can help. Childcare for two small children ends up costing as much or more than an average persons salary. Affordable childcare for people who don't qualify for subsidized childcare would be amazing.

The early education center is too expensive in Burbank and I have three kids .the hours are too late opening up at 8 am and I go into work at 7:40 am . Access to information to early care should be more available and affordable for families . Not everyone in Burbank are home owners .

The list is always long and always closed, no opportunity to get help until the child reached kindergarten age

The locations that offer better care have very long waiting lists. The cost of care is high.

The main child care centers in Burbank don't offer half days so if I want to send my kid there I need to pay for full time even though I wouldn't use it.

The only option for Special Education services before Kindergarten is not accessible for working parents due to the school's part-time hours.

The rest of the family can be taught about child care

The school district is not helpful nor does the school district itself offer enough child care options at all

The wait lists are so long, with a lot of searching and digging required to find out where to start is very overwhelming. Mom-friends ended up guiding me in the end, but it would be better if the city had a cohesive site for all questions and links.

There aren't enough options. Every childcare option seems to have a waiting list.

There aren't enough spaces in the options that we have, and those options are limited or aren't resources I would ever use. I'm very protective and I don't trust a stranger driving my kid around, so there need to be more school resources. If they can fit all the kids at school during the day, they can fit a lot more than they do AFTER school currently.

There aren't many options for low income households to help with child care or school programs.

There has never been affordable childcare in Burbank. Every place is over 1200 monthly. I have never received placement for my first born who is no 11 either.

There is no financial assistance. When I applied for subsidized child care, I never got a response back. Burbank doesn't seem to care much about mid/low income people.

There need to be more options and most importantly affordable options of childcare so parents can continue working in their career. In my opinion, childcare should be also supported by the city/state to support gender equality.

There needs to be more centers. Of the options, there were only 3 that I felt comfortable with and the wait list was excessively long.

There should be more affordable child care center in Burbank especially after school child care

There should be more morning day care for working parents.

There should be more public school pre k options versus paying so much for full day child care and learning environments. Even when they get to kinder the fact that it is half day and you have to get on the around the bell waitlist that is 2yrs of waiting is ridiculous. The other options for child care in campus don't even take kinder unless the are late start so what are working parents supposed to do with the kids for the 8-9:30 hour before the start late bird tk. Rent is high here and parents need more reasonably priced options. The partial day childcare is still expensive where we might as well sign up for full day.

There shouldn't be wait lists at the Elementary school programs. And kindergarten should be a longer day. My son was at preschool full time so he's used to going all day.

They don't offer any program to help pay for daycare. The prices for child care in Burbank are very expensive. I even have to pay for before and after school programs that are from the Burbank district and they are expensive they don't fall anywhere in my budget. I have to look outside Burbank in order to find cheaper childcare and it's farther away for me to pick up my child after work.

They don't provide enough affordable options. I can't afford to pay a mortgage's worth towards childcare. I'm a teacher and I don't even get priority registration, let alone a discount.

They should offer free or discounted childcare as a benefit.

Too expensive and not supportive of single parents or low income families

We could not find a place that had immediate openings

We need more facilities that are affordable and/or subsidized. Last I checked (pre-pandemic) when my daughter was in pre-k, the monthly cost for a full-time daycare in Burbank was over $1500, with the exception of 1 place.

It's practically cheaper to have an au pair than to send them to pre-school/daycare. Also, many daycares have weird hours (like 9-3) which does not work for parents who work full time.

We need more onsite childcare facilities especially at the elementary schools. My kiddo is not attending TK because we don't have any before or after school care on-site. We are stuck in regular childcare until childcare at school becomes available.

We need more Options

We need more options!!

When I was seeking care for my oldest (which is now about 10 years ago), there were few if any options for children under the age of 2. I'm hoping that's better now, but I ended up choosing a preschool in Glendale since I couldn't find a good option in Burbank. I also think that it can be very hard to find preschools and I know many parents on waiting lists, so more public information to help find preschools would be useful, and of course more spots!

When it comes to after school care, there's not enough options. I have 2 kids attending Disney elementary and the only option (ATB) that is available is too expensive. ASES has a waiting list. For child care and preschool, we are happy with the preschool we found but it took many tours and some luck because we were able to enroll our 2 year old because 2 kids were leaving to go to Kindergarten. If not, we would of been on the waiting list.

When my children were of child care age there were not enough cost effective quality sites in Burbank. I had two boys 18 months apart and even with two full time incomes we took a big financial hit with paying tuition. Teddy Bear preschool was somewhat affordable but not high quality curriculum though fantastic care. We made too much money for financial aid but barely enough to cover childcare and all our other costs. Once they went to kinder there was no after care for them since the elementary school only offered after school care for 1st grade and higher. Burbank needs to do more for families

With cost of living so high, assistance needs to be more accessible to the 100,000 to 150,000 family salary range

Would like to receive more information about current and future childcare opportunities. This information doesn't seem to be freely available as far as I can tell.

would love for an after school spot to be available to my child automatically instead of vying for spots. Longer child care hours would also be great.

Are there any other items missing from the question regarding what is most important in your decision-making that ARE very important in your child care decision-making process?

Are there any other items missing from the question above that ARE very important in your child care decision-making process?
A facility that provides healthy snacks or meals.
A healthy diet, a safe space
Ability to accommodate special needs
ability to get in - ie not on a wait list
Access to outdoor facilities
Accommodation for children.
Accreditation, Teacher Quality
After school care available
Age range of grouped kids, peer interactions (do my kids have friends there?), Flexibility of schedule
appropriate cooked food in child care
Atmosphere
Attentiveness to Children and good personality fit for parents & children.
Attitude of staff
Availability and hours of operation
Availability, hours
Background screening
Background Tested
Background, livescan
Brand
Broaden his horizons
Care
Caretaker is trained to be able to handle a child with autism
caring caretakers
Celebrating holidays, birthdays, etc. Teaching the children, not just babysitting them like YMCA does.
child education

Child to teacher ratio
Clear and frequent communication about child's progress, accessibility to teachers and director, as well as the relationships and rapport built with teachers and staff is vital. Lack of rapport will lead me to avoid a place. My child needs to be important and feel part of the childcare family otherwise there is no point in registering my child into any program.
Comfort of facility: welcoming, warm people
Communication from the staff. Policies on Vaccinations. First Aid training for their staff members
Communication with parents
Community relations
COVID protocols
Dietary safety and nutrition
Diverse socialization
Diversity in the teachers
do they provide food; is potty training necessary
Early drop off time and late pick up, ex: 7am-6:30pm
ease of communication with facility
Ease of commute. After school programs at school allow us not to transport kids in between facilities
Education level of staff
Emergency protocol(earthquakes/fires/)
Employee Information
Enough teachers or assistants
Entry protocol
Experience and patience with kids
Experience of childcare providers
Experience of providers, ability to adapt environment to child's needs
Experience of staff and care givers and who they are as people, how is their emotional intelligence? And is this taught to the kids?
Financial assistance programs offered
flexible hours
Flexible terms - for example pay for the days you need and not by the month or week. I usually only need childcare a couple times a week, and with most facilities charging a mandatory monthly or weekly fee, it is more cost effective to take a day off work.

Food Safety
Food Safety for Children
food safety issue
Food section
food.
Give him more life hacks
Good Healthy Meals
Good reviews
Grow up with her
Growth Environment
Gut feeling
Hours
Hours - open by 7am and until 6pm
Hours (early and after care)
Hours and availability (consistently)
hours and food
hours available for care before and after school
Hours child care is open
hours of care
Hours of facility
hours of operation -- full day
Hours of operation (full day care), personality of care providers, teacher/child raio, outdoor space
Hours of operation, consideration/support for special needs
Hours of operation, including full day coverage
Hours of Operations, Homework Support
Hours of outside activity
hours to accommodate working parents (6:30am - 6:30pm)
How large facility is and number of children being cared for.
How many people are working there

how toe environment feels, how do the children look who are there, how is there art displayed, how are children redirected from a "bad" habit
I haven't thought of anything else
I need to know that there are good people caring for my child
If they have friends or classmates there.
Inclusiveness and multiculturalism, ongoing teacher training, active communication with parents.
Instalaciones seguras para los niños
Is it close to home
Kindness, reliability and training of care takers
knowing about prior incidents and number a children in care/class
Languages available
Level of care provided
Meals
need clean and helpful teachers who communicate well with parents and are nice to kids
Number of children paper room
number of children to caregiver
Number of children to provider ratio
Nursing staff qualification certification
Nuturing environment that teaches kindness
Open time and close time of facility
Opportunities for character development
Part time or Drop in Availability
Photos
Photos and updates on what they are doing during the day. If snacks or meals are provided/included in cost.
Physical and mental health
Pick up and drop off of children
Play based learning
Provide lunch
Provide meals

Provided lunches.
Qualified staff
Quality of staff
Quality of teachers
Quality of teaching
Quality rating of the facility
Ratio of teachers to kids
Regular communication with staff
requiring helpers or anyone in the facility to have undergone a background check / screening
Responsiveness of staff
Security features
Social emotional learning, how they handle neurodiverse children
Staff background and personality
Staff demeanor (warm, nurturing), time/space for children to play, explore, have fun
Staff who are trained in positive discipline and are inclusive of all families
Staff- workers skills and qualifications.
Stimulation of interest
Support for special needs
Take her to more places
Teacher - Child relationship
Teacher personality and demeanor
Teacher Qualifications; Options for Provided Lunch
Teacher quality
Teachers
teacher's background & education
Teachers meet educational criteria
The teacher's kind
They now offer healthy habits classes and STEM programs
Transparency of center

Survey Quantitative Data

Are you planning to have a child within the next two years?	
Yes	6

What is your marital status?	
Divorced	4%
Married	81%
Prefer not to answer	3%
Single	11%
Widowed	0.6%

How would you describe your race/ethnicity?	
American Indian or Alaskan Native	6%
Asian or Asian American	11%
Black or African-American	6%
Hispanic origin or Latino/a	17%
Native Hawaiian or Pacific Islander	0%
White	47%
Two or more races and ethnicity	9%
Prefer not to answer	4%

How many children live in your household?	
1	42%
2	42%
3	12%
4	3%
5	0%
0	0%

Age of children	
Age Group of Children	
0 to 2	21%
3 to 4	28%
5 to 6	27%
7 to 12	18%
13 and older	4%
Missing	1%

What is your employment status?	
Full-time employed	79%
Not employed	6%
Part-time employed	14%
Student	0.8%
Undisclosed	1.0%

What industry are you working in?	
Arts, Entertainment, and Recreation	13%
Educational Services	13%
Health Care and Social Assistance	13%
Professional, Scientific, and Technical Services	8%
Manufacturing	6%
Accommodation and Food Services	6%
Finance and Insurance	5%
Public Administration	4%
Management of Companies and Enterprises	4%
Utilities	4%
Retail Trade	3%
Construction	3%
Information	3%
Other Services (except Public Administration)	3%
Real Estate Rental and Leasing	2%
Administrative and Support and Waste Management and Remediation Services	1%
Transportation and Warehousing	1%
Agriculture, Forestry, Fishing and Hunting	1%
Mining	0%
Wholesale Trade	0%
None of the above	6%

Describe your current working situation	
Full-time in the office	51%
Fully remote work	18%
Hybrid	31%

(Conditional: Those who said NO to do does your child currently attend child care in Burbank?) In what city does your child attend child care?	
Glendale	27%
North Hollywood	7%
Van Nuys	7%
Los Angeles	5%
Panorama City	5%
Sun Valley	5%
Toluca Lake	5%
Arcadia	2%
Arleta	2%
Carson	2%
Eagle Rock	2%
Fayetteville	2%
Harbor City	2%
La Cañada Flintridge	2%
La Crescenta	2%
Monterey Park	2%
Montrose	2%
Santa Clarita	2%
Stevenson Ranch	2%
Sylmar	2%
Valencia	2%
Miscellaneous	5%

Do you currently have child care for your children?	
No	13%
Yes	13%

(Conditional: those who said YES to do you currently have child care) Do you take your child to a child care location such as a child care center or family child care home?	
No	13%
Yes	87%

(Conditional: those who said YES to do you currently have child care) Do you have relatives or other close friends provide child care for you on a regular basis?	
No	57%
Yes	43%

(Conditional: Those who said NO to do you currently have child care) Are you planning to seek child care for your child(ren)?	
No	19%
Yes	81%

(Conditional: Those who said YES to do you currently have child care) Does your child currently attend child care in Burbank?	
No	15%
Yes	85%

(Conditional: Those who said NO to are you planning to seek child care for your children) What is the reason for not seeking care for your child?	
Grandparents or relative provides care for my child(ren)	23%
I work from home and provide care for my child(ren)	20%
Other	20%
Partner or spouse cares for my child(ren) full-time	37%

(Conditional: those who said YES to do you currently have child care for your children) How much does your child care cost monthly?	
Cost of Care Range	
$0 - $499	5%
$500 - $999	21%
$1,000 - $1,499	35%
$1,500 - $1,999	20%
$2,000 - $2,499	9%
$2,500 - $2,999	4%
$3,000 - $3,499	4%
$3,500+	2%
Unknown	0%

(Conditional: those who said No to do you currently have child care for your children) How much are you willing to pay monthly for child care?	
$0 - $499	19%
$500 - $999	36%
$1,000 - $1,499	24%
$1,500 - $1,999	10%
$2,000 - $2,499	4%
$2,500 - $2,999	4%
$3,000 - $3,499	2%
$3,500+	0%
Unknown	2%

(Conditional: those who said No to do you currently have child care for your children) How much are you willing to pay monthly for child care?	
>> Child's safety and health	
Not Important	0.19%
Somewhat Important	7%
Very Important	93%

>> Location	
Not Important	36%
Somewhat Important	24%
Very Important	10%

>> Cleanliness of facility	
Not Important	0.57%
Somewhat Important	14%
Very Important	86%

>> Option for live camera viewing	
Not Important	27%
Somewhat Important	32%
Very Important	41%

>> Cost	
Not Important	4%
Somewhat Important	31%
Very Important	65%

>> Provider is licensed	
Not Important	4%
Somewhat Important	17%
Very Important	79%

>> Curriculum	
Not Important	4%
Somewhat Important	38%
Very Important	58%

Have you previously applied or plan to apply for financial assistance for child care?	
No	59%
Yes	41%

In 2022, the income eligibility for child care financial assistance is $82,102 for a family of three and $95,289 for a family of four. Knowing this information, does your family qualify for child care financial assistance?	
No	51%
Yes	49%

(Conditional: Those who answered YES to does your family qualify for child care financial assistance) Would you apply for child care financial assistance?	
No	3%
Yes	97%

(Conditional: Those who answered NO to would you apply for financial assistance) Please state in the space provided the reason you are not interested in child care financial assistance.
I am interested, but there is a barrier for me in that I have tried to do it before and failed, and I don't want to invest more time just to fail again.
Not needed at the moment since partner is home full time with children
Creo es muy importante para el desarrollo de mis hijos, pasar tiempo con nosotros como padres y poderles dar un cimiento fuerte y sólido como familia.
I am rich
I never qualify

Have you used licensed child care for a child under the age of two in the last two years?	
No	48%
Not applicable	11%
Yes	42%

If you were seeking infant care for your child under the age of two, was there a waiting list?	
No	31%
Not applicable	33%
Yes	36%

(Conditional: Those who answered YES to seeking infant care waiting list) Did you succeed in receiving child care?	
No	29%
Yes	71%

Has your child received diagnosis and services related to special education?	
No	67%
Not applicable	10%
Yes	23%

Is the City of Burbank doing enough for your child care needs?	
No	33%
Yes	67%

How far are you willing to drive to your current or future child's child care from your home or place of employment?	
< 10 miles	81%
> 21 miles	2%
15 - 20 miles	17%

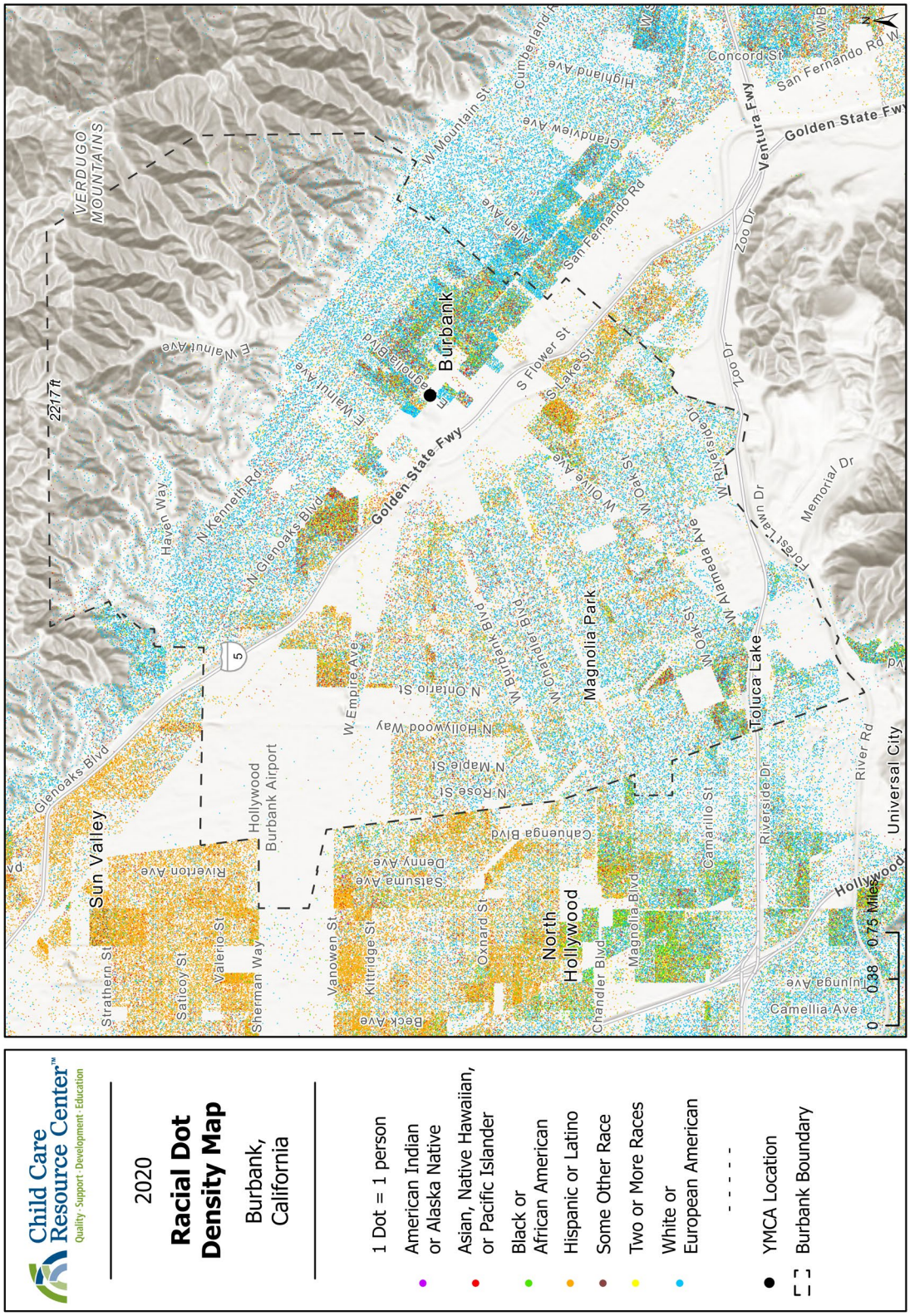
How do you commute to work?	
Working Remote	6%
Public Transit	9%
By car	61%
Bike/Walk	4%
Rideshare or carpool	2%
Two or more methods	17%
Misc.	0%
Doesn't work	1%

Where do you prefer your child care to be located?	
Midpoint from Home or Work	35%
Near Home	34%
Near Place of Employment	17%
Close to Relatives	11%
Child's or Siblings' School	3%
All of the Above	0%
Near School or Near Home	0%
Unsure	0%

Are there any other items missing from the question above that ARE very important in your child care decision-making process?	
staff/ teacher related (quality, screening, licensed, communication)	36%
flexible schedule, hours of availability, location	19%
food, health, snack related	15%
safe space, atmosphere, number of children to provider ratio	10%
learning skills, education, curriculum	8%
special needs or accomodations	3%
cleanliness of facility, covid, emergency protocols	2%
financial assistance	2%
misc.	5%

Please explain what the City of Burbank could do to better assist you in your child care needs.	
Affordable child care or financial assistance	37%
More child care spaces	16%
More options for after school, before school, or partial care	14%
Flexible time	12%
Additional on-site or at work child care provided by employer	8%
The need for infant care spaces	5%
Wants more information regarding child care opportunities	4%
More attention to children with special needs	2%
Additional standards or regulation	2%

APPENDIX 3. BURBANK MAP



Region	Total Population	American Indian or Alaska Native	Asian, Native Hawaiian, or Pacific Islander	Black or African American	Hispanic or Latino	Some Other Race	Two or More Races	White or European American
Burbank, CA	107,337 (100.0%)	222 (0.2%)	12,380 (11.5%)	2,891 (2.7%)	25,961 (24.2%)	618 (0.6%)	4,915 (4.6%)	60,350 (56.2%)

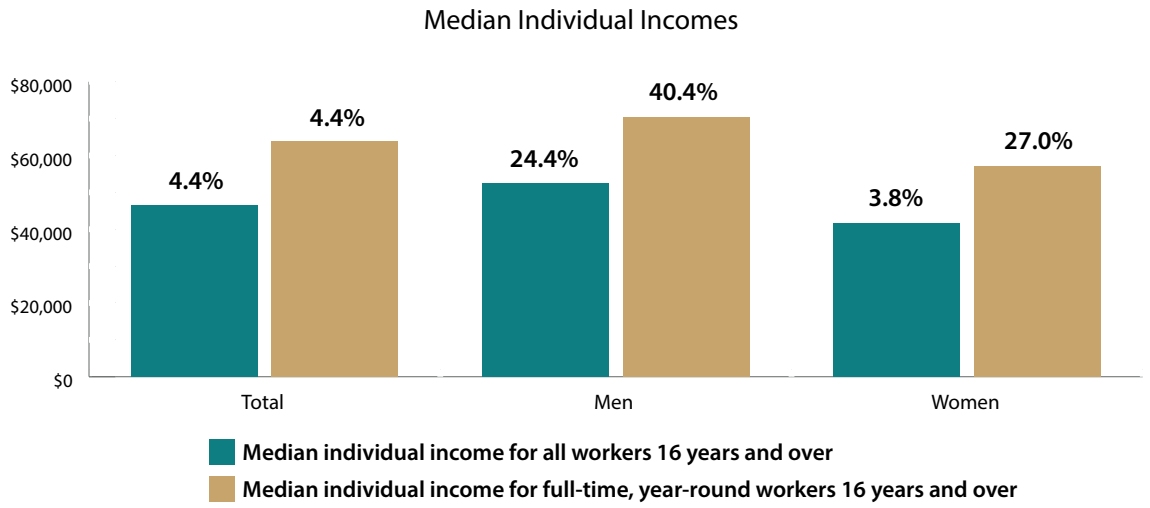
Source: U.S. Census Bureau, 2020 Census Redistricting Data

APPENDIX 4. ADDITIONAL U.S. CENSUS DATA

Median Individual Incomes

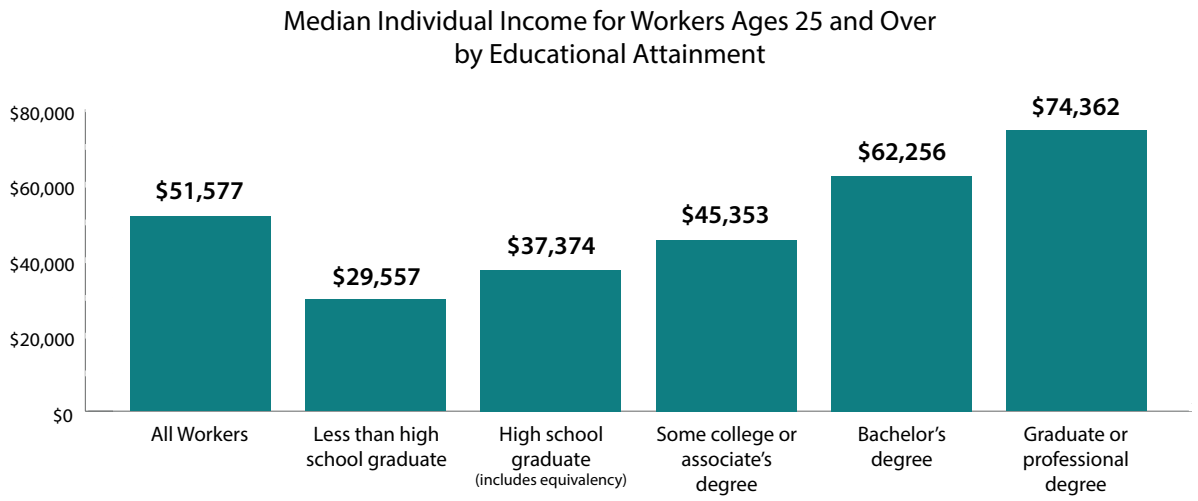
There were 59,162 people in Burbank ages 16 year and over with earnings. The median individual income for a worker was $46,576 a year. For a worker who worked full-time, year-round, that figure was $63,768.

When broken down by gender, male workers who worked full-time, year-round earned $70,509 compared to their female worker counterparts who earned $57,101.



Source: U.S. Census Bureau. 2020 American Community Survey 5-year estimates, Table S2001.

When we break down the median individual income for workers ages 25 and over by educational attainment, we see the figure go from $29,557 for workers with less than a high graduation to $74,362 for workers with a graduate or professional degree.

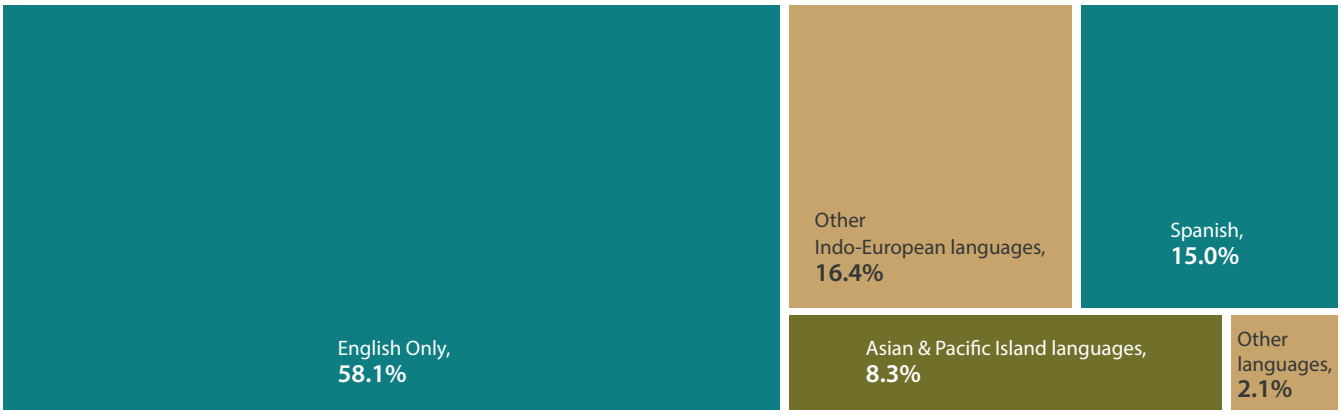


Source: U.S. Census Bureau. 2020 American Community Survey 5-year estimates, Table S2001.

Language

Of the 97,972 people in Burbank who are age 5 and over, 58.1% speak only English at home, 15% speak Spanish, 16.4% speak other Indo-European languages, 8.3% speak Asian & Pacific Island languages, and 2.1% speak other languages.

Languages Spoken at Home



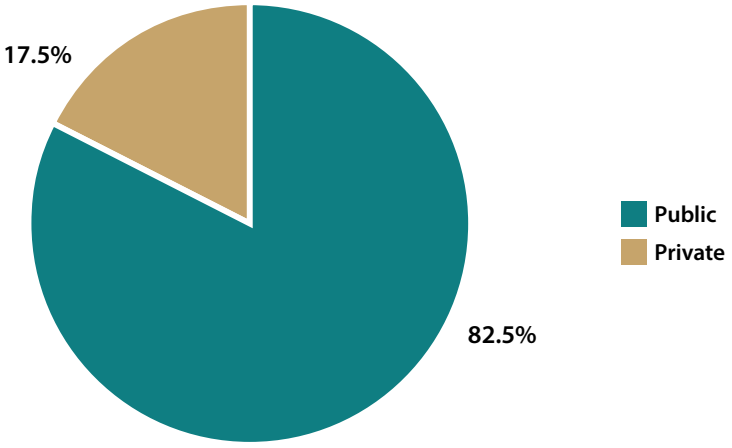
Source: U.S. Census Bureau. 2020 American Community Survey 5-year estimates, Table S1601.

School Enrollment

Of the 14,662 children ages 3 to 17 enrolled in school, 82.5% attend a public school and 17.5% attend a private school.

In married couple households, of the 10,638 children, 81.9% attend public schools and 18.1% attend private schools. In single father households, of the 625 children, 92.5% attend public schools and 7.5% attend private schools. In single mother households, of 3,294 children, 82.2% attend public schools and 17.8% attend private schools.

Children Ages 3 to 17 by Enrolled School Type.

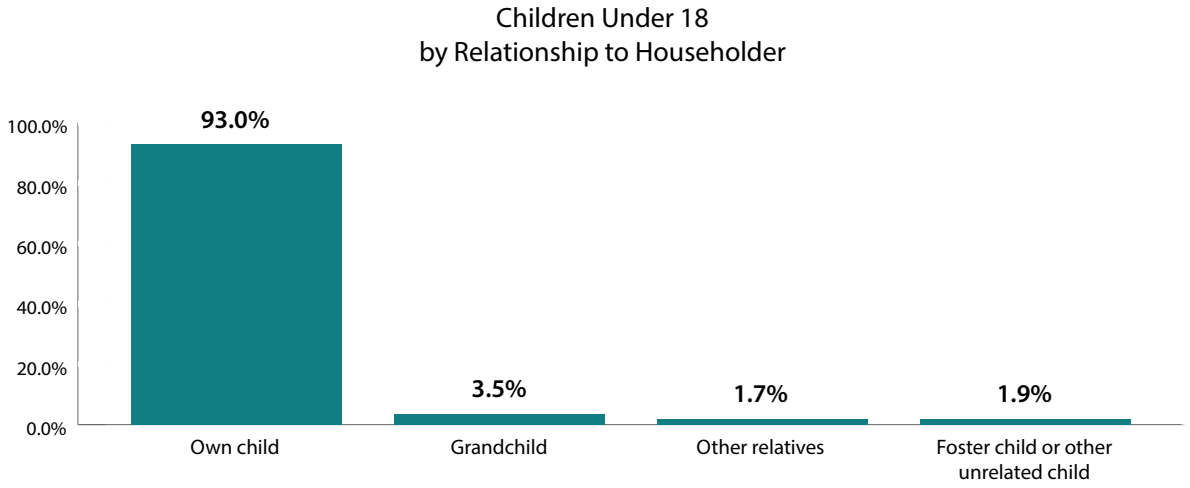


Source: U.S. Census Bureau. 2020 American Community Survey 5-year estimates, Table S0901.

Foster Care Children

Of the 18,966 children under 18 living in households, 17,657 (or 93.0%) are children of the householder, while 667 (or 3.5%) of children are grandchildren, 317 (or 1.7%) are other relatives, and 355 (or 1.9%) are foster children or unrelated children.

When disaggregating the number of children who are children of the householders, 94.5% are biological children, 2.6% are adopted children, and 2.9% are stepchildren.



Source: U.S. Census Bureau. 2020 American Community Survey 5-year estimates, Table B09018.

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CCRC cultivates child, family and community well-being.
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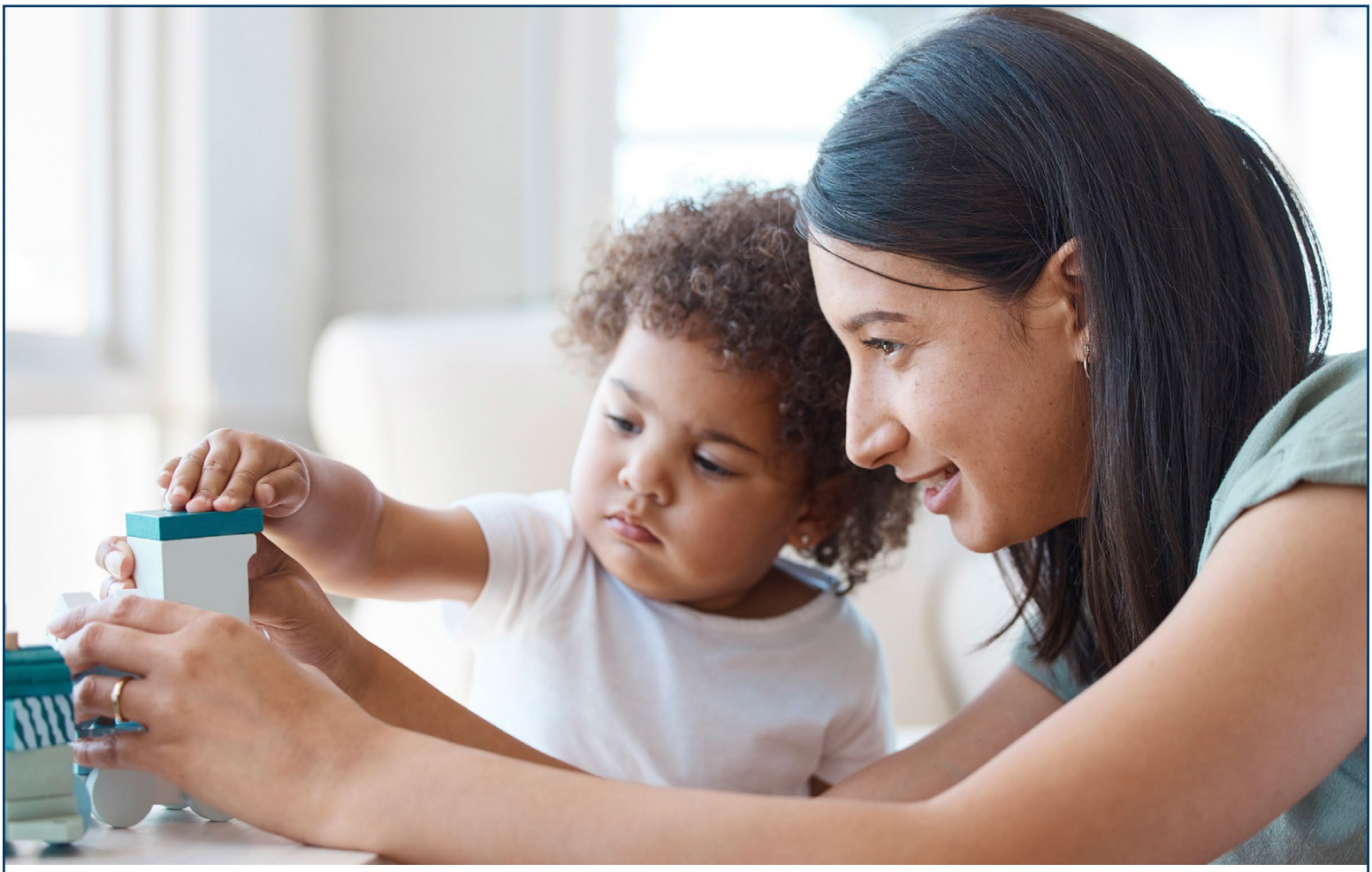

Meeting the Needs of Burbank Families:

A Child Care Needs Assessment

CCRC Office of Strategic Engagement

FUNDED BY: LESAR DEVELOPMENT CONSULTING
IN PARTNERSHIP WITH: BURBANK YMCA

Child Care Resource Center™
Quality · Support · Development · Education

the YMCA
FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

LESAR DEVELOPMENT CONSULTANTS

BURBANK
CHILD CARE DIRECTORY

Compiled by

The Burbank Child Care Committee
2009 / 2010

BURBANK CHILD CARE COMMITTEE MISSION STATEMENT

The Burbank Child Care Committee acknowledges that child care is an essential element of an environment that supports and sustains family life while supporting economic growth. The goals of the Committee are to serve as a resource, identify child care needs and promote the availability of safe, high-quality, accessible and affordable child care in Burbank, both to residents and to commuting employees. Further, the Committee shall make recommendations on child care policy to the Burbank City Council

The Burbank Child Care Committee prepared this directory to assist those seeking licensed child care in the City of Burbank.

Every attempt was made to include all current facilities in this directory and to provide accurate information. The information printed was provided by each individual facility. Inclusion in this listing is in no way an endorsement of any particular facility by the Burbank Child Care Committee.

The Child Care Committee encourages parents to utilize the information printed in this guide to assist them with evaluating a program and choosing the appropriate care for their children. Parents are urged to phone the facilities and plan a visit before enrolling their child in a program.

PLEASE NOTE: It the responsibility of the parent to research each facility to ensure that the program meets your needs and expectations.

Name of School/Center:	**WESTMINISTER PRESBYTERIAN PRESCHOOL**
Address:	542 N. Buena Vista, Burbank, CA 91505
Telephone Number:	(818) 841-3741
Director's Name:	Lisa Caparco / Khaty Fallah
Number of years in Operation:	38
Type of Ownership:	Non-profit
Ages Served:	2.5 years to 5 years
Hours of Operation:	M,W,F - 9:00 a.m.-12:00 p.m. & 12:30 p.m.-3:30 p.m. T,TH - 9:00 a.m. – 12:00 p.m. only
Months of Operation:	10 months and 7 week summer session
Child-Adult Ratio:	6:1

Meals are provided by home.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? All

Parent participation opportunities and/or requirements:
Our only requirements are parent conferences. Parents can volunteer for any party, activity or special event.

Brief description of Center's philosophy about education and child development:
We are a developmental school. It is important to build self-esteem by exposing a child to hands-on experiences. Children learn at their own pace. We have Chapel and learn about God's love.

Other Information:
Must be potty trained (no pull-ups)
Snacks provided by parents

Name of School/Center:	**VILLAGE CHRISTIAN PRESCHOOL CENTER**
Address:	3306 W. Victory Blvd., Burbank, CA 91505
Telephone Number:	(818) 843-4468
Director's Name:	Kathleen Ramirez
Number of years in Operation:	9
Type of Ownership:	Church/Non-Profit
Ages Served:	2 years – thru pre-kindergarten
Hours of Operation:	7:00 a.m. to 6:00 p.m., Mon. - Fri.
Months of Operation:	All year
Child-Adult Ratio:	8:1

Meals are provided by home.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? All

Parent participation opportunities and/or requirements:
No requirements, however, parents are encouraged to participate in many different activities and regular special events. Conferences are on an as needed basis.

Brief description of Center's philosophy about education and child development:
Our aim is to develop the total personality of each child providing an educational experience of lasting value, which would include cognitively, physically, socially, emotionally, and spiritually in a developmentally appropriate program.

Other Information:
Morning & Afternoon Snacks Served
Website: www.villagechurchburbank.org

- TABLE OF CONTENTS -

State Licensing Information....1
Special Programs....2
Child Care Resource Center....3
Checklist for Parents Seeking Care....4
Elements of Quality....5
ABC School House....7
BCR....8
BHC Housing Corp....9
Boys and Girls Club of Burbank....10
Burbank Children's Academy....11
Burbank Child Care Center....12
Burbank Edu-Care Preschool....13
Burbank Community YMCA Preschool Child Development Center....14
Burbank Community YMCA School Age Child Care Program....15
Burbank Community YMCA Middle School Program....16
Burbank First United Methodist Church Nursery School....17
Burbank Montessori Academy....18
Burbank Park, Recreation & Community Services Dept. / AfterSchool Daze....19
Burbank Temple Emanuel Pre-Nursery School....20
Burbank Unified School District Bret Harte Children's Center....21
Burbank Unified School District Emerson Children's Center....22
Burbank Unified School District Extended Day Care....23
Burbank Unified School District Horace Mann Child Care Center....24
Burbank Unified School District Teen/Mother Program....25
Burbank Unified School District State Preschools....26
Burbank Unified School District Washington Children's Center....27
Kendren Burbank....28
Kedren Magnolia....29
Killgore Kiddie Kamp....30
Mary Alice O'Connor Family Center....31
Media Center Montessori Infants and Toddlers....32
Media Center Montessori Infants and Toddlers #2....33
Media Center Montessori Infants and Toddlers #3....34
Media Center Montessori Preschool....35
Media Center Montessori Preschool #2....36
Montessori Children's Academy....37
Music Box Preschool & Kindergarten....38
New Generation Preschool & Kindergarten....39
Our Children's Place Cooperative Preschool....40
Rainbow School....41
Study Circle Preschool & Kindergarten....42
Teddy Bear Preschool....43
Travis Weaver Children's Center....44
Village Christian Infant/Toddler Center....45
Village Christian Preschool Center....46
Westminister Presbyterian Preschool....47

Name of School/Center:	**VILLAGE CHRISTIAN INFANT/TODDLER CENTER**
Address:	3216 W. Victory Blvd., Burbank, CA 91505
Telephone Number:	(818) 843-5766
Director's Name:	Kathleen Ramirez
Number of years in Operation:	11
Type of Ownership:	Church/Non-Profit
Ages Served:	6 weeks to 2 years
Hours of Operation:	7:00 a.m. to 6:00 p.m., Mon. - Fri.
Months of Operation:	All year
Child-Adult Ratio:	Infants 3:1 Toddler 4:1

Meals are provided by home.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? All

Parent participation opportunities and/or requirements:
No requirements, however, parents are encouraged to participate in many different activities and regular special events. Conferences are on an as needed basis.

Brief description of Center's philosophy about education and child development:
Our aim is to develop the total personality of each child providing an educational experience of lasting value, which would include cognitively, physically, socially, emotionally, and spiritually in a developmentally appropriate program.

Other Information:
Snacks in the morning and afternoon
We are a Christian preschool.
Website: www.villagechurchburbank.org

Name of School/Center:	**TRAVIS WEAVER CHILDREN'S CENTER**
Address:	521 E. Olive Ave., Burbank, CA 91501
Telephone Number:	(818) 843-0911
Director's Name:	Leslie Rese
Number of years in Operation:	16 years
Type of Ownership:	Church, Non-Profit
Ages Served:	5 years to 12 years.
Hours of Operation:	7:00 a.m. – 6:00 p.m., Mon. - Fri.
Months of Operation:	All year
Child-Adult Ratio:	14:1

Meals are provided by home. Daily afternoon snack is provided.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? All

Parent participation opportunities and/or requirements:
We do not have any parental requirements, but we encourage frequent communication between parents and staff. Conferences are only on an as-needed basis. We also welcome parental involvement at field trips and other special events. We have several family events throughout the year in conjunction with First Presbyterian Church of Burbank.

Brief description of Center's philosophy about education and child development:
We are committed to providing a safe and fun environment that meets children's needs socially, emotionally, cognitively, and spiritually. We want every child to feel affirmed, accepted, and loved when they enter our doors in the morning, and when they leave in the evening. Special care is given to support parents through communication between parent, child, and teacher.

Other Information:
We provide snacks daily, as well as time for homework, recreation, arts and crafts, and reading. Gymnastic classes just add. Once a week we have chapel time where children learn about God's love. We offer a full-time summer day camp program with various field trips weekly. Child care is also provided for Burbank Schools and St. Robert Bellarmine Elementary School on pupil free days. We provide transportation to area schools including, but not limited to: Edison, Emerson, Jefferson, Miller, Roosevelt, Stevenson, and St. Robert Bellarmine.

State Licensing Information

Most child care facilities in California must be licensed by the state Department of Social Services (DSS) Community Care Licensing Division. Questions regarding licensing may be referred to DSS at (323) 981-3350. Licensing insures minimum health and safety standards but does not guarantee high quality. Centers which have been accredited by the National Academy of Early Childhood Programs meet standards which are higher than licensing. A list of accredited centers may be obtained by calling (800) 424-2460 or visiting NAEYC.ORG on the web.

Types of Licensed Programs

Current information regarding licensed family child care providers may be obtained by calling the Child Care Resource and Referral Center at (818) 717-1000 (see page 3).

Family Child Care Homes

A Small Family Child Care Home is: Child care provided in the care giver's own home, licensed for a capacity of either 6 or 8. If licensed for 6, no more than 3 may be infants, or 4 infants only (0 to 2) years). If licensed for 8, 2 children must be at least 6 years of age and no more than 2 may be infants.

A Large Family Child Care Home is: Child care provided in the care giver's own home, licensed for a capacity of either 12 or 14. If licensed for 12, no more than 4 may be infants (0 to 2 years). If licensed for 14, 2 children must be at least 6 years of age and no more than 3 may be infants.

Child Care Centers

Non-residential care for more than twelve children. Centers can be private for-profit, private non-profit, or publicly funded. Licensed capacity is specific to the center and is shown on the license posted in the center.

In general, state law requires at least one adult for every twelve preschool-age children or one adult for every four infants.

Special Programs

Head Start

Head Start centers are administered by non-profit organizations and/or school districts. Usually they receive both Federal and State funds. This program generally includes a combination of educational, health, nutrition, and social services targeted for families of limited income.

Intervention Services for Children with Special Needs

The Burbank Unified School District encourages Burbank parents of infants or toddlers who believe their child has a disability to contact the Special Education Department of the school district at **(818) 729-4449**. A multi disciplinary team of educators and other professionals will evaluate and assess the needs of the child. If the child is determined to be eligible for early intervention services, the team will develop either an Individualized Family Service Plan or an Individualized Education Plan that will address the child's developmental needs. These services are available at no cost to the parents.

Financial Assistance and Subsidized Programs for Child Care

In many cases, the State Department of Education is responsible for administering and regulating subsidized childcare arrangements. However, the demand for subsidized child care far exceeds availability and it is common for the Child Care Resource and Referral Center to have long waiting lists. To obtain additional information call **(818) 717-1000.**

Name of School/Center:	**TEDDY BEAR PRESCHOOL**
Address:	906 South Main St., Burbank, CA 91506
Telephone Number:	(818) 846-7837
Director's Name:	Nan Pai Orlandi
Number of years in Operation:	20
Type of Ownership:	Private
Ages Served:	2 years to 6 years (also after school care for school age children)
Hours of Operation:	7:00 a.m. - 6:00 p.m., Mon.-Fri.
Months of Operation:	All year
Child-Adult Ratio:	12:1

Meals are provided by home.

Does staff have current First Aid and CPR certification?
Yes x No __ How many? All

Parent participation opportunities and/or requirements:
Parent participation is always welcome.
Back-to-school night and school programs
Workdays are not required.

Brief description of Center's philosophy about education and child development:
It is our desire to give a child time to grow, to help the child develop a strong sense of self to allow the child to develop from within and to provide an environment that is clean, safe, orderly and stable. The children learn through routine, art, music, and movement.

Other Information:
Dance and gymnastics classes available; We potty train; The school provides two snacks; before and after school care from McKinley school.

Name of School/Center:	**STUDY CIRCLE PRESCHOOL & KINDERGARTEN**
Address:	310 E. Alameda, Burbank, CA 91502
Telephone Number:	(818) 842-1166
Director's Name:	Martha Cohen
Number of years in Operation:	5
Type of Ownership:	Incorporated
Ages Served:	2 years to Kindergarten
Hours of Operation:	6:30 a.m. - 6:00 p.m., Mon.-Fri.
Months of Operation:	All year
Child-Adult Ratio:	12:1

Meals are provided by the school.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? All

Parent participation opportunities and/or requirements:
Only as needed during Special Events, Fieldtrips, Holiday Functions, and Parent Conferences.

Brief description of Center's philosophy about education and child development:
Try to come as near as possible to creating a home-like environment.

Other Information:
Computer, music and karate classes offered, field trips.
Toilet training not required.
Two snacks offered daily by center.
Academic curriculum preparing for 1st grade.
Hot lunches served.

Child Care Resource Center

Childcare Resource Center (CCRC) assists parents, at no charge, to locate and select the best care for their children from newborn to 14 years of age. They also provide the following services:

- Administers several subsidized programs to assist families with child-care expenses.
- Employers can receive resource and referral assistance in meeting the dependent care needs of their employees.
- Resource materials for child care providers.
- Sponsor of Head Start Programs.

CCRC is a private, non-profit agency fully dedicated to improving the quality and availability of child care. To obtain referral information call **(818) 717-1000 or visit their website at www.ccrcla.org**

Checklist for Parents Seeking Child Care

- Do I feel comfortable in this place? Are the children involved and having fun? Do the adults treat children with respect?
- How do the adults handle misbehavior?
- Is the environment pleasant, inviting and reasonably clean? Is there a variety of equipment indoors and out - and is it in good repair?
- Is part of the program planned to give the child the choice of a variety of activities? Does the program allow for active and quiet play?
- What is the adult/child ratio?
- Is the Center licensed by the state?
- Is the program accredited by the National Association for the Education of Young Children (NAEYC)? [preschools only]
- What is served for snacks and meals? Is it nutritious?
- Is there a TV? If so, how and when is it used? How is the use supervised?
- Are fees and operation policies clearly explained by a brochure or in an interview?
- What kind of insurance coverage is there? Liability? Accident?
- What is the educational and experiential background of the director or child care provider? What is the philosophy about education and child development? From your observation, is that philosophy being followed?
- Do parents and staff members have the opportunity to exchange information about children? In what ways are parents involved with the program? Are parent conferences provided? Parent meetings?
- Does it seem that the adults encourage the children to feel good about them selves? To become aware of the rights of others? To solve problems? To be creative? To identify and express feelings? To grow and develop as human beings - physically, socially, emotionally and intellectually?
- Is this the right place for my child?

Name of School/Center:	**RAINBOW SCHOOL**
Address:	1817 W. Burbank Blvd., Burbank, CA 91506
Telephone Number:	(818) 845-1103
Director's Name:	Kathy Paskwietz
Number of years in Operation:	27
Type of Ownership:	Private-proprietary
Ages Served:	2 years to 5 years
Hours of Operation:	7:00 a.m. - 6:00 p.m., Mon.-Fri.
Months of Operation:	All year
Child-Adult Ratio:	7:1

Hot lunch provided by school.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? All

Parent participation opportunities and/or requirements:
No requirements; conferences on request; spring dance; graduation tea.

Brief description of Center's philosophy about education and child development:
Early reading program & development of children as they go.

Other Information:
Two nutritious snacks served morning and afternoon.
We toilet train.

Name of School/Center:	**OUR CHILDREN'S PLACE** **BURBANK COOPERATIVE PRESCHOOL**
Address:	3715 Pacific Ave., Pacific Park, Burbank, CA 91505
Telephone Number:	(818) 238-5405
Director's Name:	Shaya Akobian
Number of years in Operation:	16
Type of Ownership:	Non-profit, parent owned/operated
Ages Served:	2 years, 9 months to 5 years
Hours of Operation:	9:00 a.m. - 12:00 p.m., Mon.-Fri.
Months of Operation:	Late August through June
Child-Adult Ratio:	3:1

Allergen-free, organic menu provided by the program.

Toilet learning not required.

Does staff have current First Aid and CPR certification?
Yes xx No__ How many? All

Parent participation opportunities and/or requirements:
Our Children's Place is a parent owned and operated cooperative where parents are required to assist the teacher two to four times per month. Parents are required to attend quarterly membership meetings, and are expected to participate in other school activities such as a fund raiser, field trips and picnics.

Brief description of Center's philosophy about education and child development:
Our program was founded on three basic principles: cooperation, communication and celebration. Our objective is to create a unique environment where learning and play go hand-in-hand, all the while celebrating our children's uniqueness, their sense of wonder, humor, compassion and optimism. Our goal is to provide a place where self-esteem, creativity and being a good citizen are the highest priorities. Our Children's Place provides that environment—where children feel safe, loved and comfortable expressing themselves.

Elements of Quality

Parents visiting a childcare facility should observe the following points to assist them with evaluating the quality of the program.

Staff: Staff members should have college course work in child development and early childhood education, experience and on going training.

Teacher-Child Ratios and Group Size: Both teacher-child ratio and group size must be small enough to provide individualized attention for all children.

Observe:
- Teachers listening and conversing with children on a one-to-one basis.
- Teachers talking to children at child's level.
- Teachers using positive methods of discipline.
- Teachers offering children many choices.
- Teachers comfortable in handling young children's behavior in respectful and appropriate ways.

Parent Involvement: Parents should be fully informed about the Center's philosophy, policies, and daily activities that affect their child.
Consider:
- An open-door policy for parent visitation.
- A variety of opportunities for parent involvement.
- A variety of methods such as newsletter, bulletin boards and regularly scheduled conferences.

Physical Environment: Both indoor and outdoor areas should provide:
- Safe well maintained equipment.
- Opportunities for vigorous, outdoor play with age appropriate equipment.
- Opportunities for play with activities that promote small muscle development and eye-hand coordination

Program: Curriculum should be based on sound educational principles.
Consider:
- Balance of self chosen and teacher-directed activities.
- Balance of indoor and outdoor play.
- Balance of vigorous and quiet activities.
- Variety of manipulative toys, blocks, art materials, and books of good literary quality.
- Opportunities for dramatic play and musical activities.
- Opportunities for creativity, experimentation, problem-solving and decision making.

Name of School/Center:	**NEW GENERATION PRE-SCHOOL & KINDERGARTEN**
Address:	3821 W. Victory Blvd., Burbank, CA 91505
Telephone Number:	(818) 846-5531
Director's Name:	Nahid Golbai
Number of years in Operation:	56
Type of Ownership:	Private-proprietary
Ages Served:	18 months - 5 years
Hours of Operation:	6:30 a.m. - 6:00 p.m., Mon. - Fri.
Months of Operation:	All year
Child-Adult Ratio:	8:1 18 months/ 12:1 19 months and up

Meals provided by home or school, you have a choice. Caterer brings hot lunches if children have not brought food from home.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? All

Parent participation opportunities and/or requirements:
As needed - not a set policy.

Brief description of Center's philosophy about education and child development:
We CARE - Commitment, Attention, Respect, Education

Other Information:
Excellent curriculum, with fine, dedicated staff. We offer computer classes, gymnastics, and music lessons

Name of School/Center: **MUSIC BOX PRE-SCHOOL & KINDERGARTEN**

Address: 720 S. Main St., Burbank, CA 91506

Telephone Number: (818) 848-0206

Director's Name: Rimma Chookhachian

Number of years in Operation: 45

Type of Ownership: Private-proprietary

Ages Served: 2 years to 6 years

Hours of Operation: 7:00 a.m. - 6:00 p.m., Mon.-Fri.

Months of Operation: All year

Child-Adult Ratio: 12:1 in all ages, except kindergarten 15:1

Meals are provided by home.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? All

Parent participation opportunities and/or requirements:
Parent conferences when necessary.
Volunteers for special events.

Brief description of Center's philosophy about education and child development:
We are a preschool. Our program is a readiness program for kindergarten. We prepare the children so they will have an easy transition and do well in school when they leave. Our goal is to make them happy and feel good about themselves.

Other information:
We take children in diapers and we potty train them.. All of our teachers are accredited teachers and have more than the required classes to teach preschool. We serve two snacks a day (juice/milk with snack). We offer dance, music and computer classes.

Name of School/Center: **ABC SCHOOL HOUSE**

Address: 4102 W. Victory Blvd. Burbank, 91505

Telephone Number: (818) 842-8466

Director's Name: Bernadette Perera

Number of years in Operation: 46

Type of Ownership: Private-proprietary

Ages Served: 2 years to 6 years

Hours of Operation: 6:45 a.m. - 6:00 p.m., Mon.-Fri.

Months of Operation: All year

Child-Adult Ratio: 8:1

Meals are provided by school.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? All

Parent participation opportunities and/or requirements:
No requirements, conferences are scheduled if needed or requested.

Brief description of Center's philosophy about education and child development:
Our purpose as a school is to provide a program of social development to help each child be comfortable socially and be acceptable to others; to have him/her develop self-reliance, initiative and flexibility; to strengthen his/her self-confidence by making the child feel worthwhile in their endeavors.

Other information:
Extracurricular activities offered include music, gymnastics, dance and computers. Snacks provided. Central heating and air conditioning.

Name of School/Center: **BCR**
(AKA - Burbank Center for the Retarded)

Address: 230 E. Amherst Dr., Burbank, 91504

Telephone Number: (818) 843-4907

Director's Name: Lonna Grant

Number of years in Operation: 45

Type of Ownership: Private-Nonprofit Corporation

Ages Served: children 6-17 yrs; adults 18 yrs & older

Hours of Operation: 9:00 a.m. - 6:00 p.m., Mon.-Fri.
Day care: 9:00 - 2:00
Extended care: 2:00 - 6:00

Months of Operation: All year
(All Holidays are observed and winter recess)

Child-Adult Ratio: children 5:1; adults 8:1

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? All

Parent participation opportunities and/or requirements:
Assist in fund raising events (approx 3 times annually).

Name of School/Center: **MONTESSORI CHILDREN'S ACADEMY**

Address: 2400 W. Burbank Blvd., Burbank, CA 91506

Telephone Number: (818) 842-1812

Director's Name: Waheeda Hamid, Director

Number of years in Operation: 20

Type of Ownership: Private

Ages Served: 2 years to 6 years

Hours of Operation: 6:30 a.m. - 6:00 p.m., Mon.-Fri.

Months of Operation: All year

Child-Adult Ratio: 9:1 - Seven Teachers and One Aide

Meals are provided by home.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? 75%

Parent participation opportunities and/or requirements:
Parent conferences are available.

Brief description of Center's philosophy about education and child development:
Montessori individual attention and work with children's ability. Teach patience and build up a proper foundation.

Other information:
Accredited Montessori Teachers; snacks are available.
Montessori Children's Method, dancing, computers, and gymnastics.
Introduces Spanish. Center will assist with toilet training.
Center provides half and full day programs through Kindergarten

Name of School/Center:	**MEDIA CENTER MONTESSORI PRESCHOOL #2**
Address:	1601 W. Magnolia Blvd., Burbank, CA 91506
Telephone Number:	(818) 558-1480
Director's Name:	Nevrik Satamian
Number of years in Operation:	Since 1995
Type of Ownership:	Incorporated
Ages Served:	2 years to 5 years and 9 months
Hours of Operation:	7:30 a.m. - 6:00 p.m., Mon.-Fri.
Months of Operation:	All year
Child-Adult Ratio:	6:1 for 2 year olds 12:1 above 2 years of age

Meals are provided by home.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? 3

Parent participation opportunities and/or requirements:
Parent meetings held quarterly.
Potluck events held for Thanksgiving, Mother's Day and Father's Day and Graduation Day.

Brief description of Center's philosophy about education and child development:
To teach the child to be self sufficient and to build self-esteem.
Montessori Method is child centered.

Other information:
Snacks offered 2 times a day. French, Spanish language, arts, crafts, karate, ballet, piano and tap dance offered.

Name of School/Center:	**BHC Child Development Center**
Address	2300 N. Ontario St., Burbank, CA 91504
Telephone Number:	(818) 565-3572
Director's Name:	Jamie Patrick Evelyn Contreras
Number of years in Operation:	4
Type of Ownership:	Burbank Housing Corporation/ Non-Profit
Ages Served:	Infants (6 weeks) to 5 years
Hours of Operation:	7:00 a.m. – 6: 00 p.m.
Months of Operation:	Year Round
Child-Adult Ratio:	4:1 Infant/toddler; 6:1 2 years; 10:1 Preschool

Meals are provided by home and hot lunches are available.

Does staff have current First Aid and CPR certification?
Yes xx No___ How many? All

Parent participation opportunities and/or requirements:
Parent participation is voluntary.

Brief description of Center's philosophy about education and child development:
Child-centered.

Other information:
Personalized curriculum designed by experts
Experienced/Caring Staff
Unique summer programs
Full week & part week care available
Low income rates available

Name of School/Center: **BOYS & GIRLS CLUB OF BURBANK AND GREATER EAST VALLEY AFTERSCHOOL ENRICHMENT PROGRAM**

Address: 2244 N. Buena Vista St. (Main Office)
Operate at 10Elementary School Sites
And 1 Middle School program at Luther School.

Telephone Number: (818) 842-9333

Director's Name: Shanna Warren

Number of Years in Operation: 14

Type of Ownership: Private / Non-profit

Ages Served: 6 years to 18 years

Hours of Operation: Club: 2:00 p.m. – 7:00 p.m. Mon. – Fri.
School sites: 2:00-6:00 p.m. Mon-Fri

Months of Operation: All year

Child – Adult Ratio: 16:1

Meals/Snacks: After school snacks are provided.
Lunch program offered during winter and summer breaks.

Does staff have current First Aid and CPR certification?
Yes xx No __ How Many? All

Parent participation opportunities and/or requirements:
Parent involvement and frequent communication with staff is encouraged.

Brief description of Center's Philosophy about education and child development:
To provide an Afterschool enrichment program concentration on each child's individual needs based on information received from their teachers and curriculum advisor. Activities include Homework Time, Computer Classes, Arts & Crafts Classes, Games, Reading, and Outdoor Recreational Activities.

Name of School/Center: **MEDIA CENTER MONTESSORI PRESCHOOL**

Address: 3711 W. Clark Ave., Burbank, CA 91505

Telephone Number: (818) 558-3602

Director's Name: Nevrik Satamian

Number of years in Operation: Since 1992

Type of Ownership: Incorporated

Ages Served: 2 years to 5 years 9 months

Hours of Operation: 7:30 a.m. - 6:00 p.m., Mon.-Fri.

Months of Operation: All year

Child-Adult Ratio: 2 yrs - 6:1
3&4 yrs – 10 or 12:1

Meals are provided by home.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? All

Parent participation opportunities and/or requirements:
Parent meetings held quarterly.
Potluck events held for Thanksgiving, Mother's Day, Father's Day and Graduation Day.

Brief description of Center's philosophy about education and child development:
To teach the child to be self sufficient and to build self-esteem.
The Montessori Method is child centered.

Other information:
Snacks offered 2 times a day. French, Spanish language, arts, crafts, karate, piano and dance offered.

Name of Center:	**MEDIA CENTER MONTESSORI INFANT AND TODDLER #3**
Address:	3717 W. Clark, Burbank, CA 91506
Telephone Numbers:	(818) 558-3602
Director's Name:	Nevrik Satamian
Number of years in Operation:	Since November 2007
Type of Ownership:	Incorporated
Ages Served:	6 weeks to 30 months
Hours of Operation:	7:30 a.m. – 6:00 p.m.
Months of Operation:	All year
Child-Adult Ratio:	4:1 Infants 6:1 Toddlers

Meals are provided by home.

Does staff have current First Aid and CPR Certification?
Yes xx No __? How Many? All

Parent participation opportunities and/or requirements?
No

Brief description of Center's philosophy about education and child development:
To provide a warm, safe, happy, loving, and learning atmosphere for our children. Play is a child's work.

Other information:
Snacks in the afternoon.
We do take them in diapers, but frown on pull-ups.
We do have a regular class time each morning consisting of learning numbers, letters, colors, and shapes.

Name of School/Center:	**BURBANK CHILDREN'S ACADEMY**
Address:	332 E. Valencia Avenue, Burbank, CA 91502
Telephone Number:	(818) 841-2378
Director's Name:	Syed M. Husaini (Substitue: Naseem F. Husaini)
Number of years in Operation:	19
Type of Ownership:	Private
Ages Served:	2 years to 6 years
Hours of Operation:	7:00 a.m. - 6:00 p.m., Mon.-Fri.
Months of Operation:	All year
Child-Adult Ratio:	12:1

Meals are provided by home.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? _2

Parent participation opportunities and/or requirements:
No requirements

Brief description of Center's philosophy about education and child development:
The objective for having our school is to provide total development of the child 2 through 6 years of age by: 1) Social and educational development- learning to play with other children, sharing materials, group experiences and basics of English, Mathematics and Science. 2) Motor and physical development- exercise, rest, health and nutritional aspects and 3) Aesthetic development, painting, drawing, clay, models.

Other Information:
Non-potty trained accepted.
Morning and afternoon nutritious snacks provided.
Clean/safe environment and air-conditioned comfort.
Limited class size, Warm and friendly atmosphere

Name of School/Center: **BURBANK CHILD CARE CENTER**

Address: 900 N. Glenoaks Blvd., Burbank, CA 91502

Telephone Number: (818) 953-7186

Director's Name: Yessy Beltrm

Number of years in Operation: 12

Type of Ownership: Church related, non-profit

Ages Served: years to 5 years

Hours of Operation: 7:00 a.m. - 6:00 p.m., Mon.-Fri.

Months of Operation: All year

Child-Adult Ratio: 15:2

Meals are provided by home.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? 4

Parent participation opportunities and/or requirements:
Orientation meeting.
Parent conferences when necessary.
Parent involvement encouraged.

Brief description of Center's philosophy about education and child development:
To provide a developmentally appropriate environment for learning while maintaining a biblically motivated foundation for growth. Activities are age appropriate and allow for exploration and discovery.

Other Information:
Toilet training is not required.
Provides daily snacks.

Name of Center: **MEDIA CENTER MONTESSORI INFANT AND TODDLER #2**

Address: 1409 W. Magnolia, Burbank, CA 91506

Telephone Numbers: (818) 558-3602

Director's Name: Nevrik Satamian

Number of years in Operation: Since November

Type of Ownership: Incorporated

Ages Served: 6 weeks to 30 months

Hours of Operation: 7:30 a.m. – 6:00 p.m.

Months of Operation: All year

Child-Adult Ratio: 4:1 Infants 6:1 Toddlers

Meals are provided by home.

Does staff have current First Aid and CPR Certification?
Yes xx No __? How Many? All

Parent participation opportunities and/or requirements?
No

Brief description of Center's philosophy about education and child development:
To provide a warm, safe, happy, loving, and learning atmosphere for our children. Play is a child's work.

Other information:
Snacks in the afternoon.
We do take them in diapers, but frown on pull-ups.
We do have a regular class time each morning consisting of learning numbers, letters, colors, and shapes.

Name of Center: **MEDIA CENTER MONTESSORI INFANT AND TODDLER**

Address: 1605 W. Magnolia, Burbank, CA 91506

Telephone Numbers: (818) 558-3602

Director's Name: Nevrik Satamian

Number of years in Operation: Since 2002

Type of Ownership: Incorporated

Ages Served: 6 weeks to 30 months

Hours of Operation: 7:30 a.m. – 6:00 p.m.

Months of Operation: All year

Child-Adult Ratio: 4:1 Infants 6:1 Toddlers

Meals are provided by home.

Does staff have current First Aid and CPR Certification?
Yes xx No __? How Many? All

Parent participation opportunities and/or requirements?
No

Brief description of Center's philosophy about education and child development:
To provide a warm, safe, happy, loving, and learning atmosphere for our children. Play is a child's work.

Other information:
Snacks in the afternoon.
We do take them in diapers, but frown on pull-ups.
We do have a regular class time each morning consisting of learning numbers, letters, colors, and shapes.

Name of School/Center: **BURBANK EDU-CARE PRESCHOOL**

Address: 1709 W. Victory Blvd., Burbank, CA 91506

Telephone Number: (818) 845-1833

Director's Name: Marie Olivelle

Number of years in Operation: 25

Type of Ownership: Private

Ages Served: 2 years to 6 years

Hours of Operation: 6:30 a.m. - 6:00 p.m., Mon.-Fri.

Months of Operation: All year

Child-Adult Ratio: 12:1

Breakfast, hot lunch and afternoon snack are provided by the school.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? All

Parent participation opportunities and/or requirements:
Parents volunteer during field trips and school parties. Parent conferences are held once a year.

Brief description of Center's philosophy about education and child development:
The school recognizes the fact that each child is a unique individual with his or her own patterns and timings of growth, personality, learning style and family background. The school is a safe and nurturing environment.

Other information:
Our focus is on the whole child and his development into a child with positive self esteem. Daily programs are developmentally appropriate. Potty training is available. Computer lab, gymnastics and music specialist programs are offered.

Name of School/Center: **BURBANK COMMUNITY YMCA PRESCHOOL CHILD DEVELOPMENT CENTER (NAEYC ACCREDITED)**

Address: 332 San Jose. Burbank, CA, 91502

Telephone Number: (818) 562-5461

Director's Name: Mary Cutone

Number of years in Operation: 23

Type of Ownership: Private, non-profit

Ages Served: 18 months to 5 years

Hours of Operation: 7:00 a.m. - 6:00 p.m., Mon.-Fri.

Months of Operation: All year

Child-Adult Ratio:

4:1	6:1	7:1	8:1
18-30 mos.	2- 3 yrs	3- 4 yrs	4- 5 yrs

Daily morning and afternoon snack is provided by school.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? All

Parent participation opportunities and/or requirements:
Parent participation is always welcome. We have an active Parents' Group to assist in social and fundraising events. Parent/Teacher conferences are held two times a year and attendance is also encouraged at all special events (Family Open House, Holiday Program, and Field Trips)

Brief description of Center's philosophy about education and child development:
The center is planned to meet the needs of families, both children and their parents. The positive development of each child's self esteem and self image is a priority. Activities to help foster positive relationships with children and adults, to develop physical skills, to promote problem-solving as well as cognitive and verbal skills are emphasized.

Other Information:
The program is NAEYC accredited. Two healthy snacks are provided with milk and the monthly snack menus are posted. Curriculum includes music, art, movement education, summer swim classes, cooking, science, and reading/ math readiness activities. Financial assistance available.

Name of School/Center: **MARY ALICE O'CONNOR FAMILY CENTER**

Address: 401 N. Buena Vista St., Burbank, CA 91505

Telephone Number: 818-846-1063

Director's Name: Christine Theodoropoulos

Number of years in Operation: 1

Type of Ownership: Managed by: Burbank Housing Corporation
Operator: Knowledge Learning Corporation

Ages Served: Infants (6 weeks) to 5 years

Hours of Operation: 6:30 a.m. – 6: 30 p.m.

Months of Operation: Year Round

Child-Adult Ratio: 4:1 Infant/toddler; 6:1 2 years; 8:1 Preschool

Meals can be provided by home or school.

Does staff have current First Aid and CPR certification?
Yes xx No___ How many? All

Brief description of Center's philosophy about education and child development:
The philosophy at Mary Alice O'Connor Family Center is that children learn to play. All classes have a curriculum that is followed. Teachers all have a degree.

Other Information:
Morning and afternoon snacks is provided.

Name of School/Center: **KILLGORE KIDDIE KAMP**

Address: 2207 W. Burbank Blvd., Burbank, CA 91506

Telephone Number: (818) 842-1006

Director's Name: Pamela Loguzzo, Armonda Garcia, Maria Hanks

Number of years in Operation: 36

Type of Ownership: Private proprietary

Ages Served: 2 years to 5 years

Hours of Operation: 7:00 a.m. - 6:00 p.m., Mon.-Fri.

Months of Operation: All year

Child-Adult Ratio: 10:1

Meals are provided by home.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? All

Parent participation opportunities and/or requirements:
No

Brief description of Center's philosophy about education and child development:
To provide a warm, safe, happy, loving and learning atmosphere for our children. Play is a child's work.

Other information:
Snacks in the afternoon.
We do take them in diapers, but frown on pull-ups.
We do have a regular class time each morning consisting of learning numbers, letters, colors, and shape.

Name of School/Center: **BURBANK COMMUNITY YMCA SCHOOLAGE CHILD CARE PROGRAM (State Licensed)**

Address: 332 E. San Jose. Burbank, CA 91502

Telephone Number: (818) 562-5461

Director's Name: Mary Cutone/Bryan Snodgrass

Number of years in Operation: 23

Type of Ownership: Private, non-profit

Ages Served: Grades K-8th grade

Hours of Operation: Before School Care: 7:00 a.m. – 9:00 a.m., After School Care: School release time: 6:30p.m., Monday - Friday

Months of Operation: Late August through June
A wide variety of summer camps available June-Aug.

Child-Adult Ratio: 12:1

Daily afternoon snack provided by childcare program.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? All

Parent participation opportunities and/or requirements:
Parent conferences are available upon request. Family events for program participants are held twice each year. Parents are welcome and encouraged to volunteer and/or observe the program.

Brief description of Center's philosophy about education and child development:
The center is planned to meet the needs of families, both children and their parents. The positive development of each child's self esteem and self image is a priority. Activities to help foster positive relationships with children and adults, to develop physical skills, to promote problem-solving as well as cognitive and verbal skills are emphasized.

Other information:
Transportation is provided to and from most Burbank elementary schools. Daily activities include small group times, homework time, activity centers, outdoor games, creative arts, crafts, gym and swim time. We also offer Fun Clubs. These are enrichment programs with specialized instruction in a number of areas (karate, gymnastics, advanced art, drama, etc.) Holiday Camps are offered when school is out. Financial assistance available

Name of School/Center:	**BURBANK COMMUNITY YMCA MIDDLE SCHOOL PROGRAM —Adventure Club (State Licensed)**
Address:	332 E San Jose, Burbank, CA 91502
Telephone Number:	(818) 562-5461
Director's Name:	Mary Cutone/Bryan Snodgrass
Number of years in Operation:	11
Type of Ownership:	Private, non-profit
Ages Served:	Grades 6 - 8
Hours of Operation:	3:30 - 6:30 p.m., Mon.-Fri.
Months of Operation:	Late August - June
Child-Adult Ratio:	12:1

Daily afternoon snack provided by Adventure Club.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? All

Transportation is provided from all three Burbank Middle Schools (Luther, Muir and Jordan) to the YMCA. A healthy snack is provided and "Homework Time" is scheduled daily. Occasionally field-trips are planned.

Financial assistance available.

Name of School/Center:	**KEDREN MAGNOLIA-HEAD START PROGRAM**
Address:	2828 W. Magnolia Blvd., Burbank CA 91502
Telephone Number:	(818) 567-4682
Director's Name:	Lupe Varady, Site Supervisor
Number of years in Operation:	23
Type of Ownership:	Federal/State Funding
Ages Served:	3.5 years to 5 years
Hours of Operation:	3 Sessions available Monday-Friday 8:00-11:30 a.m (Breakfast provided); 12:00 -3:30 p.m. (Lunch& snack provided); 3:45 -7:15 p.m. (Dinner & snack provided)
Months of Operation:	August through June
Child-Adult Ratio:	15:1 + 1 assistants

Meals are provided by school.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? All

Parent participation opportunities and/or requirements:
We encourage parents to participate in classroom or special activities. Conferences are held once a month.

Brief description of Center's philosophy about education and child development:
Hands-on experience, focus on socialization with the idea of preparing the child to enter kindergarten.

Other information:
Meals two times a day per session.
Serve low income families.
Multicultural enrollment.

Name of School/Center:	**KEDREN BURBANK-HEAD START PROGRAM**
Address:	221 S. Sixth Street, Burbank CA 91501
Telephone Number:	(323) 777-1411
Director's Name:	Lupe Varady, Site Supervisor
Number of years in Operation:	23
Type of Ownership:	Federal/State Funding
Ages Served:	3.5 years to 5 years
Hours of Operation:	3 Sessions available Monday-Friday 8:00-11:30 a.m (Breakfast provided); 12:00 -3:30 p.m. (Lunch& snack provided); 3:45 -7:15 p.m. (Dinner & snack provided)
Months of Operation:	August through June
Child-Adult Ratio:	15:1 + 1 assistants

Meals are provided by school.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? All

Parent participation opportunities and/or requirements:
We encourage parents to participate in classroom or special activities. Conferences are held once a month.

Brief description of Center's philosophy about education and child development:
Hands-on experience, focus on socialization with the idea of preparing the child to enter kindergarten.

Other information:
Meals two times a day per session.
Serve low income families.
Multicultural enrollment.

Name of School/Center:	**BURBANK FIRST UNITED METHODIST CHURCH NURSERY SCHOOL**
Address:	700 N. Glenoaks Blvd., Burbank, CA 91502
Telephone Number:	(818) 848-3233
Director's Name:	Regina Martin
Number of years in Operation:	Since 1958
Type of Ownership:	Church related, non-profit
Ages Served:	2 years 9 months to 5 years
Hours of Operation:	Mon/Wed/Fri: 9:00a.m. to 12:00p.m. 4 yr. Tue/Thurs: 9:00a.m. to 11:30a.m 3 yr
Months of Operation:	Late August to June
Child-Adult Ratio:	7:1

Daily snack is provided by school and/or home.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? All

Parent participation opportunities and/or requirements:
Opportunities for parents include annual Fathers' Saturday, Parent Participation Days, Parent Discussion Groups, Parent Library and Parent-Teacher Conferences.

Brief description of Center's philosophy about education and child development:
The program provides opportunities for social, emotional, cognitive and physical growth through developmentally appropriate activities. Each child is thought of as an individual and encouraged to learn to think for him/herself and to develop a positive self-image.

Other information:
The program has been accredited since December 1987. Children need to be toilet trained.
Lunch Program provided 12 pm - 1pm on Mon/Wed/Fri and 11:30am-12:30pm Tues/Thurs. An addition fee of $6 per lunch.

Name of School/Center:	**BURBANK MONTESSORI ACADEMY**
Address:	217 N. Hollywood Way, Burbank, CA 91505
Telephone Number:	(818) 848-8226
Director's Name:	Kit Curry
Number of years in Operation:	23
Type of Ownership:	Private-proprietary
Ages Served:	2 years - 5 years, 5 years - 9 years
Hours of Operation:	7:00 a.m. - 6:00 p.m., Mon. - Fri.
Months of Operation:	All year
Child-Adult Ratio:	9:1 Preschool 8:1 School Aged

Meals are provided by home.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? All

Parent participation opportunities and/or requirements:
There are no requirements, but parents are encouraged to participate. Parent conferences are held twice a year and more often if needed or requested.

Brief description of Center's philosophy about education and child development:
To develop a child's independence, initiative, self-confidence, self-discipline, self-esteem and social awareness in a happy, relaxed and stimulating environment.

Other information:
Center will assist with toilet-training. After 3 years old child must be toilet trained. Morning and afternoon nutrition provided. Spanish language class, dance and song are part of the curriculum. Extracurricular classes available include dance, computers, and music.

Name of School/Center:	**BURBANK UNIFIED SCHOOL DISTRICT WASHINGTON CHILDREN'S CENTER**
Address:	2207 W. Winona Ave., Burbank, CA 91505
Telephone Number:	(818) 558-5545
Director's Name:	Paula Lamar, Center Supervisor
Number of years in Operation:	over 50 years
Type of Ownership:	School District
Ages Served:	3 years to 8 years
Hours of Operation:	6:30a.m. - 5:30 p.m., Mon. – Fri.
Months of Operation:	All year
Child-Adult Ratio:	8:1 24:1 Pre-school (1 teacher, 2 aides) 14:1 28:1 School age (1 teacher, 2 aides)

Meals are provided by the school. Program offers both subsidized and full cost schedule.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? All

Parent participation opportunities and/or requirements:
Parent participation is encouraged.

Brief description of Center's philosophy about education and child development:
The center provides a rich and nurturing environment that offers activities that advance the child socially, emotionally, physically, and intellectually with and emphasis on literacy.

Address:	Edison - 921 N. Keystone, Burbank, CA 91506
Telephone Number:	(818) 729-4424 Edison
Director's Name:	Audrey Brooks, Center Supervisor
Number of years in Operation:	14
Type of Ownership:	State funded / operated by the school district
Ages Served:	3 and 4 year olds
Hours of Operation:	1st Session: 8:00a.m. - 11:00a.m. 2nd Session: 12:15p.m. - 3:15p.m.
Months of Operation:	September to June
Child-Adult Ratio:	8:1 24:1 (1 teacher, 2 aides)

Snacks are provided by the school. Program is free if family meet state eligibility.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? 50%

Parent participation opportunities and/or requirements:
Parent participation is encouraged.

Brief description of Center's philosophy about education and child development:
The center provides a rich and nurturing environment that offers activities that advance the child socially, emotionally, physically, and intellectually with and emphasis on literacy.

Name of School/Center: **BURBANK PARK, RECREATION & COMMUNITY SERVICES DEPARTMENT AFTERSCHOOL DAZE**

Address:	8 Elementary school sites Verdugo Recreation Center (Services Roosevelt & Stevenson School) Olive Recreation Center (Services Disney School)
Telephone Number:	(818) 238-5378
Director's Name:	Jenny Griffin
Number of years in Operation:	17
Type of Ownership:	City of Burbank
Ages Served:	K through 5th Grades
Hours of Operation:	After School – 6:00p.m. Mon. - Fri.
Months of Operation:	Late August through June
Child-Adult Ratio:	15:1

No meals are offered during the after school program. Occasional snacks provided by program. However, parents are welcome to send a snack with their child each day.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? All

Parent participation opportunities and/or requirements:
Parent involvement and frequent communication with staff is encouraged.

Brief description of Center's philosophy about education and child development:
To provide a safe and caring environment for school age children, offer a variety of recreational and educational activities, which interest and challenge children, and to promote the social, physical and cognitive development of the children.

Other information:
The Burbank Park, Recreation & Community Services Department offers day camps at their recreation centers for school age children during winter, spring, and summer vacations.

Name of School/Center: **BURBANK TEMPLE EMANUEL PRESCHOOL**

Address: 1302 N. Glenoaks Blvd., Burbank, CA 91504

Telephone Number: (818) 845-1734 Pre-school # (818) 845-6601

Director's Name: Carol Miller

Number of years in Operation: 52

Type of Ownership: Temple (non-profit)

Ages Served: 2 years to 5 years

Hours of Operation: 9:00 a.m. - 3:00 p.m., Mon. - Fri.
Extended Hours 7:45 a.m. - 5:30 p.m.
Half Days 9 – 12 noon
Full Days 9 – 3 p.m.
Afternoon care for preschool and kindergarten-age children until 5:30 p.m.

Months of Operation: 12 months
Nine week summer program available

Child-Adult Ratio: 7:1

Meals are provided by home. Two snacks provided by school.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? 7

Parent participation opportunities and/or requirements:
We have regular parent conferences and parents are welcome to visit the school at any time.

Brief description of Center's philosophy about education and child development:
Our program is based on the needs and interests of the developing preschooler. Our curriculum is designed to promote self - expression, self - awareness, creativity, sharing and cooperation, problem solving, social and cultural awareness and just plain fun.

Other information:
Non-discrimination, open to the community.

Name of School/Center: **BURBANK UNIFIED SCHOOL DISTRICT TEEN/MOTHER PROGRAM**

Address: 1915 Monterey Ave., Burbank, CA 91506

Telephone Number: (818) 558-5451

Director's Name: Audrey Brooks, Center Supervisor
Ann Brooks, Principal

Number of years in Operation: 18

Type of Ownership: School District

Ages Served: 6 weeks to 3 years (preschool)

Hours of Operation: 7:00 a.m. - 2:00 p.m.

Months of Operation: Year round

Child-Adult Ratio: 3:1

Meals are provided by school. Program is free.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? All

Parent participation opportunities and/or requirements:
Teen mothers are enrolled in the high school, participate in parenting classes and spend time in the nursery.

Brief description of Center's philosophy about education and child development:
The center provides a rich and nurturing environment that offers activities that advance the child socially, emotionally, physically, and intellectually with and emphasis on literacy.

Name of School/Center: **BURBANK UNIFIED SCHOOL DISTRICT STATE PRE-SCHOOLS**

Name of School/Center:	**BURBANK UNIFIED SCHOOL DISTRICT HORACE MANN CHILD CARE CENTER**
Address:	3401 Scott Rd., Burbank, CA 91505
Telephone Number:	(818) 558-5540
Director's Name:	Paula Lamar, Center Supervisor
Number of years in Operation:	23
Type of Ownership:	Operated by the school district, supported by parent fees.
Ages Served:	3 months to pre-kindergarten
Hours of Operation:	7:00 a.m. - 6:00 p.m., Mon. - Fri.
Months of Operation:	All year
Child-Adult Ratio:	4:1 Infants; 6:1 Toddlers; 8:1 Pre-schoolers

Meals can be provided by home or school, you have a choice.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? 50%

Parent participation opportunities and/or requirements:
Parents are very active with Horace Mann Parent Association.

Brief description of Center's philosophy about education and child development:
The center provides a rich and nurturing environment that offers activities that advance the child socially, emotionally, physically, and intellectually with and emphasis on literacy.

Name of School/Center:	**BURBANK UNIFIED SCHOOL DISTRICT BRET HARTE CHILDREN'S CENTER**	
Address:	1421 N. Ontario, Burbank, CA 91505	
Telephone Number:	(818) 558-5530	
Director's Name:	Audrey Brooks, Center Supervisor	
Number of years in Operation:	over 50 years	
Type of Ownership:	School District	
Ages Served:	3 years to 11 years	
Hours of Operation:	6:30 a.m. - 6:00 p.m.	
Months of Operation:	All year	
Child-Adult Ratio:	School Age: 14:1 - Adult 28:1 - teacher	Pre-school: 8:1 - Adult 24:1 - Teacher

Program offers both subsidized and full cost fee schedule.

Meals provided by school for subsidized care. Meals can also be provided for full cost participants for an additional charge.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? 50%

Parent participation opportunities and/or requirements:
Parent involvement and participation are encouraged.

Brief description of Center's philosophy about education and child development:
The center provides a rich and nurturing environment that offers activities that advance the child socially, emotionally, physically, and intellectually with an emphasis on literacy.

Name of School/Center: **BURBANK UNIFIED SCHOOL DISTRICT EMERSON CHILDREN'S CENTER**

Address: 700 E. Cypress Ave., Burbank, CA 91501

Telephone Number: (818) 558-5535

Director's Name: Audrey Brooks, Center Supervisor

Number of years in Operation: over 60 years

Type of Ownership: School District

Ages Served: 3 years to 8 years

Hours of Operation: 6:30 a.m. - 5:30 p.m., Mon. - Fri.

Months of Operation: All year

Child-Adult Ratio: 8:1 24:1 Preschool (1 teacher, 2 aides)
14:1 28:1 School age (1 teacher, 2 aides)

Meals are provided by the school. Program offers both subsidized and full cost schedule.

Does staff have current First Aid and CPR certification?
Yes xx No__ How many? All

Parent participation opportunities and/or requirements:
Parent participation and involvement are encouraged.

Brief description of Center's philosophy about education and child development:
The center provides a rich and nurturing environment that offers activities that advance the child socially, emotionally, physically and intellectually with an emphasis on literacy.

Name of School/Center: **BURBANK UNIFIED SCHOOL DISTRICT EXTENDED DAY CARE-BEFORE/AFTER SCHOOL**

Address: 11 elementary school sites
Administrative Offices located at 1900 West Olive Ave., Burbank, Ca 91506

Telephone Number: (818) 729-4424

Director's Name: Ardyth Jensen, Receptionist
Goldie Bemel, Director

Number of years in Operation: 22

Type of Ownership: School District, State Subsidized and fee based

Ages Served: 5 years to 11 years

Hours of Operation: 7:00 a.m. - 6:00 p.m., Mon. - Fri.

Months of Operation: All year

Child-Adult Ratio: 14:1 28:1 School age (1 teacher, 1 aide)

Snacks are provided by school.

Does staff have current First Aid and CPR certification?
Yes xx No __ How many? 20

Parent participation opportunities and/or requirements:
Parents are active at each latchkey site.

Brief description of Center's philosophy about education and child development:
The center provides a rich and nurturing environment that offers activities that advance the child socially, emotionally, physically, and intellectually with an emphasis on literacy.

2025

Parent Perspectives to Inform San Bernardino County's Universal PreKindergarten Mixed Delivery System

Prepared for the San Bernardino County Local Planning Council Universal PreKindergarten Mixed Delivery Local Level Workgroup

Early Education and Development Local Planning Council
San Bernardino County Superintendent of Schools

San Bernardino County Superintendent of Schools
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Acknowledgments

The authors would like to thank the San Bernardino County Local Planning Council Universal PreKindergarten (UPK) Mixed Delivery Local Level Workgroup who provided input on the research design, outreach for the parent survey, and interpretation of data for the needs assessment. The authors are also grateful to members of the CCRC Research Division for their GIS work, survey development, data analysis and report writing and to members of the CCRC Communication Division for developing the outreach strategy and tools for this work and for the design of the report. This report would not have been possible without the participation of the families of young children in San Bernardino County, California. The time invested by these families to provide insight into their child care needs, challenges, and basic family needs through their participation in the survey and parent interviews is greatly appreciated.

This project was made possible through funding from the California Department of Education's Universal PreKindergarten Mixed Delivery Planning Grant. We extend our sincere appreciation for this support which enabled the development of this countywide needs assessment to strengthen the UPK mixed delivery system and support families in San Bernardino County.

For questions about this report, please contact:
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Report authored by Child Care Resource Center.

Contents

Executive Summary 6

Introduction 10

Project Goals and Research Questions 12

Methodology 12

Sampling and Outreach 13

Data Collection Methods and Analyses 14

Parent Survey 14

Key Informant Interviews 14

Survey Data Analyses 15

Limitations 15

Results and Discussion 16

Research Question 1: Who are the families of three- and four-year-old children in San Bernardino County and how can San Bernardino County prepare to support them in a UPK mixed delivery system? 16

Demographic Information 16

Research Question 2: What are families' child care needs and plans for their three- and four-year-old children as they become eligible for Transitional Kindergarten? 24

Current Child Care Use and Future Needs 24

Parental Search for Care 29

What Parents Know About Transitional Kindergarten 35

Challenges in Finding Care 38

Enrollment in Publicly Funded Preschool or Transitional Kindergarten 40

Research Question 3: What basic needs do families of three- and four-year-old children in San Bernardino County have and how can San Bernardino County support families so that children can thrive as they transition to preschool and beyond? 46

Employment 47

Families Participating in Support Programs 48
Food Needs 49
Housing Needs 51
Family Access to Medical and Dental Insurance 53
Family Well-being 53
Discussion and Recommendations 54
Recommendation 1: Provide one centralized location for ECE program information that includes comprehensive information to support parents in making informed decisions for their families. 54
Recommendation 2: Strengthen the early care and education workforce in San Bernardino County to ensure the provision of high-quality care that aligns with the needs, priorities, and preferences of families. 55
Recommendation 3: Implement comprehensive, multi-faceted strategies to address geographic barriers to accessing child care that meets the diverse needs of families in San Bernardino County. 56
Recommendation 4: Design and implement targeted strategies to strengthen the early care and education system in San Bernardino County by ensuring it is linguistically responsive to Spanish-speaking families. 57
Recommendation 5: Cultivate family well-being by ensuring children in all child care arrangements have access to comprehensive services including support for the provision of basic needs such as food. 59
Appendices 60
Appendix A. Demographic Information of Key Informants 60
Appendix B. Key Informant Interview Questions 62
Appendix C. Data Governance and Security, Quality Assurance, and Validation of Survey Data 64
Appendix D. Input from the LPC UPK Mixed Delivery Local Level Workgroup on Report Recommendations 66
References 70

Executive Summary

An established body of work shows lasting results of participation in high-quality early care and education (ECE) programs. Therefore, investing in high-quality ECE is vital for ensuring positive individual and community outcomes. California has a wide array of ECE options offered through the "mixed delivery system," ensuring the state can meet the diverse needs of children and families. Nevertheless, it is a complex system that often leaves parents confused about the available options for their children. The priority of providing preschool access universally for three- and four-year-old children through a mixed delivery system led California to release the Universal PreKindergarten (UPK) Mixed Delivery Planning Grant.

As part of the grant, the San Bernardino County Local Planning Council (LPC) secured the services of Child Care Resource Center (CCRC) to assess parents' priorities, needs, and gaps in access to care for their three- and four-year-old children and then engage the community and partners to create a mixed delivery system that meets the needs of the County's children and families. Information from this assessment will be used to plan for the expansion of high-quality UPK through a mixed delivery system in San Bernardino County.

Three research questions were used to guide this work: 1) Who are the families of three- and four-year-old children in San Bernardino County and how can San Bernardino County prepare to support them in a UPK mixed delivery system? 2) What are families' child care needs and plans for their three- and four-year-old children as the children become age-eligible for preschool and Transitional Kindergarten (TK)? and, 3) What basic needs do families of three- and four-year-old children in San Bernardino County have and how can San Bernardino County support families so their children can thrive as they transition to preschool and beyond?

The needs assessment employed a mixed methods approach with a parent survey (n=601), Key Informant Interviews (KIIs) with parents (n=14), and GIS work overlaying data with San Bernardino County population data.

With a geography spanning more than 20,000 square miles, San Bernardino County is the largest county in the contiguous United States. Home to approximately 2.2 million residents, the County includes 570,238 children, with 39% of households reporting at least one child under the age of 18. Participation in the needs assessment closely mirrored the diverse population of San Bernardino County, including regional and demographic characteristics. Participants of this survey identified as Latino (65%), White or Caucasian (29%), Black or African American (8%), Asian or Asian American (4%), American Indian or Alaskan Native (2%), Native Hawaiian or Pacific Islander (1%), or of multiple ethnicities (9%). A majority of the parents who completed the survey identified English (80%) or Spanish (19%) as their primary home language.

Survey and interview data revealed the complexities parents face when navigating the child care system. The process of finding and enrolling in care is difficult, and there is no centralized, accessible source of information for families and information about child care can be inconsistent and incomplete. Parents often rely on word-of-mouth and online sources. Geographic access also poses challenges. Families shared that child care options are limited in their immediate areas, a concern supported by GIS mapping from CCRC, which identifies multiple child care deserts across San Bernardino County, even when license-exempt care is included.

Language barriers add another layer of difficulty for Spanish-speaking families. Compared to English-speaking respondents, Spanish-speaking parents were less likely to use brochures or online resources, and less likely to be aware of the early care options available to them, particularly Transitional Kindergarten. They also placed a higher value on having caregivers who speak their home language, emphasizing the need for culturally and linguistically responsive services. Given that 32% of San Bernardino County's population speaks Spanish, addressing this need is essential for equitable access to early care and education.

Regardless of background, parents identified the following as the most important characteristics of care: well-trained and experienced caregivers, affordability, and convenient location. Many parents noted that while they had heard of TK, they lacked a clear understanding of what it entails. Families frequently described the need to create a patchwork of various sources of information and care arrangements to meet their needs. This study also found that most families require care for 21 hours or more per week, and over 40% use care during non-standard hours, further underscoring the need for flexible and accessible child care options.

When asked what would make the process easier, parents suggested tools such as a checklist of enrollment requirements, an easy-to-navigate website, and access to an enrollment specialist to guide them through the process. Notably, Spanish-speaking parents more frequently cited the need for enrollment specialists.

Given the importance of family well-being to optimal child development, a key goal of San Bernardino County Superintendent of Schools (SBCSS) and the Workgroup is to support the basic needs of the families of San Bernardino County. Families in the County face a range of challenges that underscore the need for increased support to promote stability and well-being. The living wage for a family in the County is approximately $96,553, significantly higher than the median household income of parents participating in the survey, which was between $35,001 and $50,000. Furthermore, 77% of families reported participating in at least one public assistance or support program, while 14% of parents identified as unemployed or underemployed. Basic needs continue to be a concern for many families. Sixty percent of respondents reported some level of need for food assistance, and one in four families indicated a need for both food and housing support. These material hardships appear to contribute to heightened levels of stress among families: 57% of parents reported feeling stressed or overwhelmed, and 36% expressed concerns about their child's behavior at home and / or in child care settings.

Five recommendations emerged from the results of the needs assessment and are intended to enhance and guide San Bernardino County's ability to support families in a UPK mixed delivery system.

Recommendation 1: Provide one centralized location for ECE program information that includes comprehensive information to support parents in making informed decisions for their families.

Recommendation 2: Strengthen the early care and education workforce in San Bernardino County to ensure the provision of high-quality care that aligns with the needs, priorities, and preferences of families.

Recommendation 3: Implement comprehensive, multi-faceted strategies to address geographic barriers to accessing child care that meets the diverse needs of families in San Bernardino County.

Recommendation 4: Design and implement targeted strategies to strengthen the early care and education system in San Bernardino County by ensuring it is linguistically responsive to Spanish-speaking families.

Recommendation 5: Cultivate family well-being by ensuring children in all child care arrangements have access to comprehensive services including support for the provision of basic needs such as food.

Introduction

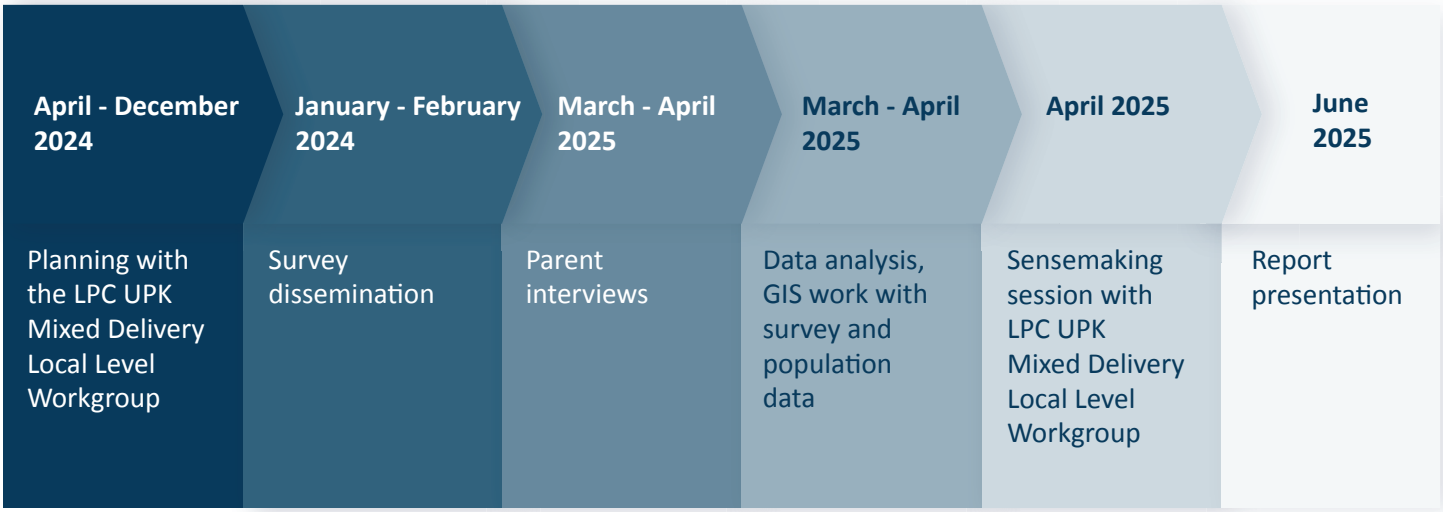
Research shows lasting results of attending high-quality preschool programs including closing the opportunity gap between children with more versus fewer advantages, long-term health outcomes including reduced cardiovascular disease, increased economic productivity and reduced crime (Heckman Equation, n.d). Investing in high-quality early care and education is therefore vital to positive individual and community outcomes. California has a vast array of early care and education program options to meet the needs of families and their children. These options are often referred to as the "mixed delivery system." Parents have a wide range of options including licensed center-based and licensed or legally license-exempt home-based child care with some centers located on public school campuses and others in the surrounding community. While most parents pay for child care from their family budget, others qualify for subsidized child care or have access to free programs that are universal and do not require parents to income-qualify. One of the programs that is open to all parents and does not require them to qualify based on income is Transitional Kindergarten (TK) (Early Edge California, n.d.). California's Expanded Learning Opportunities Program (ELOP) is a state-funded initiative that provides no-cost or low-cost before-school, after-school, intercession, and summer learning opportunities for students in transitional kindergarten through 6th grade (California Department of Education, n.d.). Additionally, Head Start, Early Head Start, and Early Head Start-Child Care Partnerships are federally funded programs that offer center or home-based options to parents who qualify based on established criteria (Head Start California, n.d.). Parents who qualify for voucher-based programs (CalWORKs Stage 1, 2, and 3, Alternative Payment Program, and Migrant Alternative Payment Program) can choose care in privately owned licensed centers, licensed family child care, or license-exempt care (California Department of Social Services, n.d.). Parents who meet specific qualifications can also access care at child care centers or family child care home fducation networks through direct contracts including General Child Care and Development, Migrant Child Care and Development Programs, Children with Severe Disabilities, Family Child Care Home Education Networks, and California State Preschool Programs. This wide range of programs in California ensures the state can meet the diverse needs of children and families. However, it also illustrates the complexities of the mixed delivery system of child care, often leaving parents confused about the available options for their children.

The priority of providing preschool access universally for three- and four-year-old children through a mixed delivery system led California to release the Universal PreKindergarten (UPK) Mixed Delivery Planning Grant. As part of the grant, San Bernardino County Local Planning Council (LPC) secured the services of Child Care Resource Center (CCRC) to assess the needs and gaps in access to care for their three- and four-year-old children. Information from this assessment will be used to plan for the expansion of high-quality UPK through a mixed delivery system in San Bernardino County.

CCRC is a large non-profit family resource center providing whole-child whole-family services across a 22,500 square mile service area of Northern Los Angeles County and the entirety of San Bernardino County with partnerships across the state of California. The CCRC Research Division has extensive experience conducting community-based research to drive data-informed decisions and support strategic planning. CCRC Communications is highly experienced in connecting with the community and developing tools to support partners in reaching the community of interest for any given focus, ensuring equitable access to services.

CCRC worked closely with San Bernardino's Local Planning Council - UPK Mixed Delivery Local Level Workgroup to plan for the countywide needs assessment and fulfill the goal of community engagement and partnerships to create a mixed delivery system that meets the needs of the County's children and families. CCRC's Research and Communications teams participated in the workgroup facilitating multiple activities designed to leverage the group's expertise and knowledge about the community of San Bernardino County, quality care and education, and families. As shown in Figure 1, planning began in April 2024 with initial meetings and work to design the survey. The workgroup provided input on priorities for the content of the survey and on the outreach strategy. Outreach materials, survey and interview tools were developed, translated and back-translated in the summer and fall of 2024. The survey was disseminated in January 2025 and was open for a month. Parent interviews were conducted between March and April, engaging parents who opted to participate in the interviews after completing the survey. Data analysis of the survey was conducted between March and April with results shared during a sense-making session with the workgroup in April 2025. The final analyses, including the analysis of the interviews were completed between April and June. A draft of the report and recommendations was completed in June 2025. Recommendations were shared and discussed with the workgroup in June 2025 to obtain their feedback.

Figure 1. Project Timeline



Project Goals and Research Questions

The mission of SBCSS is to transform lives through education. Working in collaboration with school districts, families, community partners and other agencies, SBCSS provides leadership advocacy and services to ensure equitable, innovative, and inspiring educational practices. This endeavor is essential to the quality of life and economic vitality of communities. SBCSS has the goal of creating a mixed delivery system that meets the needs of the County's children and families and commissioned a countywide needs assessment to achieve this goal (San Bernardino County Superintendent of Schools, 2022). The research questions guiding this work include:

Research Question 1: Who are the families of three- and four-year-old children in San Bernardino County and how can San Bernardino County prepare to support them in a UPK mixed delivery system?

Research Question 2: What are families' child care needs and plans for their three- and four-year-old children as the children become age-eligible for preschool and Transitional Kindergarten?

Research Question 3: What basic needs do families of three- and four-year-old children in San Bernardino County have and how can San Bernardino County support families so that children can thrive as they transition to preschool and beyond?

Methodology

This needs assessment employed a mixed methods approach with a parent survey, Key Informant Interviews (KII) with parents, and GIS work overlaying survey data with San Bernardino County population data. Parents' voices were central to this needs assessment as their lived experiences most closely reflect the community. Programs that are designed from the "user" perspective are more likely to be relevant for the recipient, effective, cost-efficient and have the greatest likelihood of achieving the goals of the program. Where applicable, local, state or national data are included to paint a picture of the landscape and full context within which families live.

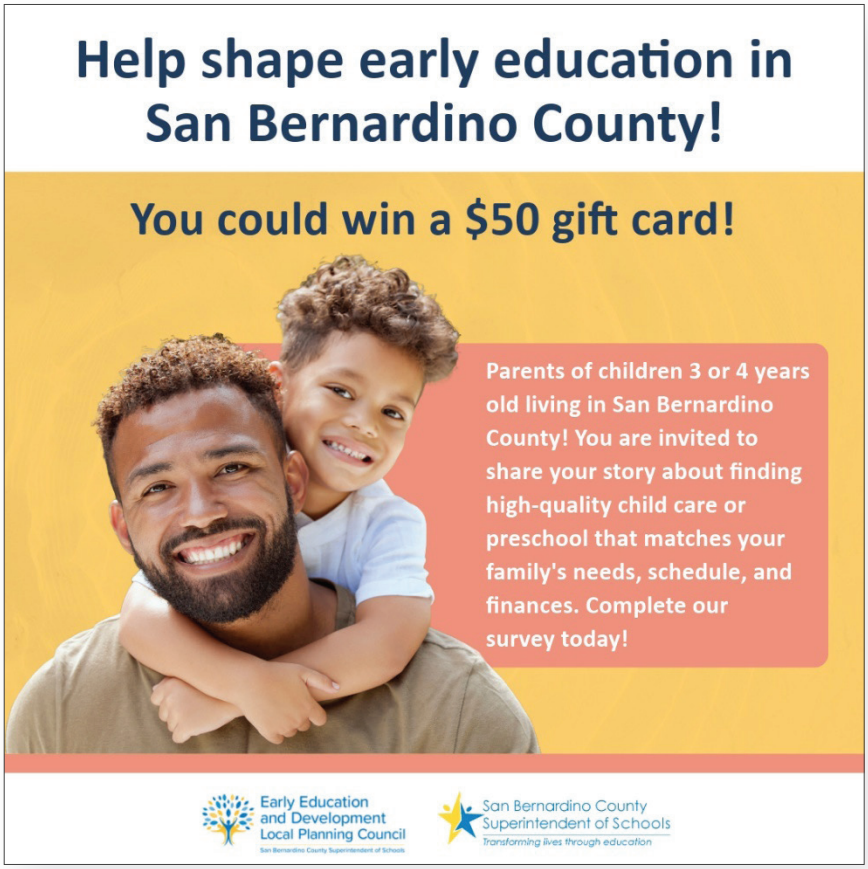
The LPC UPK Mixed Delivery Local Level Workgroup was deeply involved with all steps of the process. Starting in April 2024, the CCRC Research Team met with the workgroup on a bimonthly basis to plan the assessment, develop the survey, key informant interviews, and develop the outreach strategy and materials. After data collection started, the CCRC Research Team met with the workgroup to gather input on the preliminary findings and recommendations. The Research Team regularly facilitated activities and discussions to keep the group updated on progress and elicit feedback.

Sampling and Outreach

The CCRC Communications team designed the outreach material ensuring consistent branding so the survey could be widely distributed across San Bernardino County and reduce the possibility that parents would complete the survey multiple times if they received it from multiple sources. CCRC's Communications Division developed a Communications Toolkit consisting of email templates and flyers in English and Spanish tailored for direct communication to parents, email templates to engage community partners in the process of disseminating the survey, and graphics, hashtags, and taglines to be used in the distribution of the survey via social media including Facebook, X, and Instagram. These materials were reviewed by the Communications Team at SBCSS and approved to ensure alignment with SBCSS communications guidelines. An example of one of the communications tools is presented in Figure 2.

Connections and partnerships across the County were leveraged to disseminate the survey and resulted in a wide reach of families across the County. The toolkit was shared with the workgroup who then outreached to their community partners. In addition, CCRC who serves San Bernardino County also engaged in direct outreach to families by posting on social media (Facebook and Instagram) and distributing emails to parents of three- and four-year-old children who receive financial assistance for child care through CCRC or who had previously sought out child care through CCRC's Resource and Referral program.

Figure 2. Sample Social Media Post in the Parent Survey Outreach



Data Collection Methods and Analyses

Parent Survey

The parent survey was a main component of the needs assessment and integral in reaching a wide audience across San Bernardino County. It was designed in two main parts to mitigate the potential for non-participation due to the extensive length of the full survey. The first section of the survey was designed to query parents about their current and future use of child care, decision-making, and challenges and supports in accessing early care and education programs. This first part of the survey included questions on parents' current and future use of child care, where parents seek information, and what factors play into their decision-making on child care. This section of the survey was designed based on a literature review and existing tools used by UPK researchers and program developers in California (First 5 Orange County, personal communication, May 2024; Learning Policy Institute, personal communication, May 2024). This ensured relevance to the UPK system and comparability to other findings in the future. The first part of the survey was 59 questions long. Questions from this section will help guide communications about UPK programing as well as the development of the UPK mixed delivery system.

The second part of the survey focused on family basic needs including employment, food, housing, and other support for families. The basic needs section consisted of questions currently used to connect families to services in multiple programs at CCRC. This part of the survey included an additional 6 questions. The workgroup was interested in understanding basic needs because of the deep desire and goal of meeting not just the educational needs, but the holistic needs of the families in the County.

Validity of the survey instrument was tested through cognitive interviews with two parents during the development of the survey to ensure that the questions were clear, accurate, and interpreted as intended to elicit the information needed for the analyses. Minor modifications were made to the survey based on parental feedback received during the cognitive interviews. The survey was developed in English and translated into Spanish and back-translated into English to ensure language equivalency. The survey was administered using Jotform (Jotform, Inc., 2025), an on-line form-building platform which allows parents to complete the survey in either of the two languages, English or Spanish.

Parents received one entry into a $50 gift card drawing by completing the first part of the survey (early care and education needs and preferences) and were given an additional survey drawing entry if they chose to complete the second part of the survey (basic needs assessment). A total of ten gift cards were awarded. The survey was active from January 2025 through February 2025. Survey entries were monitored and tracked daily to ensure that the project reached the minimal number of survey responses needed to conduct the analyses and that the distribution of participants by region, primary home language, and ethnicity was proportional to that of the population in San Bernardino County. Outreach strategies were amplified for Spanish-speaking participants when early monitoring of incoming survey responses showed an under-representation of participants from the Spanish-speaking community.

Key Informant Interviews

Fourteen parents took part in the Key Informant Interviews (KII). When completing the survey, parents had the opportunity to opt for further research. This resulted in a pool of parents from which to recruit for the

interviews. A recruitment matrix was developed to include a diversity of voices. This process ensured that parents from all four regions of the County, parents who spoke English or Spanish, parents across multiple household income levels, levels of education, and experiences with child care were represented. Once the matrix was completed, the CCRC Research Team reached out to the parents by telephone and email to invite them to participate. See Appendix A for a full description of the KII participants' backgrounds.

All interviews were conducted in either English or Spanish via Zoom phone (Zoom Video Communications, Inc., 2021), recorded in Zoom, and transcribed via Otter.ai in Zoom. Each parent received a $125 gift card for their participation in a one-hour interview.

The interviews were analyzed using Dedoose (SocioCultural Research Consultants, LLC, 2021), a web-based software designed for qualitative and mixed-methods research data analysis. This tool allows for the organization of data from the survey and interviews. A content analysis of the data was conducted and is presented throughout the report with quotes from parents highlighted to illustrate themes central to the analyses of this report. KII questions are included in Appendix B.

Survey Data Analyses

For information on data governance and security, quality assurance, and validation of survey data, see Appendix C.

To ensure a sufficient sample size to detect group differences, a series of a priori power analyses were conducted using G*Power 3.1 (Faul et al., 2009) to determine the required sample sizes for each primary research question. Separate analyses were performed for each planned statistical test, including chi-square tests of independence. For each analysis, power was set at 0.80 and the alpha level at 0.05. Effect size estimates were based on prior literature and standard conventions (e.g., Cohen's w = 0.15 for chi-square). The results indicated that the minimum required sample sizes ranged from 200 to 346 participants across tests. The final sample size (N = 601) exceeded all thresholds, ensuring adequate power to detect the expected effects.

Where meaningful and applicable, group analyses for the following were conducted by region (Valley vs. North Desert, East Desert, Mountain), by parent home language (English and Spanish), and by parent generational status (Generation Z or later, Millennial, Generation X or Prior). Quantitative data were analyzed using IBM SPSS Statistics for Windows (Version 27.0; IBM Corp., 2021).

Limitations

There is no centralized database to reach all families in San Bernardino County who have three- and four-year-old children. Therefore, partnerships throughout the County were leveraged to reach as many families as possible. Agencies who are part of the LPC and LPC UPK Mixed Delivery Local Level Workgroup worked with their own organizations, outreaching to their partners to disseminate information about the survey and distribute the survey. In addition, CCRC distributed the survey to families of three- and four-year-old children who receive financial assistance for child care or who called for child care resource and referral services in the prior year. Results show that the survey had wide reach across the County. However, it is possible that information about the survey did not reach a portion of the population of parents in the County who have three- and four-year-old children, specifically those who may not already be connected to the public school system. To gauge what percentage of this survey's response constituted parents who have engaged with the public school system the survey asked if they ever had a child enrolled in public school and 73% had. Therefore 27% of survey respondents were not previously connected to the public school system. However, there is no way of knowing how many families of three- and four-year-old children this survey did not reach.

Results and Discussion

The results in this report are organized around the three research questions. Data from all relevant sources are interwoven as they apply to each theme discussed in the report. Quotes from parents are included throughout to illustrate and highlight relevant themes and to contextualize data from the survey. To protect families' identities no names are used and minimal descriptions of the families are provided with the quotes.

Research Question 1: Who are the families of three- and four-year-old children in San Bernardino County and how can San Bernardino County prepare to support them in a UPK mixed delivery system?

To support families in a UPK mixed delivery system, we must first understand who the families are and where they reside. There is a comprehensive body of research supporting the fact that familial experience with the early care and education system varies by demographic characteristics such as race and ethnicity, language, income, and parent education and by location (Magnuson & Duncan, 2022; Mendez & Suskind, 2018; Chaudry et al, 2023; Paschall, Madill, & Halle, 2021).

Demographic Information

This survey received a total of 601 valid responses from families across San Bernardino County. While a few caregivers who responded to the survey identified as adopted parents, step parents, foster parents, and grandparents, a majority (93%) identified as biological parents, as seen in Table 1. In addition, 93% of the participants were female. For the purposes of this report, all caregivers will be referred to as parents.

Table 1. Parent Characteristics

Relation to the Child	Percent of Participants (n=601)
Biological parent	93%
Adopted parent	3%
Foster parent	2%
Stepparent, Grandparent, Other Caregiver	2%

Where families live can significantly affect families' experiences with the early care and education system by impacting accessibility to programs and the cost of care. For example, families who live in more urban areas frequently have more access to early care and education programs than parents in more rural areas. There are areas across the country that are considered child care deserts, areas where there is an insufficient supply of licensed child care to meet the demand in that geography. In the United States, more than half of all Americans lived in areas classified as child care deserts in 2018 (Malik et al, 2018). In San Bernardino County, only 16.8% of children ages 0-5 years with all available parents in the workforce have access to a licensed child care space while 23.9% have access to care when considering both licensed and unlicensed care (CCRC, n.d.). Where families live also affects their child care arrangements. That is, families living in rural areas are less likely to use center-based preschool programs than families living in more urban areas (Center for American Progress, 2019).

With a geography that spans over 20,000 square miles, by area, San Bernardino County is the largest county in the contiguous United States (U.S. Census Bureau, n.d.). The County is commonly divided into four distinct areas: Valley Region, North Desert Region, Mountain Region, and East Desert Region. The greatest percent

of the population resides in the Valley Region (72%), followed by the North Desert Region (22%), with lower proportions of the population in the Mountain (7%) and East Desert Region (2%) (San Bernardino County Community Indicators, n.d.).

Due to the County's size and geography, families may have different experiences with accessing early care and education programs based on where they live. Therefore, having proportionate representation from families in each of the four different regions of the County participate in this survey was critical to ensure parent perspectives from across the County were included.

As seen in Table 2, the proportion of parents responding to the survey by region closely aligns with the distribution of the County's population across the four regions. The largest portion of the survey responses received were from the Valley Region (54%) which is the most populated region of the County and is comprised of Fontana, San Bernardino, Ontario, Colton, Rialto, and Rancho Cucamonga. The next largest group of surveys were returned by parents from the North Desert Region (36%) comprised of cities such as Apple Valley, Fort Irwin, Hesperia, and Victorville. Families from the Mountain Region, representing Big Bear, Crestline, Lake Arrowhead, Running Springs, and Wrightwood comprised 7% of the survey responses and families from the East Desert Region representing Yucca Valley and Morongo Valley made up 2% of the survey responses.

Table 2. Survey Responses by County Region

County Region	Percent of Participants (n=601)	San Bernardino County*
Valley Region Fontana, San Bernardino, Ontario, Colton, Rialto, Rancho Cucamonga	54%	72%
North Desert Region Apple Valley, Fort Irwin, Hesperia, Victorville	36%	22%
Mountain Region Big Bear, Crestline, Lake Arrowhead, Running Springs, Wrightwood	7%	3%
East Desert Region Yucca Valley, Morongo Valley	2%	3%

*Source: San Bernardino County Community Indicators, n.d.

Race and Ethnicity

An extensive body of research illustrates disparities in families' experiences with the ECE system based on their race or ethnicity and language. Black, Latino, and Native American families are more likely to live in child care deserts (CCRC, n.d.; Malik & Hamm, 2017). Black and Latino families spend a higher proportion of their income on child care and have less access to child care subsidies (Malik & Hagler, 2017; Crosby, Mendez, & Barnes, 2019; Center for Law and Social Policy, 2014). Families whose primary language is not English have limited availability of early childhood educators who communicate in their language, have less access to outreach and enrollment materials in an accessible language, and have lower participation in public child care assistance programs, including Head Start and State Preschool than their English-speaking counterparts (Schumaker, 2019).

As illustrated in Table 3, the greatest proportion of parents completing the survey identified as Hispanic or Latino (65%). The next largest groups identified as White or Caucasian (29%), Black or African American (8%), Asian or Asian American (4%), American Indian or Alaskan Native (2%), or Native Hawaiian or Pacific Islander (1%). Nine percent selected multiple categories. The proportion of parents in each race or ethnic category who completed a survey closely mirror the population in San Bernardino County, suggesting good representation of the survey respondents across these groups.

Table 3. Parent Race and Ethnicity

Race / Ethnicity	Survey Parents (n=596)	San Bernardino County*
Hispanic or Latino	65%	56%
White or Caucasian	29%	25%
Black or African American	9%	9%
Asian or Asian American	4%	9%
American Indian or Alaskan Native	2%	<1%
Native Hawaiian or Pacific Islander	1%	<1%
Multiple categories selected	9%	

Note: Participants were able to select multiple categories. Therefore, the sum of the percentages is greater than 100%.
*Source: U.S. Census Bureau, 2024

Primary Home Language

Having a firm understanding of the linguistic needs of the community is paramount to providing linguistically responsive services. Language may play a role in parents' access to the ECE system and in promoting equitable participation in ECE programs. According to the U.S. Census, 59% of the population reports English as their primary language and 32% of the population reports Spanish as their primary language in San Bernardino County. See Table 4.

Of the participants completing the survey, 80% reported English as their main home language, followed by Spanish (19%), and other languages (2%). The other languages included Chinese (Mandarin), Tagalog, Arabic, Farsi, Punjabi, Portuguese, and Korean. Parents also reported their child's primary home language and for most parents (95%), child's home language was the same as their own home language. In instances where there were language differences between children and parents, parents reported English as their child's primary home language but not as their own.

Compared to the population in the County, the survey had an overrepresentation of parents reporting English as their primary language and an underrepresentation of parents reporting Spanish as their primary home language. It is possible that the outreach efforts did not reach as many Spanish-speaking families as intended and this should be kept in mind for future outreach regarding the UPK mixed delivery work.

Table 4. Primary Home Language

Primary Home Language	Survey Children (n=597)	Survey Parents (n=597)	San Bernardino County*
English	83%	80%	59%
Spanish	16%	19%	32%
Other	1%	2%	8%

*Source: U.S. Census Bureau, 2024

Parent and Child Age

In 2021, San Bernardino County was home to approximately 570,238 children, accounting for 26% of the overall population of 2.2 million people. In terms of households, 39% of households had at least one child. Of the child population, 85,967 children (15%) were between the ages of birth and two-years-old, 89,304 (16%) were ages three- to five-years-old, and 394,967 (69%) were between the ages of six- and 17-years-old. Population projections indicate that the number of children in the County is expected to remain relatively stable through 2060, with an estimated 541,769 children residing in the County by that year (Kidsdata.org, 2021).

This survey focused on three- and four-year-old children and included screening questions to exclude families who did not have a child within the age groups of interest. However, a group of completed surveys for two-year-old children was received and included in the analyses. This determination was made in collaboration with SBCSS because parents of two-year-olds also share in the experience of finding early care and education programs for their children and may seek early care and education programs for a child who is approaching three-years-old. In instances where parents had multiple children within the target age range for this survey, parents were asked to focus on the oldest of their children in the age range. As a result, 53% of parents reported on a four-year-old child, 43% on a three-year-old child, and 4% on a two-year-old child. Thirty-four percent of parents have at least one other child between the ages of 0-5 years old and 71% of parents have another child between 6-18 years old as seen in Table 5. Parents who completed a survey ranged in age from 21- to 73-years-old and a majority were between the ages of 30-39 years old as seen in Table 6.

Table 5. Age of Focus Child

Child Age (n=601)	Percent of Children
2 years old	4%
3 years old	43%
4 years old	53%
Parents with additional children 0-5 years	34%
Parents with additional children 6 years and older	71%

Table 6. Parent Age

Parent Age (n=601)	Percent of Parents
21-29 years old	16%
30-39 years old	59%
40-49 years old	22%
50-59 years old	2%
60 years old or more	<1%

Marital Status

There are key impacts of marital status on families of young children. Married families typically have dual income earners which tend to have higher incomes than single-parent households (U.S. Census Bureau, 2024) which buffers children from financial hardship. And marital status is deeply tied to household living arrangements. That is, households with married marital status tend to have more than one adult present and tend to be dual-income households (Bureau of Labor Statistics, 2020). In San Bernardino County, 58% of children live in households where two parents are present, 28% live in households with single mothers, 9% live in households with single fathers, 5% live in households where no parents are present, but other relatives are, and 0.9% of children live in households where no parents or other relatives are present (Kidsdata.org, 2021). While not a direct comparison, in San Bernardino County, 67% of children live in households in which the parent is married or living with a partner, 18% in households with a parent who is never married, not living with a partner, 3% in households where the parent is divorced, and less than 1% in households in which the parent is widowed as illustrated in Table 7.

Table 7. Parent Marital Status

Parent Marital Status (n=601)	Percent of Parents
Married or living with a partner	67%
Never married, not living with a partner	18%
Divorced	3%
Widowed	<1%
Prefer not to answer	11%

Educational Level

The parents who completed the survey had a higher educational attainment than that documented for the population in San Bernardino County. In 2022, 82% of adults 25 years or older had a high school diploma or higher in San Bernardino County, compared to 91% in this sample. In addition, 23% of adults 25 years or older had a bachelor's degree or higher, compared to 30% in this sample. See Table 8. The median educational achievement was some college, and the mode was some college. Higher educational attainment is related to multiple child socioeconomic and health outcomes. For example, the National Center for Education Statistics (NCES, 2023) found that children with college-educated parents are significantly more likely to complete high school and enroll in postsecondary education than children whose parents have lower educational attainment. In addition, parental education has an influence on family income which affects child nutrition, healthcare access, and overall well-being. Research from the Urban Institute in 2023 showed that higher parental education reduces child poverty risk by 40% (Urban Institute, 2023). Hence, supporting parents with their child care needs through a mixed delivery system is essential not only for working parents but is also a key resource for parents to achieve educational success.

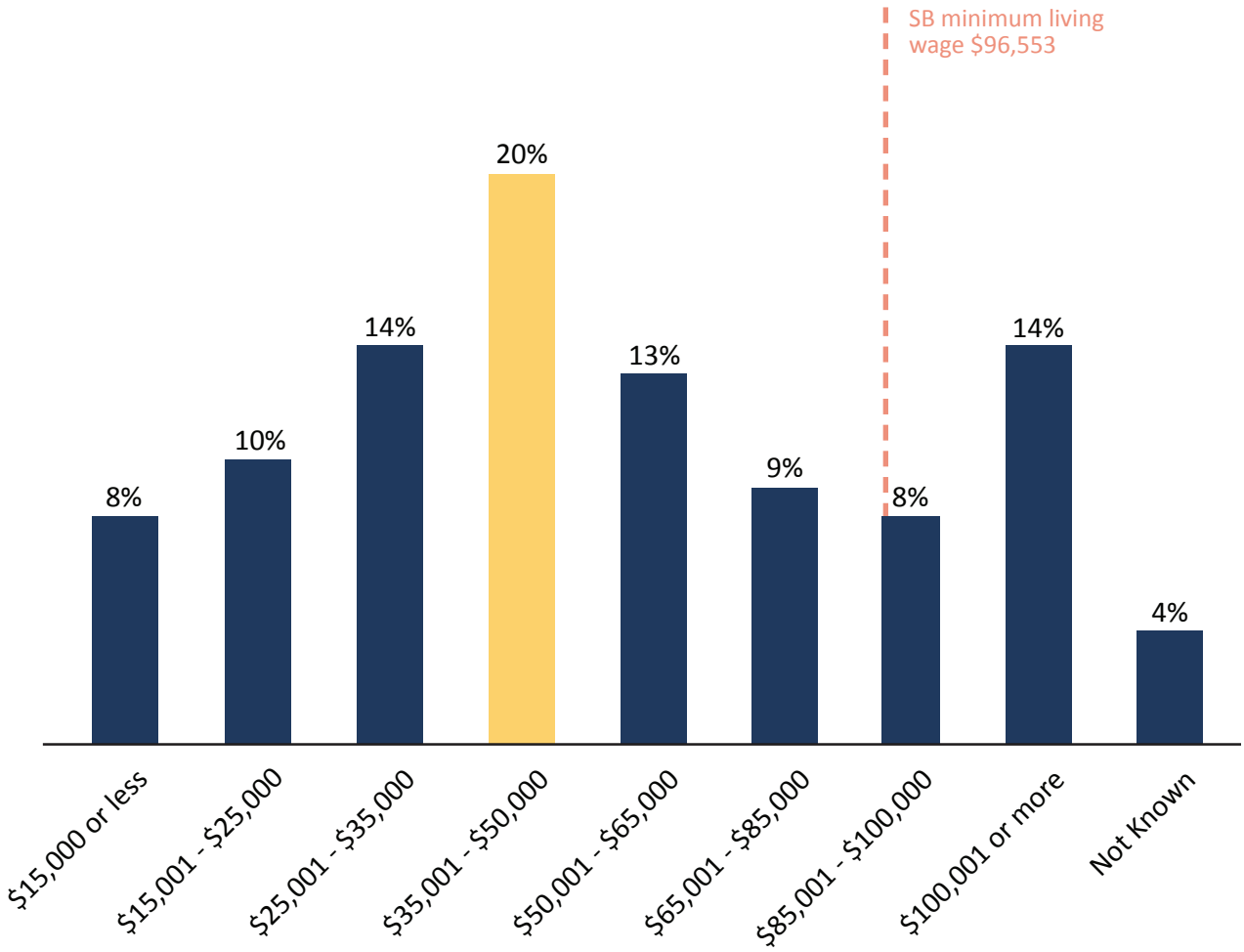
Table 8. Highest Educational Achievement

Education Level (n=601)	Percent of Parents
No high school or some high school	7%
High school diploma / GED	18%
Vocational or Trade school	9%
Some college	22%
Associate degree (AA, AS)	12%
Bachelor's degree (BA, BS)	19%
Advanced degree (Master's degree or above)	11%
Prefer not to answer	2%

Household Income

According to the MIT Living Wage Calculator (February 2024), a single adult with one child living in the Riverside-Metro-Ontario, California region must earn approximately $96,553 a year to earn a living wage. This reflects the minimum income required to meet the minimum standards to live in San Bernardino County while being self-sufficient and takes into account the cost of food, child care, healthcare, housing, transportation, and other basic needs. In comparison, in San Bernardino County the median household income was $82,184 a year and $135,000 a year in California (U.S. Census Bureau, n.d.). Among survey participants, the median household income was $35,001-$50,000 a year, well below the County and state medians. Additionally, 74% of families participating in the needs assessment reported an annual household income less than $85,001, placing the majority of families below the regional living wage threshold for a family comprised of one child and one working adult. See Chart 1.

Chart 1. The median yearly household income of $35,001-$50,000 for survey participants was well **below the minimum living yearly wage of $96,553** for a family of one working adult and one child in San Bernardino County.



Research Question 2: What are families' child care needs and plans for their three- and four-year-old children as they become eligible for Transitional Kindergarten?

To gain insight into parents' current use and future needs for child care, parents were asked about their child care arrangements at the time of the survey and about their child care arrangements in the future. To focus parents on a date in the future, parents were asked about their child care arrangements for the upcoming school year, starting August 2025. Parents provided information on the early care and education setting (license-exempt, licensed family child care home, center-based), days and time of day of care, and number of hours during which their child was in care during the time of the survey (current) and what they would need in the future (August, 2025).

During the data analysis process information parents provided was coded into categories to designate child care that took place during standard hours and non-standard hours. Standard hours of care included weekday mornings and afternoons between the hours of 8am and 6pm. Non-standard hours of care included between the hours of 6pm and 8am and during weekends based on the categorization used in prior research (NSECE, 2015). To determine whether parents had variable schedules, they were also asked if their schedule varied week to week.

Current Child Care Use and Future Needs

Early Care and Education Setting

Overall, 76% of all parents reported that they had non-parental child care arrangements for their child, while 24% reported their child was not in child care. Charts 2 and 3 illustrate the arrangements by age of child and for overall group. Overall, 61% of parents shared their child was in center-based care, 12% reported their child received care in a family, friend, and neighbor setting, and 9% reported licensed family child care as one of their arrangements. Out of all parents who reported that they had child care arrangements for their child, 10% reported concurrent child care arrangements, that is, use of two or more child care settings for their child. Parents reported concurrent care for 13% of two-year-olds 11% of three-year-olds, and 9% of four-year-olds. The percent of children in concurrent care parents reported in this needs assessment was higher than the 5% found in a recent landscape analysis of home-based care in Los Angeles County (Child Care Alliance of Los Angeles, 2023) and lower than the 26% of parents in California reported in recent work by the Learning Policy Institute (Wang, V., 2025).

Several patterns emerged in both current and anticipated use of child care. During both timeframes, less parents reported non-parental care for two-year-olds than for the other two age groups with parents reporting only parental child care arrangements for 64% of two-year-olds currently and 59% in the future. For three- and four-year-old children a majority reported center-based care currently (54% and 69%, respectively) and in the future (60% and 76%, respectively). For 70% of parents, the need for child care will not change in August 2025. Eighteen percent reported that their needs would be different and 15% indicated that they were not sure yet of their future child care arrangements. Indeed, multiple parents who participated in the KIIs shared that they were working through multiple factors to make a decision on the child care arrangements for their child. These factors included which child care option would be best for their child, whether the hours offered in child care options available to the family would suit their needs, and considering whether to choose an option that would allow their younger child to attend the same school as their older children.

"I'm still trying to figure out what to do. He is supposed to be enrolled in TK, in 2 weeks, and the TK program is like down the street from the house but it's only a 3 to 4 hour program...So, in order to put him in that type of classroom environment, I have to find child care either before or after."

~ Parent of a 3-year-old

Chart 2. Over **three quarters of parents (76%) have their child in at least one non-parental child care setting** with **61% in a center-based setting.** (n=601)

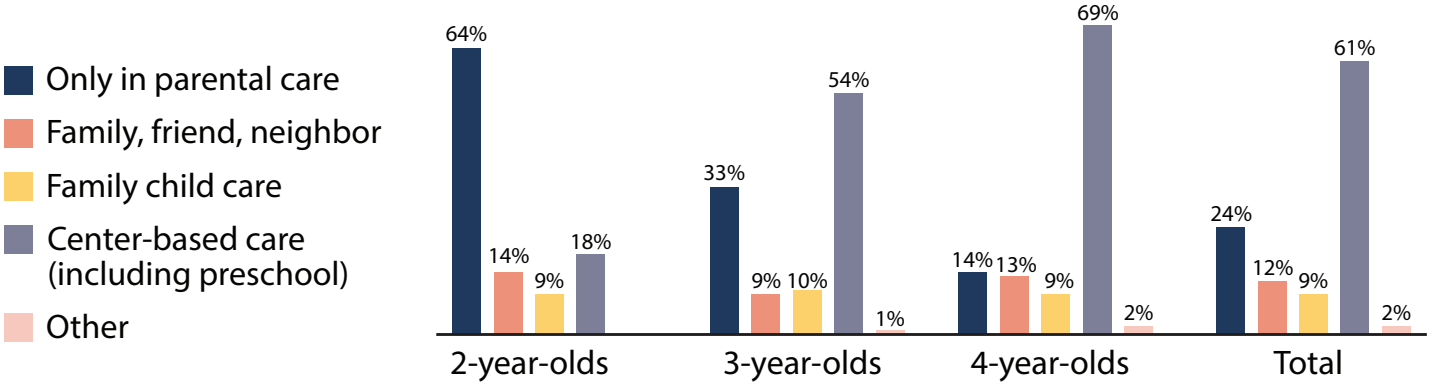
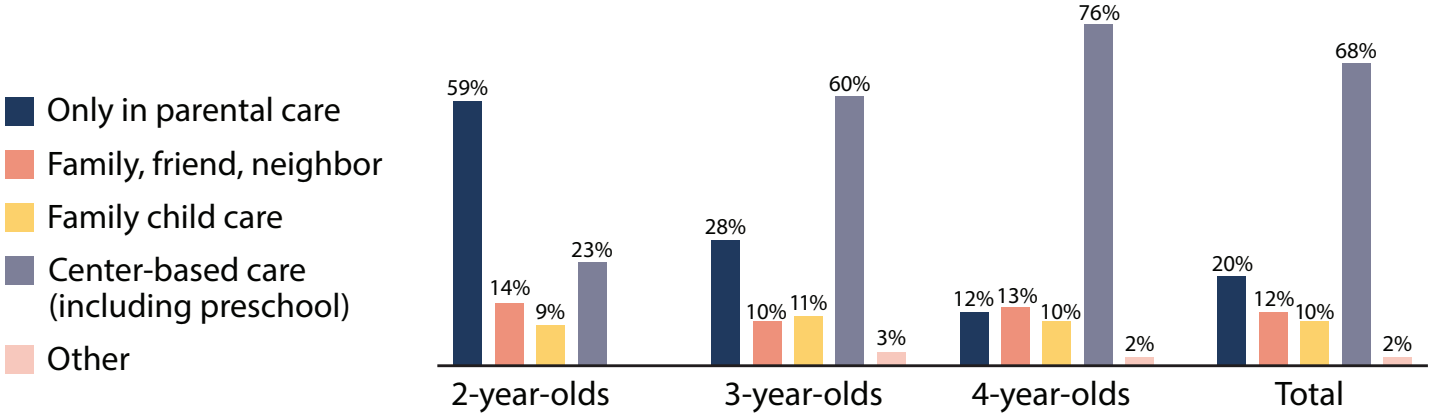


Chart 3. **Eighty percent of parents anticipate using at least one non-parental child care setting with 68% planning to use center-based care.** (n=601)



Hours of Care

The number of hours and timing of care needed by parents was consistent between current and anticipated future use. Notably, as presented in Chart 4, **50% of parents indicated that they would need care for 21 hours a week or more equating to over 4 hours a day, which exceeds the hours typically offered by half-day preschool center-based programs.** This gap in care availability was a prominent theme in KIIs, where parents expressed challenges in securing sufficient hours of care to accommodate work and school schedules. These findings highlight the critical role of home-based providers, such as family child care and license-exempt caregivers, who often serve as essential support in bridging the gap between formal program hours and families' actual care needs.

Two parents described the challenge they faced with the limited number of hours of care offered through a preschool and TK program:

"If we could have done preschool that was more like 6 hours, that would have been a lot more convenient. It's not convenient. But we make it work. It's a 3-hour program Monday through Friday. So, we try. We do our best when we make it work. But it's inconvenient, really."

~ Parent of a 3-year-old

"And so that's why TK is going to be really hard for me because I know that it's only like a 3- or 4-hour program. And that is definitely not going to work in my schedule. But everyone says that you should put him in TK. It's hard because it's not a full day schedule. It's not a workday schedule."

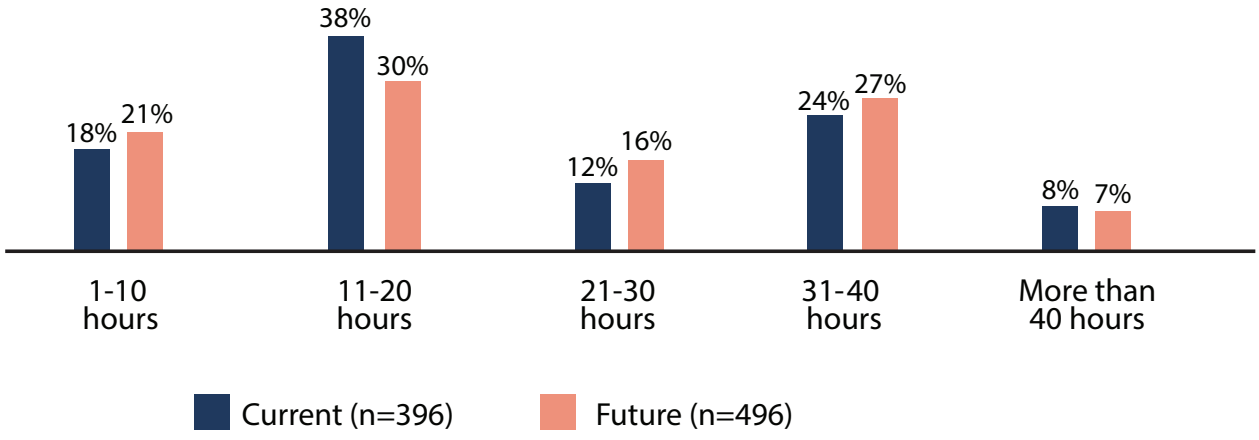
~ Parent of a 3-year-old

In response to this challenge, parents frequently create a patchwork of child care consisting of multiple arrangements that they eloquently described in the KIIs. One parent described how she was able to piece together child care because one of the parents in the family had the flexibility to move the child from one child care setting to another. She also shared, however, that the family would not always have that flexibility. In this example, a parent described how they pieced together center-based preschool (state preschool) care with license-exempt care:

"In order to put him in that type of classroom environment I have to find child care either before or after. So, my thought was to keep him in his current care in the morning and then have him transported in the afternoon to a TK program and then have a family member or someone pick him up when the TK program is over. And I think that's like 3:30, or 4. And then from there or a babysitter, somebody to pick him up, so then they could watch him 'till the end of my schedule until the end of my day. So that's kind of what I've come up with so far."

~ Parent of a 3-year-old in Head Start

Chart 4. Half of parents reported a need for 21 hours of care or more for their child in the future. That is, more than 4 hours of child care per day.

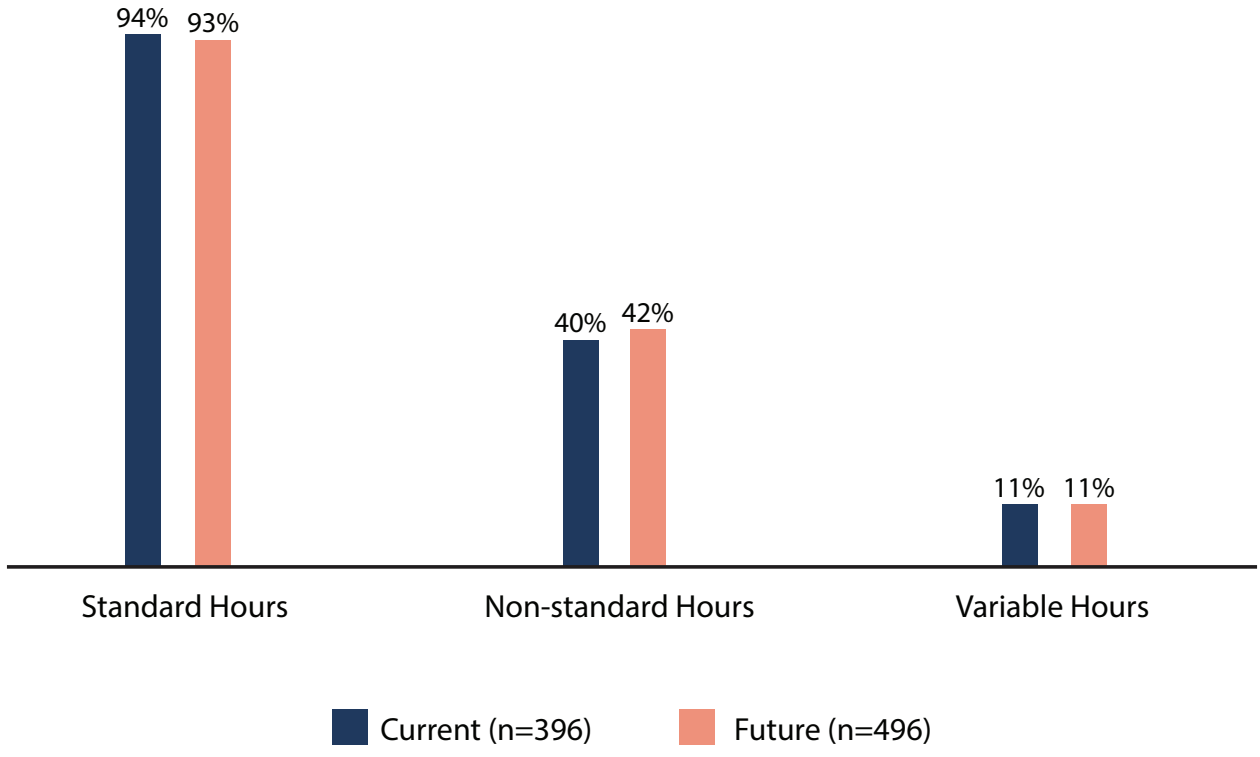


Schedules of Care

The need for child care during non-standard hours varies significantly among families. Research indicates that families with lower incomes, single-parent households, and parents who work full-time are more likely to require care outside of traditional hours, that is, between 6pm and 8am or on weekends (Borton, Datta, & Ventura, 2021). Chart 5 shows that 40% of parents in the current needs assessment reported currently utilizing child care during non-standard hours, and 42% anticipated needing such care in the future. The chart shows that more than 90% needed care during standard hours. The combination of these two results illustrates that some parents who use standard hours care also need non-standard hours care (e.g., those who need an early drop off time that extends into the traditional hours of a workday). This illustrates the need for extended hours of care within the mixed delivery system. These findings are consistent with a recent landscape analysis conducted in Los Angeles County, which found that 43% of families reported using child care during non-standard hours (Child Care Alliance of Los Angeles, 2023).

In San Bernardino County, the most common period of non-standard care use and anticipated need is during the early morning hours of 6am and 8am. Notably, 85% of parents who use care during non-standard hours currently rely on it during this time frame, and 72% expect to need it in the future. These findings highlight the critical importance of offering early care and education opportunities during early morning hours to better align with families' scheduling needs.

Chart 5. There is great **overlap between current and future schedule needs** with over **40% of parents** reporting a need for **non-standard hours.**



Parental Search for Care

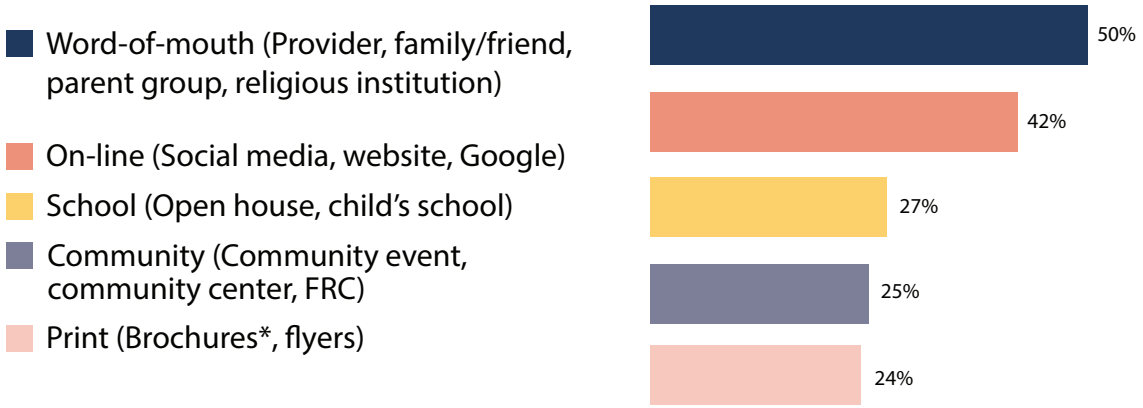
Research consistently demonstrates that parents consider a range of factors when selecting child care, and that the decision-making process is both multifaceted and dynamic (CCRC, 2021; Weber, 2011). Families weigh practical considerations such as location, operating hours, and cost, along with programmatic elements including the quality of early care and education, the learning environment, and characteristics of the staff, particularly cultural and linguistic alignment (NSECE, 2019; UnidosUS, 2022). Given the complexity of this process, gaining a deeper understanding of where and how parents seek child care, what specific attributes they prioritize, and the information they encounter during their search at the local level could provide valuable insights. Such knowledge can help improve support and resources available to families navigating the child care landscape.

How Parents Search for Child Care

A literature review conducted by OPRE in 2024 (OPRE, 2024) found that parents rely on trusted sources of information such as family, friends, and other close contacts as well as the internet for information about child care and early education programs. Through this needs assessment, parents completing the survey and those participating in the KIIs provided information on their search for care.

Parents completing the survey were asked who their sources of information were when seeking out information about preschool programs, specifically. As illustrated in Chart 6, the most frequently cited source was word-of-mouth with 50% of parents reporting this, followed by on-line sources such as social media and Google (42%), and through school (27%). Twenty-five percent of parents reported learning about preschool programs through community sources such as community events, community centers, and family resource centers. Finally, 24% shared that they learned about preschool programs through print media such as brochures and flyers. While Chart 6 represents different source categories, parents were asked individually about each source and analyses were conducted to detect group differences in sources of information. Statistically significant differences were detected for brochures such that parents whose primary home language is Spanish were less likely to select that source of information than parents whose primary home language is English (χ^2 (*df=1, N=585) = 14.62, p<.001*) with 32% of parents with English as a home language reporting this and 16% of parents with Spanish as a home language. This finding may be a result of a disparity in accessible print media with less accessibility in Spanish.

Chart 6. Word of mouth, on-line sources, and school were the **most frequently** cited sources of information to learn about preschool programs. (n=601)



Statistically significant difference between language groups at *p<.001.

During the KIIs, parents were asked about the sources of information they used when searching for child care for their three- and four-year-old children. The interviews mirrored the survey data that word-of-mouth and internet searches were among the most frequently relied upon sources. Specifically, 57% of parents identified the internet as a tool or source of information in their child care search. However, this reliance varied by language: 80% of English-speaking parents cited the internet, compared to only 33% of Spanish-speaking parents.

This disparity is consistent with broader patterns of unequal digital access. For example, in California, Latino Dual Language Learners (DLLs) are more than twice as likely as their non-DLL peers to reside in households without internet access, 12% versus 5%, respectively (Migration Policy Institute, 2021). Such disparities in digital connectivity may significantly limit access to critical information about ECE programs for certain families, particularly those with limited English proficiency.

Parents described their use of the internet as a source of information when searching for child care:

"I Googled; I searched on the Internet. Then I called around to them to get more information."

~ Parent of a 3-year-old

"I searched on the internet, and they gave me information and I went directly to the district to know how to do things."

~ Parent of a 4-year-old

"We used Google Maps initially saw that there was a daycare pretty close to me and then compared it to CCRC's online referral service to see if it was going to be covered by CCRC, and when I saw that they were reached out to them and started getting on boarded. But initially it was through Google maps."

~ Parent of a 3-year-old

One parent described going to her friend group on Facebook for advice:

"I still use Facebook. So, I went on there and asked. I'm part of this Mom's group on Facebook. I just asked on there if there was any preschool or Head Start program that I could put my child in at 3 years old. And I was just given information about that specific preschool."

~ Parent of a 3-year-old

Several parents described having complete trust in their friends and family and not expanding their search beyond what was recommended by the person they trusted. This was especially true if a trusted source was a child care provider or early care and education program that they had personally used and more prominent with parents citing Spanish as their home language.

One parent described asking a prior child care provider:

"Our previous babysitter who watched my child when he was a baby. She let me know that that was available to apply for because her son went through it, and she qualified through it. So, I was told through my other friend and our old babysitter."

~ Parent of a 3-year-old

"My mom takes my brother there. So, then that's why it was easy to find that place."

~ Parent of a 3-year-old

Parents who had already gone through a search process or had an older child in the school system had an easier time navigating and finding child care. When asked if there was any information that was difficult to find, they were less likely to share that they had experienced any challenges in finding information.

"I don't know if it was really difficult, because I have 4 children. So, with him it wasn't really difficult, because I kind of knew what I was doing."

~ Parent of a 4-year-old

"The main reason we went with the program was first of all the expense. It's a whole lot cheaper than all of the other places that we've looked at, and then my child already had a history with them."

~ Parent of a 3-year-old

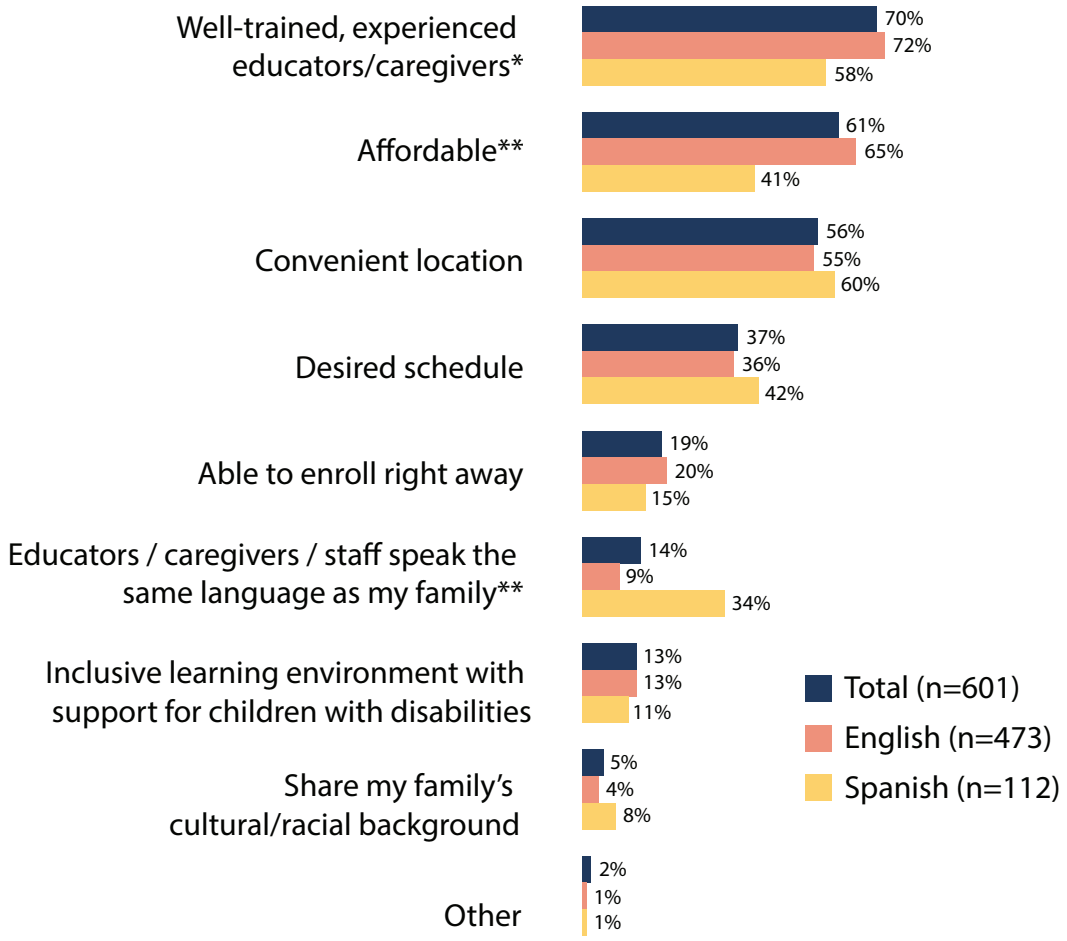
"Well, I mean, it was kind of evident we were kind of at an advantage, because our older daughter was still in preschool…. And so, it was easy. We were very happy with her sister's program, and really wanted my younger child to do Head Start as well... We didn't have to go searching for anything in particular for her, because we were already kind of immersed in the program through home base Early Head Start…."

~ Parent of a 3-year-old

Most Important Aspects of Care

Understanding what aspects of care are important to parents and their families is paramount in providing access to early care and education programs that fit families' needs. Parents completing the survey were asked to select the three aspects of care that were most important to them in searching for care for their three- or four-year-old. Parents most frequently selected well-trained, experienced educators or caregivers (70%), affordable care (61%), and convenient location (56%), as one of their top three most important factors in choosing care, as illustrated in Chart 7.

Chart 7. Qualified staff, affordable care, and convenient location were the top 3 **most important factors in choosing care** for their 2-, 3- and 4-year-old children.



Statistically significant differences between language groups at *p<.01 and **p<.001.

There were statistically significant differences by language for three aspects of care: 1) educators, caregivers, and staff speak the same language as the family, 2) well-trained, experienced educator and caregivers, and 3) affordable care. Parents with Spanish as their primary home language were more likely than parents with English as their primary home language, to select educators, caregivers, or staff speak the same language as the family as one of their top three important aspects in their decision-making (χ^2 *(df=1, N=585) = 48.13, p<.001)*. This may stem from multiple factors. One, the availability of programs with fluent Spanish-speaking staff might be limited, resulting in the need to intentionally search for this aspect of care. Communication is an important factor in developing strong partnerships between parents and early childhood educators and parents may specifically seek out early childhood programs with staff that can speak their language. In addition, parents may also seek out a caregiver that is able to support their children in the child's home language to maintain the language and the culture (Guzman et al., 2018).

Parents with English as their home language were more likely to select well-trained, experienced educators / caregivers ($\chi2$ (df=1, N=585) = 9.59, p<.01) and affordable care ($\chi2$ (df=1, N=585) = 21.91, p<.001) as child care priorities than parents with Spanish as their primary home language. It's not necessarily that parents whose home language is not English do not seek out qualified staff, however, there may be a hierarchy of needs expressed here. Parents with Spanish as their home language may give higher priority to the language accessibility offered by programs who can connect with them in their preferred language.

Data from the KIIs mirrored survey data, highlighting the significance of location in parents' child care decision-making. Proximity was not only a matter of convenience and accessibility but also an opportunity for families to strengthen ties within their local community. Parents emphasized that having child care located near their homes enabled them to reduce commuting time, engage in other responsibilities or activities, and ensured their children remained within a familiar and supportive environment. Additionally, nearby care facilitated greater accessibility for extended family or community members and allowed children to engage in their educational journey within the same neighborhoods in which they reside.

A couple of parents described the convenience of child care in proximity:

"Yes, exactly. It was closer, and I had more time to look after the other children."

~ Grandparent of a 4-year-old

"My family helps me sometimes. Like if I can't go. My family picks him up. This location is easier."

~ Parent of a 3-year-old

One parent described how choosing nearby care offered an opportunity to strengthen ties to her child's community:

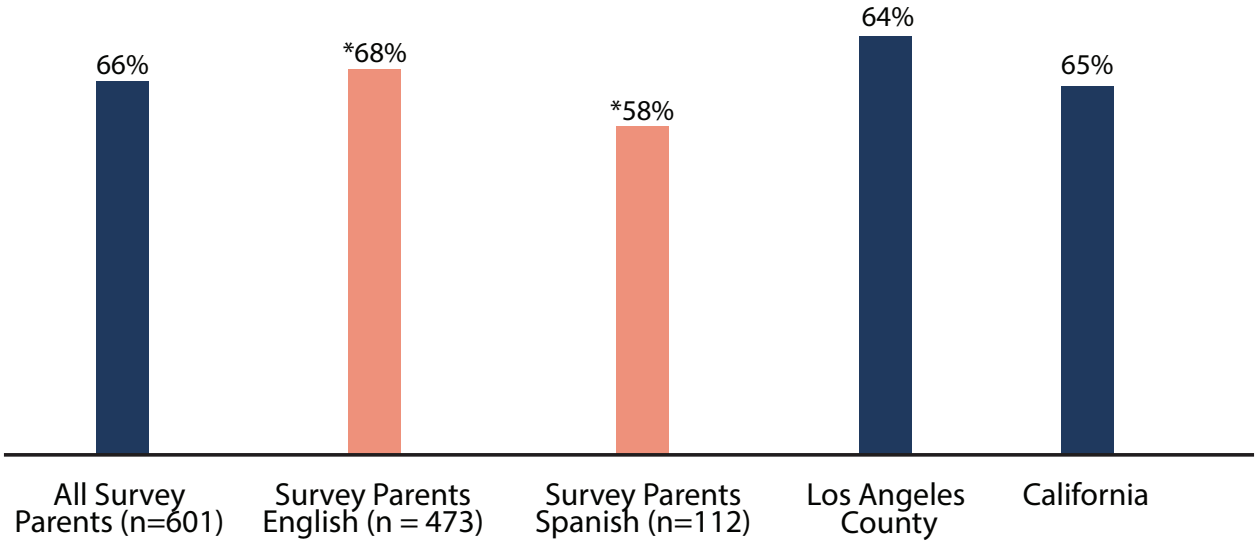
> *"I wanted to make sure she went to a school where she could see familiar faces, kids that were playing in our community. So, she will have friends. So, I looked at the two closest schools that work close to my house because I mentioned to you earlier too, that I was looking for distance."*
>
> **~ Parent of a 4-year-old in TK**

What Parents Know About Transitional Kindergarten

To gain insight into parents' awareness and knowledge about TK specifically, parents were asked if they had heard about TK. Sixty-six percent of the parents completing the survey indicated that they have heard about TK as shown in Chart 8. This proportion is similar to state and local findings from the RAPID Survey Project which found that 65% of families in California and 64% of families in LA County were aware of TK based on the survey conducted in December 2024 (RAPID Survey Project, 2025).

There were language disparities in parents' awareness of TK in both the survey and interviews. Parents with Spanish as their primary home language were less likely to have heard about TK than parents with English as their primary home language (χ^2 (df=1, N=585) = 3.72, $p<.05$) with 68% of parents in the English group having reported this compared to 58% of parents in the Spanish group. In the KIIs the difference was even more striking with 88% of parents in the English group having heard of TK but only 33% percent of parents in the Spanish group indicating an awareness.

Chart 8. Overall, **at 66% parents' awareness in San Bernardino County** is similar to awareness in Los Angeles County and statewide. However, awareness is signficantly less in the **Spanish-speaking community in San Bernardino with 58% reporting awareness.**



***Statistically significant difference between language groups at p<.05. Los Angeles and California data are from the RAPID-California Survey (RAPID Survey Project, 2025).**

Overall, the KIIs highlighted a need for further information about TK. **While a majority of parents heard about TK, parents did not always have clarity on what TK was, how it differs from preschool and kindergarten, when children are age-eligible to participate, what the income requirements are, or where it is offered.** Parents who were somewhat familiar with TK wanted to know more details about specific TK programs, such as the curriculum offered.

A few parents shared that they did not have complete clarity on what TK is:

> *"I really just only know that it is right before kindergarten. I don't know anything other than that. I've heard about it from the Preschool Department and Head Start, but that's it.*
>
> **~ Parent of a 4-year-old**

> *"I'm still kind of confused. What's the difference between preschool, TK, and kindergarten? All of it confuses me. I've heard of TK, but I don't really know much of a difference between preschool and TK. Are they all the same thing?... I don't know if they offer TK here at the elementary, or where it would be if they even offer it."*
>
> **~ Parent with no current plan to send their child to TK**

Parents have questions about the requirements:

> *"I know that at that point she would qualify for TK. I haven't been fully up to date on the information for that, like what area she can go to. But I know it's something she qualifies for. But I also need to be mindful because right now she has a speech impediment. So, she's going to speech therapy, and I also need to make sure she is mature enough…. I want to make sure she is not going to be outpaced by her peers…So do we go into transitional kindergarten? Do we wait another year of let you catch up?"*
>
> **~ Parent who is not sure yet about sending her child to TK**

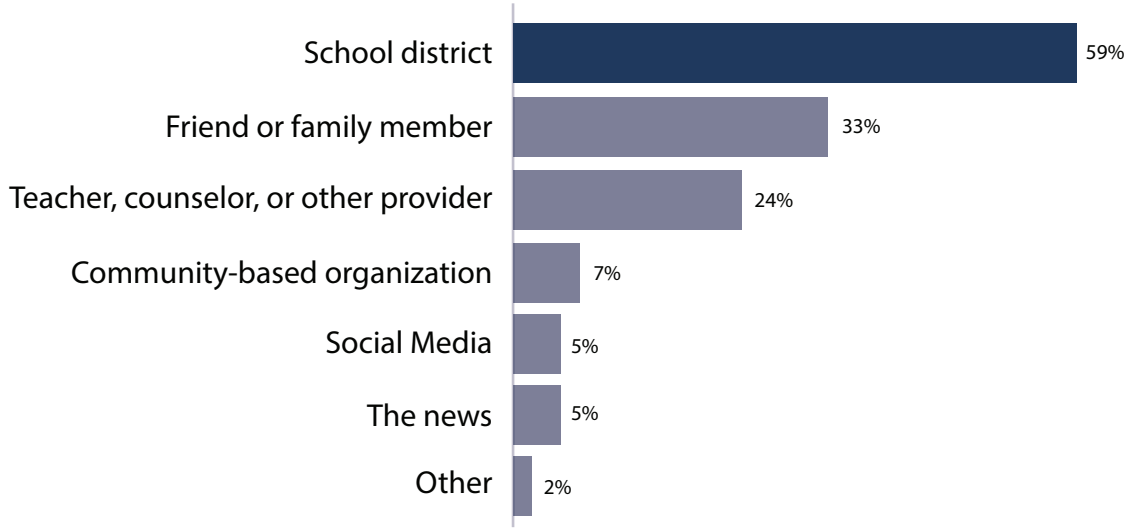
> *"Basically. Yes, the thing for this coming year is the generalist who worked with us asked us if we were going to put my child in transitional kindergarten at the school where my older child attends. … But my husband and I agreed that we really wanted our child to stay in Head Start as long as possible. And because we really like the program. And we've heard and understood kind of mixed things about TK. TK is actually a big reason why I wanted to do this interview, because I think that there's kind of a gap between preschool. I don't know about other preschools, paid preschool was not really an option for us, so we were super grateful when we learned we were eligible for Head Start, because we really wanted the kids to go to preschool. And that was the way it was going to happen for us, you know."*
>
> **~ Parent of a 4-year-old in Head Start**

Another parent who has her child in TK shared the concerns that she has heard from other parents:

> *"I don't know but I mean I have the fortune that I have my husband and me, but a lot of the moms that have their children in TK are single moms and a common problem that I found with them is the hours that the programs are offered. A lot of them have to go to work at 7 or 8 and there's nothing that early for them. And I understand that it will mean that the program will have to open at 5 or 6 in the morning for this mom to go to work. And then a lot of them have to stay after hours after closing time. And there's no one to pick up in that case. So, I see problems like with transportation or programs that don't run that late for them."*
>
> **~ Parent of a 4-year-old in TK**

This needs assessment also evaluated parents' sources of information on TK. Of the parents who have heard of TK, the greatest proportion heard about it from the school district (59%) followed by a friend or family member (33%), and teacher, counselor, or another provider (24%) as presented in Chart 9. This contrasts with the prior finding that the top resources used for general child care search were word of mouth and internet searches. There were no language or generational differences in parental sources of information on TK.

Chart 9. Parents have heard about TK from multiple sources with a **majority (59%) having learned of TK through the school district.**



One parent described getting a list of preschool programs from a less common source, her doctor's office. The information this parent received included information on the TK program that she ultimately chose for her child:

> *"I received the information in the wellness visit. They have a questionnaire asking about how you are doing as a mother and then if anything concerns you about your daughter. And I checked the boxes that I was overwhelmed. That I wasn't doing very well. So, on top of the daycare programs, they also offer counseling programs I can look into."*
>
> **~ Parent of a 4-year-old in TK**

Challenges in Finding Care

To support families in mitigating or breaking down barriers to child care access, this study assessed challenges faced by parents in their search for child care and enrolling their child in preschool (if they have already had that experience). The key themes that emerged through the interviews were challenges with location and challenges in the dearth of information available to parents during the child care search.

Location

One of the main challenges that surfaced during the KIIs was location. Parents described limited accessibility because there were not enough programs to fit their needs, either because there were none in specific areas or those that were available were at full capacity or did not fit the family's needs.

Three parents described this challenge:

> *"I used to live in Ontario…and so it's limited over here. Like everybody's kind of going to the same [child care provider]. And then that's why, even if you can't even tell if it's a bad one, because they're still full too."*
>
> **~ Parent of a 4-year-old in the North Desert Region**

> *"It's so limited where we live. That comes with living in a more rural area. When I speak to a lot of my colleagues, because they work down the hill, in a more metropolis area they have a lot more options. Whereas up here we're just so limited… We just don't have that much up here to be able to choose from."*
>
> **~ Parent of a 3-year-old in the Mountain Region**

> *"I think the challenges just really have been the amount of programs that are available in this area are small. It's a short list. It's not very long. I work in LA County, so of course that county is just as big as this one, but I think it's smaller. But with the amount of people space and just it, it seems like this county just doesn't have as many opportunities or resources that LA does. I always try to compare it and try to figure out what could be the differences. But I can't. I just know that for me, being here as a parent trying to get quality child care. I just don't feel like there's a lot of options that are here in the area."*
>
> **~ Parent of a 3-year-old in the Valley Region**

This lack of available programs points to the need to expand early childhood education programs capacity in specific regions of the County and a need to ensure that parents are aware and informed of all available options.

Limited Information About Programs

Although parents are interested in what the programs have to offer their children, including activities and curriculum, and in details such as information about the staff, many of the parents expressed that they were unable to easily find detailed information about the child care programs they were researching.

"It doesn't tell you how they function, what their rules are or what their goals are. Are they a learning center? Are they a more arts and crafty center? Are they just there to keep your kids alive? Every one of those has a purpose. But you just get this very simple list, and it would be nice to kind of see the list and kind of have pictures right there just to have all the information, easily accessible. Like I said, a lot of the smaller ones don't have websites or don't have the information available on the Internet. And sometimes it can be hard getting a hold of somebody through the phone."

~ Parent of a 3-year-old

"I think part if it is that it's overwhelming because you're not given a lot of information about the programs. You have to do it yourself. And you just kind of have to do your own research. If they don't provide that information on any of the lists that were given to me. Nothing said, they focus on this, the size classes. There were no details other than the name and contact information. And where they were located. That was it."

~ Parent of a 4-year-old in TK

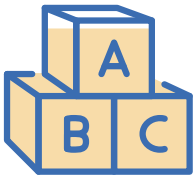
"The curriculum was difficult to find because it's not a lot. And sometimes it's not offered online through the website. I'd have to call to, to get it, to get the information… But once I was able to call and talk to somebody or get the tour, then I was able to get all of my questions answered, and then really figure out how the program would benefit or work it for our family, or if it wouldn't."

~ Parent of a 3-year-old

Enrollment in Publicly Funded Preschool or Transitional Kindergarten

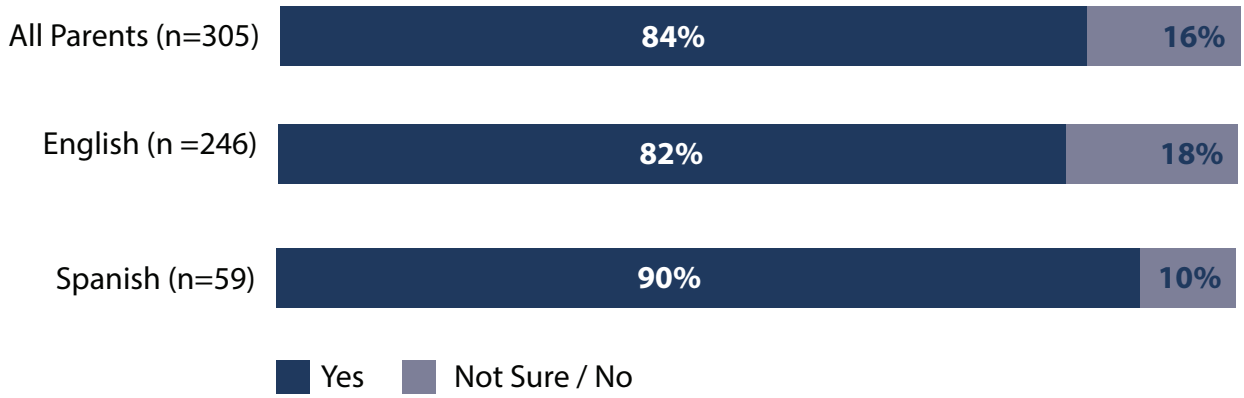
Plans to Enroll in Publicly Funded Preschool

Parents were asked if they planned to enroll their children in publicly funded preschool when their children become age-eligible. A subset of parents indicated that their children were already in preschool. Overall, 84% of parents reported that they would enroll their child in a publicly funded preschool when age-eligible. There were differences by language group such that parents who have Spanish as their home language were more likely than parents who have English as their home language to indicate that they plan to enroll their child in publicly funded preschool (χ^2 *(df=1, N=305) = 4.15, p<.05)*. See Chart 10.



84%
planning to enroll their child in publicly funded preschool

Chart 10. Eighty-four percent of parents plan on to enroll their child in publicly-funded preschool when they are age-eligible.



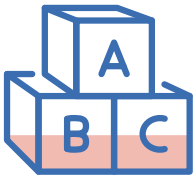
In addition, parents in the Valley Region, the most densely populated region in the County, were more likely than parents in the other regions of the County to report that they would enroll their child in publicly funded preschool. Specifically, 90% of parents in the Valley Region reported this compared to 82% in the other regions combined (χ^2 *(df=1, N=305) = 4.13, p<.05).*

Parents provided reasons for why they plan or do not plan to enroll their child in publicly funded preschool, or reasons why they were unsure. Parents who plan to enroll their child in publicly funded preschool frequently provided multiple reasons for wanting to enroll their child with 70% of parents citing more than one reason. The most frequently cited reasons were because enrolling them in publicly funded preschool would prepare their child for kindergarten (56%), they have an older child who already attends the site where the parent would enroll a younger child in publicly funded preschool (50%), and because it is the most affordable option (50%).

The main reasons parents do not plan on enrolling their children in publicly funded preschool were because they want to keep their child in their current child care arrangements (47%), the school district does not offer before or after school care (23%), or they want to keep their child in the same child care arrangements as other children in their family (21%). Parents who were unsure about enrolling their child in publicly funded preschool were unsure because they want to keep their child in their current child care arrangement (33%), the child is not potty-trained (27%), or they are not sure when their child would be eligible (21%).

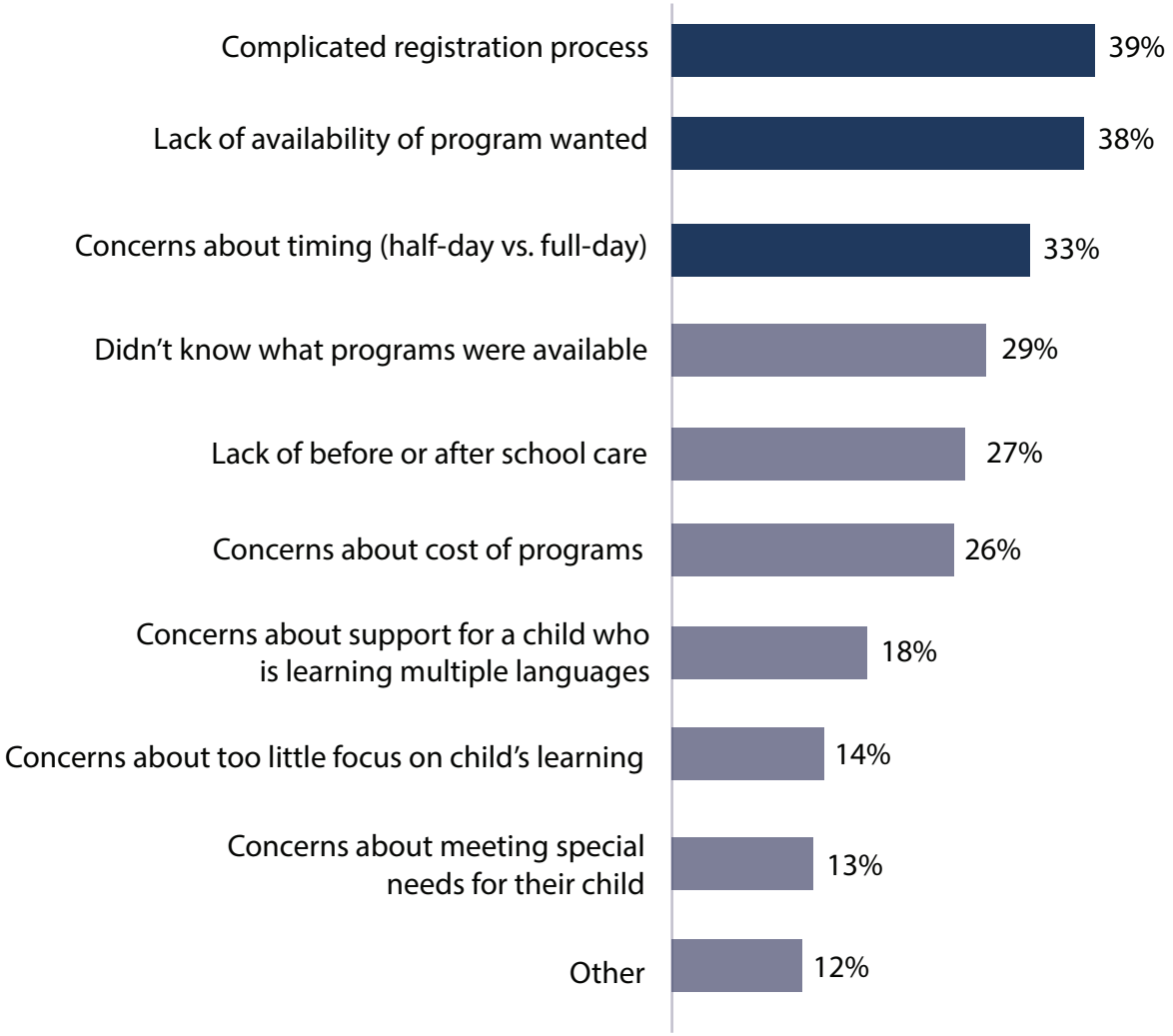
Prior Challenges in Enrolling Children in Preschool

Parents who completed the survey were asked if they ever attempted to enroll a child in preschool. Parents were then asked if they had experienced any challenges in enrolling a child. Twenty-three percent of parents reported a challenge in enrolling children in publicly funded preschool in the past. Of those who reported a challenge in the past, the greatest challenges reported were the complicated registration process (39%), lack of availability of the program they wanted (38%), and concerns about timing, such as half-day vs. full-day (33%). See Chart 11. No language or geographical differences were detected.



23% reported a challenge in enrolling children in publicly funded preschool

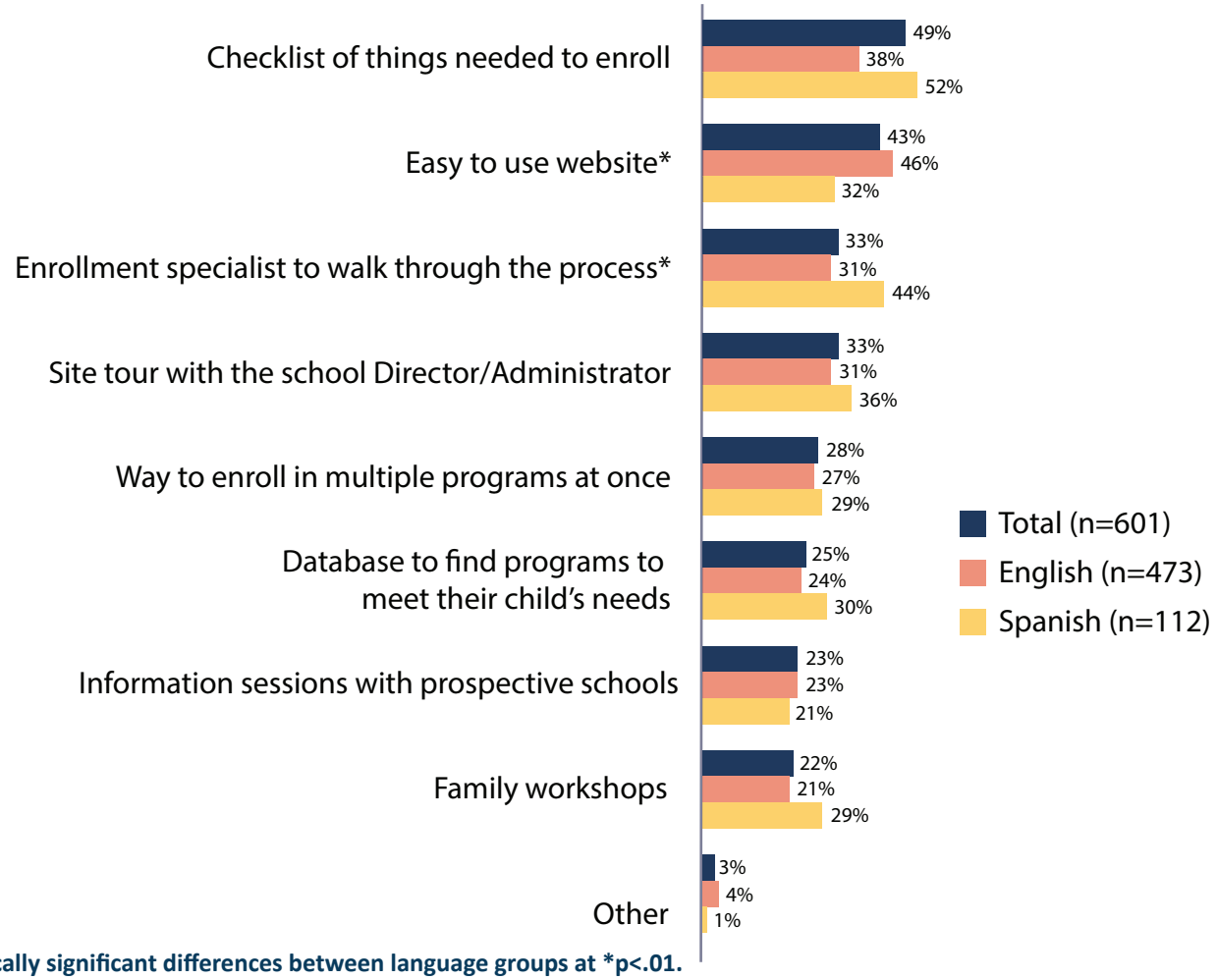
Chart 11. Complicated registration process, lack of availability, and concerns on timing were the **most frequently cited challenges** in enrolling children in preschool. (n=84)



Supports to Enroll in Publicly Funded Preschool

Underutilization of publicly funded preschool and TK in California is well-documented (Saucedo, 2024; Hill, Prunty, & Hsieh, 2022), particularly in Latino families who are disproportionately underrepresented in TK programs (Slovick et al, 2024). Underutilization is due to multiple factors including limited school capacity and barriers such as transportation and lack of access to wraparound services. This needs assessment identified not having a central location for information regarding early care and education as a significant challenge for parents. To identify support that could mitigate factors that serve as barriers or impede enrollment in a publicly funded preschool, parents were asked to report on support that would be helpful to them. Parents selected the following: a checklist of things needed to enroll (49%), an easy-to-use website (43%), and an enrollment specialist to walk parents through the process (33%) as the top three supports. This is illustrated in Chart 12.

Chart 12. Parents cited **checklist of items needed, easy to use website, and enrollment specialist to walk through the process** as the top supports that would be useful to enroll in publicly funded preschool.



Statistically significant differences between language groups at *p<.01.

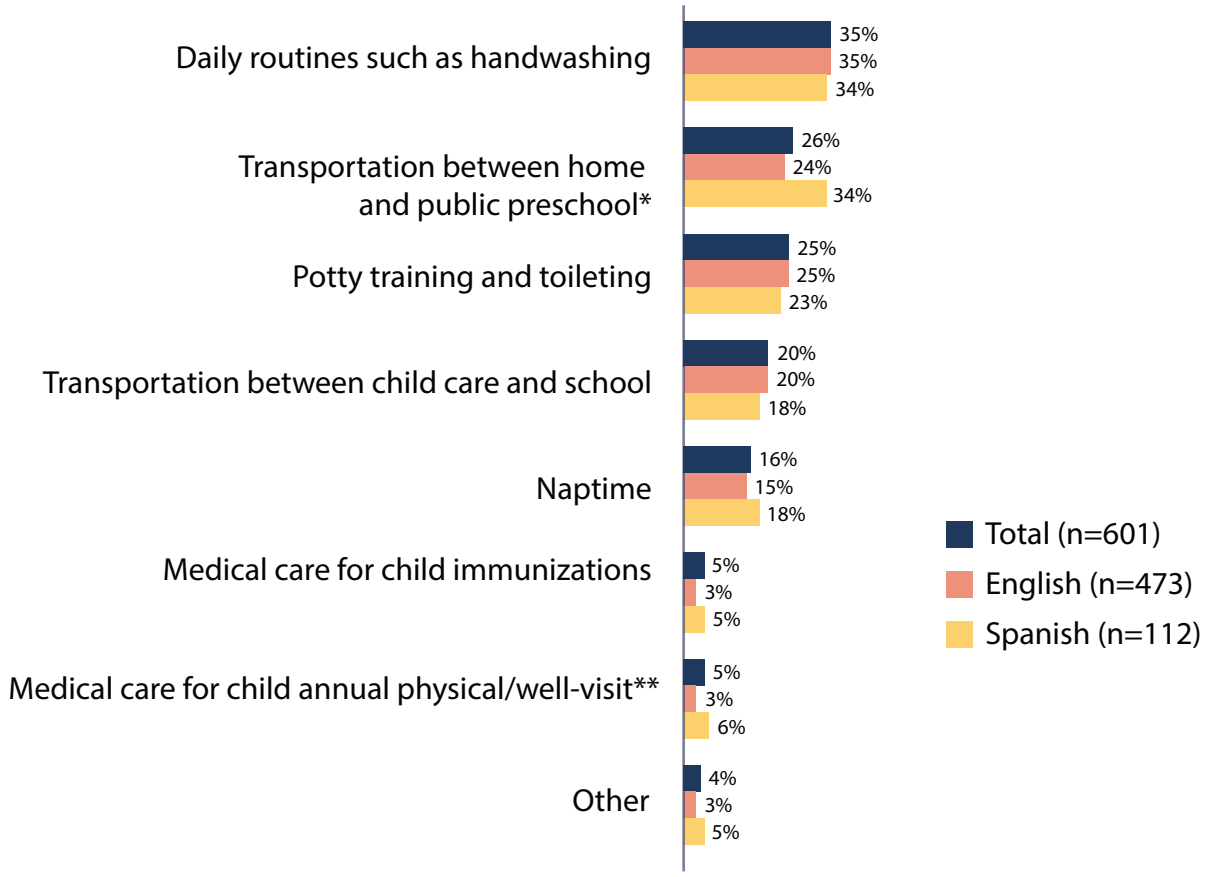
There was a language difference with parents whose home language is Spanish more likely to select having an enrollment specialist to walk through the process as a support that would be helpful in enrolling in publicly funded preschool ($\chi2$ (df=1, N=585) = 7.00, p<.01). Parents with English as their home language were more likely than parents with Spanish as their home language to select an easy to use website as a support that would be helpful ($\chi2$ (df=1, N=585) = 7.00, p<.01) and a checklist of things needed to enroll ($\chi2$ (df=1, N=585) = 6.51, p<.01).

Support to Transition to Public Preschool

Logistical Supports

Parents were asked what support would be helpful to their child in transitioning to public preschool. The largest group of parents reported that support with daily routines such as handwashing (35%), transportation between home and public preschool (26%), and potty training and toileting (25%) would be helpful. As seen in Chart 13, there were significant differences between the English and Spanish group where more parents in the Spanish group than parents in the English group reported needing support in medical care for physical / annual well-visits (χ^2 *(df=1, N=585) = 15.47, p<.001)* and for transportation between home and public preschool (χ^2 *(df=1, N=585) = 4.99, p<.05).*

Chart 13. Parents cited **daily routines such as handwashing, transportation between home and public preschool, and potty training and toileting** as the top three supports in transitioning to preschool.



Statistically significant differences between language groups at *p<.05 and **p<.001.

Areas of Needed Support for Children

Understanding parental concerns about their child also sheds light on additional supports needed to help successfully transition children to preschool. Parents were asked about concerns regarding specific aspects of their child's development. Thirty-nine percent of parents cited at least one concern, as seen in Chart 14. Of the 61% of parents who cited a concern, 62% cited concerns with language development and speech, 57% with behavioral, social, or emotional development, and 29% cited concerns with their child's development in the ability to learn, think, and problem-solve as outlined in Table 9. Given the largest group of parents expressed concerns with their children's language development and speech, equipping staff with the capacity to support children in this area will help ensure that children thrive. Research supports the importance of early language and speech development on children's cognitive, social, and academic outcomes (Snow, Burns & Griffin, 1998).

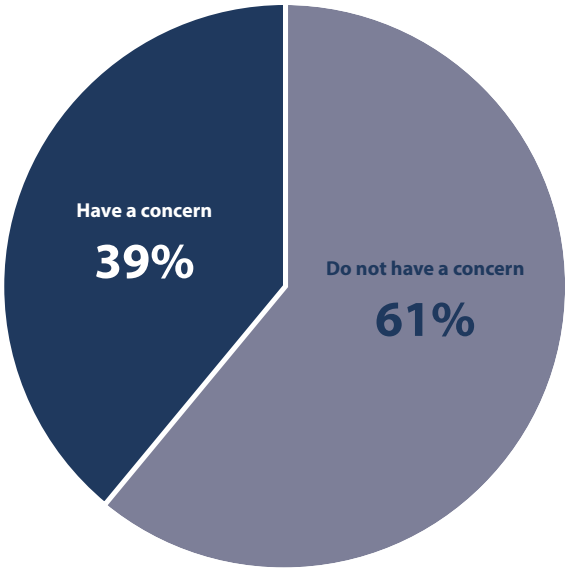


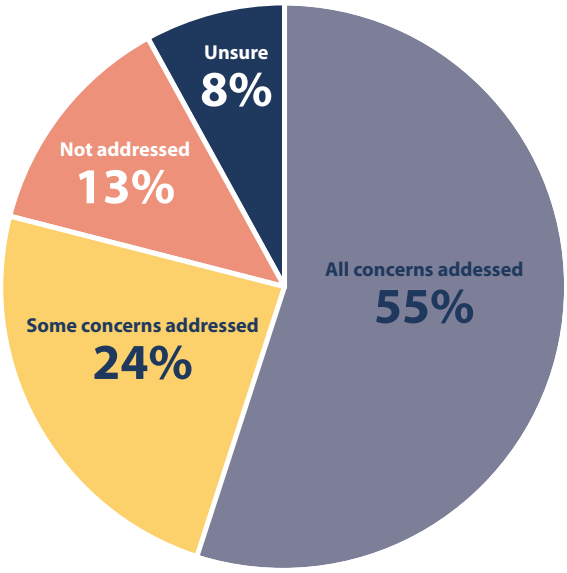
Chart 14. Thirty-nine percent of parents reported **at least one concern about their child.** (n=601)

Table 9. Parental Concerns About their Children

Concern (n=234)	Percent of Parents
Language development and speech	62%
Behavioral, social, emotional development	57%
Development in their ability to learn, think, and problem solve	29%
Physical development	9%
Vision	8%
Hearing	6%

Note: Participants were able to select multiple categories. Therefore, the sum of the percentages is greater than 100%.

Chart 15. Forty-five percent of parents reported that not all of their **concerns about their child were addressed** or they were **not sure if concerns were addressed.** (n=234)



Research Question 3: What basic needs do families of three- and four-year-old children in San Bernardino County have and how can San Bernardino County support families so that children can thrive as they transition to preschool and beyond?

For children and their families to thrive, their fundamental needs including access to food, stable housing, and healthcare must be adequately met. Research clearly demonstrates that basic material hardship can affect child and family well-being via multiple interrelated pathways. This includes direct pathways such as food insecurity leading to nutritional deficits in children that contribute to slow or compromised learning and development. In addition, indirect pathways can occur when families' inability to meet their basic needs results in parental emotional distress, which adversely affects children's emotional well-being. Indeed, the RAPID Survey Project found that higher levels of household material hardship are associated with lower developmental scores and higher levels of emotional distress for parents, which were then associated with higher levels of emotional distress in children (Liu and Raikes, 2025).

Hence, to support families with what they need most to help children thrive it is vital to understand the context within which families in San Bernardino County live. As described in the Survey Development section of this report, the second part of the survey consisting of questions regarding family basic needs was optional and of the 601 families who completed the first part of the survey, 294 families also completed the section on family basic needs. Therefore, results around family basic needs are based on the responses of these 294 participants.

Employment

Employment often provides a primary source of income contributing to family economic stability, enabling families to meet their basic needs such as food, shelter, transportation, child care, and healthcare. Adverse outcomes are typically mediated by financial strain, psychological stress, family conflict, and reduced access to resources as a result of unemployment or underemployment (Conger & Donnellan, 2007; Kalil & Ziol-Guest, 2005; Bianchi & Milkie, 2010). When reporting employment status for themselves, 14% of parents reported a status where support in employment may be wanted or needed. When reporting their partners' status, 9% indicated a status that may warrant additional support. See Table 10. While 21% of parents and 8% of partners were not actively seeking employment (stay-at-home parent or employed and works adequate hours) at the time of the survey, this does not preclude the potential need for professional development assistance in the future. Additionally, underemployment, including working for wages insufficient to meet the regional living wage, represents another significant challenge. Given the high cost of living in San Bernardino County it is important to assess and consider how parents can be supported in improving their earning potential through targeted workforce development, job training, or educational opportunities.

Table 10. Parental Employment

Parental Employment	Parent (n=601)	Partner (n=601)
Stay-at-home parent (not seeking employment)	21%	8%
Employed and works adequate hours	51%	57%
Temporarily unemployed, or works less hours than needed	7%	6%
Does not have a job / needs one	7%	3%
Does not work because they are unable to do so	5%	1%
Prefers not to answer or does not have a partner	9%	24%
Other	4%	1%

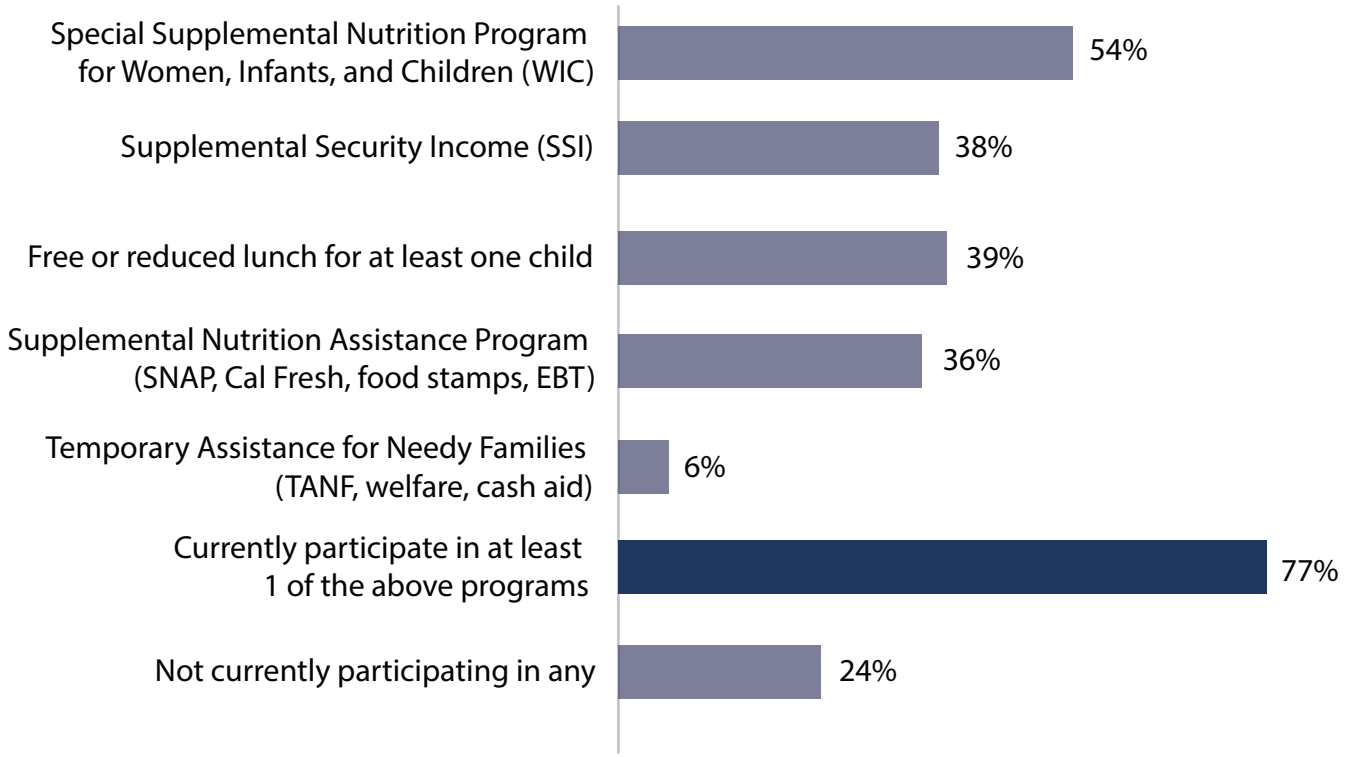
"Everything is getting more expensive. So, we just need both of us to be working."

~ Parent of a 4-year-old in TK

Families Participating in Support Programs

Parents who completed the needs assessment were asked about their participation in social support programs. Parents' responses indicated that 77% of the families who completed this portion of the survey were participating in at least one program listed. The largest group participated in Special Supplemental Nutrition Program for Women, Infants, and Children (WIC) with 54% reporting participation in the program. Thirty-nine percent were participating in free or reduced lunch for at least one child, 38% in Supplemental Security Income (SSI), 36% in Supplemental Nutrition Assistance Program (SNAP, Cal Fresh, food stamps, EBT), and 6% in Temporary Assistance for Needy Families (TANF, welfare, cash aid).

Chart 16. Seventy-seven percent of families participated in at least one family **support program.** (n=294)

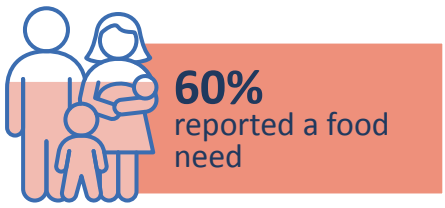


Food Needs

Food insecurity, defined as "limited or uncertain availability of nutritionally adequate and safe foods or limited or uncertain ability to acquire acceptable foods in socially acceptable ways." (Wunderlich & Norwood, 2006). Food insecurity has been identified as a powerful stressor for families, with significant negative implications for child health and development. These include adverse impacts on physical, social, cognitive, and behavioral development, independent of poverty. It can affect the child's physical, mental, social, and psycho-emotional development through direct impacts of poor dietary intake and indirectly through parental mental health which may mediate the relationship between household food insecurity and suboptimal child development (Perez-Escamilla & Pinheiro de Toledo Vianna, 2012).

Food insecurity has been a growing concern at the national, state, and local level with rates climbing noticeably after dipping during the height of the COVID-19 pandemic. In the United States, 13.5% of all households were food insecure at some point during 2023, up from 12.8% in 2022 (U.S. Department of Agriculture, 2025). In California, 22% of households faced food insecurity in 2024 with more dire statistics for families with children such that 27% of all households with children were food insecure during the same time period (California Association of Food Banks, n.d.). In San Bernardino County, food insecurity was lower than the national and state average at 9.6% for households and 14.9% for children (Stacker, 2022).

In this needs assessment, 60% of families had some level of food need. That is, when asked what their circumstances were around food, only 40% reported that they are able to meet their basic food needs without help. Twenty-five percent met food needs with some help, 31% reported they got most of their food from a food bank or SNAP, and 4% shared that their family often does not have enough food or a way to cook it or prepare it as seen in Chart 17.



The data on the percentage of families who require help in meeting their food needs is staggering. It is more disconcerting when coupled with data the RAPID Survey Project (2025) has gathered on caregivers' access to essentials from food pantries. In December 2024, the RAPID Survey Project found that one in four parents with children under the age of 6 looked for support at food pantries one or more times during the year and in addition to accessing food, caregivers used food pantries to cover necessities such as soap, diapers, and wipes. However, caregivers cited challenges in accessing food pantries which included not being able to access food that is nutritious. However, not all families who could use food pantries used them because families believe others may need the pantries more than they do or families feel embarrassed or ashamed to access food pantries or banks. There is also a lack of information on available food pantries.

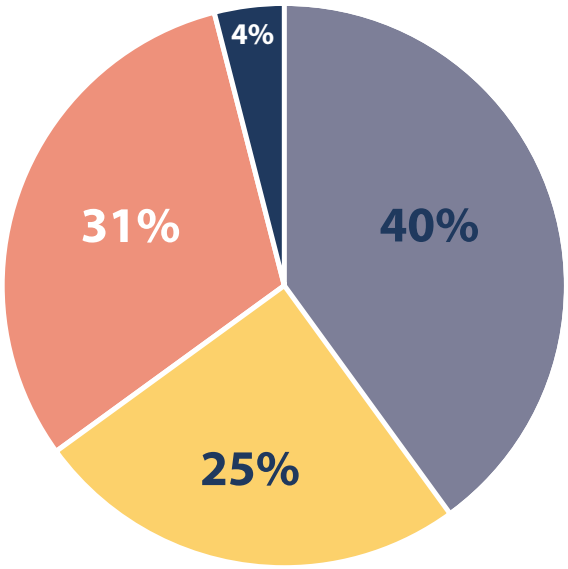


Chart 17. Sixty percent of families reported a **need for food.** (n=294)

- Meet basic food needs without any help
- Meet basic food needs with some help
- Get most of food from a food bank or SNAP
- Often does not have enough food or a way to cook/prepare it

The need for support in accessing food was also evident in the KIIs as parents shared that rising costs of everything, including food, impacted their families' financial stability. One parent shared how losing a social safety net program that she previously qualified for impacted her family's ability to access food.

> *"We lost WIC because my husband just started working, so he makes too much, even though we don't make any money…. I haven't been able to work since August of last year. And my husband by himself makes too much, so we lost WIC. We can't afford to go grocery shopping on a regular basis, so I go to a food bank every single week. And that is pretty much where we get our food."*
>
> **~ Parent of a 3-year-old and a newborn**

Collectively, the data underscore the importance of supporting families in accessing food resources essential to their overall well-being and long-term stability.

Housing Needs

According to the U.S. Department of Housing and Urban Development (HUD), households are considered cost-burdened when they spend more than 30% of their income on rent, mortgage payments, and other housing costs and are severely cost-burdened when they spend more than 50% of their income on housing costs. In the United States nearly half of the renter households for whom the rent burdened was calculated are considered cost burdened (Census.gov, 2024). Locally, in San Bernardino County, 47% of renting households were cost burdened (San Bernardino Indicators, n.d.). In terms of dollar amounts, asking rents in San Bernardino County have increased 29% between 2019 and 2024. Renters need to earn 2.4 times the minimum wage or a total of $6,687 per month to afford the average monthly rent of $2,006 in the County (California Housing Partnership, 2025). For homeowners in the Riverside-San Bernardino metro area, the mortgage-to-income ratio reached 67.8% in early 2025 and purchasing power weakened such that 59% of households could afford an entry-level home in the County, compared to 69% in 2020 (San Bernardino County Community Indicators, n.d.).

While the needs assessment did not ask specifically about costs related to housing, families were asked about their perception of housing need. Many families (70%) reported that their housing is stable and meets their needs, 25% shared that housing is stable but does not meet their needs, 3% are at risk of eviction or are in short-term housing, and 2% live in unsafe housing. See Chart 18.

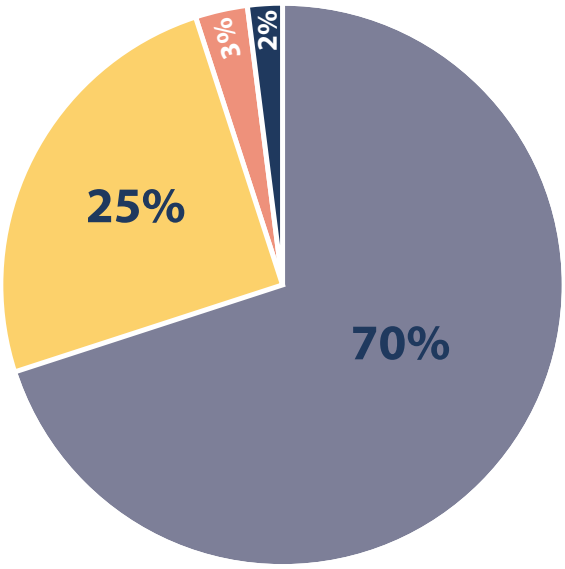
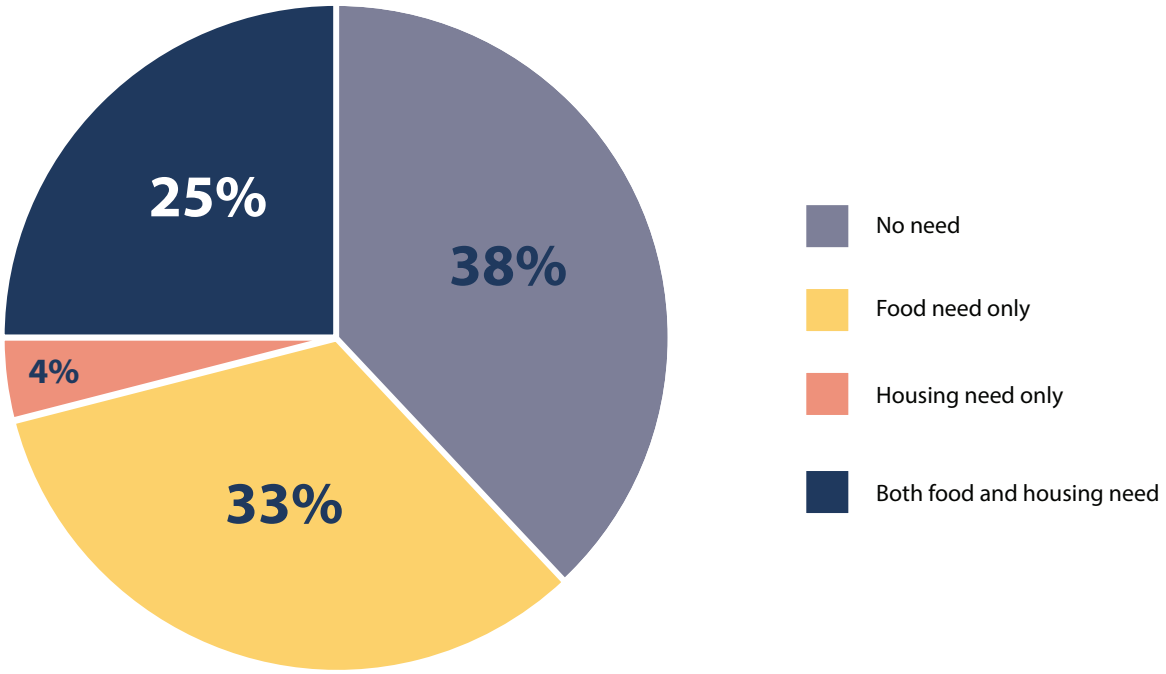


Chart 18. Thirty percent of families have a **housing need.** (n=294)

- Housing is stable and meets needs
- Housing is stable, but does not meet needs
- At risk of eviction/in short-term housing
- Living in unsafe housing

Because there is a chain reaction of hardship where one form of economic stress such as high rent can cascade other economic difficulties and the effects of multiple hardships at once can magnify their impact (Kolluri, 2017), this study examined the co-occurrence of food and housing needs. In other words, what percentage of families are experiencing at least one of the two hardships? Meeting basic food needs with some help, getting most of their food from a food bank or SNAP, or often not having food or a way to cook or prepare food were coded as having a food need. Having housing that was stable but did not meet families' needs, being at risk of eviction or in short-term housing, or living in unsafe housing were coded as having a housing need. Results showed that 62% of families were experiencing at least one of the two basic needs of food or housing and one quarter (25%) experienced both food and housing needs. See Chart 19.

Chart 19. A quarter of families are experiencing **both a need for food and housing.** (n=294)



"By mid-month, I have no money left, and practically everything goes to food and necessities, because it's not just for the children. We have to pay the electricity. We have to pay the water; we have to pay the gas. There are many things in the house that have to be paid. And if we don't pay everything, well, they have no electricity, no gas, no water, and the bills have gone up too much, and I don't have enough money."

~ Grandparent of a 3-year-old

Family Access to Medical and Dental Insurance

Data from this needs assessment on access to medical and dental insurance aligned with that reported from families across California. According to data from the U.S. Census American Community Survey as cited on kidsdata.org, 97% of children ages 0-5 in California and in San Bernardino County had health insurance coverage compared to 95% of the children in the survey and 90% of parents. While this level of information was not collected from survey families, it is notable that in California 52% of the children and in San Bernardino 44% of the children had insurance through public coverage such as Medi-Cal or the Children's Health Insurance Program (CHIP). See Table 11. This underscores the necessity of public investments in reducing what would otherwise be widely disproportionate access to health insurance, especially for the most vulnerable, young children. In terms of dental coverage, the numbers were slightly lower with 91% of parents reporting having dental coverage for their child and 82% of parents reporting this for themselves.

Table 11. Percent of Parents and Children with Health Insurance Coverage

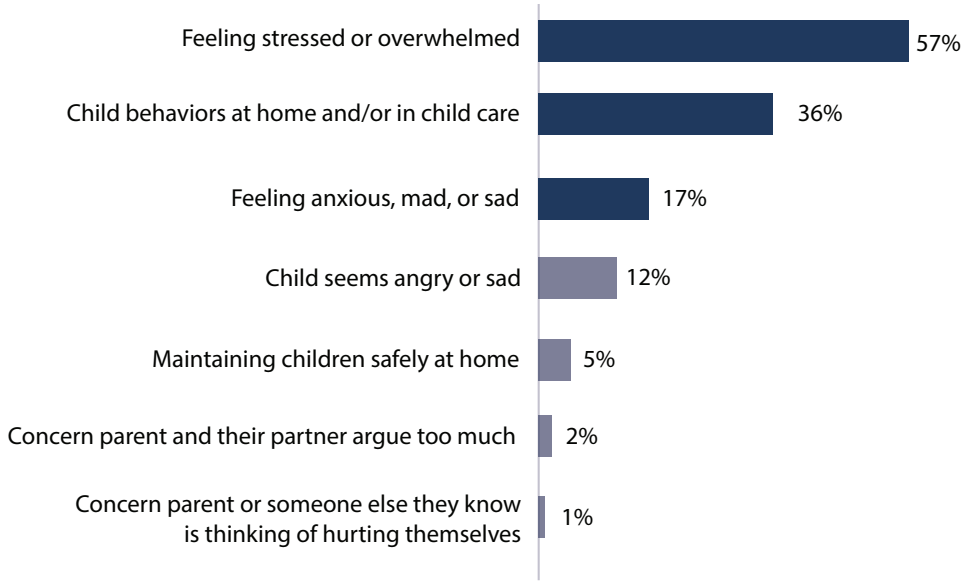
Population	Insured	Insured – Private Coverage	Insured – Public Coverage
Survey parents (n=294)	90%	n/a	n/a
Survey children (n=294)	95%	n/a	n/a
San Bernardino County ages 0-5 years	97%	49%	52%
San Bernardino County ages 6-18 years	95%	48%	51%
California children ages 0-5 years	97%	59%	44%
California children ages 6-18 years	96%	58%	44%

Source of San Bernardino County and California data, kidsdata.org

Family Well-being

Understanding parents' and children's well-being is also a vital part of designing an early education system to support families. In this sample, parents cited feeling stressed or overwhelmed, challenging child behaviors at home and/or in child care, and feeling anxious, mad, or sad as the top three family well-being concerns with 57%, 36% and 17% of parents reporting this, respectively. See Chart 20.

Chart 20. Feeling stressed or overwhelmed, child behaviors, and feeling anxious, mad, or sad were parents' most frequently cited concerns. (n=294)



Discussion and Recommendations

Five recommendations emerged from results of the needs assessment survey and interviews as well as input from the LPC UPK Mixed Delivery Local Level Workgroup stakeholders. These recommendations are intended to enhance and guide San Bernardino County's ability to support families in a UPK mixed delivery system.

Recommendation 1: Provide one centralized location for ECE program information that includes comprehensive information to support parents in making informed decisions for their families.

Findings from this study contribute to the growing body of literature highlighting the complexity of the child care search process for families. The data show that parents rely on a range of resources when seeking early care and education options, with word-of-mouth recommendations and internet searches emerging as two of the most commonly used sources. While many parents reported using the internet, no specific website was consistently referenced, suggesting a lack of centralized or definitive online information source.

In addition to the diversity of sources used, this study revealed a widespread lack of comprehensive, easily accessible information that parents need to make well-informed decisions about child care. Parents expressed a desire for details on program activities, curriculum, and staff qualifications, elements that are often missing or inconsistently provided across existing platforms of information.

Given the reliance on online resources, the development of a centralized, multilingual website that offers comprehensive, up-to-date information on available ECE programs would be a critical support. Such a platform would need to be adequately resourced to maintain current data and provide content in multiple languages, including Spanish, to help mitigate existing disparities in information access and ensure equitable engagement across diverse communities.

Recommendation 2: Strengthen the early care and education workforce in San Bernardino County to ensure the provision of high-quality care that aligns with the needs, priorities, and preferences of families.

The presence of well-trained, experienced educators and caregivers is a top priority for parents in San Bernardino County, with 70% identifying it as one of the three most important factors in selecting child care for their three- or four-year-old children. In addition to staff qualifications, parents frequently cited the quality of child activities and the overall program environment as key considerations in their decision-making process. These findings underscore the critical importance of ensuring that the early care and education workforce is equipped to create and sustain enriching, developmentally appropriate learning environments that support children's growth and align with parental expectations.

Supporting the ECE workforce is essential, particularly for immigrant educators and those with limited English proficiency, who often bring valuable linguistic and cultural competencies needed to serve California's diverse families. However, these workforce members may face their own language-related barriers when entering or advancing within the field. Targeted support is necessary to ensure they can fully participate in and contribute to the ECE sector.

Moreover, workforce capacity challenges are already evident. According to a 2023 report by the Learning Policy Institute, four-fifths of Lead Education Agencies (LEAs) in California reported insufficient numbers of qualified staff to implement TK programs effectively (Leung-Gagné et al., 2023). These shortages highlight the urgency of developing and investing in strategies to expand and strengthen the workforce to meet the demands of Universal PreKindergarten implementation.

Recommendation 3: Implement comprehensive, multi-faceted strategies to address geographic barriers to accessing child care that meets the diverse needs of families in San Bernardino County.

Geographic location plays a critical role in families' decisions about child care. In this study, 56% of parents identified location as one of the top three most important factors when selecting a child care arrangement. Parents emphasized the practical importance of proximity, noting that having care options near home or work provided convenience and peace of mind, particularly in the event that they needed to access the program during the day.

However, geographic barriers pose significant challenges for many families in San Bernardino County. Feedback from parents revealed that they had difficulties in accessing care in certain regions, particularly with respect to center-based programs and those that serve infants and toddlers. The County's vast geography, including sparsely populated or rural areas, contributes to an uneven distribution and availability of services. Additionally, several areas remain child care deserts even when accounting for license-exempt options in the region.

To address these geographic disparities, it is necessary to implement comprehensive, multi-faceted strategies that strengthen both the supply and accessibility of child care across the County. Expanding and supporting the local early care and education workforce is a key approach, particularly in underserved regions where investment in provider capacity can help increase the availability of high-quality, licensed programs.

Improving the visibility and discoverability of existing programs is also essential. Parents need clear, accurate, and localized information to make informed choices. Developing a centralized, countywide website that houses information about all available early childhood programs, ideally with an integrated GIS-based search tool would significantly improve families' ability to locate care options near their homes, workplaces, or along commuting routes. Integrating TK sites into existing platforms at the two Child Care Resource and Referral agencies that serve San Bernardino County would substantially increase accessibility of the full range of early care and education programs for parents.

By addressing these geographic barriers through a coordinated strategy that enhances provider capacity, expands program visibility, and leverages technology, San Bernardino County can better ensure that all families, regardless of where they live, have equitable access to early care and education that meets their needs.

Recommendation 4: Design and implement targeted strategies to strengthen the early care and education system in San Bernardino County by ensuring it is linguistically responsive to Spanish-speaking families.

Language plays a pivotal role in facilitating equitable access to early care and education and is a key factor in ensuring meaningful participation among diverse families. In San Bernardino County, findings from this community assessment reveal persistent language-related barriers that disproportionately impact Spanish-speaking families. Compared to their English-speaking counterparts, Spanish-speaking parents reported lower awareness of TK and were less likely to use brochures or online platforms to seek ECE information. These patterns suggest systemic shortcomings in how information is disseminated and underscore the need for linguistically responsive outreach and communication strategies.

Ensuring linguistic responsiveness goes beyond the enrollment process and must be embedded throughout the ECE experience. If families face challenges accessing accurate, comprehensible information at the point of entry, it raises concerns about whether programs are equipped to support them effectively once they are enrolled. Moreover, the lack of sustained, culturally, and linguistically appropriate communication may further marginalize families and hinder their engagement in their child's early learning journey. These recommendations align with the intention of SBCSS: *"By addressing systemic educational inequity, SBCSS believes we can continue to improve upon a county culture that values the diverse backgrounds of all students and see differences as assets to the learning environment rather than obstacles to overcome to teach them,"* and their stated goals for ensuring equitable and inclusive access and service for all students and their families.[1]

To address these challenges, it is essential to design and implement targeted strategies that strengthen the ECE system's responsiveness to Spanish-speaking families. It is recommended that these strategies include expanded investment in high-quality translation and interpretation services, ensuring that all critical program information is accessible in Spanish. Additionally, many parents expressed a desire for personalized support, such as having a specialist guide them through the enrollment process, highlighting the importance of staffing and resourcing models that facilitate one-on-one assistance.

It is recommended that local early childhood educators be supported in building their capacity to engage Spanish-speaking families through professional development, culturally responsive practices, and community partnerships. Investments should be made in the ECE workforce, which already has the capacity to serve children in accessible languages but does not have the means to engage in professional development to enhance their own skills and build their capacity. Engaging trusted cultural intermediaries can help build bridges with Spanish-speaking communities, not only addressing language barriers but also fostering trust and promoting long-term engagement.

By prioritizing linguistic responsiveness within ECE systems and services, San Bernardino County can better meet the needs of its Spanish-speaking families and promote equitable outcomes for all children.

1 https://www.sbcss.net/superintendent/equity-and-access

WHAT A DIFFERENCE
A BOOK MAKES™
La diferencia que hace un LIBRO
Reading out loud to your child is the single most important activity in achieving school success.
Leerle en voz alta a su hijo/a es la actividad más importante para lograr el éxito escolar.

Recommendation 5: Cultivate family well-being by ensuring children in all child care arrangements have access to comprehensive services including support for the provision of basic needs such as food.

It is recommended that the workgroup expand its membership to include partners outside the early care and education field to leverage resources across the County for the benefit of children and families.

Findings from both public data and this needs assessment underscore the critical importance of addressing the basic needs of families to support child and family well-being. In this study, 60% of families reported some level of food insecurity, and 25% indicated a need for both food and housing assistance. Such material hardships are well-documented risk factors for adverse child outcomes, and addressing them is essential to creating the stable, supportive environments children need to thrive in any early care and education setting.

When families lack consistent access to necessities such as food and housing, parental stress increases, which can, in turn, negatively impact children's development and emotional health. This is especially relevant in San Bernardino County, where 57% of parents reported feeling overwhelmed or stressed. These findings highlight the urgent need for comprehensive, family-centered support integrated within the early care and education system.

To advance this goal, it is recommended that the workgroup expand its membership to include partners from sectors beyond ECE, such as housing, food security, and healthcare to collaboratively develop strategies and leverage resources that promote family well-being. Ensuring that all children, regardless of their child care arrangement, have access to comprehensive services, including support for basic needs like food is essential to achieving equitable outcomes for young children and their families.

Appendices

Appendix A. Demographic Information of Key Informants

Characteristic	Percent
Primary Home Language	
English	57%
Spanish	43%
San Bernardino Region	
Valley	50%
North Desert	36%
East Desert	7%
Mountain	7%
Child Age	
2 years old	7%
3 years old	64%
4 years old	29%
Has another 0-5 year old child	4%
Has at least one child 6-18 years old	50%
Relationship to Child	
Biological parent	93%
Grandparent	7%
Parent Gender	
Female	100%
Parent Age	
21-29 years old	29%
30-39 years old	36%
40-49 years old	29%
60 years or older	7%
Marital Status	
Married or living with a partner	79%
Never married, not living with a partner	21%

Characteristic	Percent
Race or Ethnicity	
Hispanic or Latino	57%
White or Caucasian	29%
Black or African American	21%
American Indian or Alaskan Native	7%
Multiple Ethnicities	14%
Annual Household Income	
$15,000 or less	7%
$15,001 to $25,000	14%
$25,001 to $35,000	29%
$35,001 to $50,000	7%
$50,001 to $65,000	7%
$65,001 to $85,000	14%
$85,001 to $100,000	7%
$100,001 or more	14%
Highest Education Level	
No high school or some high school	14%
High school diploma or GED	14%
Vocational or Trade School	7%
Some college	21%
Associate degree (AA, AS)	7%
Bachelor's degree (BA, BS)	14%
Advanced degree (Master's degree or above)	21%

Appendix B. Key Informant Interview Questions

1. How did you learn about the survey you completed regarding your child care and family's needs? [Probe to ask about modality, where or who the invitation was received from]

Thank you. For the next few questions, I'm going to shift to ask you about your children and their child care arrangements.

2. How many children do you have and what are their ages?
3. Several of the questions will focus on your oldest three- or four-year-old child. What is the name of your three- or four-year-old? [If they have multiple three- and four-year-old children, focus on the oldest].
4. The next question will be about the child care arrangements that you have for your children. I'll be using a very specific definition of child care. Specifically, I'm defining child care as time where children are in someone's care other than a parent or legal guardian, for 5 hours or more a week on a regular basis. This may include preschool or TK. What child care arrangements do you have for your children?
5. Thinking back to when you were looking for child care for [name of oldest three- or four-year-old], how did you go about doing that?
    a. What information did you look for?
    b. Where did you look for information?
    c. What information, if any, was difficult to find?
6. Thinking back to when you were looking for child care for [name of oldest three- or four-year-old],
    a. What went well during that search? Were there any resources that were particularly helpful to you in your search? What were those?
    b. What was challenging in your search? Was there anything that was missing or you wish you had during your search? What was that?
7. After your search, what child care or early education options did you feel were available to you for [name of three- or four-year-old]?
8. What were the reasons you chose the child care and early education arrangements that you selected for [name of three- or four-year-old]?
    a. Which of these was the most important to you in making the decision you made?
    b. Was there a different program or arrangement that you would have preferred and can you tell me about that?

9. Thinking about the next school year, what are your plans for [name of three- or four-year-old] later in August?

    a. [If not sure] What are you currently considering?

        i. During what days and times would you need care for [name of three- or four-year-old]?

    b. [If no TK or preschool] During what days and times will [name of three- or four-year-old] be in child care and who will be taking care of him / her?

    c. [If preschool or TK] During what days and times will [name of three- or four-year-old] be in TK / preschool?

        i. What preschool program [TK, State Preschool, Head Start, private preschool] will you be enrolling your child in?

        ii. Will [name of three- or four-year-old] be in child care before or after preschool or TK?

10. [If child care arrangements differ from prior arrangements] Why different, or why the change?

    a. How did you go about your search for [name of child's] TK or preschool?

11. [If child not in TK] Have you heard about Transitional Kindergarten or TK?

    a. [If yes] Where have you heard about Transitional Kindergarten or TK and what do you know about it?

In the next few questions, I'll be focusing on needs that families may have to help their family thrive. We are asking you and other families in San Bernardino County these questions so that we can share with the funder of this work, San Bernardino County Superintendent of Schools about the need in San Bernardino County to better support families of young children.

12. At certain times, some families worry about general things, like food, clothing, housing, employment, or medical care. Sometimes it can be hard to meet those needs without help. Is there anything that you feel that you or your family need support with right now?

We appreciate you sharing this information with us as this is invaluable to us helping inform San Bernardino County of Superintendent of Schools of what the community need is so that we can better advocate for programs for families in the future.

13. What is something that you hope to see [name of three- or four-year-old] gain or learn in preschool?

14. What makes you happy about your family? Is there anything specific that has been going well for you? [Probe if needed, this could be anything from relationships that you have with each other, areas such as education, employment, finance, which may be going particularly well for you.]

Appendix C. Data Governance and Security, Quality Assurance, and Validation of Survey Data

Data Governance and Security

All data collected, including survey and recordings of KIIs, were stored on secure servers at CCRC. Folders that store the data have strict permission and access settings that allow only authorized users in the CCRC Research Division to view and access the data. Electronic data were de-identified by creating a link file where a participants' names and contact information were removed, each participant was then assigned a unique ID, and this ID linked the contact information file with the anonymized survey and interview files.

Quality Assurance and Validation of Survey Data

Measures to ensure that only valid survey submissions were included in the dataset for this study were taken throughout the process starting from the design of the tools through the analysis of the data.

Guardrails and attention checks were embedded into the surveys when they were built in Jotform to ensure responses that were not feasible were disallowed as entries in the surveys. For example, lower and upper limits were set for fields such as year born to exclude responses that were outside the realm of possibility. Attention checks took the form of embedded multiple-choice questions with simple directives. For example, "The following question has been added for data control purposes only. Please select 'B' below." If participants failed to respond correctly to attention checks, their survey responses were reviewed for exclusion. After the survey launched, entries were monitored in real time to ensure the survey was functioning correctly and that any issues that arose were rectified immediately.

Measures were also taken to validate the data after it was submitted to prevent the inclusion of data that could have potentially been fraudulent. The process used to review the data was systemized using the REAL (Reflect, Expect, Analyze, and Label) framework (Lawlor, Thomas, Guhin, et al, 2021) which informed the determinations to exclude or include specific survey submissions in the dataset for analyses.

Reflection on potential vulnerabilities of the survey and built-in design elements to avoid fraud: Because the survey link had been distributed widely, including via social media postings, it was necessary to carefully review the data as the survey may have been vulnerable to fraud in order to receive the incentive for participating in the survey, entry into a drawing for $50 Target gift cards. Measures such as requiring participants to provide their name, telephone number, and either an email address or a physical address to be eligible for the gift card drawings were put in place. To ensure confidentiality, this identifying information was removed from the data file used for data analysis after the data verification process was complete. All gift cards for this work were funded through CCRC.

Expectation of data, identification of specific patterns, and review of irregular data: Data identified as irregular were examined. For example, some initial survey submissions indicated that parents had 10-20 children in each age group, a number beyond what would be expected or perceived as realistic. Additionally, some IP addresses connected to submissions were outside of the country and numerous surveys included invalid area codes.

Analysis of the data for patterns: Additionally, several patterns were identified indicating that submissions may have been fraudulent, including multiple surveys with almost the same exact responses, multiple submissions entered at almost the same exact time, errors in names where last names were repeated, a specific pattern in email addresses provided, and other anomalies.

Identification and determination of valid survey submissions: Finally, criteria to uniformly identify and remove fraudulent submissions from the analytic data set were developed. No single piece of information alone was used to determine whether a record was valid or not. As patterns were analyzed, each submission was marked to indicate whether it fit any of the potentially fraudulent patterns and determinations were made regarding which submissions to include and exclude. Data were always evaluated by at least two reviewers.

Data were reviewed to identify potential duplicates. As potential duplicates were identified, they were reviewed, and determinations were made about which submissions to include or exclude. While this data was not deemed fraudulent, a concerted effort to remove duplicates was made to ensure that the data were not skewed by multiple responses from the same individuals. In total, 972 responses were received and 601 were deemed valid and unduplicated responses included in the analysis.

Appendix D. Input from the LPC UPK Mixed Delivery Local Level Workgroup on Report Recommendations

The UPK Mixed Delivery Local Level Workgroup met on June 9, 2025, to discuss initial recommendations from this needs assessment and begin developing strategies based on the recommendations. This is a summary of the discussion and activity during that meeting.

Recommendation 1: Provide one centralized location for ECE program information that includes comprehensive information to support parents in making informed decisions for their families.	
What could your organization do to address this recommendation?	Leverage existing digital platform such as those maintained by local school districts, First 5 San Bernardino, and San Bernardino County Superintendent of Schools by enhancing them to include clear, accessible, and regularly updated information on ECE programs. Develop a centralized and dedicated website to serve as a comprehensive hub for ECE program information, ensuring it is cross-linked with existing agency websites to increase visibility and ease of access for families. In addition, employ a multi-channel outreach strategy that incorporates both social media and printed materials featuring QR codes placed in key community locations to promote the centralized website and streamline access to essential resources. Utilize the communication reach of First 5 San Bernardino and partner agencies to disseminate detailed and user-friendly information about available preschool options. Include a comprehensive Frequently Asked Questions (FAQ) section that clearly outlines the differences among early learning programs, such as Head Start, CSPP, and TK. To further support families, consider integrating a customer service feature such as a live chat or multilingual helpdesk to assist parents in real time with navigating enrollment, eligibility, and program selection.
How can these findings or recommendations inform the UPK Mixed Delivery Campaign the workgroup will be embarking on?	Leverage cross-sector partnerships and collaborative networks to promote and disseminate timely, relevant resources that support families in navigating ECE options. Ensure that all staff, including instructional and support personnel, are well-informed about available programs and trained to communicate effectively with families in culturally and linguistically responsive ways. Additionally, allocate funding to strengthen digital outreach by enhancing the accessibility and visibility of information related to preschool options and eligibility requirements. This includes providing multilingual content and integrating user-friendly tools, such as QR codes, to facilitate easy navigation and meaningful engagement across diverse family populations. Leverage partnerships and collaborations by cross-promoting resources that provide relevant and timely information for families. Ensure that all staff, including instructional and support personnel, are well-informed about available resources and equipped to communicate effectively with families in linguistically and culturally accessible ways.

With additional resources, how could this recommendation be implemented? What resources would you need?	Develop an integrated, centralized system to enhance family access to ECE resources and support services. This includes the creation of a comprehensive, user-friendly website that provides detailed information about UPK and other ECE programs, including eligibility criteria, program features, and educational philosophies. The platform should incorporate a GIS-based mapping tool that allows families to view program locations in relation to school district boundaries, facilitating informed decision-making based on proximity and service availability. To ensure the site remains current and accurate, assign dedicated personnel to manage ongoing content updates and data maintenance. The system should include a robust data management infrastructure capable of reflecting real-time changes in program availability and service offerings. In addition, implement a bilingual parent information helpline (a "411" system) staffed by trained English and Spanish-speaking operators who can guide families through available resources and support their navigation of the ECE system. To further enhance service coordination, establish an interagency tracking mechanism that monitors family engagement with programs, evaluates whether their needs have been met, and flags cases requiring follow-up ensuring continuous, responsive support across the County. Finally, leverage existing partnerships and collaborative networks to promote awareness of the platform and proactively address common questions and concerns from families.
Recommendation 2: Strengthen the early care and education workforce in San Bernardino County to ensure the provision of high-quality care that aligns with the needs and preferences of families.	
What could your organization do to address this recommendation?	Provide free professional development opportunities to the ECE workforce with a focus on evidence-based practices for creating high-quality learning environments for three- and four-year-old children.
How can these findings or recommendations inform the UPK Mixed Delivery Campaign the workgroup will be embarking on?	Utilize existing partnerships and funding streams to implement a comprehensive professional development plan for the ECE workforce. Allocate resources to communicate workforce qualifications and quality indicators to families in accessible ways.
With additional resources, how could this recommendation be implemented? What resources would you need?	Allocate funding to enhance family engagement and increase awareness of the qualifications and quality of the ECE workforce. Support the professional growth of ECE providers by offering comprehensive training on essential topics such as social-emotional development, addressing challenging behaviors, and other foundational areas of early childhood education.

Recommendation 3: Implement comprehensive, multi-faceted strategies to address geographic barriers to accessing child care that meets the diverse needs of families in San Bernardino County.	
What could your organization do to address this recommendation?	Create a regularly updated database that allows parents to search and filter early care and education programs based on key criteria such as location, program type, and other relevant factors.
How can these findings or recommendations inform the UPK Mixed Delivery Campaign the workgroup will be embarking on?	Fund support for opening child care sites in child care deserts. Develop a website with site contact information and an interactive map for parents to filter by location.
With additional resources, how could this recommendation be implemented? What resources would you need?	Develop one central website that allows parents to search for preschool and/or child care options by filtering for location, number of open slots, ratings. Leverage community partners to disseminate information about the website. Consider community agencies such as movie theaters, doctor's offices, outside of the direct service ECE field to share the information.
Recommendation 4: Design and implement targeted strategies to strengthen the early care and education system in San Bernardino County by ensuring it is linguistically responsive to Spanish-speaking families.	
What could your organization do to address this recommendation?	Ensure all materials and information shared is offered in at least English and Spanish. Provide support for bilingual staff.
How can these findings or recommendations inform the UPK Mixed Delivery Campaign the workgroup will be embarking on?	Ensure website and any communication material that is developed are available in Spanish. Include consideration for home languages other than English and Spanish.
With additional resources, how could this recommendation be implemented? What resources would you need?	Fund Spanish speaking staff or community resource specialists to provide support for Spanish speaking families, including funding for staff to learn Spanish. Leverage respected/well-known community sources like social media influencers or doctors' offices to help share information in Spanish about preschool programs.

Recommendation 5: Cultivate family well-being by ensuring children in all child care arrangements have access to comprehensive services including support for the provision of basic needs such as food.	
What could your organization do to address this recommendation?	Include information and links to community resources for families such as food banks, WIC, SNAP on agency websites.
How can these findings or recommendations inform the UPK Mixed Delivery Campaign the workgroup will be embarking on?	Collaborate with community resource partners to share information on what is available in the County. Work together to support families' basic needs, by hosting food banks or resource fairs where multiple needs are addressed.
With additional resources, how could this recommendation be implemented? What resources would you need?	Advocate with legislators to address community needs at the policy level. Work with community resources to offer new ways to meet families' basic needs, such as offering weekly/monthly/quarterly food banks or food boxes families can take home from child care programs. Provide information and staff to support families where they can access resources.

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Proposal: Burbank Child Care Needs Assessment

Proposal developed by the Child Care Resource Center and presented to the City of Burbank

May 25, 2026

Child Care Landscape and Need

The benefits of child care for children's development are well-documented. The Heckman Equation (2017), which synthesizes decades of research, demonstrates that high-quality programs for children ages 0–5 yield significant economic and social returns by fostering early skill development. Research conducted on programs in the San Fernando Valley further highlights how local early care and education programs provide social, academic, and health supports while empowering parents to serve as their child's first teacher (Child Care Resource Center, 2024).

The child care sector also supports parents' ability to get a job, keep a job, get a better job, work more hours, pay their bills, and be the kind of parent they want to be (Child Care Resource Center, 2025). Conversely, research by KPMG (October, 2025) shows that the shortage of child care options has doubled over the past 15 years, leading to an estimated $1.44 billion in lost work hours in 2024—a substantial productivity loss for businesses.

As the workforce faces challenges from an aging population and declining birth rates, businesses will increasingly struggle to find qualified workers. Without sufficient affordable child care, parents are unable to participate fully in the labor market, reducing the availability of young working parents and weakening the overall workforce.

Affordable, high-quality child care has become increasingly difficult to access. In California, the pandemic forced the closure of 10,000 child care programs, eliminating at least 18,000 spaces and worsening an already limited supply (Boyd-Barrett, 2022). The financial burden is equally daunting: child care often costs more than college tuition, yet families face these expenses during the stage of life when earnings are typically at their lowest.

As of January 2023, weekly child care costs in Burbank range from $200 to $500. By federal standards, care is considered affordable if it consumes no more than 7% of a family's income (Malik, 2019). According to the California Child Care Resource and Referral Network (Network, 2023), the cost for an infant in a family child care home is $1,232 per month and $975 for a preschooler in a center. To meet the threshold of child care not exceeding 7% of a family's income, they would need to earn $378,000.

The City of Burbank acknowledges the strain caused by limited availability and rising costs. A 2023 report found that fewer than ten child care programs serve children from transitional kindergarten through middle school ("Burbank Unified School District Child Care Options,"

2023). This underscores the urgent need for expanded child care resources to support working families.

The City of Burbank: Demographics

Burbank is a mid-sized city nestled in the eastern side of the San Fernando Valley. Its population of 103,411 residents makes Burbank the 14th largest city in Los Angeles County ("U.S. Census Bureau, 2020 American Community Survey 5 Year Estimates," 2022). There are 24,710 families in Burbank, of which 9,815 have children under 18 years of age. The city is home to a diverse population where 55% are non-Hispanic white, 23.6% Hispanic or Latino, 11.8% Asian, 3.1% Black or African American, 4.2% two or more races, 1.9% some other race, 0.4% American Indian or Alaska Native, and 0.04% are Native Hawaiian or other Pacific Islander ("U.S. Census Bureau, 2020 American Community Survey 5 Year Estimates," 2022). Data USA (2023a) also shows that English, Spanish, and Armenian are the most common primary languages spoken in the community. This data will help guide the outreach and recruitment for this project.

Of Burbank's 103,411 residents, 18,966—or 18.4%—are children under the age of 18 living in local households ("U.S. Census Bureau, 2020 American Community Survey 5-Year Estimates," 2022). Among them, 2,910 are under the age of three, and 3,525 are between ages three and five ("U.S. Census Bureau, 2020 American Community Survey 5-Year Estimates," 2022). Many of these children require access to child care while their parents work or attend school.

Household composition data shows that most children live in married-couple households (74.3%), followed by single-mother households (19.0%) and single-father households (3.2%) ("U.S. Census Bureau, 2020 American Community Survey 5-Year Estimates," 2022). Poverty rates are notably higher among children in single-parent households compared to those in married households.

In addition, 2,874 children under 18—representing 15.1% of the city's youth—live in households receiving some form of public assistance. Within this group, 50.5% reside in single-mother households, 48.3% in married-couple households, and 1.2% in single-father households ("U.S. Census Bureau, 2020 American Community Survey 5-Year Estimates," 2022). The data highlights that single-mother households in Burbank rely on public assistance programs at the highest rate. This suggests a pressing need for expanded support services, particularly child care resources, to better serve these families.

The median income for all family types with children under 18 years is $106,117 ("U.S. Census Bureau, 2020 American Community Survey 5 Year Estimates," 2022). For married-couple families the median income is $123,333, for single-mother families the median income is $53,292, and single-father families the median income is $90,417. The data shows that families in Burbank have a median income that is above the California median household income of $84,100 ("U.S. Census Bureau QuickFacts: California," 2022). The exception is single-mother families whose median income is significantly below that figure ("U.S. Census Bureau QuickFacts: California," 2022).

According to Data USA (2023b), of those assessed for poverty status, 10.7% of those in Burbank were determined to live below the poverty line. Compared to the rest of the United States, the City of Burbank has a larger percentage of households who earn less than $20,000, a smaller percentage of households who make $20,000 to $100,000 and a larger percentage of households who make over $100,000/ year. Therefore, although the median income approaches $100,000/ year, this does not describe the diversity of households in the community who are likely to be struggling to afford daily, basic needs (Data USA, 2023b). Females age 25-34 are the largest demographic group living in poverty in Burbank. The most common racial groups living below the poverty line in Burbank were White, followed by Hispanic.

In summary, the City of Burbank is home to approximately 20,000 children under the age of 18 years old and of the nearly 20,000 children in Burbank, 3,000 of them are under the age of three years old and 3,500 are between the ages of three and five. As is the case for many cities, income disparities exist between married families and single-household families, and between single-mother and single-father households. These data illustrate that Burbank is not isolated from the challenges of poverty seen throughout the state. Given the diversity of families by race/ethnicity, income, marital status, and age of children, data should be collected on these demographic dimensions and disaggregated when possible, to assess differential needs in subgroups. This can facilitate targeted programming and recommendations to maximize impact.

The City of Burbank: Employment and Housing

The City of Burbank estimates that daytime employment now exceeds 130,000 jobs, far outpacing the approximately 45,000 housing units available. This disparity has created a significant "jobs-to-housing imbalance." In response, the City Council in 2019 set a target of constructing 12,000 new residential units by 2035 (Associates, 2022).

To support this effort, Burbank recently updated and certified its Housing Element Policy for 2021–2029 (Associates, 2022). This document outlines the community's housing needs and establishes goals and policies to meet them. Among these priorities is the promotion of affordable housing projects that integrate community-serving amenities—such as child care facilities and family resource centers—through the Neighborhood Revitalization program.

The city also intends to strengthen its ongoing partnership with the Burbank Housing Corporation (BHC). Through this collaboration, BHC will continue acquiring and managing affordable housing while providing neighborhood assets including child care centers, after-school programs, and community gardens (Associates, 2022).

Prior Child Care Needs Assessment for the City of Burbank

The prior child care needs assessment conducted by the Child Care Resource Center (2023) for the City of Burbank included an analysis of public and internal administrative data, surveyed parents who work or live in Burbank about their child care needs (N=525) and preferences, and surveyed key employers and other stakeholders in Burbank. Parents reported that although their annual incomes were above $100,000/ year, the cost of living and the cost of child care prevent them from economic mobility and cause them to live paycheck-to-paycheck. The assessment also found that the number of child care spaces in Burbank is insufficient for meeting the needs of children under age six years residing in Burbank, with only 36% of children having access to a licensed child care space. Families are in need of financial assistance for child care, full-time child care spaces, and spaces for infants and toddlers. Single-mother households were the most constrained by a lack of affordable child care spaces. Additionally, the prior assessment reported a "jobs-to-housing imbalance" (e.g., 130,000 jobs, which exceeds the 45,000 housing units in the city). When parents were searching for child care options, the top search criteria included health and safety, cleanliness, standards of quality and if the child care provider was licensed. The following recommendations were suggested in the final report:

1. Build on their relationships and connections with city stakeholders to address concerns facing families in Burbank and those who work in Burbank.

2. Offer financial assistance to single-parent households, low-income, and families earning wages above the financial assistance threshold.

3. Invest in additional services for families who are hybrid or part-time workers such as open facilities that provide a variety of hours or type of care options.

4. Leverage new state and federal funding. The American Rescue Plan invested $24 billion in child care and added 200,000 child care spaces through the Alternative Payment Program.

Several changes have occurred since the publication of this report. For example, increased investments in subsidized child care (e.g., recommendation #4) have waned both at the state and federal level. Reductions in supportive services (e.g., housing, food, and health care supports) are constraining families' budgets more than a few years ago. Additionally, the prior report was not funded to a level that would allow for a mixed-methods evaluation that would facilitate a deeper understanding of challenges and opportunities faced by parents, employers and departments in the City of Burbank. With additional support, a more in-depth analysis can be conducted that would yield more concrete and actionable recommendations.

Proposed Project Purpose

The purpose of this proposed project is to develop a comprehensive and methodologically sound assessment that will accurately measure child care demand and supply, identify gaps in access and affordability across neighborhoods and demographics, and recommend targeted, actionable strategies to expand access and affordability. This work is proposed by an organization with extensive expertise in child care and community needs assessment work, the Child Care Resource Center.

Background and Expertise of the Child Care Resource Center (CCRC)

Incorporated in 1976, the current mission of the Child Care Resource Center (CCRC) is to cultivate child, family, and community well-being. Since Dr. Michael Olenick became President and CEO in 2003, the agency has grown to include over 1,400 professional staff working from more than 30 locations with a budget for FY26 of $789M to serve more than 100,000 children, families and child care providers across the 22,5000-square-mile service

areas of the Antelope, San Fernando, and Santa Clarita Valleys as well as the entirety of San Bernardino County.

The agency has built strong partnerships with community organizations, positioning itself as a distinctive leader in the child care field. Current programs include home visiting, workforce development, family engagement, subsidized child care, Head Start and Early Head Start, and more. Beyond these direct services, CCRC strengthens its impact through events for the distribution of basic needs, fundraising initiatives, and social enterprises. In addition, CCRC's Government Relations team in Sacramento leverages the work conducted by the Research Division to build support and drive action, ensuring improved outcomes for children and families across California.

CCRC's Research Division

CCRC is deeply committed to data-driven decision-making, supported by its Research Division, which ensures the strategic use of data to drive innovation, efficiency, and sustainability. Established in 2001 with a single staff member, the division has grown to oversee more than 20 projects serving both internal and external clients. Its work spans Continuous Quality Improvement, piloting new programs for statewide implementation, advancing operational excellence, and shaping policy and advocacy. External projects have been funded by organizations such as the Blue Shield of California Foundation, the California Department of Education, the California Department of Social Services, First 5 California, First 5 Los Angeles, First 5 San Bernardino, the Heising-Simons Foundation, the Keck Foundation, the Parsons Foundation, the California Community Foundation, and the San Bernardino County Superintendent of Schools. Importantly, the division grounds its methods in community expertise to ensure findings and recommendations are relevant and actionable. Projects have ranged from local initiatives (e.g., a single DCFS office) to countywide and statewide studies. A sample of prior child care and early childhood needs assessments can be found linked here: https://www.ccrcca.org/resources/research-evaluation/

The division is skilled at piloting new programs to take to scale. One notable success is the Emergency Child Care Bridge Program for Foster Children. Initially piloted locally by CCRC's Research Division, the program was scaled statewide through partnerships with CCRC's Government Relations Division and multiple local and state partners. Written into statute, it now serves thousands of foster families across California. The program's evaluation is available here: https://www.ccrcca.org/publications/2022/ece/emergency-child-care-program/#p=1

The division also conducts semi-annual client needs assessments across Northern Los Angeles County and San Bernardino County, alongside specialized studies for external funders. For example, First 5 Los Angeles contracted CCRC to examine the unique challenges faced by home-based child care providers and the families who rely on them. Parents and providers participated in surveys, focus groups, and interviews, ensuring representation across geographic, racial, and linguistic communities. The resulting recommendations are now being implemented by First 5 LA, with ongoing input from provider advisory groups established by CCRC. The full report is available here: https://www.first5la.org/article/the-landscape-of-home-based-child-care-in-los-angeles-county/

Similarly, CCRC completed a parent needs assessment for pre-kindergarten in San Bernardino County, engaging families and community partners to better understand perceptions of Universal Prekindergarten, child care needs, and decision-making factors. The findings are currently guiding a communications campaign to engage families, with CCRC continuing to support evaluation efforts. The final report is currently with the Communications Division of San Bernardino County Schools and is not yet available to share.

Beyond needs assessments, the division applies advanced data analytics to inform policy. For instance, a brief analyzing child care rates against inflation was presented to legislators in Sacramento, highlighting the need for further increases to sustain the workforce. That brief can be found here: https://uploads-ssl.webflow.com/607785c82c0c2c3efe5e77bb/622789432597a6d23147e7da_2022-RMR-Brief-compressed.pdf

Another project examined the role of subsidized child care in local economic development, connecting findings to employer engagement and federal advocacy. This work was brought to Congressional representatives in Washington, DC. This resource is available here: https://www.ccrcca.org/wp-content/uploads/2025/03/2025-Employers-Supported-by-Government-Subsidized-Child-Care-4.pdf

The Research Division also leverages GIS technologies to visualize data through interactive maps and dashboards, helping stakeholders identify service gaps across districts and communities. These tools allow filtering by congressional, state senate and assembly, county supervisorial, city council, school district, city and county boundaries. These data are used in collaboration with decision makers who represent constituents in these geographies to facilitate data-driven decision-making regarding child care. View the

dashboards here: https://ccrc.maps.arcgis.com/apps/dashboards/0a5c108cacf34e20a1e4ecef62bb0c8a.

Another recent GIS project analyzed both administrative data and publicly available census data to illustrate the disparities in those who live in child care deserts. These efforts inform stakeholders of which groups face the greatest disadvantages and therefore need increased resources and outreach efforts. This allows program designers and decision-makers to target programs and funding to those who would benefit the most, ensuring that valuable resources have the greatest impact and are not wasted. This work is linked here: https://gis.ccrcca.org/portal/apps/storymaps/stories/de1394ef734345fa859dc8cb44f224c2

The sample of projects listed above illustrates the skill of CCRC's Research Division in 1) engaging and facilitating projects and research with those who have lived experience in the community and other key stakeholders, 2) inclusive and culturally relevant data collection and analyses, 3) data analytics that ground theory in lived experience, 4) data visualization techniques and reporting methods that are easily digestible with a clear message and foster the development of policy and programming that yields maximum impact. Through this work, CCRC ensures that research not only generates knowledge but also drives meaningful action to improve outcomes for children, families, and communities.

Sampling, Outreach and Stakeholder Engagement

Establish Steering Committee. The first phase of any successful project begins with collaborative planning. To launch this effort, CCRC will partner with staff from the City of Burbank to establish a core Steering Committee. This committee will meet regularly with CCRC to review project progress, track milestones, address questions, and provide guidance on overall implementation.

CCRC will deliver consistent updates to the Steering Committee, which will work jointly to define project goals, identify data sources, and refine or approve outreach strategies, data collection tools, deliverables, and timelines. In addition, the committee will identify community partners, local organizations, employers, and City of Burbank departments to engage in the project. City staff will play a key role in facilitating connections with these groups and individuals, ensuring broad collaboration and community involvement.

Engaging Communities Through Outreach and Recruitment. Research can be designed to either fully represent every demographic group, as in a census, or to take a targeted approach that focuses on specific groups to ensure diverse voices and experiences are included. While census projects provide comprehensive data, they are resource-intensive and costly. Targeted approaches, by contrast, are more practical and commonly used when assessing community landscapes, needs, and gaps. This proposal will adopt a targeted outreach and recruitment strategy.

CCRC will work closely with the Steering Committee to develop this outreach and recruitment plan. The plan will identify target groups, outline outreach methods, and specify materials to be used. To ensure findings are both relevant and valid, CCRC will prioritize diversity and representation among study participants. Together with the Steering Committee, CCRC will select groups for data collection (initial suggestions are included in this proposal). When subgroup data is available—such as income, language, or race/ethnicity—a community grid will be created to evaluate how representative the study sample is.

The CCRC Communications Division will design outreach materials in collaboration with the Steering Committee, including flyers, email content, and lists of partners and venues for distribution. All materials will be reviewed and approved by the City, and translated with back-translation into Spanish and Armenian to ensure language accuracy for parents and child care providers. Finally, the Steering Committee will support CCRC's Research Division in engaging key community stakeholders to help disseminate outreach and recruitment materials effectively.

Data Collection Tools, Methods and Analyses

The optimal approach to understanding the landscape of needs, gaps and opportunities is a multi-method approach that uses quantitative, qualitative, and visual data gathered from a wide variety of stakeholders. Data will be gathered from published literature as well as available data on residents, employers, community-based organizations, and departments within the City to describe those who are impacted by and those who can play a role in improving the child care landscape in the City of Burbank. Census and other open-source data will be gathered to describe families and the economic, housing, and employment situations they face and navigate on a daily basis.

Administrative Data. CCRC will access and analyze child care administrative data to better understand the landscape and gaps in services in Burbank. This includes information on families currently receiving subsidized child care, those waiting for services, and the child care providers themselves. Data on subsidy recipients will illustrate the types of services being delivered, while data on families waiting for care will highlight existing gaps. Comparing service data with demographic information will further reveal which groups are disproportionately disadvantaged and in need of additional resources. Previous CCRC research has shown that families living in poverty, households with infants and toddlers, non-white families, and single parents are more likely to face child care deserts.

Analysis will also examine the types of providers used by families with subsidies, offering insight into the choices parents make when they have greater "purchasing power." These findings will help the City of Burbank understand parental preferences and inform future planning.

Administrative data will be used to create maps of child care deserts across the city. This will draw on CCRC's internal systems, including data on subsidized families and licensed providers (both centers and home-based programs). It will also incorporate information on providers available to all families, including those who pay out of pocket. Public data sources, such as census data, will be integrated to assess inequities in the distribution of child care deserts among different groups.

The final report will note important limitations. For example, families who pay privately for care often rely on license-exempt arrangements—such as Family, Friend, and Neighbor care—which are difficult to track and not captured in centralized systems. Similarly, programs like Transitional Kindergarten (supported by the California Department of Education) and Head Start (operated by delegate agencies) lack comprehensive provider lists. These gaps in data availability will be acknowledged to ensure findings are interpreted with appropriate context.

Community Input: Surveys. Online survey tools will be developed and reviewed in collaboration with the Steering Committee. These surveys will explore key topics such as child care needs, preferences, gaps, and opportunities. By engaging directly with parents and providers who have lived experience and are closest to the challenges, the results and recommendations will be more relevant and have greater potential for sustainable change.

Parents across the community will be invited to participate, including those currently receiving subsidized child care and those on waiting lists—groups CCRC can readily access through its administrative records. To broaden outreach, surveys will also be promoted through social media. All survey tools will be translated and back-translated into Spanish and Armenian to ensure language accuracy and accessibility. Each survey will include opt-in language for participants interested in joining follow-up focus groups.

A separate online survey will be designed for child care providers operating in the City of Burbank. This tool, also reviewed by the Steering Committee, will capture challenges from both the business perspective (e.g., enrollment and retention) and the family perspective. Providers across licensed center-based programs, licensed home-based programs, and legally license-exempt care (such as Family, Friend, and Neighbor arrangements) will be included, with CCRC again leveraging its administrative lists for outreach. Like the parent survey, this tool will be translated and back-translated into Spanish and Armenian and will feature opt-in language for focus group recruitment.

Community Input: Focus Groups. While surveys provide valuable insights from larger groups, they often lack the depth needed to fully understand community experiences. To complement the quantitative survey data, CCRC will conduct focus groups with a subset of parents and child care providers. These qualitative discussions will enrich survey findings, highlight key themes, and generate more concrete, actionable recommendations.

Two parent focus groups are proposed—one in English and one in Spanish. Based on CCRC's prior experience, recruiting participants from the Armenian-speaking community has proven difficult; therefore, surveys will serve as the primary method of input for this group.

In addition, three focus groups will be held with child care providers: one in English with center-based directors or staff, one in English with home-based providers (licensed and unlicensed), and one in Spanish with home-based providers (licensed and unlicensed). Protocols for both parent and provider focus groups will be developed and shared with the Steering Committee for review and feedback, ensuring alignment with project goals and community needs.

Community Input: Key Informant Interviews (KIIs). Key Informant Interview (KII) protocols will be developed to assess child care needs, gaps, and opportunities, and shared

with the Steering Committee for review and input. KIIs will be conducted with three groups: local employers and businesses, community-based organizations (CBOs), and staff from the City of Burbank. For City staff, additional questions will address facilities and zoning considerations.

It is anticipated that approximately five KIIs will be held with each group, for a total of no more than 15 interviews. The Steering Committee will help determine the final number of interviews per group and will provide recommendations for participants, as well as introductions and connections to ensure effective engagement.

Data Analyses, Interpretation and Development of Recommendations

Data Analyses

When community voices are excluded, programs and policies often become irrelevant, fiscally unsound, and harmful to the very groups that most need involvement and opportunity. Actively uplifting and incorporating community perspectives ensures that initiatives remain relevant, financially sustainable, and capable of producing outcomes that foster strong, thriving communities. For this reason, the project team is committed to an equity-focused research process, modeled after the framework outlined by Andrews, et al. (2019).

This framework involves four key steps:

1. **Understanding communities** – Engage stakeholders at every stage to ensure research questions reflect the community's actual concerns, while maintaining awareness of implicit biases.
2. **Guiding research methods** – Collaborate with stakeholders to shape the questions asked and the methods used to collect information.
3. **Grounding data interpretation in lived experience** – Apply a Grounded Theory approach, deriving codes directly from the data rather than researcher assumptions. Disaggregate data and involve community members in interpreting findings whenever possible.

4. **Disseminating findings and driving action** – Share results back with the community and prioritize recommendations that lead to concrete policy and program improvements.

By following these steps, the project team ensures that results are rooted in community expertise, maximizing both relevance and impact for the populations of greatest interest.

Survey data will be exported from JotForm, the platform used to collect the survey, to Excel and analyzed using SPSS (Statistical Package for Social Sciences). Analysis of the survey data included appropriate descriptive statistics for the question type (frequencies/ percentages for categorical or ordinal data, averages/ medians for interval data). Appropriate group testing will also be conducted (e.g., chi-square or Fisher's Exact for categorical or ordinal data and t-tests for interval data). Group-based comparisons will be conducted on a subset of demographics that will be determined by the Steering Committee (e.g., poverty, child age, home language, race as possibilities). Group differences will be presented only when they are statistically significant at $p<.05$ or lower.

Analysis of the focus group and Key Informant Interview (KII) data will proceed in the following steps: 1. Data sensitization. All focus groups and KIIs will be recorded via Zoom and transcribed via Otter.ai to ensure the ability to add necessary detail to the notes taken during each session. Coders will select, read, and re-read a small representative sample of notes to allow for a clear understanding of the content and to formulate initial themes and high-order categories. 2. Coding. All notes and transcripts will be uploaded into the qualitative data analysis software MAXQDA®.

Coding will proceed deductively from the study's goals to directly address the study's core areas of focus. Coders will also read the notes inductively to generate new themes that may only indirectly address the study questions but nevertheless provide important new insights that further the evaluation objectives. Analysis will thus proceed iteratively between deductive and inductive approaches.

Coders will initially code approximately 10% of the qualitative data. These coded notes will then be triangulated to review the coding, and to group and identify themes. This process produces a standardized codebook (i.e., analytical framework) against which the remainder of the qualitative data will be coded. To ensure the validity of the analysis, inter-rater reliability testing will be conducted to compare coding across coders.

The iterative approach between inductive and deductive coding allows for both a structure to the final codes and results that reveal themes relevant to the participants. Because the participants have lived experiences that should be honored and reflected in the results,

Grounded Theory will guide the development of codes that may not have occurred from the original set of codes based on the study's goals. Use of Grounded Theory ensures a greater likelihood that results are relevant to the intended recipients of program and policy change and honors their voice rather than merely the voice of the funder or researcher.

Facilitating Community Interpretation and Development of Recommendations

Two community convenings will be held with key stakeholder groups (e.g., one with parents and child care providers and one with employers, CBOs and City staff). A subset of results will be presented to gather feedback on the results, hone the interpretations of the data, and begin to craft recommendations. This will ensure that the interpretation of results and development of recommendations are relevant and meaningful to the communities that would be affected by future programs and policies. To ensure optimal engagement, the information provided at each convening will be tailored to the target audience. For instance, providers and parents will be presented with information in a more narrative-based format, while employers, CBOs and City staff would be presented with more data visualizations. These convenings will allow the research team to assess if the data collected from the surveys, focus groups, and key informant interviews align with the experiences of a broader audience. These events will also provide the team with additional input on interpretation and recommendations based on the results. The final convening for interpretation of results and gathering of suggested recommendations based on the results will be conducted with the Steering Committee.

Development of Dissemination Resources

Four primary dissemination products will be developed to share findings and recommendations.

1. **Comprehensive Report** – This document will include background information, data collection tools, methods, results, and policy and funding recommendations that connect findings to practical actions (such as zoning or development strategies, partnership models, and potential funding sources). It will also feature a technical appendix with a list of data sources and references. The draft report will be reviewed by the Steering Committee and City Communications staff, who will provide consolidated feedback to CCRC (in one document). Revisions will be incorporated

within two weeks, after which CCRC's Communications Division will finalize the designed report within an additional two weeks.

2. **Executive Summary Brief** – Designed for broader dissemination, this brief will highlight the background, key findings, and recommendations from the full report. It will be designed by CCRC's Communications Division to ensure accessibility and clarity for a wider audience.
3. **Online GIS Maps** – Hosted by CCRC, these interactive maps will illustrate child care services and gaps across the City of Burbank. Analyses will highlight the groups most disadvantaged by the disparity between service needs and available resources, providing a visual tool for understanding inequities.
4. **PowerPoint Slide Deck** – This presentation will summarize the study's background, tools and methods, results, and recommendations. Developed by CCRC's Research Team and designed by CCRC's Communications Division, the slide deck will be presented to the Steering Committee by CCRC's Research Team.

Detailed Timeline and Deliverables

Activity	Deliverable	Timeline
Planning	**Months 1-2**	
Establish Steering Committee members	List of Committee members	
Establish key Collaborative Partners (e.g., additional reviews and participation)	List of partners	
Establish meeting calendar – CCRC and City of Burbank (City)	Calendar of meetings	
Clarify/ refine project goals, activities, milestones, deliverables	Revised project plan/ proposal	
Begin literature review	Literature review/ report intro	
Develop outreach grid to evaluate diversity and representation	Outreach grid	
Develop outreach and recruitment materials targeted to specific groups (e.g., social media, flyers, email language) with CCRC Communications	Outreach materials	
Review and approval of outreach materials by City of Burbank	Approval notice (e.g., email)	
Translate and back-translate subset of outreach and recruitment materials into Spanish and Armenian (with CCRC Communications)	Translated outreach and recruitment materials	
Study Tool Development	**Months 2-5**	
Develop multi-language on-line survey tools for parents and child care providers	Survey links	
Translate and back-translate for language equivalency all surveys into Spanish and Armenian	Translated surveys	
Develop multi-language focus group protocols for parents and child care providers	Focus group protocols	
Translate and back-translate for language equivalency all protocols into Spanish	Translated focus group protocols	
Develop separate Key Informant Interview (KII) protocols for employers,	KII protocols	

community-based organizations, and City of Burbank Department staff		
Data Collection	**Months 6-11**	
Collect administrative data on city, demographics, economics, housing, employment, industries, internal CCRC data on child care (families, providers)	Data visualizations (e.g., tables and figures)	
Pull list of parents receiving subsidized child care, parents on waitlists, and child care providers in the City of Burbank	Lists (internal use only due to PII)	
Distribute outreach materials and survey links to parents and providers	Survey links	
Based on opt-in from surveys, recruit for and implement focus groups with parents and child care providers	Schedule of focus groups	
Schedule and implement KIIs with employers, CBOs, and City staff	Schedule of KIIs	
Data Analysis	**Months 12-15**	
Conduct QA on survey data		
Conduct GIS mapping of child care deserts and which community groups are affected most by child care deserts (e.g., child age groups, poverty, non-traditional hour workers, single parents, race/ ethnicity groups, language groups)	Child care desert map	
Conduct child care affordability analysis	Figure/ table on child care affordability in the City of Burbank	
Conduct projections of housing and population growth	Figure/ table projecting housing and population growth	
Analyze parent survey data (translate open-ended responses); test for differences by income, race, language	Data tables with frequencies, means; disaggregates presented only when there is a significant group difference	
Analyze provider survey data (translate open-ended responses); test for differences by income, race, language	Data tables with frequencies, means; disaggregates presented only when there is a significant group difference	

Translate and transcribe focus group data from parents and child care providers	Transcripts (internal use only due to PII)	
Develop codes for parent and provider focus groups using Grounded Theory	Codes	
Code parent and provider focus groups	Summary of codes and responses	
Develop codes for KIIs (employers, CBOs, and City staff)	Codes	
Code KIIs (employers, CBOs, and City staff) using Grounded Theory	Summary of codes and responses	
Recruit for and hold two sense making sessions with the community (parents/ providers and employers, CBOs, City staff)	List of main interpretations and recommendations	
Hold sense-making session, presenting study results with Steering Committee	PPT slide deck; data handouts	
Dissemination Resources	**Months 16-18**	
Report draft and Executive Summary Brief draft to Steering Committee for feedback	Draft report Draft Executive Summary/ Brief	
Feedback from Steering Committee and City Communications – 2 weeks	Report and Brief with feedback	
Final draft report and final draft of Executive Summary Brief – 2 weeks	Final draft report and brief with feedback incorporated	
Designed report and Executive Summary Brief (with CCRC Communications) – 2 weeks	Final designed report Final designed Brief	
Final review of report and brief by City Communications		
GIS maps	GIS map	
PPT slide deck	PPT slide deck	
Final presentation to stakeholders	Report, brief, PPT	

Project Budget and Timeline

PLANNING: MONTHS 1

Title	Hours	Hourly Rate	Total
Research Director	8	IN KIND	
Role: Guide project, attend meetings (City and internal), set agendas			
Policy Research Manager	32	$115	$3,680
Role: Attend meetings (City and internal), supervise staff, literature review, develop outreach grid			
Policy Research Analyst II	32	$75	$2,400
Role: Attend meetings (City and internal), literature review			
Data Science and Innovation Manager	8	$115	$920
Role: Attend meetings (City and internal), supervise staff			
Sr GIS Analyst	8	$90	$720
Role: Attend meetings (City and internal), plan for maps, affordability and projection analyses			
Social Media Supervisor	8	$80	$640
Role: attend meetings (City and internal), develop social media and other outreach, translate into Spanish and Armenian			
Subtotal			**$8,360**

STUDY TOOL DEVELOPMENT: MONTHS 2-5

Research Director	16	IN KIND	
Role: Guide project, attend meetings, provide feedback on tools			
Policy Research Manager	160	$115	$18,400
Role: Attend meetings, supervise staff, oversee development of surveys for parents and providers, focus group protocols, KII protocols, oversee translation and back-translation			
Policy Research Analyst II	160	$75	$12,000
Role: Attend meetings, assist with tool development			

Data Science and Innovation Manager Role: Attend meetings, supervise staff, review GIS, analyses, survey tools	16	$115	$1,840
Sr GIS Analyst Role: Attend meetings, begin developing GIS maps, affordability and projection analyses	40	$90	$3,600
Data Science and Innovation Sr. Analyst Role: Attend meetings, assist with survey tool development	40	$90	$3,600
Social Media Supervisor Role: attend meetings, launch social media outreach and monitor social media hits	6	$80	$480
Subtotal			**$39,920**

DATA COLLECTION: MONTHS 6-11

Research Director Role: Guide project, attend meetings, provide feedback on data collection	24	IN KIND	
Policy Research Manager Role: Attend meetings, supervise staff, conduct/ oversee data QA, oversee and conduct launch of surveys and focus groups for parents and providers, KIIs with employers, CBOs, and City staff	240	$115	$27,600
Policy Research Analyst II Role: Attend meetings, conduct focus groups and KIIs (including transcripts, translation), distribute study incentives to parents, providers, and CBOs	240	$75	$18,000
Data Science and Innovation Manager Role: Attend meetings, supervise staff, help oversee administrative data and survey data collection, oversee GIS, affordability and trend analyses	96	$115	$11,040
Sr GIS Analyst Role: Attend meetings, finalize administrative data analyses and create figures/ tables, develop GIS maps, affordability and projection analyses	96	$90	$8,640
Data Science and Innovation Sr. Analyst	60	$90	$5,400

Role: Attend meetings, pull list of survey recipients, assist with survey tool deployment and monitoring (eg., ID of bots)			
Subtotal			**$70,680**
DATA ANALYSES: MONTHS 12-15			
Research Director	24	IN KIND	
Role: Guide project, attend meetings, provide feedback on analyses, co-lead sense-making session with Steering Committee			
Policy Research Manager	240	$115	$27,600
Role: Attend meetings, supervise staff, oversee and implement analyses of survey, focus group and KII data; guide development of codes for qualitative data; set up data visualization templates; Co-lead sense-making session with Steering Committee			
Policy Research Analyst II	240	$75	$18,000
Role: Attend meetings, finalize transcripts and translations, lead qualitative analyses			
Data Science and Innovation Manager	96	$115	$11,040
Role: Attend meetings, supervise staff, help oversee survey analyses, oversee GIS, affordability and trend analyses; Co-lead sense-making session with Steering Committee			
Sr GIS Analyst	96	$90	$8,640
Role: Attend meetings, finalize administrative data analyses, GIS maps, affordability and projection analyses			
Data Science and Innovation Sr. Analyst	60	$90	$5,400
Role: Attend meetings, assist in analysis of survey data			
Subtotal			**$70,680**
DISSEMINATION RESOURCES: MONTHS 16-18			
Research Director	120	IN KIND	
Role: Guide project, attend meetings, co-develop final dissemination products and co-present final products			
Policy Research Manager	240	$115	$27,600

Role: Attend meetings, supervise staff, finalize any remaining data visualizations, co-develop and co-present final products			
Data Science and Innovation Manager	96	$115	$11,040
Role: Attend meetings, supervise staff, co-develop and co-present final products			
Sr GIS Analyst	96	$90	$8,640
Role: Attend meetings, finalize GIS maps			
Communications Design Manager	4	$120	$480
Role: Review and approve all designed products			
Communications Design Specialist	22	$75	$1,650
Role: Design report, brief and PPT slide deck			
Subtotal			**$49,410**
PROJECT SUBTOTAL			**$239,050**
ADMINSTRATIVE COSTS (10%)			**$23,905**
PROJECT TOTAL			**$262,955**

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Child and Infant Care Needs Assessment

AUGUST 11, 2026

CITY OF BURBANK

PARKS AND RECREATION

Current Childcare Landscape

Previous Assessments Identified:

- Limited licensed childcare shortages
- Limited infant care availability
- Affordability challenges for families
- Long waitlists across providers
- Limited care during non-traditional work hours

2023 Assessment

- A childcare assessment was prepared by the Child Care Resource Center (CCRC) on behalf of the YMCA in 2023.

- Assessment established baseline understanding of childcare needs and identified service gaps

Limitations of 2023 Assessment:

- Focused primarily on current conditions
- Limited long-term demand forecasting
- Opportunity for broader community and employer engagement

Potential Assessment

- A comprehensive citywide analysis of:
  - Childcare availability and capacity
  - Affordability and accessibility
  - Geographic service gaps
  - Future childcare demand
  - Workforce and demographic trends

Assessment Approach

- CCRC proposes a data-driven process including:
  - Community outreach
  - Parent and provider surveys
  - Focus groups
  - Employer and stakeholder interviews
  - Demographic and economic analysis
  - GIS mapping (Geographic Information Systems)
  - Policy recommendations

Project Deliverables

- The assessment would include:
  - Comprehensive final report
  - Executive summary
  - Interactive GIS mapping
  - Childcare gap analysis
  - Implementation strategies
  - Council presentation of findings

Potential Project Overview

- Estimated Cost
  - Approximately $269,000
- Estimated Timeline
  - Approximately 18 months
- Potential Outcomes
  - Accurate and up to date data
  - Future planning tools
  - Policy guidance
  - Partnership opportunities

Staff Recommendation

- Note and File; or

- Continue exploring a potential agreement with CCRC
  - Refine the assessment scope
  - Evaluate implementation considerations
  - Provide Council with a budget discussion paper for consideration during the FY 2027–28 Budget process

PARKS AND RECREATION

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Questions?

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