



**BURBANK CITY COUNCIL
REGULAR MEETING AGENDA
TUESDAY, NOVEMBER 25, 2025
6:00 p.m. – Council Chamber
275 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, November 25, 2025, at 6:00 p.m., to discuss matters on the attached agenda.

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

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

Interpretation Requests:

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

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

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

How to View the Meeting:

Local Cable: Spectrum Channel 6 or AT&T Uverse Channel 99.

YouTube Live Streaming Channel: [Click here](#).

City Website Live Streaming: [Click here](#).

Public Comment Options:

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

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

3. eComment will remain open until 5:00 p.m. the day of the meeting.

4. Email the City Council directly citycouncil@burbankca.gov
Emails received on or before 5:00 p.m. on City Council Meeting Day will be distributed to the City Council in advance of the meeting. Any correspondence received after this time will be distributed the following business day.

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

B. **Moment of Reflection:**

C. **Flag Salute:**

D. **Roll Call:**

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

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

1. Presentation of a Proclamation Declaring November 25 – December 10, 2025, as “16 Days of Activism Against Gender-Based Violence and International Human Rights Days” in the City of Burbank – City Council
2. Presentation of a Proclamation Declaring November 1-30, 2025, as “Native American Heritage Month” in the City of Burbank – City Council

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

H. **General Public Comment:** (On any matter concerning City business and/or any agenda items.) To Comment, please telephone into the meeting at (818) 238-3335 or to speak in person, a **YELLOW**

Public Comment Card must be completed and presented to the City Clerk prior to the comment period.

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

1. City Council Minutes – City Clerk's Office

Recommendation:

Approve the City Council Minutes of the Regular Meeting of November 18, 2025.

Attachments:

[Council Minutes](#)

2. Adoption of Resolutions Approving the Establishment of the Salary and Conflict of Interest Code Designation for the Classifications of Cultural Affairs Supervisor and Urban Forester; and Adoption of a Resolution Approving the Citywide Salary Schedule – Management Services Department

Recommendation:

1. Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING THE ESTABLISHMENT OF THE SALARY AND CONFLICT OF INTEREST CODE DESIGNATION FOR THE CLASSIFICATION OF CULTURAL AFFAIRS SUPERVISOR.
2. Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING THE ESTABLISHMENT OF THE SALARY AND CONFLICT OF INTEREST CODE DESIGNATION FOR THE CLASSIFICATION OF URBAN FORESTER.
3. Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING THE CITYWIDE SALARY SCHEDULE.

Attachments:

[SR - Cultural Affairs Supervisor and Urban Forester](#)

[Att1 - Resolution - Cultural Affairs Supervisor](#)

[Att2 - Resolution - Urban Forester](#)

[Att3 - Resolution - Citywide Salary Schedule](#)

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

1. Appointment to Fill One Vacancy on the Sustainable Burbank Commission for an Unexpired Term – City Clerk's Office

Recommendation:

Appoint one member to the Sustainable Burbank Commission to fill an unexpired term ending July 31, 2027.

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

Council Action:

Attachments:

[SR - SBC Vacancy](#)

[Att1 - Applications and Resumes](#)

[Att2 - BMC Section 2-1-424](#)

2. Appointment to Fill One Vacancy on the Art in Public Places Committee for an Unexpired Term – City Clerk's Office

Recommendation:

Appoint one member to the Art in Public Places Committee to fill an unexpired term ending July 31, 2028.

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

Council Action:

Attachments:

[SR - APP Committee Vacancy](#)
[Att1 - Applications and Resumes](#)
[Att2 - BMC 2-1-422](#)

3. Appointment to Fill One Vacancy on the Infrastructure Oversight Board for an Unexpired Term – City Clerk's Office

Recommendation:

Appoint one member to the Infrastructure Oversight Board to fill an unexpired term ending July 31, 2027.

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

Council Action:

Attachments:

[SR - IOB Vacancy](#)
[Att1 - Applications and Resumes](#)
[Att2 - BMC Section 2-1-426](#)

- L. **Council Comments:** (Including reporting on Council committee assignments, attendance at conferences, regional meetings, and community events)
- M. **Introduction of Additional Agenda Items:** (Council Members may request future agenda items)
- N. **Adjournment:** In Memory of Nat Rubinfeld, Former Landlord-Tenant and Police Commissioner and Longtime Community Activist, to Tuesday, December 9, 2025, for a Joint Meeting in the Council Chamber – 275 East Olive Avenue, Second Floor.

CITY OF BURBANK
CITY COUNCIL REGULAR MEETING MINUTES
TUESDAY, NOVEMBER 18, 2025

Call to Order:

A Regular Meeting of the City Council of the City of Burbank was held in the Council Chamber, 275 East Olive Avenue, on the above date. The meeting was called to order at 4:02 p.m. by Mayor Perez.

Present: Council Member(s) Anthony, Mullins, Rizzotti, Vice Mayor Takahashi, and Mayor Perez

Absent: None

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

Council Member Anthony arrived at 4:03 p.m.

Closed Session and Study Session Public Comment:

Appearing to comment was: Mary O'Hare.

Calling in to comment was: Charles Carnow.

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: Hrachya Nersisyan v. City of Burbank and Joshua Paul Van Dam
- c. Case No.: 24NNCV01767
- d. Brief description and nature of case: Personal Injury - Auto Accident

2. Conference with Real Property Negotiator

- a. Pursuant to Govt. Code §54956.8
- b. Property: Burbank Town Center - Burbank Center Stage Home of The Colony Theatre - 555 North Third Street, Burbank, CA 91502
- c. Parties Whom Agency or City is Negotiating with: Onni Burbank Town Center LLC, 1031 S. Broadway, Suite 400, Los Angeles, CA - Peter Park; The Colony Theatre Company, 555 North Third Street, Burbank, CA - Heather Provost
- d. City Negotiator: Marisa Garcia, Parks and Recreation Director
- e. Terms Under Negotiation: Terms for 1. Sublease and Master Lease Modification and 2. Operating Agreement

The meeting reconvened in Open Session at 5:04 p.m. with all Council Members present.

Study Session:

1. Discussion on the Revised Administrative Draft of the Media District Specific Plan and Update on the Environmental Analysis

Council Member Rizzotti and Mayor Perez recused themselves as they both live within the Media District and left the dais at 5:05 p.m.

Amanda Landry, Principal Planner, presented the PowerPoint presentation and responded to Council inquiries. Patrick Prescott, Community Development Director, and Joseph McDougall, City Attorney, also responded to City Council inquiries.

The City Council Meeting recessed at 6:07 p.m. and reconvened at 6:19 p.m.

Call to Order:

A Regular Meeting of the City Council of the City of Burbank was held in the Council Chamber, 275 East Olive Avenue, on the above date. The meeting was called to order at 6:19 p.m. by Mayor Perez.

Moment of Reflection:

Mayor Perez 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 Perez.

Roll Call:

Present: Council Member(s) Anthony, Mullins, Rizzotti, Vice Mayor Takahashi, and Mayor Perez

Absent: None

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

Mayor Perez 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 and Public Hearing Public Comment periods may call in at (818) 238-3335. The Reports to Council Public Comment period will only be taken in person.

Announcements:

Mayor Perez displayed a PowerPoint presentation announcing the following: (1) 50% Off Adoption Fees; (2) Holiday in the Park; (3) Winter Wine Walk; (4) Heritage Commission Vacancy; and (5) Lil Squirt's Fire Safety Challenge.

Council Presentations/Recognitions:

1. Presentation of the League of California Cities 2025 Helen Putnam Award for Excellence for the Burbank Adaptive Sports Expo (BASE) Program
Mayor Perez introduced Jennifer Quan, League of California Cities Regional Public Affairs Manager, to present the League of California Cities 2025 Helen Putnam Award for Excellence for the Burbank Adaptive Sports Expo (BASE) Program to Marisa Garcia, Parks and Recreation Director, who made remarks.

2. Presentation of Certificates of Recognition to the Winners of the OurBurbank 2025 Halloween Decorating Contest

Mayor Perez announced and presented Certificates of Recognition to the following winners of the Our Burbank 2025 Halloween Decorating Contest: Michael Reyes (Residential 3rd Place), Jeff Gritton (Residential 2nd Place), Tom Vice (Residential 1st Place), Harlow and August Dickens (Youth Category), and Palm Dental Studio (Commercial).

3. Presentation of a Proclamation Declaring November 1-30, 2025 as "Burbank Temporary Aid Center Month" in the City of Burbank

Mayor Perez presented a Proclamation Declaring November 1-30, 2025, as "Burbank Temporary Aid Center Month" in the City of Burbank and introduced Jeanette Meyer, and Kimberley Clark, Burbank Temporary Aid Center Board Members, who made remarks.

City Manager Report:

City Manager Hess introduced Jose Calderon, Chief Information Officer, who provided an update on the Police and Fire Department websites and OurBurbank 311 App.

Presentations:

1. Presentation of a State Legislative Update by Emanuels Jones & Associates

Mayor Perez introduced Kyra Emanuels Ross, President of Emanuels Jones and Associates, who presented a State Legislative Update and responded to City Council inquiries.

Reporting on Closed Session:

City Attorney McDougall reported that the City Council met in Closed Session regarding the agendaized Closed Session items and City Council took no reportable action.

General Public Comment:

Appearing to comment were: Ron Bax, Mark Scroggs, Mike Maroney, Susan O'Carroll, Dan K., Meghan B., Jomo, Mary O'Hare, John Gerro, Jo Pimienta, Elizabeth Bax, Corey Mensing, and Joe Dvoracek.

Calling in to comment was: Stuart Weisfeld.

Council, City Manager, and/or City Attorney Comment:

Council Members and Staff responded to Public Comment.

Consent Calendar:

It was moved by Council Member Mullins, seconded by Mayor Perez, to approve the Consent Calendar. The motion carried 5-0 with the following roll call vote: AYES: Anthony, Mullins, Rizzotti, Takahashi, and Perez. NOES: None.

Council Member Mullins requested a brief report on Item No. 6, and Riad Sleiman, Chief Assistant General Manager - Burbank Water and Power, responded to Council inquiries.

1. City Council Minutes

Approve the City Council Minutes of the Joint Meeting of October 14, 2025; the Special Meeting of October 21, 2025; the Dark Meeting of October 21, 2025; the Regular Meeting of October 28, 2025; and the Dark Meetings of November 4 and November 11, 2025.

2. Adoption of a Resolution Authorizing the City Manager to Execute a Design-Build Contract with Landscape Structures, Inc. and Delegating Authority to Approve Plans and Specifications for Shade Structures at Robert E. Gross Park Ballfields

RESOLUTION NO. 25-29,664

Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK AUTHORIZING THE CITY MANAGER TO EXECUTE A DESIGN-BUILD CONTRACT WITH LANDSCAPE STRUCTURES, INC. AND DELEGATING AUTHORITY TO APPROVE PLANS AND SPECIFICATIONS FOR SHADE STRUCTURES AT ROBERT E. GROSS PARK BALLFIELDS.

3. Adoption of a Resolution Approving Contract Documents, Plans and Specifications, and Authorizing Execution of a Contract for Bid Schedule No. 1419 – Roof Replacements and/or Restoration – Multiple Buildings Project with Danny Letner Inc. dba Letner Roofing Company; Findings of CEQA Exemption 15301(a)(b).

RESOLUTION NO. 25-29,665

Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING CONTRACT DOCUMENTS, PLANS AND SPECIFICATIONS, AND AUTHORIZING EXECUTION OF A CONTRACT FOR BID SCHEDULE NO. 1419 – ROOF REPLACEMENTS AND/OR RESTORATION – MULTIPLE BUILDINGS PROJECT WITH DANNY LETNER INC., DBA LETNER ROOFING COMPANY.

4. Adoption of a Resolution Determining a Public Necessity and Permitting the Prime Contractor to Add Subcontractors to the Community Services Building Security Upgrades Project

RESOLUTION NO. 25-29,666

Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK DETERMINING A PUBLIC NECESSITY AND PERMITTING THE PRIME CONTRACTOR TO ADD SUBCONTRACTORS, CORRADINI CORP. AND PLATINUM GLASS CORPORATION, TO THE COMMUNITY SERVICES BUILDING SECURITY UPGRADES PROJECT.

5. Adoption of a Resolution Adopting the Updated Rules and Regulations Governing Utility Service

RESOLUTION NO. 25-29,667

Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK

ADOPTING THE UPDATED RULES AND REGULATIONS GOVERNING
UTILITY SERVICE.

6. Adoption of a Resolution Amending the Fiscal Year 2025-26 Citywide Fee Schedule to Approve the Updated Burbank Water and Power Electric Vehicle Charging Rates, Solar Net Billing Rate, Lifeline Discount, and Miscellaneous Service Fees

RESOLUTION NO. 25-29,668

Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK, AMENDING ARTICLE X, SECTION 1, SECTION 10, AND SECTION 11, AND ARTICLE XI, SECTION 9 OF THE FISCAL YEAR 2025-26 CITYWIDE FEE SCHEDULE TO APPROVE THE UPDATED RATES AND FEES.

7. Approval of the Burbank Hospitality Association Fiscal Year 2025-26 Annual Report

Approve the Fiscal Year 2025–26 Burbank Hospitality Association Annual Report pursuant to Section 36650 of the California Street and Highways Code.

8. Appointment of Members to the Youth Board for the 2025-26 School Year

Appoint students to serve a one-year term on the Youth Board based on school recommendations and submitted applications.

Public Hearing:

1. Adoption of a Resolution Declaring Results of Majority Protest Proceedings and to Renew the Burbank Tourism Business Improvement District

The Public Hearing was opened at 8:07 p.m. There were no Conflict-of-Interest disclosures. City Clerk Clark confirmed that there was a complete file of exhibits, correspondence including emails and other documents, and that one written correspondence was received.

Mary Hamzoian, Economic Development Manager, presented the report and responded to City Council Inquiries.

Public Hearing Public Comment:

Appearing to comment were: Jamie Keyser and Kristin Perry.

Calling in to comment was: None.

The Public Hearing was closed at 8:17 p.m.

Council Action:

It was moved by Council Member Rizzotti, seconded by Council Member Mullins, to:

RESOLUTION NO. 25-29,669

Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK
DECLARING RESULTS OF MAJORITY PROTEST PROCEEDINGS AND
RENEWAL OF THE BURBANK TOURISM BUSINESS IMPROVEMENT
DISTRICT.

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

Reports to Council:

1. **Approval of a Final Project Alignment for the Chandler Bikeway Extension Project**

David Kriske, Assistant Director of Community Development - Transportation & Planning, presented the PowerPoint presentation and responded to City Council Inquiries. Joseph McDougall, City Attorney, also responded to City Council inquiries.

Public Comment:

Appearing to comment were: Eddy Polon and Corey Mensing.

Council Action:

It was moved by Vice Mayor Takahashi, seconded by Mayor Perez, to approve a final project alignment for the Chandler Bikeway Extension Project. The motion carried 4-1 with the following roll call vote: AYES: Anthony, Mullins, Takahashi, and Perez. NOES: Rizzotti.

Mayor Perez left the dais at 9:54 p.m.

2. **Review of the General Fund's Financial Status as of September 30, 2025**

Jennifer Becker, Financial Services Director, presented the PowerPoint presentation and responded to City Council Inquiries. Justin Hess, City Manager, also responded to City Council inquiries.

Public Comment:

Appearing to comment was: None.

Mayor Perez returned to the dais at 10:20 p.m.

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.

Introduction of Additional Agenda Items:

Council Member Mullins requested an informational memo on landscape removal in the Rancho area, including whether the shrubs can be replaced.

Vice Mayor Takahashi requested an informational memo on the community/special events process, including requirements for hosting events and applicable insurance requirements.

Adjournment:

There being no further business to come before the City Council, the meeting was adjourned at 10:36 p.m. to Tuesday, November 25, 2025, for a Regular Meeting in the Council Chamber – 275 East Olive Avenue, Second Floor.

Kimberley Clark
City Clerk

Nikki Perez
Mayor

APPROVED DATE:

STAFF REPORT



MANAGEMENT SERVICES

DATE: November 25, 2025

TO: Justin Hess, City Manager

FROM: Betsy McClinton, Management Services Director
BY: Angela Zhamkochian, Administrative Analyst I

SUBJECT: Adoption of Resolutions Approving the Establishment of the Salary and Conflict of Interest Code Designation for the Classifications of Cultural Affairs Supervisor and Urban Forester; and Adoption of a Resolution Approving the Citywide Salary Schedule

RECOMMENDATION

1. Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING THE ESTABLISHMENT OF THE SALARY AND CONFLICT OF INTEREST CODE DESIGNATION FOR THE CLASSIFICATION OF CULTURAL AFFAIRS SUPERVISOR (Attachment 1).
2. Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING THE ESTABLISHMENT OF THE SALARY AND CONFLICT OF INTEREST CODE DESIGNATION FOR THE CLASSIFICATION OF URBAN FORESTER (Attachment 2).
3. Adopt A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK APPROVING THE CITYWIDE SALARY SCHEDULE (Attachment 3).

BACKGROUND

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

Maintaining updated job specifications and having competitive salaries also assists with recruitment and retention efforts.

Pursuant to Civil Service Rule I, § 4, the Civil Service Board (CSB) approved the establishment of the title and specification for the Cultural Affairs Supervisor and Urban Forester on October 1, 2025. Therefore, MSD is seeking Council approval of the salary and approval of the Conflict-of-Interest Code Designation for those classifications.

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 salaries of these classifications.

DISCUSSION

Cultural Affairs Supervisor

The Parks and Recreation Department (PR) is proposing to establish a new classification titled Cultural Affairs Supervisor. The proposed classification of Cultural Affairs Supervisor will report directly to the Recreation Services Manager who oversees the Community Services section. The addition of the proposed Cultural Affairs Supervisor will allow the department to expand and develop various arts and cultural events across the City. This position will serve as a liaison and direct staff support to any art-related/cultural affairs commission or board. This position will be responsible for all Burbank arts marketing efforts and will plan and coordinate cultural and community events as well as the department's annual Community Arts Grant Award Program. This position will be essential in making art-focused recommendations and developing long-term plans for the Cultural Arts section. In addition, having a knowledgeable and dedicated position to support arts and cultural affairs will add significant value to the PR's operations and to the City. There are similar roles in the cities that we surveyed; therefore, the addition of this role will align with local agencies that place a high value and emphasis on supporting the arts.

The proposed monthly salary range was determined based on the salaries of comparable classifications identified among the City's survey cities. Therefore, staff is proposing the monthly salary range be set at \$7,334.80– \$9,645.24 (bi-weekly \$ 3,385.29 - \$4,451.65).

The proposed Cultural Affairs Supervisor will be a Civil Service classification represented by the Burbank Management Association (BMA). This classification will be exempt from the Fair Labor Standards Act (FLSA) under the administrative employee exemption and will be included in the City's Conflict of Interest Code. The BMA has been advised of this proposed establishment and the Parks and Recreation Director concurs with this recommendation.

Urban Forester

The PR is proposing to establish a new classification titled Urban Forester. The proposed classification of Urban Forester will report directly to the Assistant Parks and Recreation Director who oversees the Forestry and Landscape Services Division.

The PR maintains approximately 33,000 trees across the City of Burbank. The PR is committed to preserving the City's urban forest and tree maintenance program and has been a proud member of Tree City USA program for 48 years. Tree City USA is a program that recognizes and celebrates communities' commitments to effective urban forestry management. This program provides a framework for cities to manage and enhance their public trees and promote healthy urban forests. The program is administered by the Arbor Day Foundation in partnership with the National Association of State Foresters (NASF) and the United States Forest Service (USFS). PR's involvement in Tree City USA highlights the department's commitment and dedication to the City's urban forest. In an effort to maintain the City's commitment to preserving the City's urban forest, the establishment of the proposed Urban Forester classification will be needed to continue to aid in these efforts. Currently, this work is being performed by the Assistant Parks and Recreation Director, Forestry Services Supervisor, and Forestry crew. This new classification will allow the department to centralize these duties and enhance their efforts towards tree-related programs and the City's urban forest.

The proposed Urban Forester classification will be responsible for a range of duties such as managing the City's urban forest, handling contracts, overseeing projects, and performing tree inspections. This classification will ensure PR's tree maintenance program and urban forestry management meet the current and ongoing operations of the department and City.

The proposed monthly salary range was determined based on the salaries of comparable classifications identified among the City's survey cities as well as maintaining internal equity. Therefore, staff is proposing the monthly salary range be set at \$6,858.93 to \$9,455.10 (biweekly salary range of \$3,165.66 to \$4,363.89).

The proposed Urban Forester will be a Civil Service classification represented by the BMA. This classification will be exempt from the FLSA under the administrative employee exemption and will be included in the City's Conflict of Interest Code. The BMA has been advised of this proposed establishment and the Parks and Recreation Director concurs with this recommendation.

ENVIRONMENTAL REVIEW

These activities have no potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment,

and as such, is not a “project” subject to the requirements of the California Environmental Quality Act (CEQA) 14 Cal. Code Regs § 15378.

FISCAL IMPACT

The proposed positions of Cultural Affairs Supervisor and Urban Forester were included in the Fiscal Year (FY) budget for 2025-2026. Therefore, these requests are cost neutral and there is no fiscal impact to the General Fund.

CONCLUSION

The proposed establishment of the salary and Conflict of Interest Code Designation for the classifications of Cultural Affairs Supervisor and Urban Forester meet the current and ongoing needs of the City.

ATTACHMENTS

Attachment 1 – Resolution for the Classification of Cultural Affairs Supervisor

Attachment 2 – Resolution for the Classification of Urban Forester

Attachment 3 – Resolution Approving the Citywide Salary Schedule

RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF
BURBANK APPROVING THE ESTABLISHMENT OF THE
SALARY AND CONFLICT OF INTEREST CODE
DESIGNATION FOR THE CLASSIFICATION OF CULTURAL
AFFAIRS SUPERVISOR

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 Cultural Affairs Supervisor. This classification is added with a title and specification as set forth in Exhibit A, and a biweekly salary as follows:

<u>CTC</u>	<u>Barg. Code</u>	<u>Job Series</u>	<u>Grade</u>	<u>Step 1</u>	<u>Step 14</u>
0180	M	Rec/Gen Admin	M.1607	\$3,385.29	\$4,451.65

2. After review and consultation by the Management Services Department, City Clerk's Office and the Office of the City Attorney, it has been determined that this classification is a Designated Position as defined in the City's Conflict of Interest Code and shall be required to file a form 700 Statement of Economic Interests as required by Government Code § 81000 et seq. and shall be required to report in disclosure categories 1, 3, 5, 6, and 7.

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

PASSED and ADOPTED this ____ day of November, 2025.

Nikki Perez
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 November, 2025 by the following vote:

AYES:

NOES:

ABSENT:

Kimberley Clark, City Clerk

Resolution for the Classification of Cultural Affairs Supervisor

CITY OF BURBANK**CULTURAL AFFAIRS SUPERVISOR****DEFINITION**

Under general direction, to organize, plan, develop, coordinate, evaluate, and promote a variety of cultural arts and community programs and activities with broad scope and complexity; administer cultural and community arts program areas; and perform related work as required.

ESSENTIAL FUNCTIONS

Proposes, organizes, schedules, and supervises activities for cultural and community program area(s), including: staffing, facility management, technical and administrative functions, relations with cultural organizations and the general public; supervises, plans, organizes, directs, a comprehensive offering of arts, cultural, and community programs and activities; administers cultural and community arts program areas that include City grant programs to non-profit organizations and artists including facilitation of review panels, grant fund distribution, and monitoring; applies for local, state and federal grant funding; plans and coordinates cultural and community events; management of arts, cultural, community, and art facilities and spaces; serves as a subject matter expert and advisor on arts and cultural policy for the department; represents the City in high-level meetings with stakeholders, including elected officials, developers, community partners, and external funding agencies; coordinates and supervises public art; manages the Cultural Arts social media accounts and ensures content is accurate; coordinates development of monthly arts e-newsletters and marketing flyers; makes community outreach presentations to cultural arts organizations, community groups, and residents to gather support and encourage community participation in the City's arts and culture programming; keeps abreast of cultural trends and develops programs and activities accordingly; identifies new art programming opportunities and explores potential resources for assigned program area(s); serves as a liaison to any arts and/or culture/cultural committees, commissions, and/or boards as assigned; prepares agendas, gathers and distributes information, and submits minutes; plans, organizes, and conducts collaborative efforts within City departments, school district, local colleges, business community, non-profits, and community organizations or agencies; attends meetings and conferences; prepares and presents a variety of written and oral reports to City Council, boards, and other community agencies; monitors, prepares, and manages arts contractual agreements including: assistance with the preparation of department arts and/or culture/cultural Requests for Qualifications (RFQ), Requests for Proposals (RFP), Solicitation of Artists, and cost estimates; assists in reviewing bids and recommending contract awards; works with contractors to resolve issues/concerns and oversees projects; monitors related program contracts and budgets, including requesting and

overseeing payments; exercises independent judgment and discretion in the planning, budgeting, and execution of programs and services; directs the planning and coordination of capital improvement projects related to cultural and community arts facilities and public art installations; participates in the development, implementation, and coordination of departmental, divisional and sectional budgets; leads the development and implementation of departmental cultural, program strategies, and operational procedures in alignment with City goals and community needs; develops and implements departmental policies and procedures, ensuring alignment with applicable laws, regulatory requirements, and City administrative guidelines; maintains records and documentation in accordance with legal and auditing standards; recruits, trains, schedules and supervises assigned staff; works with volunteers, consultants, contractors and oversees projects; evaluates personnel; recommends and initiates disciplinary actions as needed, up to and including termination; establishes and maintains effective working relationships with supervisors, fellow employees, and the public; and perform related work as required.

MINIMUM QUALIFICATIONS

Employment Standards:

- Knowledge of – the principles and practices of cultural arts, music production, and community events administration; general grant application requirements and procedures; visual, performing, literary and design art field; principles and practices of social media; report preparation; filing methods, and records management; principles and practices of program and event scheduling; external government bodies and agencies related to the area of assignment; public relations, promotions, community outreach, and marketing strategies; principles and practices of sound leadership and supervision; budget and accounting preparation; principles and practices of public speaking; spelling, grammar, and punctuation.
- Skill in – utilizing computers, including personal computers and a variety of computer software.
- Ability to – plan, direct, and coordinate large-scale operations; evaluate and coordinate numerous programs and staff; understand and implement written and oral instructions, communicate effectively both orally and in writing; ascertain community needs; prepare and present reports and public presentations, establish and maintain effective working relationships with supervisors, fellow employees, and the public; create a positive rapport with stakeholders, program participants, school officials, and the community at large; exercise initiative, discretion, and independent judgment in managing complex projects and community initiatives; interpret and apply local, state, and federal laws, regulations, and policies relevant to arts and cultural programming; analyze trends and suggest program enhancements; work holidays, weekends, after hours, and outdoors in a variety of weather conditions while exposed to the elements; understand funding sources and strategies; make good judgments and decisions.

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 major work in public art, arts administration, leisure studies, or closely related field and three years of recent full-time paid leadership experience in an art, cultural, community services, or recreational program.

SUPPLEMENTAL INFORMATION

Desirable Qualifications: Grant and report writing experience; ability to communicate in a second language. A master's degree in public art, arts administration, or closely related field.

RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF
BURBANK APPROVING THE ESTABLISHMENT OF THE
SALARY AND CONFLICT OF INTEREST CODE
DESIGNATION FOR THE CLASSIFICATION OF URBAN
FORESTER

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 Urban Forester. This classification is added with a title and specification as set forth in Exhibit A, and a biweekly salary as follows:

<u>CTC</u>	<u>Barg. Code</u>	<u>Job Series</u>	<u>Grade</u>	<u>Step 1</u>	<u>Step 14</u>
0969	M	Rec/Gen Admin	M.1858	\$3,165.66	\$4,363.89

2. After review and consultation by the Management Services Department, City Clerk's Office and the Office of the City Attorney, it has been determined that this classification is a Designated Position as defined in the City's Conflict of Interest Code and shall be required to file a form 700 Statement of Economic Interests as required by Government Code § 81000 et seq. and shall be required to report in disclosure categories 1, 3, 5, 6, and 7.

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

PASSED and ADOPTED this ____ day of November, 2025.

Nikki Perez
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 November , 2025 by the following vote:

AYES:

NOES:

ABSENT:

Kimberley Clark, City Clerk

Resolution for the Classification of Urban Forester

CITY OF BURBANK**URBAN FORESTER****DEFINITION**

Under direction, to manage the City's urban forestry program through monitoring performance, production, and quality of work; serve as a liaison between the City and community regarding urban forestry matters; provide highly responsible administrative support to assigned supervisor; and perform related work as required.

ESSENTIAL FUNCTIONS

Performs a variety of administrative tasks related to reviewing, negotiating, and administering various maintenance and service contracts; utilizes a tree inventory data collection and analysis software system; reviews, recommends, and approves tree removal permits; interacts with City departments in the development of tree related projects; develops annual tree trimming schedule, removal, and planting activities including those outlined in the Urban Forest Master Plan; investigates, analyzes, responds to, and resolves complaints from the general public regarding the location or condition of trees; prepares projects related to, but not limited to, capital improvements and the Urban Forest Master Plan; utilizes Geographic Information Systems (GIS) mapping software and other specialized software; manages tree claims and may represent the City at legal proceedings and court hearings; prepares and presents detailed and comprehensive written reports and oral presentations containing complex information and analysis to a variety of audiences, including but not limited to the City Council; works with contractors and volunteer groups and oversees projects; provides budget input, executes purchases, and manages resources related to urban forestry projects; inspects landscape and forestry areas, including trees, throughout the City and initiates work orders to trim, spray, or remove trees; may supervise the forestry crew in the absence of the Assistant Parks and Recreation Director; may conduct safety meetings and enforce safety regulations; reads and interprets construction plans; attends meetings as directed; drives on City business.

MINIMUM QUALIFICATIONS**Employment Standards:**

- Knowledge of – principles and practices of landscape architecture and urban design; principles in urban forestry and agriculture; practical application of green infrastructure, environmental, and sustainability practices; native and exotic plant materials; basic principles of irrigation design; basic engineering principles in grading,

drainage, erosion control, and paving design; principles and practices of public speaking; spelling, grammar, and punctuation; basic budgeting; principles and practices of sound personnel management and supervision.

- Skill in – standard and specialized tree maintenance; public relations; utilizing computers and a variety of computer software at a proficient level.
- Ability to – read blueprints; manage and negotiate contracts; assess customer needs and make effective recommendations; learn new software programs including GIS and other technologies for urban forestry; make independent decisions; learn and implement City policies, procedures, and codes; effectively handle unusual or difficult citizen complaints; maintain records and prepare written reports; communicate effectively, both orally and in writing; establish and maintain effective working relationships with supervisors, fellow employees, and the public.

Education/Training: Any combination of education and/or experience that has provided the knowledge, skills, and abilities necessary for acceptable job performance as determined by the City. Example combination includes but is not limited to graduation from an accredited college or university with major course work in park planning, landscape architecture, horticulture, urban forestry, or a closely related field, and four years of recent professional experience in landscape and architecture or park planning.

Special Conditions & Requirements: Ability to work holidays, weekends, after hours, and outdoors in a variety of weather conditions while exposed to the elements as needed.

License & Certificates: A valid California Class "C" driver's license or equivalent; certification as a Certified Arborist by the International Society of Arboriculture (ISA) at time of appointment; Tree Risk Assessment Qualification (TRAQ) by ISA must be completed within three years of appointment. All required certificates must be maintained throughout employment in this classification.

SUPPLEMENTAL INFORMATION

Desirable Qualifications: A valid California Class "A" driver's license or equivalent. A master's degree in park management, landscape architecture, or public administration.

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 November, 2025.

Nikki Perez
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 November, 2025, by the following vote:

AYES:

NOES:

ABSENT:

Kimberley Clark, City Clerk

CITY OF BURBANK
Salary Listing by Title As of November 25, 2025

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

CITY OF BURBANK
Salary Listing by Title As of November 25, 2025

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

CITY OF BURBANK
Salary Listing by Title As of November 25, 2025

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

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					1	2	3	4	5	6	7	8	9	10	11	12	13	14
Assistant Chief Information Officer	Z.1446 Z-Group 0035	06/22/25	Info Sys Exempt 9410	Monthly	14908.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19605.15
				Bi-Weekly	6881.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9048.53
				40 HRLY	86.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	113.11
				40 O.T.	129.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	169.67
Assistant City Attorney	Z.2364 Z-Group 0041	06/22/25	Legal Exempt 9410	Monthly	13191.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17346.94
				Bi-Weekly	6088.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8006.28
				40 HRLY	76.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.08
				40 O.T.	114.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	150.12
Assistant City Clerk	Z.1936 Z-Group 0264	06/22/25	Rec/Gen Admin Exempt 9410	Monthly	9609.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12636.80
				Bi-Weekly	4435.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5832.37
				40 HRLY	55.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	72.90
				40 O.T.	83.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	109.35
Assistant City Engineer	Z.1430 Z-Group 0043	06/22/25	Engineering Exempt 9410	Monthly	13040.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17147.91
				Bi-Weekly	6018.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7914.42
				40 HRLY	75.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	98.93
				40 O.T.	112.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	148.40
Assistant City Manager	E.0096 Exec 0051	06/22/25	Rec/Gen Admin Exempt 9410	Monthly	19439.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25562.81
				Bi-Weekly	8972.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11798.22
				40 HRLY	112.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	147.48
				40 O.T.	168.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	221.22
Assistant City Treasurer	Z.1931 Z-Group 0054	06/22/25	Financial Exempt 9410	Monthly	9845.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12947.44
				Bi-Weekly	4544.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5975.74
				40 HRLY	56.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	74.70
				40 O.T.	85.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	112.05

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

CITY OF BURBANK Salary Listing by Title As of November 25, 2025																		
Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS													
					1	2	3	4	5	6	7	8	9	10	11	12	13	14
Fire Chief	E.0088 Exec 0352	06/22/25	Police/Fire Exempt 7706	Monthly	20170.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26523.60
				Bi-Weekly	9309.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12241.66
				40 HRLY	116.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	153.02
				40 O.T.	174.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	229.53
Fire Engineer	F.2003 BFF 0356	06/22/25	Police/Fire Non Exempt 7706	Monthly	8467.46	8679.15	8896.12	9118.53	9346.50	9580.16	9819.66	10065.14	10316.78	10574.70	10839.08	11110.04	11387.78	0.00
				Bi-Weekly	3908.06	4005.76	4105.90	4208.55	4313.77	4421.61	4532.15	4645.45	4761.59	4880.63	5002.65	5127.71	5255.90	0.00
				40 HRLY	48.85	50.07	51.32	52.61	53.92	55.27	56.65	58.07	59.52	61.01	62.53	64.10	65.70	0.00
				40 O.T.	73.28	75.11	76.98	78.92	80.88	82.91	84.98	87.11	89.28	91.52	93.80	96.15	98.55	0.00
				56 HRLY	34.89	35.77	36.66	37.58	38.52	39.48	40.47	41.48	42.51	43.58	44.67	45.78	46.93	0.00
				56 O.T.	52.34	53.66	54.99	56.37	57.78	59.22	60.71	62.22	63.77	65.37	67.01	68.67	70.40	0.00
Fire Equipment Mechanic	B.1422 BCEA 0350	06/22/25	Equipment Non Exempt 7706	Monthly	5589.81	5729.56	5872.79	6019.61	6170.10	6324.35	6482.47	6644.52	6810.64	6980.91	7155.42	7334.32	7517.66	7705.62
				Bi-Weekly	2579.91	2644.41	2710.52	2778.28	2847.74	2918.93	2991.91	3066.70	3143.37	3221.96	3302.50	3385.07	3469.69	3556.44
				40 HRLY	32.25	33.06	33.88	34.73	35.60	36.49	37.40	38.33	39.29	40.27	41.28	42.31	43.37	44.46
				40 O.T.	48.38	49.59	50.82	52.10	53.40	54.74	56.10	57.50	58.94	60.41	61.92	63.47	65.06	66.69
Fire Equipment Specialist	B.1572 BCEA 0351	06/22/25	Equipment Non Exempt 7706	Monthly	6522.71	6685.77	6852.91	7024.23	7199.83	7379.84	7564.33	7753.44	7947.27	8145.95	8349.60	8558.36	8772.31	8991.60
				Bi-Weekly	3010.48	3085.74	3162.88	3241.95	3323.00	3406.08	3491.23	3578.51	3667.97	3759.67	3853.66	3950.01	4048.76	4149.97
				40 HRLY	37.63	38.57	39.54	40.52	41.54	42.58	43.64	44.73	45.85	47.00	48.17	49.38	50.61	51.87
				40 O.T.	56.45	57.86	59.31	60.78	62.31	63.87	65.46	67.10	68.78	70.50	72.26	74.07	75.92	77.81
Fire Fighter	F.1840 BFF 0359	06/22/25	Police/Fire Non Exempt 7706	Monthly	7194.18	7374.03	7558.37	7747.35	7941.03	8139.56	8343.03	8551.62	8765.40	8984.54	9209.16	9439.39	9675.36	0.00
				Bi-Weekly	3320.39	3403.40	3488.48	3575.70	3665.09	3756.72	3850.63	3946.90	4045.57	4146.71	4250.38	4356.64	4465.55	0.00
				40 HRLY	41.50	42.54	43.61	44.70	45.81	46.96	48.13	49.34	50.57	51.83	53.13	54.46	55.82	0.00
				40 O.T.	62.25	63.81	65.42	67.05	68.72	70.44	72.20	74.01	75.86	77.75	79.70	81.69	83.73	0.00
				56 HRLY	29.65	30.39	31.15	31.93	32.72	33.54	34.38	35.24	36.12	37.02	37.95	38.90	39.87	0.00
				56 O.T.	44.48	45.59	46.73	47.90	49.08	50.31	51.57	52.86	54.18	55.53	56.93	58.35	59.81	0.00
Fire Fighter Recruit	U.1600 Unrep 0353	06/22/25	Police/Fire Exempt 7706	Monthly	6474.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6474.76
				Bi-Weekly	2988.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2988.35
				40 HRLY	37.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	37.35
				40 O.T.	56.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	56.03

CITY OF BURBANK Salary Listing by Title As of November 25, 2025																		
Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS													
					1	2	3	4	5	6	7	8	9	10	11	12	13	14
Fire Inspector I	B.1671 BCEA 0371	06/22/25	Safety/Inspection Non Exempt 9410	Monthly	6113.14	6265.98	6422.63	6583.18	6747.76	6916.46	7089.38	7266.61	7448.26	7634.49	7825.35	8020.98	8221.50	8427.03
				Bi-Weekly	2821.45	2891.99	2964.29	3038.39	3114.35	3192.21	3272.02	3353.82	3437.66	3523.61	3611.70	3701.99	3794.54	3889.40
				40 HRLY	35.27	36.15	37.05	37.98	38.93	39.90	40.90	41.92	42.97	44.05	45.15	46.27	47.43	48.62
				40 O.T.	52.91	54.23	55.58	56.97	58.40	59.85	61.35	62.88	64.46	66.08	67.73	69.41	71.15	72.93
Fire Inspector II	B.1675 BCEA 0357	06/22/25	Safety/Inspection Non Exempt 9410	Monthly	7182.50	7362.05	7546.11	7734.76	7928.14	8126.32	8329.49	8537.73	8751.17	8969.96	9194.21	9424.05	9659.65	9901.15
				Bi-Weekly	3315.00	3397.87	3482.82	3569.89	3659.14	3750.61	3844.38	3940.49	4039.00	4139.98	4243.48	4349.56	4458.30	4569.76
				40 HRLY	41.44	42.47	43.54	44.62	45.74	46.88	48.05	49.26	50.49	51.75	53.04	54.37	55.73	57.12
				40 O.T.	62.16	63.71	65.31	66.93	68.61	70.32	72.08	73.89	75.74	77.63	79.56	81.56	83.60	85.68
Fire Marshal	Y.2456 BFFCOU 0354	06/22/25	Police/Fire Non Exempt 7706	Monthly	13361.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17571.00
				Bi-Weekly	6167.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8109.69
				40 HRLY	77.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	101.37
				40 O.T.	115.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	152.06
				56 HRLY	55.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	72.41
				56 O.T.	82.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	108.62
Fleet Maintenance Apprentice	B.1247 BCEA 0369	06/22/25	Equipment Exempt 9420	Monthly	4697.59	4815.03	4935.41	5058.78	5185.27	5314.90	5447.76	5583.96	5723.55	5866.64	6013.30	6163.65	6317.74	6475.67
				Bi-Weekly	2168.12	2222.32	2277.88	2334.82	2393.20	2453.03	2514.35	2577.21	2641.64	2707.68	2775.37	2844.76	2915.88	2988.77
				40 HRLY	27.10	27.78	28.47	29.19	29.92	30.66	31.43	32.22	33.02	33.85	34.69	35.56	36.45	37.36
				40 O.T.	40.65	41.67	42.71	43.79	44.88	45.99	47.15	48.33	49.53	50.78	52.04	53.34	54.68	56.04
Fleet Maintenance Technician	B.1421 BCEA 0370	06/22/25	Equipment Non Exempt 9420	Monthly	5589.81	5729.56	5872.79	6019.61	6170.10	6324.35	6482.47	6644.52	6810.64	6980.91	7155.42	7334.32	7517.66	7705.62
				Bi-Weekly	2579.91	2644.41	2710.52	2778.28	2847.74	2918.93	2991.91	3066.70	3143.37	3221.96	3302.50	3385.07	3469.69	3556.44
				40 HRLY	32.25	33.06	33.88	34.73	35.60	36.49	37.40	38.33	39.29	40.27	41.28	42.31	43.37	44.46
				40 O.T.	48.38	49.59	50.82	52.10	53.40	54.74	56.10	57.50	58.94	60.41	61.92	63.47	65.06	66.69
Fleet Manager-BWP	M.2001 BMA 0365	06/22/25	Equipment Non Exempt 9410	Monthly	10212.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13429.63
				Bi-Weekly	4713.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6198.29
				40 HRLY	58.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.48
				40 O.T.	88.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	116.22

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

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

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

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

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

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Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS													
					1	2	3	4	5	6	7	8	9	10	11	12	13	14
Information Systems Analyst II	M.1632 BMA 0427	06/22/25	Info Sys Non Exempt 9410	Monthly	7102.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9339.81
				Bi-Weekly	3278.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4310.68
				40 HRLY	40.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	53.88
				40 O.T.	61.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	80.82
Information Systems Analyst III	M.1854 BMA 0428	06/22/25	Info Sys Non Exempt 9410	Monthly	8864.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11657.38
				Bi-Weekly	4091.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5380.33
				40 HRLY	51.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	67.25
				40 O.T.	76.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.88
Information Systems Analyst IV	M.2043 BMA 0429	06/22/25	Info Sys Non Exempt 9410	Monthly	10506.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13815.73
				Bi-Weekly	4849.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6376.49
				40 HRLY	60.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	73.71
				40 O.T.	90.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	119.57
Information Technology Security Manager	M.1301 BMA 0431	06/22/25	Info Sys Non Exempt 9410	Monthly	14291.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18793.52
				Bi-Weekly	6596.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8673.93
				40 HRLY	82.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	108.42
				40 O.T.	123.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	162.63
Instrument Controls Supervisor	I.6029 IBEW 0425	06/22/25	Utilities Non Exempt 7539	Monthly	11833.75	0.00	12425.44	0.00	13046.71	0.00	13699.05	0.00	14384.00	0.00	15103.21	0.00	15858.35	0.00
				Bi-Weekly	5461.73	0.00	5734.82	0.00	6021.56	0.00	6322.64	0.00	6638.77	0.00	6970.71	0.00	7319.24	0.00
				40 HRLY	68.27	0.00	71.69	0.00	75.27	0.00	79.03	0.00	82.98	0.00	87.13	0.00	91.49	0.00
				40 O.T.	102.41	0.00	107.54	0.00	112.91	0.00	118.55	0.00	124.47	0.00	130.70	0.00	137.24	0.00
Instrument Controls Technician	I.6005 IBEW 0424	06/22/25	Utilities Non Exempt 7539	Monthly	9620.98	0.00	10102.02	0.00	10607.11	0.00	11137.47	0.00	11694.35	0.00	12279.06	0.00	12893.01	0.00
				Bi-Weekly	4440.45	0.00	4662.47	0.00	4895.59	0.00	5140.37	0.00	5397.39	0.00	5667.26	0.00	5950.62	0.00
				40 HRLY	55.51	0.00	58.28	0.00	61.19	0.00	64.25	0.00	67.47	0.00	70.84	0.00	74.38	0.00
				40 O.T.	83.27	0.00	87.42	0.00	91.79	0.00	96.38	0.00	101.21	0.00	106.26	0.00	111.57	0.00

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

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

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

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

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

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

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

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

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

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

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

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

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

CITY OF BURBANK
Salary Listing by Title As of November 25, 2025

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

CITY OF BURBANK Salary Listing by Title As of November 25, 2025																		
Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS													
					1	2	3	4	5	6	7	8	9	10	11	12	13	14
Payroll Technician II	B.1363 BCEA 0603	06/22/25	Financial Non Exempt 8810	Monthly	5136.19	5264.59	5396.21	5531.11	5669.39	5811.13	5956.41	6105.32	6257.94	6414.40	6574.75	6739.11	6907.59	7080.30
				Bi-Weekly	2370.55	2429.81	2490.56	2552.82	2616.64	2682.06	2749.11	2817.84	2888.28	2960.49	3034.50	3110.36	3188.12	3267.83
				40 HRLY	29.63	30.37	31.13	31.91	32.71	33.53	34.36	35.22	36.10	37.01	37.93	38.88	39.85	40.85
				40 O.T.	44.45	45.56	46.70	47.87	49.07	50.30	51.54	52.83	54.15	55.52	56.90	58.32	59.78	61.28
Permit Coordinator	M.1488 BMA 0604	06/22/25	Safety/Inspection Non Exempt 8810	Monthly	6118.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8046.05
				Bi-Weekly	2824.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3713.56
				40 HRLY	35.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	46.42
				40 O.T.	52.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	69.63
Permit Technician	B.1428 BCEA 0605	06/22/25	Safety/Inspection Non Exempt 8810	Monthly	5396.54	5531.46	5669.76	5811.50	5956.77	6105.69	6258.33	6414.81	6575.16	6739.55	6908.03	7080.73	7257.75	7439.21
				Bi-Weekly	2490.71	2552.98	2616.81	2682.23	2749.28	2818.01	2888.46	2960.68	3034.69	3110.56	3188.32	3268.03	3349.73	3433.48
				40 HRLY	31.13	31.91	32.71	33.53	34.37	35.23	36.11	37.01	37.93	38.88	39.85	40.85	41.87	42.92
				40 O.T.	46.70	47.87	49.07	50.30	51.56	52.85	54.17	55.52	56.90	58.32	59.78	61.28	62.81	64.38
Pipefitter	B.1630 BCEA 0614	06/22/25	Utilities Non Exempt 7520	Monthly	7230.47	7411.24	7596.51	7786.42	7981.09	8180.62	8385.13	8594.76	8809.62	9029.87	9255.61	9487.01	9724.17	9967.27
				Bi-Weekly	3337.14	3420.57	3506.08	3593.73	3683.58	3775.67	3870.06	3966.81	4065.98	4167.63	4271.82	4378.62	4488.08	4600.28
				40 HRLY	41.71	42.76	43.83	44.92	46.04	47.20	48.38	49.59	50.82	52.10	53.40	54.73	56.10	57.50
				40 O.T.	62.57	64.14	65.75	67.38	69.06	70.80	72.57	74.39	76.23	78.15	80.10	82.10	84.15	86.25
Pipefitter Apprentice	B.7999 BCEA 0613	06/22/25	Utilities Exempt 7520	Monthly	6478.72	6977.10	7475.46	7973.83	8472.19	8970.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Bi-Weekly	2990.18	3220.20	3450.21	3680.23	3910.24	4140.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 HRLY	37.38	40.25	43.13	46.00	48.88	51.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	56.07	60.38	64.70	69.00	73.32	77.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pipefitter-Operator	B.1703 BCEA 0616	06/22/25	Utilities Non Exempt 7520	Monthly	7808.65	8003.86	8203.95	8409.05	8619.28	8834.78	9055.65	9282.02	9514.07	9751.93	9995.72	10245.63	10501.77	10764.30
				Bi-Weekly	3603.99	3694.09	3786.44	3881.10	3978.13	4077.59	4179.53	4284.01	4391.11	4500.89	4613.41	4728.75	4846.97	4968.14
				40 HRLY	45.05	46.18	47.33	48.51	49.73	50.97	52.24	53.55	54.89	56.26	57.67	59.11	60.59	62.10
				40 O.T.	67.58	69.27	71.00	72.77	74.60	76.46	78.36	80.33	82.34	84.39	86.51	88.67	90.89	93.15

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

CITY OF BURBANK Salary Listing by Title As of November 25, 2025																		
Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS													
					1	2	3	4	5	6	7	8	9	10	11	12	13	14
Police Captain	Z.2388 Z-Group 0641	06/22/25	Police/Fire Non Exempt 7720	Monthly	16727.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21997.06
				Bi-Weekly	7720.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10152.49
				40 HRLY	96.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	126.91
				40 O.T.	144.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	190.37
Police Chief	E.0092 Exec 0644	06/22/25	Police/Fire Exempt 7720	Monthly	20671.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	27182.61
				Bi-Weekly	9540.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12545.82
				40 HRLY	119.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	156.82
				40 O.T.	178.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	235.23
Police Communications Manager	M.1021 BMA 0036	06/22/25	Police/Fire Non Exempt 8810	Monthly	10076.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13251.20
				Bi-Weekly	4650.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6115.94
				40 HRLY	58.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	76.45
				40 O.T.	87.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	114.68
Police Lieutenant	P.2164 BPOA 0648	06/22/25	Police/Fire Non Exempt 7720	Monthly	12844.11	13165.21	13494.35	13831.70	14177.50	14531.94	14895.23	15267.61	15649.31	16040.53	16441.56	16852.59	17273.90	0.00
				Bi-Weekly	5928.05	6076.25	6228.16	6383.86	6543.46	6707.05	6874.72	7046.59	7222.76	7403.32	7588.41	7778.12	7972.57	0.00
				40 HRLY	74.10	75.95	77.85	79.80	81.79	83.84	85.93	88.08	90.28	92.54	94.86	97.23	99.66	0.00
				40 O.T.	111.15	113.93	116.78	119.70	122.69	125.76	128.90	132.12	135.42	138.81	142.29	145.85	149.49	0.00
Police Officer	P.1761 BPOA 0651	06/22/25	Police/Fire Non Exempt 7720	Monthly	8839.61	9060.61	9287.14	9519.32	9757.28	10001.23	10251.26	10507.53	10770.22	11039.47	0.00	0.00	0.00	0.00
				Bi-Weekly	4079.82	4181.82	4286.37	4393.53	4503.36	4615.95	4731.35	4849.63	4970.87	5095.14	0.00	0.00	0.00	0.00
				40 HRLY	51.00	52.27	53.58	54.92	56.29	57.70	59.14	60.62	62.14	63.69	0.00	0.00	0.00	0.00
				40 O.T.	76.50	78.41	80.37	82.38	84.44	86.55	88.71	90.93	93.21	95.54	0.00	0.00	0.00	0.00
Police Officer - Detective Assignment	P.1893 BPOA 0637	06/22/25	Police/Fire Non Exempt 7720	Monthly	9150.12	9378.87	9613.35	9853.68	10100.03	10352.53	10611.34	10876.62	11148.54	11427.26	11712.94	12005.76	12305.91	0.00
				Bi-Weekly	4223.13	4328.71	4436.93	4547.85	4661.55	4778.09	4897.54	5019.98	5145.48	5274.12	5405.97	5541.12	5679.65	0.00
				40 HRLY	52.79	54.11	55.46	56.85	58.27	59.73	61.22	62.75	64.32	65.93	67.57	69.26	71.00	0.00
				40 O.T.	79.19	81.17	83.19	85.28	87.41	89.60	91.83	94.13	96.48	98.90	101.36	103.89	106.50	0.00

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

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

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

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Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS													
					1	2	3	4	5	6	7	8	9	10	11	12	13	14
Power Resources Planning Associate II	B.1191 BCEA 0060	06/22/25	Utilities Non Exempt 9410	Monthly	9121.82	9349.86	9583.60	9823.19	10068.78	10320.51	10578.51	10842.98	11114.05	11391.90	11676.69	11968.62	12267.82	12574.53
				Bi-Weekly	4210.07	4315.32	4423.20	4533.78	4647.13	4763.31	4882.39	5004.45	5129.56	5257.80	5389.24	5523.98	5662.07	5803.63
				40 HRLY	52.63	53.94	55.29	56.67	58.09	59.54	61.03	62.56	64.12	65.72	67.37	69.05	70.78	72.55
				40 O.T.	78.95	80.91	82.94	85.01	87.14	89.31	91.55	93.84	96.18	98.58	101.06	103.58	106.17	108.83
Power Supply Scheduler	B.1911 BCEA 0612	06/22/25	Engineering Non Exempt 9410	Monthly	9226.69	9457.35	9693.78	9936.12	10184.53	10439.13	10700.11	10967.62	11241.82	11522.85	11810.93	12106.21	12408.85	12719.07
				Bi-Weekly	4258.47	4364.93	4474.05	4585.90	4700.55	4818.06	4938.51	5061.98	5188.53	5318.24	5451.20	5587.48	5727.16	5870.34
				40 HRLY	53.23	54.56	55.93	57.32	58.76	60.23	61.73	63.27	64.86	66.48	68.14	69.84	71.59	73.38
				40 O.T.	79.85	81.84	83.90	85.98	88.14	90.35	92.60	94.91	97.29	99.72	102.21	104.76	107.39	110.07
Power System Operator	I.6027 IBEW 0664	06/22/25	Utilities Non Exempt 7539	Monthly	11655.13	0.00	12237.90	0.00	12849.79	0.00	13492.27	0.00	14166.88	0.00	14875.23	0.00	15618.98	0.00
				Bi-Weekly	5379.29	0.00	5648.26	0.00	5930.67	0.00	6227.20	0.00	6538.56	0.00	6865.49	0.00	7208.76	0.00
				40 HRLY	67.24	0.00	70.60	0.00	74.13	0.00	77.84	0.00	81.73	0.00	85.82	0.00	90.11	0.00
				40 O.T.	100.86	0.00	105.90	0.00	111.20	0.00	116.76	0.00	122.60	0.00	128.73	0.00	135.17	0.00
Power System Operator Supervisor	I.5026 IBEW 0670	06/22/25	Utilities Non Exempt 7539	Monthly	14335.82	0.00	15052.59	0.00	15805.23	0.00	16595.50	0.00	17425.27	0.00	18296.53	0.00	19211.36	0.00
				Bi-Weekly	6616.53	0.00	6947.35	0.00	7294.72	0.00	7659.46	0.00	8042.43	0.00	8444.55	0.00	8866.78	0.00
				40 HRLY	82.71	0.00	86.84	0.00	91.18	0.00	95.74	0.00	100.53	0.00	105.56	0.00	110.83	0.00
				40 O.T.	124.07	0.00	130.26	0.00	136.77	0.00	143.61	0.00	150.80	0.00	158.34	0.00	166.25	0.00
Power System Operator Trainee	I.5025 IBEW 0920	06/22/25	Utilities Exempt 7539	Monthly	8746.64	0.00	10308.52	0.00	11870.43	0.00	12807.58	0.00	13588.53	0.00	0.00	0.00	0.00	0.00
				Bi-Weekly	4036.91	0.00	4757.78	0.00	5478.66	0.00	5911.19	0.00	6271.63	0.00	0.00	0.00	0.00	0.00
				40 HRLY	50.46	0.00	59.47	0.00	68.48	0.00	73.89	0.00	78.40	0.00	83.00	0.00	87.00	0.00
				40 O.T.	75.69	0.00	89.21	0.00	102.72	0.00	110.84	0.00	117.60	0.00	0.00	0.00	0.00	0.00
Power System Operator Trainee	I.6025 IBEW 0920	06/22/25	Utilities Exempt 7539	Monthly	11089.48	0.00	11714.24	0.00	12182.82	0.00	12807.58	0.00	13588.53	0.00	0.00	0.00	0.00	0.00
				Bi-Weekly	5118.22	0.00	5406.57	0.00	5622.84	0.00	5911.19	0.00	6271.63	0.00	0.00	0.00	0.00	0.00
				40 HRLY	63.98	0.00	67.58	0.00	70.29	0.00	73.89	0.00	78.40	0.00	82.00	0.00	85.00	0.00
				40 O.T.	95.97	0.00	101.37	0.00	105.44	0.00	110.84	0.00	117.60	0.00	0.00	0.00	0.00	0.00

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

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

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

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

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

CITY OF BURBANK
Salary Listing by Title As of November 25, 2025

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

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

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

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

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

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

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

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

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

CITY OF BURBANK Salary Listing by Title As of November 25, 2025																		
Job Title	Grade Group/Unit CTC#	Effective 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 Plan Check Engineer	M.1847 BMA 0832	06/22/25	Engineering Non Exempt 9410	Monthly	9760.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12835.25
				Bi-Weekly	4504.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5923.96
				40 HRLY	56.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	74.05
				40 O.T.	84.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	111.08
Senior Planner	M.1961 BMA 0833	06/22/25	Comm Dev Non Exempt 9410	Monthly	9122.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11996.55
				Bi-Weekly	4210.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5536.87
				40 HRLY	52.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	69.21
				40 O.T.	78.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	103.82
Senior Power Plant Mechanic	I.6019 IBEW 0836	06/22/25	Utilities Non Exempt 7539	Monthly	8053.00	0.00	8455.63	0.00	8878.42	0.00	9322.34	0.00	9788.46	0.00	10277.89	0.00	10791.78	0.00
				Bi-Weekly	3716.77	0.00	3902.60	0.00	4097.73	0.00	4302.62	0.00	4517.75	0.00	4743.64	0.00	4980.82	0.00
				40 HRLY	46.46	0.00	48.78	0.00	51.22	0.00	53.78	0.00	56.47	0.00	59.30	0.00	62.26	0.00
				40 O.T.	69.69	0.00	73.17	0.00	76.83	0.00	80.67	0.00	84.71	0.00	88.95	0.00	93.39	0.00
Senior Power Resources Planner	B.1192 BCEA 0061	06/22/25	Utilities Non Exempt 9410	Monthly	11261.60	11543.13	11831.71	12127.51	12430.69	12741.45	13060.00	13386.49	13721.15	14064.18	14415.79	14776.19	15145.59	15524.23
				Bi-Weekly	5197.66	5327.60	5460.79	5597.31	5737.24	5880.67	6027.69	6178.38	6332.84	6491.16	6653.44	6819.78	6990.27	7165.03
				40 HRLY	64.97	66.60	68.26	69.97	71.72	73.51	75.35	77.23	79.16	81.14	83.17	85.25	87.38	89.56
				40 O.T.	97.46	99.90	102.39	104.96	107.58	110.27	113.03	115.85	118.74	121.71	124.76	127.88	131.07	134.34
Senior Property and Evidence Technician	B.1018 BCEA 0038	06/22/25	Police/Fire Non Exempt 8810	Monthly	5271.22	5403.00	5538.09	5676.54	5818.43	5963.90	6112.99	6265.83	6422.48	6583.03	6747.61	6916.30	7089.20	7266.44
				Bi-Weekly	2432.87	2493.69	2556.04	2619.94	2685.43	2752.57	2821.38	2891.92	2964.22	3038.32	3114.28	3192.14	3271.94	3353.74
				40 HRLY	30.41	31.17	31.95	32.75	33.57	34.41	35.27	36.15	37.05	37.98	38.93	39.90	40.90	41.92
				40 O.T.	45.62	46.76	47.93	49.13	50.36	51.62	52.91	54.23	55.58	56.97	58.40	59.85	61.35	62.88
Senior Rangemaster-Armorer	M.1850 BMA 0840	06/22/25	Police/Fire Non Exempt 9410	Monthly	7806.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10265.86
				Bi-Weekly	3603.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4738.09
				40 HRLY	45.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	59.23
				40 O.T.	67.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	88.85

CITY OF BURBANK Salary Listing by Title As of November 25, 2025																		
Job Title	Grade Group/Unit CTC#	Effective 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 Recreation Leader	B.1272 BCEA 0847	06/22/25	Recreation Non Exempt 9410	Monthly	4244.13	4350.23	4458.98	4570.45	4684.72	4801.83	4921.89	5044.93	5171.05	5300.34	5432.85	5568.66	5707.89	5850.59
				Bi-Weekly	1958.83	2007.80	2057.99	2109.44	2162.18	2216.23	2271.64	2328.43	2386.64	2446.31	2507.47	2570.15	2634.41	2700.27
				40 HRLY	24.49	25.10	25.72	26.37	27.03	27.70	28.40	29.11	29.83	30.58	31.34	32.13	32.93	33.75
				40 O.T.	36.74	37.65	38.58	39.56	40.55	41.55	42.60	43.67	44.75	45.87	47.01	48.20	49.40	50.63
Senior Secretary	B.1348 BCEA 0846	06/22/25	Rec/Gen Admin Non Exempt 8810	Monthly	5236.08	5366.99	5501.15	5638.69	5779.65	5924.14	6072.24	6224.05	6379.64	6539.15	6702.63	6870.20	7041.95	7217.99
				Bi-Weekly	2416.65	2477.07	2538.99	2602.47	2667.53	2734.22	2802.57	2872.64	2944.45	3018.07	3093.52	3170.86	3250.13	3331.38
				40 HRLY	30.21	30.96	31.74	32.53	33.34	34.18	35.03	35.91	36.81	37.73	38.67	39.64	40.63	41.64
				40 O.T.	45.32	46.44	47.61	48.80	50.01	51.27	52.55	53.87	55.22	56.60	58.01	59.46	60.95	62.46
Senior Security Guard	B.1299 BCEA 0849	06/22/25	Safety/Inspection Non Exempt 9410	Monthly	5093.08	5220.39	5350.91	5484.68	5621.79	5762.34	5906.40	6054.06	6205.40	6360.53	6519.54	6682.54	6849.61	7020.85
				Bi-Weekly	2350.65	2409.41	2469.65	2531.39	2594.67	2659.54	2726.03	2794.18	2864.03	2935.63	3009.02	3084.25	3161.36	3240.39
				40 HRLY	29.38	30.12	30.87	31.64	32.43	33.24	34.08	34.93	35.80	36.70	37.61	38.55	39.52	40.50
				40 O.T.	44.07	45.18	46.31	47.46	48.65	49.86	51.12	52.40	53.70	55.05	56.42	57.83	59.28	60.75
Senior Survey Aide	B.1807 BCEA 0853	06/22/25	Engineering Non Exempt 9410	Monthly	7825.81	8021.43	8221.98	8427.53	8638.22	8854.17	9075.52	9302.41	9534.98	9773.36	10017.67	10268.12	10524.82	10787.94
				Bi-Weekly	3611.91	3702.20	3794.76	3889.63	3986.87	4086.54	4188.70	4293.42	4400.76	4510.78	4623.54	4739.13	4857.61	4979.05
				40 HRLY	45.15	46.28	47.43	48.62	49.84	51.08	52.36	53.67	55.01	56.38	57.79	59.24	60.72	62.24
				40 O.T.	67.73	69.42	71.15	72.93	74.76	76.62	78.54	80.51	82.52	84.57	86.69	88.86	91.08	93.36
Senior Test Technician	I.6021 IBEW 0861	06/22/25	Utilities Non Exempt 7539	Monthly	9976.18	0.00	10474.99	0.00	10998.74	0.00	11548.68	0.00	12126.12	0.00	12732.42	0.00	13369.05	0.00
				Bi-Weekly	4604.39	0.00	4834.61	0.00	5076.34	0.00	5330.16	0.00	5596.67	0.00	5876.50	0.00	6170.33	0.00
				40 HRLY	57.55	0.00	60.43	0.00	63.45	0.00	66.63	0.00	69.96	0.00	73.46	0.00	77.13	0.00
				40 O.T.	86.33	0.00	90.65	0.00	95.18	0.00	99.95	0.00	104.94	0.00	110.19	0.00	115.70	0.00
Senior Transportation Planner	M.1030 BMA 0019	06/22/25	Comm Dev Non Exempt 9410	Monthly	9122.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11996.55
				Bi-Weekly	4210.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5536.87
				40 HRLY	52.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	69.21
				40 O.T.	78.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	103.82

CITY OF BURBANK
Salary Listing by Title As of November 25, 2025

Job Title	Grade Group/Unit CTC#	Effective 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 Tree Trimmer	B.1402 BCEA 0865	06/22/25	Fac/Grounds Non Exempt 9420	Monthly	5754.54	5898.40	6045.87	6197.01	6351.93	6510.75	6673.51	6840.34	7011.36	7186.64	7366.30	7550.47	7739.23	7932.71
				Bi-Weekly	2655.94	2722.34	2790.40	2860.16	2931.66	3004.96	3080.08	3157.08	3236.01	3316.91	3399.83	3484.83	3571.95	3661.25
				40 HRLY	33.20	34.03	34.88	35.75	36.65	37.56	38.50	39.46	40.45	41.46	42.50	43.56	44.65	45.77
				40 O.T.	49.80	51.05	52.32	53.63	54.98	56.34	57.75	59.19	60.68	62.19	63.75	65.34	66.98	68.66
Senior Utility Accounting Analyst	M.1880 BMA 0867	06/22/25	Financial Non Exempt 9410	Monthly	8278.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10885.66
				Bi-Weekly	3820.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5024.15
				40 HRLY	47.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	62.80
				40 O.T.	71.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	94.20
Senior Utility Business Systems Analyst	M.1018 BMA 0866	06/22/25	Utilities Non Exempt 9410	Monthly	8794.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11564.78
				Bi-Weekly	4059.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5337.59
				40 HRLY	50.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	66.72
				40 O.T.	76.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.08
Senior Utility Locator	B.1089 BCEA 0987	06/22/25	Utilities Non Exempt 9410	Monthly	6149.00	6302.73	6460.29	6621.79	6787.34	6957.02	7130.96	7309.23	7491.94	7679.25	7871.24	8068.02	8269.71	8476.46
				Bi-Weekly	2838.00	2908.95	2981.67	3056.21	3132.62	3210.93	3291.21	3373.49	3457.82	3544.27	3632.88	3723.70	3816.79	3912.21
				40 HRLY	35.48	36.36	37.27	38.20	39.16	40.14	41.14	42.17	43.22	44.30	45.41	46.55	47.71	48.90
				40 O.T.	53.22	54.54	55.91	57.30	58.74	60.21	61.71	63.26	64.83	66.45	68.12	69.83	71.57	73.35
Senior Video Production Associate	B.1587 BCEA 0127	06/22/25	Rec/Gen Admin Non Exempt 9410	Monthly	6369.18	6528.41	6691.62	6858.91	7030.38	7206.14	7386.30	7570.94	7760.22	7954.22	8153.08	8356.92	8565.83	8779.98
				Bi-Weekly	2939.62	3013.11	3088.44	3165.65	3244.79	3325.91	3409.06	3494.28	3581.64	3671.18	3762.96	3857.04	3953.46	4052.30
				40 HRLY	36.75	37.66	38.61	39.57	40.56	41.57	42.61	43.68	44.77	45.89	47.04	48.21	49.42	50.65
				40 O.T.	55.13	56.49	57.92	59.36	60.84	62.36	63.92	65.52	67.16	68.84	70.56	72.32	74.13	75.98
Senior Water Plant Mechanic	B.1667 BCEA 0869	06/22/25	Utilities Non Exempt 7520	Monthly	8242.78	8448.83	8660.06	8876.55	9098.48	9325.94	9559.10	9798.06	10043.02	10294.09	10551.45	10815.22	11085.60	11362.76
				Bi-Weekly	3804.36	3899.46	3996.95	4096.87	4199.30	4304.28	4411.89	4522.18	4635.24	4751.12	4869.90	4991.64	5116.43	5244.35
				40 HRLY	47.55	48.74	49.96	51.21	52.49	53.80	55.15	56.53	57.94	59.39	60.87	62.40	63.96	65.55
				40 O.T.	71.33	73.11	74.94	76.82	78.74	80.70	82.73	84.80	86.91	89.09	91.31	93.60	95.94	98.33

CITY OF BURBANK Salary Listing by Title As of November 25, 2025																		
Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS													
					1	2	3	4	5	6	7	8	9	10	11	12	13	14
Senior Water Plant Operator	B.1669 BCEA 0868	06/22/25	Utilities Non Exempt 7520	Monthly	8242.78	8448.83	8660.06	8876.55	9098.48	9325.94	9559.10	9798.06	10043.02	10294.09	10551.45	10815.22	11085.60	11362.76
				Bi-Weekly	3804.36	3899.46	3996.95	4096.87	4199.30	4304.28	4411.89	4522.18	4635.24	4751.12	4869.90	4991.64	5116.43	5244.35
				40 HRLY	47.55	48.74	49.96	51.21	52.49	53.80	55.15	56.53	57.94	59.39	60.87	62.40	63.96	65.55
				40 O.T.	71.33	73.11	74.94	76.82	78.74	80.70	82.73	84.80	86.91	89.09	91.31	93.60	95.94	98.33
Sign Language Interpreter	B.1141 BCEA 0875	06/22/25	Rec/Gen Admin Exempt 9410	40 HRLY	49.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	49.12
				40 O.T.	73.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	73.68
Skilled Worker	B.1287 BCEA 0882	06/22/25	Streets/Refuse Non Exempt 9420	Monthly	4706.28	4823.93	4944.53	5068.16	5194.87	5324.74	5457.86	5594.29	5734.15	5877.50	6024.44	6175.04	6329.42	6487.67
				Bi-Weekly	2172.13	2226.43	2282.09	2339.15	2397.63	2457.57	2519.01	2581.98	2646.53	2712.69	2780.51	2850.02	2921.27	2994.31
				40 HRLY	27.15	27.83	28.53	29.24	29.97	30.72	31.49	32.27	33.08	33.91	34.76	35.63	36.52	37.43
				40 O.T.	40.73	41.75	42.80	43.86	44.96	46.08	47.24	48.41	49.62	50.87	52.14	53.45	54.78	56.15
Social Services Coordinator	B.1316 BCEA 0884	06/22/25	Recreation Non Exempt 9410	Monthly	4538.76	4652.22	4768.53	4887.74	5009.94	5135.17	5263.57	5395.15	5530.03	5668.28	5809.98	5955.24	6104.11	6256.73
				Bi-Weekly	2094.81	2147.18	2200.86	2255.88	2312.28	2370.08	2429.34	2490.07	2552.32	2616.13	2681.53	2748.57	2817.28	2887.72
				40 HRLY	26.19	26.84	27.51	28.20	28.90	29.63	30.37	31.13	31.90	32.70	33.52	34.36	35.22	36.10
				40 O.T.	39.29	40.26	41.27	42.30	43.35	44.45	45.56	46.70	47.85	49.05	50.28	51.54	52.83	54.15
Social Services Program Supervisor-Nutrition	B.1707 BCEA 0879	06/22/25	Recreation Non Exempt 9410	Monthly	7602.68	7792.74	7987.55	8187.25	8391.93	8601.73	8816.77	9037.19	9263.11	9494.70	9732.06	9975.36	10224.74	10480.36
				Bi-Weekly	3508.93	3596.65	3686.56	3778.73	3873.20	3970.03	4069.28	4171.01	4275.28	4382.17	4491.72	4604.01	4719.11	4837.09
				40 HRLY	43.86	44.96	46.08	47.23	48.42	49.63	50.87	52.14	53.44	54.78	56.15	57.55	58.99	60.46
				40 O.T.	65.79	67.44	69.12	70.85	72.63	74.45	76.31	78.21	80.16	82.17	84.23	86.33	88.49	90.69
Social Services Supervisor	B.1518 BCEA 0881	06/22/25	Recreation Non Exempt 9410	Monthly	6290.07	6447.33	6608.51	6773.72	6943.06	7116.63	7294.56	7476.93	7663.85	7855.45	8051.83	8253.12	8459.45	8670.94
				Bi-Weekly	2903.11	2975.69	3050.08	3126.33	3204.49	3284.60	3366.72	3450.89	3537.16	3625.59	3716.23	3809.13	3904.36	4001.97
				40 HRLY	36.29	37.20	38.13	39.08	40.06	41.06	42.08	43.14	44.21	45.32	46.45	47.61	48.80	50.02
				40 O.T.	54.44	55.80	57.20	58.62	60.09	61.59	63.12	64.71	66.32	67.98	69.68	71.42	73.20	75.03

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Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS													
					1	2	3	4	5	6	7	8	9	10	11	12	13	14
Solid Waste Leadworker	B.1616 BCEA 0736	06/22/25	Streets/Refuse Non Exempt 9420	Monthly	6855.38	7026.76	7202.43	7382.48	7567.06	7756.23	7950.13	8148.88	8352.61	8561.43	8775.46	8994.85	9219.71	9450.22
				Bi-Weekly	3164.02	3243.12	3324.20	3407.30	3492.49	3579.80	3669.29	3761.02	3855.05	3951.43	4050.21	4151.47	4255.25	4361.64
				40 HRLY	39.55	40.54	41.55	42.59	43.66	44.75	45.87	47.01	48.19	49.39	50.63	51.89	53.19	54.52
				40 O.T.	59.33	60.81	62.33	63.89	65.49	67.13	68.81	70.52	72.29	74.09	75.95	77.84	79.79	81.78
Solid Waste Supervisor	M.1795 BMA 0738	06/22/25	Streets/Refuse Non Exempt 9410	Monthly	8701.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11441.86
				Bi-Weekly	4015.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5280.86
				40 HRLY	50.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	66.01
				40 O.T.	75.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	99.02
Solid Waste Truck Operator	B.1219 BCEA 0737	06/22/25	Streets/Refuse Non Exempt 9420	Monthly	4600.01	4714.99	4832.88	4953.69	5077.54	5204.49	5334.59	5467.95	5604.65	5744.77	5888.39	6035.60	6186.48	6341.14
				Bi-Weekly	2123.08	2176.15	2230.56	2286.32	2343.48	2402.07	2462.12	2523.67	2586.76	2651.43	2717.72	2785.66	2855.30	2926.68
				40 HRLY	26.54	27.20	27.88	28.58	29.29	30.03	30.78	31.55	32.33	33.14	33.97	34.82	35.69	36.58
				40 O.T.	39.81	40.80	41.82	42.87	43.94	45.05	46.17	47.33	48.50	49.71	50.96	52.23	53.54	54.87
Solid Waste Utility Worker	B.1481 BCEA 0725	06/22/25	Streets/Refuse Non Exempt 9420	Monthly	5653.18	5794.51	5939.38	6087.86	6240.07	6396.07	6555.97	6719.85	6887.86	7060.04	7236.56	7417.45	7602.90	7792.98
				Bi-Weekly	2609.16	2674.39	2741.25	2809.78	2880.03	2952.03	3025.83	3101.47	3179.01	3258.48	3339.95	3423.44	3509.03	3596.76
				40 HRLY	32.61	33.43	34.27	35.12	36.00	36.90	37.82	38.77	39.74	40.73	41.75	42.79	43.86	44.96
				40 O.T.	48.92	50.15	51.41	52.68	54.00	55.35	56.73	58.16	59.61	61.10	62.63	64.19	65.79	67.44
Special Activity Leader	B.1126 BCEA 0886	06/22/25	Recreation Non Exempt 9410	Monthly	3712.76	3805.58	3900.72	3998.24	4098.21	4200.65	4305.67	4413.31	4523.63	4636.73	4752.65	4871.47	4993.26	5118.08
				Bi-Weekly	1713.58	1756.42	1800.33	1845.34	1891.48	1938.76	1987.23	2036.91	2087.83	2140.03	2193.53	2248.37	2304.58	2362.19
				40 HRLY	21.42	21.96	22.50	23.07	23.64	24.23	24.84	25.46	26.10	26.75	27.42	28.10	28.81	29.53
				40 O.T.	32.13	32.94	33.75	34.61	35.46	36.35	37.26	38.19	39.15	40.13	41.13	42.15	43.22	44.30
Special Project Crew Leader	B.1106 BCEA 0890	06/22/25	Fac/Grounds Non Exempt 9420	Monthly	3816.93	3912.37	4010.18	4110.43	4213.19	4318.51	4426.48	4537.13	4650.58	4766.84	4886.01	5008.16	5133.35	5261.69
				Bi-Weekly	1761.66	1805.71	1850.85	1897.12	1944.55	1993.16	2042.99	2094.06	2146.42	2200.08	2255.08	2311.46	2369.24	2428.47
				40 HRLY	22.02	22.57	23.14	23.71	24.31	24.91	25.54	26.18	26.83	27.50	28.19	28.89	29.62	30.36
				40 O.T.	33.03	33.86	34.71	35.57	36.47	37.37	38.31	39.27	40.25	41.25	42.29	43.34	44.43	45.54

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					1	2	3	4	5	6	7	8	9	10	11	12	13	14
Storekeeper	B.1248 BCEA 0913	06/22/25	Financial Non Exempt 9420	Monthly	4647.35	4763.53	4882.61	5004.68	5129.80	5258.05	5389.50	5524.22	5662.32	5803.89	5949.00	6097.72	6250.16	6406.40
				Bi-Weekly	2144.93	2198.55	2253.51	2309.85	2367.60	2426.79	2487.46	2549.64	2613.38	2678.72	2745.69	2814.33	2884.69	2956.80
				40 HRLY	26.81	27.48	28.17	28.87	29.60	30.33	31.09	31.87	32.67	33.48	34.32	35.18	36.06	36.96
				40 O.T.	40.22	41.22	42.26	43.31	44.40	45.50	46.64	47.81	49.01	50.22	51.48	52.77	54.09	55.44
Stores Helper	B.1150 BCEA 0917	06/22/25	Financial Non Exempt 9420	Monthly	4209.49	4314.72	4422.60	4533.17	4646.48	4762.66	4881.72	5003.77	5128.85	5257.07	5388.50	5523.22	5661.31	5802.83
				Bi-Weekly	1942.84	1991.41	2041.20	2092.23	2144.53	2198.15	2253.10	2309.43	2367.16	2426.34	2487.00	2549.18	2612.91	2678.23
				40 HRLY	24.29	24.89	25.52	26.15	26.81	27.48	28.16	28.87	29.59	30.33	31.09	31.86	32.66	33.48
				40 O.T.	36.44	37.34	38.28	39.23	40.22	41.22	42.24	43.31	44.39	45.50	46.64	47.79	48.99	50.22
Street Maintenance Leadworker	B.1618 BCEA 0916	06/22/25	Streets/Refuse Non Exempt 9420	Monthly	6855.38	7026.76	7202.43	7382.48	7567.06	7756.23	7950.13	8148.88	8352.61	8561.43	8775.46	8994.85	9219.71	9450.22
				Bi-Weekly	3164.02	3243.12	3324.20	3407.30	3492.49	3579.80	3669.29	3761.02	3855.05	3951.43	4050.21	4151.47	4255.25	4361.64
				40 HRLY	39.55	40.54	41.55	42.59	43.66	44.75	45.87	47.01	48.19	49.39	50.63	51.89	53.19	54.52
				40 O.T.	59.33	60.81	62.33	63.89	65.49	67.13	68.81	70.52	72.29	74.09	75.95	77.84	79.79	81.78
Supervising Account Clerk	B.1353 BCEA 0922	06/22/25	Financial Non Exempt 8810	Monthly	4777.72	4897.17	5019.58	5145.08	5273.71	5405.55	5540.69	5679.20	5821.18	5966.72	6115.87	6268.77	6425.49	6586.13
				Bi-Weekly	2205.10	2260.23	2316.73	2374.65	2434.02	2494.87	2557.24	2621.17	2686.70	2753.87	2822.71	2893.28	2965.61	3039.75
				40 HRLY	27.56	28.25	28.96	29.68	30.43	31.19	31.97	32.76	33.58	34.42	35.28	36.17	37.07	38.00
				40 O.T.	41.34	42.38	43.44	44.52	45.65	46.79	47.96	49.14	50.37	51.63	52.92	54.26	55.61	57.00
Supervising Clerk	B.1256 BCEA 0933	06/22/25	Rec/Gen Admin Non Exempt 8810	Monthly	4724.98	4843.11	4964.18	5088.29	5215.49	5345.88	5479.52	5616.52	5756.94	5900.85	6048.38	6199.59	6354.57	6513.43
				Bi-Weekly	2180.76	2235.28	2291.16	2348.44	2407.15	2467.33	2529.01	2592.24	2657.05	2723.47	2791.56	2861.35	2932.88	3006.20
				40 HRLY	27.26	27.94	28.64	29.36	30.09	30.84	31.61	32.40	33.21	34.04	34.89	35.77	36.66	37.58
				40 O.T.	40.89	41.91	42.96	44.04	45.14	46.26	47.42	48.60	49.82	51.06	52.34	53.66	54.99	56.37
Supervising Offset Press Operator	B.1294 BCEA 0937	06/22/25	Rec/Gen Admin Non Exempt 9420	Monthly	4556.67	4670.58	4787.34	4907.02	5029.70	5155.45	5284.33	5416.45	5551.85	5690.64	5832.93	5978.74	6128.20	6281.41
				Bi-Weekly	2103.08	2155.65	2209.54	2264.78	2321.40	2379.44	2438.92	2499.90	2562.39	2626.45	2692.12	2759.42	2828.40	2899.11
				40 HRLY	26.29	26.95	27.62	28.31	29.02	29.74	30.49	31.25	32.03	32.83	33.65	34.49	35.36	36.24
				40 O.T.	39.44	40.43	41.43	42.47	43.53	44.61	45.74	46.88	48.05	49.25	50.48	51.74	53.04	54.36

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					1	2	3	4	5	6	7	8	9	10	11	12	13	14
Sustainability Officer	Z.1431 Z-Group 0010	06/22/25	Utilities Exempt 9410	Monthly	13258.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17434.63
				Bi-Weekly	6119.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8046.75
				40 HRLY	76.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.58
				40 O.T.	114.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	150.87
Systems Engineer	M.1081 BMA 0081	06/22/25	Info Sys Non Exempt 9410	Monthly	8644.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11367.16
				Bi-Weekly	3989.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5246.38
				40 HRLY	49.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	65.58
				40 O.T.	74.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	98.37
Technical Support Analyst I	B.1338 BCEA 0942	06/22/25	Info Sys Non Exempt 9410	Monthly	4880.27	5002.27	5127.31	5255.51	5386.90	5521.56	5659.59	5801.10	5946.11	6094.77	6247.13	6403.32	6563.40	6727.48
				Bi-Weekly	2252.43	2308.74	2366.45	2425.62	2486.26	2548.41	2612.12	2677.43	2744.36	2812.97	2883.29	2955.38	3029.26	3104.99
				40 HRLY	28.16	28.86	29.58	30.32	31.08	31.86	32.65	33.47	34.30	35.16	36.04	36.94	37.87	38.81
				40 O.T.	42.24	43.29	44.37	45.48	46.62	47.79	48.98	50.21	51.45	52.74	54.06	55.41	56.81	58.22
Technical Support Analyst II	B.1468 BCEA 0943	06/22/25	Info Sys Non Exempt 9410	Monthly	5556.61	5695.52	5837.91	5983.86	6133.47	6286.80	6443.97	6605.06	6770.18	6939.44	7112.93	7290.75	7473.03	7659.84
				Bi-Weekly	2564.59	2628.70	2694.42	2761.78	2830.83	2901.60	2974.14	3048.49	3124.70	3202.82	3282.89	3364.96	3449.09	3535.31
				40 HRLY	32.06	32.86	33.68	34.52	35.39	36.27	37.18	38.11	39.06	40.04	41.04	42.06	43.11	44.19
				40 O.T.	48.09	49.29	50.52	51.78	53.09	54.41	55.77	57.17	58.59	60.06	61.56	63.09	64.67	66.29
Technical Support Analyst III	M.1623 BMA 0945	06/22/25	Info Sys Non Exempt 9410	Monthly	6770.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8902.94
				Bi-Weekly	3124.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4109.05
				40 HRLY	39.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	51.36
				40 O.T.	58.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.04
Technical Support Analyst IV	M.1819 BMA 0947	06/22/25	Info Sys Non Exempt 9410	Monthly	8234.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10828.81
				Bi-Weekly	3800.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4997.91
				40 HRLY	47.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	62.47
				40 O.T.	71.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	93.71

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					1	2	3	4	5	6	7	8	9	10	11	12	13	14
Technology Product Manager	M.1317 BMA 0045	06/22/25	Info Sys Non Exempt 9410	Monthly	8165.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10737.98
				Bi-Weekly	3768.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4955.99
				40 HRLY	47.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	61.95
				40 O.T.	70.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	92.93
Test Technician	I.6023 IBEW 0950	06/22/25	Utilities Non Exempt 7539	Monthly	9279.86	0.00	9743.85	0.00	10231.02	0.00	10742.57	0.00	11279.71	0.00	11843.69	0.00	12435.89	0.00
				Bi-Weekly	4283.01	0.00	4497.16	0.00	4722.01	0.00	4958.11	0.00	5206.02	0.00	5466.32	0.00	5739.64	0.00
				40 HRLY	53.54	0.00	56.21	0.00	59.03	0.00	61.98	0.00	65.08	0.00	68.33	0.00	71.75	0.00
				40 O.T.	80.31	0.00	84.32	0.00	88.55	0.00	92.97	0.00	97.62	0.00	102.50	0.00	107.63	0.00
Test Technician Apprentice	I.8970 IBEW 0951	06/22/25	Utilities Exempt 7539	Monthly	6964.10	7585.89	8207.68	8829.47	9451.26	10073.07	10694.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Bi-Weekly	3214.20	3501.18	3788.16	4075.14	4362.12	4649.11	4936.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 HRLY	40.18	43.76	47.35	50.94	54.53	58.11	61.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	60.27	65.64	71.03	76.41	81.80	87.17	92.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Test Technician Apprentice	I.9970 IBEW 0951	06/22/25	Utilities Exempt 7539	Monthly	7710.24	8207.68	8705.13	9202.55	9699.99	10197.42	10694.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Bi-Weekly	3558.57	3788.16	4017.75	4247.33	4476.92	4706.50	4936.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 HRLY	44.48	47.35	50.22	53.09	55.96	58.83	61.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	66.72	71.03	75.33	79.64	83.94	88.25	92.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Test Technician Supervisor	I.6022 IBEW 0949	06/22/25	Utilities Non Exempt 7539	Monthly	11415.11	0.00	11985.85	0.00	12585.15	0.00	13214.41	0.00	13875.12	0.00	14568.88	0.00	15297.32	0.00
				Bi-Weekly	5268.51	0.00	5531.93	0.00	5808.53	0.00	6098.96	0.00	6403.90	0.00	6724.10	0.00	7060.30	0.00
				40 HRLY	65.86	0.00	69.15	0.00	72.61	0.00	76.24	0.00	80.05	0.00	84.05	0.00	88.25	0.00
				40 O.T.	98.79	0.00	103.73	0.00	108.92	0.00	114.36	0.00	120.08	0.00	126.08	0.00	132.38	0.00
Tire Maintenance Worker	B.1221 BCEA 0952	06/22/25	Equipment Non Exempt 9420	Monthly	4577.02	4691.44	4808.72	4928.95	5052.17	5178.49	5307.94	5440.63	5576.65	5716.06	5858.97	6005.44	6155.59	6309.46
				Bi-Weekly	2112.47	2165.28	2219.41	2274.90	2331.77	2390.07	2449.82	2511.06	2573.84	2638.18	2704.14	2771.74	2841.04	2912.06
				40 HRLY	26.41	27.07	27.74	28.44	29.15	29.88	30.62	31.39	32.17	32.98	33.80	34.65	35.51	36.40
				40 O.T.	39.62	40.61	41.61	42.66	43.73	44.82	45.93	47.09	48.26	49.47	50.70	51.98	53.27	54.60

CITY OF BURBANK
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					1	2	3	4	5	6	7	8	9	10	11	12	13	14
Traffic Control Journeyman	B.1389 BCEA 0954	06/22/25	Streets/Refuse Non Exempt 9420	Monthly	4537.76	4651.21	4767.47	4886.66	5008.84	5134.05	5262.40	5393.96	5528.81	5667.03	5808.70	5953.94	6102.76	6255.34
				Bi-Weekly	2094.35	2146.71	2200.37	2255.38	2311.77	2369.56	2428.80	2489.52	2551.76	2615.55	2680.94	2747.97	2816.66	2887.08
				40 HRLY	26.18	26.83	27.50	28.19	28.90	29.62	30.36	31.12	31.90	32.69	33.51	34.35	35.21	36.09
				40 O.T.	39.27	40.25	41.25	42.29	43.35	44.43	45.54	46.68	47.85	49.04	50.27	51.53	52.82	54.14
Traffic Engineering Manager	M.2466 BMA 0955	06/22/25	Engineering Non Exempt 9410	Monthly	14115.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18562.16
				Bi-Weekly	6514.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8567.15
				40 HRLY	81.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	107.09
				40 O.T.	122.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	160.64
Traffic Signal Maintenance Supervisor	M.1905 BMA 0956	06/22/25	Streets/Refuse Non Exempt 8810	Monthly	8701.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11442.34
				Bi-Weekly	4016.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5281.08
				40 HRLY	50.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	66.01
				40 O.T.	75.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	99.02
Traffic Signal Operations Specialist	B.1808 BCEA 0957	06/22/25	Streets/Refuse Non Exempt 9410	Monthly	7427.68	7613.39	7803.71	7998.81	8198.78	8403.74	8613.84	8829.19	9049.91	9276.17	9508.07	9745.78	9989.42	10239.15
				Bi-Weekly	3428.16	3513.87	3601.71	3691.76	3784.05	3878.65	3975.62	4075.01	4176.88	4281.31	4388.34	4498.05	4610.50	4725.76
				40 HRLY	42.85	43.92	45.02	46.15	47.30	48.48	49.70	50.94	52.21	53.52	54.85	56.23	57.63	59.07
				40 O.T.	64.28	65.88	67.53	69.23	70.95	72.72	74.55	76.41	78.32	80.28	82.28	84.35	86.45	88.61
Traffic Signal Technician	B.1666 BCEA 0968	06/22/25	Utilities Non Exempt 9420	Monthly	6078.35	6230.29	6386.06	6545.72	6709.37	6877.09	7049.01	7225.25	7405.88	7591.03	7780.80	7975.31	8174.70	8379.06
				Bi-Weekly	2805.39	2875.52	2947.41	3021.10	3096.63	3174.04	3253.39	3334.73	3418.10	3503.55	3591.14	3680.91	3772.94	3867.26
				40 HRLY	35.07	35.94	36.84	37.76	38.71	39.68	40.67	41.68	42.73	43.79	44.89	46.01	47.16	48.34
				40 O.T.	52.61	53.91	55.26	56.64	58.07	59.52	61.01	62.52	64.10	65.69	67.34	69.02	70.74	72.51
Transportation Management Center Manager	M.2081 BMA 0959	06/22/25	Streets/Refuse Non Exempt 8810	Monthly	9527.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12528.45
				Bi-Weekly	4397.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5782.36
				40 HRLY	54.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	72.28
				40 O.T.	82.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	108.42

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					1	2	3	4	5	6	7	8	9	10	11	12	13	14
Transportation Operations Supervisor	B.1517 BCEA 0963	06/22/25	Recreation Non Exempt 9410	Monthly	5752.61	5896.43	6043.85	6194.93	6349.81	6508.56	6671.28	6838.04	7008.99	7184.23	7363.83	7547.93	7736.63	7930.04
				Bi-Weekly	2655.05	2721.43	2789.47	2859.20	2930.68	3003.95	3079.05	3156.02	3234.92	3315.80	3398.69	3483.66	3570.75	3660.02
				40 HRLY	33.19	34.02	34.87	35.74	36.63	37.55	38.49	39.45	40.44	41.45	42.48	43.55	44.63	45.75
				40 O.T.	49.79	51.03	52.31	53.61	54.95	56.33	57.74	59.18	60.66	62.18	63.72	65.33	66.95	68.63
Transportation Planning Manager	M.1028 BMA 0015	06/22/25	Comm Dev Non Exempt 9410	Monthly	12438.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16356.02
				Bi-Weekly	5740.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7548.93
				40 HRLY	71.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	94.36
				40 O.T.	107.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	141.54
Transportation Scheduler	B.1383 BCEA 0970	06/22/25	Recreation Non Exempt 8810	Monthly	5026.60	5152.27	5281.08	5413.09	5548.42	5687.13	5829.31	5975.06	6124.43	6277.53	6434.48	6595.33	6760.22	6929.22
				Bi-Weekly	2319.97	2377.97	2437.42	2498.35	2560.81	2624.83	2690.45	2757.72	2826.66	2897.32	2969.76	3044.00	3120.10	3198.10
				40 HRLY	29.00	29.72	30.47	31.23	32.01	32.81	33.63	34.47	35.33	36.22	37.12	38.05	39.00	39.98
				40 O.T.	43.50	44.58	45.71	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.68	57.08	58.50	59.97
Transportation Services Driver	B.1148 BCEA 0962	06/22/25	Recreation Non Exempt 9420	Monthly	3979.13	4078.60	4180.56	4285.08	4392.20	4502.01	4614.57	4729.92	4848.18	4969.38	5093.62	5220.95	5351.47	5485.26
				Bi-Weekly	1836.52	1882.43	1929.49	1977.73	2027.17	2077.85	2129.80	2183.04	2237.62	2293.56	2350.90	2409.67	2469.91	2531.66
				40 HRLY	22.96	23.53	24.12	24.72	25.34	25.97	26.62	27.29	27.97	28.67	29.39	30.12	30.87	31.65
				40 O.T.	34.44	35.30	36.18	37.08	38.01	38.96	39.93	40.94	41.96	43.01	44.09	45.18	46.31	47.48
Transportation Services Manager	M.1857 BMA 0960	06/22/25	Recreation Non Exempt 9410	Monthly	10449.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13740.55
				Bi-Weekly	4822.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6341.79
				40 HRLY	60.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	79.27
				40 O.T.	90.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	118.91
Treasurer Technician	B.1364 BCEA 0964	06/22/25	Financial Non Exempt 8810	Monthly	5136.19	5264.59	5396.21	5531.11	5669.39	5811.13	5956.41	6105.32	6257.94	6414.40	6574.75	6739.11	6907.59	7080.30
				Bi-Weekly	2370.55	2429.81	2490.56	2552.82	2616.64	2682.06	2749.11	2817.84	2888.28	2960.49	3034.50	3110.36	3188.12	3267.83
				40 HRLY	29.63	30.37	31.13	31.91	32.71	33.53	34.36	35.22	36.10	37.01	37.93	38.88	39.85	40.85
				40 O.T.	44.45	45.56	46.70	47.87	49.07	50.30	51.54	52.83	54.15	55.52	56.90	58.32	59.78	61.28

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				1	2	3	4	5	6	7	8	9	10	11	12	13	14	
Tree Trimmer	B.1305 BCEA 0965	06/22/25	Fac/Grounds	Monthly	4802.18	4922.23	5045.28	5171.40	5300.69	5433.22	5569.05	5708.28	5850.98	5997.25	6147.18	6300.86	6458.38	6619.84
			Non Exempt	Bi-Weekly	2216.39	2271.80	2328.59	2386.80	2446.47	2507.64	2570.33	2634.59	2700.45	2767.96	2837.16	2908.09	2980.79	3055.31
			9420	40 HRLY	27.70	28.40	29.11	29.84	30.58	31.35	32.13	32.93	33.76	34.60	35.46	36.35	37.26	38.19
			40 O.T.	41.55	42.60	43.67	44.76	45.87	47.03	48.20	49.40	50.64	51.90	53.19	54.53	55.89	57.29	
Tree Trimmer Helper	B.0919 BCEA 0966	06/22/25	Fac/Grounds	Monthly	3822.93	3918.50	4016.48	4116.88	4219.80	4325.30	4433.43	4544.28	4657.88	4774.32	4893.68	5016.03	5141.44	5269.96
			Non Exempt	Bi-Weekly	1764.43	1808.54	1853.76	1900.10	1947.60	1996.29	2046.20	2097.36	2149.79	2203.53	2258.62	2315.09	2372.97	2432.29
			9410	40 HRLY	22.06	22.61	23.17	23.75	24.35	24.95	25.58	26.22	26.87	27.54	28.23	28.94	29.66	30.40
			40 O.T.	33.09	33.92	34.76	35.63	36.53	37.43	38.37	39.33	40.31	41.31	42.35	43.41	44.49	45.60	
Urban Forester	M.1858 BMA 0969	11/25/25	Rec/Gen Admin	Monthly	6858.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9455.10
			Non Exempt	Bi-Weekly	3165.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4363.89
			8810	40 HRLY	39.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	54.55
			40 O.T.	59.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	81.83	
Utility Accounting Analyst	B.1670 BCEA 0972	06/22/25	Financial	Monthly	6486.70	6648.85	6815.08	6985.46	7160.10	7339.09	7522.56	7710.63	7903.39	8100.99	8303.51	8511.10	8723.87	8941.96
			Non Exempt	Bi-Weekly	2993.86	3068.70	3145.42	3224.06	3304.66	3387.27	3471.95	3558.75	3647.72	3738.92	3832.39	3928.20	4026.40	4127.06
			9410	40 HRLY	37.42	38.36	39.32	40.30	41.31	42.34	43.40	44.48	45.60	46.74	47.90	49.10	50.33	51.59
			40 O.T.	56.13	57.54	58.98	60.45	61.97	63.51	65.10	66.72	68.40	70.11	71.85	73.65	75.50	77.39	
Utility Business Systems Analyst	B.0620 BCEA 0971	06/22/25	Utilities	Monthly	7354.77	7538.64	7727.09	7920.27	8118.28	8321.24	8529.28	8742.50	8961.07	9185.09	9414.73	9650.10	9891.33	10138.64
			Non Exempt	Bi-Weekly	3394.51	3479.37	3566.35	3655.51	3746.90	3840.57	3936.59	4035.00	4135.88	4239.27	4345.26	4453.89	4565.23	4679.37
			9410	40 HRLY	42.43	43.49	44.58	45.69	46.84	48.01	49.21	50.44	51.70	52.99	54.32	55.67	57.07	58.49
			40 O.T.	63.65	65.24	66.87	68.54	70.26	72.02	73.82	75.66	77.55	79.49	81.48	83.51	85.61	87.74	
Utility Facilities Supervisor	I.6031 IBEW 0657	06/22/25	Utilities	Monthly	8231.15	0.00	8642.70	0.00	9074.82	0.00	9528.57	0.00	10005.00	0.00	10505.26	0.00	11030.52	0.00
			Non Exempt	Bi-Weekly	3798.99	0.00	3988.94	0.00	4188.38	0.00	4397.80	0.00	4617.69	0.00	4848.58	0.00	5091.01	0.00
			9420	40 HRLY	47.49	0.00	49.86	0.00	52.35	0.00	54.97	0.00	57.72	0.00	60.61	0.00	63.64	0.00
			40 O.T.	71.24	0.00	74.79	0.00	78.53	0.00	82.46	0.00	86.58	0.00	90.92	0.00	95.46	0.00	

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					1	2	3	4	5	6	7	8	9	10	11	12	13	14
Utility Line Mechanic	I.6024 IBEW 0974	06/22/25	Utilities Non Exempt 7539	Monthly	8863.21	0.00	9306.38	0.00	9771.69	0.00	10260.27	0.00	10773.27	0.00	11311.95	0.00	11877.54	0.00
				Bi-Weekly	4090.71	0.00	4295.25	0.00	4510.01	0.00	4735.51	0.00	4972.28	0.00	5220.90	0.00	5481.94	0.00
				40 HRLY	51.13	0.00	53.69	0.00	56.38	0.00	59.19	0.00	62.15	0.00	65.26	0.00	68.52	0.00
				40 O.T.	76.70	0.00	80.54	0.00	84.57	0.00	88.79	0.00	93.23	0.00	97.89	0.00	102.78	0.00
Utility Line Mechanic-G	I.6124 IBEW 0973	06/22/25	Utilities Non Exempt 7539	Monthly	9396.14	0.00	9865.96	0.00	10359.25	0.00	10877.21	0.00	11421.09	0.00	11992.13	0.00	12591.74	0.00
				Bi-Weekly	4336.68	0.00	4553.52	0.00	4781.19	0.00	5020.25	0.00	5271.27	0.00	5534.83	0.00	5811.57	0.00
				40 HRLY	54.21	0.00	56.92	0.00	59.76	0.00	62.75	0.00	65.89	0.00	69.19	0.00	72.64	0.00
				40 O.T.	81.32	0.00	85.38	0.00	89.64	0.00	94.13	0.00	98.84	0.00	103.79	0.00	108.96	0.00
Utility Locator	B.1087 BCEA 0977	06/22/25	Utilities Non Exempt 9410	Monthly	5563.07	5702.15	5844.69	5990.81	6140.59	6294.10	6451.45	6612.73	6778.05	6947.50	7121.18	7299.22	7481.70	7668.74
				Bi-Weekly	2567.57	2631.76	2697.55	2764.99	2834.12	2904.97	2977.59	3052.03	3128.33	3206.54	3286.70	3368.87	3453.09	3539.42
				40 HRLY	32.09	32.90	33.72	34.56	35.43	36.31	37.22	38.15	39.10	40.08	41.08	42.11	43.16	44.24
				40 O.T.	48.14	49.35	50.58	51.84	53.15	54.47	55.83	57.23	58.65	60.12	61.62	63.17	64.74	66.36
Utility Project Manager	M.1303 BMA 0961	06/22/25	Utilities Non Exempt 9410	Monthly	10271.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13506.94
				Bi-Weekly	4740.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6233.97
				40 HRLY	59.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.92
				40 O.T.	88.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	116.88
Utility Worker	B.1086 BCEA 0975	06/22/25	Equipment Exempt 9420	Monthly	3900.93	3998.48	4098.42	4200.89	4305.90	4413.57	4523.89	4636.99	4752.91	4871.75	4993.54	5118.38	5246.32	5377.49
				Bi-Weekly	1800.43	1845.45	1891.58	1938.87	1987.34	2037.03	2087.95	2140.15	2193.65	2248.50	2304.71	2362.33	2421.38	2481.92
				40 HRLY	22.51	23.07	23.64	24.24	24.84	25.46	26.10	26.75	27.42	28.11	28.81	29.53	30.27	31.02
				40 O.T.	33.77	34.61	35.46	36.36	37.26	38.19	39.15	40.13	41.13	42.17	43.22	44.30	45.41	46.53
Veterinarian	M.2109 BMA 0976	06/22/25	Police/Fire Non Exempt 9410	Monthly	12347.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16237.09
				Bi-Weekly	5698.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7494.04
				40 HRLY	71.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	93.68
				40 O.T.	106.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	140.52

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					1	2	3	4	5	6	7	8	9	10	11	12	13	14
Veterinary Technician	B.1271 BCEA 0984	06/22/25	Safety/Inspection Non Exempt 9410	Monthly	4673.57	4790.41	4910.17	5032.93	5158.75	5287.73	5419.92	5555.42	5694.30	5836.65	5982.58	6132.14	6285.44	6442.58
				Bi-Weekly	2157.03	2210.96	2266.23	2322.89	2380.96	2440.49	2501.50	2564.04	2628.14	2693.84	2761.19	2830.22	2900.97	2973.50
				40 HRLY	26.96	27.64	28.33	29.04	29.76	30.51	31.27	32.05	32.85	33.67	34.51	35.38	36.26	37.17
				40 O.T.	40.44	41.46	42.50	43.56	44.64	45.77	46.91	48.08	49.28	50.51	51.77	53.07	54.39	55.76
Video Production Associate	B.1252 BCEA 0700	06/22/25	Rec/Gen Admin Non Exempt 9410	Monthly	4557.15	4671.10	4787.86	4907.57	5030.24	5156.00	5284.91	5417.04	5552.45	5691.27	5833.56	5979.39	6128.87	6282.10
				Bi-Weekly	2103.30	2155.89	2209.78	2265.03	2321.65	2379.69	2439.19	2500.17	2562.67	2626.74	2692.41	2759.72	2828.71	2899.43
				40 HRLY	26.29	26.95	27.62	28.31	29.02	29.75	30.49	31.25	32.03	32.83	33.66	34.50	35.36	36.24
				40 O.T.	39.44	40.43	41.43	42.47	43.53	44.63	45.74	46.88	48.05	49.25	50.49	51.75	53.04	54.36
Video Production Supervisor	M.1704 BMA 0126	06/22/25	Rec/Gen Admin Non Exempt 9410	Monthly	7243.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9525.69
				Bi-Weekly	3343.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4396.47
				40 HRLY	41.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	54.96
				40 O.T.	62.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	82.44
Warehouse Manager-BWP	M.2005 BMA 0979	06/22/25	Financial Non Exempt 9410	Monthly	10480.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13782.30
				Bi-Weekly	4837.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6361.06
				40 HRLY	60.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	79.51
				40 O.T.	90.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	119.27
Water Maintenance- Construction Superintendent	M.2202 BMA 0990	06/22/25	Utilities Non Exempt 9410	Monthly	14228.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18710.34
				Bi-Weekly	6566.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8635.54
				40 HRLY	82.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	107.94
				40 O.T.	123.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	161.91
Water Meter Mechanic	B.1679 BCEA 0989	06/22/25	Utilities Non Exempt 7520	Monthly	7592.37	7782.19	7976.74	8176.16	8380.56	8590.08	8804.84	9024.95	9250.56	9481.83	9718.89	9961.86	10210.89	10466.17
				Bi-Weekly	3504.17	3591.78	3681.57	3773.61	3867.95	3964.65	4063.77	4165.36	4269.49	4376.23	4485.64	4597.78	4712.72	4830.54
				40 HRLY	43.80	44.90	46.02	47.17	48.35	49.56	50.80	52.07	53.37	54.70	56.07	57.47	58.91	60.38
				40 O.T.	65.70	67.35	69.03	70.76	72.53	74.34	76.20	78.11	80.06	82.05	84.11	86.21	88.37	90.57

CITY OF BURBANK Salary Listing by Title As of November 25, 2025																		
Job Title	Grade Group/Unit CTC#	Effective 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 Plant Mechanic	B.1540 BCEA 0997	06/22/25	Utilities Non Exempt 7520	Monthly	7230.47	7411.24	7596.51	7786.42	7981.09	8180.62	8385.13	8594.76	8809.62	9029.87	9255.61	9487.01	9724.17	9967.27
				Bi-Weekly	3337.14	3420.57	3506.08	3593.73	3683.58	3775.67	3870.06	3966.81	4065.98	4167.63	4271.82	4378.62	4488.08	4600.28
				40 HRLY	41.71	42.76	43.83	44.92	46.04	47.20	48.38	49.59	50.82	52.10	53.40	54.73	56.10	57.50
				40 O.T.	62.57	64.14	65.75	67.38	69.06	70.80	72.57	74.39	76.23	78.15	80.10	82.10	84.15	86.25
Water Plant Operator	B.1538 BCEA 0991	06/22/25	Utilities Non Exempt 7520	Monthly	7230.47	7411.24	7596.51	7786.42	7981.09	8180.62	8385.13	8594.76	8809.62	9029.87	9255.61	9487.01	9724.17	9967.27
				Bi-Weekly	3337.14	3420.57	3506.08	3593.73	3683.58	3775.67	3870.06	3966.81	4065.98	4167.63	4271.82	4378.62	4488.08	4600.28
				40 HRLY	41.71	42.76	43.83	44.92	46.04	47.20	48.38	49.59	50.82	52.10	53.40	54.73	56.10	57.50
				40 O.T.	62.57	64.14	65.75	67.38	69.06	70.80	72.57	74.39	76.23	78.15	80.10	82.10	84.15	86.25
Water Quality Analyst	B.1835 BCEA 0992	06/22/25	Utilities Non Exempt 7520	Monthly	8394.64	8604.51	8819.61	9040.11	9266.12	9497.76	9735.20	9978.58	10228.05	10483.76	10745.84	11014.49	11289.85	11572.10
				Bi-Weekly	3874.45	3971.31	4070.59	4172.36	4276.67	4383.58	4493.17	4605.50	4720.64	4838.66	4959.62	5083.61	5210.70	5340.97
				40 HRLY	48.43	49.64	50.88	52.15	53.46	54.79	56.16	57.57	59.01	60.48	62.00	63.55	65.13	66.76
				40 O.T.	72.65	74.46	76.32	78.23	80.19	82.19	84.24	86.36	88.52	90.72	93.00	95.33	97.70	100.14
Water Quality Manager	M.1031 BMA 0994	06/22/25	Utilities Non Exempt 7520	Monthly	11143.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14654.34
				Bi-Weekly	5143.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6763.54
				40 HRLY	64.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	84.54
				40 O.T.	96.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	126.81
Water Service Planner	B.1804 BCEA 0993	06/22/25	Utilities Non Exempt 9410	Monthly	7945.38	8144.02	8347.63	8556.32	8770.21	8989.48	9214.21	9444.57	9680.69	9922.71	10170.77	10425.03	10685.65	10952.80
				Bi-Weekly	3667.10	3758.78	3852.75	3949.07	4047.79	4148.99	4252.71	4359.03	4468.01	4579.71	4694.20	4811.55	4931.84	5055.14
				40 HRLY	45.84	46.98	48.16	49.36	50.60	51.86	53.16	54.49	55.85	57.25	58.68	60.14	61.65	63.19
				40 O.T.	68.76	70.47	72.24	74.04	75.90	77.79	79.74	81.74	83.78	85.88	88.02	90.21	92.48	94.79
Water Supervisor	I.6028 IBEW 0995	06/22/25	Utilities Non Exempt 7520	Monthly	9998.63	0.00	10498.56	0.00	11023.48	0.00	11574.66	0.00	12153.40	0.00	12761.06	0.00	13399.12	0.00
				Bi-Weekly	4614.75	0.00	4845.49	0.00	5087.76	0.00	5342.15	0.00	5609.26	0.00	5889.72	0.00	6184.21	0.00
				40 HRLY	57.68	0.00	60.57	0.00	63.60	0.00	66.78	0.00	70.12	0.00	73.62	0.00	77.30	0.00
				40 O.T.	86.52	0.00	90.86	0.00	95.40	0.00	100.17	0.00	105.18	0.00	110.43	0.00	115.95	0.00

CITY OF BURBANK
Salary Listing by Title As of November 25, 2025

Job Title	Grade Group/Unit CTC#	Effective Date	Job Series Civ Serv Exempt WC Code		SALARY STEPS													
					1	2	3	4	5	6	7	8	9	10	11	12	13	14
Welder	B.1648 BCEA 0999	06/22/25	Fac/Grounds Non Exempt 9420	Monthly	6378.04	6537.48	6700.92	6868.44	7040.15	7216.17	7396.57	7581.47	7771.01	7965.30	8164.43	8368.53	8577.75	8792.18
				Bi-Weekly	2943.71	3017.30	3092.73	3170.05	3249.30	3330.54	3413.80	3499.14	3586.62	3676.29	3768.20	3862.40	3958.96	4057.93
				40 HRLY	36.80	37.72	38.66	39.63	40.62	41.63	42.67	43.74	44.83	45.95	47.10	48.28	49.49	50.72
				40 O.T.	55.20	56.58	57.99	59.45	60.93	62.45	64.01	65.61	67.25	68.93	70.65	72.42	74.24	76.08
Work Trainee I	B.0615 BCEA 0944	06/22/25	Recreation Exempt 8810	Monthly	3118.09	3196.05	3275.96	3357.86	3441.79	3527.83	3616.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Bi-Weekly	1439.12	1475.10	1511.98	1549.78	1588.52	1628.23	1668.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 HRLY	17.99	18.44	18.90	19.37	19.86	20.35	20.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	26.99	27.66	28.35	29.06	29.79	30.53	31.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Workers' Compensation Administrator	M.1965 BMA 0988	06/22/25	Safety/Inspection Non Exempt 9410	Monthly	10085.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13261.82
				Bi-Weekly	4654.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6120.84
				40 HRLY	58.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	76.51
				40 O.T.	87.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	114.77
Workers' Compensation Representative II	B.1217 BCEA 0985	06/22/25	Safety/Inspection Non Exempt 8810	Monthly	5883.48	6030.57	6181.33	6335.88	6494.26	6656.63	6823.05	6993.61	7168.46	7347.67	7531.36	7719.64	7912.62	8110.44
				Bi-Weekly	2715.45	2783.34	2852.92	2924.25	2997.35	3072.29	3149.10	3227.82	3308.52	3391.23	3476.01	3562.91	3651.98	3743.28
				40 HRLY	33.94	34.79	35.66	36.55	37.47	38.40	39.36	40.35	41.36	42.39	43.45	44.54	45.65	46.79
				40 O.T.	50.91	52.19	53.49	54.83	56.21	57.60	59.04	60.53	62.04	63.59	65.18	66.81	68.48	70.19
Workers' Compensation Representative III	M.1705 BMA 0986	06/22/25	Safety/Inspection Non Exempt 9410	Monthly	7390.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9718.43
				Bi-Weekly	3410.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4485.43
				40 HRLY	42.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	56.07
				40 O.T.	63.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	84.11
Workers' Compensation and Risk Management Representative I	B.1334 BCEA 0023	06/22/25	Safety/Inspection Non Exempt 8810	Monthly	4447.65	4558.84	4672.83	4789.63	4909.39	5032.11	5157.92	5286.86	5419.03	5554.51	5693.37	5835.72	5981.60	6131.15
				Bi-Weekly	2052.76	2104.08	2156.69	2210.60	2265.87	2322.51	2380.58	2440.09	2501.09	2563.62	2627.71	2693.41	2760.74	2829.76
				40 HRLY	25.66	26.30	26.96	27.63	28.32	29.03	29.76	30.50	31.26	32.05	32.85	33.67	34.51	35.37
				40 O.T.	38.49	39.45	40.44	41.45	42.48	43.55	44.64	45.75	46.89	48.08	49.28	50.51	51.77	53.06

CITY OF BURBANK
Salary Listing by Title As of November 25, 2025

Job Title	Grade Group/Unit CTC#	Effective 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 Assistant	B.0495 BCEA 0980	06/22/25	Rec/Gen Admin Exempt 8810	Monthly	3321.00	3404.03	3489.14	3576.37	3665.78	3757.41	3851.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				Bi-Weekly	1532.77	1571.09	1610.37	1650.63	1691.90	1734.19	1777.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 HRLY	19.16	19.64	20.13	20.63	21.15	21.68	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				40 O.T.	28.74	29.46	30.20	30.95	31.73	32.52	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Youth Employment Coordinator	B.1027 BCEA 0981	06/22/25	Rec/Gen Admin Exempt 9410	40 HRLY	28.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28.71
				40 O.T.	43.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	43.07
Youth Employment Junior Team Leader	B.0616 BCEA 0982	06/22/25	Rec/Gen Admin Exempt 9420	40 HRLY	19.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19.95
				40 O.T.	29.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	29.93
Youth Employment Team Leader	B.0845 BCEA 0983	06/22/25	Rec/Gen Admin Exempt 9420	40 HRLY	23.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23.94
				40 O.T.	35.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	35.91
Youth Services Worker	B.0382 BCEA 0977	06/22/25	Recreation Exempt 8810	40 HRLY	18.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18.89
				40 O.T.	28.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28.34

STAFF REPORT



CITY CLERK'S OFFICE

DATE: November 25, 2025

TO: Honorable Mayor and Members of the City Council

FROM: Kimberley Clark, City Clerk
BY: Maria Sanchez, Administrative Analyst I

SUBJECT: Appointment to Fill One Vacancy on the Sustainable Burbank Commission for an Unexpired Term

RECOMMENDATION

Appoint one member to the Sustainable Burbank Commission to fill an unexpired term ending July 31, 2027.

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 have the option of applying for up to two BCCs, indicating their first and second choice.

The voting process established 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 the vacancy(ies).

Sustainable Burbank Commission

On October 14, 2008, Council adopted Resolution No. 27,796 establishing the Sustainable Burbank Task Force. The Task Force was later renamed as the Sustainable Burbank Commission. On February 9, 2016, Council adopted Ordinance No. 16-3,874 which added the Commission to the Burbank Municipal Code § 2-1-424. The Commission shall be composed of nine members to be appointed by Council. When appointing persons to the Commission, Council should consider representation of the business community at large who is engaged in environmental issues, the real estate or development industry, or faith-based or non-profit community. The role of the Commission is to advise and make recommendations to the City Council on matters related to the implementation of the Sustainability Action Plan and to help engage the community by participating in various public education, outreach, and promotional activities related to environmental sustainability.

DISCUSSION

On September 19, 2025, the City Clerk's Office began advertising and accepting applications for one vacancy on the Board for an unexpired term ending July 31, 2027, created by the resignation of Commissioner Jared Cavagnuolo.

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 to submit applications to the City Clerk's Office was Monday, October 20, 2025, at 5:00 p.m. The City Clerk's Office received a total of seven applications for the Commission: Terri Freedman, Douglas Carlson, Scott Laster, Cameron Edinburgh, Darryn Albert, Corey Mensing, and Ken Adams. The applications are listed in the order received.

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 – BMC § 2-1-424

Applications and Resumes

Application Form**Profile**

Terri

First Name

Freedman

Last Name

Middle
Initial

Email Address

Ave.

Home Address

Suite or Apt

Burbank

City

CA

State

91506

Postal Code

Primary Phone

Alternate Phone

Eat Healthy Crafty

Employer

Key Crafts Service

Job Title

Crafts Service

Occupation

Which Boards would you like to apply for?

Sustainable Burbank Commission: Submitted

Length of time as a Burbank Resident:

7 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?

I am a dedicated, lifelong environmentalist and advocate, and for the past eight years I have worked in the film industry in crafts service, focusing on sustainability. I hope to be a conduit for sustainability in entertainment productions operating in Burbank, as well as food service and solid waste management matters for the commission.

Education

Los Angeles City College

Additional Pertinent Courses or Training

Waste Warriors 2024

Other Pertinent Skills, Experience or Interests

I have a high interest in solid waste management, landfill diversion and waste reduction, and a high level of knowledge about what disposable items are actually recyclable or compostable--or not.

[Upload a Resume](#)

Community Involvement

Specify current or prior service on a City Board, Commission or Committee:

N/A

List Community activities in which you are involved:

2025 Burbank Earth Day Petal Party, I.A.T.S.E. Local 80 Green Committee: Founder and Chair (est. 2024), I.A.T.S.E. & Union Interlocal Green Committees: quarterly meetings and annual events, Mutual Aid Pantry at I.A.T.S.E. Local 80: Co-Founder; managing donations from food rescue nonprofits for workers experiencing a lack of job opportunities (est. 2023)

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

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First Choice

FIRST choice for Board/Commission/Committee appointment:

Sustainable Burbank Commission

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

In 2024, I completed the phenomenal Burbank Waste Warriors training program and developed a wonderful working relationship with Burbank's Recycling Center Specialist, Amy Hammes. Prior to this, due to my relationship with the sustainability-oriented entertainment business, EcoSet, I established a relationship with the Director of Sustainability for LA city's largest waste hauler, Athens Services, and was able to tour one of their MRFs, so I have seen firsthand the varying capacity to which solid waste is handled and accepted for recycling. In February 2024, I successfully launched a Green Committee at my labor union, I.A.T.S.E. Local 80 (Grips/Crafts Service/Medics). As a committee chair, I attend our executive board meetings to provide advisory guidance and advocate for implementing sustainable initiatives and practices, and I have learned Robert's Rules of Order. With the broad support I received, in just one year I enacted many sustainable upgrades to our commercial building such as the installation of a water cooler, implementing separate blue and organics recycling services and capture bins, sourced donations of reusable dishware to replace single-use plastic bottles, coffee cups, and utensils, as well as provided training and best practices guides for our members about proper waste sorting and the local plastic reduction ordinances. For the past year, I have been attending the Sustainable Burbank Commission meetings as an observer, often walking to the meetings to keep my carbon footprint low and literally walk the talk. And as an attendee of a March city council meeting, my proposal during public comment of the Plastic Waste Reduction Ordinance to include mobile food service operators in a future round of outreach was incorporated. I am also a regular user of the Burbank 311 app, checking on our retailers as I shop for work, and have met with Burbank's Recycle Center new Analyst to report foodware and organics recycling violations. So I am familiar with the relevant resources available to support enforcement of our city's sustainability ordinances.

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

My goal is to be a strong advocate in helping Burbank meet its zero waste objectives and garner greater enthusiastic public participation in our goals. I would also help advocate for greater adoption of sustainable practices in Burbank's entertainment sector.

Second Choice

SECOND choice for Board/Commission/Committee appointment:

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

Acknowledgement

Acknowledgment No. 1 - General

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☒ I Agree

TERRI FREEDMAN



HIGHLIGHTS OF QUALIFICATIONS

- Founded the Green Committee for Crafts Service at I.A.T.S.E. Local 80
- 2024 Graduate of the Burbank Recycle Center Waste Training Program
- High attention to detail and eye for streamlining processes

SKILLS AND EXPERIENCE

Project Management

- Develop a zero waste strategy for crafts service for on-location productions, including supplying water dispensers and aluminum canned water
- Create a training program for proper recycling, composting and waste reduction
- Craft and deliver bi-monthly reports, addressing the executive board and membership
- Built proposal decks with video and audio of up to 100 pages with PowerPoint

Event Coordination

- Organize logistics for sustainable-minded experiential marketing engagements
- Provide sustainability recaps and areas for improvement to production
- Supervise and train teams of up to 14 staff
- Research vendors for availability, pricing, and sustainability claims
- Design waste management signs to help educate about what goes where
- Produce zero waste short-form productions for social media

EMPLOYMENT HISTORY

Owner, <i>Eat Healthy Crafty</i>	2018 – Present
Assistant, <i>freelance</i>	2015 – Present
Event Coordinator, <i>Gardein Protein</i>	2014 – 2014
Executive Assistant, <i>David Tuter</i> (“My Fair Wedding”)	2011 – 2012
Administrative Assistant, <i>The Corsa Agency</i>	2010 – 2011
Executive Assistant, <i>Christopher Lowell Entertainment</i>	2007 – 2010

VOLUNTEER WORK (Most recent listed)

Launched and Chair the Green Committee, <i>I.A.T.S.E. Local 80</i>	2024 – Present
Co-launched and operate a mutual aid pantry, <i>I.A.T.S.E. Local 80</i>	2023 – Present
Coordinate donations of leftover catering from commercial sets	2021 – Present

Application Form

Profile

Douglas S Carlson
First Name Middle Initial Last Name

[Redacted]
Email Address

[Redacted] St.
Home Address Suite or Apt

BURBANK CA 91506
City State Postal Code

[Redacted]
Primary Phone Alternate Phone

Points West Construction, Inc. President, Owner General Contractor
Employer Job Title Occupation

Which Boards would you like to apply for?

Sustainable Burbank Commission: Submitted

Length of time as a Burbank Resident:

July, 1995

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?

Environmental issues of fire prevention / structural fire resilience; trash / recycling; water consumption, storm water runoff & replenishing our water table; increased electrical usage for car charging & AI graphics / solar power promotion, for me are all important issues that we are facing as a community. I love living in Burbank and being in a town where being a resident, we can make a difference in Our City, by getting involved. At the age of 16, I worked with a local Professor, to change a storm water drainage system that was going to destroy the DeGraaf Nature Center, in my hometown of Holland, Michigan. The storm water system called The Lela Drain, is functioning fine, and the DeGraaf Nature is still a wonderful 18 acre preserve where everyone can learn about the native plants. See this link - <https://outdoordiscovery.org/degraaf/> I've lived in Burbank since 1995, and I installed (2) drywells on my property to take all of my storm water runoff from the Main House, Guest House, and 3-car garage to deep root water my trees on my double lot property. These wells have never overflowed during the heaviest of our winter storms, and as a drainage option for our residence city wide, can be very useful to limit flooding and replenish our water table. I organic garden using compost bins, mulching grass & leaves, and use a push mower and electric gardening tools. I strongly believe in limiting use of gasoline engines. I have (6) citrus trees and an avocado tree that are thriving in very healthy soil. I also have a 50' pine tree, and several 30' tall Ash and Sycamore trees that shade my property and reduce the need for Airconditioning. I was the Chairman for the Rancho Providencia traffic advisory commission from 1996 to 2001. We had 40 committee meetings, 3 area wide meetings, and ultimately our traffic calming devises were implemented by the Burbank City Council in 2001. These traffic calming measures have been very useful to reduce traffic volume and speed for our residential area, during the Media Expansions for Disney / ABC and what was the NBC properties. I recently requested our Burbank Public Pools to change their hours of closures / partial usage, to maximize pool usage. The fall of 2025, the Pool Staff have implemented dramatic changes that is increasing pool usage and public access.

Education

Holland High School - graduate 1976 Hope College, Holland Michigan, majored in Geology and Marketing - 1976 to 1978 SCI-ARC (Southern California Institute of Architecture) - 1980 to 1982

Additional Pertinent Courses or Training

LEED certified for sustainable construction.

Other Pertinent Skills, Experience or Interests

I been a California licensed General Contractor since 1985. Please see my resume on by website - www.pointswestconstruction.com I was Chairman of the Board for The Torch Foundation, a non-profit organization that provides free leadership trainings to mainly inner-city teenagers. I participated on this Board from 2016 to 2023.

[Upload a Resume](#)

Community Involvement

Specify current or prior service on a City Board, Commission or Committee:

1996 - 2001, Chairman of the Rancho Providencia traffic commission.

List Community activities in which you are involved:

I use the Burbank Pools on a weekly basis; I also love the Chandelier Bike Path and horse trails.

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.

I have No relative relationships with any Burbank employees.

Conflict of Interest

Conflict of Interest:

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☐ Yes ☒ No

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First Choice

FIRST choice for Board/Commission/Committee appointment:

Sustainability Commission

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

As a General Contractor, I'm very involved in Building Code implementation as a part of the construction work that I do. Most of my projects are in West LA, Beverly Hills, and Brentwood areas.

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

To have our city better prepared for upcoming fire, drought, and flood dangers, while limiting landfill usage. Also, promoting more ADU construction to limit our housing shortage.

Second Choice

SECOND choice for Board/Commission/Committee appointment:

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

My prior (12) years of experience on Boards, and 40 years of experience as a General Contractor give me a lot of experience in commissions and are relevant to the Sustainability Commission.

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

To have Our amazing city better prepared for the challenges that we currently face and will face in the near future.

Supplemental Questions

Acknowledgement

Acknowledgment No. 1 - General

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☒ I Agree

Application Form

Profile

Scott Laster
First Name Middle Initial Last Name

[Redacted] Email Address

[Redacted] Rd. [Redacted]
Home Address Suite or Apt

Burbank CA 91504
City State Postal Code

[Redacted] Alternate Phone
Primary Phone

Christy's Manager Manager at post
Employer Job Title production facility
Occupation

Which Boards would you like to apply for?

Sustainable Burbank Commission: Submitted

Length of time as a Burbank Resident:

28

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?

I would like to get involved in community service.

Education

BA English

Additional Pertinent Courses or Training

Other Pertinent Skills, Experience or Interests

Smart, thoughtful, cooperative, curious, problem solver, good communicator, strong interest in the environment

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.:

None

List Community activities in which you are involved:

None

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:

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☐ 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.)

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First Choice

FIRST choice for Board/Commission/Committee appointment:

Sustainable Burbank Commission

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

None

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

To help the City of Burbank achieve/maintain stewardship of the environment. To learn about the workings of the city.

Second Choice

SECOND choice for Board/Commission/Committee appointment:

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)

Acknowledgement

Please Read

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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

Application Form**Profile**

Cameron

First Name

Edinburgh

Last Name

Middle
Initial[REDACTED]
Email Address

[REDACTED] St

Home Address

Suite or Apt

Burbank

City

CA

State

91505

Postal Code

[REDACTED]
Primary Phone

Alternate Phone

Los Angeles Cleantech
Incubator

Employer

Director, Communications
and Public Affairs

Job Title

Strategic Communications
/ Public Affairs

Occupation

Which Boards would you like to apply for?

Sustainable Burbank Commission: Submitted

Length of time as a Burbank Resident:

<1 year

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?

As a San Fernando Valley native and a new Burbank homeowner who cares deeply about our wonderful community, I would like to build upon Burbank's strong foundation in sustainability so that future generations can enjoy the city as I do now--complete with its lovely parks, mature oak trees, and environmentally-conscious citizenry. I also believe my professional experience working alongside public officials and advising senior sustainability leaders makes me a natural fit to serve in the important role of Commissioner on the Burbank Sustainability Commission. If selected, I will bring a collaborative spirit, a can-do attitude, and a desire to engage deeply on all matters of sustainability in the interest of supporting the Burbank community and environment.

Education

Master of Professional Studies Degree in Political Management from George Washington University Bachelor of Arts Degree in Political Science from University of San Diego (Magna Cum Laude)

Additional Pertinent Courses or Training

Other Pertinent Skills, Experience or Interests

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.:

As a new Burbank resident, I don't have any prior service experience with the City. That being said, I plan on living in Burbank for the rest of my life and I would like to make local volunteer service a major part of my focus.

List Community activities in which you are involved:

I'm not active in any community activities as of yet, though I would like to change that! As a resident who benefits from the wonderful services and amenities this city has to offer--to include the Burbank Public Library, the Chandler Bike Path, the local parks, and much more--I'm interested in becoming more involved.

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:

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☐ Yes ☒ No

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First Choice

FIRST choice for Board/Commission/Committee appointment:

Sustainable Burbank Commission

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

Through my role as Director of Communications and Public Affairs at the Los Angeles Cleantech Incubator (LACI), I have gained a deep understanding of initiatives in sustainability, and public opinion on these important yet often misunderstood matters. From advocating for the innovative technologies that are driving the clean energy transition to building public awareness and support for sustainable initiatives that stand to benefit our people and planet, I am willing and able to add an insightful new perspective to the Commission.

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

1) Ensure Burbank sets the standard for sustainable practices in public spaces, and encourage sustainability/conservation practices among residents. 2) Bring a grounded yet optimistic perspective about the possibilities of unveiling new innovative clean technologies, pilot projects, and other policy measures that stand to reduce emissions in the city. 3) Promote solutions related to energy efficiency, grid resilience, active transit, sustainable waste management, and other economically and environmentally viable initiatives. 4) Collaborate with the Commission to advance existing initiatives that promote the longterm health of our local communities and environment.

Second Choice

SECOND choice for Board/Commission/Committee appointment:

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)

Acknowledgement

Please Read

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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

CAMERON EDINBURGH

Dedicated communication strategy professional skilled in developing compelling organizational messaging, providing effective communications counsel, and leading multimedia teams and projects for mission-driven organizations in the government and non-profit sectors.

WORK EXPERIENCE

LOS ANGELES CLEANTECH INCUBATOR

Director, Communications & Public Affairs | Aug 2023 - present

- Led communications strategy and media relations to expand the organization's visibility among press, policymakers, industry leaders, and donors
- Developed key messages and directed earned, owned, and paid media campaigns to communicate LACI's mission, vision, and catalytic programs to key publics
- Crafted compelling talking points, thought leadership pieces, and other content for C-Suite executives, promulgating LACI's regional goals for a more sustainable and equitable economy

CENTER FOR A NEW AMERICAN SECURITY

Senior Communications Officer | 2022 - 2023

- Facilitated more than 1,200 earned media engagements to amplify the Center's body of work on the most pressing U.S. foreign policy issues
- Directed Congressional outreach to inform lawmakers on the Center's research and policy recommendations
- Routinely provided media training and communications counsel to research professionals

US HOUSE OF REPRESENTATIVES

OFFICE OF CONGRESSMAN JIMMY GOMEZ, CA-34

Press Secretary | 2021 - 2022

- Served as principal spokesperson, speechwriter, and communications advisor to the Congressman
- Developed messaging strategy and facilitated media events to advance the Congressman's policy priorities
- Managed communications team and served as lead writer and editor for all communications products

OFFICE OF CONGRESSMAN MIKE LEVIN, CA-49

Communications Fellow | 2021

- Drafted remarks for recorded addresses and live events
- Served as ghostwriter for five newspaper op-eds and numerous press release quotes
- Developed web content, weekly newsletter, and Member social media content

UNITED STATES MARINE CORPS

Captain, Communications Strategy Officer

Active Duty | 2017 - 2021

Reserve | 2013 - 2017

- Drafted speeches and talking points for joint/multilateral engagements while serving as speechwriter and media officer for the 1st Marine Division
- Coordinated media engagements, prepared commanders for interview, and issued remarks during crisis communications events and training exercises
- Conducted a bilingual, bilateral public communication campaign during a 2018 deployment to South America
- Spearheaded internal-audience communication campaigns on alcohol abuse, mental health awareness, and the integration of women into combat roles

EDUCATION

The George Washington University
**MASTER OF PROFESSIONAL STUDIES IN
POLITICAL MANAGEMENT**

Defense Information School
PUBLIC AFFAIRS QUALIFICATION COURSE

University of San Diego
BACHELOR OF ARTS IN POLITICAL SCIENCE

SKILLS

Professional

- Speechwriting
- Media Relations
 - On-The-Record Experience
- Crisis Communication
- Community Relations
- Copywriting/Editing
- Executive Communications
- Strategic Messaging
- Team Management

Technical

- Adobe Suite
- G-Suite
- Microsoft Office
- Mac & PC OS
- Canva
- Photoshop
- Various media tracking and digital marketing software programs

CONTACT



Application Form**Profile**

Darryn

First Name

Albert

Last Name

Middle
Initial

Email Address

Place

Home Address

Suite or Apt

Burbank

City

CA

State

91506

Postal Code

Primary Phone

Alternate Phone

Larry Brown Sports

Employer

Senior Staff Writer

Job Title

Writer

Occupation

Which Boards would you like to apply for?

Sustainable Burbank Commission: Submitted

Length of time as a Burbank Resident:

31 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?

As a lifelong Burbank resident and a former Chairperson of the City of Burbank Youth Board, I have a deep, profound, and long-lasting personal investment in this city and in its community. As such, I would like to offer up my talents and experience in order to serve my fellow Burbank residents and work towards an even brighter future for our city.

Education

UCLA, B.A. Political Science, English Minor (Class of 2016); Loyola Law School, J.D. (Class of 2021)

Additional Pertinent Courses or Training

Active Member of The State Bar of California

Other Pertinent Skills, Experience or Interests

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.:

City of Burbank Youth Board Member (2006-12), including as Two-Term Chairperson (2010-12); Burbank Cultural Arts Commission, Marketing Subcommittee Member (2017-18)

List Community activities in which you are involved:

Parishioner -- St. Francis Xavier, St. Robert Bellarmine

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N/A

Conflict of Interest

Conflict of Interest:

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☐ Yes ☒ No

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First Choice

FIRST choice for Board/Commission/Committee appointment:

Sustainable Burbank Commission

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

I have vast experience with City of Burbank board procedure, formalities, and decorum as a result of having served as the chairperson of the City of Burbank Youth Board and well as a subcommittee member of the City of Burbank Cultural Arts Commission (spanning a total of seven years of service to the city). My extensive background in both oral advocacy and written advocacy as an attorney and as a professional writer will also make me a major asset to this commission, especially when it comes issuing proposals and reports to the City Council and working in close communication with community representatives, liaisons, and fellow commission members.

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

Second Choice

SECOND choice for Board/Commission/Committee appointment:

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)

Acknowledgement

Please Read

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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

Application Form**Profile**

Corey

First Name

Mensing

Last Name

Middle
Initial

Email Address

Home Address

Ave

Suite or Apt

Burbank

City

CA

State

91501

Postal Code

Primary Phone

Alternate Phone

Bur-Cal Management

Employer

On-Site Property Manager

Job Title

On-Site Property Manager

Occupation

Which Boards would you like to apply for?

Sustainable Burbank Commission: Submitted

Transportation Commission: Submitted

Length of time as a Burbank Resident:

12 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?

My number one goal is to help as many people as possible. I'm interested in serving on the Transportation Commission because I care deeply about the day-to-day quality of life in Burbank and believe thoughtful, inclusive transportation planning plays a major role in that. Over the past few years, I've worked directly with local and regional agencies to advocate for small, practical improvements that have made a difference for residents, including adding bus stops and benches, working toward traffic safety improvements in my neighborhood, and encouraging more inclusive language when discussing multimodal transportation. I believe in listening to how people actually move through the city and using that insight to help shape better policy. Joining the Commission would allow me to collaborate more formally with city leaders and fellow residents to support data-informed, people-first solutions that make it easier, safer, and more enjoyable for everyone to get around Burbank.

Education

Education Bachelor of Arts — Communication University of Colorado

Additional Pertinent Courses or Training

While I have not completed formal courses specific to transportation, I bring extensive practical experience as a lifelong multimodal transit user in Burbank. As a daily rider, driver, and pedestrian, I have firsthand insight into the city's transportation needs. Additionally, I have engaged directly with multiple agencies including Metro, the City of Burbank, Los Angeles County, and District 44, gaining valuable knowledge through collaboration and discussions focused on improving transit and traffic safety.

Other Pertinent Skills, Experience or Interests

Proven ability to collaborate effectively with local and regional transportation agencies
Experience advocating for practical, community-focused transit and traffic safety improvements
Skilled at integrating data analysis with human-centered insights to inform transportation planning
Strong commitment to inclusive, multimodal transportation that enhances residents' quality of life
Dedicated to sustainable living practices, including adherence to minimal and zero waste principles
Effective communicator with experience engaging diverse stakeholders to build consensus and advance solutions
Continuously engaged in learning about emerging transportation policies, technologies, and sustainability initiatives

[Upload a Resume](#)

Community Involvement

Specify current or prior service on a City Board, Commission or Committee:

I have not previously served on a City Board, Commission, or Committee. However, I am eager to contribute to the City of Burbank through service on the Transportation Commission or the Sustainable Burbank Commission. My background includes hands-on collaboration with regional agencies, a commitment to sustainable living, and a focus on improving quality of life through thoughtful, community-driven solutions.

List Community activities in which you are involved:

I have been actively involved in the Burbank community for over a decade. I have volunteered with the Burbank Parks and Recreation Department for more than 11 years, contributing to various public programs and events. I also participated in Job Connect programming through the Burbank Public Library, where I saw firsthand the importance of equitable access to services. In addition, I regularly engage in civic advocacy, collaborating with local and regional agencies on transportation and pedestrian improvements. I attend City Council meetings, provide public comment, and am committed to inclusive, people-first policy.

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

The Board, Commission or Committee (collectively Board) you are seeking appointment to provides City reimbursement for attending trainings or conferences. Therefore, under State Law all members of the Board must receive at least two hours of ethic's 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:

Burbank Transportation Commission

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

I hold a Bachelor of Arts in Communication from the University of Colorado and bring over a decade of professional experience in roles centered on collaboration, problem-solving, and global brand management. While I do not have a technical planning background, my qualifications are rooted in real-world experience and consistent community involvement. I am a lifelong multimodal transportation user in Burbank and have firsthand experience navigating the city as a rider, driver, cyclist, and pedestrian. Over the past few years, I have worked directly with Metro, the City of Burbank, Los Angeles County, and District 44 to advocate for practical transportation improvements. These efforts have included adding bus stops and benches, promoting pedestrian access, and supporting traffic and driver safety and visibility changes in my neighborhood. I believe in using both data and lived experience to inform policy, and I am committed to helping shape transportation systems that are intuitive, inclusive, and reflective of how people actually move through Burbank.

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

My primary goal is to help as many people as possible by contributing to transportation planning that improves daily life for Burbank residents. I want to ensure the city's transportation systems are inclusive, efficient, and responsive to how people actually move through their neighborhoods. I aim to bring forward practical, data-informed ideas that reflect both policy considerations and the real-world experiences of riders, drivers, pedestrians, and cyclists. I also hope to strengthen collaboration between Burbank and regional agencies to ensure seamless, multimodal connections. Ultimately, I believe Burbank has the potential to be a leader in thoughtful, people-first transportation, and I want to be part of making that vision a reality.

Second Choice

SECOND choice for Board/Commission/Committee appointment:

Sustainable Burbank Commission

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

I hold a Bachelor of Arts in Communication from the University of Colorado and bring over a decade of professional experience in roles centered on collaboration, problem-solving, and global brand management. While I do not have a technical environmental science background, I am deeply committed to sustainability through both personal practice and professional initiatives. I have led environmental programs within corporate settings, promoting sustainable practices and helping organizations reduce their environmental footprint. Personally, I practice a minimal and zero waste lifestyle, reflecting my commitment to environmental responsibility. I am eager to apply this experience and mindset to support Sustainable Burbank's goals of fostering a resilient, healthy, and environmentally conscious community.

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

My primary goal is to help Burbank become a leader and role model for sustainability in the region. I want to support policies and programs that promote environmental responsibility, reduce waste, and build a healthier, more resilient community. I believe Burbank has the potential to set a high standard that other communities can follow, and I am committed to collaborating with city leaders, residents, and partners to advance innovative, inclusive, and practical solutions that improve quality of life for all.

Supplemental Questions

Acknowledgement

Acknowledgment No. 1 - General

ALL INFORMATION SUBMITTED IS A PUBLIC RECORD AND WILL BE POSTED ON THE CITY'S WEBSITE. All City Board, Commission, and Committee members serve without compensation from the City. No person shall serve at the same time on more than one Board, Commission or Committee. All applicants must be electors of, and actually reside in the City of Burbank, with the exception of the Burbank Cultural Arts Commission and the Sustainable Burbank Commission. (Per BMC Section 2-1-405, 2-1-406, 2-1-407)

☒ I Agree

Corey Mensing

Advocating for thoughtful, people-first mobility solutions in Burbank



Quick Stats

- ✓ Lifelong multi-modal transportation user in Burbank
- ✓ Worked with Burbank, LA County, District 44, and Metro
- ✓ Consistent advocate for quality of life improvements

START

My Approach

Data + empathy =
smart transit planning



Desire Paths

Address gaps between
design/planning
and how people
actually move



It makes me happy to see
people using the stop I
requested with Metro, and
later, the bench I requested
from the City. That's really
stuck with me.

Victory at Victory (and Chandler)

When neighborhoods change,
transportation must too



Worked with Metro to add new stop in 2024
New access to Chandler Bike Path and Aldi (opened 2020)
reflects shifting needs after Toys "R" Us closure (2018)

Pit Stop

Identified smoke infiltration and
recirculation in vehicle air systems

Detour

City Smoking Ordinance Review



Strategy



Why I'm Appying

To help as many people as possible

FINISH

- ✓ Champion inclusive, multimodal transportation planning
- ✓ Recommend policies grounded in real-world behavior and community insights
- ✓ Support funding for high-impact, low-cost projects that improve quality of life

Destination

Burbank is world-class in many ways and can lead in transportation too. My goal is not about putting systems or policy in the spotlight. It is about creating something so seamless, intuitive, and reliable that people simply enjoy the ride, whatever their ride may be. Quality of life is the true measure of success, and smart policy quietly yet confidently makes that possible.

Application Form**Profile**

Ken

First Name

Adams

Last Name

Middle
Initial

Email Address

St.

Home Address

Suite or Apt

Burbank

City

CA

State

91505

Postal Code

Primary Phone

Alternate Phone

LA Metro

Employer

Principal Data Analyst

Job Title

Data analyst

Occupation

Which Boards would you like to apply for?

Sustainable Burbank Commission: Submitted

Length of time as a Burbank Resident:

19 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?

I was a member for 12 years on the CDGC and would like to continue my involvement in Burbank in another capacity. I raised my children here for the past 19 years and want to see this city thrive into the future so the community they were raised in continues to be one of the finest cities in California for their generation.

Education

BA from CSUN, BA from DeVry University

Additional Pertinent Courses or Training

Attended RISE program from Burbank Parks and Recreation and ran Dig days for awhile.

Other Pertinent Skills, Experience or Interests

Volunteered for L.A. Homeless Count. Also a Disney Volunteer for 20 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.:

CDGC 2012-2024

List Community activities in which you are involved:

RISE, Homeless count, Burbank DIG days

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:

Sustainable Burbank Commission

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

9 years experience on CDGC. Spent 14 years volunteering with the BUSD PSTA while my children attended school.

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

As an active member in Burbank's activities and community, I would love the opportunity to be involved with helping to make the city keep up with the challenges it faces as it balances growth with our comfortable lifestyle. As with my work with LA Metro, I would also be happy to share some of my skills which involve preparing weekly and monthly reports on Safety and Crime to the needs of Burbank. Some ideas I've had over the years include: a) K-12 & studio partnerships involving waste, water, and energy wins, b) Urban heat & shade plan at heat islands, transit stops, and schools, c) For each major program (waste, water, energy, mobility), publish an annual scorecard with outcomes,

Second Choice

SECOND choice for Board/Commission/Committee appointment:

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)

Acknowledgement

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

KEN ADAMS

Burbank, CA

IT PROGRAMMER/ANALYST

SOFTWARE ENGINEERING ~ IT MANAGEMENT ~ PROJECT MANAGEMENT

Software Engineering
Application Testing
Technical Troubleshooting
Software Requirements
Quality Assurance
Testing Methodologies
Test Plan Design
Cloud computing
Cross-Team Collaboration

Analytical, highly adaptable professional with extensive experience developing, deploying and evaluating systems aimed at improving quality and efficiency for major corporate organizations.

Skilled in aligning complex technical needs with long-term resolutions. A track record of success.

Skilled troubleshooter continually focused on identifying, isolating and resolving technical issues.

Strong knowledge and comfort within Microsoft-based server environments, along with all peripheral processes and database creation and management.

Accomplished communicator skilled in building and strengthening relationships across functions to drive cohesive, strategic operations.

BENCHMARKS & MILESTONES

- Developed and deployed e-commerce kiosks at Disney stores countrywide.
- Assisted in the conversion of disneystore.com, disneytickets.com, nascarstore.com and disneyauctions.com from InterWorld 2.5 to InterWorld 3.0 e-commerce platform.
- Developed and maintained a VB front end loan tracking application for a commercial real estate group at BofA.
- Created and deployed an Android app that got over 100,000 downloads in the marketplace.

PROFESSIONAL EXPERIENCE

THE WALT DISNEY COMPANY • Burbank, CA

2000-Present

VENDOR SUPPORT ANALYST FOR SOLUTION OPERATIONS & SUSTAINMENT GROUP (2017-PRESENT)

- Tier 2 support for 55 various vendor purchased applications being used within the DATG business.
- Responsible for researching and consolidating Runbook information on all our supported apps into one local site within Microsoft Teams.
- Managed various application migrations from Windows server 2008 to 2017 and worked with vendors to move some of their applications to AWS or Azure.

PROGRAMMER ANALYST FOR NETWORK BROADCAST APPLICATIONS GROUP (2005-2017)

- Created multiple Access databases for reporting and analysis of files flowing through various systems in our Programming, Traffic, Sales, Promotions and Finance departments. Some of these import files while others have direct links to SQL Server databases. I also helped create XML exports out of these systems to be ingested by other applications inside and outside of Disney including our affiliates like Cablevision and Cox.
- Key role in assisting with migration of on-air programming from satellite transmission to Cloud based distribution. Developed scripts and workflows that also distributed programs, via XML files to non-linear providers for VOD programming.
- Responsible for maintaining and developing stored procedures, back-ups, replications to QA and Dev, and SQL Jobs in SQL Server 2010/2008 for Traffic and Programming databases. I also maintain and modify Tableau reports for our Sales department.

CAREER PROGRESSION (CONT.)

- Manage numerous projects to develop enhancements and improvements to 3rd party applications (WideOrbit Traffic, Sims, Griplt, Mediator and G2UI).
- Serve as IBM iSeries administrator for the Disney Channel/ DXD/ Soapnet traffic system; responsible for user provisioning, troubleshooting, ad-hoc reporting, daily backups, and maintaining our high availability backup server.
- Systems administrator for department Sharepoint sites as well as online issue tracking system Confluence/Jira.
- Managed the purchase and implementation of a High Availability backup server for the Traffic system as part of the departments Disaster Recovery initiative.

ANALYST I (2001-2005)

- Created and uploaded quarterly financial reports for the entire Walt Disney Company into our SAP financial system from our outdated Comshare/FDC consolidation software. Also, converted and tested BCS reports that replaced current SEC Bluebook reports.
- Enhanced, reviewed, and created foreign, domestic, and inter-company reports written in VBA in Excel.
- Added accounts and origins on the corporate general ledger for new tax legal entities created or acquired by Disney.
- Updated the Corporate Controllershship website using FrontPage and GoPublish.

SOFTWARE ENGINEER (2000-2001, NORTH HOLLYWOOD)

- Responsible for development and deployment of e-commerce kiosks at DisneyStores's across the country.
- Provided software, hardware, and internet connectivity support to remote kiosks.
- Helped convert disneystore.com, disneytickets.com, nascarstore.com, and disneyauctions.com from InterWorld 2.5 to InterWorld 3.1 e-commerce platform.
- Maintained and enhanced internet sites through use of HTML, JavaScript, SQL objects and InterWorld templates.
- Enhanced existing Access databases for kiosk reporting
- Created Oracle tables for and SQL objects for shipping and handling enhancements on disneyauctions.com

BANK OF AMERICA • Los Angeles, CA

1998-2000

APPLICATIONS DEVELOPER

- Developed and maintained a VB front end loan tracking application for the Commercial Real Estate Group.
- Filled in as DBA for back end SQL Server 6.5 database.
- Rewrote nightly batch processes to interface with Sybase's AutoSys.
- Converted a 16-bit VB Bulk Copy Program to 32-bit.
- Incorporated an outdated Delphi application into our VB loan tracking app.
- Helped create and maintain reports using Access and pass-through queries for Loan Officers.

MIRAMAX • Santa Monica, CA (Part Time)

Feb. 1, 2017 – May 1, 2017

PART TIME CONTRACTOR

- Created an accounts receivable Access database for reporting and activity logging for the finance department.

TECHNOLOGY PROFICIENCIES

Languages: Visual Basic; VBA; SQL (SQL Server/Oracle); HTML; Active Server Pages; MS Visual Studio 2010; JavaScript; Java for Android; VBScript; XML, UNIX

CAREER PROGRESSION (CONT.)

Operating Systems: Windows 10
Desktop Applications: MS Office (Word, Excel, PowerPoint, Access) 2013; SharePoint 2010; Flash; MS SQL Server 2010; MS IIS; Eclipse; Oracle/Toad; SAP; Tableau

EDUCATION

DEVRY INSTITUTE OF TECHNOLOGY, Long Beach, CA
BACHELOR OF SCIENCE, COMPUTER INFORMATION SYSTEMS

CALIFORNIA STATE UNIVERSITY OF NORTHRIDGE, Northridge, CA
BACHELOR OF ARTS, LIBERAL STUDIES

**Burbank Municipal Code
§ 2-1-424: Sustainable Burbank
Commission**

Burbank Municipal Code
§ 2-1-424: Sustainable Burbank Commission

- A. Establishment of the Commission: The Sustainable Burbank Commission shall advise and make recommendations to the City Council on matters related to the implementation of the City of Burbank Sustainability Action Plan and help engage the community by participating in various public education, outreach, and promotional activities related to environmental sustainability.
- B. Composition of the Commission:
1. The Sustainable Burbank Commission shall be composed of nine (9) members to be appointed by Council. When appointing persons to the Commission, Council should consider representation of the business community at large who is engaged in environmental issues, the real estate or development industry, or faith-based or non-profit community.
 2. The Commission shall have the constituted offices of Chairperson and Vice Chairperson.
 - a. Chairperson – The Chairperson shall maintain the general supervision, direction and control of the business and meetings of the Sustainable Burbank Commission. The Chairperson shall preside at all meetings of the Commission and shall have the power to appoint subcommittees of the Commission and subcommittee Chairpersons as necessary and shall receive reports of the subcommittee's activities.
 - b. Vice Chairperson – The Vice Chairperson shall act in the absence of the Chairperson, perform all the duties of the Chairperson, and in so acting, shall have all the powers of the Chairperson.
 3. Liaison with Council: The Mayor shall designate two members of the City Council to meet with the Commission, but such members shall not be members of the Commission.
- C. Powers and Duties of the Commission:
1. The Sustainable Burbank Commission shall have the duties to:
 - a. Act in an advisory capacity to the City Council in establishing policy on all matters as described in Section A.
 - b. Engage the participation of the community.
 - c. Provide community support for advancing policy initiatives and programs.

Attachment 2

- d. Advise the City Council in the maximizing and leveraging efficient use of resources in the community.
 - e. Advise the City Council in the review of proposals, programs, practices, and goals.
- D. Meetings: The Sustainable Burbank Commission shall meet regularly at least every other month, on a day and time and place to be determined and fixed by the Commission and in accordance with the Ralph M. Brown Act. Additional noticed meetings may be scheduled as necessary. All meetings shall be open to the public. Regular minutes of each meeting shall be maintained by the Public Works Department. Agendas of the Commission shall be posted as required by the laws of the State of California.
- E. Quorum: A majority of the members of the Sustainable Burbank Commission shall constitute a quorum."

STAFF REPORT



CITY CLERK'S OFFICE

DATE: November 25, 2025

TO: Honorable Mayor and Members of the City Council

FROM: Kimberley Clark, City Clerk
BY: Maria Sanchez, Administrative Analyst I

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

RECOMMENDATION

Appoint one member to the Art in Public Places Committee 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 have the option of applying for up to two BCCs, indicating their first and second choice.

The voting process established 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 the vacancy(ies).

Art in Public Places Committee

The Art in Public Places Committee (Committee) was established on May 19, 1992, by BMC § 2-1-422. The Committee shall consist of five members. The Parks and Recreation Director or their designee shall serve as secretary to the Committee. The Committee shall hold a public meeting as needed to review proposed art plans and its powers shall be limited to finding compliance with Subsections (d)(e) of § 10-1-1114 of the Burbank Municipal Code. In no way shall this Committee rule upon artistic content when considering art plans. Additionally, the Committee shall recommend to the Council expenditures of the Art in Public Places Fund, including but not limited to art projects for public buildings or on public grounds. Special meetings may be called by the chair or any two other members of the Committee. A majority of the members of the Committee shall constitute a quorum for the transaction of business.

DISCUSSION

On September 23, 2025, the City Clerk's Office began advertising and accepting applications for one vacancy on the Committee for an unexpired term ending July 31, 2028, created by the resignation of Member Heather Owens.

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 to submit applications to the City Clerk's Office was Thursday, October 23, 2025, at 5:00 p.m. The City Clerk's Office received a total of five applications for the Committee: Tom O'Neill, Jena Van Loo, Jeff Ferguson, Pamela Pile, and Maureen Moore. The applications are listed in the order received.

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 – BMC § 2-1-422

Applications and Resumes

Application Form**Profile**

Tom

First Name

O'Neill

Last Name

Middle
Initial

Email Address

Home Address

St.

Suite or Apt

Burbank

City

CA

State

91505

Postal Code

Primary Phone

Alternate Phone

Self

Employer

Artist

Job Title

Artist

Occupation

Which Boards would you like to apply for?

Art in Public Places Committee: Submitted

Length of time as a Burbank Resident:

26 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?

I'm a professional artist that's lived in Burbank for well over twenty years and I'd LOVE to be involved with Art in Public Places. I entirely believe that the entertainment capital of the world can and should embrace more art. Monumental sculptures and beautiful murals should be in abundance here in this city of creatives.

Education

Bachelors degree in Fine Art

Additional Pertinent Courses or Training

Other Pertinent Skills, Experience or Interests

Over twenty years as a concept and storyboard artist. Plus over a decade of fine arts / gallery shows

Upload a Resume

Community Involvement

Specify current or prior service on a City Board, Commission or Committee:

I've attended several Burbank Cultural Arts Commission meetings.

List Community activities in which you are involved:

Gallery Shows

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

The Board, Commission or Committee (collectively Board) you are seeking appointment to provides City reimbursement for attending trainings or conferences. Therefore, under State Law all members of the Board must receive at least two hours of ethic's 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:

Arts in Public Places

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

Living in Burbank for almost thirty years as a professional artist, loving my local community, having leadership skills and being a lover of art history I see myself as entirely qualified to push Burbank forward into an aesthetic and unified future. An appreciation for classic art with a mix of modern art is way to draw everyone together.

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

We live in a city of creatives and this city should reflect that. Tourist should be taking pictures of themselves next to great public sculptures. They should be appreciating magnificent paintings in every public building. When people go back home to wherever that is in America or the world, I want them saying wow. You should see Burbank.

Second Choice

SECOND choice for Board/Commission/Committee appointment:

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

Acknowledgement

Acknowledgment No. 1 - General

ALL INFORMATION SUBMITTED IS A PUBLIC RECORD AND WILL BE POSTED ON THE CITY'S WEBSITE. All City Board, Commission, and Committee members serve without compensation from the City. No person shall serve at the same time on more than one Board, Commission or Committee. All applicants must be electors of, and actually reside in the City of Burbank, with the exception of the Burbank Cultural Arts Commission and the Sustainable Burbank Commission. (Per BMC Section 2-1-405, 2-1-406, 2-1-407)

☒ I Agree



TOM O'NEILL

STORYBOARD ARTIST • CONCEPT ARTIST

WILL TRENT - Story Boards
THE BIGGEST BAND IN THE WORLD - Story Boards
"UNTITLED" FEATURE - Story Boards
QUANTUM LEAP - Story Boards
SUPERGIRL - Story Boards and Concept Art
FLASH - Story Boards and Concept Art
TITANS - Story Boards
BLACK LIGHTNING - Story Boards
DOOM PATROL - Story Boards
LEGENDS OF TOMORROW - Story Boards
ARROW - Story Boards
MAGNUM PI - Story Boards
DAVINCI'S DEMONS - Story Boards and Concept Art
CONSTANTINE - Story Boards and Concept Art
HAWAII FIVE 0 - Story Boards
PERCEPTION - Story Boards
LAB RATS - Story Boards and Concept Art
TOUCH - Story Boards
EUROTRIP - Story Boards
TERRA NOVA - Story Boards and Concept Art
CASTLE - Story Boards
FLASH FORWARD - Story Boards and Concept Art
FRINGE - Story Boards and Concept Art
LOST - Story Boards and Concept Art
ALIAS - Story Boards and Concept Art
GHOST WHISPERER - Story Boards and Concept Art
INVASION - Story Boards and Concept Art
FELICITY - Story Boards
PERCEPTION - Story Boards
PERSON OF INTEREST - Story Boards
MISTRESSES - Story Boards
1313 MOCKINGBIRD LANE - Story Boards
MURDER MYSTERIES - Story Boards and Concept Art
TOUCH - Story Boards
666 PARK AVENUE - Story Boards
ALCATRAZ - Story Boards
CHUCK - Story Boards and Concept Art
MOONLIGHT - Story Boards and Concept Art
STUDIO 60 - Story Boards and Concept Art
CLEOPATRA 2525 - Story Boards and Concept Art
YOUNG HERCULES - Story Boards and Concept Art
JEFF OF THE UNIVERSE (Pilot) - Story Boards and Concept Art
MR. & MRS. SMITH (Pilot) - Story Boards
XENA: The Warrior Princess - Concept Art, Story Boards, Writer
HERCULES: The Legendary Journeys - Concept Art, Story Boards, Writer



Application Form**Profile**

Jena

First Name

Van Loo

Last Name

Middle
Initial

[REDACTED]

Email Address

[REDACTED] St

Home Address

Suite or Apt

Burbank

City

CA

State

91505

Postal Code

[REDACTED]

Primary Phone

Alternate Phone

USC- retired

Employer

Assistant Professor of
Clinical Physical Therapy

Job Title

Retired Physical Therapist

Occupation

Which Boards would you like to apply for?

Art in Public Places Committee: Submitted

Length of time as a Burbank Resident:

34

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?

Currently retired from Physical Therapy at USC. Am seeking involvement in the community via volunteering, committees or part-time work. During my middle/high school years was trained in various art techniques (painting, drawing, architecture, design, history). Began college as a fine art major however without direction I turned to my second love, sports. In the last year, I have had time to return to my art- painting/drawing and woodwork.

Education

University of Southern California- Bachelors in Psychology, 1989; Masters in Physical Therapy, 1992 The College of St Scholastica, Duluth MN- Doctorate in Physical Therapy, 2020

Additional Pertinent Courses or Training

Other Pertinent Skills, Experience or Interests

Strong communication, ability to work with others/team work, highly organized and detail oriented, strong work ethic, customer service skills. Mentor to students, active listener and effective communicator with a diverse population, highly patient. Ability to collaborate with colleague, problem solve issues and develop solutions. Love of art of all types and medias.

Upload a Resume

Community Involvement

Specify current or prior service on a City Board, Commission or Committee:

None

List Community activities in which you are involved:

Currently none. Used to be involved in youth sports as a coach, parent and fan, as well as participant in adult sports. Assist husband with teaching tasks at local high school. Used to be on advisory role for USC childcare.

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.

Not City employee but husband works for BUSD.

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

The Board, Commission or Committee (collectively Board) you are seeking appointment to provides City reimbursement for attending trainings or conferences. Therefore, under State Law all members of the Board must receive at least two hours of ethic's 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:

Art in Public Places Committee

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

Education and work experience of 32 years of working with clients, students, colleagues of diverse populations, continually problem solving, adapting and collaborating to create good outcomes. Open minded, creative individual Involved in a advisory committee for USC Childcare- worked on children activities, art, movement, culture

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

Able to be apart of a committee who brings high quality art to the community. Able to increase the outreach activities in the community to all ages promoting public art and cultural enrichment

Second Choice

SECOND choice for Board/Commission/Committee appointment:

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

Acknowledgement

Acknowledgment No. 1 - General

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☒ I Agree

JENA VAN LOO

PROFESSIONAL SUMMARY

Highly energetic, dedicated and trustworthy individual who is experienced as a customer service specialist. Experienced with customer support, revising documents and workflow to organizing workspace. Skilled in time management, multi-tasking, sales, and creativity all while demonstrating a strong work ethic. Passion for people and creating a positive environment. Proven ability to create positive rapport with a diverse group of people. Seeking to apply my organization and communication skills with your company as a team member.

RELEVANT EXPERIENCE

Whole Foods Market

Glendale, CA

E-commerce shopper- seasonal

February 2025 to May 2025

- Fulfilled online grocery orders for delivery or pick up
- Shopped using mobile app in an efficient manner to meet order deadlines
- Properly packing items into bags
- Ensured that orders were complete and accurate prior to staging and labeling
- Assisted other departments when workflow slow

Caregiver

Personal caregiver to my mother-in-law

January 2023 to August 2024

University of Southern California

Los Angeles, CA

Assistant Professor of Clinical Physical Therapy

September 1992 to June 2024

- Provided detail oriented and tailored treatment to a diverse group of clients.
- Demonstrated strong interpersonal and communication skills with clients, colleagues and staff alike.
- Spearheaded an environment that was well organized, clean as well as felt calm and positive.
- Advocated for colleagues, students and clients.
- Collaborated with colleagues to improve the clinic, processes and communication.
- Participated in continuous growth of knowledge via courses and learning new techniques.
- Contributed to department goals and revising documents, policies and workflow.
- Mentored students and colleagues

OTHER EXPERIENCES

- Cashier- restaurant and retail store, open/closing
- Sales associate - ski shop and retail clothing store
- Food handling certificate
- CPR certificate expiration Jan 2026
- Passion for creating and fabricating art of various mediums, building and design
- Computer experience: word, excel, electronic documentation

SKILLS

- | | | |
|------------------------|-------------------------|-----------------------|
| • Customer Service | • Creative and artistic | • Team Player |
| • Leadership | • Critical Thinker | • Strong communicator |
| • Flexible and patient | • Multi-tasker | • Problem solver |
| • Time Management | • Detailed Oriented | • Passionate |

EDUCATION

The College of St Scholastica, Duluth MN
University of Southern California, Los Angeles CA
University of Southern California, Los Angeles CA.

Doctorate of Physical Therapy, Physical Therapy
Master of Physical Therapy, Physical Therapy
Bachelor of Arts, Psychology

Application Form

Profile

Jeff Ferguson
First Name Middle Initial Last Name

[Redacted]
Email Address

[Redacted] ST
Home Address Suite or Apt

Burbank CA 91505
City State Postal Code

[Redacted]
Primary Phone Alternate Phone

Run Out Groove Records Co-Founder Entrepreneur/Record Store Owner/Former Advertising Executive
Employer Job Title Occupation

Which Boards would you like to apply for?

Art in Public Places Committee: Submitted

Length of time as a Burbank Resident:

15 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?

As a long-time resident of Burbank and owner of Run Out Groove Records, I deeply appreciate our community's vibrant culture and artistic heritage. I am passionate about contributing to the enhancement of public spaces through art, which I believe plays a vital role in fostering community spirit and engagement. My professional background in online marketing, brand management, and public speaking has equipped me with the skills to promote and support public art initiatives effectively. Serving on the Art in Public Places Committee would allow me to utilize my expertise to advocate for the arts, support creative projects, and help ensure that public art in Burbank is accessible, impactful, and reflective of our diverse community.

Education

I hold a Master of Business Administration and a Bachelor of Arts in Communications with an emphasis on Advertising and a minor in Computer Science from California State University, Fullerton. This educational background has provided me with a strong foundation in business management and the technical aspects of digital marketing, enabling me to develop comprehensive strategies for online brand and advertising campaigns.

Additional Pertinent Courses or Training

While at California State University, Fullerton (CSUF), I took various art courses, including Illustration and Typography, as part of my degree. Initially focusing on becoming a copywriter, I have used these skills throughout my career, writing for several industry publications. These courses and experiences provided a solid foundation in visual arts and effective communication, essential for promoting and supporting public art initiatives.

Other Pertinent Skills, Experience or Interests

As an avid woodworker, I have taken several courses in this hobby and built all the cabinets and fixtures at my record store.

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.:

This would be my first time serving on a City Board, Commission, or Committee.

List Community activities in which you are involved:

I am currently a member of the Magnolia Park Merchants Association. During my time with this group, I brought the Food Truck Friday events back to Magnolia Park. My partner, Ellen, and I are also taking over the planning responsibilities for Magnolia Park's annual "Holiday in the Park" event (November 22, 2024!).

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:

Art in Public Places Committee

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

I hold a Master of Business Administration and a Bachelor of Arts in Communications with an emphasis on Advertising and a minor in Computer Science from California State University, Fullerton. During my time at CSUF, I took various art courses, including Illustration and Typography, which, along with my initial focus on copywriting, have provided me with a strong foundation in visual arts and effective communication. Professionally, I have over 25 years of experience in online marketing, brand management, and advertising, working with global corporations such as Experian, Hilton Hotels, and Sony. As the CEO and Founder of Amplitude Digital, I have created and managed numerous digital media campaigns, enhancing market exposure and driving revenue growth. Additionally, I am the owner of Run Out Groove Records, a record store in Burbank, where my woodworking skills were put to use in building all the cabinets and fixtures. This hands-on experience, combined with my professional background, equips me with the skills necessary to support and promote public art initiatives in our community effectively.

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

My primary goal in serving on the Art in Public Places Committee is to enhance Burbank's public spaces by promoting and supporting impactful and accessible public art. I aim to foster a stronger sense of community through artistic projects reflecting our diverse culture and heritage. Additionally, I want to leverage my experience in marketing and community engagement to secure additional funding and public support for art initiatives. By serving on this committee, I hope to contribute to making Burbank a vibrant and inspiring place to live and visit.

Second Choice

SECOND choice for Board/Commission/Committee appointment:

Board of Library Trustees

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

I hold a Master of Business Administration and a Bachelor of Arts in Communications with an emphasis on Advertising and a minor in Computer Science from California State University, Fullerton. During my time at CSUF, I took various art courses, including Illustration and Typography, which, along with my initial focus on copywriting, have provided me with a strong foundation in visual arts and effective communication. Professionally, I have over 25 years of experience in online marketing, brand management, and advertising, working with global corporations such as Experian, Hilton Hotels, and Sony. As the CEO and Founder of Amplitude Digital, I have created and managed numerous digital media campaigns, enhancing market exposure and driving revenue growth. My extensive experience in public speaking and writing for industry publications demonstrates my ability to communicate effectively and advocate for important causes. Additionally, as the owner of Run Out Groove Records in Burbank, I have a vested interest in our community's cultural and educational development. My hands-on experience with community engagement and my passion for literature and lifelong learning align well with the mission of the Board of Library Trustees.

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

My primary goal in serving on the Board of Library Trustees is to advocate for and enhance the services provided by the Burbank Public Library. I aim to support initiatives that promote literacy, lifelong learning, and community engagement. Leveraging my background in marketing and communication, I plan to help increase awareness of the library's resources and programs, ensuring they reach a broader and more diverse audience. Additionally, I want to contribute to developing innovative programs and partnerships that address the evolving needs of our community, making the library a central hub for education and cultural enrichment in Burbank.

Supplemental Questions (Infrastructure Oversight Board Only)

Acknowledgement

Please Read

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6. Any person appointed to a Board, Commission, or Committee shall remain in compliance with the City's **Attendance Policy**:
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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

JEFF FERGUSON

Burbank, CA 91505

Online Marketing/Advertising

Highly creative Internet Marketing expert with over 25 years of experience in driving revenues, expanding market exposure, and building customer bases of global corporations through the skillful synthesis of online brand and advertising campaigns. Catalyst for new business development through the customized use of key tools such as search engines (SEM and SEO), social media, affiliate marketing, email marketing, and customer growth and retention programs for such clients and corporations as Experian, Hilton Hotels, Kimberly Clark, Sony, and Napster. Public speaker with strong writing skills backed by an invaluable combination of advertising and advanced computer science proficiencies.

Brand Management • Advertising • Competitive Market Intelligence • Search Engine Marketing
Direct Response Marketing • Market Surveys • Marketing Strategy • Project Management • Multimedia Advertising
Revenue Growth • Product Development • Trend Analysis • Staff Management • Campaign Management
Affiliate Marketing • E-Mail Sales Campaigns • Customer Growth, Retention • Business Development

PROFESSIONAL EXPERIENCE

AMPLITUDE DIGITAL (formerly FANG MARKETING), Burbank, California • December 2010 – Present

CEO & FOUNDER

Marketing consulting business, evolved to a full service advertising media agency specializing in digital media. Created and managed digital media campaigns in paid search, SEO, display media, social media, mobile, email, affiliate programs, and more for companies such as Apria Health, Belkin, CBS, eHarmony, Harbor Freight Tools, JustFab, Manchester United, Prestige Brands, The Smithsonian, and Sony. Merged with Amplitude Digital in April 2020.

LOCAL.COM, Irvine, California • April 2009 – December 2010

Senior Director, Online Marketing

Drove revenue and margin growth of the local search engine and content provider through the optimization and expansion of one of the top five largest search engine marketing (SEM) programs in the U.S. Lead multi-departmental team to increase organic search traffic via search engine optimization (SEO) for both owned and operated and network partner sites. Dissect competitor's new features, advertising campaigns, and other analytical tools to formulate and refine internal marketing strategies. Lead five-person search engine marketing and optimization team.

Achievements:

- Increased topline revenue for Local.com business unit by over 32%, adding over \$5.7 million in revenue to a previously flatlined campaign, while increasing margins by 157%
- Grew organic traffic by over 30% while increasing organic revenue by over 50%.

NAPSTER, Los Angeles, California • June 2006 – February 2009

Director, Online Marketing

New business development and revenue growth for the international music subscription service through brand management, multimedia advertising campaign management, and direct response marketing initiatives for target audiences spanning the U.S. Marketed subscription, special offers, and track, and album businesses through well-crafted online marketing programs comprised of search engines, affiliate marketing, e-mail marketing, and customer retention strategies. Employed Ominture SiteCatalyst and Business Objects to assess customer activity flow, conversion, churn, and other key performance indicators. Introduced splash page and other site optimization programs to increase conversion and retention. Lead two-person acquisition and retention team.

NAPSTER (cont.)

Achievements:

- Decreased acquisition costs by >50% by slashing unprofitable programs and transitioning key functions in-house as the manager of agency and internal teams.
- Led a major Search Engine Optimization (SEO) project to index thousands of new artist catalog pages, increasing track and album sales by >25%
- Cut subscriber churn by >10% by introducing new retention programs employing data mining techniques.

ONLINE MARKETING CONSULTANT, Various Locations • July 2004 – June 2006

Innovated and oversaw online advertising, search engine marketing, affiliate marketing, and e-mail acquisition and retention campaigns for clients like Experian (LowerMyBills.com), InterActiveCorp (ZeroDegrees), the Natural History Museum of Los Angeles, MLSOnline, Qmotions, and IPDG Internet Ventures. Performed competitive analysis to generate online marketing strategies for clients ranging from start-ups to well-established companies.

Client Projects:

- **LowerMyBills:** Propelled revenues by developing and managing a "Long Tail" plan to expand beyond ad networks and portal-based channels to increase leads while maintaining a positive ROI.
- **Natural History Museum of Los Angeles:** Accelerated Internet pre-sales by >20% after launching the group's first paid search engine marketing campaign to publicize a natural disasters exhibit.

ADDITIONAL POSITIONS (Full details upon request)

WAHLSTROM GROUP/IPG, Irvine, California • July 2003 – July 2004

Manager, West Coast Interactive Services: Crafted search engine marketing and directional campaigns for renowned clients such as American Airlines, Farmers Insurance, Hilton Hotels, KinderCare, and Toyota. Led a 4-person bi-coastal team tasked with search engine optimization, campaign result reporting, and billing.

KIMBERLY-CLARK CORPORATION, Neenah, Wisconsin • February 2002 – July 2003

Interactive Media Manager: Executed online ad campaigns for the Huggies, Kleenex, and Scott product lines resulting in higher consumer coupon use and the acquisition and retention of specialized audiences such as parents and teenagers.

HILTON HOTELS CORPORATION, Beverly Hills, California • March 1999 – February 2002

Director, Online Advertising: Managed online advertising functions for the Hilton, Hilton Garden Inn, and Doubletree hotel brands using direct response marketing and strategy development and execution. Linked online sales revenue to advertising to enable calculation of return on ad spends leading to a higher ad budget QOQ. Direct brand and campaign management as the company's first online advertising specialist. Pioneered online strategies, many of which are still in use. Originated internal tracking and reporting methodologies to optimize online advertising campaigns. Managed agency relationships.

Note: Additional work history includes positions as a **Marketing Manager at Interactive Search (1998-1999)** , and **Internet Marketing Manager/Webmaster at Alpha Microsystems (1995-1998)** . Details on request.

EDUCATION

Master of Business Administration

Bachelor of Arts in Communications w/ Advertising Emphasis, Minor in Computer Science

California State University, Fullerton, California

PROFESSIONAL DEVELOPMENT/AFFILIATIONS

Speaker, Various Digital Marketing Conferences, U.S., Barcelona, Berlin, London, Singapore, Stockholm
 Board of Directors, Search Engine Strategies Conferences (2007-2010)
 Adjunct Professor, UCLA - Advanced Digital Marketing/SEO courses.

Application Form**Profile**

Pamela

First Name

Pile

Last Name

Middle
Initial

Email Address

St.

Home Address

Suite or Apt

Burbank

City

CA

State

91505

Postal Code

Primary Phone

Alternate Phone

Self employed

Employer

Consultant

Job Title

Consulting

Occupation

Which Boards would you like to apply for?

Art in Public Places Committee: Submitted

Length of time as a Burbank Resident:

29 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?

I am so proud to live in beautiful Burbank, CA. After being a resident and also working in our city for much of that time, I would like to give back and serve the community. Art has always been an interest of mine. As Thomas Merton once said: Art enables us to find ourselves and lose ourselves at the same time. Whether it's a sculpture, statue, mural, fountain or a plane such as the one at George Izay Park, each piece has the ability to inspire, generate thought or evoke an emotion. I recently graduated from Burbank's RISE program where I learned about many facets of the city. I was so impressed with everything I've learned. My experience reinforced my desire to give back to Burbank by serving on a board, commission or committee.

Education

I was educated in Pittsburgh, PA and then went on to Penn State University where I graduated with a BA in Communications.

Additional Pertinent Courses or Training

My career has been in the healthcare industry. Most recently I spent 15 years with Kaiser Permanente's National Accounts department where I negotiated contracts and provided services to large national employers with one being Warner Bros., right here in Burbank. I also received training every year and needed to study and commit to a code of ethics.

Other Pertinent Skills, Experience or Interests

My 28-year-old daughter was born and raised in Burbank. She has always been very involved in the arts and in my support of her, I became involved as well. She was fortunate enough to be in honors art classes at school and went to an Anime art school here in Burbank as well.

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.:

No current or prior service on a City Board, Commission or Committee, I graduated from Burbank's RISE program in May 2025.

List Community activities in which you are involved:

I am a Red Cross volunteer but have not had many assignments lately. I try to be a good neighbor and help those in need.

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.

None

Conflict of Interest

Conflict of Interest:

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☐ 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.)

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First Choice

FIRST choice for Board/Commission/Committee appointment:

Art in Public Places however I am open to other appointments.

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

I have strong negotiation skills and have been trained to amicably bring people together in a mutually satisfying way.

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

Do the very best job I can to elevate the committee and represent the people of Burbank and their desires.

Second Choice

SECOND choice for Board/Commission/Committee appointment:

All of the boards are interesting to me.

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)

Acknowledgement

Please Read

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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

Pamela Pile
Burbank, CA 91505
Cell: [REDACTED]
Email: [REDACTED]

CORE COMPETENCIES

- Over 25 years of exceptional sales and account management experience
- A proven team builder, leader and motivator
- Excellent written and verbal communication skills
- Consistently exceed account management, sales and staff management goals
- Enthusiasm to succeed and over-achieve

PROFESSIONAL EXPERIENCE

Consultant, 9/2024 to Present **Pile Consulting**

Consulting with various private and public organizations in a variety of areas that align with my years of experience and expertise. One example is Truemed. Truemed, an exciting health-focused, mission-driven,, forward-thinking organization. Truemed is helping employers (free of charge) reduce their healthcare expenditures. By helping employers "unlock" HSA/FSA accounts for their employees, employees will sign up for HSA healthcare plans and contribute more dollars to those accounts, therefore reducing payroll and healthcare expenses.

Senior Executive Account Manager, National/Strategic Accounts, 5/2009 – 9/2024 **Kaiser Permanente**

Managed, and supervised all Kaiser Permanente strategies and activities relating to National Fortune 500 companies on a book of business, which included large telecommunications and high tech organizations, healthcare service providers, media and entertainment organizations and banks. Previously lead a team responsible for three large public sector accounts that in total had over 210,000 members and generated more than one billion dollars in annual premium. Oversaw activities from the pre-renewal strategy stage through the request for proposal, negotiation process and the subsequent creation of successful marketing plans to gain maximum membership. Drove the wellness related programs and the evaluation of the effectiveness of each offering. Developed and executed strategic individualized goals for each group. Consistently achieved high customer satisfaction scores and gain market share. Served on committees and participated in special projects to advance overall department objectives and achieve greater outcomes.

Consultant, 9/2008 to 4/2009

Pile Consulting

Provided sales, marketing and account management counsel to a variety of organizations, ranging from a California university to healthcare and wellness related businesses, and a contemporary art organization.

Regional Vice President, Sales/Account Management, 5/2006 – 8/2008 Health Net of California

Was responsible for securing group retention, profitable growth of existing private and public sector large group cases, and obtaining new business. Supervised six sales/account management teams in Los Angeles, San Bernardino and Ventura Counties. Directly managed 15 staff members, which included, account managers, group service representatives, sales managers, open enrollment specialists, a wellness program manager, and a department assistant. Responsibilities included: internal and external relationship building; oversight of the department's operating budget; strategic book of business and individual group planning; development of proactive account management programs; fostering a close, collaborative relationship with underwriting and other internal departments; focusing on increasing customer satisfaction at all levels (broker, employer group, and members); team development and goal setting; and conflict resolution. In 2007 supervised the largest account management team in the state and achieved a retention goal of 93%, 7% higher than the target. Forecasting through July 2008 indicated the team was again above target year to date.

Business Manager 2/2002 – 4/2006 PacifiCare Health Systems

Managed new and renewal business with the goal of attaining/exceeding sales, retention, profitability and membership goals. Directed a team which included account managers, sales associates, associate account managers, and enrollment specialists. Well versed in medical product offerings such as HMO, PPO, POS, HSAs, HRAs, EPOs, Consumer Driven Health Plans, and ASOs. In addition to health related offerings, other product knowledge includes: dental, vision, life, LTD, STD, EAP and wellness programs. Participated on internal committees to develop new, renewal and customer service strategies. Routinely conducted external presentations to brokers and clients. 2004 sales and account management achievements resulted in qualification for PacifiCare's Leadership Circle held June 2005.

Senior Associate 2/2001 – 11/2001 Gary Kaplan & Associates

Accountabilities included identifying prospects and cultivating relationships with new and existing clients to procure new business opportunities. Once assignment was secured, recruiting, interviewing and presenting candidates for senior level positions within varying organizations and industries. Project management included research, client interface, reporting, candidate development and offer negotiations.

Director, Account Management 12/1994 – 4/2000
PacifiCare Health Systems

Responsible for design, planning and management of strategies and tactics intended to expand existing client revenue and add new client revenue streams. Directly supervised a staff of 11 sales/account management professionals to record sales and retention figures and revenue increases. Worked with National, Major and Mid Sized account segments through broker and national consultant channels. Supervised teams that managed CalPERS and, Federal Employees. Enjoyed strong collaborative relationships both internally and externally. Management style was collegial with an emphasis on the power of teamwork.

EDUCATION

Bachelor of Arts Degree, Communications
Pennsylvania State University

CONTINUING EDUCATION

Xerox Professional Selling Skills Program
Strategic and Conceptual Selling (Miller/Heiman)
Process Mapping
The Leadership Edge
Learning for Excellence, PacifiCare's continuing education course offerings which included Value Added Selling, Leadership Foundations, and Creating Effective Leadership
Franklin Covey's The Four Disciplines of Execution
Myers-Briggs
Facilitative Leadership
The Challenger Sale
Capture Value: Advanced Negotiations Training

Current with CEU requirements related to Life and Disability License, Agent #0B50460
Licensed in California, Colorado, Oregon, Georgia, Hawaii, Virginia, Maryland, Washington D.C., Illinois

VOLUNTEER WORK

American Red Cross
City of Burbank

Application Form**Profile**

Maureen

First Name

M

Middle
Initial

Moore

Last Name

[REDACTED]

Email Address

[REDACTED] Dr

Home Address

Suite or Apt

Burbank

City

CA

State

91506

Postal Code

[REDACTED]

Primary Phone

[REDACTED]

Alternate Phone

ArtPORT LA

Employer

Deputy Director

Job Title

Cultural arts director

Occupation

Which Boards would you like to apply for?

Art in Public Places Committee: Submitted

Length of time as a Burbank Resident:

10 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?

I am someone who cares about the community in which I live and believe that participating in community life, activities, policies and governing structures is an effective way to support the community, offer my perspectives and skills, and raise important considerations while addressing challenges through creative problem solving.

Education

Bachelors degree, International Relations, University of California, Los Angeles.

Additional Pertinent Courses or Training

Other Pertinent Skills, Experience or Interests

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.:

I am not currently involved in any City Board, Commission or Committee for the City of Burbank.

List Community activities in which you are involved:

I am the co-chair for the Disney Elementary School PTA Diversity Equity and Inclusion Committee for the 2025-26 school year.

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:

Art in Public Places Committee

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

I have direct experience with public art in civic space having supported the administrative needs of my husband's public art practice for a decade, which has included projects in the United States and Europe. I am familiar with public art RFPs and budgets of differing sizes and scopes. I am currently accompanying the production timeline of a permanent artwork that will be placed in a city park in San Francisco. Additionally, in my full-time role as Deputy Director of ArtPORT LA, I am contributing to the development of a public sculpture park at the Port of Los Angeles. This role puts me in contact with a variety of project partners, providing me with a broad view of best practices pertaining to public art across other city entities, from Pasadena to Los Angeles. A career in non-profit arts management has given me the experience and qualifications to assist this committee in making funding and compliance recommendations for the city's public art program.

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

My goal is to contribute my specific knowledge on the subject matter to the committee and to positively impact the outcomes for public art in Burbank, while deepening my community involvement and awareness for city governance processes.

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)

Acknowledgement

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

Maureen Moore

Burbank, CA

Values-driven cultural program director with 15 years of experience designing and managing impactful cultural art programs and public art initiatives. Fluent in English, Spanish and Portuguese.

DIRECTOR EXPERIENCE

- Managed \$1 million-dollar budget and over 50 annual contracts with program partners
- Established and sustained local and national partnerships, achieving more diverse audiences and growing BIPOC participation by 200% over five years
- Oversaw the production of 400 cultural events for the public over an eight-year period in diverse venues across LA County, earning recognition for best-in-practice
- Led quarterly staff strategy workgroups and docent training sessions to ensure for comprehensive communication of program milestones, achieving a 50% increase in stakeholder participation

PROGRAM EXPERIENCE

- Conceived of and produced bilingual “Visualizing Language: Oaxaca in LA” exhibition + 70-event series, attracting 150,000 viewers and covered in three *New York Times* articles
- Initiated the first bilingual speaker series for Library (Spanish/English) through collaboration with Antena LA, establishing a model for language justice programming best practices
- Curated 50 annual interdisciplinary programs to foster civic engagement and contribute to place making, attracting distinguished authors and artists, doubling reservations over five years

SELECT WORK HISTORY

Deputy Director Associate

1/2025 – present
9/2024-12/2024

Unycyn Civic Arts, dba ArtPORT LA, non-profit civic arts organization

- Analyzed public art and art park models worldwide to identify best practices and strategic partners to support ArtPORT LA’s program
- Drafted strategic plan, organizational chart, and multi-year budget to propel start-up into the next stage of project implementation
- Designed a 3-year community engagement and programming plan to catalyze donor investment and secure inclusion in the 2028 Cultural Olympiad

Operations Manager

2/2016 - ongoing

Rigo 23, visual artist studio

- Identified and researched opportunities for public art commissions, securing \$600,000 in government contracts over two years
- Strategize communication plans in concert with community-based organizations, international museums, and artist’s social media, leading to four new engagements or invitations annually

Senior Manager, Strategy and Accounts
Manager, Strategy and Accounts

1/2023 – 5/2023
11/2021 – 12/2022

Swell, Inc. social justice marketing and communications agency

- Used data-driven storytelling to distill complex ideas into accessible content to engage audiences across platforms, achieving 30% open rates and 80% digital participation
- Leveraged digital tools to implement campaigns and websites to pass a law for California Street Vendors, resulting in an Anthem Award, and to create narrative change (Measure J/Re-Imagine LA)
- Managed three concurrent teams of five colleagues each in a matrix structure to meet client communication goals, resulting in a promotion
- Formulated campaign goals and established KPIs through needs assessments, landscape research, stakeholder interviews, surveys and data analysis

Programming consultant

3/2019- 2/2020

The Broad, contemporary art museum

- Performed research and analysis of Iranian literature to support development of series' content
- Designed seven literary programs to compliment the visual arts exhibition of international artist Shirin Neshat, resulting in capacity audiences

Associate Director, public programs

4/2010 – 8/2018

Library Foundation of Los Angeles, non-profit arm of LA Public Library

- Contributed to securing over \$1 million dollars in grants from Parsons, NEA, California Humanities, Getty, and Andy Warhol Foundation for the Visual Arts
- Grew organizational capacity through cross-departmental collaborations with Development, Accounting and Membership departments to cultivate new financial and programmatic resources
- Drafted and delivered program remarks for over 200 live events; wrote program descriptions that generated capacity audiences

Director of Operations

2002 – 2007

Art Quest International, art tour operator

- Delivered standard of excellence in planning and execution of complex itineraries in seven destinations, garnering a 50% client return rate
- Managed a portfolio of 45 non-profit clients annually and directed onsite groups in Cuba, Mexico, Brazil
- Cultivated leads, researched prospects and identified new markets, increasing clientele during period of growth from \$1.6 million to \$3.9 million in profits over one year

ADDITIONAL EXPERIENCE

DEI Committee, Walt Disney Elementary School PTA

Volunteer, Immigration Resource Center of San Gabriel Valley

Development and Events Associate, Médicos do Mundo

English Instructor, International House World Organisation, Lisbon chapter

EDUCATION

BA, International Development Studies, cum laude

University of California, Los Angeles

PUBLICATIONS

Publisher and editor of the anthology, *Motherload: a pandemic experience* (Marisol, 2022)

Contributor, *Visualizing Language: Oaxaca in L.A.* (Phoneme Media, 2017)

**Burbank Municipal Code
§ 2-1-422: Art in Public Places
Committee**

**Burbank Municipal Code
§ 2-1-422: Art in Public Places Committee**

- A. Composition of Committee: The Art in Public Places Committee shall consist of five (5) members. The Parks and Recreation Director or their designee shall serve as secretary to the Committee. The Committee shall have further staff representation from the Parks and Recreation Director or its designee.
- B. Powers and Duties of the Committee: The Art in Public Places Committee shall review proposed art plans and its powers shall be limited to finding compliance with Subsections D and E of Section 10-1-1114 of this Code. In no way shall this Committee rule upon artistic content when considering art plans. Additionally, the Committee shall recommend to the City Council expenditures of the Art in Public Places Fund, including but not limited to art projects for public buildings or on public grounds.
- C. Meetings: The Art in Public Places Committee shall hold public meetings as needed. Special meetings may be called by the chair or any two other members of the Committee.
- D. Quorum: A majority of the members of the Committee shall constitute a quorum for the transaction of business.
- E. Term: Committee members shall be appointed for a four-year term, and the commencement of such terms shall be staggered in keeping with the purpose and intent of Section 2-1-401.A.”

STAFF REPORT



CITY CLERK'S OFFICE

DATE: November 25, 2025

TO: Honorable Mayor and Members of the City Council

FROM: Kimberley Clark, City Clerk
BY: Maria Sanchez, Administrative Analyst I

SUBJECT: Appointment to Fill One Vacancy on the Infrastructure Oversight Board for an Unexpired Term

RECOMMENDATION

Appoint one member to the Infrastructure Oversight Board to fill an unexpired term ending July 31, 2027.

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 have the option of applying for up to two BCCs, indicating their first and second choice.

The voting process established 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 the vacancy(ies).

Infrastructure Oversight Board

In November 2018, Burbank voters passed Measure P – Burbank Infrastructure and Community Services Protection Transactions and Use Tax, a local sales tax ordinance. Under the Sales Tax Ordinance, BMC § 2-4-2114 provides for oversight and thus required Council to establish an oversight board. On April 16, 2019, Council adopted Ordinance No. 19-3,914, adding the Infrastructure Oversight Board to BMC § 2-1-426. The Infrastructure Oversight Board (Board) is comprised of seven members who oversee and make recommendations to the Council regarding the infrastructure of the City (not part of an enterprise fund). The mission of this Board, in part, is to ensure the reliability, maintenance, and safety of the City's infrastructure. Oversight parameters may include safety, funding, planning, construction (i.e., high-level review of scope, schedule, cost, and risk of infrastructure projects), operations, maintenance (reviewing the adequacy of existing maintenance programs), and implementation of best practices related to infrastructure.

DISCUSSION

On September 23, 2025, the City Clerk's Office began advertising and accepting applications for one vacancy on the Board for an unexpired term ending July 31, 2027, created by the resignation of Board Member Jean Schanberger.

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 to submit applications to the City Clerk's Office was Thursday, October 23, 2025, at 5:00 p.m. The City Clerk's Office received a total of two applications for the Board: Armond Matevosian and Lori Stearns. The applications are listed in the order received.

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 – BMC § 2-1-426

Applications and Resumes

Application Form

Profile

Armond

First Name

Matevosian

Last Name

Middle Initial

Email Address

Drive

Home Address

Suite or Apt

Burbank

City

CA

State

91504

Postal Code

Primary Phone

Alternate Phone

HND

Employer

Project Engineer – Technology & Site Development (contract)

Job Title

Mechanical Engineer/Infrastructure Development

Occupation

Which Boards would you like to apply for?

Infrastructure Oversight Board: Submitted

Length of time as a Burbank Resident:

13 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?

I am a results-driven Engineer with over 20 years of experience bridging project management, product development, mechanical design, and site development. Adept at working across disciplines to drive innovation, optimize workflows, and deliver scalable solutions in EV infrastructure, aerospace, and sustainable construction.

Education

Bachelors of Science, Aerospace Engineering Master's of Science, Mechanical Engineering

Additional Pertinent Courses or Training

FAA Part 107 Commercial Drone Pilot's License

Other Pertinent Skills, Experience or Interests

Project Management; Product Design; Product Development; EV Infrastructure development and design; alternative energy solutions; microgrids; solar; etc.

Upload a Resume

Community Involvement

Specify current or prior service on a City Board, Commission or Committee:

n/a

List Community activities in which you are involved:

Drone Advocacy Group; Hope for Paws; Howl of the Dog;

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

The Board, Commission or Committee (collectively Board) you are seeking appointment to provides City reimbursement for attending trainings or conferences. Therefore, under State Law all members of the Board must receive at least two hours of ethic's 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:

Infrastructure Oversight Board

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

Highly motivated and successful Mechanical Engineer & FAA Certified Commercial Drone Pilot (sUAS) with a unique multi-disciplinary background that encompasses 20-plus years of product development, mechanical design, sustainability and infrastructure development. Develop lifecycle management for current and emerging solutions for the EV Transportation solutions. Create site development protocols and lead new product integration for vehicle fleets. Logistical and technical operations for a construction firm by overseeing daily tasks and providing on-site guidance and direction to contractors and work-crew.

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

To identify and implement solutions to Burbank's sustainability, infrastructure, and clean environment challenges. Perform analyses of current and future issues, needs, and address them with available solutions and alternative pathways to meet various goals. Develop brainstorming groups and think tanks that can offer fast, efficient, and realistic plans and paths to success.

Second Choice

SECOND choice for Board/Commission/Committee appointment:

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

Question applies to Infrastructure Oversight Board

Please list your experience, knowledge and/or expertise with City infrastructure and affiliated processes and procedures for projects (both major and routine/regular) and maintenance.

Have worked on and successfully built out multiple charging infrastructure development projects across the Southern California region. Work involved design, planning, workforce coordination, equipment acquisition and install, testing, and final product release.

Question applies to Infrastructure Oversight Board

Please list your expertise and knowledge as it pertains to City infrastructure in any of the following areas (indicate which of the following apply and further explain each item below):

- Civil Engineering
- Architecture
- Project Management
- Urban Planning
- Traffic Engineering (including parking)
- Structures/Buildings
- Construction Management
- Budget/Financing
- Other related and pertinent experience

(Please type your response in the comment box below)

Question applies to Infrastructure Oversight Board

Project Management My experience includes leading projects from design to completion, managing multidisciplinary teams, and serving as the primary point of contact for clients and vendors. I have led site logistics, optimized project schedules, and conducted risk assessments to develop mitigation strategies. I have also managed the full lifecycle of EV charging solutions for vehicle fleets, established site development protocols, and streamlined site design. --- Construction Management I have extensive experience in construction, having led site logistics and provided guidance to on-site contractors. I have managed full-cycle site build-outs for EVSE infrastructure, implemented eco-friendly materials and energy-efficient systems, and conducted supplier negotiations to achieve cost-effective procurement. My work also involved developing and adjusting project schedules and increasing annual revenue by 50% through improved material processes. --- Other Related and Pertinent Experience Mechanical Engineering: I engineered packaging solutions for planetary science missions at JPL/NASA, designed high-power electronics packaging systems, and performed thermal and structural analysis (FEA) to ensure the durability of flight hardware. I also developed custom CAD model libraries that increased design cycle productivity by 50%. EV Infrastructure: I have designed and developed supplementary hardware for EVSE infrastructure, created custom accessory designs using SolidWorks, and managed the lifecycle of EV charging solutions. I also created tools for vehicle route analysis (VLP) and site feasibility assessments (ICE). Aerial Surveys: I have conducted aerial surveys using drones, accumulating over 300 flight hours, for pre-construction planning, asset tracking, and infrastructure assessments. Sustainable and Cost-Effective Solutions: I have experience with the design of BESS, solar, and backup battery systems, and you've reduced labor and material costs by 30% through workflow optimization.

Acknowledgement

Acknowledgment No. 1 - General

ALL INFORMATION SUBMITTED IS A PUBLIC RECORD AND WILL BE POSTED ON THE CITY'S WEBSITE. All City Board, Commission, and Committee members serve without compensation from the City. No person shall serve at the same time on more than one Board, Commission or Committee. All applicants must be electors of, and actually reside in the City of Burbank, with the exception of the Burbank Cultural Arts Commission and the Sustainable Burbank Commission. (Per BMC Section 2-1-405, 2-1-406, 2-1-407)

☒ I Agree

ARMOND MATEVOSIAN

Burbank, CA, USA | [REDACTED] | [REDACTED]

SUMMARY

Results-driven Engineer with over 20 years of experience bridging project management, product development, mechanical design, and site development. Adept at working across disciplines to drive innovation, optimize workflows, and deliver scalable solutions in EV infrastructure, aerospace, and sustainable construction.

EXPERIENCE

Project Engineer – Technology & Site Development (contract)

HND / Nov 2023 – Present

- Lead the design and development of supplementary hardware components to support Electric Vehicle Supply Equipment (EVSE) infrastructure, while managing full-cycle site build-outs.
- Serve as the primary POC across multidisciplinary teams, ensuring seamless communication between field crews, third-party vendors, and clients to align project goals, timelines, and deliverables.
- Conduct aerial surveys using UAVs, totaling over 300 flight hours, to capture high-res imagery and 3D mapping data used for pre-construction planning, asset tracking, and infrastructure assessments.
- Collaborate closely with engineering and production teams to validate that all design specifications align with DFM principles, reducing production time and cost while maintaining design standards.
- Create custom EVSE accessory designs such as cable holsters and plug extenders using SolidWorks, focusing on ergonomic functionality, durability, and integration with existing systems.

Product Development Engineer – Charging Hardware & Site Development

EVgo / Lion Electric / April 2019 – Nov 2023

- Managed EV charging solutions lifecycle for both private and commercial vehicle fleets.
- Established site development protocols and product integration.
- Developed charging system sizing criteria based on utility capabilities (11-350kW).
- Collaborated with OEMs (ABB, BTC, Clipper Creek, etc.) vendors, and utilities to align with market trends.
- Provided engineering support for new charging hardware.
- Created VLP (Vehicle Load Profile) tools for vehicle route analysis and efficiency calculations.
- Developed ICE (Infrastructure Cost Estimation) tools for site feasibility assessments.
- Conducted structural analysis on mobile charging rigs.
- Streamlined site design between development and project teams.
- Assisted in the design of BESS, solar, and backup battery systems.

Technical Project Manager – Construction

GRP Enterprises, LLC / June 2012 – Mar 2019

- Led site logistics and provided on-site contractor guidance.
- Implemented eco-friendly materials and energy-efficient systems.
- Developed and adjusted project schedules to optimize timelines.
- Performed supplier negotiations for cost-effective procurement.
- Conducted risk assessments and developed mitigation strategies.
- Increased annual revenue by 50% through improved material processes.

Mechanical Engineer – Flight Hardware Design & Product Development

JPL / NASA / June 2006 – Apr 2012

- Engineered packaging solutions for planetary science missions.
- Led electronics packaging efforts for JPL's flagship project Mars Rover (MSL) CheMin Instrument.
- Designed and analyzed high-power electronics packaging systems for JPL's space-based projects.
- Reduced labor and material costs by 30% via workflow optimization.
- Routinely performed (FEA) thermal and structural analysis proving durability of flight hardware.
- Increased design cycle productivity by 50% by developing custom CAD model libraries.
- Developed test fixtures and test plans for hardware vibration and stress performance evaluations.
- Designed and built "Cradle to Grave" prototypes of ground based telescopes.

EDUCATION + CERTIFICATIONS

Masters of Science (MSc), Mechanical Engineering

Virginia Tech, Blacksburg, VA

Thesis: Hybrid Adaptive Feedforward Control of Structures to Seismic Inputs

Bachelors of Science (BSc), Aeronautical Engineering

California Polytechnic Institute, Pomona, CA

Solidworks Certified Associate (CSWA) + FEA Training

Solidworks Corporation

Part 107 Certified Commercial Drone License

Federal Aviation Administration

Application Form**Profile**

Lori E Stearns
First Name Middle Initial Last Name

[REDACTED]
Email Address

[REDACTED] Street
Home Address Suite or Apt

Burbank CA 91505
City State Postal Code

[REDACTED]
Primary Phone Alternate Phone

Andrade Gonzalez LLP Administration Firm
Employer Job Title Occupation

Which Boards would you like to apply for?

Infrastructure Oversight Board: Submitted

Length of time as a Burbank Resident:

58.5 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?

I am interested in serving on the city infrastructure board because I love the City of Burbank! I also believe that good infrastructure is the foundation for a thriving community. I would like to use my experience to give back to my city, support responsible development and work with others who love our city as much to improve public spaces and systems.

Education

Certificate of Paralegal Studies from Watterson College, Escrow Officer Certificate from Learning Tree University.

Additional Pertinent Courses or Training

Other Pertinent Skills, Experience or Interests

Critical thinking, problem solving, strong coordination and communication abilities.

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.:

I have no experience.

List Community activities in which you are involved:

I have been a poll worker in Burbank and City of Los Angeles. I have not been active in the Burbank community due to working outside of the City.

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:

Infrastructure Board

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

I have contributed to operations and project management teams for hotel development projects in Florida, Las Vegas and Macao.

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

To contribute to responsible infrastructure planning, execution and spending by providing transparency, benefits to community and fiscal accountability in all decisions.

Second Choice

SECOND choice for Board/Commission/Committee appointment:

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)

Please list your experience, knowledge and/or expertise with City infrastructure and affiliated processes and procedures for projects (both major and routine/regular) and maintenance.

While I do not have direct experience on city infrastructure projects, I am eager to apply my transferable skills and quickly learn the necessary processes and procedures. My background includes project management, project coordination, administrative work in multiple industries. My experiences have equipped me with strong problem-solving, organizational and communication skills. I do have a general understanding of city infrastructure projects and the planning, budgeting, permitting, coordination across departments involved. I am very interested in gaining more hands-on knowledge and experience. I am confident in my ability to learn quickly, follow rules and procedures and work collaboratively with others. I am also open to pursuing training/certifications relevant to city operations and I am very excited about being a part of projects that serve the public and improve Burbank's community infrastructure.

Please list your expertise and knowledge as it pertains to City infrastructure in any of the following areas (indicate which of the following apply and further explain each item below):

- Civil Engineering
- Architecture
- Project Management
- Urban Planning
- Traffic Engineering (including parking)
- Structures/Buildings
- Construction Management
- Budget/Financing
- Other related and pertinent experience

(Please type your response in the comment box below)

Through my role as a part of the operations team in hotel construction operations, I have been actively involved in multiple facets of project delivery, including construction coordination, budget oversight and project management. I have worked closely with architects, general contractors, engineers, stakeholders and licensing authorities to ensure projects stayed on schedule and within budget. I was responsible for monitoring progress, addressing on-site issues and facilitating communications between owners, operations team and construction teams. I also oversaw budgeting, financing processes, including reviewing construction budgets, tracking expenses, managing change orders and assisting in cost control measures. I worked with finance teams, vendors and project managers. My experience in hotel development projects has given me practical knowledge of large-scale infrastructure development, the importance of collaboration and communication and how to tackle the complexity of construction within regulated environments, which I believe will translate well to city infrastructure and capital improvement projects.

Acknowledgement

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

LORI STEARNS

Burbank, CA 91505



OPERATIONS MANAGEMENT

Detail-oriented and resourceful professional with extensive experience supporting senior executives and managing internal operations in fast-paced environments. Proven expertise in administrative management, client relations, event coordination, and financial documentation. Recognized for integrity, confidentiality, and exceptional communication skills.

CORE COMPETENCIES

- Executive Scheduling & Travel Coordination
- Business, Tax & Client Operations
- Team Collaboration & Leadership
- Bookkeeping & Bank Reconciliations
- Project Management
- Event Management
- Document Preparation, Business Filings & Reporting
- Client Onboarding & Support
- Software: MAC and PC, MS Office Suite, Smartsheet, Google Docs, QuickBooks, Adobe Suite, ProSystem fx, Concur, JobPro, Dynamics/STAR Management, CaseWare, AXCESS, GoFileRoom, Smokeball and more.

PROFESSIONAL EXPERIENCE

Andrade Gonzalez LLP – Los Angeles, CA

Firm Administrator: 2025 to present

- Oversaw daily operations of a mid-sized law firm, managing HR, finance, IT, compliance, and facilities across multiple practice groups
- Supervised administrative and support staff, including legal assistants, receptionists, and office managers; led recruitment, onboarding, and performance evaluations
- Managed firm budgets exceeding \$X million, including forecasting, expense tracking, and vendor contract negotiations
- Streamlined billing processes and improved accounts receivable collections, reducing outstanding invoices by XX%
- Ensured compliance with state bar regulations, legal industry standards, and employment laws; coordinated annual audits and insurance renewals

- Implemented new case management and document management systems, improving workflow efficiency and reducing administrative errors
- Collaborated with partners on strategic planning, compensation models, and growth initiatives
- Directed facilities management, including lease negotiations, space planning, and office relocations or build-outs
- Oversaw technology infrastructure and cybersecurity protocols, coordinating with IT vendors to maintain secure and compliant systems
- Organized firm-wide training, CLE tracking, and professional development programs to support staff retention and performance

European Investment Management Services, Inc. & Jackson Hole Trust Company – Los Angeles, CA

Senior Administrator: 2024 to 2025

- Liaise with legal and financial professionals to support estate planning and wealth management initiatives.
- Collaborated with design, construction, and development teams to facilitate the successful ground-up construction of multiple hotels for high-profile client groups.
- Oversaw project milestones, ensured alignment with client vision, and managed cross-functional communication from pre-construction to handover.
- Form LLC's and Corporations, prepare operating agreements, by-laws, resolutions, file dba's, prepare annual filings in various states, file CBL's, SOI's and CTA compliance,
- Support compliance and audit preparation efforts; maintain confidential client and financial records.
- Implement and refine operational workflows to improve administrative accuracy and turnaround times.
- Oversee onboarding and documentation for high-net-worth clients, trust accounts, and investment activities. Research and obtain insurance policies, loans, travel plans, itineraries, licenses and staff.
- Manage high-level scheduling, sensitive communications, and executive reporting with discretion and efficiency.
- Review Citi investment fund documents and Regency fund investment documents on behalf of Director of the funds. Assist in board meeting setups, distribution of meeting materials.
- - Lead administrative operations across two affiliated financial and trust organizations, ensuring seamless coordination between executive teams and client services. Maintain Smartsheets for various client groups, tax payments, insurance policies, properties, licenses, investments and staff responsibilities.
- Open US bank accounts for Scandinavian tax payers, make federal and state tax payments as guided

by tax professionals, reconcile bank accounts, correspond with various taxing authorities.

- Review Citi investment fund documents and Regency fund investment documents on behalf of Director of the funds. Assist in board meeting setups, distribution of meeting materials.
- - Lead administrative operations across two affiliated financial and trust organizations, ensuring seamless coordination between executive teams and client services. Maintain Smartsheets for various client groups, tax payments, insurance policies, properties, licenses, investments and staff responsibilities.
- Open US bank accounts for Scandinavian tax payers, make federal and state tax payments as guided by tax professionals, reconcile bank accounts, correspond with various taxing authorities.

Citrin Cooperman & Company LLP (formerly LGSH, LP) – Woodland Hills, CA

Executive Assistant | 2014 – 2024

- Support 15 partners and 72 staff at a top CPA and Business Management firm.
- Tax Operations, maintain tickler of filings, tax payments, efilings, tracking, processing and collating returns.
- Business Management – maintain ticklers of insurance policies, registrations, licenses, tax payments, investments and recurring payments. Assist with loan document and contract review. Secure insurance policies, open bank accounts, complete various applications.
- Manage calendars, travel, and appointments; prepare engagement letters, tax returns, and client correspondence.
- Oversee new client onboarding and exit processes.
- Responsible for business client check-writing and monthly reconciliations.
- Prepare tax extensions, estimated payments, and various business filings.

Foumberg, Juneja & Co., P.C. – Encino, CA

Executive Assistant | 2011 – 2014

- - Provided administrative support to principals and 20 staff serving 1,500 clients.
- - Maintained calendars, prepared documentation, managed Outlook database.
- - Assembled tax returns, prepared extensions, and coordinated bulk mailings.
- - Helped transition office to paperless systems by developing digital client folders.

PTM Images – Chatsworth, CA

Project Manager | 2010 – 2011

- - Managed large-scale hospitality art projects in collaboration with global design firms.
- - Created and tracked project timelines and budgets; facilitated team and client communication.
- - Ensured top-quality standards and on-time delivery.

Perrell Fine Art, Inc. – Los Angeles, CA

Director of Operations | 2003 – 2010

- Oversaw daily operations of a high-traffic contemporary art gallery, including facilities management, staffing, and compliance with safety and security protocols
- Directed logistics for 10 exhibitions annually, including shipping, installation, de-installation, and coordination with artists, curators, and external vendors
- Managed cross-functional teams, including registrars, preparators, front-of-house, and event staff; improved operational efficiency through streamlined SOPs
- Developed and controlled an operational budget of \$3,500,000+, achieving cost savings through vendor negotiation and process improvements
- Implemented gallery-wide scheduling systems, optimizing staff workflows and enhancing visitor experience during peak exhibition periods
- Supervised art handling procedures to ensure proper care, documentation, and insurance of works, including condition reporting and climate-controlled storage
- Coordinated logistics for VIP events, artist talks, and fundraising galas, ensuring flawless execution and alignment with the gallery's brand
- Led systems upgrade to new inventory management and CRM platforms, enhancing data accuracy and client communications
- Acted as liaison between internal departments and external stakeholders, including collectors, institutions, and press
- Supported strategic planning and expansion initiatives, contributing operational insight to board and leadership decisions
- Key Achievements:
 - Designed and managed database system for reporting and inventory.
 - Optimized shipping/receiving workflows, improving customer satisfaction.
 - Fostered strategic relationships with artists and business partners.
 - Elevated brand name through events and design shows globally

Woodbury University – Burbank, CA

Executive Assistant to the President | 2001 – 2003

- - Supported university president in all administrative functions.
- - Managed travel, meetings, special projects, and front office operations.
- - Maintained board meeting records and donor communication.
- Key Achievements:

- - Developed comprehensive donor database.
- - Streamlined document management and board communication processes.
- - Coordinated high-profile events, including delegation visits.

CERTIFICATIONS & PROFESSIONAL DEVELOPMENT

- Paralegal Studies – Watterson College, Pasadena, CA
 - Escrow Officer – Learning Tree University, Irvine, CA
 - Notary Public – State of California
- Member – American Society of Interior Designers (ASID)

**Burbank Municipal Code
§ 2-1-426: Infrastructure Oversight
Board**

**Burbank Municipal Code
§ 2-1-426: Infrastructure Oversight Board**

- A. Establishment and Purpose: There is hereby created an Infrastructure Oversight Board, who shall oversee and make recommendations to the Council regarding the infrastructure of the City (not part of an enterprise fund). The mission of this new Board, in part, is to ensure the reliability, maintenance and safety of the City's infrastructure. Some oversight parameters may include: safety, funding, planning, construction, (i.e. high level review of scope, schedule, cost, and risk of infrastructure projects), operations, maintenance (reviewing the adequacy of existing maintenance programs), and implementation of best practices related to infrastructure.
- B. Composition of the Board:
1. The Infrastructure Oversight Board shall be composed of the following members:
 - a. Seven (7) members to be appointed by Council.
 - b. When appointing persons to the Board, Council should consider not only diversity, but also the appointee's interest in and knowledge of City infrastructure projects, methods, and procedures. As such, Council should consider appointment of architects, civil engineers, as well as professionals with expertise in other areas such as project management, urban planning, traffic engineering, structures/buildings, construction management, budget/finance, and/or other related expertise. Toward this end, when recruiting for open positions on this Board, the City Clerk in any advertisements shall encourage civil engineers, as well as professionals with expertise in other areas such as transportation, urban planning, traffic engineering, structures/buildings, construction management, budget/finance, to apply.
 2. The Board shall have the constituted offices of Chair and Vice Chair.
 - a. Chair – The Chair shall maintain the general supervision, direction and control of the business and meetings of the Infrastructure Oversight Board. The Chair shall preside at all meetings of the Board.
 - b. Vice Chair – The Vice Chair shall act in the absence of the Chair, perform all the duties of the Chair, and in so acting, shall have all the powers of the Chair.
 3. Liaison with Council: The City Council shall designate two members of the City Council to attend Board meetings, but such members shall not be members of the Board.
- C. Powers and Duties of the Board:
- The Infrastructure Oversight Board shall have the duties to:
1. Act as advisory body to the Council on matters related to City infrastructure (non-enterprise funded).

2. Provide annual review and recommendation to Council as recommended by City staff for infrastructure projects and programs, such as:
 - a. Capital Improvement Projects – Major Projects (i.e. construction or renovation of a municipal facility);
 - b. Programmatic Capital – routine and regular annual capital renewal (i.e. the City's pavement management program, HVAC replacements, roof replacement, etc.);
 - c. Maintenance Programs;
3. Annually review staff's recommended infrastructure funding prioritization for Council consideration and review the proposed general fund infrastructure expenditures. Review of funding and recommended prioritization of annual budget and ten-year infrastructure plans. Annual review of funding shall include a review of use of prior year funding and what was and was not accomplished versus planned project and program specific goals.
4. Receive quarterly reports on the status of funded projects.
5. Review and recommend infrastructure policies, practices, and programs in accordance with adopted plans (i.e., the General Plan, Specific Plans, Complete Streets Plan, and Bicycle Master Plan, etc).
6. Assist in communicating with the community concerning infrastructure projects and programs and the importance of properly maintaining the City's assets.
7. To perform such advisory functions as are delegated to it by the provisions of this code or other action of the Council or as prescribed in the Burbank Municipal Code, adopted plans and governing rules, laws and regulations.

D. Meetings:

The Infrastructure Oversight Board shall meet regularly at least every month, on a day and time and place to be determined and fixed by the Board and held in accordance with the Ralph M. Brown Act. Additional noticed meetings may be scheduled as necessary. Regular action minutes of each meeting shall be maintained by the Public Works Department. The Board may create subcommittees as necessary to accomplish the goals of the Board.

E. Quorum:

A majority of four (4) voting members of the Infrastructure Oversight Board shall constitute a quorum. [Added by Ord. No. 19-3,914; Amended by Ord. No. 24-4,012, eff. 5/10/24.]