

**AGREEMENT BETWEEN  
THE CITY OF BURBANK  
AND  
THE BURBANK MANAGEMENT ASSOCIATION  
(BMA)**

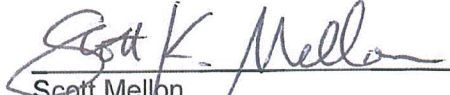
Resolution number 14-28,665, adopted February 25, 2014, provides authority to the Department Director, after consultation with Management Services and with City Manager approval, to review and adjust total compensation inequities relative to market salary surveys on a case-by-case basis. These adjustments are commonly known as "equity adjustments." The General Manager – Burbank Water and Power (BWP) has identified the need for equity adjustments for specific titles represented by BMA.

As such, the City and the BMA agree to salary ranges increases for certain titles as contained in Exhibit A to this agreement. The salary range increases in Exhibit A shall be effective March 2, 2014.

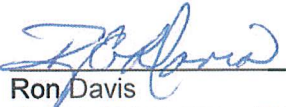
No salaries for individual employees are altered by this agreement, unless the employee's salary is below the bottom of the new range. In such case, the employee's salary will be moved to the new bottom of the range effective March 2, 2014.

Through June 30, 2016, the General Manager-BWP may, for the employees employed as of the date of this agreement in the titles listed in Exhibit B, provide up to a 7.5% salary increase for each fiscal year (FY) in FYs 13-14, 14-15, and 15-16. These increases may be retroactive to no earlier than March 2, 2014 for the salary increase for FY 13-14, and June 22, 2014 for the salary increase for FY 14-15. The total salary increase provided over FYs 13-14, 14-15, and 15-16 combined may not exceed the total increase to the salary ranges of the employees' titles as provided in Exhibit A. These salary increases shall be in lieu of the annual salary increase set forth in the BMA MOU Article II, Section C.2 and do not have to be given in conjunction with an evaluation. All other provisions in Article II, Section C remain in effect. Salary increases given to these employees after July 1, 2016 will revert back to following the provisions in Article II, Section C.2.

  
\_\_\_\_\_  
Mark Scott  
City Manager

  
\_\_\_\_\_  
Scott Mellon  
BMA President

  
\_\_\_\_\_  
Betsy Dolan  
Management Services Director

  
\_\_\_\_\_  
Ron Davis  
General Manager – BWP

Date: September 2, 2014

cc: Julianne Venturo, Assistant Management Services Director  
Carrie Matson, Deputy Financial Services Director

**Exhibit A**  
**Range Increases for Affected BMA Titles**

<b>Title</b>	<b>Current Top</b>	<b>New Top</b>	<b>Percentage Increase</b>
Assistant Power Production Superintendent	\$ 11,335.48	\$ 12,838.76	13.26%
Energy Trader-Scheduler	\$ 14,122.55	\$ 14,251.02	0.91%
Environmental Compliance Coordinator	\$ 8,238.99	\$ 8,933.60	8.43%
Environmental & Safety Manager	\$ 9,972.60	\$ 10,510.12	5.39%
Financial Accounting Manager-BWP	\$ 9,864.42	\$ 12,478.49	26.50%
Financial Planning & Risk Manager	\$ 10,949.68	\$ 13,851.13	26.50%
Manager Communication Systems	\$ 10,648.69	\$ 11,420.72	7.25%
Manager Electrical Distribution	\$ 13,327.32	\$ 14,035.00	5.31%
Manager Electrical Distribution-G	\$ 14,126.97	\$ 14,877.10	5.31%
Manager Electrical Equipment	\$ 11,831.89	\$ 13,056.49	10.35%
Manager Energy Control Center	\$ 14,892.80	\$ 15,406.51	3.45%
Manager Security Systems	\$ 12,068.44	\$ 12,838.76	6.38%
Manager Technology	\$ 12,068.44	\$ 12,838.76	6.38%
Manager Telecommunications & Facilities	\$ 12,497.12	\$ 12,838.76	2.73%
Manager Transmission & Distribution Engineering	\$ 14,122.55	\$ 15,406.51	9.09%
Manager Water Production/Operations	\$ 10,258.41	\$ 11,284.25	10.00%
Principal Power System Operator	\$ 11,507.36	\$ 12,196.82	5.99%
Power Production Manager	\$ 14,892.80	\$ 15,406.51	3.45%
Power Resources Manager	\$ 14,892.80	\$ 15,406.51	3.45%
Senior Electrical Engineer	\$ 10,864.34	\$ 11,554.88	6.36%
Utility Rates & Programs Analyst	\$ 9,015.20	\$ 11,404.09	26.50%
Water Maintenance/Construction Superintendent	\$ 10,258.41	\$ 11,284.25	10.00%

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CITY OF CHICAGO  
 OFFICE OF THE CITY CLERK

**Exhibit B**  
**Employees Subject to Salary Increases**  
**For FYs 13-14, 14-15, and 15-16**  
**(Not to exceed total title range increase in Exhibit A)**

Financial Accounting Manager-BWP	Adkins, Eric Conner
Financial Planning & Risk Manager	Waloejo, Evilia
Manager Electrical Equip	Kelley, Michael Sean
Manager Water Prod-Operations	Lopez, Albert James
Water Maintenance-Construction Superintendent	Mitchell, Kevin G

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City of San Diego  
Water & Sewer Department