

**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."

In order to retain qualified personnel, the Community Development Director has identified the need for an equity adjustment for the Economic Development Manager classification represented by BMA. As such, the City and the BMA agree to a salary range increase for the Economic Development Manager classification, effective June 19, 2016, as shown below.

Classification	Current Top (Monthly)	New Top (Monthly)	Percentage Increase
Economic Development Manager	\$ 8,603.73	\$ 10,185.10	18.38%

In addition, in order to resolve an immediate retention issue, the City and BMA agree to an 11.79% in-pocket salary increase from \$8,603.73 per month to \$9,618.09 per month for the incumbent employee. This increase shall be in lieu of the annual salary increase provisions set forth in the BMA MOU Article II, Section C.2 and does not have to be given in conjunction with an evaluation. Incumbent eligibility for an annual salary increase as set forth in Article II, Section C.2 shall not be considered until June 24, 2017.

The City and BMA are currently in negotiations, and as a result of the equity adjustment the City and BMA further agree to consider the Economic Development Manager classification to be at market average for the 2016 market salary survey. As such, the Economic Development Manager shall be exempt from any negotiated salary increases that are intended to create equity with the average of the 2016 market salary survey. The Economic Development Manager shall be eligible to receive any negotiated across-the-board cost of living adjustments.



Ron Davis
Interim City Manager



Scott Mellon
BMA President



Betsy Dolan
Management Services Director



Patrick Prescott
Community Development Director

Date: June 16, 2016

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