

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

Subject: HAZARD PAY DIFFERENTIAL

On October 29, 2019, the City Council adopted the BMA Memorandum of Understanding (MOU) dated January 1, 2020 through June 30, 2022 and resolution number 19-29,116. Following the City Council's adoption of the BMA MOU and resolution number 19-29,116, the City and BMA agree to modify provisions in the MOU regarding differential pay.

The Public Works Supervisor in the Maintenance Section of the Public Works Street & Sanitation Division has had an increase in job duties. The Public Works Supervisor and the classifications it supervises are responsible for all cleaning duties for homeless camp sites and related clean-up in public places across the City on a regular basis. Due to possible exposure to hazardous substances, the City and BMA agree to establish a Hazard Premium differential for the Public Works Supervisor, as shown by the redline text below.

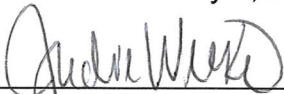
The modifications in redline text below are within the authority granted to the City Manager under resolution 19-29,116 to "compensate for new and/or increased services and/or duties". The funds for the differentials have been incorporated in the Fiscal Year 2020/21 budget.

Article II, Section G – Differential and Shift Pay

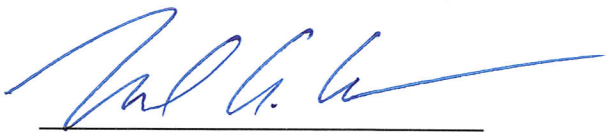
9. The Public Works Supervisor in the Maintenance Section of the Public Works Street & Sanitation Division will receive a Hazard Premium of 5% for exposure to hazardous substances.

Effective Date: June 28, 2020

Signature Date: July 7, 2020



Justin Hess
City Manager



Michael Carson
BMA President



Betsy McClinton
Management Services Director

Approved as to Form:



Amy Albano
City Attorney