

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

Subject: Include Certain BMA Retirees in Salary Increases with the New Memorandum of Understanding (MOU)

On June 6, 2023, the City Council adopted the BMA MOU dated June 1, 2022, through June 30, 2024, and resolution number 23-29,427. Following the City Council's adoption of the BMA MOU and resolution number 23-29,427, the City and BMA agree to provide retroactive pay for salary increases to the retirees listed at the end of this side letter.

The intention of this side letter is to acknowledge and recognize the dedicated service of five retirees who had retired before the adoption of the BMA MOU. To ensure fair treatment and consider their contributions, it is agreed upon by the parties to extend the salary increases outlined in the BMA MOU to these retirees. The salary increase adjustments will be included as their "PERSable" income.

The retirees who are eligible for the extended compensation and benefits are listed as follows:

1. Dino Balos
2. Joan Cappocchi
3. Michael Carson
4. Carol-Ann Cotes
5. Rick Fett

According to the contract language, these individuals will be entitled to receive the same salary increases as outlined in the BMA MOU, effective from July 1, 2022, until their retirement date.

It is important to note that this is one-time additional compensation only afforded to the five BMA employees listed above. Additional increases in compensation in any future MOUs that may be negotiated or implemented shall not apply to these individuals. Furthermore, the terms of this side letter shall have no precedential value or effect.

Signature Date:

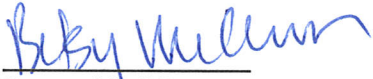
Effective Date: The beginning of the pay period following the above signature date.



Justin Hess
City Manager

Chris White
BMA President

Approved as to Form:



Betsy McClinton
Management Services Director



Jina Oh
Chief Assistant City Attorney