

Eff.: 08-15-2025

ORDINANCE NO. 25-4,030

AN ORDINANCE OF THE COUNCIL OF THE CITY OF
BURBANK AMENDING BURBANK MUNICIPAL CODE
SECTION 2-1-202 RELATING TO COMPENSATION OF
COUNCIL MEMBERS

City Attorney's Synopsis

Pursuant to Burbank Municipal Code §2-1-202 Council compensation may be adjusted by ordinance in an amount not to exceed that allowed for by Government Code Section 36516. The last salary adjustment was adopted in January 2024. This Ordinance provides an increase in monthly salary from \$1,900.00 to \$1,995.00, effective August 17, 2025, and from \$1,995.00 to \$2,094.75, effective the pay period following August 17, 2026.

THE COUNCIL OF THE CITY OF BURBANK DOES ORDAIN AS FOLLOWS:

1. Burbank Municipal Code Section 2-1-202 is amended to read as follows:
 - A. AMOUNT OF SALARY: Each member of the Council shall be paid a monthly salary in an amount equal to the maximum amount authorized to be paid to Council Members of general law cities of similar population by Section 36516 of the Government Code of the State of California as the same may be from time to time amended.
 - B. ADJUSTMENT TO COMPENSATION:
 1. Pursuant to Government Code Section 36516, which allows the City Council to increase City Council Member salaries by up to 5% each calendar year from the operative date of the last salary adjustment, the salary for each Council Member shall be increased to \$1,995 per month, beginning on August 17, 2025. Thereafter, the salary for each Council Member shall be increased to \$2,094.75 per month, beginning the pay period following August 17, 2026.
 2. Thereafter, the salaries shall be adjusted by ordinance of the City Council in an amount not to exceed that amount allowed for increase by Government Code Section 36516(a) and any amendments thereto.
 3. In lieu of adjustment by ordinance of the City Council, the Council may submit the amount of compensation of Council Members to the electors of the City of Burbank, as provided for in Government Code Section 36516(b) and any amendments thereto.

2. If any provision of this Ordinance or its application is held invalid by a court of competent jurisdiction, such invalidity shall not affect other provisions, sections, or applications of the Ordinance which can be given effect without the invalid provision or application, and to this end each phrase, section, sentence, or word is declared to be severable.

3. This Ordinance shall become effective at 12:01 a.m. on the thirty-first (31st) day after the date of adoption.

PASSED AND ADOPTED this 15th day of July 2025.

s/Tamala Takahashi for
Nikki Perez
Mayor

Approved as to Form
Office of the City Attorney

Attest:

s/Kimberley Clark
Kimberley Clark, City Clerk

By: s/Joseph H. McDougall
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 Ordinance No. 25-4,030 was duly and regularly passed and adopted by the Council of the City of Burbank at its regular meeting held on the 15th day of July 2025, by the following vote:

AYES: Anthony, Mullins, Rizzotti, Takahashi, and Perez.

NOES: None.

ABSENT: None.

I further certify that said Synopsis was published as required by law in a newspaper of general circulation in the City of Burbank, California within 14 days following its July 15, 2025 adoption.

s/Kimberley Clark
Kimberley Clark, City Clerk

RESOLUTION NO. 25-29,626

A RESOLUTION OF THE COUNCIL OF THE CITY OF BURBANK AMENDING AND RESTATING BENEFITS PROVIDED TO MEMBERS OF THE CITY COUNCIL AND REPEALING RESOLUTION NO. 23-29,469

THE COUNCIL OF THE CITY OF BURBANK FINDS:

A. Through the years the City Council has adopted and amended various resolutions pertaining to City Council benefits.

B. The purpose of this Resolution is to restate and reauthorize all benefits offered to Council Members and increase the amounts payable for medical insurance.

THE COUNCIL OF THE CITY OF BURBANK RESOLVES:

1. The following benefits are provided for Members of the City Council.

a. PERS MEMBER CONTRIBUTION.

City Council Members who elect to enroll in the Public Employees' Retirement System (PERS) and are identified by PERS as Classic Members pay the full 8% member (employee) contribution. City Council Members who elect to enroll in PERS and are identified by PERS as New Members pay, as their full member contribution, half of the normal cost of the PERS pension as specified by the Public Employee Pension Reform Act (PEPRA), which is currently 6.5% and may be revised by PERS. Any increase or decrease in the New Members' contribution will automatically take effect without further action by the City Council.

b. COST SHARING

Classic Members will pay half of their respective pension's normal cost, as determined annually by the California Public Employees' Retirement System CalPERS Actuarial Valuation Report, with a total employee contribution cap of 9.14%. As of Fiscal Year 2019-2020, the normal cost of Classic miscellaneous employee pensions is 9.14%.

Through Resolution 20-29,176, adopted on September 15, 2020, City Council CalPERS Classic Members and the City of Burbank agree that effective the pay period following completion of the CalPERS contract amendment, each Classic CalPERS City Council Member shall contribute an amount equal to 1.14% of compensation earnable towards the employer PERS contribution, which is separate from, and in addition to the required 8% CalPERS member contribution described in Section 1.A. of this resolution, for a total contribution of 9.14%

c. EMPLOYER PAID MEMBER CONTRIBUTIONS (EPMC)

EPMC are defined as contributions designated as employee contributions that are paid by the City of Burbank to PERS. The City of Burbank does not contribute

EPMC to PERS on behalf of City Council Members.

d. MEDICAL INSURANCE

The City will contribute the statutory minimum health premium contribution for active and retired City Council Members under the Public Employees' Medical and Hospital Care Act (PEMHCA).

Effective the beginning of the pay period containing December 1, 2025, the City will adjust the base "up to" cafeteria plan amounts for each active City Council Member as shown below. The PEMHCA statutory minimum health premium contribution is included in the base "up to" cafeteria plan amount provided to each active City Council Member.

PLAN OPTION	BASE "UP TO" CAFETERIA PLAN AMOUNT
Waive Medical Coverage	\$0
One Party	Up to \$767
Two Party	Up to \$1,532
Family	Up to \$1,990

Effective the beginning of the pay period containing December 1, 2026, the City will adjust the base "up to" cafeteria plan amounts for each active City Council Member as shown below. The PEMHCA statutory minimum health premium contribution is included in the base "up to" cafeteria plan amount provided to each active City Council Member.

PLAN OPTION	BASE "UP TO" CAFETERIA PLAN AMOUNT
Waive Medical Coverage	\$0
One Party	Up to \$805
Two Party	Up to \$1,609
Family	Up to \$2,089

"Up to" in the charts above indicates that if the cost of the option in the medical plan selected by an active Council Member is equal to or less than the amount stated in the charts for the corresponding plan option, the Council Member will receive an amount equal to the premium; if the cost of the option in the medical plan selected by a Council Member is more than the stated amount in the charts for the corresponding plan option, the Council Member will receive an amount equal to the amount in the chart.

e. VISION AND DENTAL PLANS

A vision plan will be provided to each Council Member. Dependent coverage for the vision plan is voluntary and will be paid for by the Council Members.

Each Council Member will be automatically enrolled in a dental plan, which includes dependent coverage, if applicable.

f. LIFE INSURANCE

A life insurance policy of \$100,000 will be provided to each Council Member at no cost. In addition, an Accidental Death and Dismemberment (AD&D) policy of \$102,000 will be provided to each Council Member at no cost through the City's insurance vendor and a City self-funded AD&D policy of \$50,000 will also be available at no cost to the Council Member.

g. EMPLOYEE ASSISTANCE PROGRAM

An Employee Assistance Program will be provided to each Council Member at no cost.

h. RETIREE HEALTH SAVINGS

Effective June 22, 2025, the City will make a \$150.00 per month contribution into an RHS account for each Council Member.

i. BURBANK EMPLOYEES' RETIREE MEDICAL TRUST (BERMT)

The City will contribute \$50.00 per pay period to BERMT on behalf of each Council Member who is eligible for BERMT under BERMT requirements. Currently to be eligible to participate in BERMT, the Council Member must be enrolled in PERS.

j. 457 MATCHING CONTRIBUTION

Effective June 22, 2025, the City will match each Council Member contribution to the Council Member's 457 Deferred Compensation Account in an amount not to exceed \$150.00 per month.

k. WELLNESS

The City will provide up to \$1000.00 per fiscal year to each Council Member to reimburse costs associated with participation in a Wellness Program or a supervised health promoting activity. Health promoting activity includes qualified sports clubs or gyms (including extended contracts), lessons, fitness enhancing physical activities, body scans, home exercise equipment (not applicable to golf equipment), comprehensive physical not reimbursed by personal medical coverage, and other non-covered or non-reimbursable medical costs, but shall not mean in any case the purchase of personal property such as athletic clothing or shoes (roller blades are acceptable). Exercise videos, except golf videos, will also be eligible for reimbursement.

l. TRANSPORTATION ALLOWANCE

Effective June 22, 2025, the City shall provide a transportation allowance of \$500 per month to each Council Member.

2. The Financial Services Director is authorized to make such revisions, changes in summaries, fund amounts, totals, and grand totals of the Annual Budget, and other budget documents as deemed necessary or prudent to reflect and implement the terms and provisions of the MOU as amended.

3. The City Manager, or his/her designee, is authorized to execute the MOU on behalf of the City, to enter into any agreement necessary to implement the benefit provisions of the MOU, and to enter into any non-financial amendments (“side letters”) to the MOU.

PASSED and ADOPTED this 24th day of June, 2025.

s/Nikki Perez
Nikki Perez
Mayor

Attest:

Approved as to Form
Office of the City Attorney

s/Kimberley Clark
Kimberley Clark, City Clerk

By: s/Joseph H. McDougall
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 24th day of June, 2025, by the following vote:

AYES: Anthony, Mullins, Rizzotti, Takahashi, and Perez.

NOES: None.

ABSENT: None.

s/Kimberley Clark
Kimberley Clark, City Clerk