



# Weekly Management Report

## February 27, 2026

- 1. Memo**                      Glendale - Los Angeles Garden River Bridge  
**Community Development Department**
  
- 2. Minutes**                    Civil Service Board Meeting on February 4, 2026  
**Management Services Department**
  
- 3. Minutes**                    Water and Power Board Meeting on February 5, 2026  
**Burbank Water and Power**

The first part of the paper discusses the theoretical background of the research, including the concept of organizational commitment and the role of organizational culture. It also reviews the existing literature on the topic, highlighting the need for a more comprehensive understanding of the relationship between organizational culture and organizational commitment.

The second part of the paper describes the methodology used in the study, including the sample of organizations and the data collection process. The study used a quantitative approach, with data collected through a survey of employees across various organizations.

The third part of the paper presents the results of the study, showing the relationship between organizational culture and organizational commitment. The findings indicate that there is a positive relationship between the two variables, with organizational culture being a significant predictor of organizational commitment.

The fourth part of the paper discusses the implications of the findings for organizations and researchers. It suggests that organizations should focus on creating a strong organizational culture to enhance employee commitment and, consequently, organizational performance.

The fifth part of the paper concludes the study, summarizing the main findings and highlighting the limitations of the research. It also suggests areas for future research, such as exploring the mediating role of organizational trust in the relationship between organizational culture and organizational commitment.

In conclusion, the study provides valuable insights into the relationship between organizational culture and organizational commitment. It emphasizes the importance of organizational culture in fostering employee commitment and suggests practical strategies for organizations to improve their organizational culture.

## MEMORANDUM



## COMMUNITY DEVELOPMENT

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**DATE:** February 24, 2026

**TO:** Justin Hess, City Manager

**FROM:** Patrick Prescott, Community Development Director   
VIA: David Kriske, Assistant Community Development Director –  
Transportation  
BY: Chris Buonomo, Senior Transportation Planner

**SUBJECT: Glendale-Los Angeles Garden River Bridge**

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On February 10, 2026, City Council requested a memorandum providing information on a proposed project in the City of Glendale and City of Los Angeles, the Glendale-Los Angeles Garden River Bridge. This memorandum provides further information on the project.

The Glendale-Los Angeles Garden River Bridge is a proposed bicycle and pedestrian bridge that would cross the Los Angeles River, connecting the existing Glendale Riverwalk to the Los Angeles River Bike Path via a raised, curvilinear path across the Los Angeles River between the Fairmount Avenue / Flower Street intersection in Glendale and the John Ferraro Athletic Fields in Los Angeles. The proposed bridge would be concrete with two supporting piers in the LA River, and the bridge deck would include landscaping, seating, shade structures, and separate pedestrian and bicycle paths. The project is expected to cost \$31 million. The City of Glendale is currently conducting environmental review and initial design. Construction is expected to begin in 2027 and take 2.5 years. The project will be funded by a combination of Metro transportation grant funds, Proposition 68 state bond funds, and an Assembly Bill 170 state earmark.

The existing Riverwalk is located on the north bank of the LA River across from Griffith Park. The Riverwalk extends from the intersection of Garden Street and Paula Avenue southeast to the confluence of the LA River and the Verdugo Wash, adjacent to the 134 Freeway (the entire length of the City of Glendale's LA River frontage). The one-mile

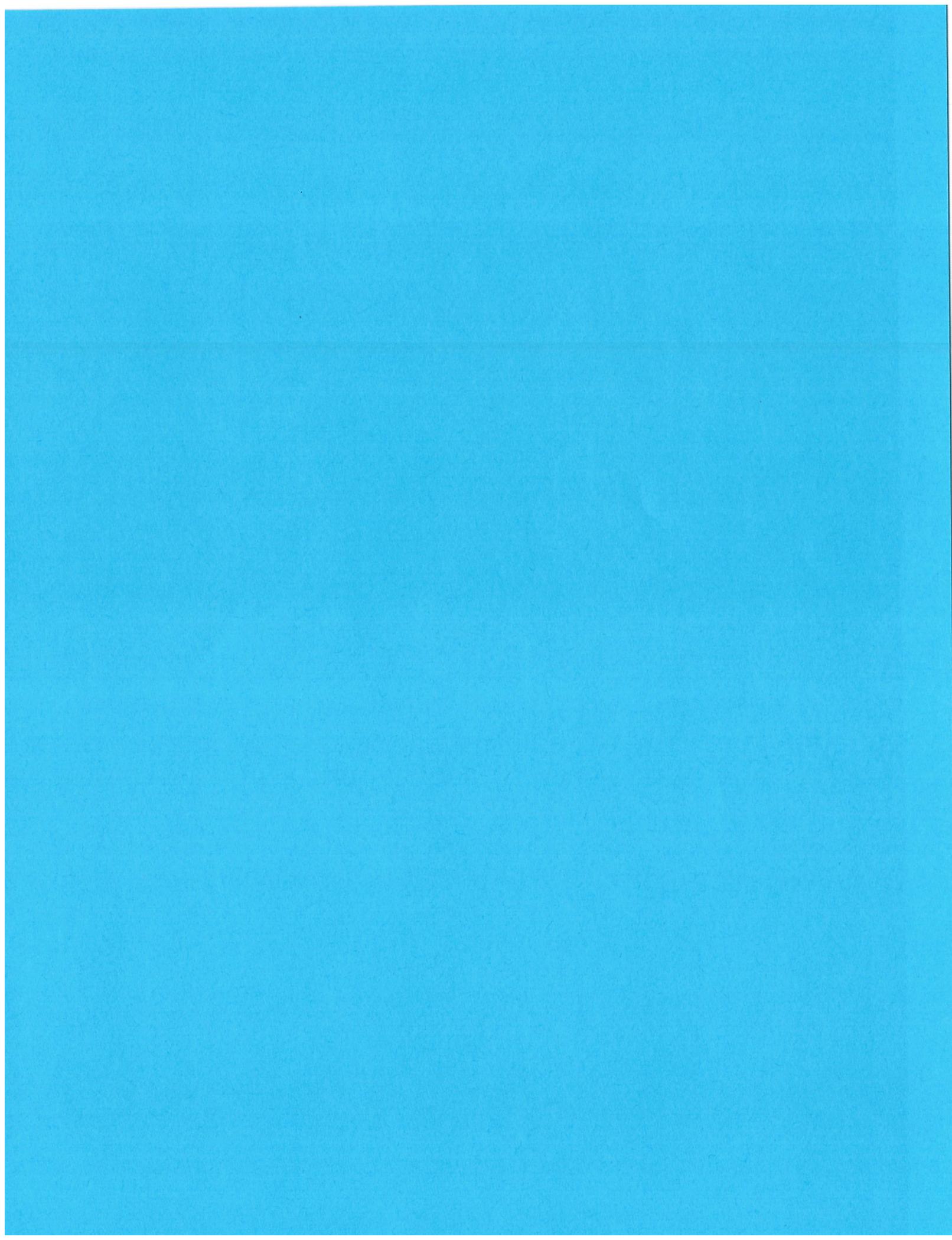
Riverwalk recreational path provides a gateway to the City of Glendale's Grand Central Creative Campus, River Glen Opportunity Area, and the San Fernando Creative Corridor. The bridge would connect the south end of the Riverwalk to the LA River Bike Path across the LA River, and provide direct access to Griffith Park, including the Los Angeles Zoo, landscaped parkland and picnic areas, numerous family attractions, an assortment of educational and cultural institutions, and miles of hiking and horseback riding trails.

For bicyclists traveling to or from Burbank, this bridge will provide another dedicated bicycle route to the LA River bike path and Griffith Park, allowing cyclists to avoid the existing river crossing at Riverside Drive. When Glendale completes its proposed extension of the Burbank Channel Bikeway along Victory Boulevard, the Glendale Los Angeles Garden Bridge will enhance the protected bicycle route connecting Burbank to Downtown Los Angeles and beyond.

The City of Glendale has prepared a project website and is currently seeking public input on its draft environmental document. Interested members of the public can sign up to receive project updates at [www.gardenriverbridge.com](http://www.gardenriverbridge.com).

# Project Location and Conceptual Design





February 4, 2026  
4:30 p.m.

The regular meeting of the Civil Service Board was held in the Council Chambers of City Hall.

**Roll Call**

Members present: Linda Barnes, Chairperson  
Jacqueline Waltman, Vice-Chairperson  
Iveta Ovsepyan, Secretary  
Matthew Doyle  
Brady Griffin

Also present: Daniel Amaya, Administrative Analyst II  
Amber Beasley, Human Resources Manager  
Amy Castro, Administrative Analyst II  
Julie Chaidez, Human Resources Manager  
Alyssa Meredith, Senior Administrative Analyst  
Betsy McClinton, Management Services Director  
Jina Oh, Chief Assistant City Attorney  
Brooke Oldaker, Administrative Analyst II  
Katie Picha, Administrative Officer  
Scott Plambaeck, Planning Manager  
Alex Prestia, Ast Gen Mgr-Utility Administrative Services  
April Rios, Human Resources Manager  
Zackary Rodriguez, Intermediate Clerk  
Rene Sanchez, Acting Human Resources Manager  
Jessica Sandoval, Executive Assistant  
Fabio Serafini, Manager Customer Service Operations  
Asif Sheikh, Manager Water Engineering - Planning  
Anna Ter-Yegishyan, Administrative Analyst II  
Julianne Venturo, Ast Management Services Director  
Richard Wilson, Assistant General Manager - BWP  
Craig Wood, Deputy Financial Services Director

**Open Public Comment Period of Oral Communications**

None

**Future Agenda Items**

None

**Approval of Minutes**

MOTION CARRIED: It was moved by Ms. Ovsepyan, seconded by Mr. Griffin and carried 5-0 to approve the minutes of the regular meeting of January 7, 2026, with the

following roll call vote: Ayes: Matthew Doyle, Brady Griffin, Iveta Ovsepyan, Jacqueline Waltman, and Linda Barnes. NOES: None.

### **Proposed Amendments to Classification Plan**

Ongoing updates and changes to the Classification Plan assists the departments in ensuring that titles and specifications for the City's classifications remain relevant and include the necessary essential functions and employment standards in order to meet the needs of the departments and the City. For the month of February 2026, the Burbank Water and Power Department was proposing changes to the Classification Plan.

MOTION CARRIED: It was moved by Ms. Waltman, seconded by Ms. Ovsepyan and carried 5-0, to approve the establishment of the title and specification for the classification of Senior Manager – BWP Water Systems with the following roll call vote: Ayes: Matthew Doyle, Brady Griffin, Iveta Ovsepyan, Jacqueline Waltman, and Linda Barnes. NOES: None.

### **Recruitment and Selection Report – January 2026**

Noted and filed

### **Appointments and Assignments**

For the month of February 2026, there were two temporary appointment extensions, and five temporary assignment extensions needed. The extensions were being sought on behalf of the Burbank Water and Power Department, the Community Development Department, and the Financial Services Department.

MOTION CARRIED: It was moved by Ms. Ovsepyan, seconded by Mr. Griffin and carried 5-0 to approve the Appointments and Assignments for the month of January 2026 with the following roll call vote: AYES: Matthew Doyle, Brady Griffin, Iveta Ovsepyan, Jacqueline Waltman, and Linda Barnes. NOES: None.

### **Adjournment**

The regular meeting of the Civil Service Board was adjourned at 4:53 p.m.

Julianne Venturo  
Assistant Management Services Director

APPROVED:

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Linda Barnes, Chairperson

DATE \_\_\_\_\_

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Iveta Ovsepyan, Secretary

DATE \_\_\_\_\_

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**BURBANK WATER AND POWER BOARD  
MINUTES OF MEETING  
FEBRUARY 05, 2026**

**UNAPPROVED**

Mr. Cherry asked Mr. Smith to lead the February 5, 2026 Burbank Water and Power Board meeting.

Mr. Smith called the meeting of the Burbank Water and Power Board to order at 5:00 p.m. in the third-floor board room of the BWP Ron E. Davis Administration Building, 164 West Magnolia Boulevard, Burbank, California.

Mr. Smith called for the Pledge of Allegiance to the Flag.

**ROLL CALL**

**BOARD PRESENT:** Mr. Altman; Mr. Cherry; Mr. Eskandar; Mr. LeMasters; Mr. Luddy; Mr. Smith

**BOARD ABSENT:** None.

**STAFF PRESENT:** Ms. Samra, General Manager-BWP; Mr. Messineo, Assistant General Manager-Power Supply; Mr. Sleiman, Chief Assistant General Manager-BWP; Mr. Lillio, Chief Financial Officer; Mr. Wilson, Acting Assistant General Manager-Operational Technology; Mr. Serafini, Acting Assistant General Manager-Customer Service Operations; Mr. Johnstone, Sustainability Officer; Mr. Casillas, Acting Administrative Officer-BWP; Mr. Thuyen, Senior Assistant City Attorney; Ms. Luz, Senior Secretary; Ms. Chen, Electrical Engineering Associate II; Drew Kidd, Marketing Associate; Bobola Akerson, Principal Electrical Engineer; Calvin Clark, Principal Electrical Engineer; Jeff Beckett, Water Maintenance and Construction Superintendent

**ORAL COMMUNICATIONS**

None.

**BOARD AND STAFF RESPONSE TO ORAL COMMUNICATIONS**

None.

**GENERAL MANAGER REPORT**

Ms. Samra began the General Manager’s report by introducing to the Board BWP’s new Assistant General Manager of Power Supply, Mr. Messineo. Ms. Samra continued her report by reminding the Board of its dedicated budget meeting happening at the March 5, 2026 BWP Board meeting.

Ms. Samra reminded the Board of its request to meet and discuss BWP’s continuity of operations plan and cybersecurity, noting that they should reach out to Mr. Casillas if they are interested in meeting with Ms. Samra and Mr. Wilson to discuss it.

Lastly, Ms. Samra updated the board on billing and TOU rate issues brought to her attention recently, highlighting the specifics of each and the actions staff will take to rectify them.

**CONSENT CALENDAR  
MINUTES**

It was moved by Mr. Altman, seconded by Mr. LeMasters, and carried 5 – 0 to approve the meeting minutes of the regular meeting of January 08, 2026, with Mr. Smith’s requested edits to reflect Mr. Cherry's absence from the January meeting. Mr. Cherry abstained from voting.

**CHANGE ORDER TO THE CONTRACT WITH HOT LINE CONSTRUCTION, INC. (BID SCHEDULE NO. 1499)**

This item was pulled from the consent calendar for further discussion.

Mr. Clark and Ms. Samra responded to board member questions.

It was moved by Mr. LeMasters, seconded by Mr. Eskandar, and carried 6 – 0 to authorize the General Manager of BWP, or their designee, to execute a change order to Bid Schedule No. 1499 with Hot Line Construction, Inc., increasing the contract amount from \$400,000 to \$800,000 for the fifth contract year, covering the period from November 1, 2025, to October 31, 2026.

**REVIEW AND RECOMMEND FOR APPROVAL THE AWARD OF THE DISTRIBUTION UNDERGROUND CONDUIT SYSTEM AND RELATED SUBSTRUCTURE IMPROVEMENTS CITYWIDE – BID SCHEDULE NO. 1547 TO DOTY BROS. EQUIPMENT COMPANY**

This item was pulled from the consent calendar for further discussion.

Ms. Chen and Ms. Akerson responded to board member questions.

It was moved by Mr. Eskandar, seconded by Mr. Altman, and carried 6 – 0 to review and recommend that the Burbank City Council approve the award of the distribution underground conduit system and related substructure improvements citywide – Bid Schedule No. 1547 to Doty Bros. Equipment Company (Doty Bros.).

**END OF CONSENT CALENDAR**

**REPORTS TO THE BOARD  
BURBANK WATER AND POWER’S OPERATIONS AND FINANCIAL REPORTS**

Mr. Lillio presented BWP’s financial update for the month of November 2025.

Mr. Lillio, Ms. Samra, and Mr. Kidd responded to board member questions.

This was an information item only. No action was taken.

**UPDATING AND RELAUNCHING THE GREEN CHOICE PROGRAM**

Mr. Kidd presented updates on the Green Choice Program and a proposal to relaunch it.

Ms. Samra and Mr. Kidd responded to board member questions.

It was moved by Mr. Eskandar, seconded by Mr. Altman, and carried 6 – 0 to recommend that the Burbank City Council approve the proposed Green Choice Program, and adopt a motion that will:

1. Authorize Burbank Water and Power to adjust the Green Choice Program’s rate premium as needed to reflect market pricing for renewable energy credits (RECs).
2. Expand the Green Choice Program to commercial electric customers.

**INFORMATION FROM STAFF  
SUSTAINABILITY UPDATE**

Mr. Johnstone updated the board on BWP’s recent participation in the Landscape Equipment Electrification Workshop that was held at George Izay Park on Saturday, January 17, 2026. Mr. Johnstone shared two videos that captured highlights from the workshop.

Mr. Johnstone responded to board member questions.

**ELECTRIC SERVICES UPDATE**

Mr. Sleiman updated the board on the latest data for the number of site visits and confirmations issued by the division’s engineering team for residential and commercial projects. Mr. Sleiman also shared the latest data from the Handy Whitman Index, highlighting the distribution plant numbers, underground conduit, and underground services.

**COMMENTS AND REQUESTS FROM BOARD MEMBERS**

Mr. Eskandar highlighted his recent attendance at the Southern California Water Coalition event in January and his encounter with BWP staff there.

Mr. Altman thanked staff for bringing back the Green Choice Program item to the February 5, 2026 BWP Board meeting.

Mr. Smith highlighted his recent attendance at the Pure Water event in January.

**ADJOURNMENT**

The regular meeting was adjourned at 6:44 p.m.

The next regular board meeting is scheduled for March 05, 2026, and will be held in the third-floor board room at Burbank Water and Power Ron E. Davis Administration Building.

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Armando Casillas  
Acting Administrative Officer-BWP  
Recording Secretary

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Mandip Kaur Samra  
General Manager-BWP  
Secretary to the Board

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Tim Cherry, BWP Board Chair