

## **DIFFERENTIALS**

### **International Brotherhood of Electrical Workers (IBEW)**

Second Shift Assignment - \$1.05/hour for each hour worked not to exceed 8 hours per shift

Third Shift Assignment - \$1.25/hour for each hour worked not to exceed 8 hours per shift

Bilingual Pay - \$100/month

Asbestos Handling & Removal Assignment - 6.4%

Hazardous Clean-Up & Disposal Assignment - additional half time payment

Crane Trained & Certified - 1% of base salary

### **Burbank Managers Association (BMA)**

Second Shift Assignment - equal to subordinates

Third Shift Assignment - equal to subordinates

Bilingual Pay - \$100/month

Sewer Construction & Maintenance Crew - 5%

Sewer Construction & Maintenance Call-Out Crew Assignment - 10%

Assignment to Call-Out Crew - 10%

Principal Building Inspectors regularly assigned - to Supervise - 10%

### **Burbank City Employees Association (BCEA)**

Second Shift Assignment - \$.95/hour for each hour worked

Third Shift Assignment - \$1.10/hour for each hour worked

Bilingual Pay

Full-Time - \$100/month

Part-Time - \$63/month

40 Hour Work Week with no time off for 10.5 Holidays - 5%

Assignment to Heavy Duty Section of Public Works, Fire, or BWP Fleet Maintenance Division - 5%

Fire Equipment Specialist with Certificate for Completion of Training on Fire Equipment Apparatus & Helicopter Mechanics with Airworthiness Certificates - 2.5%

Pager Pay - 5%

Asphalt Spraying Assignment - 5%

Pest & Weed Control Spraying - \$5.00/day for 4 hours - \$10.00/day for over 4 hours

Pest & Weed Control Advisor License & providing written Advisement during Pay Period - 10%

Sewer Construction & Maintenance Crew - 5%

Sewer Construction & Maintenance Call-Out Crew - 10%

Traffic Signal Call-Out Crew - 10%

Refuse Collection Assignment - 5%

Assignment to "One-Man" Refuse Collection Truck - 5%

Regular Assignment to Refuse Collection Truck or Bin Repair Service (refuse Utility Worker or Welder) - 5%

Sanitation Worker Assigned to Supervise Field Crew - 2.5%

Police Records Technician Assigned to Supervise - \$1.00/hour

Storekeepers Assigned to Supervise - 5%

Rangemaster Certified & Assigned to Full-Time Armorer Duties - 15%

Clerical Employee (below Senior Secretary) Assigned to take City Board or Commission Minutes - 5%

Industrial Painter - 5%

Backhoe Trained & Certified - 5%

Landfill Assignment - 5%

Lead Abatement Assignment - 5%

Water Division Personnel Assigned as Troubleshooter or to the Power Shift - 5%

Water Division Stand-By/On Call for continuous 24 Hour Assignment - 2 Hours Straight Time

Water Division Stand-By/On Call Overnight - 1 Hour Straight Time

Water Division Stand-By/On Call Employee who responds to call for each Incident - 3 Hours Straight Time

Forensic Specialist or Forensic Specialist Supervisors on Stand-By Assignment - 10 Hours Straight Time/Week

Building Maintenance Call-Out Crew when performing Assignment -10%

Forestry Call-Out Crew when performing Assignment - 10%

Employee required to handle, work with, or remove Asbestos -5% for Actual Hours

Utility Worker Assigned to work with Hazardous Material at Recycle Center - 10%

Crane Trained & Certified - 1%

Animal Control Officers & Senior Animal Control Officers on Stand-By Assignment -3 Hours Straight Time/Week

**Burbank Police Officers Association (BPOA)**

Bilingual Pay - \$100/month

Pilot-in-Command Assignment Police Officer - 8.2% of Top Step Salary

Pilot-in-Command with Commercial Rating Assignment -11.3% of Top Step Police Officer Salary

Helicopter Observer Assignment - 2.3% of Top Step Police Officer Salary

Motor Officer Assignment - 7.9% of Top Step Police Officer Salary

School Resource Officer Assignment - 3.1% of Top Step Police Officer Salary

Field Training Officer Assignment - 6.8% of Top Step Police Officer Salary

K-9 Assignment - 9 hours/month at time and one-half pay rate

Shooting Pay - multiply \$30.00 times the number of months Police Officer qualifies as Combat Shoots

Stand-By/Pager Assignment 1 hour straight time/day (On Duty) and 2 hours/day (Off Duty) POST Pay -

Intermediate - 5% of Top Step of Police Officer Salary

Advanced - 9% of Top Step Police Officer Salary

Supervisory - 9% of Top Step Sergeant Salary

Management - 15% of Top Step Lieutenant Salary

**Educational Differential**

Officers, Detectives, & Sergeants - AA = \$50 - BA = \$100 - MA = \$150

Lieutenants - AA = \$100 - BA = \$200 - MA = \$375

**Burbank Fire Fighters (BFF)**

Bilingual Pay - \$100/month

Battalion Chief's Aide - \$200/month

Paramedic Pay - 0-1 year 13.00% - 1-4 years -14.50% - 4 years + 6.00%

Assessment Paramedic Pay - 0-1 year 6.50% - 1-4 years 7.25% - 4 years + 8.00%

40 Hour Staff Assignment - 0-1 year - 10.00% - 1 year + 12.00%

40 Hour Staff Assignment (Fire Prevention Bureau) -

0-1 year; Captain 14.70% - Engineer 15.60%

1 year +; Captain 16.70% - Engineer 17.60%

State Certified & Designated HazMat Technician (assigned to Station #12) - \$270/month (not assigned to Station #12) \$6.75 for each consecutive six hour period of time assigned to Station #12 not to exceed\$135/pay period

Shooting Pay

Sharpshooter - \$7/month

Expert - \$15/month

Distinguished Expert - \$30/month

Educational Incentive Pay; 30 units college credit (21 units must be fire science/emergency medical courses) & other units related to Fire Fighter job = \$60/month

AA/AS = \$115/month

BA/BS = \$200/month

MA/MS = \$300/month

Completion of State Fire Marshal's Certified Fire Officer Course work = \$60/month

**Burbank Fire Fighters Chief Officers Unit (BFF-COU)**

Bilingual Pay - \$100/month

40 Hour Staff Assignment

0-1 year 10%

1 year + 12%

Shooting Pay - (same as BFF)

Educational Incentive Pay 30 units of college course credit (21 units must be fire science/emergency medical courses) & other units must be directly related to fire service field = \$60/month \$115/month

BA/BS = \$200/month

MA/MS = \$300/month

Completion of the California Incident Command Certification Systems = 3% of base salary/month