

**SIDE LETTER AGREEMENT BETWEEN  
CITY OF GLENDALE  
AND  
GLENDALE MANAGEMENT ASSOCIATION**

April 2, 2024

The City of Glendale (City) and the Glendale Management Association hereby agree to amend Article Two, Section I(A) and Article Three, Section VII(B)(3) of the MOU effective July 1, 2021 through June 30, 2024, to provide as follows:

**I. SALARY SCHEDULES**

All Salary Schedules for General Managers, Sworn Fire Managers, and for Sworn Police Managers are set forth in this Article pursuant to their respective terms.

**A. General Managers**

**1. Cost of Living Adjustments**

- a. Effective with the pay period which includes March 1, 2024, unit employees defined as General Managers shall receive a six percent (6%) increase to the base salary.

**VII. OVERTIME COMPENSATION RATE**

**A. Regular Overtime Payment (All Managers)**

1. For those Managers eligible for overtime, overtime shall be paid in cash or compensatory time at one and one-half (1½) times the employee's regular hourly rate of pay.

**B. Stand-By Assignment - Glendale Water & Power and Police Department / IT (General Managers)**

**1. Payment**

Glendale Water & Power General Managers assigned to off duty stand-by assignment, excluding Water Section employees assigned to Water Stand-By duty, shall be paid an assignment extra pay equal to 35% of their hourly rate of pay for each hour on stand-by during the hours between the end of the normal field work schedule and the start of the next normal field work schedule.

2. Water Assignment Pay

Glendale Water & Power General Managers in the classification of Water System Supervisor II shall not be entitled to stand-by pay as defined in this section. In lieu of stand-by pay, Water System Supervisor II shall receive an assignment pay, as defined in Article Two.

3. Police and Fire Department Assignment/IT Employees

Effective with the pay period that includes March 1, 2024, there shall be no more than four (4) unit employees on standby at a time that serve the following needs: Crime Lab Services (Criminalist III), Police Technology, Wireless and Verdugo Fire Technology. The following unit employees (General Managers) shall be eligible for standby pay at the rate of 15% of the hourly rate for each hour on stand-by:

IT Infrastructure Manager; Systems Engineer 1, 2 and 3; Network Manager; Network Engineer 2; IT Apps Manager; Departmental Applications Manager; Systems Analyst; Sr. IT Applications Analyst; IT Applications Analyst; GIS Project Manager; Verdugo Fire Manager; Wireless Systems Supervisor; Wireless Systems Manager; Information Services Project Manager; Criminalist III; Sr. PC Specialist Supervisor; PC Specialist Supervisor.

Such employees shall remain eligible for management or mid-management leave.

PARTIES TO THE AGREEMENT

CITY OF GLENDALE

GLENDALE MANAGEMENT ASSN.

Janet Adams 5/13/2024  
Chief Human Resources Officer Date

Tigran Topadzhikyan 5/14/24  
GMA President Date

[Signature] 5/14/24  
City Manager Date

Jason Miller  
GMA Board Member Date  
May 13th, 2024