

**Short Form
Return of Organization Exempt From Income Tax**

2008

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code
(except black lung benefit trust or private foundation)

▶ Sponsoring organizations of donor advised funds and controlling organizations as defined in section 512(b)(13) must file Form 990. All other org- anizations with gross receipts less than \$1,000,000 and total assets less than \$2,500,000 at the end of the year may use this form

▶ The organization may have to use a copy of this return to satisfy state reporting requirements

Department of the Treasury
Internal Revenue Service

**Open to Public
Inspection**

A For the 2008 calendar year, or tax year beginning , 2008, and ending

<p>B Check if applicable</p> <p><input type="checkbox"/> Address change</p> <p><input type="checkbox"/> Name change</p> <p><input type="checkbox"/> Initial return</p> <p><input type="checkbox"/> Termination</p> <p><input type="checkbox"/> Amended return</p> <p><input type="checkbox"/> Application pending</p>	<p>Please use IRS label or print or type. See Specific Instructions.</p>	<p>C</p> <p>BURBANK CITY EMPLOYEES ASSN 221 W. ALAMEDA AVE. #103 BURBANK, CA 91502</p>	<p>D Employer identification number 95-2012515</p> <p>E Telephone number (818) 843-8650</p> <p>F Group Exemption Number ▶ 1381</p>
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• Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A (Form 990 or 990-EZ).

G Accounting method: Cash Accrual
Other (specify) ▶

I Website: ▶ N/A

H Check if the organization is not required to attach Schedule B (Form 990, 990-EZ, or 990-PF).

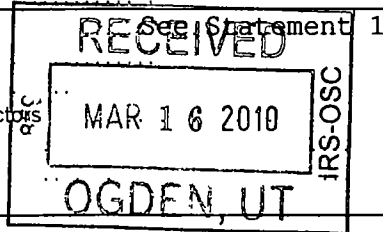
J Organization type (check only one) — 501(c) (5) (insert no) 4947(a)(1) or 527

K Check if the organization is not a section 509(a)(3) supporting organization and its gross receipts are normally not more than \$25,000. A return is not required, but if the organization chooses to file a return, be sure to file a complete return

L Add lines 5b, 6b, and 7b, to line 9 to determine gross receipts, if \$1,000,000 or more, file Form 990 instead of Form 990-EZ ▶ \$ 425,286.

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (See the instructions for Part I.)

REVENUE	1 Contributions, gifts, grants, and similar amounts received	1	
	2 Program service revenue including government fees and contracts	2	154,680.
	3 Membership dues and assessments	3	270,466.
	4 Investment income	4	140.
	5a Gross amount from sale of assets other than inventory	5a	
	b Less: cost or other basis and sales expenses	5b	
	c Gain or (loss) from sale of assets other than inventory (Subtract line 5b from line 5a) (att sch)	5c	
	6 Special events and activities (complete applicable parts of Schedule G). If any amount is from gaming, check here <input type="checkbox"/>		
	a Gross revenue (not including \$ _____ of contributions reported on line 1)	6a	
	b Less: direct expenses other than fundraising expenses	6b	
c Net income or (loss) from special events and activities (Subtract line 6b from line 6a)	6c		
7a Gross sales of inventory, less returns and allowances	7a		
b Less cost of goods sold	7b		
c Gross profit or (loss) from sales of inventory (Subtract line 7b from line 7a)	7c		
8 Other revenue (describe ▶ _____)	8		
9 Total revenue (add lines 1, 2, 3, 4, 5c, 6c, 7c, and 8)	9	425,286.	
EXPENSES	10 Grants and similar amounts paid (attach schedule)	10	61,241.
	11 Benefits paid to or for members	11	166,121.
	12 Salaries, other compensation, and employee benefits	12	81,764.
	13 Professional fees and other payments to independent contractors	13	6,475.
	14 Occupancy, rent, utilities, and maintenance	14	9,809.
	15 Printing, publications, postage, and shipping	15	5,190.
	16 Other expenses (describe ▶ See Statement 2)	16	108,826.
	17 Total expenses (add lines 10 through 16)	17	439,426.
18 Excess or (deficit) for the year (Subtract line 17 from line 9)	18	-14,140.	
NET ASSETS OR FUND BALANCES	19 Net assets or fund balances at beginning of year (from line 27, column (A)) (must agree with end-of-year figure reported on prior year's return)	19	148,190.
	20 Other changes in net assets or fund balances (attach explanation)	20	
	21 Net assets or fund balances at end of year. Combine lines 18 through 20	21	134,050.



Part II Balance Sheets. If Total assets on line 25, column (B) are \$2,500,000 or more, file Form 990 instead of Form 990-EZ.

		(See the instructions for Part II)	
		(A) Beginning of year	(B) End of year
22	Cash, savings, and investments	29,833.	15,096.
23	Land and buildings	184,034.	178,466.
24	Other assets (describe ▶ See Statement 3)	13,851.	14,545.
25	Total assets	227,718.	208,107.
26	Total liabilities (describe ▶ See Statement 4)	79,528.	74,057.
27	Net assets or fund balances (line 27 of column (B) must agree with line 21)	148,190.	134,050.

PC

Part III Statement of Program Service Accomplishments (See the instructions.)		Expenses	
What is the organization's primary exempt purpose? UNION REPRESENTATION/BENEFITS		(Required for 501(c)(3) and (4) organizations and 4947(a)(1) trusts, optional for others.)	
Describe what was achieved in carrying out the organization's exempt purposes. In a clear and concise manner, describe the services provided, the number of persons benefited, or other relevant information for each program title.			
28	<u>FUNDS PROVIDED MEMBERS EMPLOYEE REPRESENTATION, ACTIVITIES FOR MEMBERS AND DEPENDENTS, AND EMPLOYEE BENEFIT PROGRAMS CONSISTENT WITH THE ORGANIZATION'S EXEMPT PURPOSE.</u> (Grants \$ _____) If this amount includes foreign grants, check here <input type="checkbox"/>	28 a	192,756.
29	----- (Grants \$ _____) If this amount includes foreign grants, check here <input type="checkbox"/>	29 a	
30	----- (Grants \$ _____) If this amount includes foreign grants, check here <input type="checkbox"/>	30 a	
31	Other program services (attach schedule) (Grants \$ _____) If this amount includes foreign grants, check here <input type="checkbox"/>	31 a	
32	Total program service expenses (add lines 28a through 31a)	32	192,756.

Part IV List of Officers, Directors, Trustees, and Key Employees. (List each one even if not compensated. See the instrs.)				
(a) Name and address	(b) Title and average hours per week devoted to position	(c) Compensation (if not paid, enter -0-)	(d) Contributions to employee benefit plans and deferred compensation	(e) Expense account and other allowances
Darrin G. Borders 221 W. ALAMEDA AVE. STE 103 BURBANK, CA 91502	PRESIDENT 0	0.	0.	0.
Bob Kazcmarek 221 W. ALAMEDA AVE., STE 103 BURBANK, CA 91502	1ST VP 0	0.	0.	0.
Michael Castro 221 W ALAMEDA AVE., STE 103 BURBANK, CA 91502	2ND V.P./C.S. 0	0.	0.	0.
Eric Barkalow 221 W. ALAMEDA AVE., STE 103 BURBANK, CA 91502	M.A.L. 0	0.	0.	0.
Evelyn Perales 221 W. ALAMEDA AVE., STE 103 BURBANK, CA 91502	REC. SEC. 0	0.	0.	0.
Tami Antonello 221 W. ALAMEDA AVE., STE 103 BURBANK, CA 91502	Sec/TREAS 0	0.	0.	0.
Erik Sartuche 221 W. ALAMEDA AVE., STE 103 BURBANK, CA 91502	M.A.L. 0	0.	0.	0.
Tina Larsen 221 W Alameda Ave #103 Burbank, CA 91502	Trustee 0	0.	0.	0.
Dave Filson 221 W Alameda Ave #103 Burbank, CA 91502	Trustee 0	0.	0.	0.
Patricia King 221 W Alameda Ave #103 Burbank, CA 91502	Trustee 0	0.	0.	0.
Brian Mole' 221 W. Alameda #103 Burbank, CA 91502	M.A.L. 0	0.	0.	0.

Part V Other Information (Note the statement requirement in General Instruction V.)

		Yes	No
33	Did the organization engage in any activity not previously reported to the IRS? If 'Yes,' attach a detailed description of each activity		X
34	Were any changes made to the organizing or governing documents but not reported to the IRS? If 'Yes,' attach a conformed copy of the changes		X
35	If the organization had income from business activities, such as those reported on lines 2, 6a, and 7a (among others), but not reported on Form 990-T, attach a statement explaining your reason for not reporting the income on Form 990-T.		
35a	a Did the organization have unrelated business gross income of \$1,000 or more or 6033(e) notice, reporting, and proxy tax requirements?		X
35b	b If 'Yes,' has it filed a tax return on Form 990-T for this year?		
36	Was there a liquidation, dissolution, termination, or substantial contraction during the year? If 'Yes,' complete applicable parts of Schedule N		X
37a	Enter amount of political expenditures, direct or indirect, as described in the instructions	37a	0.
37b	b Did the organization file Form 1120-POL for this year?		X
38a	Did the organization borrow from, or make any loans to, any officer, director, trustee, or key employee or were any such loans made in a prior year and still unpaid at the start of the period covered by this return?		X
38b	b If 'Yes,' complete Schedule L, Part II and enter the total amount involved	38b	N/A
39	501(c)(7) organizations Enter:		
39a	a Initiation fees and capital contributions included on line 9	39a	N/A
39b	b Gross receipts, included on line 9, for public use of club facilities	39b	N/A
40a	501(c)(3) organizations. Enter amount of tax imposed on the organization during the year under: section 4911 ▶ N/A, section 4912 ▶ N/A; section 4955 ▶ N/A		
40b	b 501(c)(3) and (4) organizations Did the organization engage in any section 4958 excess benefit transaction during the year or did it become aware of an excess benefit transaction from a prior year? If 'Yes,' complete Schedule L, Part I	40b	
	c Enter amount of tax imposed on organization managers or disqualified persons during the year under sections 4912, 4955, and 4958		0.
	d Enter amount of tax on line 40c reimbursed by the organization		0.
40e	e All organizations. At any time during the tax year, was the organization a party to a prohibited tax shelter transaction? If 'Yes,' complete Form 8886-T.	40e	X
41	List the states with which a copy of this return is filed ▶ None		

42a The books are in care of ▶ DARRIN BORDERS Telephone no. ▶ _____
 Located at ▶ 221 W. ALAMEDA AVE. #103, BURBANK, CA ZIP + 4 ▶ 91502

		Yes	No
42b	b At any time during the calendar year, did the organization have an interest in or a signature or other authority over a financial account in a foreign country (such as a bank account, securities account, or other financial account)? If 'Yes,' enter the name of the foreign country ▶ _____		X

See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of a Foreign Bank and Financial Accounts.

42c	c At any time during the calendar year, did the organization maintain an office outside of the U S ? If 'Yes,' enter the name of the foreign country: ▶ _____		X
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43 Section 4947(a)(1) nonexempt charitable trusts filing Form 990-EZ in lieu of Form 1041 — Check here . N/A
 and enter the amount of tax-exempt interest received or accrued during the tax year ▶ 43 _____ N/A

		Yes	No
44	44 Did the organization maintain any donor advised funds? If 'Yes,' Form 990 must be completed instead of Form 990-EZ		X
45	45 Is any related organization a controlled entity of the organization within the meaning of section 512(b)(13)? If 'Yes,' Form 990 must be completed instead of Form 990-EZ		X

Part VI Section 501(c)(3) organizations only. All section 501(c)(3) organizations must answer questions 46-49 and complete the tables for lines 50 and 51.

	Yes	No
46 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If 'Yes,' complete Schedule C, Part I		
47 Did the organization engage in lobbying activities? If 'Yes,' complete Schedule C, Part II		
48 Is the organization operating a school as described in section 170(b)(1)(A)(ii)? If 'Yes,' complete Schedule E		
49a Did the organization make any transfers to an exempt non-charitable related organization?		
49b If 'Yes,' was the related organization(s) a section 527 organization?		

50 Complete this table for the five highest compensated employees (other than officers, directors, trustees and key employees) who each received more than \$100,000 of compensation from the organization. If there is none, enter 'None.'

(a) Name and address of each employee paid more than \$100,000	(b) Title and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans and deferred compensation	(e) Expense account and other allowances
Total number of other employees paid over \$100,000	▶			

51 Complete this table for the five highest compensated independent contractors who each received more than \$100,000 of compensation from the organization. If there is none, enter 'None.'

(a) Name and address of each independent contractor paid more than \$100,000	(b) Type of service	(c) Compensation
Total number of other independent contractors receiving over \$100,000	▶	

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here
 ▶ *Darrin Borders* Signature of officer
 ▶ 2-19-10 Date
 ▶ Darrin Borders President
 ▶ Type or print name and title

Paid Preparer's Use Only
 Preparer's signature ▶ *Kathleen Knowles*
 Date ▶ 2/16/10
 Check if self-employed
 Preparer's Identifying Number (See instructions) ▶ N/A
 Firm's name (or yours if self-employed), address, and ZIP + 4 ▶ Gill & Knowles Acctncy Corp
 ▶ 2227 E Street
 ▶ La Verne, CA 91750
 EIN ▶ N/A
 Phone no ▶ 909 319-7063

May the IRS discuss this return with the preparer shown above? See instructions Yes No
 BAA Form 990-EZ (2008)

Statement 1
Form 990-EZ, Part I, Line 10
Grants and Similar Amounts Paid

Payments to Affiliates

Name: AFSCME
 Purpose of payment: Dues
 Amount: \$ 61,241.

Statement 2
Form 990-EZ, Part I, Line 16
Other Expenses

Advertising and Promotion	\$ 7,618.
BANK CHARGES	254.
CHIEF STEWARD EXPENSE	1,200.
Conferences, Conventions, and Meetings	14,476.
CONSULTING	16,200.
Depreciation	6,721.
EQUIPMENT RENTAL	9,916.
Information Technology	2,238.
Interest	4,562.
MISCELLANEOUS	18,380.
Office Expenses	9,167.
OUTSIDE SERVICES	4,432.
PRESIDENT'S EXPENSE	1,825.
PUBLIC RELATIONS	10,435.
SECURITY	300.
STORAGE	1,102.
Total	\$ 108,826.

Statement 3
Form 990-EZ, Part II, Line 24
Other Assets

	<u>Beginning</u>	<u>Ending</u>
Accounts Receivable	\$ 12,141.	\$ 12,841.
Furniture and Fixtures	123.	123.
Machinery and Equipment	1,587.	1,581.
Total	\$ 13,851.	\$ 14,545.

Statement 4
Form 990-EZ, Part II, Line 26
Total Liabilities

	<u>Beginning</u>	<u>Ending</u>
Secured Mortgages and Notes Payable	\$ 79,528.	\$ 74,057.
Total	<u>\$ 79,528.</u>	<u>\$ 74,057.</u>

BURBANK CITY EMPLOYEES ASSN

95-2012515

FUND BALANCES

	12/31/04	12/31/05	12/31/06	12/31/07	12/31/08
GENERAL	158,280	140,152	129,613	134,728	119,294
LEGAL	8,298	8,389	2,022	0	0
RETIRE	7,029	7,106	7,193	7,275	7,355
CSP FU	19,653	33,667	6,939	6,187	7,401
BUILD	101	102	101	0	0
TOTALS	193,361	189,416	145,868	148,190	134,050