

Maribel Leyland, Community Development Department

1. Dedication to Duty and Customer Service -Through unselfish dedication to duty, has contributed significant service to his or her department and the community. The employee should have displayed leadership qualities and taken initiative in their work (going above and beyond their job description, taking on additional responsibilities, and actively contributing to the success of the team).

Maribel Leyland has been a City of Burbank Employee since 1998, when she started as a Redevelopment Project Analyst. In her first six-month employee appraisal, it notes that Maribel “has excellent listening skills... great initiative...exemplary follow up... and... stellar potential” none of this has changed and in fact, Maribel has used these praiseworthy skills to serve the City and Burbank residents for the last 26 years.

In her ‘early’ years, Maribel worked on and oversaw project development of some of the City’s most prized and valuable assets such as the Senior Artist Colony, the Airport Marriott and Convention Center, Media Studios North, and the Buena Vista Library. She has also been involved with the Burbank Housing Corporation (BHC) since their inception 25 years ago. The contributions and hard work by Maribel in conjunction with BHC improved several neighborhoods within the City and enhanced the overall quality of life those who live there. To date, Maribel has helped BHC build 326 units, which provided, and continues to provide, housing opportunities for countless families. These affordable homes and her work on implementing the City’s superlative services have changed these tenants’ lives for the better.

In 2000, Maribel was promoted to Redevelopment Manager and then to Senior Redevelopment Manager in 2003. In 2010, Maribel became Deputy Housing and Redevelopment Manager, taking responsibility for HOME and Community Development Block Grant (CDBG) programs. About the time Redevelopment was dissolved in 2013, Maribel reinvented her professional self, adding Section 8 to her duties and becoming the Housing Authority Manager. In 2016/2017, the Homeless team was in its inception and Maribel’s responsibilities grew once again to oversee homeless programs and projects.

Recently, Maribel’s Section 8 team added additional housing vouchers available to the community to their current portfolio. The City now offers 1,027 Section 8 vouchers plus 15 Veteran vouchers with 20 Permanent Supportive Housing (PSH) and 67 Emergency Housing Vouchers (EHV). With additional affordable units being built by developers, Maribel’s team is creating a program that will oversee selection of tenants, which includes monitoring to ensure those in need are able to find a home.

Currently, Maribel oversees HOME, CBDG, Section 8 and Homelessness. She has 15 staff and a budget of almost \$16M. Through it all Maribel has always had a

proactive and positive approach. She doesn't say 'no'; Maribel figures out a way to do it, and then gets it done!

2. Innovation - Has initiated and successfully established new and outstanding methods, practices, plans, or designs having fundamental value to the community. The employee should have demonstrated innovative thinking and creativity in solving problems, improving processes, or implementing new ideas.

Maribel is innovative and is always looking for ways to expand her program for the betterment of the Burbank community. Two years ago, she partnered with the Cities of Pasadena and Glendale to create the Burbank-Glendale-Pasadena Regional Housing Trust. The Trust focuses on affordable housing including homeless transitional housing. Through Maribel's efforts, the Trust was formed through the State legislature and Senator Portantino allocated \$21M to the Trust. From these Funds, Burbank can apply for approximately \$7M. Already \$3.4M has been approved for the development of the Homeless Solutions Center on Front Street.

These past two years have been demanding for housing and homelessness staff. Not only has the Section 8 team gone through an overall software and process update with HUD but tenant protections have become a high priority for the City Council. In the last 18 months, Maribel and team have taken eight separate reports on this concern to Council. This has included a renter relocation program, adoptions of urgency ordinances, study sessions, and strategy reports. Maribel's group has also held roundtables, housing subcommittee meetings, oversaw changes to the Landlord Tenant Commission and is currently working on five outreach meetings and a public survey to explore the options for a potential rent cap. This level and amount of work would take many cities years to achieve.

If this wasn't enough, Maribel is also overseeing changes to the Master Loan Agreement for the BHC and advising the City on BHC's funding request for their first large housing development since the end of Redevelopment.

3. Teamwork- Works with and influences others to high performance through his or her enthusiasm, collaboration, and willingness to go above and beyond his or her responsibilities to achieve results. They should be supportive of their colleagues, have contributed to a positive work environment, and shown the ability to work effectively in a team setting.

For 26 years, Maribel has gone above and beyond. She has successfully led her team through significant changes during the years and they appreciate her for it. All of this work couldn't be achieved without a high-performing team and a terrific leader. The Division has seven attributes ("Lucky Seven") we strive to embody, and Maribel

exemplifies them all. The Lucky Seven are: Resourceful and Innovative, Professional, Proactive, Communication, Positivity, Trustworthy and Solution-Orientated.

Maribel is respected by her peers for her professionalism and her willingness to participate and lead. Her ideas, attention to detail and follow through have enabled her to create strong, lasting, and valued relationships. Just this year, Maribel demonstrated remarkable leadership and strength when the Community Development Department lost one of their colleagues. Maribel provided support to each and every person, putting aside her own needs to ensure her team had the resources, support, and help they needed in this very difficult time. While balancing this, she ensured the work got done and those in need did not go without services.

Lastly, Maribel is appreciated by her management team. With her many years, she needs little guidance and assistance and is thought more as a peer or colleague who continuously does what is best for the community and her team.

4. Other Achievements/Accomplishments- For outstanding contributions of significance to the City to fulfill its mission. The employee should have consistently demonstrated exceptional performance and achieved outstanding results in their role.

Maribel has two of the most talked about, high priority topics that are of City Council's concerns under her purview – Housing and Homelessness. Both can be divisive subjects that tend to bring strong opinions from the community. These last two years have been extremely tough with coming out of the Pandemic, seeing rental rates and evictions increase, and our homeless numbers remaining steady.

Through it all, Maribel has risen to the occasion. Her ability to speak at Council, distilling complex rules and laws into something that everyone can understand is not an easy task and she has handled with grace and professionalism.

During her time at Burbank, Maribel has given herself tirelessly to serve our amazing community while going through major life milestones. Maribel has gotten married and raised two boys – one who is in high school and one who will start college this year. Maribel is a dynamic, enthusiastic, strong professional woman and the City of Burbank is very fortunate that she has served with compassion and dedication for more than 26 years.