

**LETTER OF AGREEMENT**  
**BETWEEN THE CITY OF LONG BEACH AND**  
**THE LONG BEACH MANAGEMENT ASSOCIATION**

**RE: LBMA MANAGEMENT PERFORMANCE EVALUATION**

This Letter of Agreement is entered between the City of Long Beach (“City”) and the Long Beach Long Beach Management Association (“LBMA”), (collectively “the Parties”).

WHEREAS, the Parties have entered into a Memorandum of Understanding (MOU) covering the period of October 1, 2023 to September 30, 2026, which includes a provision for Management Performance Appraisal Compensation Program (Appendix F).

WHEREAS, the Parties have met and discussed modifications of the Management Performance Appraisal Compensation Program to update the program title to reflect the current operational title, provide clarifying language, and to assign a monetary increase related to the “Successful Performance” rating.

NOW THEREFORE, for the MPE FY25 review period commencing October 1, 2024, the Parties agree to the following:

- A. Modify the program title from, “Management Performance Appraisal” (MPA) to “Management Performance Evaluation” (MPE) to align with the Management Performance Evaluation program form.
- B. Revise language in Appendix F, Section III, Letter E, as follows:

Employees receiving an “Improved Performance Required”, rating in any category shall not be eligible for any MPE Compensation.

- C. Assign a 1% merit increase to the “Successful Performance” rating category as reflected (in red) in table below:

PERFORMANCE RATING	MPE - SALARY INCREASE	MPE – INCENTIVE PAYMENT
Successful Performance	1%	\$3,000* One Time Incentive Payment


- D. Add the following language to Appendix F, Section VI, Letter B:


An MPE shall not be considered complete until the supervisor has signed, and the reviewed employee has received relevant performance counseling and had an opportunity to sign the MPE prior to submission to the Human Resources Department.

E. THIS LETTER OF Agreement shall not change any Memorandum of Understanding provisions other than outlined above.

IT IS SO AGREED.

For the Parties:

  
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Thomas B. Modica  
City Manager  
City of Long Beach

  
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MICHAEL GOLDSCHMIDT  
President  
Long Beach Management Association