

May 6, 2025

Honorable Mayor and City Council
City of Long Beach
California

RECOMMENDATION:

Recommendation to adopt a Resolution approving a Letter of Agreement to the 2023-2026 Memorandum of Understanding with the Long Beach Management Association (LBMA).

DISCUSSION

The City of Long Beach (City) intends to amend the LBMA Memorandum of Understanding (MOU): Appendix F to reflect changes in 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, effective the FY25 rating period commencing October 1, 2024. The changes to this provision are extended to the Unrepresented Management (Non-Sworn) Employee Terms.

Following adoption of the 2023-2026 LBMA MOU and implementation of the Management Performance Appraisals for FY 24, the Parties identified items to improve. Below are the following changes outlined in the LOA:

1. Modify the program title from, “Management Performance Appraisal” (MPA) to “Management Performance Evaluation” (MPE) to align with the Management Performance Evaluation program form.
2. 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.

3. 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

4. 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.

This matter was reviewed by Assistant City Attorney Gary J. Anderson on April 17, 2025, and by Rebecca Bernstorff, Budget Manager Officer on April 15, 2025.

TIMING CONSIDERATIONS

City Council action is requested on May 6, 2025, to ensure timely implementation.

FISCAL IMPACT

The estimated annual total of the proposed 1% merit increase for employees who received a "Successful Performance" rating in FY25 is \$43,830.96 based on solely a straightline projection. This recommendation, however, is likely to have no net impact as it is expected that given a broader rating scale—some employees may move into the 1% category as opposed to the 2% merit increase for a "Superior Performance" rating, and thus the fiscal impact is expected to be negligible and within the overall funding authority authorized by the City Council.

This recommendation has a moderate staffing impact to implement the payroll changes but is within the normal budgeted scope of duties and is consistent with existing City Council priorities. There is no local job impact associated with this recommendation.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,



Bryce M. Tyler
Director
Human Resources

APPROVED:



THOMAS B. MODICA
CITY MANAGER