

2024 LETTER OF AGREEMENT
BETWEEN THE CITY OF LONG BEACH AND
THE LONG BEACH MANAGEMENT ASSOCIATION

**RE: LBMA SALARY GROUPING HOURLY AND ANNUAL SALARY RANGE
CALCULATION**

This Letter of Agreement is entered between the City of Long Beach (“City”) and the 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 Salary Groupings of LBMA represented classifications that list rounded annual salary ranges.

WHEREAS, the Parties met and discussed the revisions to the rounded annual salary ranges to reflect an annual salary range based upon minimum and maximum hourly pay calculation rates.

WHEREAS, the Parties met and discussed the revisions to the salary grouping salary ranges in Appendix D to align with the changes in Minimum and Maximum Hourly and Annual Range amounts as posted in the General City’s Management Salary Schedule and City’s Salary Resolution.

NOW THEREFORE, the Parties agree to the revised salary grouping ranges as listed in the manual hourly calculation (annual) of Appendix D Addendum.

This Letter of Agreement shall not change any Memorandum of Understanding (MOU) provisions other than as outlined above.

THE PARTIES AGREE TO THE ABOVE:

FOR THE CITY OF LONG BEACH:

FOR THE LONG BEACH
MANAGEMENT ASSOCIATION:



THOMAS B. MODICA
City Manager

AUDRA BALOK
President, LBMA

4/22/24

4/16/24

Date

Date

**APPENDIX D ADDENDUM
REVISED LBMA SALARY GROUPING SALARY RANGES**

Salary Grouping	Approved Salary (Range)	Manual Hourly Calculation (Annual)
General City		
Director/Department Head	\$220,000 - \$265,000	\$220,001.559 - \$265,000.360
Deputy Director	\$185,000 - \$225,000	\$185,000.172 - \$225,000.266
Manager - Schedule I	\$170,000 - \$205,000	\$170,001.963 - \$205,001.263
Manager - Schedule II	\$140,000 - \$185,000	\$140,001.371 - \$185,000.172
Manager - Schedule III	\$183,000 - \$235,000	\$183,000.689 - \$235,001.855
Officer-Citywide Support	\$120,000 - \$170,000	\$120,000.281 - \$170,001.963
Officer - Schedule I	\$135,000 - \$170,000	\$135,000.577 - \$170,001.963
Admin. Officer/Financial Services Officer	\$115,000 - \$160,000	\$115,001.574 - \$160,000.374
Superintendent	\$115,000 - \$150,000	\$115,001.574 - \$150,000.873
Officer - Schedule II	\$105,000 - \$150,000	\$105,002.072 - \$150,000.873
Special Projects Officer	\$110,000 - \$148,000	\$110,000.779 - \$148,001.390
Assistant to an Executive	\$105,000 - \$145,000	\$105,002.072 - \$145,000.079
Executive Secretary	\$80,000 - \$115,000	\$80,000.187 - \$115,001.574
Executive Assistant	\$75,000 - \$105,000	\$75,001.480 - \$105,002.072
General City - Miscellaneous Salary		
City Health Officer	\$236,965	\$236,965.856
Sworn Safety		
Chief of Police	\$294,117 - \$309,000	\$294,118.090 - \$309,001.506
Deputy Chief of Police	\$263,177	\$263,178.284
Police Commander	\$244,816	\$244,817.69
Fire Chief	\$290,765 - \$305,000	\$290,766.139 - \$305,000.453
Deputy Fire Chief	\$258,331	\$258,331.938
Assistant Fire Chief	\$240,308	\$240,309.459
Marine Safety Chief	\$215,612	\$215,612.297
Long Beach Utilities		
Utilities Director (Schedule I)	\$164,000 - \$225,000	\$164,001.428 - \$225,000.266
Utilities Director (Schedule II)	\$145,000 - \$192,000	\$145,000.079 - \$192,000.450
Utilities Manager (Schedule I)	\$120,000 - \$168,000	\$120,000.281 - \$168,000.393
Utilities Superintendent/Officer	\$103,000 - \$144,200	\$103,000.502 - \$144,200.703
Harbor		
Harbor Director	\$210,000 - \$255,000	\$210,002.057 - \$255,000.858
Harbor Assistant Director	\$190,000 - \$235,000	\$190,000.967 - \$235,001.855
Harbor Manager (Schedule I)	\$170,000 - \$208,000	\$170,001.963 - \$208,000.487
Harbor Manager (Schedule II)	\$140,000 - \$185,000	\$140,001.371 - \$185,000.172
Harbor Officer	\$130,000 - \$175,000	\$130,001.870 - \$175,000.671
Harbor Capital Programs Executive	\$270,000 - \$338,000	\$270,001.154 - \$338,000.270
Harbor Sr Director	\$229,000 - \$287,000	\$229,001.319 - \$287,000.933
Harbor - Miscellaneous Salary		
Chief Info Security Officer	\$ 211,564.00	\$211,565.327