

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

RE: LBMA SWORN MANAGEMENT (POLICE) REFERRAL BONUS

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 Long Beach Police - Sworn Management Provisions (Appendix G).

WHEREAS, the Parties agree to include the Police Referral Bonus Program for the current term of the LBMA MOU term, as applicable for eligible classifications and terms as outlined herein, the Parties agree to terminate the application of the program if it is no longer applicable in the POA MOU.

WHEREAS, the Parties recognize the unprecedented recruitment and retention challenges facing law enforcement agencies nationally, both agree with the need to bolster recruitment incentives to attract new and lateral officers.

WHEREAS, the Parties have met and discussed extending the Police Referral Bonus Program outlined in the Police Officer Association (POA) MOU and 2023 POA Recruitment and Retention LOA to former POA members who have promoted to a sworn management position represented by LBMA. Eligible classifications include Police Commander and Deputy Chief of Police.

NOW THEREFORE, the Parties agree to the following, effective, October 1, 2023:

- A. The Police Referral bonus will be applicable to eligible sworn Police management classifications that submitted a request for a referral bonus as a POA bargaining unit member and are pending receipt of a first or second referral non-pensionable bonus in the amounts listed in the table below.

Referral Bonus Type	First Referral Bonus Amount	Second Referral Bonus Amount	Total Referral Bonus Amount
Referral Bonus for Lateral Officers	\$2,500	\$2,500	\$5,000
Referral Bonus for Police Recruits	\$1,750	\$1,750	\$3,500

- B. Sworn Police Management must have submitted their referral bonus request as a POA bargaining unit member, by the Chief’s selection of referred candidates(s).

- C. Sworn Police Management who have separated employment forfeit eligibility for referral incentives not yet processed for payment (HR1) at time of separation.
- D. Candidates identified during recruitment-related activities do not qualify for the referral bonus.

REFERRAL BONUS FOR LATERAL POLICE OFFICERS


- E. Once an applicant completes 6-months of service as a City of Long Beach Police Officer, the referring Sworn Police Management eligible classification, shall be eligible to receive the first referral bonus (\$2,500).
- F. Once the applicant has successfully completed the established probationary period, the referring Sworn Police Management eligible classification, shall be eligible to receive the second and final referral bonus (\$2,500).

REFERRAL BONUS FOR POLICE RECRUITS

- G. Once an applicant successfully completes the Police Academy, the referring Sworn Police Management eligible classification, shall be eligible to receive the first referral bonus (\$1,750).
- H. Once the applicant has successfully completed the established probationary period, the referring Sworn Police Management eligible classification, shall be eligible to receive the second and final referral bonus (\$1,750).
- I. THIS LETTER OF Agreement shall not change any Memorandum of Understanding provisions other than outlined above.

IT IS SO AGREED.

For the Parties:



Thomas B. Modica
City Manager
City of Long Beach



MICHAEL GOLDSCHMIDT
President
Long Beach Management Association