

**LETTER OF AGREEMENT**  
**CITY OF LONG BEACH AND ASSOCIATION OF CONFIDENTIAL EMPLOYEES (ACE)**

**RE: FLOOR WARDEN PROGRAM- 2<sup>nd</sup> REVISION**

This Letter of Agreement is entered between the City of Long Beach (“City”) and the Association of Confidential Employees hereinafter called “ACE” (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; and

WHEREAS, the Parties met and agreed upon the City’s revised Floor Warden policy and per diem skill pay which was approved by City Council on August 5, 2025; and

WHEREAS, the City determined that City employees are eligible to participate and receive the Floor Warden skill pay (if selected), with the exception of sworn, management, retired annuitants, commissioners, and elected officials.

NOW THEREFORE, the Parties agree to the following changes in the chart below regarding the new Floor Warden skill pay in accordance with the City’s revised Floor Warden Policy:

- A. The new Floor Warden Skill pay will be incorporated in ACE MOU Appendix C: Skill and Other Pays, effective at the beginning of the pay period following City Council adoption:

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS	AUTHORITY
F8	Floor Warden –When attending Floor Warden training, leading Emergency Action Plan training, participating in drills, conducting monthly Floor Warden checklists, or when responding to an emergency as a Floor Warden.	<del>Permanent Full-time employees assigned as a Primary or Alternate Floor Warden.</del> City employees are eligible, with the exception of sworn, management, retired annuitants, commissioners, and elected officials.	\$8.000	Per Diem Daily	Flat Rate	General City

- B. This Letter of Agreement shall not change any Memorandum of Understanding provisions other than as outlined above.

IT IS SO AGREED.

For the Parties:



THOMAS B. MODICA  
 City Manager  
 City of Long Beach

Date: 2/23/26



BETTY DE LA CRUZ  
 President  
 Association of Confidential Employees

Date: February 5, 2026