

**2021 LETTER OF AGREEMENT**  
**BETWEEN CITY OF LONG BEACH AND**  
**THE LONG BEACH MANAGEMENT ASSOCIATION (LBMA)**

**RE: DEFERRED COMPENSATION**

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 met and discussed the change in the deferred compensation 457(b) match for bargaining unit employees.

NOW THEREFORE, the Parties agree to the following:

1. The City will contribute 1% of base pay to employee's deferred compensation 457(b) plan each pay period for all members of the Association effective September 30, 2021 through September 29, 2022.
2. The City will contribute 2% of base pay to employee's deferred compensation 457(b) plan each pay period for all members of the Association effective September 30, 2022 through September 30, 2023.
3. Members of the Association do not need to make a contribution to the 457(b) plan in order to receive this negotiated benefit.
4. This Letter of Agreement shall not be construed as a change in the members' current deferred compensation 457(b) contributions.
5. 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 LONG BEACH MANAGEMENT ASSOCIATION:**

7/8/2021  
Date

Meghan Weeks  
Meghan Weeks, President, LBMA

**FOR THE CITY OF LONG BEACH:**

7/9/2021  
Date

Dana Anderson  
Dana Anderson, Manager of Labor Relations  
And Benefits Administration