

SIDE LETTER #2 TO THE

2022-2026

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF BEAUMONT

AND MANAGERS/PROFESSIONAL TECHNICAL AS INDIVIDUALS

On January 1, 2022, the City of Beaumont ("City") and the Manager/Professional/Technical as Individuals ("MPT") entered into a Memorandum of Understanding that is effective from January 1, 2022 through June 30, 2026 ("MOU").

The City and MPT met and conferred in good faith and have agreed to the terms of this side letter to the MOU, which shall operate prospectively from the date it is both approved by MPT and ratified by the City Council.

This side letter shall amend and replace the CITY recognized classifications and Article IV(C) of the MOU with the following:

The CITY recognizes the following classifications:

Assistant Director of Finance	Planning Manager
Assistant Director of Public Works	Police Services Manager
Budget Specialist	Principal Engineer
Building Grounds Maintenance Supervisor	Project Manager
Chief Building Official	Public Information Officer
Deputy City Clerk	Recreation Manager
Economic Development Manager	Senior Management Analyst
Environmental Compliance Program Specialist	Street Maintenance Supervisor
Executive Assistant	Transit Manager
Grounds/Parks/Facilities Manager	Vehicle Maintenance Supervisor
HR/Risk Analyst	Wastewater Collections Supervisor
Information Services Manager	Wastewater Plant Supervisor
Payroll/Benefits Supervisor	


## ARTICLE IV, SECTION C: SAFETY BOOTS AND SHOES

**C. SAFETY BOOTS AND SHOES:** The CITY shall provide each eligible employee with an annual allowance of up to three hundred dollars (\$300.00) per calendar year for reimbursement of the purchase of safety boots and/or shoes. The type of acceptable footwear will be defined in the CITY's Dress Code Policy. Employees in the following classification series, which require the wearing of durable, reinforced protective work boots or shoes for personal safety to help protect against the impact or punctures due to the nature of the job duties, are eligible:


Assistant Director of Community Services  
Building/Grounds Maintenance Supervisor  
Chief Building Official  
Chief Plant Operator  
Environmental Compliance Manager  
Public Works Manager  
Street Maintenance Supervisor  
Transit Manager  
Vehicle Maintenance Supervisor  
Wastewater Collections Supervisor  
Wastewater Plant Supervisor

It will be the responsibility of the employee to submit receipts with his/her request for reimbursement to the Human Resources department in order to receive reimbursement. The CITY shall provide this reimbursement on a quarterly basis in January, April, July, and October for the preceding three (3) month period. In years of hire and separation, the amount will be prorated and overpayment to the employee will be refunded to the CITY by date of separation.

For the City of Beaumont:

  
Elizabeth Gibbs  
City of Beaumont

4/8/24  
Date

  
Date 10-30-23

  
Date 10-31-2023

  
Date 10-31-23

  
Date 10-31-23

Winter 11-1-23  
Date

[Signature] 11/1/23  
Date

[Signature] 11/6/23  
Date

Gray Novak 11/6/23  
Date

Cari Rozner 12/12/23  
Date

[Signature] 12/12/23  
Date

Lisa Buch 12/12/23  
Date

Nick Whelan 12/12/23  
Date

Carole Kendrick 12/12/23  
Date

Claudia Meade 12/12/23  
Date

[Signature] 12/12/23  
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[Signature] 12/13/23  
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[Signature] 12/13/23  
Date

[Signature] 12/13/2023  
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Shannan Doyle 12/13/23  
Date

[Signature] 12-13-23  
Date

Andy Starr 12/18/23  
Date

J. C. Gules 12/13/23  
Date

J. C. Gules 12-20-23  
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