

SIDE LETTER #4 TO THE

2022-2026

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF BEAUMONT

AND BEAUMONT POLICE OFFICERS' ASSOCIATION

On January 4, 2022, the City of Beaumont ("City") and the Beaumont Police Officers' Association ("BPOA") entered into a Memorandum of Understanding that is effective from January 4, 2022 through June 30, 2026 ("MOU").

The City and BPOA 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 BPOA and ratified by the City Council.

This side letter shall amend and replace Article VII(L) of the MOU with the following:

ARTICLE VII, SECTION L CAFETERIA PLAN:

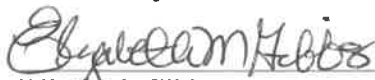
L. CAFETERIA PLAN: Effective with the ratification of this agreement by the City Council on the first pay period ending after January 1, 2024, the City shall contribute one-thousand eight hundred sixty dollars (\$1,860) per month to each unit member for the cafeteria benefit plan detailed in this section.

1. Said contribution shall be used to provide for health insurance for the employee. Employee shall be covered by health insurance with a CITY approved health plan unless the employee provides proof to the CITY the employee is covered by another acceptable health plan as determined by the CITY's Human Resource Department.
2. The balance may be used for any of the following or any combination thereof:
 - a) Health Insurance for employee's spouse and/or dependents;
 - b) Dental Insurance for employee's, spouse and/or dependents;
 - c) Eye care plan for employee, spouse and/or dependents.

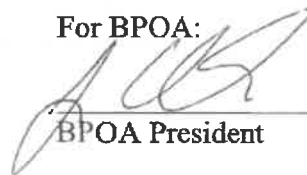
3. There is no cash-back of the remaining contributions amount, if any, to the employee after payment of the selected premiums(s). The employee shall be responsible for the remaining payments(s) through payroll deduction, of any premiums selected which are in excess of the monthly contribution amount.
4. Employees who elect to not participate in the Cafeteria Plan and can show adequate proof of an approved health plan, shall have the option to have an amount equal to the 2023 employee only (single) monthly medical premium rate of \$667.63 paid to the employee. If taken as cash payment, the amount is not to be considered as pensionable compensation for the purposes of CalPERS. Such alternative health plan coverage must be verified initially and thereafter on an annual basis by signing a verification that complies with the Affordable Care Act, which will be provided to the City. Alternative health plan coverage must be maintained until the next available CITY open enrollment period. Employees hired after January 1, 2023, will not have the option to receive the cash payment in lieu of health care.

All other terms of the MOU, as amended, shall remain in full force and effect.

For the City of Beaumont:

 4/13/23
Elizabeth Gibbs Date
City of Beaumont

For BPOA:

 11/2/2023
BPOA President Date

BPOA Vice President Date