

SIDE LETTER #2 TO THE  
2021-2026  
MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CITY OF BEAUMONT  
AND  
SEIU 721 GENERAL UNIT EMPLOYEES

On January 1, 2021, the City of Beaumont ("City") and the SEIU General Unit Employees (SEIU) entered into a Memorandum of Understanding that is effective from January 1, 2021 through June 30, 2026 ("MOU").

The City and SEIU 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 13.1(C) and Article 13.1(D) of the MOU with the following:

**ARTICLE 13: HEALTH BENEFITS AND INSURANCE**

1. HEALTH BENEFITS

C. Cafeteria Plan Contributions:

Effective January 4, 2025, the CITY agrees to make monthly contributions on behalf of each eligible employee up to a maximum of \$1,915 to be used for the options available as described in subpart (B) above.

If the combined premiums for Healthcare, Dental, and Vision insurance increase more than 5% from their January 2025 rates, then the parties agree to meet and confer about increasing the Cafeteria Plan Contribution. The parties agree to hold additional reopeners in this regard if, subsequent to triggering the initial meet and confer, measuring the combined premium increases (cumulative to the triggering date) for the subsequent year(s) shows subsequent premium increases of more than 5%.

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

For the City of Beaumont:



Elizabeth Gibbs  
City Manager

Date

1/15/25

For SEIU:



12/18/24

Juanita Salas Date  
SEIU Worksite Organizer