

SIDE LETTER #4 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 as individuals 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 Article V(J) of the MOU with the following:

**ARTICLE V: SALARY AND BENEFITS**

- J. CAFETERIA PLAN:** Effective with the ratification of this agreement by the City Council on the first pay period ending after January 1, 2025, the City shall contribute one-thousand nine hundred fifteen dollars (\$1,915) 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 City provided health plan(s) 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. The balance of the cafeteria plan may be used for any of the following or any combination thereof:
  - a) Dental Insurance for employee's, spouse and/or dependents;
  - b) Eye care plan for employee, spouse and/or dependents;
5. Cafeteria Plan Reopener: 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

For Manager/Professional/Technical:

Carole Kendrick 2.14.25

\_\_\_\_\_  
Date

[Signature] 2/14/25  
\_\_\_\_\_  
Date  
[Signature] 2/14/2025  
\_\_\_\_\_  
Date

Lisa Leach 2/14/25  
Date

Shay Noville 2/14/25  
Date

Marisa Ma 2/14/25  
Date

Ceri Gorman 02/14/25  
Date

Thompson 2-18-25  
Date

Jessie Ma 2-18-25  
Date

Melody Chichipn 2/19/25  
Date

Ken Noville 2/19/25  
Date

Sara Rut 3/13/25  
Date

D. V. 3/25/25  
Date

Holly St 3/25/25  
Date

Shannan Day 3/25/25  
Date

Suzanne Foxworth 3/25/25  
Date

Steve Michels 3/25/25  
Date

Kristy L 3/26/25  
Date

Tim L 3/26/25  
Date

Nicole Williams 3/26/2025  
Date

[Signature] 3/26/2025  
Date

Hugo Escobedo 3/26/25  
Date

[Signature] 3/27/25  
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Dustin [Signature] 3/27/25  
Date

[Signature] 4-1-25  
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