

SIDE LETTER #5 TO THE

2022-2026

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF BEAUMONT

AND BEAUMONT POLICE MANAGEMENT UNIT

On March 1, 2022, the City of Beaumont ("City") and the Beaumont Police Management Unit entered into a Memorandum of Understanding that is effective from January 1, 2022 through June 30, 2026 ("MOU").

The City and the Police Managers Unit 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 Police Management Unit and ratified by the City Council.

This side letter shall amend and replace Article IV (I) and Article V(G) of the MOU with the following:

**ARTICLE IV: POLICE MANAGEMENT UNIT SPECIFIC BENEFITS**

- I. EDUCATIONAL INCENTIVE:** CCR 571(a)(2) and CCR 571.1(2) define Peace Officer Standard Training (POST) Certificate Pay as compensation to local police officers and public safety dispatchers who obtain POST certification. Each employee shall be eligible for special compensation, separate from their base pay rate, reportable to CalPERS periodically as earned, if they obtain the following:

1. Management P.O.S.T. Certificate an additional 2.5%.

**ARTICLE V: SALARY AND BENEFITS**

- G. CAFETERIA PLAN:** Effective with the ratification of this agreement by the City Council on the first pay period ending after January 1, 2026, the City shall contribute two-thousand one hundred forty-four dollars (\$2,144) 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.

## **ARTICLE VI: HOURS AND WORKING CONDITIONS**

- A. HOLIDAY ACCRUAL:** The CITY allocates fourteen (14) eight-hour days per year accrued at 4.31 hours per pay period (one hundred twelve (112) hours per year). Holiday pay is special compensation defined by CCR 571(a)(5) and CCR 571.1.(4). Recognized holidays currently include:

New Year's Day	Veterans Day
Martin Luther King Jr Day	Thanksgiving
President's Day	Friday after Thanksgiving
Memorial Day	Christmas Eve
Independence Day	Christmas Day
Labor Day	Day After Christmas
Indigenous People's Day	New Year's Eve

An employee may request payment of banked holiday pay, to be paid by separate check. An Employee's base pay plus any special compensation that qualifies as pensionable compensation reportable to CALPERS is used to calculate the rate of holiday pay. This includes POST, FTO, Motorcycle, Traffic, K9, Training and Notary. Holiday pay accrued and paid within the period earned is reportable for Classic members under CCR 571(a)(5). Banked holiday pay exceeding the maximum accrual limit and paid out after the period earned is not reportable. Banked holiday pay for PERRA members is not reportable if eligible to be used as time off in lieu of compensation.

Requests for cash payment pursuant to this section shall be submitted to the Human Resources department quarterly. Such requests must be submitted by March 1, June 1, September 1 or December 1 to be paid on the first full pay period in March, June, September or December. In order for the banked holiday time to be reportable to CalPERS the cash out must occur in the period it was earned as required per CCR 571(a)(5).

Employee may maintain a maximum of two hundred twenty-four hours (224) of banked holiday

pay. Any excess holiday hours, above the maximum accrual, as of December 31<sup>st</sup> of any year, will be paid to employees in January of the next year using the rate of pay in effect prior to any Memorandum of Understanding increase in January.


If an employee may maintain a maximum of two hundred twenty-four hours (224) of banked holiday pay. Any excess holiday hours, above the maximum accrual, as of December 31<sup>st</sup> of any year, will be paid to employees in January of the next year using the rate of pay in effect prior to any Memorandum of Understanding increase in January.

Those employees assigned to a flex schedule will deduct the scheduled hours from their holiday accrual leave bank (E.g. An employee that is normally scheduled to work a  $\frac{4}{10}$  will deduct 10 hours holiday accrual from their leave bank on a holiday off).

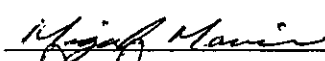
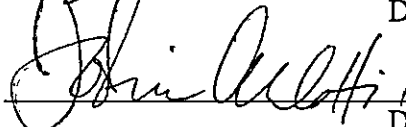
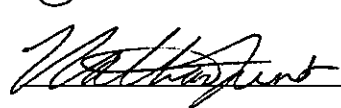

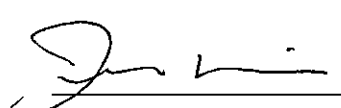
A holiday shall cover a twenty-four (24)-hour period beginning at 12:00 a.m. and ending at 11:59 p.m.

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

For the City of Beaumont:

 12/11/25  
City Manager Date  
City of Beaumont

For PD Managers:

 12/11/25  
Date  
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