

SIDE LETTER #7 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 IV (A) and Article VII(L) with the following:

ARTICLE IV: POA SPECIFIC BENEFITS

- A. RECOGNITION:** The CITY hereby recognizes the POA as the only authorized representative of present and future employees in the Police Officer, Police Corporal, Police Sergeant, Public Safety Dispatcher, Lead Dispatcher, Dispatch Supervisor, Support Services Specialist, Lead Support Services Specialist, Support Services Supervisor, Property Evidence Technician and Community Services Officer classifications covered by this Agreement. Provided, however, that this provision shall not preclude employees from exercising his/her rights as may be provided by the Meyers-Milias-Brown Act, the Employee-Employer Relations Resolution of the CITY, or other applicable law. This Agreement does not cover the SEIU Local 721, Managers, Police Management, Professional Technical, or any other classification of employees.
- G. POST CERTIFICATE 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. Intermediate P.O.S.T. Certificate — One additional 2.5% step.
 2. Advanced P.O.S.T. Certificate — Additional 5%, compounded with the above.
 3. Supervisor P.O.S.T. Certificate — One additional 2.5% step, compounded with the above.

The employee shall receive the salary increase effective the date noticed on the certificate after submission of the documentation showing completion. The Police Department shall notify an employee of POST correspondence and it is the employee's responsibility to submit said documents in a timely manner to receive full benefits of the salary increase.

H. EDUCATIONAL INCENTIVE: Each employee shall receive a salary increase as indicated, if they obtain the following:

1. AA or AS Degree — One additional 2.5% step.
2. BA or BS Degree — Two additional 2.5% steps, compounded with the above.
3. Master's Degree — One additional 2.5% step, compounded with the above.

The employee shall receive the salary increase effective the date noticed on the degree after submission of the documentation showing completion. It is the employee's responsibility to submit said documents in a timely manner to receive full benefits of the salary increase. Pursuant to CCR 571.1(2) educational pay is not consider pensionable compensation.

I. EVALUATION/POSITION DESCRIPTION: Each employee shall be subject to an "Employee Evaluation" and any updated position description on or about their anniversary date of each calendar year. Probationary employees shall be subject to an evaluation at six (6), twelve (12) and eighteen (18) months.

ARTICLE V: SWORN CLASSIFICATION SPECIFIC BENEFITS

F. FIELD TRAINING PREMIUM PAY: Any employee at the rank of Police Officer/Corporal who is a Police Officer Standards and Training (POST) certified Field Training Officer and is assigned a trainee for the purposes of initial or remedial field training, shall be eligible for special compensation, separate from their base pay rate, reportable to CalPERS periodically as earned in the amount of 5% (two addition 2.5% steps)

G. MOTORCYCLE PATROL / TRAFFIC DETAIL PREMIUM: Any employee at the rank of Police Officer/Corporal who is assigned to the Traffic Division, as either a Motor or Commercial Enforcement Officer shall be eligible for special compensation, separate from their base pay rate, reportable to CalPERS periodically as earned in the amount of 5% (two addition 2.5% steps).

H. K9 OFFICER PAY: Any employee, who is a certified "K9 Officer" and is assigned a canine shall be eligible for special compensation, separate from their base pay rate, reportable to CalPERS periodically as earned in the amount of 5% (two addition 2.5% steps).

The CITY and the POA have met and conferred over how much off duty time is spent by a K9 Officer in the car, feeding and grooming of the canine. The CITY and POA have determined that the K9 Officer spends 15 hours per month on these off duty tasks and

have also agreed that the K9 Officer shall be paid for those 15 hours per month at the greater of \$15 per hour, or the California minimum wage, and at time and one-half. Pursuant to CalPERS, the feeding and grooming of the canine is not consider pensionable compensation.

ARTICLE VI: SUPPORT CLASSIFICATION SPECIFIC BENEFITS

- I. NOTARY CERTIFICATION:** The CITY reserves the right to identify which classifications and how many notary certificates are issued. When any employee takes and passes the Secretary of State Notary Examination, and begins to notarize documents, he or she shall be eligible for special compensation, separate from their base pay rate, reportable to CalPERS periodically as earned in the amount of 5% (two additional 2.5% steps). All documents and/or correspondence is to have the CITY's mailing address as the contact address for any and all notary supplies, certification, and/or notifications. Upon expiration if it is not renewed the employee will lose such increase.

ARTICLE VII: SALARY AND BENEFITS

- L. 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.
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.

5. **Cafeteria Plan Reopener:** If the combined premiums for Healthcare, Dental, and Vision insurance increase more than 5% from their January 2026 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%.

- O. BILINGUAL PAY:** Employees who have been certified using a CITY designated language proficiency test as being fluent speaking or interpreting (not reading or writing) in sign language or other secondary languages shall be eligible for special compensation, separate from their base pay rate, not reportable to CalPERS, in the amount of one dollar and fifty cents (\$1.50) per hour premium pay, if the need for fluency is necessary in the current job and approved by the Department Head and City Manager. Each certified employee may be required to be recertified as a condition of continued receipt of premium pay. Authorization and continuation of premium pay will be at the sole discretion of the City Manager.

ARTICLE VIII: 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).


Employees 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 31st 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:



City Manager
City of Beaumont

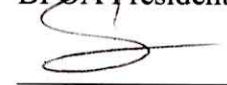
12/12/25
Date

For BPOA:



BPOA President

12/11/25
Date



BPOA Vice President

12.16.25
Date