

SIDE LETTER #4 TO THE

2022-2026

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF BEAUMONT

AND BEAUMONT POLICE MANAGEMENT UNIT

On January 4, 2022, the City of Beaumont (“City”) and the Beaumont Police Management Unit (Police Management) entered into a Memorandum of Understanding that is effective from January 1, 2022 through June 30, 2026 (“MOU”).

The City and Police Management 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 V(G) of the MOU with the following:

**ARTICLE V, SECTION G CAFETERIA PLAN**

**G. 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.

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

For the City of Beaumont:

For Police Management:

\_\_\_\_\_  
Elizabeth Gibbs                      Date  
City of Beaumont

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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Date