

SIDE LETTER #2 TO THE

2022-2026

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF BEAUMONT

AND BEAUMONT POLICE OFFICERS' ASSOCIATION

The City of Beaumont ("City") and the Beaumont Police Officers' Association ("BPOA") entered into a Memorandum of Understanding on January 4, 2022.

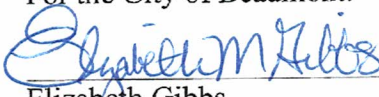
The City and BPOA met and conferred in good faith and have agreed to the terms of this side letter to the MOU, which will operate prospectively from the date it is both approved by BPOA and ratified by the City Council.

This side letter shall replace Article IV(A) with the following, but all other provisions of the MOU will remain in effect to the extent required by law:

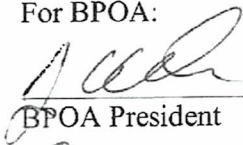

ARTICLE IV, SECTION F CALL BACK:

F. CALL BACK: An employee who is called in to work on a non-scheduled work shift shall be compensated for a minimum of two (2) hours for the first call back, and for every 15-minute period after the initial 2-hour period, and for any other call backs within the same twenty-four (24)-hour period. All call back time will be compensated at the overtime rate. An employee called in early for an assigned shift shall only be compensated for the actual time worked, payable at the overtime rate (e.g. one (1) hour early shall earn one (1) hour of overtime pay). Call-back compensation begins when the employee receives verbal and/or text confirmation of the request for call back.

For the City of Beaumont:

 8/17/2023
Elizabeth Gibbs Date
City of Beaumont

For BPOA:

 8/1/2023
BPOA President Date
 8/1/2023
BPOA Vice President Date