

**Memorandum of Understanding
Between The
Bend Police Association
And the
City of Bend**

Trial 10.67 Hours Patrol Schedule

This Memorandum of Understanding (MOU), entered into by and between the Bend Police Association and the City of Bend on the day and date below written is for the purpose of memorializing the understanding between the parties as it relates to an 18 month trial implementation of a 10.67 hours patrol schedule.

Section 1. Work Schedule and Work Cycle

Effective January 1, 2014 this MOU implements a 10.67 hour work schedule for police officers assigned to patrol duties. The designated work cycle shall be 28 days. The regular scheduled time worked for each officer is 15 days in each 28 day work cycle. The regular scheduled time off for each officer is 13 days in each 28 day work cycle.

Officers shall work their assigned shift following this pattern:

5 ON - 4 OFF // 5 ON - 4 OFF // 5 ON - 5 OFF.

Section 2. Shift Length

Officers shall work shifts consisting of 10.67 consecutive hours. Officers are scheduled to work 160 hours in each 28 day work cycle, or 2086.4 hours/year.

Section 3. Shifts and Squads

There shall be four patrol shifts designated as Days, Mids, Swings, and Graves to cover the 24 hours of each day. There shall be two squads designated as "A" and "B" letter days created within each shift (for example, Days-A, Days-B, Mids-A, Mids-B, etc.). Squads within each shift shall alternate work days and off days (Example: when Days-A is working, Days-B is on days off, and when Days-A is on days off, Days-B is working).

Section 4. Shift Hours

Initially, the start and stop times for the three patrol shifts shall be:

Days	0620 hrs to 1700 hrs
Mids	1020 hrs to 2100 hrs

Swings	1630 hrs to 0310 hrs
Graves	2000 hrs to 0640 hrs

The City may adjust the start and stop times based on operational needs and information developed through the comprehensive evaluation process.

Section 5. Shift Bidding

There will be four quarters established for each year (First Quarter: January through March, Second Quarter: April through June, Third Quarter: July through September, Fourth Quarter: October through December). Officers assigned to Patrol will be given an opportunity to bid their starting assignment as of the First Quarter of 2014. After initial First Quarter bidding for 2014, officers will rotate according to the following schedule through the expiration of this trial schedule:

Days→Mids→Swings→Graves→Days

Each bid will specify the officer's desired First Quarter 2014 shift and letter day. Assignments will be made based on seniority (date of hire for officers and date of promotion for sergeants). Once the initial bid choice has been made, the officer will remain with their squad throughout the year and rotate according to the schedule above. The Police Chief reserves the right to reassign employees to different shifts based upon a good faith analysis of the reasonable operational and personnel needs of the Department, and due consideration of appropriate alternatives. The order of bidding will be: 1) Sergeants, 2) Corporals, and 3) Officers. Probationary employees are not eligible to bid and will be assigned by the Police Chief.

Section 6. Overtime

Overtime shall be paid at one and one-half times the officer's regular rate of pay for work hours in excess of the scheduled work shift of 10.67 hours. Typically, this section applies when an officer is called to work early before the start of a scheduled shift or held over past the end of a scheduled shift. Officers shall be paid at the overtime rate for all hours worked on a scheduled day off.

Section 7. Department and Specialty Unit Training Days

Each 28 day work cycle of the 10.67 hours work schedule includes two Training/Special Assignment Days. Unless the Department has decided not to train on a scheduled Training/Special Assignment day, all officers are required to either report for duty or attend training as scheduled by their supervisor. It is important that all officers attend the Training/Special Assignment day; therefore, leave use on Training/Special Assignment Days shall be limited to sick leave, pre-approved extended vacations (40 or more hours), and

emergency situations. Officers shall not be allowed to use accrued compensatory time on Training/Special Assignment Days.

Section 8. Holiday Leave Time

Officers working the 10.67 hours patrol schedule shall receive, in addition to their regular rate of pay, 19.5 hours of Holiday compensatory time per month in lieu of compensation and/or paid leave for holidays.

Holiday Compensatory time shall be taken as pay. At the employee's option, he or she may instead accrue 10.67 hours of compensatory time and receive pay for 8.83 hours. The maximum accrual limit shall be pursuant to Section 17 (b) of the CBA. Employee must choose at the first of each fiscal year whether they will accrue or take all as pay.

Section 9. Evaluation and Reporting

During the 18 month trial period, the Captain in charge of patrol, with input from Association, shall prepare quarterly reports evaluating the 10.67 hour work schedule and submit them to the Chief of Police with copies to the Association. Such reports shall contain, at a minimum, information about: problems experienced (or lack thereof), corrective measures or strategies (used or recommended); impact on officers and department, overtime and training costs, and operational effectiveness; and any other items that may have a direct influence on a recommendation to continue or terminate this work schedule.

Section 10. Modification of Work Schedule

During the trial period, the Chief of Police may temporarily modify, revise, or otherwise alter the 10.67 hour work schedule due to special needs and conditions related to emergency situations, including without limitation: man-made or natural disasters, major events disrupting or significantly impacting community safety, and temporary reduction in staffing due to accident, disability, or pandemic. In the event of a long term unanticipated or unforeseen reduction in force, where the remaining staff cannot reasonably support the 10.67 hour work schedule, the City, after receiving input from the Association, may permanently modify, revise, or otherwise alter the work schedule.

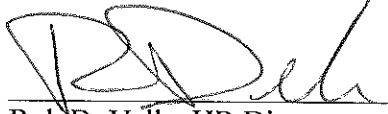
Section 11. Non-Precedential Trial

The provisions of this MOU are intended for the trial period only and are not intended to change any other provisions, past practice, or policies nor to set precedent if these provisions affect other provisions, practice, or policy. All other Articles and terms of the CBA shall continue without interruption for the term thereof.

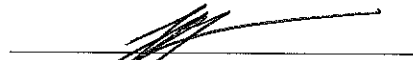
Section 12. Trial Period

There shall be a trial period for the 10.67 hour work schedule. The trial period shall commence on January 1, 2014. The trial period shall conclude on June 30, 2015 provided that the 10.67 hour work schedule may be continued by mutual agreement.

This Memorandum of Understanding is effective this 28 day of June, 2013.



Rob DuValle, HR Director
City of Bend



Leo Lofito, President
Bend Police Association