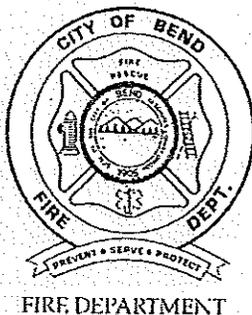
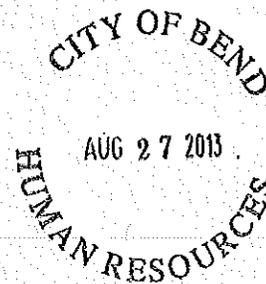


1212 SW  
Simpson Ave  
Bend, Oregon 97702  
(541) 322-6300  
FAX 322-6321



Larry J. Langston  
Fire Chief



August 13, 2013

Bend Firefighters Association  
1212 SW Simpson Ave.  
Bend, OR 97702

Dear Association Executive Board Members,

This Memorandum of Understanding (MOU) concerns our desire to attract experienced firefighters in our current recruitment process. The MOU would allow the lateral transfer of new firefighters to Step 4 on the firefighter wage scale, as outlined in the collective bargaining agreement between the City of Bend and Bend Firefighters Association, dated July 1, 2012 to June 30, 2015.

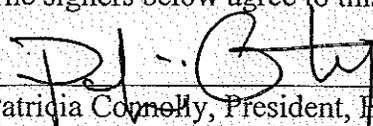
This agreement would be effective from the date of signing through the period of the list, once certified by the Civil Service Commission.

This agreement would affect any new or existing firefighters that meet the guidelines outlined in this agreement.

Parameters of this agreement are:

- 1) Firefighters who have three (3) consecutive years of experience as a fulltime, paid Firefighter/Paramedic with a prior agency whose primary responsibility is fire protection and emergency services and have primary responsibilities including fire suppression, prevention, hazardous materials mitigation, and emergency medical services.
- 2) Qualifying Firefighters would start at the Step 4 pay scale for firefighter and continue at the yearly scale increases as described in the current collective bargaining agreement.
- 3) Existing Firefighters with prior experience, as described above, below Step 4 Firefighter, would be moved to Step 4 Firefighter commensurate with this agreement.
- 4) Any changes in pay scale will not affect the seniority list or anniversary date.

The signers below agree to this memorandum of understanding:

  
Patricia Connelly, President, Bend Firefighters Association

Date: 8-20-13

  
Larry Langston, Fire Chief, Bend Fire and Rescue

Date 8-27-13