

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding between the Bend Police Association (Association) and the City of Bend (City) is for the purpose of memorializing the agreement between the parties as it relates to the addition of two specific health insurance benefits, Telemedicine and enhanced hearing aid coverage, for a limited trial period.

Recitals

- A. The parties have participated in a joint labor-management insurance committee for purpose of providing plan recommendations to the City.
- B. The Insurance Committee submitted their annual recommendations to the City on May 3, 2016.
- C. The City Manager has reviewed the proposed recommendations and authorized implementation of plan amendments with the terms contained herein.

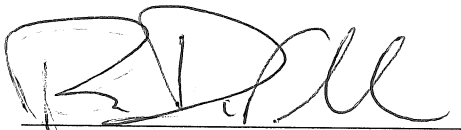
Now therefore and in consideration of the promises hereinafter stated the parties do agree as follows:

1. The City will provide telemedicine coverage from First Stop Health. The City will cover the full premium cost of coverage.
2. The City will add expanded hearing aid coverage from PacificSource Insurance. The additional premium associated with the expanded coverage will be paid as follows: City – 90%, Employee – 10%. Payment is pretax and through payroll deduction.
3. Both the telemedicine and expanding hearing aid coverages are being provided on a trial basis for the insurance plan year 2016 (8/1/2016-7/31/2017). The Insurance Committee will evaluate the performance and cost effectiveness of each and provide a report to the City Manager for 2017 insurance plan renewal analysis.
4. The City reserves the right to discontinue these coverages in its sole discretion.
5. Pursuant to current collective bargaining successor negotiations, the Association will tentatively agree to status quo contract language and existing levels of insurances contained in Section 30 of the CBA.
6. The provisions of this MOU are not intended to change any other provisions, past practice, or policies nor to set precedent if these

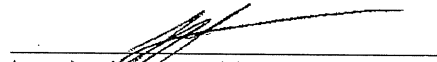
provisions affect other provisions, practice, or policy. All other Articles and terms of the CBA shall continue without interruption for the term thereof.

7. This agreement expires on July 31, 2017 or at the discretion of the City, if sooner.
8. This agreement does not require ratification of the respective parties.
9. This agreement is valid upon execution below.

This Memorandum of Understanding is effective this 26 day of October, 2016.



Rob DuValle, HR Director
City of Bend



Leo Lofio, President
Bend Police Association