

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) between the Bend Firefighters Association (Association) and the City of Bend (City) is for the purpose of memorializing the agreement between the parties as it relates to EMT incentive pay for Captains.

The parties hereby agree that upon execution of this MOU Appendix A in the collective bargaining agreement between the parties (Incentive Pay) is amended as follows:

1. Any bargaining unit member holding the rank of Captain shall be permitted to drop his/her EMS licensure from an EMT Paramedic to an EMT Basic and retain the EMT Paramedic incentive pay of 9.5%.
2. The City retains the right to dissolve this MOU in the event the City determines it needs more members of the bargaining unit to have an EMT Paramedic License.
3. This MOU becomes effective immediately upon execution by the parties on the date that it is signed by all parties.
4. Any disputes regarding the interpretation or application of this MOU shall be resolved according to the grievance procedure provided in the collective bargaining agreement.
5. In the event this MOU is dissolved it will not affect members of the bargaining unit that have already dropped their EMS Licensure from EMT Paramedic to an EMT Basic regardless of any changes in rank.

FOR THE CITY:

Date

5/2/16

FOR THE ASSOCIATION:

Date

5/2/16