

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 creation of the Community Service Officer Lead position.

Recitals

1. The City has identified an organizational need for a Lead Community Service Officer.
2. The City created a new position titled, Community Service Officer Lead

Terms of Agreement

1. The City and Association agree the position of Community Service Officer Lead will be represented by the association and is subject to the Collective Bargaining Agreement between the City and Association.
2. The wage for the position will be \$25.21 to \$30.64 per hour.
3. Any Dispute between the Association and the City concerning the interpretation, application or alleged violation of any term of this Memorandum of Understanding shall be subject to the Grievance Procedure set forth in Section Twenty-Eight of the parties' CBA.
4. These provisions are being adopted to address specific issues that arose and are not intended to change any other Memorandums of Understandings or their provisions, past practice, or policies nor to set a precedent if, inadvertently, these provisions affect other MOU provisions, practices, or policies.
5. Nothing in this MOU modifies the City's rights as outlined in the CBA or limits in any way the City's right to create, modify, or eliminate jobs and assign work.

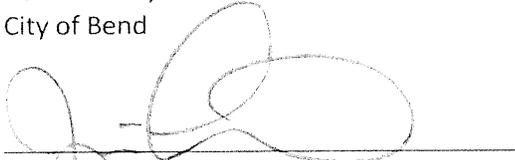
This Memorandum of Understanding is effective this 8 day of August, 2017.



Rob DuValle, HR Director
City of Bend



Bend Police Association, President



Jim Porter, Police Chief

City of Bend