

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

Interim Hiring Incentives

This Memorandum of Understanding, 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 interim hiring incentives for new recruits.

Whereas, the parties recognize that recruitment for police officers is at a record low period both nationally and in the state.

Whereas, the parties acknowledge that other agencies within the state are offering new hire incentives to attract qualified personnel. The Bend Police Department has the same need to attract qualified personnel and will use hiring incentives for an interim period.

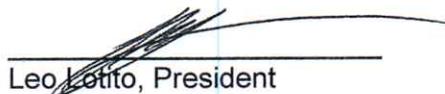
The parties agree as follows:

1. The Bend Police Department will offer new police officer hires, including lateral officers from other agencies, a hiring incentive of \$3,750 upon the first date of employment and an additional \$3,750 after passing probation. Successful completion of probation is at the discretion of the City. The Department will also offer 40 hours of sick leave and 40 hours of vacation for the new employee upon date of hire.
2. This agreement is valid for the duration as determined by the Chief based on operational need.
3. All other Articles and terms of the CBA shall continue without interruption for the term thereof.

This Memorandum of Understanding is effective as provided in the terms of this agreement with full execution as signed below on this 26 day of July, 2016.



Rob DuValle, HR Director
City of Bend



Leo Lotito, President
Bend Police Association