

## 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 extending the current Collective Bargaining Agreement until June 30, 2019.

### Recitals

The Association and the City are parties to a collective bargaining agreement which expires on June 30, 2018 (hereinafter "2015-2018 CBA"); and

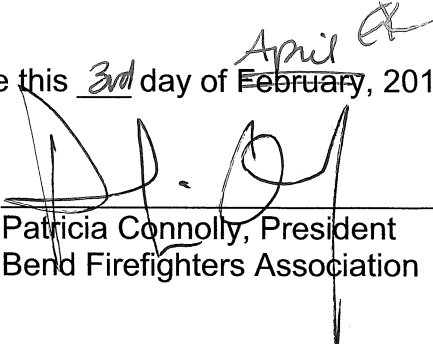
The parties mutually desire to extend the expiration date of the current 2015-2018 CBA by one year to June 30, 2019 with the following amendments as set forth herein.

In consideration of the promises made in this MOU, the parties agree that the current 2015-2018 CBA is hereby extended and revised to legally bind the parties, and shall remain in full force and effect through June 30, 2019 with the following amendments:

1. Appendix D – Salary Schedule. All positions listed in the salary schedule shall receive a 3.0% base salary increase effective July 1, 2018. The revised salary schedule that will be effective on July 1, 2018 is incorporated into this MOU and the extended and revised CBA. The revised salary schedule is attached to this MOU and dated "July 2018".
2. The provisions of this MOU are not intended to change any other provisions of any collective bargaining agreement, past practice, or policies, nor do they set precedent if these provisions affect other provisions, practices, or policies. All other Articles and terms of the CBA shall continue without interruption for the term thereof.

This Memorandum of Understanding is effective this <sup>April</sup> ~~3rd~~ day of ~~February~~, 2018.

  
Eric King, City Manager  
City of Bend

  
Patricia Connolly, President  
Bend Firefighters Association