

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 Corporal Detective assignment (40 hour).

Recitals

1. The City has identified an organizational need for an assignment for Corporals in the Detective Division.
2. The City and Association collaborated on the following terms.

Terms of Agreement

1. The City and Association agree an employee in the Corporal Detective assignment (40 hour) will be represented by the Association and is subject to the Collective Bargaining Agreement between the City and Association.
2. The Corporal Detective assignment (40 hour) is not a separate classification and the hourly rate is calculated from the yearly salary using 2080 hours per year. The wage for the Corporal Detective (40 hour) assignment will be:

Special Assignment Title	Step 1	Step 2	Step 3	Step 4	Step 5
CORPORAL DETECTIVE	6,070	6,373	6,692	7,026	7,378
ASSIGNMENT (40 Hour)	35.0176	36.7685	38.6069	40.5372	42.5642

3. The Corporal Detective assignment will adhere to Section Twenty-Seven H of the CBA.
4. 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.
5. These provisions are being adopted to address specific issues that arose and are not intended to change any other provisions of the Collective Bargaining agreement, any other provisions of applicable Memorandums of Understandings, or past practice or policies, nor to set a precedent beyond the terms set forth in this Memorandum of Understanding.
6. 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, nor

does it limit the Union's right to bargain over any mandatory subjects of bargaining.

This Memorandum of Understanding is effective this 1st day of August, 2018.

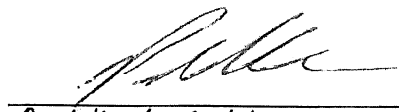


Rob DuValle, HR Director

City of Bend



Bend Police Association, President



PAUL Kinsky, Captain
Jim Porter, Police Chief

City of Bend