

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 Analyst - Police Scheduling and Staffing Logistics position.

Recitals

1. The City has identified an organizational need for an Analyst of Police Scheduling and Staffing Logistics.
2. The City and Association collaborated on the following terms.

Terms of Agreement

1. The City and Association agree the position of Analyst - Police Scheduling and Staffing Logistics will be represented by the Association and is subject to the Collective Bargaining Agreement between the City and Association.
2. The Analyst - Police Scheduling and Staffing Logistics is assigned the following wage range:

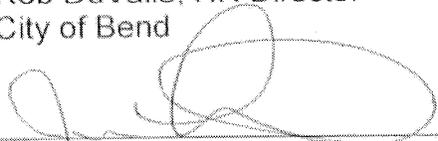
Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
Analyst – Police Scheduling and Staffing Logistics	4,824	5,065	5,318	5,584	5,863
	27.8298	29.2213	30.6824	32.2165	33.8273

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 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.
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, nor does it limit the Union's right to bargain the impacts of any creation, modification, or elimination of jobs or assignment of work.

This Memorandum of Understanding is effective this 27th day of November 2018.



Rob DuValle, HR Director
City of Bend



Jim Porter, Police Chief
City of Bend



Leo Lotito, President
City of Bend Police Association