

Memorandum of Understanding

This Memorandum of Understanding 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 to Temporary Ambulance Operators assigned to the Basic Life Support System (BLSS).

Recitals

1. The City estimates the need for a number of additional personnel in the Fire Department during the next biennium.
2. The City has recently completed Firefighter/Paramedic testing. The eligibility list contains current Ambulance Operators assigned to the BLSS. Some of these Ambulance Operators on the eligibility list have employment contracts expiring before June 2019.
3. The City wishes to retain these employees until the Fire Department has definitive authorization for additional personnel as part of the biennial budget approval process.
4. Due to these unique circumstances the Association and City are willing, on a one time basis, to maintain the services of Ambulance Operators assigned to the BLSS who are listed on the 2018 Firefighter/Paramedic eligibility list.

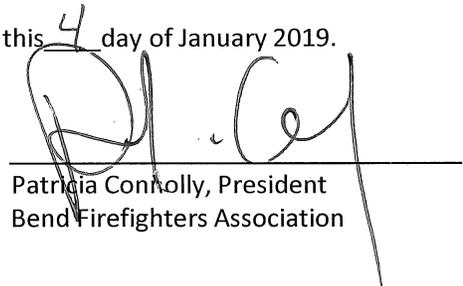
Terms of Agreement

1. Ambulance Operators employed by the City as of December 31, 2018 and ranked on the 2018 Firefighter/Paramedic eligibility list and whose current contract expires between January 1, 2019 and June 9, 2019, on a one-time, non-precedent setting basis may be offered an at-will Temporary Ambulance Operator position not to extend beyond June 30, 2019.
2. The City will utilize Temporary Ambulance Operators per the terms of the previously agreed upon BLSS Memorandum of Understanding.
3. Temporary Ambulance Operators will be subject to the policies, procedures, and practices applicable for employees assigned to temporary assignments as specified in the City of Bend Employee Handbook.
4. Any Disagreements 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 27 of the parties' CBA.
5. 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.

This Memorandum of Understanding is effective this 4 day of January 2019.

 on behalf
of Rob DuValle

Rob DuValle, HR Director
City of Bend



Patricia Connolly, President
Bend Firefighters Association



Larry Langston, Fire Chief
City of Bend