

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

Extension of Trial Fremont Patrol Schedule

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 extending and clarifying the existing Memorandum of Understanding regarding the Trial Fremont Patrol Schedule dated August 14, 2009, and the subsequent extension dated November 15, 2011.

Whereas, the parties desire to make certain time-limited adjustments to Section 14 of the Collective Bargaining Agreement; and

Now therefore and in consideration of the promises hereinafter stated the parties do agree as follows:

1. To continue the existing procedures implemented during the trial period related to shift bidding for the duration of this extension. Members shall be allowed to bid for shifts by seniority based upon the procedures attached to this MOU. The Police Chief reserves the right to reassign employees to different shifts based upon a good faith and reasonable analysis of the operational and personnel needs of the Department, and due consideration of appropriate alternatives. Such good assignments shall not be subject to the grievance procedure.
2. To extend the expiration date of the original MOU until June 30, 2013 and subsequently fall into the bargaining of the collective bargaining agreement or as otherwise mutually agreed.
3. To allow either party to terminate or propose modifications to the MOU prior to the expiration date with mutual agreement of the parties.
4. That the provisions being adopted are intended for the trial period only and are not intended to change any other provisions, past practice, or policies nor to set precedent if these provisions affect other provisions, practice, or policy. Neither party shall use this MOU as evidence of a past practice for successor negotiations.
5. All other Articles and terms of the CBA shall continue without interruption for the term thereof.

This Memorandum of Understanding is effective this 29th day of August, 2012.



Rob DuValle, Human Resources Director  
City of Bend



Eric Hagan, President  
Bend Police Association

## Seniority Shift Bidding

1. Seniority for Sergeants is based on Date of Promotion; all others will be based on date of hire.
2. Once you make your selection between Team 1 or Team 2, you will select shifts within that Team for the next two years. (no jumping back and forth between the two teams)
3. Shift rotations will occur every 3 months.
4. You will bid your shifts for one year at a time
5. Must work at least one dayshift (day and mid-day) or one nightshift (swing and graveyard) rotation per year. Cannot work more than two rotations of the same shift.
6. Minimum/Maximum staffing levels of Sergeants, AICs, and CERT on each shift (see attached example).
7. To be implemented Jan. 2011. Bidding initiated Sept./Oct of 2010, followed up with vacation selections.
8. No bidding for probationary officers. Officers whose probationary period ends during the year will be assigned to a shift by the Department. They will be eligible to bid at the next open bid process.
9. Employees who are reassigned during the year will not be able to "bump" other employees upon reassignment (examples...detectives/traffic, etc.). They will be placed into a shift slot by the Department based on operation needs until next bidding process.
10. Vacation selection to remain same, based on hire date for all Association members.
11. Chief, for operational needs may reassign employees
12. Joint (Association & Management) evaluation after first year