

Dependents may be included in City-sponsored insurance providing the dependents qualify under current policy agreements.

Regardless of the above, all retired employees and spouses are eligible for PERS insurance coverage at their own expense providing the employee is eligible for retirement benefits.

Section 22.7 Long-Term Disability Insurance. The City shall provide a long term disability benefit to insure sixty-six and two-thirds percent (66 2/3%) of the current base salary for an employee who works at least thirty (30) hours a week, if disabled due to off or on-the-job injury or illness. The disability insurance will provide salary protection when ninety (90) days have elapsed from the time of the disabling injury or illness. After ninety (90) days, disabled employees will be on leave from the City without pay unless receiving benefits as provided elsewhere.

If an employee becomes disabled, the employee may be medically laid off after exhausting all protected leave(s) if the City does not identify any vacant and suitable positions for which the employee is qualified. If the employee is disabled because of a work-related injury or occupational disease, the employee retains all statutory reinstatement and/or reemployment rights following medical layoff. If the employee is disabled for reasons other than a work-related injury or occupational disease, the employee will have up to 12 months within which to provide medical information from their attending physician confirming the employee is capable of returning to the position they held at the time of medical layoff. If that occurs, the employee will be eligible for possible recall to the former position, subject to City procedures.

Section 22.8 Worker's Compensation Insurance. The City shall provide worker's compensation insurance during the life of this contract. Employees who sustain an on-the-job injury or illness and who are unable to perform their normal duties may be eligible for Workers Compensation subject to carrier rules.

When an injury occurs in the course of employment, the City's obligation to provide compensation under this section is limited to the difference between any disability payment or time loss payment received under Workers' Compensation laws and the employee's regular net pay. For the purposes of this Article, "regular net pay" is the base monthly salary for the regular work schedule of the employee in the classification found in the wage schedule, including incentives, less applicable deductions such as taxes, PERS, health insurance contributions, and other mandatory deductions. Regular net pay is for regularly scheduled hours and does not include overtime hours or other on duty incentives.

For the period of up to 90 days from the date of injury, the employer will pay the difference in worker's compensation payments and regular net pay. After 90 days, the employees may elect to use paid leaves to supplement Worker's Compensation payments and pro-rated charges will be made against accrued paid leaves, in the order of sick leave, holiday/personal leave, vacation, and compensatory time until such time the employee discontinues use of paid leaves or until such leaves are exhausted.

Section 22.9 Employee Health Insurance Committee. COBEA will appoint two members to represent COBEA on the City of Bend Employee Health Insurance Committee. This committee will be composed of two representatives of each participating City of bargaining unit, two employees representing the non-represented employee group and an equal or lesser number of City management staff members. It is the charge of the Employee Health Insurance Committee to look at cost control through plan design and/or investigating different insurance carriers. The committee will strive to maintain a plan that is substantially equal in the insurance benefits to the current benefits.

The committee shall meet approximately quarterly to review insurance usage and discuss employee health insurance issues. Should the current insurance plan or one reasonably equal to it become unavailable, the committee will evaluate alternatives and recommend a course of action. If the committee cannot reach a consensus, then a report summarizing the positions of the committee members shall be given to the City Manager and the ruling board of each participating bargaining unit. If any or all parties, the City Manager or the bargaining unit, reject the recommendation of the committee, or cannot reach

agreement to change the insurance plan or carrier, then the parties will immediately commence bargaining.

Section 22.10 Flexible Spending Plan. The City will provide access to a Flexible Spending Plan that complies with IRC Section 125 requirements. This plan will allow for childcare costs to be paid from the employee's pre-tax earnings. If IRC regulations for these programs change, this contract provision may be reopened by either party.

ARTICLE 23 – RETIREMENT

The City agrees to continue to provide a retirement plan for each employee, such being through the Public Employees Retirement System (PERS) or Oregon Public Service Retirement Plan (OPSRP) of the State of Oregon. The City will pay the employee's contribution of six percent (6%) of gross earnings to the Public Employee's Retirement System (PERS) or Oregon Public Service Retirement Plan (OPSRP).

ARTICLE 24 - CLOTHING, UNIFORMS, AND PERSONAL SAFETY EQUIPMENT

Section 24.1 Clothing Cleaning and Laundering. The City will furnish uniforms and/or City specified work clothing to full-time personnel whose duties require such work clothing. Employees are required to pay for all cleaning of their work clothing and uniforms, unless otherwise provided in COBEA Agreements, with the exception of Public Works mechanics, Collection System Maintenance Workers, Water Reclamation Facility Operators & Maintenance staff, whose work clothing will be laundered at City expense. City reserves the right to require the use of uniforms provided by a uniform service. In this case, City will pay for all uniform costs including cleaning.

Section 24.2 Clothing Stipend. The City will provide for an annual stipend in the amount of \$140.00 payable as gross wages to eligible employees for the purchase of jeans. Employees are responsible for purchasing pants/jeans that meet the City's safety and uniform requirements and maintaining them in good condition.

The City will provide an annual stipend in the amount of \$160.00 payable as gross wages to eligible employees for the purchase of City-approved uniform tops e.g., (long and short sleeved tee shirts, Henley, and polo style). Employees are responsible for purchasing City-approved uniform tops according to the Department's uniform procedure and maintaining them in good condition.

Employees will receive annual stipends on or about the first payroll period within the month of August.

Section 24.3 Safety Items. Employees whose duties require safety glasses, gloves, rubber boots, or other protective clothing will have those items provided by the City. The City retains the right to establish rules and procedures regarding frequency of issue, replacement of damaged items, limits on reimbursement costs and coordination with the City's insurance plan.

Section 24.4 Boot/Shoe Reimbursement. Employees who are required by OR-OSHA regulations to wear safety boots/shoes or employees who are required to leave their boots/shoes at the work place because of contamination will be reimbursed a maximum of One Hundred Fifty Dollars (\$150.00) every twelve months toward the purchase of one (1) pair of safety shoes. The twelve month period will be considered a "look

back” period. Any safety footwear purchased under this provision must be approved by ASTM. To receive reimbursement, the employee must submit receipts as proof of purchase.

Section 24.5 Business Travel Expense Allowance. When it is necessary for an employee to use a motor vehicle in the performance of assigned duties by the City, the employee shall have a city vehicle furnished or be compensated in an amount equal to the current IRS rate per mile for personal vehicle use. All personal vehicle use must be approved by the department manager or their designee.

Overnight lodging allowance for authorized official overnight trips will be compensated on the basis of reasonable actual expenses.

Meal expenses for employees authorized to be out of town for City related duties shall be provided at the IRS per diem rate for the meals involved. Per Diem payment for meals is preferred; however, department heads may authorize reasonable, actual reimbursement of meal expenses on an exception basis. Reimbursement for the purchase of alcoholic beverages is prohibited.

Statements for compensation under this section shall show the respective dates upon which such expense was incurred including the number of work-related miles actually traveled and the actual subsistence expense incurred, except where only a minimum amount is claimed. Statements for compensation shall be approved by the department head prior to submittal for reimbursement.

ARTICLE 25 - SCHOOLS, SEMINARS, TRAINING

Section 25.1 Voluntary Training. Employees may request to be reimbursed for the fees and expenses related to voluntary training such as college classes, seminars, and conferences. Upon prior approval by the department head or designee, the employee will be reimbursed in accordance to the terms of the advance approval. Reimbursement will be made upon satisfactory completion of the course, if applicable, usually designed by passing grade such as “C”.

Section 25.2 Required Training. For employees required and authorized by the City to attend training such as college classes, seminars, and conferences, the City will pay the expenses related to training in accordance with the terms of this agreement.

Section 25.3 Travel Expenses. The employee's food, lodging and travel expenses shall be paid by the City in accordance with the provisions of Article 24.5 for an employee required to attend a conference or business meeting when said conference or business meeting is held at locations other than the employee's regular job location.

Section 25.4 Paid Time. The City encourages employees to pursue an education related to their employment. Upon advance approval by the department head or designee and subject to the operational requirements of the work area, the City will pay the employee's time off during regular working hours and without loss of pay or the obligation to make up the time to attend classes.

Section 25.5 Certification and Licenses. Employees are responsible to maintain all certifications and licenses required for the position held. Employees will be reimbursed if authorized in advance for dues and fees incurred as a result of maintaining these certifications and licenses; reimbursement is limited to one set of fees per certification or renewal period.

ARTICLE 26 - SAFETY

Section 26.1 Safe Work Environment Partnership. The City and COBEA agree to cooperate with each other in the implementation of safety rules and regulations per local, state and federal requirements. The City shall provide a safe work environment, and employees shall work in a safe manner at all times and in accordance with City safety programs.

Section 26.2 Notification of Safety Concerns. All safety concerns shall be reported immediately to a supervisor. It is clearly understood that the City shall take no reprisals against employees for reporting issues. Upon notification, the supervisor will notify the appropriate division manager and safety personnel.

Section 26.3 Safety Committee. The City will support safety committees and will review issues reported in Section 26.2 above. Minutes from safety committee meetings shall be posted in affected areas.

ARTICLE 27 - OUTSIDE EMPLOYMENT

Employees gainfully employed other than with the City shall notify their supervisor and shall ensure that the following conditions are met:

- (a) There shall not exist a conflict of interest between outside employment and City work
- (b) The outside employment shall in no way discredit City employment
- (c) The outside employment shall in no way detract from the efficiency of the employee in their City work
- (d) It shall be understood that City work and necessary overtime shall take precedence over any outside employment
- (e) No employee shall perform any outside service or employment during City working hours for which they receive additional outside compensation.

ARTICLE 28 – SAVINGS CLAUSE

Should any section or portion thereof of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction or upon mutual agreement of the parties, such decision shall apply only to the specific section or portion thereof, directly specified in the decision. Upon issuance of such a decision, the parties agree immediately to negotiate a substitute, if possible, for the invalidated section or portion thereof.

ARTICLE 29 - TERM OF THE AGREEMENT

This Agreement shall be effective October 1, 2016 and shall remain in full force and effect through June 30, 2019. It shall automatically be renewed from year to year thereafter unless either party shall notify the other in writing not later than January 15 prior to the date of termination that it wishes to terminate or modify the

Agreement as per this Article. Notification need include only statement of intent to negotiate. This Agreement shall remain in full force and effect until June 30 of any year in which negotiations are initiated to change the current contract.

ARTICLE 30 – SALARY

Effective October 1, 2016 (Payroll Date of September 26, 2016), the Salary Schedule in the Appendix A will become effective.

An employee's initial placement in the new Salary Schedule will be at the nearest higher step within the new grade based on their existing assigned classification.

2017 COLA: Effective July 1, 2017, Step 1 for each classification of the Salary Schedule will be increased by 1.5%. Remaining steps will be adjusted to reflect a difference of 5% between each step. See Appendix B.

2018 COLA: Effective July 1, 2018, Step 1 for each classification of the Salary Schedule will be increased by 2.5%. Remaining steps will be adjusted to reflect a difference of 5% between each step. See Appendix C.

Performance Pay Program (PPP)

The City has interest in providing for a Performance Pay Program (PPP) for the purpose of rewarding the performance of employees who achieve results that improve City services. This program is intended to promote excellence in public service through the recognition of employee achievement in the form of a discretionary, time-limited, reward of additional compensation. It is the intention of the program to improve employee engagement in the City's mission.

The City's existing pay grades for COBEA members are considered appropriate for compensating employees up to the point of full competence in their respective positions. Employees may be granted performance based step increases pursuant to Article 13 up to Step 6 of the new pay plan as shown in the Appendix.

The Performance Pay Program will allow for up to an additional 10% (ten percent) of salary_compensation for performance payable at the sole discretion of the City. Payment may be added to the sixth step of each classification for the awarded employee in COBEA pay plan at the sole discretion of the City for a period of up to one year. Only employees who are at Step 6 are eligible for the PPP. The City retains the sole discretion to determine:

- (a) If awards will be made to the employee and
- (b) The amount of each award (award will be calculated on a percentage basis of total wages earned consistent with FLSA practices).

The City retains the sole discretion to discontinue the award decision at any point in time. All decisions made by the City pursuant to the Performance Pay Program will not be subject to the grievance procedure contained in Article 11.

City of Bend Employees Association

City of Bend

By: _____
Julie Price
COBEA President

By: _____
Rob DuValle
Human Resources Director

Date: _____

Date: _____

By: _____
Eric King
City Manager

Date: _____

APPENDIX A (Effective 10/1/2016)

City of Bend - COBEA Salary Schedule Effective October 1, 2016								
Grade	Classification Name	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	PP+10%
100	LABORER	\$11,9340	\$12,5307	\$13,1572	\$13,8151	\$14,5059	\$15,2311	\$16,7543
		\$2,069	\$2,172	\$2,281	\$2,395	\$2,514	\$2,640	\$2,904
200	MAINTENANCE WORKER I	\$16,2981	\$17,1130	\$17,9687	\$18,8671	\$19,8104	\$20,8010	\$22,8811
		\$2,825	\$2,966	\$3,115	\$3,270	\$3,434	\$3,606	\$3,966
250		17,1130	17,9687	18,8671	19,8104	20,8010	21,8410	24,0251
		2,966	3,115	3,270	3,434	3,606	3,786	4,164
300	ACCOUNTING TECH I	17,9687	18,8671	19,8104	20,8010	21,8410	22,9331	25,2264
	EQUIPMENT SERVICE TECHNICIAN	\$3,115	\$3,270	\$3,434	\$3,606	\$3,786	\$3,975	\$4,373
	MAINTENANCE WORKER II							
	MUNICIPAL COURT CLERK I							
	OFFICE SPECIALIST I							
350	STREET UTILITY WORKER I	\$18,8671	\$19,8104	\$20,8010	\$21,8410	\$22,9331	\$24,0797	\$26,4877
		\$3,270	\$3,434	\$3,606	\$3,786	\$3,975	\$4,174	\$4,591

400	ACCOUNTING TECH II	\$19,8104	\$20,8010	\$21,8410	\$22,9331	\$24,0797	\$25,2837	\$27,8121
	BLDG PERMIT TECH I	\$3,434	\$3,606	\$3,786	\$3,975	\$4,174	\$4,383	\$4,821
	MUNICIPAL COURT CLERK II							
	OFFICE SPECIALIST II							
	PLANNING TECHNICIAN I							
	STORMWATER UTILITY WORKER II							
	UTILITY WORKER APP							
	WATER UTILITY WORKER I							

450	ENGINEERING TECHNICIAN	\$20,8010	21,8410	22,9331	24,0797	25,2837	26,5479	29,2027
	FACILITIES MAINTENANCE TECH I	\$3,606	\$3,786	\$3,975	\$4,174	\$4,383	\$4,602	\$5,062
	STREET UTILITY WORKER II							

500	ACCOUNTING TECH III	\$21,8410	\$22,9331	\$24,0797	\$25,2837	\$26,5479	\$27,8753	\$30,6628
	AMBULANCE BILLING TECHNICIAN	\$3,786	\$3,975	\$4,174	\$4,383	\$4,602	\$4,832	\$5,315
	CODE ENFORCEMENT TECH II							
	COLLECTIONS UTILITY I							
	INDUSTRIAL PRETREAT TECH I							
	LAB TECH I							
	MUNICIPAL COURT CLERK, LEAD							
	OFFICE SPECIALIST III							
	TECHNICAL SVCS SPEC I							
	UTILITY CUSTOMER SERVICE TECH							
	UTILITY WORKER I							
	WATER RECLAM SYSTEM MAINT II							
	WATER UTILITY WORKER II							

550	BLDG PERMIT TECHNICIAN II	\$22.9331	\$24.0797	\$25.2837	\$26.5479	\$27.8753	\$29.2690	\$32.1960
	FACILITIES MAINTENANCE TECH II	\$3,975	\$4,174	\$4,383	\$4,602	\$4,832	\$5,073	\$5,581
	PLANNING TECHNICIAN II							
	STREET UTILITY WORKER III							
	WATER RECLAIM OPERATOR I							

600	BLDG PERMIT TECH LEAD	\$24.0797	\$25.2837	\$26.5479	\$27.8753	\$29.2690	\$30.7325	\$33.8057
	CEMETERY SEXTON	\$4,174	\$4,383	\$4,602	\$4,832	\$5,073	\$5,327	\$5,860
	COLLECTIONS UTILITY II							
	ENGINEERING TECHNICIAN II							
	INDUSTRIAL PRETREATMNT TECH II							
	IT SUPPORT SPECIALIST I							
	LAB TECH II							
	PROGRAM TECH I - DATA SVCS							
	PROGRAM TECHNICIAN I							
	PURCHASING ASSISTANT							
	SAFE DRINK WATER PROG ASST							
	SUPPORT SERVICES LEAD- FIN							
	TECHNICAL SVCS SPEC II							
	TELEMETRY SPECIALIST I							
	UTILITY COMPLIANCE SPECIALIST							
	UTILITY WORKER II							
	WATER SYSTEM OPERATOR I							
	WATER UTILITY WORKER III							

650	BLDG INSPECTOR I	\$25.2837	\$26.5479	\$27.8753	\$29.2690	\$30.7325	\$32.2691	\$35.4960
	CODE ENFORCEMENT OFFICER	\$4,383	\$4,602	\$4,832	\$5,073	\$5,327	\$5,593	\$6,153
	ENGINEERING INSPECTOR							
	EQUIPMENT TECHNICIAN							
	FACILITIES MAINTENANCE LEAD							
	PLANNING TECHNICIAN LEAD							
	PLANNER, ASSISTANT							
	WATER RECLAM OPERATOR II							
	WATER RECLAM PLANT MECH							

700	ENGINEERING TECH, SR	\$26.55	\$27.8753	\$29.2690	\$30.7325	\$32.2691	\$33.8826	\$37.2708
	FLOW MONITORING COORDINATOR	\$4,602	\$4,832	\$5,073	\$5,327	\$5,593	\$5,873	\$6,460
	IT SUPPORT SPECIALIST II							
	LAB TECH LEAD							
	PROGRAM ANALYST							
	PROGRAM TECHNICIAN II UTILITIES							
	SAFE DRINK WATER PROG COORD							
	TECHNICAL SVCS SPEC LEAD							
	TELEMETRY SPECIALIST II							
	UTILITY ANALYST							
	UTILITY WORKER LEAD							
	WATER SYSTEM OPERATOR II							
	WATER RECLAM SYS MAINT, SR							

750	BLDG INSPECTOR II	\$27.8753	\$29.2690	\$30.7325	\$32.2691	\$33.8826	\$35.5767	\$39.1344
	ENGINEERING INSPECTOR LEAD	\$4,832	\$5,073	\$5,327	\$5,593	\$5,873	\$6,167	\$6,783
	EQUIPMENT TECHNICIAN LEAD							
	ENTERPRISE SYSTEM ADMIN							
	IT GIS ANALYST							
	INSTRUMENT & CONTROL TECH							
	WATER SYSTEM OPERATOR LEAD							

COBEA Contract 2016 - 2019

800		\$29,2690	\$30,7325	\$32,2691	\$33,8826	\$35,5767	\$37,3555	\$41,0911
		\$5,073	\$5,327	\$5,593	\$5,873	\$6,167	\$6,475	\$7,122

850	BLDG INSPECTOR III	\$30,7325	\$32,2691	\$33,8826	\$35,5767	\$37,3555	\$39,2233	\$43,1457
	ELECTRICIAN, JOURNEYMAN I	\$5,327	\$5,593	\$5,873	\$6,167	\$6,475	\$6,799	\$7,479
	IT SERVICE DESK LEAD							
	IT APPLICATIONS ANALYST							
	PERFORMANCE ANALYST							

900	IT BUSINESS ANALYST	\$32,2691	\$33,8826	\$35,5767	\$37,3555	\$39,2233	\$41,1845	\$45,3029
	IT NETWORK ADMINISTRATOR	\$5,593	\$5,873	\$6,167	\$6,475	\$6,799	\$7,139	\$7,853
	SCADA CONTROLS SYSTEM ADMIN							

950	BLDG INSPECTOR LEAD	\$33,8826	\$35,5767	\$37,3555	\$39,2233	\$41,1845	\$43,2437	\$47,5681
	ELECTRICIAN, JOURNEYMAN LEAD	\$5,873	\$6,167	\$6,475	\$6,799	\$7,139	\$7,496	\$8,245

1000	IT NETWORK ADMINISTRATOR SR	\$35,5767	\$37,3555	\$39,2233	\$41,1845	\$43,2437	\$45,4059	\$49,9465
	SR BUSINESS ANALYST	\$6,167	\$6,475	\$6,799	\$7,139	\$7,496	\$7,870	\$8,657

GF's have been incorporated into existing classifications

APPENDIX B (Effective 07/01/2017)

City of Bend - COBEA Salary Schedule Effective July 1, 2017 (1.5%)								
Grade	Classification Name	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	PP+10%
100	LABORER	\$12,1130	\$12,7187	\$13,3546	\$14,0223	\$14,7234	\$15,4596	\$17,0056
		\$2,100	\$2,205	\$2,315	\$2,431	\$2,552	\$2,680	\$2,948
200	MAINTENANCE WORKER I	\$16,5426	\$17,3697	\$18,2382	\$19,1501	\$20,1076	\$21,1130	\$23,2243
		\$2,867	\$3,011	\$3,161	\$3,319	\$3,485	\$3,660	\$4,026
250		\$17,3697	\$18,2382	\$19,1501	\$20,1076	\$21,1130	\$22,1686	\$24,3855
		\$3,011	\$3,161	\$3,319	\$3,485	\$3,660	\$3,843	\$4,227
300	ACCOUNTING TECH I	\$18,2382	\$19,1501	\$20,1076	\$21,1130	\$22,1686	\$23,2771	\$25,6048
	EQUIPMENT SERVICE TECHNICIAN	\$3,161	\$3,319	\$3,485	\$3,660	\$3,843	\$4,035	\$4,438
	MAINTENANCE WORKER II							
	MUNICIPAL COURT CLERK I							
	OFFICE SPECIALIST I							
	STORMWATER UTILITY WORKER I							
350	STREET UTILITY WORKER I	\$19,1501	\$20,1076	\$21,1130	\$22,1686	\$23,2771	\$24,4409	\$26,8850
		\$3,319	\$3,485	\$3,660	\$3,843	\$4,035	\$4,236	\$4,660
400	ACCOUNTING TECH II	\$20,1076	\$21,1130	\$22,1686	\$23,2771	\$24,4409	\$25,6630	\$28,2293
	BLDG PERMIT TECH I	\$3,485	\$3,660	\$3,843	\$4,035	\$4,236	\$4,448	\$4,893
	MUNICIPAL COURT CLERK II							
	OFFICE SPECIALIST II							
	PLANNING TECHNICIAN I							
	STORMWATER UTILITY WORKER II							
	UTILITY WORKER APP							
	WATER UTILITY WORKER I							

450	ENGINEERING TECHNICIAN	\$21.1130	\$22.1686	\$23.2771	\$24.4409	\$25.6630	\$26.9461	\$29.6407
	FACILITIES MAINTENANCE TECH I	\$3,660	\$3,843	\$4,035	\$4,236	\$4,448	\$4,671	\$5,138
	STREET UTILITY WORKER II							

500	ACCOUNTING TECH III	\$22.1686	\$23.2771	\$24.4409	\$25.6630	\$26.9461	\$28.2934	\$31.1228
	AMBULANCE BILLING TECHNICIAN	\$3,843	\$4,035	\$4,236	\$4,448	\$4,671	\$4,904	\$5,395
	CODE ENFORCEMENT TECH II							
	COLLECTIONS UTILITY I							
	INDUSTRIAL PRETREAT TECH I							
	LAB TECH I							
	MUNICIPAL COURT CLERK, LEAD							
	OFFICE SPECIALIST III							
	TECHNICAL SVCS SPEC I							
	UTILITY CUSTOMER SERVICE TECH							
	UTILITY WORKER I							
	WATER RECLAM SYSTEM MAINT II							
	WATER UTILITY WORKER II							

550	BLDG PERMIT TECHNICIAN II	\$23.2771	\$24.4409	\$25.6630	\$26.9461	\$28.2934	\$29.7081	\$32.6789
	FACILITIES MAINTENANCE TECH II	\$4,035	\$4,236	\$4,448	\$4,671	\$4,904	\$5,149	\$5,664
	PLANNING TECHNICIAN II							
	STREET UTILITY WORKER III							
	WATER RECLAM OPERATOR I							

600	BLDG PERMIT TECH LEAD	\$24,4409	\$25,6630	\$26,9461	\$28,2934	\$29,7081	\$31,1935	\$34,3128
	CEMETERY SEXTON	\$4,236	\$4,448	\$4,671	\$4,904	\$5,149	\$5,407	\$5,948
	COLLECTIONS UTILITY II							
	ENGINEERING TECHNICIAN II							
	INDUSTRIAL PRETREATMNT TECH II							
	IT SUPPORT SPECIALIST I							
	LAB TECH II							
	PROGRAM TECH I - DATA SVCS							
	PROGRAM TECHNICIAN I							
	PURCHASING ASSISTANT							
	SAFE DRINK WATER PROG ASST							
	SUPPORT SERVICES LEAD- FIN							
	TECHNICAL SVCS SPEC II							
	TELEMETRY SPECIALIST I							
	UTILITY COMPLIANCE SPECIALIST							
	UTILITY WORKER II							
	WATER SYSTEM OPERATOR I							
	WATER UTILITY WORKER III							

650	BLDG INSPECTOR I	\$25,6630	\$26,9461	\$28,2934	\$29,7081	\$31,1935	\$32,7532	\$36,0285
	CODE ENFORCEMENT OFFICER	\$4,448	\$4,671	\$4,904	\$5,149	\$5,407	\$5,677	\$6,245
	ENGINEERING INSPECTOR							
	EQUIPMENT TECHNICIAN							
	FACILITIES MAINTENANCE LEAD							
	PLANNING TECHNICIAN LEAD							
	PLANNER, ASSISTANT							
	WATER RECLAM OPERATOR II							
	WATER RECLAM PLANT MECH							

700	ENGINEERING TECH, SR	\$26.9461	\$28.2934	\$29.7081	\$31.1935	\$32.7532	\$34.3908	\$37.8299
	FLOW MONITORING COORDINATOR	\$4,671	\$4,904	\$5,149	\$5,407	\$5,677	\$5,961	\$6,557
	IT SUPPORT SPECIALIST II							
	LAB TECH LEAD							
	PROGRAM ANALYST							
	PROGRAM TECHNICIAN II UTILITIES							
	SAFE DRINK WATER PROG COORD							
	TECHNICAL SVCS SPEC LEAD							
	TELEMETRY SPECIALIST II							
	UTILITY ANALYST							
	UTILITY WORKER LEAD							
	WATER SYSTEM OPERATOR II							
	WATER RECLAM SYS MAINT, SR							

750	BLDG INSPECTOR II	\$28.2934	\$29.7081	\$31.1935	\$32.7532	\$34.3908	\$36.1104	\$39.7214
	ENGINEERING INSPECTOR LEAD	\$4,904	\$5,149	\$5,407	\$5,677	\$5,961	\$6,259	\$6,885
	EQUIPMENT TECHNICIAN LEAD							
	ENTERPRISE SYSTEM ADMIN							
	IT GIS ANALYST							
	INSTRUMENT & CONTROL TECH							
	WATER SYSTEM OPERATOR LEAD							

800		\$29.7081	\$31.1935	\$32.7532	\$34.3908	\$36.1104	\$37.9159	\$41.7075
		\$5,149	\$5,407	\$5,677	\$5,961	\$6,259	\$6,572	\$7,229

850	BLDG INSPECTOR III	\$31.1935	\$32.7532	\$34.3908	\$36.1104	\$37.9159	\$39.8117	\$43.7928
	ELECTRICIAN, JOURNEYMAN I	\$5,407	\$5,677	\$5,961	\$6,259	\$6,572	\$6,901	\$7,591
	IT SERVICE DESK LEAD							
	IT APPLICATIONS ANALYST							
	PERFORMANCE ANALYST							

900	IT BUSINESS ANALYST	\$32,7532	\$34,3908	\$36,1104	\$37,9159	\$39,8117	\$41,8023	\$45,9825
	IT NETWORK ADMINISTRATOR	\$5,677	\$5,961	\$6,259	\$6,572	\$6,901	\$7,246	\$7,970
	SCADA CONTROLS SYSTEM ADMIN							

950	BLDG INSPECTOR LEAD	\$34,3908	\$36,1104	\$37,9159	\$39,8117	\$41,8023	\$43,8924	\$48,2816
	ELECTRICIAN, JOURNEYMAN LEAD	\$5,961	\$6,259	\$6,572	\$6,901	\$7,246	\$7,608	\$8,369

1000	IT NETWORK ADMINISTRATOR SR	\$36,1104	\$37,9159	\$39,8117	\$41,8023	\$43,8924	\$46,0870	\$50,6957
	SR BUSINESS ANALYST	\$6,259	\$6,572	\$6,901	\$7,246	\$7,608	\$7,988	\$8,787

GF's have been incorporated into existing classifications

APPENDIX C (Effective 07/01/2018)

**City of Bend - COBEA Salary Schedule
Effective July 1, 2018 (2.5%)**

Grade	Classification Name	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	PP+10%
100	LABORER	\$12,4158	\$13,0366	\$13,6885	\$14,3729	\$15,0915	\$15,8461	\$17,4307
		\$2,152	\$2,260	\$2,373	\$2,491	\$2,616	\$2,747	\$3,021
200	MAINTENANCE WORKER I	\$16,9561	\$17,8039	\$18,6941	\$19,6288	\$20,6103	\$21,6408	\$23,8049
		\$2,939	\$3,086	\$3,240	\$3,402	\$3,572	\$3,751	\$4,126
250		\$17,8039	\$18,6941	\$19,6288	\$20,6103	\$21,6408	\$22,7228	\$24,9951
		\$3,086	\$3,240	\$3,402	\$3,572	\$3,751	\$3,939	\$4,332
300	ACCOUNTING TECH I	\$18,6941	\$19,6288	\$20,6103	\$21,6408	\$22,7228	\$23,8590	\$26,2449
	EQUIPMENT SERVICE TECHNICIAN	\$3,240	\$3,402	\$3,572	\$3,751	\$3,939	\$4,136	\$4,549
	MAINTENANCE WORKER II							
	MUNICIPAL COURT CLERK I							
	OFFICE SPECIALIST I							
350	STREET UTILITY WORKER I	\$19,6288	\$20,6103	\$21,6408	\$22,7228	\$23,8590	\$25,0519	\$27,5571
		\$3,402	\$3,572	\$3,751	\$3,939	\$4,136	\$4,342	\$4,777

400	ACCOUNTING TECH II	\$20.6103	\$21.6408	\$22.7228	\$23.8590	\$25.0519	\$26.3045	\$28.9350
	BLDG PERMIT TECH I	\$3,572	\$3,751	\$3,939	\$4,136	\$4,342	\$4,559	\$5,015
	MUNICIPAL COURT CLERK II							
	OFFICE SPECIALIST II							
	PLANNING TECHNICIAN I							
	STORMWATER UTILITY WORKER II							
	UTILITY WORKER APP							
	WATER UTILITY WORKER I							

450	ENGINEERING TECHNICIAN	\$21.6408	\$22.7228	\$23.8590	\$25.0519	\$26.3045	\$27.6198	\$30.3817
	FACILITIES MAINTENANCE TECH I	\$3,751	\$3,939	\$4,136	\$4,342	\$4,559	\$4,787	\$5,266
	STREET UTILITY WORKER II							

500	ACCOUNTING TECH III	\$22.7228	\$23.8590	\$25.0519	\$26.3045	\$27.6198	\$29.0007	\$31.9008
	AMBULANCE BILLING TECHNICIAN	\$3,939	\$4,136	\$4,342	\$4,559	\$4,787	\$5,027	\$5,529
	CODE ENFORCEMENT TECH II							
	COLLECTIONS UTILITY I							
	INDUSTRIAL PRETREAT TECH I							
	LAB TECH I							
	MUNICIPAL COURT CLERK, LEAD							
	OFFICE SPECIALIST III							
	TECHNICAL SVCS SPEC I							
	UTILITY CUSTOMER SERVICE TECH							
	UTILITY WORKER I							
	WATER RECLAM SYSTEM MAINT II							
	WATER UTILITY WORKER II							

550	BLDG PERMIT TECHNICIAN II	\$23.8590	\$25.0519	\$26.3045	\$27.6198	\$29.0007	\$30.4508	\$33.4959
	FACILITIES MAINTENANCE TECH II	\$4,136	\$4,342	\$4,559	\$4,787	\$5,027	\$5,278	\$5,806
	PLANNING TECHNICIAN II							
	STREET UTILITY WORKER III							
	WATER RECLAM OPERATOR I							

600	BLDG PERMIT TECH LEAD	\$25.0519	\$26.3045	\$27.6198	\$29.0007	\$30.4508	\$31.9733	\$35.1707
	CEMETERY SEXTON	\$4,342	\$4,559	\$4,787	\$5,027	\$5,278	\$5,542	\$6,096
	COLLECTIONS UTILITY II							
	ENGINEERING TECHNICIAN II							
	INDUSTRIAL PRETREATMNT TECH II							
	IT SUPPORT SPECIALIST I							
	LAB TECH II							
	PROGRAM TECH I - DATA SVCS							
	PROGRAM TECHNICIAN I							
	PURCHASING ASSISTANT							
	SAFE DRINK WATER PROG ASST							
	SUPPORT SERVICES LEAD- FIN							
	TECHNICAL SVCS SPEC II							
	TELEMETRY SPECIALIST I							
	UTILITY COMPLIANCE SPECIALIST							
	UTILITY WORKER II							
	WATER SYSTEM OPERATOR I							
	WATER UTILITY WORKER III							

650	BLDG INSPECTOR I	\$26,3045	\$27,6198	\$29,0007	\$30,4508	\$31,9733	\$33,5720	\$36,9292
	CODE ENFORCEMENT OFFICER	\$4,559	\$4,787	\$5,027	\$5,278	\$5,542	\$5,819	\$6,401
	ENGINEERING INSPECTOR							
	EQUIPMENT TECHNICIAN							
	FACILITIES MAINTENANCE LEAD							
	PLANNING TECHNICIAN LEAD							
	PLANNER, ASSISTANT							
	WATER RECLAM OPERATOR II							
	WATER RECLAM PLANT MECH							

700	ENGINEERING TECH, SR	\$27,6198	\$29,0007	\$30,4508	\$31,9733	\$33,5720	\$35,2506	\$38,7756
	FLOW MONITORING COORDINATOR	\$4,787	\$5,027	\$5,278	\$5,542	\$5,819	\$6,110	\$6,721
	IT SUPPORT SPECIALIST II							
	LAB TECH LEAD							
	PROGRAM ANALYST							
	PROGRAM TECHNICIAN II UTILITIES							
	SAFE DRINK WATER PROG COORD							
	TECHNICAL SVCS SPEC LEAD							
	TELEMETRY SPECIALIST II							
	UTILITY ANALYST							
	UTILITY WORKER LEAD							
	WATER SYSTEM OPERATOR II							
	WATER RECLAM SYS MAINT, SR							

750	BLDG INSPECTOR II	\$29.0007	\$30.4508	\$31.9733	\$33.5720	\$35.2506	\$37.0131	\$40.7144
	ENGINEERING INSPECTOR LEAD	\$5,027	\$5,278	\$5,542	\$5,819	\$6,110	\$6,416	\$7,057
	EQUIPMENT TECHNICIAN LEAD							
	ENTERPRISE SYSTEM ADMIN							
	IT GIS ANALYST							
	INSTRUMENT & CONTROL TECH							
	WATER SYSTEM OPERATOR LEAD							

800		\$30.4508	\$31.9733	\$33.5720	\$35.2506	\$37.0131	\$38.8638	\$42.7502
		\$5,278	\$5,542	\$5,819	\$6,110	\$6,416	\$6,736	\$7,410

850	BLDG INSPECTOR III	\$31.9733	\$33.5720	\$35.2506	\$37.0131	\$38.8638	\$40.8070	\$44.8877
	ELECTRICIAN, JOURNEYMAN I	\$5,542	\$5,819	\$6,110	\$6,416	\$6,736	\$7,073	\$7,781
	IT SERVICE DESK LEAD							
	IT APPLICATIONS ANALYST							
	PERFORMANCE ANALYST							

900	IT BUSINESS ANALYST	\$33.5720	\$35.2506	\$37.0131	\$38.8638	\$40.8070	\$42.8473	\$47.1320
	IT NETWORK ADMINISTRATOR	\$5,819	\$6,110	\$6,416	\$6,736	\$7,073	\$7,427	\$8,170
	SCADA CONTROLS SYSTEM ADMIN							

950	BLDG INSPECTOR LEAD	\$35.2506	\$37.0131	\$38.8638	\$40.8070	\$42.8473	\$44.9897	\$49.4886
	ELECTRICIAN, JOURNEYMAN LEAD	\$6,110	\$6,416	\$6,736	\$7,073	\$7,427	\$7,798	\$8,578

1000	IT NETWORK ADMINISTRATOR SR	\$37.0131	\$38.8638	\$40.8070	\$42.8473	\$44.9897	\$47.2392	\$51.9631
	SR BUSINESS ANALYST	\$6,416	\$6,736	\$7,073	\$7,427	\$7,798	\$8,188	\$9,007

Memorandum of Understandings

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding between the City of Bend Employees Association (COBEA) and the City of Bend (City) is for the purpose of memorializing the agreement between the parties as it relates to the employment terms of COBEA members who may be appointed to the limited-term duration (LTD) Staff Accountant in the Finance Department.

Recitals

- A. The City has authorized a limited-term duration (LTD) Staff Accountant for up to three years in duration to assist during the LEAP project. The Staff Accountant is a management position and not represented by COBEA.
- B. The City would like to consider existing COBEA members who are interested in appointment to the limited-term duration (LTD), management position.
- C. The parties believe that providing this opportunity to COBEA members is mutually beneficial.
- D. The parties wish to modify the existing terms of the CBA in order to encourage interested members to apply for consideration.

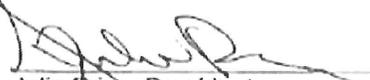
Terms of Agreement

1. Employee will be considered a Represented employee during the limited-term duration (LTD) appointment in the non-represented position and will pay Association dues.
2. Employee's rate of pay shall be within the approved range for the Staff Accountant. Pay practices will be administered according to the policies governing Non-represented employees.
3. Appointees shall serve a 12 month probationary period. Failure to complete probation, for reasons other than misconduct, shall result in the employee's reinstatement to their original COBEA position.
4. Leave terms will continue pursuant to the CBA.
5. The employee will be eligible to earn overtime/compensatory time per the terms of the CBA.
6. Rate of pay upon conclusion of the limited-term duration (LTD) appointment shall be determined as if the employee had remained in their original COBEA position.

7. Seniority and Layoff provisions shall be interpreted as if the employee remained in their original COBEA position during the term of the limited-term duration (LTD) appointment and pursuant to the CBA.
8. These provisions are being adopted to address specific issues that arose and are not intended to change any other MOU provisions, past practice, or policies nor to set precedent if, inadvertently, these provisions affect other MOU provisions, practice, or policy.
9. Any dispute between the employee 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 Article 11 of the parties' CBA.

This Memorandum of Understanding is effective this 4 day of March, 2015.


Rob DuValle, HR Director
City of Bend


Julie Price, President
COBEA

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding between the City of Bend Employees Association (Association) and the City of Bend (City) is for the purpose of memorializing the agreement between the parties as it relates to the addition of two specific health insurance benefits, Telemedicine and enhanced hearing aid coverage, for a limited trial period.

Recitals

- A. The parties have participated in a joint labor-management insurance committee for purpose of providing plan recommendations to the City.
- B. The Insurance Committee submitted their annual recommendations to the City on May 3, 2016.
- C. The City Manager has reviewed the proposed recommendations and authorized implementation of plan amendments with the terms contained herein.

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

1. The City will provide telemedicine coverage from First Stop Health. The City will cover the full premium cost of coverage.
2. The City will add expanded hearing aid coverage from PacificSource Insurance. The additional premium associated with the expanded coverage will be paid as follows: City – 90%, Employee – 10%. Payment is pretax and through payroll deduction.
3. Both the telemedicine and expanding hearing aid coverages are being provided on a trial basis for the insurance plan year 2016 (8/1/2016-7/31/2017). The Insurance Committee will evaluate the performance and cost effectiveness of each and provide a report to the City Manager for 2017 insurance plan renewal analysis.
4. The City reserves the right to discontinue these coverages in its sole discretion.
5. COBEA agrees and accepts the proposed additional benefit of telemedicine coverage from First Stop Health. COBEA also accepts the proposed expanded hearing aid coverage from Pacific Source Insurance. The additional premium associated with the expanded coverage will be paid as follows: City – 90%, Employee – 10%. Payment is pretax and through payroll deduction.

COBEA agrees not to request any further changes to the current health care plan as provided by the employer, the City of Bend. COBEA also agrees to not open up any bargaining related proposals that would economically impact health care related items in Article 22 of the current CBA.

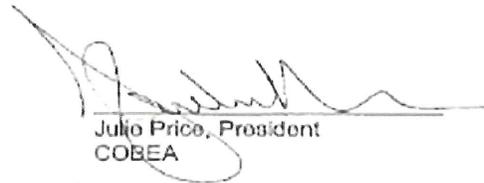
The acceptance of the terms and conditions of the MOU does not preclude COBEA from its collective bargaining right to continuing to bargain over any and all articles that are indirectly and directly related to Health Care coverage and benefits to be contained in a successor contract.

6. The provisions of this MOU 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. All other Articles and terms of the CBA shall continue without interruption for the term thereof.
7. This agreement expires on July 31, 2017 or at the discretion of the City, if sooner.
8. This agreement does not require ratification of the respective parties.
9. This agreement is valid upon execution below.

This Memorandum of Understanding is effective this 6th day of June, 2016.



Rob DuValle, HR Director
City of Bend



Julio Price, President
COBEA