

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 premium pay for members assigned to, or assisting on operations with, the Central Oregon Emergency Response Team (CERT).

Recitals

- A. The City recognizes that a city and metro area the size of Bend must maintain an available response team with the resources, training, and capabilities to resolve critical higher risk incidents.
- B. The City recognizes that in Central Oregon, CERT fulfills that necessary role and acknowledges the commitment required of team members to maintain staffing adequate for response-ready, safe, and efficient operations.
- C. The City recognizes that CERT team operators and negotiators are essential elements of a CERT operation involving a higher level of expertise, capabilities, and risk.
- D. The City also recognizes the importance of having support from scribe, UAS, and K9 members to supplement CERT operations.
- E. The City desires to adequately compensate CERT operators, negotiators, and those members that directly support a CERT operation with specialty resources.
- F. The City of Bend Police Department has authorized one Special Operations Sergeant, 13 operators, and 6 negotiator positions on the CERT team. However, the Chief may authorize additional operator and negotiator positions, as necessary.
- G. The Parties have reached the following mutually agreed upon terms.

Terms of Agreement

- 1. Article Twenty-Seven (27) Salaries; Section F is modified as follows:
 - a. Sworn employees assigned to the CERT Team as operators and negotiators will receive an additional four percent (4%) premium pay for all hours worked. The premium is applied to base pay.
 - b. Employees who are called out and/or assigned to directly support the CERT team on a CERT operation as a scribe, UAS, or K9 resource, will receive an additional five percent (5%) premium pay for actual hours worked during the actual callout. The premium is applied to base pay.

2. The parties agree to integrate the terms of this Memorandum of Understanding or its equivalent, in the next successor collective bargaining agreement.
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 **18th** day of **August 2026**.

Signed by:

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Brandi Leos, HR Director
City of Bend

Signed by:

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Greg Goller, President
Bend Police Association

Signed by:

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Mike Krantz, Police Chief
City of Bend