

### 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 Article 26, Section 26.8.

#### Recitals

Original language of Article 26.8 indicates “an employee who is assigned to perform the duties of a QRV Medic shall be paid an additional ten percent (10%) of base pay for all time worked in the capacity of QRV medic.”

Due to operational changes over time, the QRV incentive was implemented and paid at 10% for 24 hours regardless of QRV being staffed for 12 hours.

Current operations have made it difficult to implement the above practice without staffing difficulties.

Both parties agree that maintaining the QRV incentive is an important component of a successful Basic Life Support program.

Both parties agree that an employee assigned to the QRV has to work in a supervisory position that includes managing resources and personnel as well as operating in a single person apparatus.

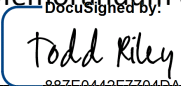
Now therefore and in consideration of the promises hereinafter stated the parties do agree as follows:

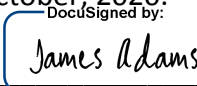
1. For the purposes of Article 26, Section 26.8 “Quick Response Vehicle (QRV). The section will be revised to read as follows.

Quick Response Vehicle (QRV). An employee who is assigned to perform the duties of a QRV Medic shall be paid for actual time worked at the base salary of Fire Captain at Step 1 while working - in the capacity of QRV medic. Only the QRV medic assignments authorized by the Fire Chief or designee shall be eligible for QRV pay. Employees assigned to work the QRV shall maintain vacation, holiday, and sick leave accrual rates for the work schedule for which they are normally assigned.

10/9/2020

This Memorandum of Understanding is effective this \_\_\_ day of October, 2020.

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Todd Riley, Fire Chief  
City of Bend

James Adams, President  
Bend Fire Fighters Association