

Memorandum of Understanding

This Memorandum of Understanding between the Bend Fire Association (Association) and the City of Bend (City) is for the purpose of memorializing the agreement between the parties as it relates to the creation of the Fire Training Assistant position.

Recitals


1. The City has identified an organizational need for a Fire Training Assistant position.
2. The City and Association collaborated on the following terms. Terms of Agreement

1. The City and Association agree the position of Fire Training Assistant will be represented by the Association and is subject to the Collective Bargaining Agreement between the City and Association.
2. The Fire Training Assistant is assigned the following wage range: Salary as of 6/25/2021:

Job Title	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Fire Training Assistant	557	5,390.37	5,659.90	5,942.89	6,240.03	6,552.04	6,879.66
		31.0971	32.6520	34.2846	35.9988	37.7988	39.6888

3. The Fire Training Assistant position will be on a 40 hour schedule and will follow all terms as outline in the CBA for 40 hour positions.
4. 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 Article 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 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.
6. 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 Understating is effective this 12 day of January, 2022.


DocuSigned by:

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Rob DuValle, Chief People Officer
City of Bend

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Todd Riley, Fire Chief
City of Bend

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Stephen Doyle, President
City of Bend Fire Association