

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) 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 clarifying the implementation of step increases in the 2022 – 2025 Collective Bargaining Agreement.

Recitals

- A. The City and COBEA wish to clarify implementation of the 2022 – 2025 Collective Bargaining Agreement (CBA).
- B. The parties agreed to clarify implementation in this MOU.

Terms of Agreement

1. Contingent on approval and execution of the 2022 – 2025 Collective Bargaining Agreement by COBEA and the City, employees who had been at Step 6 (top step) of their classification for at least one year as of June 25, 2022 will be moved to the new Step 6 (top step) effective June 25, 2022, with.
2. Employees who are qualified to move to the new Step 6 (top step) will receive retroactive payment at the new rate from June 25, 2022.
3. 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.
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 11 of the parties' CBA.

This Memorandum of Understanding is effective this ^{7/25/2022} ____ day of July, 2022.

DocuSigned by:
Rob DuValle
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Rob DuValle, Chief People Officer
City of Bend

DocuSigned by:
Kerry Bell
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Kerry Bell, COBEA President
COBEA