

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 sunseting certain COBEA classifications.

Recitals:

- A. The COBEA Compensation Study Oversight Committee identified certain classifications represented by COBEA that are no longer being utilized.
- B. Through a collaborative process the City and COBEA completed a reviewed of the classifications and determined that specific classifications should be eliminated due to revisions over time to the classification structure.

Terms of Agreement:

1. The following classifications will be eliminated, and will be removed from the COBEA Collective Bargaining Agreement (CBA).

Grade	Title
100	Laborer
300	Water Reclamation Utility Worker I
600	Telemetry Specialist I
700	Telemetry Specialist II

2. Because these classifications will no longer exist when this MOU becomes effective, no individuals or employees will be able to apply for or occupy these classifications. The classifications will not be used for future recruitments, promotions, transfer, or demotions. When this MOU becomes effective, the parties will consider all references to these classifications to have been struck from the CBA and all related documents, including but not limited to the COBEA salary schedule.
3. In no way do the terms of this MOU restrict the City's ability to create, modify, reassign, and/or combine work. Nor does it limit any of the City's rights per Article 4 of the collective bargaining agreement.
4. Nothing in this MOU limits COBEA's rights under PECBA to bargain over the terms and conditions of employment of newly created bargaining unit positions.
5. 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.
6. Any dispute between COBEA 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 4/18/2024

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

DocuSigned by:
Julie O'Connor
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Julie O'Connor, President
COBEA