

Memorandum of Understanding

This Memorandum of Understanding between the City of Bend Employees Association (COBEA) and the City of Bend (City) for the purpose of memorializing the agreement between the parties as it relates to the classification of Street Sweeper Operator and Street Sweeper Lead joining the Public Works Technician Classification Structure.

Recitals

1. These Modifications were the result of both parties wanting to clarify the existing classification structure and wage grade in the department.
2. These positions were unintentionally not addressed when the Public Works classification series was created.
3. The parties have agreed to implement these terms within the Transportation & Mobility Department. The result of the implementation will cause clarification of position qualification, compensation, and consistency to the Public Works Technician classifications.

Terms of Agreement

1. All current and future COBEA employees employed in positions within the job classifications of:
 - Street Sweeper Operator
 - Street Sweeper Lead

will be held to the Term of Agreement of this MOU and reclassified:

Old Classifications	Old Grade	New Classifications	New Grade
Street Sweeper Operator	C450	Public Works Technician II	C500
Street Sweeper Lead	C700	Public Works Lead	C700

2. All personnel activity outlined in Appendix A shall take place effective the beginning of the pay period following the signed date of the agreement. The anniversary date (Article 13, Section 13.4 of the CBA) for wage increases shall remain unchanged for all employees listed in Appendix B.
3. 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.
4. These provisions are being adopted to address specific issues that arose and are not intended to change any other Memorandums of Understandings or their provisions, past practice, or policies nor to set any precedent.
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.
6. All terms are effective the day both parties sign this memorandum.

This Memorandum of Understanding is effective this 5th day of November 2024.

Signed by:

Rob DuValle

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Rob DuValle, HR Director
City of Bend

Signed by:

Julie O'Connor

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Julie Oconnor, President
City of Bend Employee Association