

APPENDIX 1

Members	Hour Value and max per program/day	Programs	Programs Defined	Focus
All sworn represented members	Up to 1 hour max per event. Max of 1 hour per day.	Program 1 Traffic Safety in School Zones	<div>1. In-vehicle traffic safety: Traffic stop and enforcement of school speed zones and other safe driving enforcement in school zone. —or—</div> <div>2. Other traffic school safety zone contact/program. —or—</div> <div>3. Crosswalk safety in school zones, engaging with students, parents and school staff at beginning and ending of school day.</div>	<div>School Zones</div> <div>Intention is promoting safety through <b>visibility</b> in school zones and enhancing relationship building with students, parents, and school staff.</div>

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<div>All sworn represented and CSO members</div>	<div>Up to 1 hour per event. Max 2 hours per day.</div>	<div>Program 2 Enhanced Visibility Programs</div>	<div><div><div>1. Perform non-enforcement focused, with the goal of high visibility, walking missions in downtown business and shopping areas &amp; Old Mill Shopping area any time of year.</div><div>—or—</div><div>2. Perform non-enforcement focused, with the goal of high visibility, walking patrol in River Bend Park, Columbia Park, Harmon Park, Drake Park or Farewell Bend Park, with special focus between May-September.</div><div>—or—</div><div>3. Perform non-enforcement focused, walking patrol in all Bend Parks to engage with community members, during times community members are present, <b>with special focus on youth contacts.</b></div><div>—or—</div><div>4. Perform non-enforcement focused engagement work in a specific identified area in which data suggests that police or CSO presence could decrease calls for service or would enhance our relationship with community. (These designated areas</div></div></div> <td data-bbox="937 186 1568 2020"><div><div>Communicating and engaging with Business Owners &amp; Community Members</div><div>The focus of these efforts should be to increase visibility of Bend Police Officers/CSO in an effort to connect with community members, youth, business owners, provide information, create relationships and an overall effort to reduce crime and calls for service by providing a presence. These activities include general business walk-thru's as well as bars and pubs, however only sworn police officers may conduct the walk-thru's of bars and pubs.</div></div></td>	<div><div>Communicating and engaging with Business Owners &amp; Community Members</div><div>The focus of these efforts should be to increase visibility of Bend Police Officers/CSO in an effort to connect with community members, youth, business owners, provide information, create relationships and an overall effort to reduce crime and calls for service by providing a presence. These activities include general business walk-thru's as well as bars and pubs, however only sworn police officers may conduct the walk-thru's of bars and pubs.</div></div>
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			must be approved by a shift Lt. as part of a crime reduction plan).	
	Up to 1 hour per event. Max 1 hour per day.	<b>Program 3</b> Youth / High School Sports Events	5. Attend youth and high school sports events in the City of Bend while on duty and in uniform, for available duration to perform high visibility and encourage relationship building. This is outside of a normal assignment that may occur.	<p>Providing a visible presence at sports events.</p> <p>Promotes a sense of community and safety and encourages relationship building between youth, community and police.</p>
	Up to 1 hour per event. Max 1 hour per community event per day.	<b>Program 4</b> Community Events	6. Attend organized community events while on duty and in uniform, for available duration to perform high visibility and encourage relationship building. This is outside of a normal assignment that may occur. These may be parades, concerts, organized events, coffee with a cop, national night out, etc.	<p>Providing a visible presence at community events.</p> <p>Promotes a sense of community and safety and encourages relationship building between community and police.</p>
	Up to 2 hours credit per ride along. Max 4 hours per annual CEP period.	<b>Program 5</b> Ride-a-Long	7. A sworn member or CSO may take a community member (excluding family member/friend or other government	<p>Education for Community Members</p> <p>Taking community members on ride a longs helps developed the sense of understanding of the work of law enforcement and is a strong community development tool.</p>

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			employee) on a ride a long for experiential learning about law enforcement.	
All represented staff	Up to 2 hours per event. Max of 2 hours per day.	Program 6 Educational meetings-events	<ol style="list-style-type: none"><li>1. Attend/present or assist at a community based meeting, such as neighborhood association meetings, faith groups, community groups, business associations, affinity groups, other community based groups, organizations, or events. —or—</li><li>2. Participate in an interview for radio, TV, social media sharing educational or community safety tips. —or—</li><li>3. Be a guest speaker at a local educational facility specific to law enforcement presentation, examples, COCC, OSU, high school class.</li></ol>	<p>Education for Community Members</p> <p>Participating in events where we have the opportunity to educate the community about what we do, about crime reduction tips, or other relevant public safety issues continues to provide knowledge to the community and helps build trust and transparency around our work.</p>

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	Up to 1 hour per event. Max 2 hours per day.	<b>Program 7</b> School / Youth / Senior Citizens / Veterans	<p>4. School / Youth / Senior / Veteran programs: Attend/present or assist in programs focusing on interaction with the above groups. (i.e., lunch, recess, reading programs, mentorship program, education, etc.) —or—</p> <p>5. Safety presentations to these groups, i.e., internet safety, sexual predator safety, fraud safety, human trafficking, social media safety, stalking, etc.</p>	<p><b>Schools / Youth / Senior Citizens / Veterans</b></p> <p>Seeking a balance between the groups. When schools are <i>not</i> in session, focus on other youth-serving programs (i.e., B&amp;Gs Clubs of Bend, Kids Inc., skate parks, etc.).</p>
	Up to 2 hours per event. Max 2 hours per day.	<b>Program 8</b> Social Services participation	<p>6. Participate, while on duty and displaying Bend PD clothing (uniform or non-uniform Bend PD clothing), in providing service to non-profit or social service need.</p>	<p><b>Service to Others</b></p> <p>These could include serving food at homeless shelter, providing donation services to non-profit organization, partnering with COVO reps to provide assistance to Veterans, attending shop with a cop, salvation army services, red cross assistance, drug take back, staffing lines for life or other crisis lines, blood drive participation, domestic violence shelter services, Special Olympics, etc.</p>
	Up to 1 hour per event. Max 2 hours per day.	<b>Program 9</b> Bend Police Department Community meetings	<p>7. Assist in organizing, setting up for or attending a meeting hosted by Bend PD with community.</p>	<p><b>Community Meetings</b></p> <p>The engagement of our members with the community to share information, educate, and create relationships is an essential part of building trust via transparency and knowledge.</p>

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	Up to 1 hour per event. Max 1 hour per day, Max 4 hour per annual CEP period.	<b>Program 10</b> Bend Police Department Community Academy	8. Participation in the Bend PD Community Academy. This includes instructing, setting up, attending event/class.	<b>Community Academy</b> This is a highly effective means to engage our community and sought after by many community members. Engaging in this way encourages community members to learn about Bend PD and allows our members to share our work.
	Annual Commitment is 5 hour credit. Prorated at ½ hour per month. Max 5 hours per annual CEP period.	<b>Program 11</b> Bend Police Department Cadet or Reserve Program	9. Cadet / Reserve Advisory Role. Participate as a Bend PD Cadet or Reserve advisor for the program. This requires regular engagement and attendance of meetings and trainings.	<b>Cadet/Reserve Program</b> The Police Cadet and Reserve programs are an effective tool to engage community and encourage an understanding of the law enforcement/criminal justice/government systems. Some, not all go on to engage in a LE career. Our members are essential in mentoring these members.
	Up to 1 hour per event. Max 2 hours per day, max of 4 hours per annual CEP period.	<b>Program 12</b> Bend Police Department Recruiting	10. Participate at a Bend PD recruiting event engaging with community members discussing Bend PD and details of recruitment and hiring processes.	<b>Recruiting</b> Being visible and engaging with community members during a recruiting event helps bring quality candidates to our department for all of our positions (sworn and non-sworn).
	Assigned per event	<b>Program 13</b> Additional engagement	11. Any non-sworn members, may partner with any sworn member in any of the listed sworn member duties that it would be safe and appropriate for a non-sworn member to attend/assist in and receive the same amount of hourly credit per event. —or—	<b>Additional</b> It is valuable for any of our members to engage in a variety of community based events in this effort, our non-sworn members may partner with any sworn member when appropriate and safe in these engagement opportunities. Other opportunities that are not listed may be evaluated by Command staff and approved as appropriate.

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			<p><b>12.</b> Other engagement opportunities that are not listed may be approved per each request individually approved by Command staff member.</p>	
	<p><b>5 hours max per annual CEP period.</b></p>	<p><b>Program 14</b> Youth / High School Sports Coaching</p>	<p><b>13.</b> Participate as a head or assistant coach in a youth or high school sports season. (This must be approved by Command prior to commencement and the team is aware you are a Bend PD employee, this is conducted on personal time, <b>5 hours for full season</b>)</p>	<p><b>Youth Coaching</b> Coaching youth sports is a truly rewarding experience and a great way for our members to engage parents and youth and display our member's commitment to community as a whole.</p>

**Minimum of 20 hours per member during the 12 month CEP time. (FY 2022: July 1, 2021 – June 30<sup>th</sup>, 2022.)**

**(Seeking a balance of time commitment between the programs, and over the entire 12 months as per the MOU.)**