

Memorandum of Understanding
between the
Bend Police Association
and the City of Bend

Police Officer Hiring Incentive Program

This Memorandum of Understanding, entered into by and between the Bend Police Association and the City of Bend on the day and date below written, is for the purpose of memorializing the understanding between the parties as it relates to interim hiring incentives and moving expense reimbursement for new police officers.

Whereas, the parties recognize that recruitment for police officers is a significant challenge at the state and national levels.

Whereas, the parties acknowledge other agencies within the state are offering hiring incentives to attract qualified police officers. The Bend Police Department has the same need to attract qualified personnel and will use hiring incentives for an interim period. The parties agree as follows:

1. The Bend Police Department will offer new lateral police officers that possess a police certification through the Department of Public Safety Standards and Training (DPSST), or state equivalent the following hiring incentives:
 - 40 hours of sick leave upon date of hire.
 - 40 hours of vacation leave upon date of hire.
2. The Bend Police Department will provide up to \$2,000 in relocating/moving expenses incurred for new hire entry and lateral officers. Reimbursement requests shall be submitted with receipts within six months of employment.
3. This agreement is valid for the duration as determined by the Chief of Police based on operational need.
4. An officer that terminates employment with the City is not eligible to receive a second hiring incentive if that officer were to be re-hired.
5. All other Articles and terms of the Collective Bargaining Agreement shall continue without interruption for the term thereof.

This Memorandum of Understanding is effective as provided in terms of this agreement with full execution as signed below on this 30 day of April, 2025.

Signed by:


Rob DuValle

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Rob DuValle, HR Director
City of Bend

Signed by:


Greg Goller

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Greg Goller, President
Bend Police Association