

Memorandum of Understanding

This Memorandum of Understanding between the Bend Police Association (Association) and the City of Bend (City) is for the purpose of memorializing the agreement between the parties as it relates to the eligibility for the Community Enhancement Program in Fiscal Year 2025.

Recitals

1. The Community Enhancement Program MOU signed the 20th day of September 2022 states "**For Fiscal Years 2023, 2024, and 2025:** Employees must be City of Bend Police Department Full Time employees represented by the Police Association as of July 1, of the applicable fiscal year. Employees hired after July 1 of the relevant fiscal year will not be eligible."
2. The City has identified that the Human Resources Department encourages departments to only hire new employees on the first day of a pay period (currently the 10th and 25th of every month) and discourages new hire start dates between June 25 and July 9 each year due to system updates for the new fiscal year.
3. The parties have reached the following mutually agreed upon terms.

Terms of Agreement

1. The City and the Association agree that for Fiscal Year 2025, employees must be City of Bend Police Department Full Time employees represented by the Police Association as of July 10. Employees hired after July 10 will not be eligible.
2. 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 Section Twenty-Eight of the CBA.
3. These provisions are being adopted to address specific issues that arose and are not intended to change any other provisions of the CBA, any other provisions of applicable Memorandums of Understandings, or past practice or policies, nor to set a precedent beyond the terms set forth in this Memorandum of Understanding.

This Memorandum of Understanding is effective as provided in terms of this agreement with full execution as signed below on this 26th day of June 2024.

DocuSigned by:

Rob DuValle

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Rob DuValle, HR Director
City of Bend

DocuSigned by:

Gregory Goller

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Greg Goller, President
Bend Police Association

DocuSigned by:

Mike Krantz

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Mike Krantz, Police Chief
City of Bend

MOU Hire Date for CEP Eligibility