

## **Memorandum of Understanding**

This Memorandum of Understanding between Bend Fire & Rescue (BF&R) and the Bend Police Department (BPD) is for the purpose of clarifying the terms for BF&R personnel to participate in the Central Oregon Emergency Response Team (CERT) Medic Program.

### **A. POLICY**

1. This agreement is intended to provide guidance for a working relationship for the participation in Central Oregon Emergency Response Team (CERT). Tactical medics (CERT Medics) are specially trained and equipped paramedics who operate alongside law enforcement officers in a tactical environment.

### **B. PROCEDURE**

1. BF&R and BPD both continue to support the position of CERT Medic.
2. BF&R will allow three paramedics to serve as CERT Medics.
3. CERT Medics are and remain employees of BF&R. CERT Medics are represented by the collective bargaining agreement (CBA) of Local 227. The CERT Medics shall be governed by the policies and procedures of BF&R, the Standard Operating Procedures (SOPs) of CERT, the CBA between the City and Local 227, and all applicable City of Bend rules and policies.
4. CERT Medics shall be sworn reserve police officers of the Bend Police Department (BPD). CERT Medics will have Reserve Police Officer authority only when they are actually and actively deployed as a CERT Medic during an incident and under the control of CERT command. The CERT Medics have no police authority at any other time while on or off duty.
5. Once a CERT Medic is no longer a member of the CERT team, their Reserve Police Officer Commission is automatically rescinded, and the medic shall immediately return all equipment, badges and identification related to the CERT team and their former status as a Reserve Police Officer.
6. CERT Medics will attend bi-monthly eight (8) hour CERT training. BF&R will grant Training Leave to on-duty tactical medics to attend these bi-monthly trainings. Additionally, CERT Medics are required to attend an annual five (5) day team training. This leave will be back filled using CERT Cover OT or CERT Cover MOT (billable to BPD). If CERT Medic leave does not create a vacancy that causes overtime the position will not be back filled (No billable OT to BPD).

7. Should a CERT emergency mobilization occur, BF&R will mobilize tactical medics as quickly as possible pending staffing, call volume, and backfill capabilities. BF&R will use CERT Cover OT or CERT Cover MOT (billable to BPD) to backfill CERT callouts.
8. In addition to all applicable BF&R and City policies and standards, CERT Medics will be subject to all applicable BPD policies while they are operational with CERT. BPD will be responsible for any investigations or inquiries concerning CERT Medics for conduct or performance while operational with CERT that potentially implicate BPD policies, including but not limited to officer-involved shootings or use of deadly force. Final decisions on discipline of CERT Medics will be made by the Fire Chief after consultation with the Police Chief. CERT Medics may be represented by Bend Firefighter's Association local 227 during the course of an investigation.
9. The City agrees to provide and pay for the same Legal Defense Insurance plan, provided to regular BPD Officers, for CERT Medics from Local 227.
10. BF&R will provide medical supplies to CERT Medics. These medical supplies will include specific trauma equipment designed for tactical operations as well as austere environments.
11. BPD is responsible for financial support of the CERT Medic positions. All overtime and backfill will be directly billed to BPD. CERT Medics will receive 5% premium pay for CERT call outs for actual hours worked while operational with CERT. The premium pay is applied to base pay.
12. CERT Medics called back to tactical activation while off duty shall be paid per the call back terms for 56-hour employees as set forth in the Fire Association contract in effect at that time.
13. BPD is responsible for providing CERT Medics with all necessary training, including but not necessarily limited to training on BPD policies, Basic SWAT, and O.T.O.A. training.
14. BPD will provide all tactical P.P.E including uniforms, armor vests, helmet, weapons, and radios. All weapon storage, use, and transportation for CERT Medics will be according to BPD and BF&R policies.
15. BPD and BF&R will be jointly financially supporting attendance to tactical medical provider courses or equivalent trainings.

Signed by:

Todd Riley, Fire Chief/23/2024

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Todd Riley, Fire Chief  
Bend Fire & Rescue

Signed by:

Mike Krantz, Chief of Police/23/2024

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Mike Krantz, Police Chief  
Bend Police Department

Signed by:

Stephen Doyle

12/30/2024

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Stephen Doyle, President  
Bend Firefighters Association  
IAFF Local 227

Signed by:

Greg Goller

12/31/2024

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Greg Goller, President  
Bend Police Association