

7/1/2025 -6/30/2028

**COLLECTIVE BARGAINING
AGREEMENT**

**BETWEEN
CITY OF BEND EMPLOYEES
ASSOCIATION
AND THE CITY OF BEND**

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PREAMBLE

This Agreement is made and entered into by and between the City of Bend (hereinafter the "City") and the City of Bend Employees Association, (hereinafter "COBEA").

It is the purpose of this Agreement to achieve and maintain a harmonious relationship between the City and COBEA, to provide for equitable and peaceful adjustment of differences which may arise, and to establish proper standards for wages, hours, and other conditions of employment.

The mailing address of the City shall be "City of Bend, 710 NW Wall Street, Bend, Oregon 97703". The mailing address of COBEA shall be "City of Bend Employees Association, P.O. Box 1384, Bend, Oregon 97709".

ARTICLE 1- RECOGNITION

Section 1.1 Recognition. The City recognizes COBEA as the sole and exclusive representative with respect to wages, hours, benefits, and mandatory conditions of employment for all employees included in the bargaining unit. The purpose of this Article is to recognize the right of the bargaining agent to represent City employees in the bargaining unit in negotiations with the City.

Section 1.2 Bargaining Unit. Employees who are subject to the terms of this Agreement shall include employees whose job titles are included in COBEA salary schedule within this Agreement whose positions are (1) Regular full-time and (2) Regular part-time. If a Limited Term employee is subsequently appointed to a Regular position of the same classification without a break in service, time spent in the Limited Term appointment will be credited to the employee's seniority and probationary period. Current COBEA employees appointed to a Limited Term position will retain all terms and conditions of the CBA and, upon conclusion of assignment will be returned to their regular position without loss of seniority. COBEA will be provided notice in writing of all external and internal employees hired into or continued in a Limited Term position within the bargaining unit. Benefits, accruals and other conditions of employment for regular part-time COBEA members who work an average of 20 - 29 hours per week shall be pro-rated at 50% of the level provided to full time members and for part time COBEA members who work an average of 30 - 39 hours per week shall be pro-rated at 75% of the level provided to full time members.

The City will provide quarterly reports to COBEA that include a roster of temporary, intermittent, and LTE appointments.

Section 1.3 Bargaining Unit Exclusions. Management, confidential and supervisory personnel, and any other classified employee mutually agreed upon are excluded. Temporary (employed for less than a year and less than 2080 hours), Intermittent (Less than 600 hours in any calendar year), Volunteer (appointment under ORS 657.015, to which the appointee donates services without receiving or expecting remuneration), and Retiree Rehire (employee currently receiving Oregon PERS or other retirement benefits) employees are excluded from the Association.

Section 1.4 City Notification. The City, when exercising the right to create, reclassify and/or combine positions shall notify COBEA in writing and in a timely manner. COBEA will have 15 business days to formally respond upon receipt of notification by the City. If a dispute exists concerning the appropriateness of inclusion or exclusion of a position, the parties shall meet to discuss the issues within 15 business days after the City's receipt of COBEA's formal response period. If, the dispute remains after the parties meet, either party may petition the Employment Relations Board for unit clarification. The City will not be precluded from hiring the position at the posted wage, however, the City recognizes the obligation to bargain consistent with ORS 243.698.

ARTICLE 2 - WAIVER AND SCOPE

Section 2.1 This Agreement shall not be modified in whole or in part except by an instrument, duly executed by both parties.

Section 2.2 Complete Agreement. This contract constitutes the sole and entire existing Agreement between the parties and completely and correctly expresses all rights and obligations of the parties.

ARTICLE 3 -ASSOCIATION RIGHTS

Section 3.1 Employees shall have the right to form, join, and participate in the activities of employee organizations of their own choosing, for the purpose of representation on matters of employee relations. Employees shall also have the right to refuse to join or participate in the activities of any employee organization. No employee shall be interfered with, intimidated, restrained, coerced, or discriminated against by the City or by an employee organization because of their exercise of these rights.

Section 3.2 Membership/ Dues

(a) Dues. The City, when so authorized and directed in writing by the bargaining unit employee on the authorization form provided by COBEA, will deduct current COBEA dues, fees, costs, charges, and assessments from the wages of such employee.

(b) Each employee's authorization for payroll deductions shall remain in full force and effect permanently unless the employee revokes the authorization in writing to COBEA. COBEA will provide the written revocation to the City Human Resources Department as soon as possible. The City will make every effort to process the written revocation as soon as possible. In no event will the City be responsible for retroactively crediting or processing any dues deductions made prior to receipt of the written revocation from COBEA.

(c) Itemized Statement. The aggregate deductions of all employees together with an itemized statement shall be remitted to the President or Secretary of COBEA no later than the tenth (10) of the month following the month for which the deductions were made. The itemized listing of bargaining unit members shall reflect employee terminations, retirements, cancellations, leave without pay, return from leave without pay, new members, salary changes, name changes, and/or any other personnel action, which would affect the amount of dues withheld."

(d) The parties shall comply with any applicable dues deduction and authorization requirements provided in Oregon's Public Employee Collective Bargaining Act (PECBA), ORS 243.650 et. Seq, including those in HB 2016 (2019).

(e) Check-off Errors. The City will not be held liable for check-off errors, but will make proper adjustments with COBEA for errors in the following pay period.

Section 3.3 Association Representatives. The Association agrees that members of the Association selected to serve as official representatives will be certified in writing to the Human Resources Manager. Association representatives shall be expected to perform their duties on their own time but, they, with their immediate supervisor's approval, may be granted time off with pay to perform their duties as long as the requests are reasonable and do not unduly disrupt the operations of the City.

Section 3.4 Bargaining Committee. The number of COBEA's collective bargaining committee members shall be equal to the City's bargaining team Committee and shall be granted time off with pay to negotiate with the City (minimum of five (5) employees for each party). All City-paid work time authorized by this agreement spent performing COBEA related activities shall be recorded as such on the employee's time record. Regular work time

spent performing COBEA related activities but not authorized as City-paid in this agreement shall be charged against the employee's accrued leave.

Section 3.5 Bulletin Board. The City shall maintain reasonable (number, size and location) bulletin board space designated for the exclusive use of COBEA in communicating with Association members restricted to Association business, training benefits, education or other COBEA announcements. The Association shall limit its posting of notices and bulletins to such bulletin board space; all postings will be stamped with Board approval prior to posting. The Association shall periodically clear the board of outdated materials. All such postings shall promote good relations between the parties and be non-inflammatory in nature.

Section 3.6 Representation & Handbook. The City agrees to inform all new bargaining unit Employees of COBEA's exclusive representation status and shall provide all new employees with a digital version of the City's Employee Handbook.

Section 3.7 COBEA Orientation. An authorized representative of the Association shall be allowed one hour of informational welcome time with newly employed staff appointed to COBEA represented positions. The meeting shall occur within the first thirty (30) days following appointment and be scheduled in advance.

Section 3.8 City Email System. The parties recognize that the City's email system is the sole property of the City. This resource is provided or assigned to employees to facilitate the orderly and efficient conduct of the public's business. Permitted email use constituting public business includes such labor relations activities as described below. In general, all such communications may be subject to disclosure, and the parties recognize that the City does not have an obligation to assert any exceptions or exemptions from disclosure as to public records that happen to contain information relating to Association activity by City employees. The parties recognize that the City may review all City emails in the City system at any time.

Certified Association Officers may use the City's email system to conduct labor relations business for the limited purposes of:

- (a) Notifying Association members of meetings and scheduling meetings (date, time, place and agenda)
- (b) Scheduling meetings among Association Officers (date, time, place and agenda)
- (c) Filing official correspondence with the City (i.e., grievance documents, demand to bargain notices), provided however that timelines for grievance responses shall run from receipt (the date an email is sent)
- (d) Communication between the Association attorney, Certified Association Officers and City Officials
- (e) Notifying members of all Association related events, bargaining related matters, and other official Association business announcements.

Such City email communications shall be specifically identified in the Subject Line as Labor Relations Business in addition to any other topic.

The City retains control over the City email system and may restrict or revoke permission to use the City email for labor relations purposes at any time after meeting and discussing such decision and the City's reasons. Association officers and members will keep on-duty use of email for labor relations purposes (sending/reading) to a minimum.

The parties recognize that use of the City's email systems outside of what is authorized in this Section is considered a violation of policy.

Section 3.9 Job Opportunity Notice. The City shall take reasonable steps to afford members of COBEA notice of all regular job openings within the City.

ARTICLE 4 - MANAGEMENT RIGHTS

Except as otherwise expressly and specifically limited by the terms of this Agreement, the City retains all their customary, usual and exclusive rights, decision making, prerogatives, functions, and authority connected with or in any way incidental to its responsibility to manage the affairs of the City or any part of the City. The City retains all prerogatives, functions, and rights not specifically limited by the terms of the Agreement. Should the City need to use the expedited bargaining process as required by ORS 243.698 the City shall fulfill its bargaining obligation to the Association before implementing any changes that are mandatory for bargaining or impact subjects that are mandatory for bargaining.

ARTICLE 5 - CITY SECURITY

COBEA and its members, as individuals or as a group, will not initiate, cause, permit, or participate or join in any strike, work stoppages, slowdown, picketing, or any other restriction of work except as provided by law.

ARTICLE 6 - NON-DISCRIMINATION

Section 6.1 The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to race, color, religion, sex, pregnancy, national origin, ancestry, citizenship, age, marital status, physical disability, mental disability, veteran's status, medical condition, sexual orientation or gender identity, expunged juvenile record, genetics, political or union affiliation and/or other protected status unrelated to job performance. Each party shall share, within the limits of their responsibility, the application of this provision of the Agreement.

Section 6.2 The City and COBEA agree not to discriminate against any employee for their activity or non-activity on behalf of, or membership in COBEA.

Section 6.3 All references to any individuals and all pronouns used in this Agreement are intended to be gender-neutral and non-binary.

ARTICLE 7 - WORK SCHEDULES

Section 7.1 Fair Labor Standards Act (FLSA) Workweek. The regular workweek shall consist of seven (7) consecutive days. The workweek shall start at midnight on Sunday and end at 11:59 PM on Saturday. The workweek shall include a minimum of two consecutive days off. Alternate workweeks may be established with mutual agreement between the parties.

Section 7.2 Notification of Schedule Changes. Established regular work schedules will not be changed with less than ten (10) working days advance notice, except in the following circumstances:

- (a) for the duration of an emergency; or
- (b) to accommodate the operational need to coordinate work with an external agency; or
- (c) notice is voluntarily waived in writing by the employee(s).

Section 7.3 Preparation/Clean Up. The workday is defined as a twenty-four (24) hour period, commencing at 12:00 midnight on the employee's scheduled shift day. Each shift shall have regular starting and quitting times. Within the workday, clean-up time for City equipment and tools is at the discretion of the employee's supervisor. Personal clean-up time shall be provided up to a maximum of fifteen (15) minutes at the end of the scheduled shift. Personal clean-up time shall be afforded only when necessitated by the nature of the work assignment and

shall not be provided for any purpose other than to clean personal property required for on-the-job performance or City property assigned for personal use. An employee is expected to be properly dressed and ready for work at the beginning of the work shift, and to work until the end of the assigned shift unless otherwise directed.

Section 7.4 Regular Work Schedules. The work shift for full-time employees shall consist of one of the following:

- (a) An eight (8)-hour work period exclusive of authorized meal periods.
- (b) A ten (10)-hour work period exclusive of authorized meal periods.
- (c) A bi-weekly work schedule consisting of four (4) consecutive ten (10)-hour days on with three consecutive days off, followed by five consecutive eight (8)-hour workdays with two (2) consecutive days off.
- (d) An eight (8)-hour work period inclusive of a paid thirty (30)-minute meal period, any portion of which falls between 6:00 pm and 6:00 am, and the entire period from 6:00 pm Friday until 6:00 am on Monday.
- (e) A ten (10)-hour work period inclusive of a paid thirty (30)-minute meal period, any portion of which falls between 6:00 pm and 6:00 am, and the entire period from 6:00 pm Friday until 6:00 am on Monday.
- (f) A 9/80 schedule which consists of working eight days of nine hours, one day of eight hours, with the tenth day off (flex day) in a two-week period. The workweek for employees on a 9/80 schedule runs for seven days. The beginning of the work week is the midpoint of the first eight- hour day and runs for seven consecutive days ending at the midpoint of the seventh day.

The employee's schedule maintains regularly scheduled work hours of no more than 40 per workweek.

There are four variants of this schedule as shown in the Tables below:

Table 7.4.100

9/80 – First Friday Off

Mon	Tue	Wed	Thur	Fri	Sat	Sun
9	9	9	9	0 / 0	0	0
9	9	9	9	4 / 4	0	0

Table 7.4.200

9/80 Second Friday Off

Mon	Tue	Wed	Thur	Fri	Sat	Sun
9	9	9	9	4 / 4	0	0
9	9	9	9	0 / 0	0	0

Table 7.4.300

9/80 - First Monday Off

Mon	Tue	Wed	Thur	Fri	Sat	Sun
0 / 0	9	9	9	9	0	0
4 / 4	9	9	9	9	0	0

Table 7.4.400

9/80 - Second Monday Off

Mon	Tue	Wed	Thur	Fri	Sat	Sun
4 / 4	9	9	9	9	0	0
0 / 0	9	9	9	9	0	0

* The workweek begins at the midpoint of the eight-hour day (noted as / in the above examples). Each workweek is scheduled for 40 regular hours.

Assignment of the 9/80 schedule is at the sole discretion of the City and must be voluntarily agreed to by the employee.

Employees authorized to work a 9/80 schedule must receive prior written approval to modify any part of their regular work schedule from the supervisor prior to working any modified hours.

Employees are responsible for designating which workweek hours are worked on the split work- week day (e.g., the 4/4 day) on their timesheets.

Transition to and from a 9/80 schedule requires management consultation with Payroll in order to ensure accurate payment of wages. All employees on 9/80 schedules will receive a memorandum containing the terms of the schedule and will sign it indicating understanding of the terms.

When a City Holiday falls on an employee's regularly scheduled nine hour day, the employee must account for the additional hour of scheduled work in one of the following options:

- (a) Use accrued vacation, holiday, or compensatory time.
- (b) Receive approval from their supervisor to add the hour of work onto another day within the same workweek.

The paid lunch period in this Article, Section 7.4 (d) and (e) is not applicable to overtime worked that is either an extension of a regular work shift described in Section 7.4 (d) and (e) or separate from an employee's scheduled regular work hours.

Part time employees will have an established work schedule that may not correspond with the work schedules described above.

Section 7.5 Lunch Period. All full time employees' schedules shall provide for a thirty (30) or sixty (60) minute unpaid lunch period as determined by the division manager or designee, except as provided in Article, Section 4 (d) and (e). The work schedule for part time employees working six consecutive hours or more per shift shall provide for a 30 or 60-minute unpaid lunch period as determined by the division manager or designee. The division manager or designee may require employees to exercise their lunch periods at various City locations in order to avoid lost work hours because of travel time. Such locations shall be equipped with basic sanitary facilities.

Each employee is expected to take the appropriate amount of time for each break and lunch period.

Section 7.6 Break Periods. All full time employees' work schedules shall provide for a twenty (20) minute rest period during each one-half (1/2) shift. Employees who are afforded a rest period, who by choice do not exercise that right, shall not be entitled to any form of compensation in lieu of the authorized rest period. Part time employees who work less than an eight (8) hour work shift shall be provided a 20-minute rest period during each four (4) hour work period.

Section 7.7 Wellness Program. Employees may, with prior supervisory approval, reduce their twenty (20) minutes break periods in this Article, Section 6, by 10 minutes each (for a total of 20 minutes) and aggregate the 20 paid minutes to their unpaid lunch period in Section 5 for the purpose of wellness activities such as attending physical fitness classes, facilities or other related programs. Under no circumstances shall the transfer of these minutes'

result in more City-paid time off work than would have otherwise been authorized under this Article, Sections 5 & 6. By electing this option, employees must also take their remaining 10 minute rest periods pursuant to Section 6.

Section 7.8 Employee Hour Substitution Requests Within a FLSA Workweek or Within a Workday.

Within a Workday: Employees may request to modify their start and stop times to meet personal needs. Such modifications must adhere to the other requirements of this Article (Sections 1-3, and 5-6).

Within a Workweek: Employees may request to work fewer hours than scheduled on one day in an FLSA workweek and make up for those hours by working an equivalent number of additional hours on another day in the same FLSA workweek.

These scheduling changes are subject to the approval of management, and regardless of any other provisions of this agreement, will not result in overtime pay or any additional costs to the City.

Section 7.9 Alternate Regular Work Schedules. Any work schedule other than those described in Article 7, Section 4, used for more than a week, shall be put in writing, approved by the employee's direct supervisor outside the bargaining unit, the department head and Human Resources. A copy signed by all parties shall be placed in the employee's personnel file.

Alternate work schedules include a flexible work schedule which is a work schedule, which varies the number of hours, worked on a daily basis, but not necessarily each day, or a work schedule in which starting and stopping times vary on a daily basis, but not necessarily each day, but which does not exceed forty (40) hours in a workweek.

Telecommuting for all or part of a workday is an alternate work schedule and must be in compliance with City policy.

An employee may be assigned or an employee may request to work an ongoing alternate work schedule if such is mutually agreed upon in advance by the employee and the City.

Alternate work schedule agreements shall be valid for a period up to one (1) year from the date of initiation. Upon the conclusion of one (1) year, a review of the agreement will be completed by employee and department manager or designee to discuss renewal or termination of the agreement. A request to adjust or terminate the agreement by either employee or management may take place at any time prior to the one (1) year anniversary date. Management reserves the right to terminate the agreement at any time; however, flexible work schedules will not be changed with less than ten (10) working days' advance notice, except where an emergency exists. Additional notice may be provided.

The parties agree that use of alternative schedules under this section does not set precedent for agreement to future schedules.

Section 7.10 – Fatigue Leave: The City may order or schedule an employee off-duty for fatigue issues due to work related factors. Ordering or scheduling the employee off-duty on paid release is directing an employee to be absent from any portion of the employee's regular work schedule. Whenever this occurs, such time away from work will not be charged to any leave bank identified within the bargaining agreement.

ARTICLE 8 - OVERTIME AND STANDBY TIME/ON CALL.

Section 8.1 Full-Time Employee. As used in this Agreement, for full time employees overtime shall mean that time an employee is authorized and directed to work:

- (a) In excess of their regularly scheduled hours for the day; or
- (b) In excess of a mutually agreed upon daily flexible schedule; or

- (c) On any regularly scheduled day off; or
- (d) In addition to a scheduled forty (40) hour shiftweek.

For the purpose of determining overtime due for hours worked in excess of the regularly scheduled hours for the day, sick leave shall not be considered hours of work.

Section 8.2 Part-time Employees. Overtime for part time employees shall be that time the employee is authorized and directed to work in excess of forty (40) hours in a work week.

Section 8.3 Overtime Exempt Employees. Employees appointed to the following positions are not subject to the overtime provisions of this Article:

Analytical Chemist
Applications Analyst I
Applications Analyst II
Business Systems Analyst I
Business Systems Analyst II
Client Systems Administrator I
Client Systems Administrator II
Client Systems Administrator III
Data Architect
Data Systems Analyst I
Data Systems Analyst II
GIS Analyst I
GIS Analyst II
Information Systems Analyst
Information Systems Analyst, SR
Network Administrator
Network Administrator SR
Project Manager I (Associate)
Project Manager II (Journey)
Property and Lease Manager
Server & Storage Administrator
Sign Permitting Administrator
Strategic Performance Analyst I
Strategic Performance Analyst II
Urban Renewal Project Manager

Section 8.4 Rounding of Overtime. Overtime shall be computed to the nearest quarter hour.

Section 8.5 Overtime Rate. Overtime, whether taken as pay or time off, shall be compensated at the rate of time and one-half (1-1/2) the regular pay.

Section 8.6 Compensatory Time. Compensatory time may be accrued by agreement between the City and the employee. Such time off shall be granted at the rate of time and one half (1-1/2). Employees shall accurately record on their time sheet the agreed upon designation. The maximum compensatory time that an employee can accumulate is 80 hours. The City shall contribute the cash equivalent of all additional compensatory time hours in excess of the 80-hour maximum into the employee's VEBA account on a monthly basis. Employees may request pay out of compensatory time. Granting of compensatory time payout is at the discretion of the City.

Section 8.7 Overtime Assignment. Overtime shall normally be voluntary unless an insufficient number of qualified employees volunteer, whereupon, overtime work will be assigned. Consideration will be given to employees with prior commitments that would conflict with the overtime period.

Section 8.8 Call Back. An employee who is not assigned to standby time/on call under Section 7 and who is called back to work outside the assigned work shift shall be paid at the rate of time and one half (1-1/2) the employee's regular rate of pay for a minimum of two (2) hours. If the call out occurs one (1) hour or less before or after the start of the work shift the overtime worked shall be considered an extension of the work shift and be compensated as such.

Section 8.9 Standby Time/On Call. The City will, in its sole discretion, determine which employees are eligible to be assigned standby based on the employees' ability to reliably respond to the operational requirements of the City.

Standby time/on call is defined as any time an employee is required to stand by to respond if contacted by telephone or pager for duty while off duty. If called out for duty, the employee shall respond within the time limit established by the department. The employee shall be compensated at the rate of time and one-half (1-1/2) the employee's regular rate of pay for two hours for each 24-hour period of standby time plus time and one-half (1-1/2) for the actual hours worked. Multiple occurrences of "actual hours worked" that fall within the same 15-minute time period shall be considered a single 15 minute increment.

Compensation for standby time/on call on a holiday shall be time and one-half (1-1/2) the employee's regular rate of pay for four (4) hours plus time and one-half (1-1/2) for the actual hours worked.

If the employee does not respond (answer phone, pager or arrange for alternate responder) to a standby notification or does not respond within the time limit established by the department the standby employee forfeits the two hours of standby pay typically allotted for that 24-hour period.

Standby/on call duty is a requirement for designated COBEA represented positions. Each division may require standby/on call duty and shall maintain a list of qualified personnel.

ARTICLE 9 - PROBATION

Section 9.1 Initial Probation. All employees who are appointed to a COBEA represented position shall serve the initial twelve (12) months of employment on probationary status to determine their suitability for continued employment. Any COBEA represented employee who has served twelve (12) months of probation as of July 1, 2019 will be considered to have served their probationary period. The initial probationary period shall begin when an employee is appointed to a COBEA represented position. Transition from initial probation to regular status may occur prior to twelve (12) months at the City's sole discretion. The City may extend an employee's probation from 12 to 18 months for purposes of further assessing an employee's performance, and will provide notice in writing to the employee and COBEA.

Employees hired into the Utility Worker Apprentice position, excluding the Limited Duration Utility Worker Apprentice assigned to the WRF, will serve an 18 month probationary period and will automatically advance to the Utility Worker I position upon earning the minimum certifications and meeting the performance expectations of the higher position, whichever is sooner. An employee will not serve longer than a total of 18 months of initial and promotional probation.

Section 9.2 Termination of Probation. The City may remove an employee at will within the probationary period if, in the opinion of the City, the employee is unable or unwilling to perform the duties in a satisfactory manner or that the employee's habits and dependability do not merit continuance as an employee. There shall be no grievance procedure for employees removed during the probationary period.

Section 9.3 Promotional and Lateral Transfer Probation. Upon promotion or lateral transfer, including promotion/lateral transfer to a limited term duration position, employees shall serve a six (6) month probationary period to determine their suitability for continued employment in the classification to which they are promoted or transferred. A lateral transfer is defined as the movement from one classification to another classification within

the same salary grade. If an employee is promoted/laterally transferred and does not meet the requirements of the new position, the City may return the employee to their former position provided a vacancy exists in that previous position.

ARTICLE 10 - COACHING, COUNSELING AND FORMAL DISCIPLINE.

Section 10.1 The principles of progressive discipline shall be used except when the nature of the problem requires more immediate action. An employee shall not be disciplined or discharged without just cause.

Section 10.2 Coaching and Counseling. Coaching and counseling are not considered discipline and may not be protested through the grievance process. Examples may include directives, letters of confirmations of verbal counseling or letters of expectation. These are less formal means of resolving issues related to daily operations or conflicts. Counseling may serve as notice to the employee for future disciplines.

Counseling can be maintained in the supervisory file for review for yearly evaluations, but are not placed in the personnel file. Upon request, an employee may review and request copies of counseling documents in their supervisory file. The employee may submit a written rebuttal to the counseling, which will be maintained in the supervisory file with the counseling document. Nothing in this Section shall be construed to prevent or prohibit the City from discussing operational matters informally with employees.

Section 10.3 Formal Discipline. Formal discipline shall normally consist of the following which will be documented by written memo, provided to the employee and COBEA, reciting the date and reasons for the discipline:

- (a) Written Reprimand
- (b) Unpaid Suspension
- (c) Disciplinary Demotion
- (d) Discharge

Section 10.4 Delivery of Discipline. Formal disciplinary action shall be accomplished in a manner, which affords the employee the most protection possible from embarrassment before other employees and the public.

Section 10.5 Due Process. When the City intends to take formal disciplinary action which could involve discharge or suspension, the City shall notify the employee and COBEA in writing of the charges against the employee and the proposed disciplinary action. The City shall provide the employee and COBEA with the opportunity to respond to the charges at a meeting with the supervisor or person having authority to impose the proposed disciplinary action. The meeting shall be held at a mutually agreed upon time but no later than 10 calendar days from the initial notice to the employee.

Section 10.6 Notifications of Policy Changes. In order to assure that employees have adequate forewarning or foreknowledge of the possible or probable disciplinary consequences of their conduct, employees will not be subject to discipline under amended or new policies until they have been afforded an opportunity to read the policies on duty and/or receive appropriate training on the policies.

ARTICLE 11 - GRIEVANCE PROCEDURE

Section 11.1 Grievance Defined. A grievance for the purpose of this Agreement is defined as a dispute between the parties to this agreement regarding the terms of this Agreement, and shall include such a dispute between member(s) of the COBEA bargaining unit and the City. Probationary terminations in Article 9 are excluded from the grievance procedure as provided for in that Article.

Section 11.2 Representation. COBEA or any employee, with COBEA representation, may pursue a grievance under this Article. It is the intent of both the City and COBEA, that whenever possible, grievances between the parties to this Agreement shall be resolved informally and in an amicable manner. When informal discussions have not resulted in a resolution of the grievance, the parties agree to the procedures outlined in this Article.

For grievance process purposes, days shall mean "Business Days" and be counted on a Monday through Friday workweek and shall exclude Saturdays, Sundays, and City recognized holidays.

Any settlement of a grievance under this Article, which would alter or amend the terms of this agreement or memorandum of understanding or similar shall not be binding on either party unless approved in writing by both parties.

Section 11.3 Grievance Procedure. The employee and/or COBEA steward/officer shall, subject to work requirements and approval of the department head or designee, be granted release time with pay for investigation of potential grievances. Release time requests shall be submitted in writing to the work area supervisor and shall specify dates and time periods. Permission for release time shall not be unreasonably withheld. The supervisor shall forward a copy of the approved release time request to Human Resources. All City-paid work time authorized by this agreement spent performing COBEA related grievance activities shall be recorded as such on the employee's time record. Regular work time spent performing COBEA related grievance activities but not authorized as City-paid in this agreement shall be charged against the employee's accrued leave.

Section 11.4 Grievance Steps. COBEA may pursue a grievance on an employee's or employees' behalf following the steps of the grievance procedure as outlined below:

Step I. Supervisor Discussion. The grievant shall discuss the grievance with the immediate supervisor outside the bargaining unit within fifteen (15) days from the occurrence thereof, or of knowledge thereof. The supervisor shall respond to the grievance as quickly as possible, but no later than ten (10) days after the grievance is first discussed.

Step II. Written Submission. If, after ten (10) days from the date of receipt of the immediate supervisor's reply, the grievance remains unresolved, the grievance may be advanced by submitting a written grievance to the supervisor with a copy to COBEA including: (1) a statement of the grievance and relevant facts upon which it is based; (2) specific provision(s) of the contract violated; and (3) the remedy sought. The supervisor shall respond to the grievance in writing within ten (10) days of receipt of the written grievance. The supervisor's response shall include a statement of the supervisor's decision and the relevant facts and contract provisions upon which it is based.

Step III. Department Head. If the grievance is unresolved at Step II, it may be submitted within ten (10) days from the date of receipt of the supervisor's reply, to the appropriate Department Head. Within ten (10) days of receipt of the unresolved grievance, the Department Head shall meet with the immediate supervisor and the grievant(s) and/or COBEA steward/officer. The Department Head shall respond to the grievance in writing within ten (10) days of the meeting.

Step IV. City Manager. If the grievance remains unresolved at Step III, it may be submitted within ten (10) days from the receipt of the Department Head's written reply to the City Manager. Within ten (10) days of receipt of the grievance, the City Manager shall meet with the grievant(s), and/or, COBEA representative, and the Department Head. The City Manager shall respond in writing within ten (10) days of the meeting. If the grievance is related to a performance evaluation, the City Manager may designate the Human Resources Manager to act in their behalf.

Step V. Mediation. If the Association is not satisfied with the decision provided by the City Manager at Step IV, the Association will submit the grievance to mediation within fourteen (14) calendar days from either the City Manager's response or fourteen (14) calendar days from the due date of the response. The parties may mutually agree to a mediator or use a mediator provided by the Employment Relations Board. Parties agree to share the costs of the mediator. Unless otherwise agreed by the parties, the period for

mediation will be limited to 120 days, starting from timely notice of mediation by the moving party. The parties agree to promptly schedule mediation, with the goal of agreeing within thirty (30) days of advancement to Step V to a mutually available date. The parties must meet at least one time and agree to meet in good faith to resolve the dispute. The parties may mutually agree to forego mediation.

Step VI. Arbitration. If the grievance remains unresolved after Step V, COBEA shall have fifteen (15) days to serve notice to the City Manager, in writing, of its intent to arbitrate. The arbitrator shall be selected by mutual agreement of the parties. If the parties cannot agree on an arbitrator, the arbitrator shall be chosen in the following manner:

- (1) A list of seven (7) members of the Oregon State Conciliation Services, with the ERB who reside in Oregon or Washington shall be requested and the parties shall alternately strike one name from the list, until only one is left. The first strike shall be determined by lot. The remaining name shall be the arbitrator selected. Parties will strike names within 10 days of receipt of the list from the ERB.
- (2) The arbitrator shall hold a hearing promptly and shall issue a decision within thirty (30) days of concluding the hearing or receiving final post-hearing briefings, whichever occurs later. The arbitrator's decision shall be in writing and shall set forth finding of fact, reasoning, and conclusions on the issues submitted. The arbitrator shall have no authority to render a decision that will add to, subtract from, or alter, change or modify, vacate, or amend any terms of the Agreement. The arbitrator's decision shall be final and binding on both parties, subject to the PECBA.
- (3) The costs of the arbitrators shall be borne equally by the parties. Each party shall be responsible for costs of presenting its own case to arbitration.
- (4) Both parties shall in good faith disclose any information, material or testimony of witnesses as early as possible in the grievance procedure in order to encourage early settlement of contract disputes.

Section 11.5 Time Limits. Any time limits specified in the grievance procedure may be waived in writing by mutual consent of the parties. Failure to submit the grievance in accordance with these time limits without such waiver shall constitute abandonment of the grievance. Failure by the City to submit a reply within the specified time will permit the Association to proceed to the next step.

A grievance may be withdrawn at any time upon receipt of a signed statement from COBEA.

ARTICLE 12 - PERFORMANCE EVALUATIONS

Section 12.1 Evaluation Period. An employee shall receive an annual performance evaluation within 30 calendar days of the employee's anniversary date, as defined in Article 13, except when extenuating circumstances exist (such as serious illness or a death). In such cases, an alternate time will be established, documented in writing, and signed by the employee and the department head or designee.

Section 12.2 Employee Comments. The employee shall have the opportunity to provide comments to be attached to the performance evaluation. The employee shall sign the performance evaluation and that signature shall only indicate that the employee has read the performance evaluation. A copy shall be provided to the employee at that time.

Section 12.3 The content of performance evaluations shall be subject to the grievance procedure only through Step IV, City Manager, or the Human Resources Manager if so designated.

ARTICLE 13 - SALARY ADMINISTRATION

Section 13.1 Management has the right to determine personnel actions such as promotions, transfers, and assignments.

Section 13.2 New Hires. New regular employees are typically hired at the first (1st) step of the Salary Grade for their classification. In compliance with the City's compensation policies, hiring rates above the first step may only be considered based on bona fide factors such as education, training, experience, or other job-related factors.

Section 13.3 Each Association member shall be paid at one of the steps in the Salary Grade for the employee's job classification set forth in Appendices A-C, a copy of which is attached hereto and incorporated by reference herein.

Section 13.4 Anniversary Date. An employee's anniversary date for wage increases is as follows:

- (a) New employees will be the date of appointment to the classification
- (b) Promoted employees shall be the date of appointment to the higher classification
- (c) Lateral transfer shall be the date of appointment to the new classification
- (d) Recall from layoff will be the date of reinstatement to the City.

Section 13.5 PERS/OPSRP. Participation in the Public Employees Retirement System or Oregon Public Service Retirement Plan (OPSRP) will be provided pursuant to Oregon PERS/OPSRP regulations.

Section 13.6 Annual Increases. All regular employees who are below the sixth step for their classification shall be considered for a performance based step increase following each twelve (12) months of continuous employment from their anniversary date. These increases are not automatic. Work records will be reviewed by the department prior to recommendations. The division manager shall recommend any step increase and it shall be forwarded to the department head and then to the City Manager or designee for appropriate actions. The amount of annual increases shall be one step of their existing salary grade. All denials must be documented and presented to the employee.

For purposes of salary administration, an employee's step increase shall be effective the beginning of the pay period that is nearest the employee's anniversary date.

Section 13.7 Promotions. When an employee is promoted to a classification with a higher salary grade, they will receive an increase to the nearest higher step in the new salary grade.

An employee shall be considered for a performance based step increase at six (6) months from the date of promotion. Consideration for future salary increases will follow each twelve (12) months of service from the date of promotion until the employee reaches the maximum step for that classification. If an employee is promoted and does not meet the requirements of the new position, the City may return the employee to their former position provided a vacancy exists in that previous position.

Section 13.8 Position Reclassification. When warranted by a substantial, non-temporary increase in the complexity of duties or level of responsibilities assigned to a position, such position shall be reclassified to an appropriate classification in a higher salary grade, or the higher level duties reassigned by the City. If the position is filled at the time of reclassification, the employee's salary shall be adjusted by assigning the employee to, a step equal to or the nearest higher step in the new pay grade, relative to the employee's current pay rate. Upon reclassification, an employee's performance evaluation' date shall remain the same.

Reclassification Review:

Definition: A reclassification review is an analysis of an employee's duties and responsibilities to identify any substantial and non-temporary increase in the complexity of duties or level of responsibilities assigned to the current position and determine the correct classification. Individual employees, the association or management may initiate a reclassification review. Initiating the review process shall be done via the City's form (electronic or

otherwise) as provided by Human Resources and must include the position held, the position(s) which represent the duties that are being performed, the date on which any out of class duties became substantial or non-temporary and any documentation in support of the reclassification review. The written request shall be submitted to the supervisor and copied to the department director, Human Resources and COBEA.

Procedure:

- 1) Human Resources will respond within 15 days acknowledging the receipt of the request and copy the COBEA President.
- 2) Human Resources will notify the COBEA President when it initiates a study.
- 3) Human Resources will render a decision with supporting findings and documentation to affected employees with a copy to the COBEA President within ninety (90) days of receiving a request.
- 5) Wage increases resulting from an upward reclassification will be effective retroactively to the date determined out of class work began. The City's liability for retroactive pay shall be limited to 12 months from the date the request for a Reclassification Review was received by the Human Resources Department.

Resolution of Reclassification Disputes:

Any dispute over the outcome of the review or timeline of the review process shall be pursued via the grievance process per Article 11.

Employees who believe they are working in a higher classification must initiate a request for position classification review to the City Human Resources Department by completing the Position Description Questionnaire (PDQ) form. The City's liability for retroactive pay shall be limited to 12 months from the date the PDQ was received by the Human Resources Department.

Section 13.9 Lateral Transfers. When an employee laterally transfers from one classification to another classification within the same salary grade, they will be considered for a performance based step increase at six (6) months from the date of lateral transfer. Consideration for future salary increases will follow each twelve (12) months of service from the date of lateral transfer until the employee reaches the maximum step for that classification.

Section 13.10 Salary Grade Adjustments. When a classification is moved to a different grade as a result of a change in prevailing rates for that class of work, salaries of individuals within that classification shall be adjusted as negotiated between COBEA and the City.

Section 13.11 Out-to-Cycle Step Increases. When the progress or performance of an employee below the maximum rate of their classification has been outstanding, they may be recommended for additional increases within the salary grade for their class of work. Such increases, if approved, will not affect the employee's anniversary date.

Section 13.12 Temporary Work in a Higher Classification. An employee assigned to perform the major distinguishing duties of a higher classification and/or to replace another employee in a higher classification, and to perform a majority of the principal duties of that classification for a period of four (4) continuous hours in a single work shift shall receive a five percent increase from their base rate for all hours worked. An employee's time spent taking meal and rest period will not be considered when calculating continuous hours. Any out of classification work lasting more than 5 continuous days must be documented in writing by the employee and supervisor. This premium does not apply in situations where the employee is performing higher level duties for the purpose of professional development where the employee has volunteered in writing. Compensation for the out of class pay shall occur no later than 30 working days, including COBEA paid holidays, after the original date that the out of class work began, and shall be retroactive back to the first qualified day of out of class work.

When an employee works in a higher classification during all hours worked in an FLSA work week or longer period of time, the employee will be paid the higher classification rate for all hours in pay status.

Such temporary assignment shall normally be up to six (6) months, but for no longer than 12 months.

Section 13.13 Language Premium Pay. Association members who meet the requirements of the City's Language Access Policy and demonstrate proficiency in another language is required by the City will receive an additional \$2.00 added to their base hourly rate of pay.

The premium shall be paid for all hours worked, including overtime.

Section 13.14 Classification and Compensation Review. COBEA may petition the City to conduct a classification and compensation review of positions. Upon receipt of a written request to the Human Resources Department and department head, which specifies the positions and the grounds upon which it is based, COBEA and the City will meet within 30 days to jointly determine how to proceed taking into consideration the following: number of positions, length of time since the positions were previously analyzed, availability of City resources (staffing and funding) to perform the work, and other relevant factors.

Section 13.15 Deferred Compensation Plan. The City of Bend shall make available a deferred compensation plan for employee contribution. Deductions will be made from paychecks upon receipt of proper authorization. Employees are responsible for notifying the City of changes in deductions. Deductions will be implemented on the 1st of the month following date of submission pursuant to plan provisions.

Section 13.16 Timesheet Accountability. Employees are responsible for ensuring that their timesheets are complete and accurate and submitted by the deadline.

Section 13.17 If the City has been notified the employee has been underpaid and there is no dispute, the employee must be paid the undisputed underpaid wages regardless of the cause of the underpayment pursuant to ORS 652.120. When the underpayment represents less than five percent of your gross wages, the amount may be paid on the next regular payday. If the underpayment represents more than five percent of your gross wages, the amount must be paid within three business days. If the five percent underpayment requires a Munis Actions Entry (PAA Form), the department is responsible for completing and submitting for approval through Munis workflow. In these scenarios' payroll will processes the underpayment within three business days of receiving the action in Munis.

Errors shall be corrected In the event that an employee receives wages or benefits from the City to which the employee is not entitled, regardless of whether the employee knew or should have known of the over payment, the City shall notify the employee in writing of the overpayment which will include information supporting that an overpayment exists and the amount of wages and/or benefits to be repaid. For purposes of recovering overpayments by payroll deduction, the following shall apply:

The City shall be limited in using the payroll deduction process to a maximum period of three (3) years before the notification and will follow processing guidelines of ORS 652.120.

The employee and the City shall meet and attempt to reach mutual agreement on a repayment schedule within thirty (30) calendar days following written notification. The employee has the right to have union representation at this meeting. If there is no mutual agreement at the end of the thirty (30) calendar day period, the City shall implement the repayment schedule stated below:

If the overpayment amount to be repaid is more than five percent (5%) of the employee's regular semi-monthly base pay, the overpayment shall be recovered in semimonthly amounts not to exceed five percent (5%) of the employee's regular semi-monthly base salary. If an overpayment is less than five percent (5%) of the employee's regular semimonthly base salary, the overpayment shall be recovered in a lump sum deduction from the employee's paycheck. If an employee leaves City service before the City fully recovers the overpayment, the remaining amount may be deducted from the employee's final check(s).

An employee who disagrees with the City's determination that the overpayment has been made to the employee may grieve the determination through the grievance procedure.

This Article does not waive the City's right to pursue other legal procedures and processes to recoup an overpayment made to an employee at any time.

Section 13.18

- Year 1 in CBA – 1.5% 457b match, employees with 10 years, effective January 1, 2026
- Year 2 in CBA – 1.5% 457b match, employees with 5 years, effective July 1, 2026
- Year 3 in CBA – 1.5% 457b match, employees with 3 years, effective July 1, 2027

The City will match the employee deferred compensation contributions to a maximum of (1.5%) under the following conditions:

1. An eligible employee must contribute a minimum of 1.5% of their compensation into a traditional pre-tax account through a City-sponsored vendor.
 1. The minimum employee contribution of 1.5% must be made as a percentage election.
2. Employer match contributions are placed in the employees traditional pre-tax vendor account.
3. Employer match contributions are 100% vested.
4. For the purposes of funding an employees 457(b) account, an employee's contributions are added to their account prior to funding any eligible employer match contributions.
5. Employer match contributions are subject to the overall maximum account limit imposed by the Internal Revenue Service (IRS) and will cease once the maximum is reached. The identified IRS Maximum account limit does not consider increased limits offered via a special catch up.
 1. Contributions by an employee via a special catch-up are not eligible for Employer Match Contributions.
6. The 1.5% employer match will be calculated off an employees pay for regular, non-overtime hours. Base pay does not include certification pays, pay differentials, or other compensation that modifies an employees base wage as listed on Appendix (Salary Schedules).

For purposes of computing the match, the amount will be the employee's base pay.

ARTICLE 14- PAYDAY

Section 14.1 Payday shall be twice monthly: on the fifteenth (15th) of each month or the last working day prior to the fifteenth (15th) and the last working day of each month.

Section 14.2 Bi-Weekly Pay Periods. The City reserves the right to modify the existing payroll cycle from semi-monthly to bi-weekly. The City will provide notice to the Association no less than 90 calendar days in advance of this payroll cycle change. Employees will be given the following options to assist with this transition:

- Ability to cash out of vacation and/or compensatory time at least one pay period prior to the first bi-weekly paycheck; OR
- Request a no interest loan from the City, to be repaid in equal installments via payroll deductions. This loan cannot exceed a 12-month repayment plan.

Any assistance provided cannot be in excess of the actual number of hours needed to provide no interruption of regular pay between the last semi-monthly pay period and the first bi-weekly pay period. Employees may not utilize more than one assistance option.

The parties agree that there is no duty to further bargain the impact of this payroll cycle change.

ARTICLE 15 - PERSONNEL RECORDS

Section 15.1 Right to Review. Each employee shall have the right to review the contents of their own personnel file. At the employee's option, they may request to be accompanied by a COBEA representative of their choosing when reviewing their file. The official employee personnel files are those files maintained by the Human Resources Department.

Section 15.2 File Access. Access to a COBEA bargaining unit member's file shall be limited to only the individual employee involved and/or their designated representative, such supervisors and administrators of the City who are assigned to review or place materials therein, and such clerical personnel whose duty it is to maintain personnel files, provided such access or denial of access does not conflict with the provisions of Oregon's Public Records Law or the Public Employees Collective Bargaining Act.

Section 15.3 Acknowledgement, Submission and Removal. No material, which in any form can be construed, interpreted, or acknowledged to be derogatory towards the employee, shall be placed in an employee's official personnel record that does not bear the signature of the employee. The employee shall be required to sign such material provided the following disclaimer is attached:

"Employee's signature confirms only that the supervisor has discussed and given a copy of the material to the employee, and does not indicate agreement or disagreement."

A copy shall be furnished to the employee on request.

If the employee refuses to sign the document, the document can be placed in the employee's personnel file with a notation of the refusal. A copy shall be delivered to the employee at work.

An employee may request, and have removed from their personnel file, any Written Reprimand which is more than two (2) years old.

An employee may request, and have removed from their personnel file any single letter imposing discipline more severe than a Written Reprimand which is more than five (5) years old.

If there is more than one letter imposing discipline which is more severe than a letter of reprimand on file, none of the letters may be removed until the most recent letter if more than five (5) years old. At that time, it and all previous disciplinary letters may be removed from the employee's personnel file upon request.

Performance evaluations shall be maintained permanently in an employee's personnel file unless mutually agreed otherwise.

ARTICLE 16 – LAYOFF

Section 16.1 Layoff Procedure. Layoffs will be determined by seniority as defined in Article 17, Section 1.

Within an affected Department/ Division, temporary, initial probationary, intermittent, retiree rehire, Limited Term Duration and apprentices who occupy budgeted positions will be terminated before regular employees of identical classification.

Section 16.2 Computation of Seniority. Layoffs will be identified by classification within the affected Department/ Division. In the event a layoff or furlough is necessary, employees holding positions to be eliminated will be subject to the following in order of seniority:

- (a) Reassignment to a position in the same classification in the Division, or if the employee does not have enough seniority, then
- (b) Reassignment to a position in the same classification in the Department, or if the employee does not have enough seniority, then

- (c) Demotion to a position in the same job series in the Division, or if the employee does not have enough seniority, then
- (d) Reassignment or Demotion to a position in a classification previously held in the Department, that (i) the employee previously held within the past 10 years prior to the effective date of the layoff, and (ii) that the employee meets minimum qualifications for and, or if the employee does not have enough seniority, then
- (e) Layoff.

A listing of the different Job Series' can be found in Appendix B. Note this list will continually evolve and may change overtime.

Management will not perform bargaining unit work during a layoff other than during an emergency or as otherwise necessary to maintain critical City services.

The City will attempt to give the Association and employees affected by a layoff notice of the layoff at least thirty (30) days prior to the effective date of the layoff, however, in no event shall the City give less than 15 days' notice. The City will meet and discuss the layoff with COBEA upon request, and bargain upon demand to the extent required by law

Section 16.3 Recall Procedure. Employees shall be called back from layoff in order of their seniority as defined in Article 17, Section 1.

Employees shall be notified of recall to employment by certified mail, return receipt requested, at their last known address and must respond within fifteen (15) calendar days of the postmark date on the certified mail receipt that they are accepting the offer of employment under the terms specified in the offer. Such response shall be in writing. Employees who do not respond in the prescribed manner shall be deemed to have refused the offer of re-employment and shall forfeit all seniority and/or rehire rights and privileges.

Acceptance or rejection of an offer of temporary employment during layoff will not affect an employee's status on the layoff list.

The City shall be subject to the recall provisions until an eighteen (18) month lapse has occurred since an employee was originally laid off.

Employees whose certifications have lapsed while on layoff will be given 30 days to renew their required certifications, unless extended by mutual agreement due to class availability or requirements of the certifying entity. In the event the work of the position cannot be performed without certification(s), the City reserves the right to fill the position immediately with a certified individual on a temporary basis until the laid off employee can obtain certification. Employees who do not renew the required certification(s) within the agreed upon timeframe after notice shall no longer be eligible for recall.

Section 16.4 Special provisions to save employees from layoff. It is recognized by the parties that employees who are to be laid off or involuntarily demoted face difficult circumstances. Any employee who is laid off shall be considered first for positions in bargaining unit classifications that are open for recruitment. Employees must be qualified to fill the opening.

Section 16.5 Return to Employment. Employees recalled or rehired from layoff shall be entitled to credit for service prior to layoff for purposes of seniority, sick leave, vacation leave and other seniority-related benefits. Recalled employees will start securing benefits at the same rate as when they left City employment in layoff. Employees recalled from layoff shall:

- (a) Immediately begin to accrue vacation at the appropriate rate.

- (b) Have the sick leave balance at layoff date reinstated, and immediately begin to accrue sick leave as if there had been no break in service.
- (c) Receive holiday pay from date of re-employment, as they occur. The floating/personal holiday will be pro-rated from date of rehire.
- (d) If laid off without completing a probationary period, shall be credited with the amount of probationary time served and will be required to satisfy only the portion that remained at the time of layoff.

ARTICLE 17 – SENIORITY

Section 17.1 Seniority Defined. "Seniority", as used in this Agreement, is determined by the length of an employee's continuous service with the City since last date of hire.

Section 17.2 Continuous Service Defined. "Continuous Service" is defined as that service unbroken by separation from employment with the City of Bend, except that time spent on vacation, sick leave, military leave, or other employer-approved leave of absence with or without pay.

Employees returning from layoff shall be entitled to credit for service earned prior to layoff.

Section 17.3 Seniority List. By October 1 of each year and upon request by COBEA, the City will provide COBEA with a copy of the bargaining unit seniority list showing last date of hire. Corrections noted by COBEA shall be brought to the attention of the Human Resources Manager or their designee within thirty (30) days.

Seniority shall be determined by:

- (a) Article 17, Section 1; if tie, then,
- (b) A onetime lottery.

If no one protests the seniority shown on their behalf by November 15, each seniority list shall stand as conclusive evidence of each person's seniority until the next annual seniority listing.

Section 17.4 Loss of Seniority. An employee shall lose all seniority in the event of voluntarily quitting or discharge.

Section 17.5 Leave Without Loss of Seniority. Seniority shall not be lost for paid leave of any duration and unpaid leave thirty (30) consecutive calendar days or less. Period of leave without pay in excess of thirty (30) consecutive calendar days shall not be credited for purposes of seniority except for FMLA/OFLA, military leave, and leave without pay resulting from job related illness or injury.

ARTICLE 18 - LEAVE OF ABSENCE

Section 18.1 Leave of Absence with Pay. Employees may request a leave of absence with pay. No leave of absence with or without pay shall be granted unless a request by the employee is submitted and, if required by this Article, approved by the Department Head prior to the beginning of the leave period. Each request will be considered and judged on its own merits and the following guidelines used by the Department Head with the concurrence of the City Manager. Leave provided in this section is concurrent to any leaves provided under OFLA. Family member is defined as provided by OFLA. (OAR 839-009-0210(7)). For the purposes of this Article, one work day equals 8 hours.

- (a) Bereavement Leave. In the event of a death in the immediate family, an employee shall be granted a leave of absence not to exceed five (5) working days with pay per occurrence, provided that travel to attend the service or other responsibilities exceeds 250 miles, the employee will be granted an additional eight (8) hours of leave of absence.

- (b) Funeral Participation. When an employee serves as a pallbearer, speaker or usher for a funeral ceremony, he will be granted a leave of absence with pay for the time required to attend up to one (1)day.
- (c) Witness or Jury Duty. When a City employee is called for jury duty or subpoenaed as a witness on behalf of the City or in a case involving the City, he/she will not suffer any loss of compensation. All monies received for witness or jury duty will be surrendered to the City. Employees will report for work when less than a normal workday is required by such duty.
- (d) Educational Leave. Employees will be granted time off with pay for educational purposes to attend conferences, seminars, briefing sessions, training programs and other programs of a similar nature required by the employee's position. The granting of educational leave is at the sole discretion of the Department Head or designee.
- (e) Official Leave. Leave with pay shall be granted for actual work time missed for an appearance on the City's behalf, connected with their official duties before a court, legislative committee, judicial or quasi-judicial body as a witness if required by the City. Employees shall return to the City any compensation, excluding mileage, received as a result of such duty.
- (f) Natural Disaster/Life Threatening Leave. A provision created to accommodate natural disasters and/or life threatening situations. If there is a building emergency, a bomb threat, or a natural disaster, special leave will be granted to City employees. The granting of this leave is at the sole discretion of the Department Head or designee.
- (g) Merit Leave. Positions listed in Article 8, Section 1, FLSA-Exempt employees receive 40 hours annually on June 25th each year. (pro-rated for part-time employees, if applicable). Employees may elect to cash out some or all of their merit leave by the end of each fiscal year. For any FLSA Exempt employee that has reached the maximum step of their pay grade and would normally qualify for a step increase during their annual performance review as described in article 13.6 of this CBA, the City may, at its discretion, award up to 40 hours of merit pay to be rolled into the employee's VEBA at their base rate of pay. The decision to award or not award, the amount of award, and all other provisions of Merit Leave for these employees will not be subject to the grievance procedure contained in Article 10 of this Agreement, and are at the sole discretion of the City. Employees who are awarded Merit Leave may elect to convert part or all of the leave award to compensation if Departmental budgeted funds are available.

Section 18.2 Leave of Absence without Pay. An employee may be granted a leave of absence without pay with approval as specified below. An employee's position will be held open until the ending time stated in the leave requested, after which reinstatement is dependent upon the availability of the position's vacancy for which the returning employee is qualified.

Request for a leave of absence must be in writing, stating the beginning and ending time of the leave and must include justification for approval of the request.

Requests will be evaluated according to the City's Personal Leave policy contained in the Employee Handbook, Section 9.10 as follows:

Regular full-time and part-time employees may be granted a personal leave of absence without pay under certain circumstances. A personal leave of absence is an approved period of time away from work for personal reasons that does not fall under the guidelines of the Family and Medical Leave policy, or other leave policy. A personal leave of absence is granted at the discretion of the City Manager and is normally granted to protect the length of service and benefit rights for an employee whose service might otherwise be terminated.

A written request should be submitted to your Department Head at least five (5) working days in advance of any time not worked which exceeds ten days, except in cases of emergency. All leave requests must include an expected date of return. If you do not return within three days of that date, and no extension has been requested, you will be assumed to have voluntarily resigned.

Personal leaves of absence are without pay.

Insurance coverage will not be maintained for you while on a personal leave of absence. You may continue insurance coverage by paying the full premium by the first of each month if continuance of insurance coverage is desired. Benefits do not accrue during a leave of absence but are retained at the same level.

Section 18.3 Military Leave. Military Leave will be granted consistent with State and Federal laws as well as the City's policy contained in the Employee Handbook.

Section 18.4 Parental and Family Leave. Parental and Family Leave will be granted consistent with State and Federal laws as well as the City's policy contained in the Employee Handbook.

ARTICLE 19 – HOLIDAYS

Section 19.1 Holidays Observed. The following shall be recognized and observed as paid holidays:

New Year's Day

Martin Luther King Day

President's Day

Memorial Day

Juneteenth

Independence Day

Labor Day

Veteran's Day

Thanksgiving Day

Day after Thanksgiving

Christmas Day

One Floating Holiday

Four Hours of "Eve" leave to be used on either Christmas Eve or New Year's Eve

If the holiday falls on Saturday, the preceding Friday shall be observed as the holiday.

If the holiday falls on Sunday, the following Monday shall be observed as the holiday.

Section 19.2 Vacation or Compensatory Leave on Holiday. Should an employee be off on vacation or compensatory leave when a holiday occurs, that holiday shall not be charged against their vacation or compensatory leave.

Section 19.3 Floating Personal Leave Holiday. Association members shall accrue personal leave holiday time at the rate of eight (8) hours per calendar year. Employees hired or terminated during the year shall accrue such holiday time on a pro-rated basis. The personal leave holiday shall be used during the calendar year in which it is accrued.

Section 19.4 Work on Holiday. When scheduled and required to work on a day when a holiday is observed, an employee shall receive eight (8) hours of holiday pay plus either pay or compensatory time off at the convenience of the City and the employee at time and one-half (1-1/2) the regular rate of pay for hours worked.

Section 19.5 Scheduled Day off on Holiday. The employee whose scheduled day off falls on an observed holiday and who does not work on the observed holiday shall receive eight (8) hours of holiday compensatory time off to be taken at the convenience of the employee and the City. Holiday compensatory time off may accumulate to a maximum of sixteen (16) hours. Any hours in excess of sixteen (16) hours will be paid out at the regular rate of pay.

Section 19.6 Special Circumstances. For the Christmas, and July 4th holidays only, an employee who is required to work the actual day that one of these holidays occurs shall receive either pay or compensatory time off at the convenience of the City and the employee at two(2) times the regular rate of pay for hours worked.

Section 19.7 Limit on Holiday Pay. Notwithstanding all other sections of this Article, an employee shall receive 8 hours of holiday pay/holiday compensatory time off for either the observed or actual day related to any given holiday, not both the actual and observed days.

ARTICLE 20-SICK LEAVE

Section 20.1 Accrual of Sick Leave. Bargaining unit members shall earn sick leave at the rate of eight (8) hours for each full month of service. Sick leave may be accumulated to a total of not more than two thousand hours. Part time employees will earn sick leave at the minimum rate of 1.33 hours for every 40 hours worked.

Section 20.2 Payment of Sick Leave. Sick leave payment shall be for a period no longer than the employee has sick leave credit. No compensation for accrued sick leave shall be allowed for any employee when he is separated from City service. Sick leave shall not accrue during any period of leave of absence without pay.

Section 20.3 Utilization of Sick Leave. Employees may utilize their allowances of sick leave when unable to perform their work duties by reason of illness or injury, necessity for medical, vision or dental care, exposure to contagious disease under circumstances in which the health, of the employees with whom associated or members of the public necessarily dealt with would be endangered by attendance of the employee, and for all uses provided for in OAR 839-007-0020 and ORS 653.616 Such sick leave may be utilized only for the benefit of the employee and members of their immediate family. For the purpose of this article, immediate family is defined as provided by OFLA. (OAR 839-009-0210(7)). In addition to the paid bereavement leave provided for in Article 18.1 (a), leave, to a maximum of five (5) days or forty (40) hours, may also be used at the employee's option for a death in the immediate family.

Unless otherwise required by law, leaves for illness or injury of the employee and/or immediate family member shall be used in the following sequence:

- (a) Sick leave until it is exhausted
- (b) Vacation leave, saved holiday, or compensatory time, sequenced at the employee's option, until they are exhausted
- (c) Leave without pay.

Section 20.4 Verification. Verification of illness by a doctor's certificate may be required if the City has reason to believe the employee is abusing the sick leave privileges.

Section 20.5 PERS/OPSRP. Unused accumulated sick leave will be credited upon retirement for the purposes of the Oregon Public Employees Retirement System or Oregon Public Service Retirement Plan (OPSRP) pursuant to the regulations governing PERS/OPSRP.

Section 20.6 Leave Credit Following Reemployment. An employee who is reemployed following a layoff, within 180 days of separation from employment, or following an expiration of leave without pay shall have unused sick leave credits accrued during the previous employment restored. An employee who is reinstated more than 180 days after separation, but within one (1) year after a voluntary separation may, at the discretion of the department head, have all or a portion of their sick leave credits restored.

ARTICLE 21- VACATIONS

Section 21.1 Vacation Accrual. COBEA employees shall be considered regular employees after having successfully served six (6) months of continuous service with the City. Bargaining unit members will start accruing vacation immediately upon hire but are not eligible to use accrued vacation until the member has completed six (6) months of service. Employees shall be credited with forty-eight (48) hours vacation leave upon serving six (6) months of continuous service with the City of Bend. Thereafter, vacation shall be credited monthly at the following rates:

Table 21.1.100

Years of Continuous Service	Months of Continuous Service	Benefit
0-2	0-24	12 days (96 hours) per year
2-5	25-60	15 days (120 hours) per year
5-10	61-120	18 days (144 hours) per year
10-15	121-180	20 days (160 hours) per year
Over 15	181+	25 days (200 hours) per year

Section 21.2 Continuous Service. Continuous service shall be service unbroken by separation from the City service, except that time spent by an employee on military leave, Peace Corps, vacation leave, sick leave, or other authorized leave with pay. Time spent on other types of authorized leave without pay will not count as part of continuous service except employees returning from such leave, or employees who were laid off, shall be entitled to credit for service prior to the leave.

Section 21.3 Responsibility. Employees shall be responsible for initiating requests for and using vacation credit.

Section 21.4 Vacation Accrual Limits. Accumulation of vacation leave is to be discouraged. Subject to the operating requirements of the City, employee's accrual limit cannot exceed four hundred (400) hours of accrual. Any accrued vacation in excess of this amount will be forfeited on a pay-period basis. Upon separation, a maximum of two hundred forty (240) hours of vacation will be converted to pay; any amount in excess of two hundred forty (240) hours will be forfeited.

Section 21.5 Limit on Payout. An employee who terminates for any reason prior to the initial twelve (12) months of service shall not be entitled to cash compensation in lieu of vacation leave.

Section 21.6 Payout upon Death. Upon termination of a regular full-time employee due to the employee's death, a lump-sum payment shall be paid for all earned but unused vacation credits at their current rate of pay.

Section 21.7 Leave without Pay. Vacation leave shall not be earned during the time an employee is off work due to leaves without pay or long-term disability.

Section 21.8 Vacation Buy Back. Employees who have 15 years of service with the City are eligible for vacation buy back. In order to be eligible, employees must have used and / or have approved time off requests totaling a minimum of 40 hours of vacation during the prior calendar year and have at least 80 hours of vacation on the books at the time of payout (on or about December 15th) are eligible for vacation buy-back. Vacation buy-back allows an employee to cash out up to 80 hours of vacation. Vacation buy-back is subject to City Manager approval and must be requested in writing by November 30th in accordance with the City's vacation buy-back process.

ARTICLE 22 - HEALTH AND WELFARE

During the life of this agreement, the City will provide employees with insurance coverage or the access to insurance coverage for employees and their families. If available, the coverage shall be reasonably equal to the existing plans in effect at the time this agreement is signed, subject to change based on recommendations by the Health Insurance Committee and ratification by Association membership.

The premiums for the medical, dental and vision coverage described in this Article shall be paid as follows: City of Bend - 90%, employee - 10%.

Section 22.1 Medical. During the life of this Agreement, the City shall provide each employee and dependents with a family medical, hospital, major medical and vision insurance plan at the current benefit level, which is a high deductible medical insurance plan (HDP) combined with a Health Reimbursement Arrangement/ Voluntary Employee Beneficiary Association (HRA/VEBA).

Insurance plan is subject to change based on recommendations by the Health Insurance Committee and ratification by Association membership.

Employees are eligible for coverage on the first of the month following their date of hire and shall become ineligible on the last day of the month in which their employment terminates, except for cases involving disability or authorized leave. Age limitations for dependents shall coincide with the current insurance agreement. Employees who choose not to email either themselves or their families within the first month of employment may email at a later date as insurance agreements allow, provided however, that each insurance carrier may declare any applicant ineligible at that time.

The City will credit \$2000 for an individual and \$4000 for a family into each employee's HRA account annually on the first day of the first month of each insurance policy year. In the event of separation of employment prior to the end of the plan year, the amounts credited into the HRA are pro-rated monthly with the plan year. Any amount remaining in an employee's HRA account 90 days after the end of a plan year will be rolled into the employee's VEBA, with the exception of subsection b of Article 22.1.

- (a) "Family" means the employee plus one or more eligible dependents, as defined in the insurance plan.
- (b) For members becoming eligible for coverage under this plan after the first month of the policy year, for the remainder of that policy year the City will credit \$2000 for an individual; and \$4000 for a family into each employee's HRA account on the date that the employee becomes eligible for coverage. There will be no contribution to the VEBA Trust during this time.

The medical plan is administered in three phases: (1) deductible, (2) co-insurance and (3) 100% coverage. The out-of-pocket (OOP) limit of eligible medical expenses, assuming use of in-network providers, is \$4,000 for an employee with individual coverage and \$6,850 for an employee with family coverage. The OOP limit includes the deductible and Employee and City co-insurance amounts.

- (1) The deductible is \$4000 for an employee with family and \$2000 for an individual employee; HRA funds may be used for deductible expenses at the discretion of the employee.
- (2) After the deductible has been satisfied, co-insurance expenses will be shared as incurred between the insurance provider, the City and the Association member as follows:
 - a) Insurance carrier - 75% up to \$8,550 for a family and \$6,000 for an individual.
 - b) City - 15.625% up to \$1,781 for a family and \$1,250 for an individual.
 - c) Employee - 9.375% up to \$1,069 for a family and \$750 for an individual.
- (3) After co-insurance has been satisfied, medical expenses are covered at 100% for the remainder of the plan year.

All medical costs are based on medical expenses the insurance company covers as usual customary charges.

Cost of medical expenses incurred and employee responsibility as outlined above is based on use of an in-network provider, use of an out of network provider may result in higher costs.

The City will be using a third party administrator HRA plan and the "HRA VEBA Trust" (Spokane) plan. The plans will allow HRA/VEBA money to be used on any allowable medical expenses outlined in the IRS section 213 (d) or any other applicable IRS sections related to eligible medical expenses. The HRA plan provides a debit card(s) option for accessing the HRA, and FSA accounts.

The parties acknowledge that the plan carrier may change to a calendar year cycle. In such event, the intent of this agreement as regarding to monetary payments will be applied equitably pro-rated.

The Association group premium rates will be determined based on all City Department employees' and dependents' experience, including retired employees, and other relevant insurance industry principles. The parties will meet annually no later than June 1 to review City plan experience and to consider premium rate and plan changes.

Section 22.2 Dental. During the life of this Agreement, the City shall provide each employee with a family dental and orthodontic insurance plan at the current benefit level, subject to change based on recommendations by the Health Insurance Committee and ratification by Association membership.

Employees are eligible for dental coverage on the first of the month following their date of hire and shall become ineligible on the last day of the month in which their employment terminates, except for cases involving disability or authorized leave. Age limitations for dependents shall coincide with the current insurance agreement.

Section 22.3 Life. During the life of this agreement, the City will provide each COBEA employee with paid 24-hour life insurance protection in the amount of 1x the employee's annual salary, with a maximum benefit of \$150,000 and paid personal accidental protection in the amount of 1x the employee's annual salary, with a maximum benefit of \$150,000. The City will also provide each COBEA employee with the option of purchasing life insurance to insure the life of each member of the employee's immediate family, subject to availability and requirements of City's group life insurance carrier. Employees and family members are eligible for coverage on the first of the month following their date of hire and shall become ineligible on the last day of the month in which the employee's employment terminates except for cases involving disability.

Section 22.4 Vision Insurance. The City shall provide each employee and dependents a vision insurance plan. Eligibility shall begin on the first day of the month following date of hire and shall end on the last day of the month in which employment terminates. Age limitations for dependents shall coincide with the current insurance agreement.

Section 22.5 Supplemental Voluntary Insurances. The City may provide voluntary supplemental insurance coverage to those employees wishing to subscribe at their own cost.

Section 22.6 Retired Employees. From retirement at age 55 until age 62, the member will be responsible for all costs associated with the retiree insurance plan. Under the HDP, this includes the premium, deductible, and OOP costs. Retired members will be eligible to continue on the HDP at either the family or single option.

Employees hired after August 31, 2011 are eligible for the following:

The City will provide access to the City's health care insurance plan for retired employees hired after August 31, 2011. This coverage will be made available to the employee until the employee becomes Medicare eligible, to the spouse until the spouse becomes Medicare eligible and for a child until the child no longer meets legal eligibility guidelines. The City shall not be responsible for any costs associated with retiree health care insurance coverage including Medicare and supplement to Medicare insurance.

Employees hired prior to September 1, 2011 are eligible for the following sections (a) through (e):

The City will provide access to a medical benefits plan and payment of premiums for an employee providing:

- (a) The employee has worked for the City of Bend 15 continuous years prior to retirement.
- (b) The employee retires after their 55th birthday.
- (c) A medical benefits plan is available under current Agreement with an insurance carrier and the employee and dependents (if applicable) qualify for such a plan.
- (d) The employee and dependents (if applicable) are continuously insured under group coverage or a conversion policy acceptable to the insurance carrier prior to age 62. Employees retiring prior to age 62 shall be responsible for paying insurance premiums for themselves and their dependents (if applicable) until they qualify for City-paid insurance benefits. Employees who allow a lapse in coverage will not be eligible for future City-sponsored insurance or payment of premiums.
- (e) Upon reaching age 62, the City will pay the premium for the retiree for coverage under the City group retiree or PERS-sponsored insurance plan, if the retiree has continuously maintained City retiree or PERS group insurance since date of retirement. The City will also provide a City-funded HRA Med-B account to cover deductible expenses until the retiree reaches age 65. This account will be funded according to the enrollment coverage elected by the employee; if family coverage is elected the City will fund the amount of the family deductible, if single coverage is elected the City will fund the amount of the single deductible. Employees who are retired prior to July 1, 2020 will receive a City-funded HRA Med-B funded in the amount of the family deductible. The City will not pay the premium for any dependent coverage elected.
- (f) When the retiree reaches Medicare eligibility (age 65) the retiree will have the following options, if the retiree has continuously maintained City retiree or PERS group insurance since date of retirement:
 - a) The retiree may email in a PERS Medicare supplement plan. The City will advance the retiree the premium amount of the selected PERS Medicare plan. No more than once per year, the retiree will be responsible for providing the City proof of enrollment in a qualified PERS Medicare supplement plan.
 - b) In lieu of the City paid PERS Medicare supplement, the retiree may elect to opt-out of the City paid PERS supplement and receive an alternate monthly cash benefit. The cash benefit shall be equal to 50% of the average of all Oregon PERS Medicare medical premiums plus the average of all Oregon PERS Medicare dental premiums, or the lowest monthly Oregon PERS Medicare medical and dental premiums combined, whichever amount is lower. The cash benefit amount will be set on an annual basis on or about January 1st of each year based on published Oregon PERS Medicare premiums for the upcoming year. However, the cash benefit amount will never decrease from the cash benefit amount on the date of the retirees election to

opt-out. The retiree must elect to opt-out prior to receiving any payments under this section and the retiree's election is irrevocable. The cash payment alternative recognizes that there may be Medicare supplement or Medicare advantage plans that may be preferred by the retiree; the cash benefit provided by the alternative may be used by the retiree to payment of all or part of an alternative plan or for any other purpose in the discretion of the retiree.

Dependents may be included in City-sponsored insurance providing the dependents qualify under current policy agreements.

Regardless of the above, all retired employees and spouses are eligible for PERS insurance coverage at their own expense providing the employee is eligible for retirement benefits.

Section 22.7 Long-Term Disability Insurance. The City shall provide a long term disability benefit to insure sixty-six and two-thirds percent (66 2/3%) of the current base salary for an employee who works at least thirty (30) hours a week, if disabled due to off or on-the-job injury or illness. The disability insurance will provide salary protection when ninety (90) days have elapsed from the time of the disabling injury or illness. After ninety (90) days, disabled employees may be on leave from the City without pay but may elect to use accrued paid leave(s). Use of accrued paid leaves will be applied in the following order: sick leave, holiday/personal leave, vacation, and compensatory time, until such time that the employee discontinues use of paid leaves or until all such leaves are exhausted.

If an employee becomes disabled, the employee may be medically laid off after exhausting all protected leave(s), any statutory reemployment rights, and reasonable accommodations if the City does not identify any vacant and suitable positions for which the employee is qualified. If the employee is disabled because of a work-related injury or occupational disease, the employee retains all statutory reinstatement and/or reemployment rights following medical layoff. If the employee is disabled for reasons other than a work-related injury or occupational disease, the employee will have up to 12 months within which to provide medical information from their attending physician confirming the employee is capable of returning to the position they held at the time of medical layoff. If that occurs, the employee will be eligible for possible recall to the former position, subject to City procedures.

Section 22.8 Worker's Compensation Insurance. The City shall provide worker's compensation insurance during the life of this contract. Employees who sustain an on-the-job injury or illness and who are unable to perform their normal duties may be eligible for Workers Compensation subject to carrier rules.

When an injury occurs in the course of employment, the City's obligation to provide compensation under this section is limited to the difference between any disability payment or time loss payment received under Workers' Compensation laws and the employee's regular net pay. For the purposes of this Article, "regular net pay" is the base monthly salary for the regular work schedule of the employee in the classification found in the wage schedule, including incentives, less applicable deductions such as taxes, PERS, health insurance contributions, and other mandatory deductions. Regular net pay is for regularly scheduled hours and does not include overtime hours or other on duty incentives.

For the period of up to 90 days from the date of injury, the employer will pay the difference in worker's compensation payments and regular net pay. After 90 days, the employees may elect to use paid leaves to supplement Worker's Compensation payments and pro-rated charges will be made against accrued paid leaves, in the order of sick leave, holiday/personal leave, vacation, and compensatory time until such time the employee discontinues use of paid leaves or until such leaves are exhausted.

Section 22.9 Employee Health Insurance Committee. COBEA will appoint two members to represent COBEA on the City of Bend Employee Health Insurance Committee. This committee will be composed of two representatives of each participating City of Bend bargaining unit, two employees representing the non-represented employee group and an equal or lesser number of City management staff members. It is the charge of the Employee Health

Insurance Committee to look at cost control through plan design and/or investigating different insurance carriers. The committee will strive to maintain a plan that is substantially equal in the insurance benefits to the current benefits.

The committee shall meet approximately quarterly to review insurance usage and discuss employee health insurance issues. Should the current insurance plan or one reasonably equal to it become unavailable, the committee will evaluate alternatives and recommend a course of action. If the committee cannot reach a consensus, then a report summarizing the positions of the committee members shall be given to the City Manager and the ruling board of each participating bargaining unit. If any or all parties, the City Manager or the bargaining unit, reject the recommendation of the committee, or cannot reach agreement to change the insurance plan or carrier, then the parties will immediately commence bargaining.

Section 22.10 Flexible Spending Plan. The City will provide access to a Flexible Spending Plan that complies with /RC Section 125 requirements. This plan will allow for medical or childcare costs to be paid from the employee's pre-tax earnings, and will have a plan year that coincides with the HDP policy year. If /RC regulations for these programs change, this contract provision may be reopened by either party.

ARTICLE 23 – RETIREMENT

The City agrees to continue to provide a retirement plan for each employee, such being through the Public Employees Retirement System (PERS) or Oregon Public Service Retirement Plan (OPSRP) of the State of Oregon. The City will pay the employee's contribution of six percent (6%) of gross earnings to the Public Employee's Retirement System (PERS) or Oregon Public Service Retirement Plan (OPSRP).

ARTICLE 24 - CLOTHING, UNIFORMS, AND PERSONAL SAFETY EQUIPMENT

Section 24.1 Clothing Cleaning and Laundering. The City will furnish uniforms and/or City specified work clothing to full-time personnel whose duties require such work clothing. Employees are required to pay for all cleaning of their work clothing and uniforms, unless otherwise provided in COBEA Agreements, with the exception of Public Works mechanics, Collection System Maintenance Workers, Water Reclamation Facility Operators & Maintenance staff, whose work clothing will be laundered at City expense. City reserves the right to require the use of uniforms provided by a uniform service. In this case, City will pay for all uniform costs including cleaning.

Section 24.2 Clothing Stipend. The City will provide for an annual stipend in the amount of \$190.00 payable as gross wages to eligible employees for the purchase of jeans. Employees are responsible for purchasing pants/jeans that meet the City's safety and uniform requirements and maintaining them in good condition.

The City will provide an annual stipend in the amount of \$190.00 payable as gross wages to eligible employees for the purchase of City-approved uniform tops e.g., (long and short sleeved tee shirts, Henley, and polo style). Employees are responsible for purchasing City-approved uniform tops according to the Department's uniform procedure and maintaining them in good condition.

Employees will receive annual stipends on or about the first payroll period within the month of August.

The City, at its sole discretion, may provide for replacement if an employee's clothing purchased with a stipend provided for in this Section is damaged beyond repair/safety requirements as determined by the City.

Section 24.3 Safety Items. Employees whose duties require safety glasses, gloves, rubber boots, or other protective clothing will have those items provided by the City. The City retains the right to establish rules and

procedures regarding frequency of issue, replacement of damaged items, limits on reimbursement costs and coordination with the City's insurance plan.

The City will provide reimbursement of up to \$200.00 every two (2) years for employees who are required to wear safety glasses or goggles as directed by the city and whose vision required corrective lenses. The City, at its sole discretion, may provide a replacement pair of prescription safety glasses if an employee's pair is damaged beyond repair/safety requirements as determined by the City.

Section 24.4 Boot/Shoe Stipend. The City will provide an annual stipend in the amount of \$220.00 payable as gross wages to eligible employees who are required by OR-OSHA regulations to wear safety boots/shoes. Employees will receive the annual stipends on or about the first payroll period with the month of August. Newly hired employees will receive the stipend no later than their second paycheck.

Employees are responsible for purchasing boots or shoes that meet the minimum OR-OSHA safety requirements of their position unless otherwise authorized by the City.

The City, at its sole discretion, may provide for a replacement pair of boots/shoes if an employee's pair is damaged beyond repair/safety requirements as determined by the City.

Section 24.5 Business Travel Expense Allowance. When it is necessary for an employee to use a motor vehicle in the performance of assigned duties by the City, the employee shall have a city vehicle furnished or be compensated in an amount equal to the current IRS rate per mile for personal vehicle use. All personal vehicle use must be approved by the department manager or their designee.

Overnight lodging allowance for authorized official overnight trips will be compensated on the basis of reasonable actual expenses.

Meal expenses for employees authorized to be out of town for City related duties shall be provided at the IRS per diem rate for the meals involved. Per Diem payment for meals is preferred; however, department heads may authorize reasonable, actual reimbursement of meal expenses on an exception basis.

Reimbursement for the purchase of alcoholic beverages is prohibited.

Statements for compensation under this section shall show the respective dates upon which such expense was incurred including the number of work-related miles actually traveled and the actual subsistence expense incurred, except where only a minimum amount is claimed. Statements for compensation shall be approved by the department head prior to submittal for reimbursement.

ARTICLE 25 - SCHOOLS, SEMINARS, TRAINING

Section 25.1 Voluntary Training. Employees may request to be reimbursed for the fees and expenses related to voluntary training such as college classes, seminars, and conferences. Upon prior approval by the department head or designee, the employee will be reimbursed in accordance to the terms of the advance approval. Reimbursement will be made upon satisfactory completion of the course, if applicable, usually designed by passing grade such as "C".

Section 25.2 Required Training. For employees required and authorized by the City to attend training such as college classes, seminars, and conferences, the City will pay the expenses related to training in accordance with the terms of this agreement.

Section 25.3 Travel Expenses. The employee's food, lodging and travel expenses shall be paid by the City in accordance with the provisions of Article 24.5 for an employee required to attend a conference or business

meeting when said conference or business meeting is held at locations other than the employee's regular job location.

Section 25.4 Paid Time. The City encourages employees to pursue an education related to their employment. Upon advance approval by the department head or designee and subject to the operational requirements of the work area, the City will pay the employee's time off during regular working hours and without loss of pay or the obligation to make up the time to attend classes.

Section 25.5 Certification and Licenses. Employees are responsible to maintain all certifications and licenses required for the position held. Employees will be reimbursed if authorized in advance for dues and fees incurred as a result of maintaining these certifications and licenses; reimbursement is limited to one set of fees per certification or renewal period.

ARTICLE 26 – SAFETY

Section 26.1 Safe Work Environment Partnership. The City and COBEA agree to cooperate with each other in the implementation of safety rules and regulations per local, state and federal requirements. The City will provide a safe work environment, and employees will work in a safe manner at all times and in accordance with City safety programs.

Section 26.2 Notification of Safety Concerns. All safety concerns will be reported immediately to a supervisor. Upon reporting, the supervisor will notify the appropriate division manager and safety personnel to address the safety concern. The City will take no reprisals against employees for reporting safety concerns. Safety concerns will be documented and reported to the relevant safety committee

Section 26.3 Safety Committee. The City will support safety committees and will review issues reported in Section 26.2 above. Minutes from safety committee meetings shall be posted in affected areas.

Section 26.4 Security Cameras. The City may install video surveillance camera systems throughout facilities in public, shared work, and cash handling areas. The purpose of installing and operating video surveillance systems is to ensure the safety and security of Employees, Community Members, and City Facilities. Video surveillance cameras will not be placed in areas where there is a reasonable expectation of personal privacy.

Section 26.5 The City may initiate an investigation based on evidence obtained from City security cameras, but may not randomly review City security camera footage for the purpose of employee discipline without a reasonable belief that a basis for an investigation or potential discipline exists. In the event of proposed discipline, the assigned Staff Representative and COBEA shall have access to any related data, information, and/or evidence. Tampering with or disabling the camera system may be grounds for discipline. Nothing in this article modifies any provision in Article 10, Coaching, Counseling, and Formal Discipline.

Section 26.6 Any dispute between the Association and the City concerning the interpretation, application or alleged violation of any term of this article shall be subject to the Grievance Procedure set forth in Article 11 of the parties' CBA.

ARTICLE 27 - OUTSIDE EMPLOYMENT

Outside employment will be in accordance with the City's policy contained in Section 5.3: Ethics in the Employee Handbook. Any COBEA Members accused of violating the Outside Employment policy are subject to the procedures set forth in Articles 10 and 11 in this agreement.

ARTICLE 28 - SAVINGS CLAUSE

Should any section or portion thereof of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction or upon mutual agreement of the parties, such decision shall apply only to the specific section or portion thereof, directly specified in the decision. Upon issuance of such a decision, the parties agree immediately to negotiate a substitute, if possible, for the invalidated section or portion thereof.

ARTICLE 29 - TERM OF THE AGREEMENT

This Agreement shall be effective July 1, 2025 and shall remain in full force and effect through June 30, 2028. It shall automatically be renewed from year to year thereafter unless either party shall notify the other in writing not later than January 15 prior to the date of termination that it wishes to terminate or modify the Agreement as per this Article. Notification need include only statement of intent to negotiate. This Agreement shall remain in full force and effect until June 30 of any year in which negotiations are initiated to change the current contract.

ARTICLE 30 - SALARY

Effective July 1, 2025, Step 1 for each classification listed in Appendix A shall be increased by the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), West Region, Size Class B/C, for April – April, with a minimum of 2.0% and a maximum of 4.0%. Remaining steps will be adjusted to reflect a difference of 5% between each step.

Effective July 1, 2026, Step 1 for each classification listed in Appendix A shall be increased by the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), West Region, Size Class B/C, for April – April, with a minimum of 2.0% and a maximum of 4.0%. Remaining steps will be adjusted to reflect a difference of 5% between each step.

Effective July 1, 2027, Step 1 for each classification listed in Appendix A shall be increased by the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), West Region, Size Class B/C, for April – April, with a minimum of 2.0% and a maximum of 4.0%. Remaining steps will be adjusted to reflect a difference of 5% between each step.

ARTICLE 31- SHIFT DIFFERENTIALS

Section 31.1 Night Shift Differential. For employees assigned to Transportation and Mobility, the Facilities Department and Utilities a \$2.00 hourly Night Shift Differential for all regularly scheduled hours worked between 6pm to 6am will be provided.

Flexed work hours, on-call, and emergency call-outs are not eligible for the hourly Night Shift Differential.

Section 31.2 Contractor Shift Change. For employees assigned to the Engineering Inspector classification series and who are required to change their shift, without notice in accordance to Article 7, to accommodate the work schedule of a contractor between the hours of 6pm and 6am for more than fifty percent (50%) of their daily shift will be compensated in the amount equivalent to two (2) extra regular hours.

ARTICLE 32 – STRUCTURED HYBRID WORK

Section 32.1. The City and the Association agree that use of alternate work options, including remote, promotes the health and safety of City staff; ensures high-quality work and optimal use of resources; ensures that cultural, equity and accessibility issues are addressed in a meaningful way; and supports flexibility and work-life balance for City staff. The City and the Association encourages working remotely where it is a viable option that benefits the employee and the City. The City may authorize remote work in accordance with the City's Structured Hybrid Work Policy (Employee Handbook Section 2.6).

ARTICLE 33 - DOWNTOWN CAMPUS PARKING

Section 33.1 Mobility Pass. Employees primarily assigned to work facilities in the Downtown Campus (City Hall, Franklin Annex, Wall Street Annex, Bond Street Annex, South Sister Building, and Middle Sister Building) will be provided a Mobility Pass. Eligibility for the Mobility Pass requires that the employee be regularly scheduled to report to a downtown campus facility on a weekly basis.

The Mobility Pass will provide the following items to the employee:

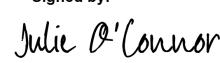
- 1) A transit pass for Cascades East Transit (CET)
- 2) A monthly parking pass to the Value Parking Zone

ARTICLE 34 – TELEMATICS

Section 34.1 The City's telematics program allows the implementation of vehicle telematics on vehicles operated by COBEA-represented employees including Global Positioning System (GPS), and apparatus initiation software to track when apparatuses on vehicles are in use. The telematics systems will also include driver safety & fleet maintenance features that capture and report items such as fuel economy, fault codes, usage- based maintenance, paperless driver vehicle inspection reports, braking and acceleration statistics. These technologies are intended for operational and programmatic purposes, including but not limited to improving the safety and serviceability on any and all City of Bend owned vehicles and heavy equipment. The purpose of vehicle telematics is enhancing operational efficiency and quality of delivery of services to the public, and ensuring the safety of employees.

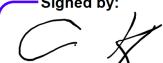
Section 34.2 The City may initiate an investigation based on evidence obtained from the City's Telematics program, but may not randomly review City Telematics for the purpose of employee discipline without a reasonable belief that a basis for an investigation or potential discipline exists. The City must confirm by direct observation or other additional evidence any violations warranting discipline or discharge. In the event of proposed discipline, the assigned Staff Representative and COBEA shall have access to any related data. Tampering with or disabling the telematics system may be grounds for discipline. Any discipline shall fall under Articles 10 and 11 in regard to due process. Nothing in this article modifies any provision in Article 10, Coaching, Counseling, and Formal Discipline.

City of Bend Employees Association

Signed by:
By:  8/12/2025
FA5F9BF0DC7F4A3...

Julie O'Connor

COBEA President

Signed by:
By:  8/12/2025
E252C846657E4D8...

Eric King

City Manager

COBEA Contract 2025 - 2028

City of Bend

Signed by:
By:  8/12/2025
84B67AB1ED274C5...

Rob DuValle

Chief People Officer

City of Bend- COBEA Salary Schedule Effective 6/25/2025							
Grade	Classification Name	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
100		\$16.4385	\$17.2604	\$18.1235	\$19.0297	\$19.9811	\$20.9802
		\$2,849.44	\$2,991.92	\$3,141.52	\$3,298.60	\$3,463.52	\$3,636.70
		\$34,193.28	\$35,903.04	\$37,698.24	\$39,583.20	\$41,562.24	\$43,640.40
200	MAINTENANCE WORKER I	\$22.4499	\$23.5724	\$24.7510	\$25.9886	\$27.2880	\$28.6524
		\$3,891.46	\$4,086.04	\$4,290.34	\$4,504.86	\$4,730.10	\$4,966.60
		\$46,697.52	\$49,032.48	\$51,484.08	\$54,058.32	\$56,761.20	\$59,599.20
250	PUBLIC WORKS LABORER	\$23.5724	\$24.7510	\$25.9886	\$27.2880	\$28.6524	\$30.0850
		\$4,086.04	\$4,290.34	\$4,504.86	\$4,730.10	\$4,966.60	\$5,214.94
		\$49,032.48	\$51,484.08	\$54,058.32	\$56,761.20	\$59,599.20	\$62,579.28
300	ACCOUNTING TECHNICIAN I	\$24.7510	\$25.9886	\$27.2880	\$28.6524	\$30.0850	\$31.5894
	MUNICIPAL COURT CLERK I	\$4,290.34	\$4,504.86	\$4,730.10	\$4,966.60	\$5,214.94	\$5,475.70
		\$51,484.08	\$54,058.32	\$56,761.20	\$59,599.20	\$62,579.28	\$65,708.40
350	EQUIPMENT SERVICE TECHNICIAN	\$25.9886	\$27.2880	\$28.6524	\$30.0850	\$31.5894	\$33.1688
		\$4,504.86	\$4,730.10	\$4,966.60	\$5,214.94	\$5,475.70	\$5,749.48
		\$54,058.32	\$56,761.20	\$59,599.20	\$62,579.28	\$65,708.40	\$68,993.76
400	ACCOUNTING TECHNICIAN II	\$27.2880	\$28.6524	\$30.0850	\$31.5894	\$33.1688	\$34.8271
	ADMINISTRATIVE ASSISTANT	\$4,730.10	\$4,966.60	\$5,214.94	\$5,475.70	\$5,749.48	\$6,036.92
	MUNICIPAL CLERK II	\$56,761.20	\$59,599.20	\$62,579.28	\$65,708.40	\$68,993.76	\$72,443.04
	PERMIT TECHNICIAN I						
	PLANNING TECHNICIAN I						
	PUBLIC WORKS TECHNICIAN I						
	UTILITY WORKER APPRENTICE						
	WATER UTILITY WORKER I						
450	ADMINISTRATIVE SUPPORT SPECIALIST	\$28.6524	\$30.0850	\$31.5894	\$33.1688	\$34.8271	\$36.5686
	DATA TECHNICIAN I	\$4,966.60	\$5,214.94	\$5,475.70	\$5,749.48	\$6,036.92	\$6,338.80
	ENGINEERING TECHNICIAN I	\$59,599.20	\$62,579.28	\$65,708.40	\$68,993.76	\$72,443.04	\$76,065.60
	EQUIPMENT PARTS TECHNICIAN						
	FACILITIES MAINTENANCE TECHNICIAN I						
	STREET SWEEPER OPERATOR						
	UTILITY MAINTENANCE TECHNICIAN						
500	ACCOUNTING TECHNICIAN III	\$30.0850	\$31.5894	\$33.1688	\$34.8271	\$36.5686	\$38.3971
	AMBULANCE BILLING TECHNICIAN	\$5,214.94	\$5,475.70	\$5,749.48	\$6,036.92	\$6,338.80	\$6,655.76
	CEMETERY SEXTON APPRENTICE	\$62,579.28	\$65,708.40	\$68,993.76	\$72,443.04	\$76,065.60	\$79,869.12
	COLLECTIONS SYSTEM UTILITY WORKER I						
	INDUSTRIAL PRE-TREATMENT TECHNICIAN I						
	LABORATORY TECHNICIAN I						
	MUNICIPAL COURT CLERK, LEAD						
	PUBLIC WORKS TECHNICIAN II						

UTILITY FIELD SERVICE TECHNICIAN

Grade	Classification Name	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
550	ADMINISTRATIVE SUPPORT SPECIALIST, SENIOR	\$31.5894	\$33.1688	\$34.8271	\$36.5686	\$38.3971	\$40.3168
	DATA TECHNICIAN II	\$5,475.70	\$5,749.48	\$6,036.92	\$6,338.80	\$6,655.76	\$6,988.52
	EQUIPMENT PARTS TECHNICIAN, LEAD	\$65,708.40	\$68,993.76	\$72,443.04	\$76,065.60	\$79,869.12	\$83,862.24
	FACILITIES MAINTENANCE TECHNICIAN II						
	PERMIT TECHNICIAN II						
	PLANNING TECHNICIAN II						
	UTILITY WORKER I						
	WATER RECLAMATION OPERATOR I						
600	CEMETERY SEXTON	\$33.1688	\$34.8271	\$36.5686	\$38.3971	\$40.3168	\$42.3328
	CODE ENFORCEMENT OFFICER I	\$5,749.48	\$6,036.92	\$6,338.80	\$6,655.76	\$6,988.52	\$7,337.96
	COLLECTIONS SYSTEM UTILITY WORKER II	\$68,993.76	\$72,443.04	\$76,065.60	\$79,869.12	\$83,862.24	\$88,055.52
	DEPARTMENT PURCHASING COORDINATOR						
	DEVELOPMENT SERVICES PROGRAM						
	TECHNICIAN						
	ENGINEERING TECHNICIAN II						
	INDUSTRIAL PRE-TREATMENT TECHNICIAN II						
	LABORATORY TECHNICIAN II						
	PERMIT TECHNICIAN III						
	PLANNING TECHNICIAN III						
	PROGRAM TECHNICIAN						
	PUBLIC WORKS TECHNICIAN III						
	PURCHASING ASSISTANT						
	SAFE DRINKING WATER PROGRAM ASSISTANT						
	SUPPORT SPECIALIST I						
	SUPPORT SERVICE LEAD						
	UTILITY PROGRAM COMPLIANCE SPECIALIST						
	WATER SYSTEMS OPERATOR I						
650	ANALYST	\$34.8271	\$36.5686	\$38.3971	\$40.3168	\$42.3328	\$44.4494
	BUILDING INSPECTOR - PLANS EXAMINER I	\$6,036.92	\$6,338.80	\$6,655.76	\$6,988.52	\$7,337.96	\$7,704.86
	ENGINEERING INSPECTOR	\$72,443.04	\$76,065.60	\$79,869.12	\$83,862.24	\$88,055.52	\$92,458.32
	EQUIPMENT TECHNICIAN						
	FACILITIES MAINTENANCE TECHNICIAN, LEAD						
	GIS TECHNICIAN						
	PLANNER ASSISTANT						
	PROGRAM COORDINATOR						
	UTILITY SYSTEMS MECHANIC						
	UTILITY WORKER II						

WATER RECLAMATION PLANT MECHANIC

WATER RECLAMATION OPERATOR II

Grade	Classification Name	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
700	CODE ENFORCEMENT OFFICER II	\$36.5686	\$38.3971	\$40.3168	\$42.3328	\$44.4494	\$46.6718
	COMMUNICATIONS COORDINATOR	\$6,338.80	\$6,655.76	\$6,988.52	\$7,337.96	\$7,704.86	\$8,090.08
	DEVELOPMENT SERVICES PROGRAM TECHNICIAN, SENIOR	\$76,065.60	\$79,869.12	\$83,862.24	\$88,055.52	\$92,458.32	\$97,080.96
	EDUCATION CAMPAIGN COORDINATOR						
	ENGINEERING TECHNICIAN III						
	FLOW MONITORING PROGRAM COORDINATOR						
	HEALTH AND SAFETY COMPLIANCE COORDINATOR						
	LABORATORY TECHNICIAN, LEAD						
	PERMIT TECHNICIAN, LEAD						
	PLANNING TECHNICIAN, LEAD						
	PROGRAM ANALYST, SENIOR - STORMWATER						
	PROGRAM TECHNICIAN, SENIOR						
	PUBLIC WORKS, LEAD						
	SAFE DRINKING WATER PROGRAM COORDINATOR						
	SAFETY & TRAINING ANALYST						
	STREET SWEEPER OPERATOR, LEAD						
	SUPPORT SPECIALIST II						
	UTILITY COMPLIANCE TECHNICIAN						
	WEB & GRAPHICS COORDINATOR						
	WATER SYSTEMS OPERATOR II						
750	ANALYST, SENIOR	\$38.3971	\$40.3168	\$42.3328	\$44.4494	\$46.6718	\$49.0055
	BUILDING INSPECTOR - PLANS EXAMINER II	\$6,655.76	\$6,988.52	\$7,337.96	\$7,704.86	\$8,090.08	\$8,494.62
	BUSINESS SYSTEMS ANALYST I	\$79,869.12	\$83,862.24	\$88,055.52	\$92,458.32	\$97,080.96	\$101,935.44
	CLIENT SYSTEMS ADMINISTRATOR I						
	CODE ENFORCEMENT OFFICER III						
	COLLECTIONS SYSTEM UTILITY WORKER, LEAD						
	ENGINEERING INSPECTOR, LEAD						
	EQUIPMENT TECHNICIAN, LEAD						
	INSTRUMENT AND CONTROL TECHNICIAN						
	SERVICE ADVISOR, LEAD						
	UTILITY SYSTEMS MECHANIC, LEAD						
	UTILITY WORKER, LEAD						
	UTILITY WORKER, LEAD - WATER RECLAMATION						

800	ANALYTICAL CHEMIST APPLICATIONS ANALYST I DATA SYSTEMS ANALYST I DEVELOPMENT SERVICES PROGRAM TECHNICIAN, LEAD ENGINEERING TECHNICIAN, LEAD GIS ANALYST I HEALTH & SAFETY COMPLIANCE LEAD IT - PROJECT MANAGER I PROGRAM TECHNICIAN, LEAD SIGN PERMITTING ADMINISTRATOR STRATEGIC PERFORMANCE ANALYST I SUPPORT SPECIALIST, LEAD WATER SYSTEMS OPERATOR, LEAD	\$40.3168 \$6,988.52 \$83,862.24 \$42.3328 \$7,337.96 \$88,055.52 \$44.4494 \$7,704.86 \$92,458.32 \$46.6718 \$8,090.08 \$97,080.96 \$49.0055 \$8,494.62 \$101,935.44 \$51.4556 \$8,919.32 \$107,031.84					
Grade	Classification Name	Step 1	Step 2	Step 3	Step 4	Step 5	
850	BUILDING INSPECTOR - PLANS EXAMINER III BUSINESS SYSTEMS ANALYST II CLIENT SYSTEMS ADMINISTRATOR II CODE ENFORCEMENT OFFICER, LEAD ELECTRICIAN JOURNEYMAN I	\$42.3328 \$7,337.96 \$88,055.52 \$44.4494 \$92,458.32	\$44.4494 \$7,704.86 \$92,458.32 \$46.6718 \$8,090.08 \$97,080.96	\$46.6718 \$8,090.08 \$97,080.96 \$49.0055 \$8,494.62 \$101,935.44	\$49.0055 \$8,494.62 \$101,935.44 \$51.4556 \$8,919.32 \$107,031.84	\$51.4556 \$8,919.32 \$107,031.84 \$54.0285 \$9,365.30 \$112,383.60	
900	AFFORDABLE HOUSING COORDINATOR APPLICATIONS ANALYST II DATA SYSTEMS ANALYST II GIS ANALYST II GRANT COORDINATOR IT - PROJECT MANAGER II NETWORK ADMINISTRATOR I PROPERTY & LEASE MANAGER SCADA CONTROLS SYSTEM ADMINISTRATOR STRATEGIC PERFORMANCE ANALYST II URBAN RENEWAL PROJECT MANAGER	\$44.4494 \$7,704.86 \$92,458.32 \$46.6718 \$8,090.08 \$97,080.96 \$49.0055 \$8,494.62 \$101,935.44 \$51.4556 \$8,919.32 \$107,031.84 \$54.0285 \$9,365.30 \$112,383.60 \$56.7299 \$9,833.56 \$118,002.72	\$46.6718 \$8,090.08 \$97,080.96 \$49.0055 \$8,494.62 \$101,935.44 \$51.4556 \$8,919.32 \$107,031.84 \$54.0285 \$9,365.30 \$112,383.60 \$56.7299 \$9,833.56 \$118,002.72	\$49.0055 \$8,494.62 \$101,935.44 \$51.4556 \$8,919.32 \$107,031.84 \$54.0285 \$9,365.30 \$112,383.60 \$56.7299 \$9,833.56 \$118,002.72	\$49.0055 \$8,494.62 \$101,935.44 \$51.4556 \$8,919.32 \$107,031.84 \$54.0285 \$9,365.30 \$112,383.60 \$56.7299 \$9,833.56 \$118,002.72	\$51.4556 \$8,919.32 \$107,031.84 \$54.0285 \$9,365.30 \$112,383.60 \$56.7299 \$9,833.56 \$118,002.72	
950	BUILDING INSPECTOR - PLANS EXAMINER, LEAD CLIENT SYSTEMS ADMINISTRATOR III DATA ARCHITECT ELECTRICIAN JOURNEYMAN, LEAD SERVER & STORAGE ADMINISTRATOR	\$46.6718 \$8,090.08 \$97,080.96 \$49.0055 \$8,494.62 \$92,458.32 \$51.4556 \$8,919.32 \$101,935.44 \$54.0285 \$9,365.30 \$112,383.60 \$56.7299 \$9,833.56 \$118,002.72	\$49.0055 \$8,494.62 \$97,080.96 \$51.4556 \$8,919.32 \$101,935.44 \$54.0285 \$9,365.30 \$112,383.60 \$56.7299 \$9,833.56 \$118,002.72	\$51.4556 \$8,919.32 \$101,935.44 \$54.0285 \$9,365.30 \$112,383.60 \$56.7299 \$9,833.56 \$118,002.72	\$54.0285 \$9,365.30 \$112,383.60 \$56.7299 \$9,833.56 \$118,002.72	\$56.7299 \$9,833.56 \$118,002.72	\$59.5664 \$10,325.24 \$123,902.88
1050 (C995)	NETWORK ADMINISTRATOR, SENIOR	\$51.4556 \$8,919.32 \$107,031.84	\$54.0285 \$9,365.30 \$112,383.6	\$56.7299 \$9,833.56 \$118,002.72	\$59.5664 \$10,325.24 \$123,902.88	\$62.5448 \$10,841.52 \$130,098.24	\$65.6722 \$11,383.62 \$136,603.44

Note: Any variation between actual monthly salaries and the pay plan are unintentional and due to the Munis system's rounding/calculations.

Appendix B – Job Series

Appendix B - COBEA Job Series As of 5/26/2022			
Series ID	Job Class	Munis Job Class Description	NeoGov Job Class Description
A	2040	ACCTG TECH 1	Accounting Technician I
A	2045	ACCTG TECH 2	Accounting Technician II
A	2050	ACCTG TECH 3	Accounting Technician III
A	2590	FIN SUPP SVC LEAD	Support Services Lead
AA	2570	PROG TECH	Program Technician
AA	2580	PROG TECH SR	Senior Program Technician
B	2085	ADM AST	Administrative Assistant
B	2090	ADM SUP SPEC	Administrative Support Specialist
B	2095	ADM SUP SPEC SR	Senior Administrative Support Specialist
B	2099	PROG COORD - COBEA	Program Coordinator
BB	2610	SAF DR WTR PROG AST	Safe Drinking Water Program Assistant
BB	2615	SAF DR WTR PROG COORD	Safe Drinking Water Program Coordinator
C	2685	ANLYST	Analyst
C	2695	ANLYST SR	Senior Analyst
CC	2005	PW LABORER	Public Works Laborer
CC	2270	STREET UTIL WKR 1	Street Utility Worker I
CC	2275	STREET UTIL WKR 2	Street Utility Worker II
CC	2284	STREET SWEEPER OPERATOR	Street Sweeper Operator
CC	2280	STREET UTIL WKR 3	Street Utility Worker III
CC	2305	ST WKR LEAD	Street Utility Worker Lead
CC	2287	STREET SWEEPER OPERATOR LEAD	Street Sweeper Operator Lead
D	2220	APP ANLYST 1	Applications Analyst I
D	2222	APP ANLYST 2	Applications Analyst II
DD	2205	SUP SPEC 1	Support Specialist I
DD	2210	SUP SPEC 2	Support Specialist II
DD	2225	SUPPORT SPECIALIST LEAD	Support Specialist Lead
E	2505	BLDG INSPECTOR 1	Building Inspector - Plans Examiner I
E	2510	BLDG INSPECTOR 2	Building Inspector - Plans Examiner II
E	2515	BLDG INSPECTOR 3	Building Inspector - Plans Examiner III
E	2520	BLDG INSPECTOR LEAD	Building Inspector - Plans Examiner Lead
EE	2460	TELEMETRY SPEC 1	Telemetry Specialist I
EE	2465	TELEMETRY SPEC 2	Telemetry Specialist II
F	2230	BUS SYS ANLYST 1	Business Systems Analyst I
F	2231	BUS SYS ANLYST 2	Business Systems Analyst II
FF	2289	UTIL WKR APPRENTICE	Utility Worker Apprentice - Utilities
FF	2310	UTIL FLD SVC TECH	Utility Customer Service Technician (Utility Field Service Tech)

FF	2290	UTIL WKR 1	Utility Worker I - Utilities
FF	2295	UTIL WKR 2	Utility Worker II - Utilities
FF	2300	UTIL WKR LEAD	Utility Worker Lead
G	2535	CEMETERY SEXTON APPRENTICE	Cemetery Sexton Apprentice
G	2530	CEMETERY SEXTON	Cemetery Sexton
GG	2289	UTIL WKR APPRENTICE	Utility Worker Apprentice - Utilities
GG	2320	WTR REC OPERATOR 1	Water Reclamation Operator I - Public Works
GG	2325	WTR REC OPERATOR 2	Water Reclamation Operator II - Public Works
GG	2335	WTR REC LEAD	Utility Worker Lead - Water Reclamation
H	2740	CLIENT SYS ADM 1	Client Systems Administrator I
H	2745	CLIENT SYS ADM 2	Client Systems Administrator II
H	2750	CLIENT SYS ADM 3	Client Systems Administrator III
HH	2600	WTR REC MECHANIC	Water Reclamation Plant Mechanic
HH	2605	WTR REC MECHANIC LEAD	Utility Systems Mechanic Lead
I	2106	CODE OFFICER 1	Code Enforcement Officer I
I	2110	CODE OFFICER 2	Code Enforcement Officer II
I	2115	CODE OFFICER 3	Code Enforcement Officer III
II	2289	UTIL WKR APPRENTICE	Utility Worker Apprentice - Utilities
II	2475	WTR SYS OPERATOR 1	Water System Operator I
II	2480	WTR SYS OPERATOR 2	Water System Operator II
II	2485	WTR SYS LEAD	Water Systems Operations Lead
J	2289	UTIL WKR APPRENTICE	Utility Worker Apprentice - Utilities
J	2445	COL SYS UTIL WKR 1	Collection System Utility Worker I
J	2450	COL SYS UTIL WKR 2	Collection System Utility Worker II
J	2495	UTIL SYSTEMS MECHANIC	Utility Systems Mechanic
J	2435	COL SYS UTIL WRK LEAD	Collection Systems Utility Worker Lead
JJ	2553	EQUIPMENT PARTS TECH	Equipment Parts Technician
JJ	2563	EQUIPMENT PARTS TECH LEAD	
K	2760	DATA SYSTEMS ANALYST 1	Data Systems Analyst
K	2765	DATA SYSTEMS ANALYST 2	Data Systems Analyst II
L	2770	DATA TECHNICIAN 1	Data Technician 2
L	2775	DATA TECHNICIAN 2	Data Technician I
M	2625	ELECTRICIA JRNY 1	Electrician Journeyman I
M	2630	ELECTRICIA JRNY LEAD	Electrician Journeyman Lead
N	2540	ENG INSPECTOR	Engineering Inspector
N	2550	ENG INSPECTOR LEAD	Engineering Inspector Lead
O	2190	ENG TECH 1	Engineering Technician I
O	2195	ENG TECH 2	Engineering Technician II
O	2196	ENG TECH 3	Engineering Technician III
O	2198	ENG TECH LEAD	Engineering Technician Lead
P	2555	EQUIP SERVICE TECH	Equipment Service Technician
P	2560	EQUIPMENT TECH	Equipment Technician
P	2565	EQUIPMENT TECH LEAD	Equipment Technician Lead

Q	2360	FACILITIES TECH 1	Facilities Maintenance Technician I
Q	2365	FACILITIES TECH 2	Facilities Maintenance Technician II
Q	2370	FACILITIES TECH LEAD	Facilities Maintenance Lead
R	2380	IND PRETREAT TECH 1	Industrial Pre-Treatment Technician I
R	2385	IND PRETREAT TECH 2	Industrial Pre-Treatment Technician II
S	2217	GIS TECHNICIAN	GIS Technician
S	2215	GIS ANALYST 1	GIS Analyst I
S	2216	GIS ANALYST 2	GIS Analyst II
T	2245	IT PROJ MGR 1 ASSOCIATE	IT - Project Manager I
T	2246	IT PROJ MGR 2 JOURNEY	IT - Project Manager II
T	2247	IT PROJ MGR 3 ADV JOURNEY	IT - Project Manager III
U	2400	LAB TECH	Laboratory Technician I
U	2401	LAB TECH 2	Laboratory Technician II
U	2405	LAB TECH LEAD	Laboratory Technician Lead
U	2410	ANALYTICAL CHEMIST	Analytical Chemist
V	2010	MAINT WKR 1	Maintenance Worker I
V	2015	MAINT WKR 2	Maintenance Worker II
W	2020	MUN CLERK 1	Municipal Court Clerk I
W	2025	MUN CLERK 2	Municipal Court Clerk II
W	2030	MUN CLERK LEAD	Municipal Court Lead
X	2235	NETWORK ADM 1	Network Administrator I
X	2240	NETWORK ADM SR	Senior Network Administrator
Y	2150	PERMIT TECH 1	Building Permit Technician I
Y	2155	PERMIT TECH 2	Building Permit Technician II - PT
Y	2156	PERMIT TECH 3	Building Permit Technician III
Y	2160	PERMIT TECH LEAD	Building Permit Technician Lead
Z	2125	PLANNING TECH 1	Planning Technician I
Z	2130	PLANNING TECH 2	Planning Technician II
Z	2133	PLANNING TECH 3	Planning Technician III
Z	2135	PLANNING TECH LEAD	Planning Technician Lead
KK	2060	AMBUL BILL TECH	Ambulance Billing Technician
LL	2420	DEPT PURCH COORD	Department Purchasing Coordinator
MM	2415	PURCHASING AST	Purchasing Assistant
NN	2098	COMMUNICATIONS COORDINATOR	Communications Coordinator
OO	2500	ED CAMPAIGN COORD	Education Campaign Coordinator - EIPD
PP	2675	SAFETY & TRAINING ANLYST	Safety & Training Analyst
QQ	2315	UT COMP TECH	Utility Compliance Technician
RR	2200	WEB GRAPHIC COORD	Web & Graphics Coordinator
SS	2690	PROG ANALYST SR - STORMWATER	Senior Program Analyst - Stormwater
TT	2165	SIGN PERMITTING ADMINISTRATOR	Sign Permitting Administrator
UU	2065	AFFORDABLE HSNG COORD	Affordable Housing Coordinator
VV	2375	PROPERTY AND LEASE MANAGER	Property & Lease Manager

WW	2810	SERVER & STORAGE ADMINISTRATOR	Server & Storage Administrator
XX	2069	URBAN RENEWAL PROJ MGR	Urban Renewal Project Manager
YY	2620	UTIL PROG COMPL SPEC	Utility Program Compliance Specialist
ZZ	2567	SERVICE ADVISOR LEAD	Service Advisor Lead
AAA	2140	PLANNER AST	Planner Assistant
BBB	2640	INSTRMNT CTRL TECH	Instrument and Control Technician
CCC	2650	SCADA SYS ADM	SCADA Controls System Administrator
DDD	2755	DATA ARCHITECT	Data Architect
EEE	2390	FLOW MONITOR COORD	Flow Monitoring Program Coordinator