

MEMORANDUM OF UNDERSTANDING
IMPLEMENTATION OF COBEA COMPENSATION STUDY FINDINGS

Background

This Memorandum of Understanding between the City of Bend Employees Association (COBEA) and the City of Bend (City) is for the purpose of memorializing the agreement between the parties as it relates to the results of the agreed to compensation study for COBEA Represented Classifications.

Recitals:

- A. On October 11, 2022, the City and COBEA agreed to terms regarding a compensation study that would be completed outside of bargaining.
- B. COBEA and the City created an oversight committee made up for four COBEA members and four City management members. With the assistance of an outside consultant both parties agreed to a set of data comparing how COBEA positions are compensated against other organizations.
- C. Per the original MOU: If a classification is found to be outside of the acceptable -5% to +5% tolerance as identified in #6, the Parties agree to conduct mid-term bargaining limited to these specific classifications.
- D. During mid-term bargaining both parties agreed to structural changes to the compensation schedule as well as plans for future compensation studies.
- E. The parties have completed the study and are satisfied with the final report.

Terms of Agreement

1. The follow positions will be reassigned to new salary grades within the COBEA Salary Schedule.

Classification Title	Current Grade	New Grade
Senior Analyst	C700	C750
Analytical Chemist	C750	C800

2. Appendix A details the implementation assignments and grade steps for employees assigned to the Senior Analyst and Analytical Chemist classifications.
 - a. Employees will retain their existing anniversary dates per Section 13.4 of the CBA.
 - b. The effective date of the salary schedule changes and employee changes on Appendix A will take place the beginning of the pay period following the signed date of the agreement.

3. The parties agree that the following actions resolve and complete all aspects of the COBEA Compensation Study MOU agreed to on October 11, 2022. The compensation data and benefits information gathered in the final report are considered final.
4. Both parties are open to collaborating on new terms of a compensation study that aligns with many of the core tenets of the initial compensation study. The parties agreed that during successor bargaining neither party will raise or attempt to bargain or in any way negotiate selective salary placements for represented classifications. This does not restrict either party's ability to negotiate cost-of-living increases covering all members.
 - a. The parties agree to make good faith efforts to come to terms on a new compensation study that will begin no later than 12 months after the signing of a new collective bargaining agreement.

This Memorandum of Understanding is effective 11/14/2024.

Signed by:

Rob DuValle

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Rob DuValle, Chief People Officer
City of Bend

Signed by:

Julie O'Connor

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Julie O'Connor, President
COBEA President