

## Memorandum of Understanding

This Memorandum of Understanding between the Bend Police Association (Association) and the City of Bend (City) is for the purpose of memorializing the agreement between the parties as it relates to the formation of the Crime Scene Investigator Classification Series in the Bend Police Department.

### Recitals

- A. The City of Bend Police Department has identified an organizational need for a Crime Scene Investigator Classification Series.
- B. The purpose of this MOU is to create room for growth within the organization and develop a strategic succession plan.
- C. The Parties have reached the following mutually agreed upon terms.

### Terms of Agreement

1. The Forensic Evidence Technician will be retitled to a new classification, Crime Scene Investigator I.
2. The Crime Scene Investigator I classification will remain at Grade 671 on the Collective Bargaining Agreement Salary Schedule.
3. Another new classification, Crime Scene Investigator II, will be added to the Collective Bargaining Agreement Salary Schedule with the following wage table:

Grade	Classification	Step 1	Step 2	Step 3	Step 4	Step 5
672	Crime Scene Investigator II	\$38.099	\$40.0041	\$42.0047	\$44.105	\$46.311
		\$6,604.08	\$6,934.32	\$7,281.10	\$7,645.16	\$8,027.54
		\$79,248.96	\$83,211.84	\$87,373.20	\$91,741.92	\$96,330.48


4. Pursuant to Article 34(b) of the CBA, Crime Scene Investigators will also be provided an annual calendar-year stipend of \$375 for business attire.
5. In lieu of holidays, Crime Scene Investigators will receive a monthly contribution of 11 hours of paid straight time hours per month. At the employee's option, the employee may instead accrue compensatory time. The maximum accrual limit shall be pursuant to Article 17(b) of the CBA. Employees must choose twice a year, at the first of each fiscal year and at the calendar year, whether to accrue compensatory time or take all as pay.

6. Any dispute between the Association and the City concerning the interpretation, application, or alleged violation of any term of this Memorandum of Understanding shall be subject to the Grievance Procedure set forth in Section Twenty-Eight of the parties' CBA.
7. These provisions are being adopted to address specific issues that arose and are not intended to change any other provisions of the Collective Bargaining agreement, any other provisions of applicable Memorandums of Understandings, or past practice or policies, nor to set a precedent beyond the terms set forth in this Memorandum of Understanding.
8. Nothing in this MOU modifies the City's rights as outlined in the CBA or limits in any way the City's right to create, modify, or eliminate jobs and assign work, nor does it limit the Union's right to bargain the impacts of any creation, modification, or elimination of jobs or assignment of work.


This Memorandum of Understanding is effective this <sup>8</sup>\_\_ day of November 2022.

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Rob DuValle, HR Director  
City of Bend

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Greg Goller, President  
Bend Police Association

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Mike Krantz, Police Chief  
City of Bend