

Memorandum of Understanding

This Memorandum of Understanding ("MOU") is entered between City of Bend ("City") and the Bend Fire Association, Local 227 ("Association") (collectively the "Parties") for the purpose of establishing the process for filling the role of Deputy Fire Marshal at the City of Bend Fire Department ("Fire Department").

Recitals

- A. The Parties signed a Memorandum of Understanding on November 15, 2004 ("2004 MOU"). The 2004 MOU provided that movement from a Fire Inspector to a Deputy Fire Marshal rank within the Fire Department is considered a reclassification when an employee meets the requirements of the position, and not a promotion under the Collective Bargaining Agreement (CBA) and Civil Service Regulations.
- B. The Parties wish to expire the 2004 MOU in its entirety, and apply a competitive hiring process for Fire Department employees to obtain the rank of Deputy Fire Marshal. Therefore, the terms below apply to future Deputy Fire Marshal openings.

Terms of Agreement

- 1. The 2004 MOU will expire upon the signing of this MOU.
- 2. After this MOU is signed, openings at the Deputy Fire Marshal rank will be filled through a competitive hiring process.
- 3. If a Fire Inspector is selected to fill the position of Deputy Fire Marshal, that selection will be considered a promotion under the CBA and Civil Service Regulations. All applicable promotion provisions in the Civil Service Regulations, the CBA, and the City's Employee Handbook shall apply. Line employees that transfer to Prevention will remain subject to all applicable provisions in the CBA.
- 4. Deputy Fire Marshals holding their positions at the time of the signing of this MOU will not be affected by the terms of this MOU.
- 5. The City will determine the number of Deputy Fire Marshals necessary for the operation of the Fire Department. Nothing in this MOU restricts or reduces management rights under Article 4 of the CBA.
- 6. Apart from the 2004 MOU, this MOU is not intended to change the terms of any other Memoranda of Understanding between the City and the Association, or their past practice or policies. Nor is this MOU intended to set a precedent of any kind.

Signatures on next page

This Memorandum of Understanding is entered into on this 3 day of June, 2025.

Signed by:



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Todd Riley, Fire Chief
City of Bend Fire Department

Signed by:



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Stephen Doyle, President
Bend Fire Association

Signed by:



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Rob DuValle, Chief People Officer
City of Bend