

Memorandum of Understanding  
between the  
Bend Police Association  
and the City of Bend

**Police Officer Hiring Incentive Program**

This Memorandum of Understanding, entered into by and between the Bend Police Association and the City of Bend, is for the purpose of memorializing the understanding between the parties as it relates to lateral police officer hiring incentives and moving expense reimbursement for new police officers.

The parties recognize that recruitment for police officers is a significant challenge at the local, state and national levels.

The parties acknowledge other agencies within the state are offering hiring incentives to attract qualified police officers. The Bend Police Department has the same need to attract qualified personnel and will use hiring incentives for an interim period.

The parties agree as follows:

1. The Bend Police Department will offer new lateral police officers that possess a police certification through the Department of Public Safety Standards and Training (DPSST) or state equivalent the following hiring incentives upon the first day of employment, and subject to other terms in this MOU:
  - \$5,000, to be paid in a lump sum during the normal payroll cycle
  - \$5,000 upon successful completion of the probationary period, to be paid in a lump sum during the normal payroll cycle. Successful probation is at the discretion of the City
  - 40 hours of sick leave, available to use immediately with no waiting period
  - 40 hours of vacation leave, available to use immediately with no waiting period
2. Employees who receive a monetary hiring incentive payment and who voluntarily leaves employment with the City prior to completing 36 months of employment are required to reimburse the City according to the following schedule:
  - Before completion of 12 months of employment: 100% of the post-tax equivalent of any monetary hiring incentive received by the employee (excluding sick/vacation leave and relocation expenses);
  - Before completion of 24 months of employment: 67% of the post-tax equivalent of any monetary hiring incentive received by the employee (excluding sick/vacation leave and relocation expenses);
  - Before completion of 36 months of employment: 33% of the post-tax equivalent of any monetary hiring incentive received by the employee (excluding sick/vacation leave and relocation expenses).

3. In order to be eligible for the hiring incentive described in Section 2, above, an employee must complete and sign a form approved by the City that: A) acknowledges the conditions described in Section 2, above; B) commits the employee to reimburse the City if required; and C) authorizes the City to withhold any funds from the employee's final paycheck or disbursement, up to the amount due, even if that amount exceeds the amount of the final paycheck or disbursement.
4. An employee may revoke their authorization at any time by written notice to the Support Services Captain. If the entire amount of Employee's final paycheck or disbursement is less than the balance due, or if the undersigned employee revokes the authorization to withhold, the City shall have the right to pursue all legal and equitable remedies to collect the balance due.
5. The Bend Police Department will provide up to \$3,000 in relocating/moving expenses incurred for new hire entry and lateral officers. Reimbursement requests shall be submitted with receipts within six months of employment.
6. This agreement is valid for the duration as determined by the Chief of Police based on operational need.
7. An officer that terminates employment with the City is not eligible to receive a second hiring incentive if that officer were to be re-hired.
8. All other Articles and terms of the Collective Bargaining Agreement shall continue without interruption for the term thereof.

This Memorandum of Understanding is effective as provided in terms of this agreement with full execution as signed below on this 4<sup>th</sup> day of November, 2025.

Signed by:



Rob DuValle, HR Director  
City of Bend

Signed by:



Greg Goller, President  
Bend Police Association

Signed by:



Mike Krantz, Chief of Police  
City of Bend