

## 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 classification and recognition of the following positions:

- Program Specialist- Records and Evidence
- Program Specialist Entry-Records and Evidence
- Program Specialist Senior-Records and Evidence
- Program Specialist Lead- Records and Evidence

### Recitals

1. The City assessed the following positions: Program Specialist- Records and Evidence, Program Specialist Entry-Records and Evidence, Program Specialist Senior-Records and Evidence, Program Specialist Lead-Records and Evidence.
2. The City identified an organizational need to reclassify these positions based on the required functions, duties, and responsibilities of the two distinct programs: Records and Evidence.
3. The parties have reached the following mutually agreed upon terms.

### Terms of Agreement

1. The City and Association agree to the following reclassification changes to the Records and Evidence programs:

<b>Current Recognition</b>	<b>New Recognition</b>
Program Specialist-Records and Evidence	Program Specialist-Records
Program Specialist Senior-Records and Evidence	Program Specialist Senior-Records
Program Specialist Entry-Records and Evidence	Program Specialist Entry-Records
Program Specialist-Records and Evidence	Property and Evidence Technician
Program Specialist Senior- Records and Evidence	Property and Evidence Technician
Program Specialist Entry- Records and Evidence	Property and Evidence Technician
Program Specialist Lead-Records and Evidence	Position vacated and removed

2. The Records and Evidence program will be split into two distinct and separate programs; a Records program and an Evidence program, each with specific job duties, responsibilities, and functions.
3. The positions of Program Specialist-Records, Program Specialist Senior-Records, Program Specialist Entry-Records, and Property and Evidence

Technician will remain represented positions within the Collective Bargaining Agreement.

4. The position of Program Specialist Lead-Records and Evidence will be removed from the Collective Bargaining Unit Article One; Recognition. This position has been vacated and is no longer operationally necessary.
5. 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' Collective Bargaining Agreement.
6. 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.
7. 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 as provided in terms of this agreement with full execution as signed below on this 14 day of August, 2023.

DocuSigned by:



Carina LaDelle, AIC HR Director  
City of Bend

DocuSigned by:



Mike Krantz, Police Chief  
City of Bend

DocuSigned by:



Greg Goller, President  
Bend Police Association