

Memorandum of Understanding

This Memorandum of Understanding between the Bend Firefighters Association (Association) and the City of Bend (City) is for the purpose of clarifying the terms and conditions of Article 26.12, Deferred Comp (457b) Match, of the Collective Bargaining Agreement (CBA).

Recitals

- A. The City of Bend will start providing a percentage based employer match to eligible Fire Association Employees' 457(b) accounts on July 1, 2023. The City and Association have been working together to ensure a successful benefit commencement.
- B. The parties wish to outline specific 457(b) Employer Match criteria to ensure the accurate administration of the new benefit and provide greater transparency to Fire Association Members.

Terms of Agreement

- 1. Employer Match Contributions will begin July 1, 2023, for eligible Fire Association Employees.
- 2. To be eligible for the match an employee must be in a qualifying regular Fire Association position with the City, and been continuously employed for 1 year (12 months).
 - a. Employer Match Contributions will be effective the first of the month following 1 year of continuous employment.
- 3. An eligible employee must contribute a minimum of 1.5% of their compensation into a traditional pre-tax account through a City-sponsored vendor.
 - a. The minimum employee contribution of 1.5% employee must be made as a percentage election.
 - b. An eligible employee can choose to increase their contribution above 1.5% via a higher percentage election or an additional fixed dollar amount. These higher contribution elections, above the minimum required election, will not impact the employer match calculation as specified in this MOU.
- 4. Employer Match Contributions are placed in the employee's traditional pre-tax vendor account.

- a. Employer Match Contributions are 100% vested.
 - b. For the purpose of funding an employee's 457(b) account, an employee's contributions are added to their account prior to funding any eligible Employer Match Contributions.
5. Employer Match Contributions are subject to the overall maximum account limit imposed by the Internal Revenue Service (IRS) and will cease once the maximum is reached. In 2023 the specified 457(b) IRS limit is \$22,500.00. Subsequent years will be subject to the identified IRS maximum account limit.
 - a. Contributions by an employee via a special catch-up are not eligible for Employer Match Contributions.
 - b. The identified IRS maximum account limit does not consider increased limits offered via a special catch-up.
6. The 1.5% Employer Match Contributions will be calculated off an employee's base pay for regular, non-overtime hours and any eligible Incentives for those hours. For the purpose of this MOU, Incentives are listed on Appendix A per Article 26.11 of the CBA.
7. The following pay differentials will be included when calculating the match and are restricted to the employee's regular, non-overtime hours.
 - a. Article 7.1, Working Out of Classification
 - b. Article 26.8, Quick Response Vehicle
 - c. Article 26.9, Field Training Officer
 - d. Article 26.13, Special Assignment
 - e. Article 26.14, Senior Captain Assignment
8. At no time during the term of the MOU will the City's Employer Match Contribution responsibility exceed 1.5%.
9. The Provisions of this MOU are not intended to change any other provisions, past practice, or policies nor to set precedent if these provisions affect other provisions, practice, or policy. All other Articles and terms of the CBA shall continue without interruption for the term thereof.

This Memorandum of Understanding is effective on June 5, 2023.



Todd Riley, Fire Chief
City of Bend



Stephen Doyle, President
Bend Firefighters Association



Terrance Vibbert, Vice President
Bend Firefighters Association