

**Memorandum of Understanding
between
The City of Bend
and
The City of Bend Employee Association**

This Memorandum of Understanding (MOU), entered into by and between the City of Bend (City) and the City of Bend Employee Association (COBEA) on the day and date below written, is for the purpose of memorializing the agreement between the parties as it relates to the annual stipend provided to eligible Public Works employees for the purchase of City-approved uniforms to revise Article 24 Section 1.

This MOU will be effective July 1, 2015.

Section 1. Clothing and Uniforms

Effective July 1, 2015 the City will provide an annual stipend in the amount of \$100.00 payable as gross wages to eligible Water Reclamation Operators for the purchase of City-approved uniform tops e.g., (layering pieces to supplement City provided uniforms such as sweatshirts or light weight jackets). Employees are responsible for purchasing City-approved uniform tops according to the Public Works Department's uniform procedure and maintaining them in good condition. In addition, employees are responsible for the safe handling and laundering of uniform tops according to the Public Works Department's uniform procedure.

This Memorandum of Understanding is effective this _____ day of _____ 2015.

Rob DuValle, HR Director
City of Bend

Julie Price, President
City of Bend Employee Association