

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding between the City of Bend Employees Association (COBEA) and the City of Bend (City) is for the purpose of memorializing the agreement between the parties as it relates to the 2014 Cost of Living Adjustment (COLA) under Article 30– Salary of the Collective Bargaining Agreement (CBA) between COBEA and the City.

Recitals

- A. The parties have agreed to modify language in Article 30 of the CBA as shown below.
- B. The parties believe that adjusting the COLA for 2014 will provide uniform treatment of all the City's employee groups.
- C. The City and COBEA calculated an increase of 1.95% and the parties, in recognition of the contributions of COBEA members to the good of the City, have agreed that the increase should be 2.00%.

Terms of Agreement

1. Article 30, Paragraph two of the CBA is deleted and replaced with the following:


Effective July 1, 2014, all employees' salary schedules up to Step 6 in Appendix A shall be increased by 2.00%. The Performance Range, as identified in the EPPP below, will then be increased by an additional 10% above step 6.

2. These provisions are being adopted to address specific issues that arose and are not intended to change any other MOU provisions, past practice, or policies nor to set precedent if, inadvertently, these provisions affect other MOU provisions, practice, or policy.
3. Any dispute between COBEA 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 Article 11 of the parties' CBA.

This Memorandum of Understanding is effective this 30 day of May, 2014.



Rob DuValle, HR Director
City of Bend


Mary Packebush, President
COBEA