

COLLECTIVE BARGAINING AGREEMENT

Between

The Cities of Eugene and Springfield

And

**The International Association of Fire Fighters,
Local 851**



EFFECTIVE JULY 1, 2024 THROUGH JUNE 30, 2027

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AGREEMENT AND PURPOSE

THIS AGREEMENT is entered into between the City of Eugene, Oregon, and the City of Springfield, Oregon, hereinafter referred to as the "Department" and the International Association of Fire Fighters, Local 851 (IAFF), hereinafter referred to as the "Union." The parties mutually agreed to renegotiate the existing contract. This document is intended to supersede in full the current contract. It is the purpose of this document to set forth the full agreement between the above-mentioned parties.

ARTICLE 1 RECOGNITION

1.1 Recognition

The Department recognizes the Union as the sole and exclusive bargaining agent for all members of the bargaining unit, as determined under applicable procedures with respect to wages, hours, and other terms and conditions of employment. A listing of classifications currently covered within the bargaining unit is reflected in Appendix A.

The Department agrees not to require any prospective IAFF member to sign a hire agreement which nullifies or modifies any term or condition of this Agreement without the agreement of the Union.

As used in this Agreement, the term "fire suppression employees" includes employees in the following classifications: Firefighter, Fire Engineer, Fire Captain, Fire Training Captain, and Fire Training Officer. An employee with a fire suppression designation will maintain this classification when assigned to a rotational position. The Department will not fill the Fire Training Captain or Fire Training Officer position with a non-fire suppression employee, as defined above, until the position is first offered to all qualified line employees.

The Department will offer all rotational assignments as outlined in Article 8.

1.2 Seasonal and Temporary Employees

Seasonal and temporary employees who are employed for less than three (3) months, or the hourly equivalent, in a calendar year are not covered by this Agreement. Temporary employees will not be employed on a continual basis from one fiscal year to the next, without a break in service of at least thirty (30) days, if they have worked the maximum number of hours in a year. Temporary employees will not be assigned to do fire suppression or advanced life support work. The use of temporary employees will not result in the loss of any regular IAFF positions. The Department will give the Union at least thirty (30) days' notice of any temporary employee hired and what work they will be performing, unless the Department has a business need to hire in less than thirty (30) days.

1.3 New Classifications

In the event the Department creates a new classification, it will provide the Union with written notice and a job description no less than thirty (30) days prior to filling the position. The Union reserves the right to negotiate salaries and any working conditions that are mandatory subjects of bargaining and unique to the new classification. Consistent with expedited bargaining under ORS 243.698, the Department is not precluded from hiring the person prior to the completion of bargaining.

ARTICLE 2 MEMBERSHIP

2.1 Union Membership

Members of the bargaining unit who do not elect to join the Union may be charged a fee by the Union for representation in grievance proceedings outlined in the collective bargaining agreement as allowed by law.

2.2 Dues Deduction

Upon receipt of a completed and signed copy of the form, "Employee Organization Membership Dues Payroll Deduction Authorization Form," the Department will deduct Union dues from the wages of the employee. The Department will not be in violation of this provision due to checkoff errors so long as such errors are adjusted no later than the end of the following pay period after notice of the error is received.

The Secretary-Treasurer of the Union will provide the City with written certification of changes in any amount to be deducted. The City will adjust the dues deduction in the time provided above.

2.3 Hold Harmless

The Union agrees to hold the Department harmless for any action taken or not taken for the purpose of complying with the provisions of this Article provided that, upon notification of errors, the Department corrects such errors within the following pay period.

ARTICLE 3 MANAGEMENT RIGHTS

The Department shall retain the exclusive right to exercise the regular and customary functions of management including, but not limited to, directing the activities of the department, determining levels of service and methods of operation, including subcontracting and the introduction of new equipment; the right to hire, lay off, transfer, and promote; to discipline and to discharge its employees for cause; and, to determine work schedules and assign work. Nothing in this clause shall have the effect of nullifying agreements entered into in other sections of this Agreement. Management rights, except where abridged by specific provisions of this Agreement, are not subject to grievance.

ARTICLE 4 FIRE SERVICE EFFECTIVENESS

4.1 Productivity

The parties recognize that delivery of essential municipal services in the most efficient and effective manner is of paramount importance and interest to the Department and the Union. Maximized productivity is recognized to be a mutual obligation of both parties within their respective roles and responsibilities. Work procedures, schedules, and assignments, or any other means of increasing productivity, may be established and/or revised from time to time, at the discretion of the Department; so long as no right guaranteed to employees under this Agreement is violated. The parties may agree to meet at mutually convenient times to discuss means of increasing department productivity.

4.2 Continuity of Performance

The Department and Union share a mutual objective of maintaining high-quality efficient and effective fire and life safety services to the community. Accordingly, the Department and Union shall meet regularly, and work cooperatively, to reduce costs while maintaining service effectiveness.

4.3 Annexations

The Department will keep the Union advised as to arrangements for fire safety and emergency medical services as they are made in connection with any future annexations to the Cities of Eugene and Springfield. The Department shall confer and consult with the Union in connection with such annexations to better ensure that high fire and emergency medical safety standards are maintained.

4.4 Subcontracting

Should the Department consider subcontracting existing fire and emergency medical services or the introduction of new equipment, it shall notify the Union in writing as to what work it is considering subcontracting or equipment it is

considering introducing. Upon request from the Union, the Department shall provide the Union with all available information necessary to assist the Union in understanding and evaluating the proposal under consideration. All other rights and obligations of the Union and the Department concerning subcontracting or introduction of new equipment shall be provided in this Agreement and in applicable law, rules, or decisions.

ARTICLE 5

UNION REPRESENTATIVES

5.1 Union Representative Time Off

Designated Union representatives shall be allowed time off without loss of pay, during normal working hours, for the purpose of meeting with the Department for negotiating labor contracts, grievance meetings, joint labor/management meetings, investigatory interviews, arbitrations (up to three representatives), or other similar purposes. A principal officer of the Union shall specify to the Department those members serving as representatives. When management is provided with adequate notice (24 hours or more), union officials, while conducting official union business as designated by the Union president, may be exempt from a specific draft. Management reserves the right to deny the request.

5.2 Union Paid Leave

The Department will grant Union representatives seven hundred fifty (750) shift hours per fiscal year to perform activities related to Union business, engage in peer support activities, or to attend Union functions other than those in 5.1, so long as their absence does not, in the Department's judgment, hamper the normal operation of the Department. The conversion factor in Article 12 applies to forty (40) hour personnel using this time off. However, the City will not be liable for overtime costs when the leave is the result of Union officials attending non IAFF Local 851 related activities; in these circumstances, the Union will secure coverage at their cost. When overtime is required of other personnel as a result of such absences, it shall be paid at the rate of time and one-half (1 ½).

Every attempt will be made to provide the Department at least seventy-two (72) hours advance notice of time off for Union business when a Union representative will be absent from work.

The Department, after proper notice to the Union, may reduce the amount of time paid for if the privilege is being abused.

5.3 Joint Labor Management Relations Committee

Purpose - To improve communication between the Union and Management, the parties agree to establish a Joint Labor-Management Relations Committee (JLMRC). JLMRC shall discuss ongoing labor-management issues including but not limited to productivity, employee morale, and mutual problem-solving. The JLMRC is a forum for Management and Labor to share information on Fire Department Operations and initiate projects that improve overall effectiveness and efficiency. The JLMRC shall not engage in collective bargaining, nor shall it have authority to amend the terms of the Agreement or to be involved in the grievance procedure.

Committee Composition - The JLMRC membership shall consist of an equal number of participants not to exceed six (6) per side. The JLMRC shall establish its own protocols.

Meetings - The JLMRC shall meet at least quarterly. Either party may request additional meetings or cancel meetings.

Participation - Because participation is viewed as mutually beneficial for the Department and Union, no person will be penalized for or benefit from participation in this group. Members will not suffer loss of pay for time spent in the JLMRC meetings during their regularly scheduled work shift.

ARTICLE 6

SENIORITY & PROBATION PERIODS

6.1 Definitions

- a. *"Unit seniority"* means the length of an employee's continuous service since his/her last date of hire within the bargaining unit.
- b. *"Classification Seniority"* means the length of continuous service since the employee's promotion or appointment to a grade or classification. Classification seniority for each grade or classification held continues even though the employee is promoted to a higher grade or classification.

6.2 Seniority Tie Breaker

If two or more employees start on the same date, the order of seniority shall be determined as follows:

- a. For Employees hired on the same date, respective seniority shall be determined by averaging the scores on achievement examinations taken during the initial probationary training period prior to being assigned to a shift. In the event of a tied score, seniority shall be determined by lot.
- b. For all other bargaining unit members hired on the same date, respective seniority shall be determined by lot.

6.3 Loss of Seniority

An employee loses seniority if they:

- a. Voluntarily quit work or retire
- b. Discharged
- c. Fail to return from layoff to the last classification held within thirty (30) days following the request to do so
- d. Laid off for more than twenty-four (24) months

6.4 Breaks In Service

Employees who promote to Battalion Chief and who later return to their previously held position shall retain their seniority in the bargaining unit.

Employees who transfer or promote to positions outside the bargaining unit, and who later return to the union, shall have a seniority date computed on the basis of the periods of time served in the bargaining unit. Employees may return to a bargaining unit classification during their probationary period provided no bargaining unit members shall be bumped from their current classification.

6.5 Probation Period

The entry probationary period is twelve (12) months. In exceptional circumstances, the probationary period may be extended. When extending probation, the Department shall give the employee written notification, with a copy to the Union. Entry probationary employees are not regular and serve at the pleasure of the Department and may be disciplined or discharged without recourse to the grievance procedure.

Promotions within the unit are subject to a twelve (12) month promotional probationary period, with extensions in special circumstances, except as noted below. If employees who have promoted do not successfully complete probation, they will be moved back to the classification held prior to promotion.

ARTICLE 7

LAYOFF AND RECALL

7.1 Definitions

- a. *“Lay off”* means a reduction in the work force.
- b. *“Bumping”* means the displacement of an employee in a classification at a lower salary range by an employee with more seniority.

7.2 Layoff

In the event of a reduction in the work force, layoffs shall be made by job classification on the basis of seniority within the affected classification. An employee laid off from their job classification will be entitled to bumping rights.

The Department may retain sufficient EMT P's to maintain appropriate staffing levels for medic units and first response fire suppression apparatus.

Except in the event of an emergency, the Department will notify the Union at least thirty (30) days in advance of layoffs. The Department agrees, to the extent practicable, to allow employees to transfer or demote to other open positions, for which they are qualified, in lieu of layoff.

7.3 Bumping

In the event of a work force reduction, employees to be laid off from a job classification may elect to bump into a lower classification provided:

- a. The employee is qualified to perform the job duties of the classification at a lower salary range; and,
- b. The person displaced has less seniority than the person displacing them.

Employees bumping to a position they have not held in the past twenty-four (24) months shall serve a six (6) month probationary period. Employees transferring or demoting to a classification not held previously shall serve the specified probationary period for the position.

Employees bumping to a position, for which they have not completed the initial probation, must complete the remaining portion of the probationary period for that classification. If they do not successfully complete probation, they will be allowed to bump to the next lower classification held.

Employees transferring or demoting to a classification outside their classification series must serve the specified probationary period for that position. If they do not successfully complete probation, they will be laid off but will continue to have recall rights to their original classification as specified below.

7.4 Recall

Employees who have been laid off have the right to be recalled to their previously held classification for a period of twenty-four (24) months. If the employee has not been recalled within the twenty-four (24) month period, they will be terminated. Employees shall be called back in seniority order.

Employees may be offered recall to other classifications for which they meet minimum qualifications. If employees are recalled to another classification, it will not affect their recall rights to their previously held classification.

It is the responsibility of employees on layoff status to maintain a current address on file with the Department. The Department will notify employees of recall in person, by telephone, or, if necessary, by certified letter mailed to the employee's last address on file. Any employee who declines recall to the last classification held, fails to contact the Department within fourteen (14) calendar days of notice, or fails to report for work within thirty (30) calendar days of notice shall be removed from the recall list and considered to have terminated employment with the Department. The Department may require the successful completion of a medical examination as a prerequisite to returning to work following a layoff.

If an employee is recalled within twenty-four (24) months, their unit seniority will be protected and they will be given unit seniority credit for the time that they were laid off.

If an employee bumps into a lower classification or voluntarily transfers or demotes in lieu of layoff, they will have recall rights to their former classification. In these situations, employees will be recalled in classification seniority order. The twenty-four (24) month time frame for recall will not apply to this type of recall.

ARTICLE 8

ROTATIONAL ASSIGNMENTS

8.1 Rotational Assignment Positions

The following provisions apply to the following assignments: Fire Training Captain, Fire Training Officer, EMS Instructor, EMS Program Coordinator, EMS Shift Coordinator, and EMS Continuous Quality Improvement Coordinator.

8.2 Selection

These assignments will be voluntary and rotational. If three or more applicants apply, then a process will be held. If there are two or less applicants, the selection will be determined by the Division Manager. If there are no applicants, the Department will recruit and hire externally and the position will no longer be designated as a "Rotational Assignment," until the person filling the position leaves. At that point, the position reverts back to the Rotational Assignment again and process described herein for posting and recruitment begins again. Selection will not be based on current rank and/or seniority alone.

In the event that the promotional list is used to fill a rotational assignment, employees will be selected in order unless there is a compelling business reason to bypass the employee. The Union will be advised prior to bypassing an employee on a current promotional list.

Personnel who currently receive police and fire PERS benefits and who are selected on a rotational basis will have their police and fire PERS benefits continue.

8.3 Eligibility

To qualify the employee must be eligible to work shift coverage overtime by meeting the requirements as defined in Article 10 regarding Hours and Overtime.

Single Role Paramedics and Firefighter candidates must have passed probation at that rank.

Individuals internally hired from the Eligible Group who fill an assignment remain eligible to work shift coverage overtime. In those circumstances, they will be working at their last highest-held rank and pay grade.

<u>Assignment</u>	<u>Eligible Group</u>	<u>If no Volunteers.</u>
Fire Training Captain	Captain	Current Captain promotional list
Fire Training Officer	Engineer that meets the minimum qualifications for Fire Training Officer	Employees on current Engineer promotional lists
EMS Instructor	Single Role Paramedic, or Paramedic certified Firefighter, Engineer, or Captain with FTET Qualifications	Outside Recruitment
EMS Program Coordinator	Single Role Paramedic, or Paramedic certified Firefighter, Engineer, or Captain	Outside Recruitment
EMS Shift Coordinator	Single Role Paramedic, or Paramedic certified Firefighter, Engineer, or Captain	Outside Recruitment
EMS Continuous Quality Improvement Coordinator	Single Role Paramedic, or Paramedic certified Firefighter, Engineer, or Captain	Outside Recruitment

8.4 Assignment Length

The assignment is a minimum two (2) year commitment. After two years the employee may volunteer to return to their previous assignment or transfer to another eligible assignment, if available. After a two year commitment, the employee may be eligible for a one year extension. The extension will be mutually agreed upon by the employee and management. Extensions beyond three years may be considered by management.

Transition of rotational assignments shall be coordinated. Timing considerations include but are not limited to: current projects, employee career goals, organization requirements, etc.

ARTICLE 9

OUTSIDE EMPLOYMENT

The Department is the primary employer of its employees. Whenever an employee obtains outside employment while an employee of the Department, the employee shall advise the Department of such employment on forms provided by the Department for that purpose. For purposes of this Article, employment includes all paid employment, ongoing self-employment, volunteer firefighter, and reserve law enforcement officer. The completed form should be turned in to the employee's supervisor. Such employment must:

- a. Be compatible with the employee's Department work;
- b. In no way detract from the efficiency of the employee's Department work;
- c. In no way be a discredit to Department employment; and
- d. Not take preference over extra duty required by Department employment.
- e. Not violate Oregon Government Ethics laws.

The Department may, upon reasonable grounds, revoke permission to hold outside employment at any time based upon the criteria outlined above.

ARTICLE 10

HOURS AND OVERTIME

Nothing within this Article shall be construed to nullify, or otherwise limit, mutual or automatic aid agreements between the Department and other jurisdictions.

10.1 Definitions. As used in this Article:

- a. *"Call-back"* means those hours worked which are not contiguous with an employee's assigned shift.
- b. *"Draft"* means an involuntary assignment to work overtime other than overtime that is the result of a holdover, mandatory drill, training, or meeting.
- c. *"Emergency Overtime"* means those hours worked for fire or other emergencies which require the call-back of additional personnel to augment on-duty personnel or to maintain minimum staffing levels when on-duty employees are involved in emergency situations.
- d. *"Holdover"* means those hours worked in excess of, and continuous with, the end of an employee's assigned shift.
- e. *"Non-emergency overtime"* means all those overtime hours worked which are not emergency overtime.
- f. *"Overtime"* means 1) those hours worked in excess of, and contiguous with, an employee's assigned shift; or, 2) those hours worked in excess of the FLSA standard for the applicable work period.
- g. *"Trade"* means the time worked in trade for another employee at the request of another employee; not the employer.

- h. *“Work Shift”* means those hours assigned in a twenty-four (24) hour period beginning with the start of the employee’s scheduled shift.
- i. *“Work Schedule”* means the scheduled work week of an employee (e.g., days and hours assigned to work) in established work period.
- j. *“Work period”* means the established and regularly recurring period of work (number of days) designated under FLSA guidelines.

10.2 40 Hour Employees

- a. Work Period - The work period for all forty (40) hour week employees is seven (7) days, beginning at 0001 Sunday and ending at midnight, Saturday unless specified below:
 - i. Single-Role Work Period: 7 days starting at 0800 on Sunday and ending 7 days later at 0759 on the following Sunday.
 - ii. EMS Shift Coordinator Work Period: 7 days starting at 0800 on Sunday and ending 7 days later at 0759 on the following Sunday.
 - iii. 40-hour Line Eligible (40L) Work Period: 7 days starting at 0800 on Sunday and ending 7 days later at 0759 on the following Sunday.
- b. Work Week - The forty (40) hour work week usually consists of five (5) days, eight (8) hours per day or four (4) days, ten (10) hours per day as determined by the department.
 - i. Single-Role Work Week: The work week for single role emergency medical services employees will consist of a forty-eight (48) hour work week consisting of twenty-four (24) hours on duty followed by seventy-two (72) hours off duty, followed by forty-eight (48) hours on duty followed by seventy-two (72) hours off duty, with every 7th shift off.
 - ii. EMS Shift Coordinator Work Week: The work week for EMSSC employees will consist of a forty-eight-hour work week consist of 24-hours on duty, followed by seventy-two (72) hours off duty, followed by forty-eight (48) hours on duty, followed by seventy-two (72) hours off duty, with a Kelly Day every 7th shift off.
 - iii. Effective March 2, 2025, the work week for emergency medical services personnel will consist of a forty-eight (48) hour work week consisting of 24-hours on duty, followed by seventy-two (72) hours off duty and a debit day every twenty-eight (28) days or thirteen (13) debit days annually.
 - iv. Effective January 11, 2026 the work week for shift work emergency medical services personnel to include EMSSC will consist of a forty-eight (48) hour work week consisting of 24-hours on duty, followed by seventy-two (72) hours off duty and a debit day every twenty-eight (28) days or thirteen (13) debit days annually.
- c. Special Hour Requirements - The parties recognize that certain assignments may require other work hours within the forty (40) hour work week. The Department shall notify employees and the Union of special hour requirements of any assignment. Employees who accept such assignment after notice shall be deemed to have agreed to those special conditions. During the term of the special assignment, the Department shall not change the special hour assignment without reaching an agreement with the affected employee(s) regarding the change. Nothing herein prevents the Department from assigning employees to work forty (40) hour schedules on a temporary basis for such things as special assignments, training, or light or modified duty assignments. Nothing herein prevents the implementation of alternative work schedules, so long as it does not exceed FLSA standards. The Department agrees to notify the Union and bargain the impact of the change prior to the implementation.
- d. Alternative Work Schedules -The typical forty (40) hour work week spans five business days, consisting of eight hours of work per day (5/8's). Optionally, considering the department's goals, the division's operational demands, customer service requirements, minimum staffing needs, and at the discretion of Management, employees may elect a compressed schedule of four business days consisting of ten hours of work per day

(4/10's). Employees electing the 4/10's schedule will be typically assigned either a Monday through Thursday or a Tuesday through Friday schedule, as determined by Management.

The Department shall respond with a yes or no response in writing to a written request for an alternate work schedule within thirty (30) calendar days.

If more than one employee requests the same alternate schedule, the department will consider the department's goals, the division's operational demands, customer service requirements, and minimum staffing needs when assigning the schedule. If all other factors are equal, bargaining unit seniority will be used to determine the assignments.

10.3 24 Hour Fire Suppression Shift Employees

- a. Work Period - The work period for shift employees under the provisions of the FLSA section 7(k) is twenty seven (27) days. Hours worked and regular rate of pay for calculation purposes of FLSA overtime are as defined under the act. The FLSA period starts at 0800 on January 1, 2022 and ends at 0800 on the last day of the cycle repeating every twenty seven (27) days.
 - i. Effective December 29, 2025, the work period for fire suppression shift employees under the provisions of the FLSA section 7(k) is twenty-eight (28) days. Hours worked and regular rate of pay for calculation purposes of FLSA overtime are as defined under the Act. The FLSA period starts at 0800 on December 29, 2025, and ends at 0800 on the last day of the cycle repeating every twenty-eight (28) days.
- b. Work Week - The work week for fire suppression and emergency services personnel will consist of a fifty-one and thirty-eight hundredths (51.38) hour work week consisting of 24-hours on duty, followed by seventy-two (72) hours off duty, followed by forty-eight (48) hours on duty, followed by seventy-two (72) hours off duty, with every twelfth (12th) shift off.
 - i. Effective January 11, 2026, the work week for fire suppression personnel will consist of a forty-eight(48) hour work week consisting of 24-hours on duty, followed by seventy-two (72) hours off duty and a debit day every twenty-eight (28) days or thirteen (13) debit days annually.
- c. Kelly Day Reassignment - The Department may reassign Kelly Days annually. The effective date of any management initiated Kelly Day change (excluding promotions and cross shifting) will be March 1st with notification to the affected member occurring no later than the first start of vacation picks. The use of Kelly Days will end 01/10/2026.

10.4 Overtime

Eligible full-time employees who are required to work more than their established work schedule will be compensated for such extra hours at one-and-one-half (1 ½) times the employees regular rate of pay and any additional FLSA calculations per law. Part-time employees will be compensated for extra hours at the rate of one-to-one (1:1) for all hours up to forty (40) hours. All hours beyond forty (40) hours for part-time employees will be paid at one-and-one-half (1 ½) times the regular rate.

- a. Overtime pay is based on the position worked (e.g., employees working overtime in a higher classification shall receive one-and-one-half (1 ½) times the pay rate provided in Article 19 for their work in that higher classification). Overtime will be rounded up to the nearest tenth (1/10) of an hour.
- b. Overtime will be compensated as either pay or compensatory time off except as otherwise noted in this contract.
- c. Forty (40) hour Line Eligible (40L) employees working overtime assignments on the line will receive the twenty-four (24) hour overtime shift rate. Any additional overtime due for hours worked over 40 will be calculated in accordance with FLSA.
- d. Single Role and EMS Shift Coordinator employees will have all work and accrued leave hours in those roles coded over 40 hours a week paid at one-and-one-half (1 ½) times their base rate of pay. If an EMSSC employee works back on the line in their previously held role they will be paid Overtime at the 24 hour shift line rate of pay.

- e. Employees returning from conflagration deployments and/or IMT activations, of at least 72 hours, will be granted at least twelve (12) hours off, contiguous with the deployment and without loss of pay, unless an agreement is made between the employee and management. If the twelve (12) hours off concludes after 2000 on an employee's regularly scheduled shift and before 0800 the next day, the employee will be granted the remainder of the shift until 0800 off without loss of pay.

10.5 Overtime Assignments

- a. For forty (40) hour employees, the parties agree to determine overtime eligibility on a work week basis, if mutually agreed upon by the employee and the supervisor.
- b. The Department determines when overtime is to be worked and in what classification, consistent with good safety standards, and based on staffing requirements as detailed in the Roster Staffing manual. The Roster Staffing manual shall be mutually updated by the Department and the Union. When non-emergency overtime is required, it shall be offered to regular employees by classification for the position needed. For emergency overtime, or when no one accepts voluntary, non-emergency overtime, the Department has the right to require an employee to report to work. (Note--exceptions to this are listed in the Department policy manual and Department Staffing Manual.)
- c. For purposes of assigning overtime, the Department will maintain overtime rosters for each classification or rank. (See Appendix B - Overtime Call Back Roster.) The Department will maintain three (3) overtime rosters -- a short term list for overtime assignments which are less than thirteen (13) hours in length, a long-term list for overtime assignments which are thirteen (13) hours or longer, and an out of town medic transfer list. Eligible employees will be listed on overtime rosters in order of seniority.
- d. For twenty-four (24) hour shift employees, overtime will be offered on a rotational basis from the appropriate overtime list (See Appendix B – Overtime Call Back Roster). Overtime will be offered to eligible employees as listed on the roster unless special skills are required to perform the work. For procedures regarding overtime hiring, see the Department policy manual. The Department agrees to notify the Union and negotiate changes to these policies that involve mandatory subjects of collective bargaining.
- e. For the purposes of determining hiring order all overtime hours will be tracked by the actual hours accumulated while working overtime in any classification or position. Individuals who entered their name on any overtime list will have their individual overtime standing determined by the total amount of overtime hours worked. This overtime count will also include any hours accumulated as a result of being drafted. In the event there is an equal amount of overtime hours worked between two or more signed up employees, seniority will then be the determining factor.
- f. Overtime hours earned on Independence Day, Thanksgiving, Christmas Eve, and Christmas Day will not be added to the employee's overtime hours total and overtime will be hired by seniority regardless of hours count. If drafted, the employee will receive a draft count as usual.
- g. Individuals filling the EMSSC will receive first right of refusal for overtime created in the EMSSC position. Individuals filling the EMSCQIC and EMS Program Coordinator roles will be eligible for overtime created in the EMSSC position if available shifts have not been filled by other EMSSC Individuals. Individuals filling the EMSCQCI or EMS Program Coordinator assignments will have the second right of refusal for overtime created by an EMSSC vacancy and will be paid at the EMSSC rate of pay for all overtime hours in that role.

10.6 Deployment Overtime

Overtime due to State of Oregon Conflagration activations or State of Oregon Incident Management Team (IMT) activations will be recorded as one 24-hour shift towards the overtime cap regardless of the actual overtime hours earned. If the activation is less than 24-hours then the actual hours worked will be recorded in the overtime roster.

10.7 Consecutive Shift Hours

Employees assigned to a twenty-four (24) hour shift schedule may not work more than ninety-six (96) consecutive shift hours, including regular shift, overtime, and trade time. This time does not include holdover time, time while working at an incident or waiting for relief, or time performing non-shift work such as training, staffing for hiring processes, or

committee work. Exceptions to the hours limit may be granted by management when necessary to maintain adequate staffing after drafting options have been exhausted. Time limits may be waived for conflagration deployments, which provide for regular rest periods, or for time associated with major emergencies or general alarms.

If working overtime or a trade, when combined with regularly scheduled shift hours, would cause an employee to exceed the ninety-six (96) hour limit, the employee is not eligible for overtime or trade and must decline it. For the purposes of the overtime rosters, if an employee is prohibited from accepting the overtime due to this limitation, those hours will not be added to the employee's overtime count.

Employees who have worked the maximum number of hours must have a minimum of twenty-four (24) hours off prior to and immediately following a ninety-six (96) hour shift before being eligible to work again. Exceptions to the minimum time off may be granted by management when necessary to maintain adequate staffing after drafting options have been eliminated.

10.8 Routine Overtime

If routine overtime is scheduled in advance, the Department will post the routine assignment, when practical, including job requirements. Routine overtime can be referred to as overtime that requires general firefighter skills (e.g. NFPA Firefighter I related skills). Employees meeting the requirements may sign up. The most senior of the employees who sign up will be assigned the overtime. This provision shall apply only to routine assignments not involving particular skills, aptitudes, or qualities.

- a. Examples of routine overtime are participating on Fire/EMS Operations committees, station maintenance/upkeep, reserve equipment coordination, staffing the Lane County Fair Booth, and teaching general Firefighter I skills.
- b. Examples of overtime that are not routine overtime are water rescue, airport, paramedic, and special rescue assignments, etc. Assignments to Department standing or administrative committees also would not be considered routine overtime.

If other instances or scenarios arise regarding clarification between routine and non-routine overtime, the Department and the Union will discuss the issue.

10.9 Shift Transfer Overtime

For twenty-four (24) hour shift employees, a flat rate of 0.5 hours of overtime compensation or compensatory time will be granted, at a ratio of 1:1.5, for each shift transfer occurrence outside of the normal work shift.

For 40-hour fire suppression employees working on the line, a flat rate of 0.5 hours of overtime compensation will be granted, at a ratio of 1:1.5, for each shift transfer occurrence outside of the normal work shift. 40-hour fire suppression employees will receive "Shift Transfer Overtime" at the 24-hour rate of pay.

Overtime compensation for transfers related to special team drills will be given at a ratio of 1:1.5 for the actual time spent. The loading and unloading of gear will be done on duty as much as practical without impeding emergency response.

The Department reserves the right to change from a flat rate to actual time in the future. Transfer time compensation shall not apply to moves associated with a directly connected trade time or any prearranged standbys that do not require the use of turnouts, unless an additional transfer is required beyond the initial reporting location.

10.10 Unanticipated Vacancies

For unanticipated vacancies that result in a company being understaffed and unavailable for emergency response only the following provisions will apply:

- a. All employees who are on the applicable overtime sign-up list will be contacted in order until the vacancy is filled. If the vacancy is after 0000 hours the scheduled relief of the vacant position shall be offered the position, excluding AIC.
- b. The employee will be informed that the vacancy hire is time sensitive.

- c. The hiring authority has the right to ask the employee the anticipated amount of time needed to report to the assignment.
- d. The hiring authority may bypass any employee that would take longer than sixty (60) minutes to report to the assignment.

10.11 Drafting

- a. If the voluntary sign-up list has been exhausted, the least senior employee in the classification needed, based on bargaining unit seniority, may be drafted to work. The employee will be contacted and notified of the draft. The drafted employees may find another qualified employee willing to work. The drafted employee is exempt from further drafts within the applicable twenty-four (24) hour shift. The employee can refuse the draft only if they are physically incapacitated, or on approved personal leave or trade. In addition, if the draft creates an undue hardship, the drafted employee must make a concerted effort to find a qualified employee to work the draft. If unable to do so, the drafted employee will contact the hiring authority. It is the employee's responsibility to notify the Department of the valid reason, as defined above, for refusing the draft. The employee can also refuse a draft if it creates childcare issues. The childcare exemption may only be utilized when the draft occurs the morning of the hiring vacancy as outlined in the department manual.
- b. Drafting shall occur in inverse seniority order for the position needed. Employees shall not receive additional drafts in a given year, October 1st through September 30th, until all other employees in the position have been drafted once in the year or contact is attempted at that time with all other employees in the same position. The intent is to evenly distribute drafts within a drafting year. On October 1st of each year, the draft count will be reset and drafting will begin again in inverse seniority order.
- c. If an employee is working Christmas Eve, the Department will attempt to hire overtime or draft off duty personnel before drafting the off going personnel for Christmas Day.
- d. If an employee is scheduled to work Christmas Day, they will not be eligible to be drafted on Christmas Eve.
- e. Employees may not be involuntarily drafted beyond seventy-two (72) shift hours. Short term overtime or trade hours up to four (4) hours before or after the seventy-two (72) hour period will not be counted against this provision.
- f. Once an employee works two-hundred forty (240) hours of overtime, they will be moved to the bottom of the draft list. This rule also applies to all subsequent two-hundred forty (240) hours of overtime worked by an employee. The total hours used for the purposes of draft count rotations will be based on an individual's yearly overtime count. The overtime hour count will reset October 1st of each year.

10.12 Outside Contracts

Effective January 11, 2026, Employees assigned to an outside contract standby event, such as concerts or sporting events, shall be compensated at two (2) times their hourly base pay rate. If a 40L employee works an event, the line rate will be used for calculation of overtime

In lieu of drafting the department may hire local 851 represented members from other organizations if there are insufficient volunteers to work overtime due to outside contracts, such as concerts or sporting events, shall remain bargaining unit work.

10.13 Call Back

- a. Employees will receive call-back pay when called back to work outside their regular work schedule. Call-back for non-emergency overtime is two (2) hours. Call-back for drafts and emergency overtime is four (4) hours. Employees will receive emergency pay when called back to work outside their regular work schedule, except when the hours worked are contiguous with an employee's shift. When the hours worked are contiguous with the employee's shift, overtime will be paid only for the actual additional hours worked in an emergency capacity. Overtime associated with voluntary assignments on administrative committees, such as the Department standing committees, will be paid only for the actual hours worked and will not be subject to this provision.

- b. Except for calls made under 10.10 Unanticipated Vacancies employees are eligible for two (2) hours of call-back pay if they are contacted by telephone while at home to come in for emergency overtime but are subsequently re-contacted and instructed to disregard.
- c. Employees are eligible for two (2) hours of call-back pay if they are notified to come in for emergency overtime but subsequently re-notified and instructed to disregard. Department approval of overtime shall be contingent upon the employee's contact of the Battalion Chief's office within fifteen (15) minutes of the disregard to verify that they were en route. A message left on the Battalion Chief's telephone voice mail system shall constitute notice.
- d. Probationary and regular, full-time employees of the Department are eligible for emergency call-back within the Department to augment on-duty staff.
- e. For general phone calls, the employee will be paid following the guidelines established under FLSA. Phone calls received at home for the purposes of questions or inquiries on work-related subjects are considered work performed under FLSA. However, consistent with all-time recording under FLSA, if the time is considered de minimis, it will not be compensable.

10.14 Compensatory Time

Employees may state a preference in payment for overtime worked as either monetary compensation or compensatory time off or an equal split of the two options, except as noted in 10.20 Training Compensation below. The Department will consider the employee's preference in acting on the request. If the employee's preference cannot be met, the Department will give reasonable notice of the method of compensation. However, the Department will not mandate that an employee accept compensatory time in lieu of overtime. Employees may elect to take up to twenty-four (24) hours per pay period of accrued compensatory time as pay in lieu of time off. The Department and Union will jointly develop a policy for requests and approvals to receive accrued compensatory time as pay. The practice will be implemented after the policy is agreed upon.

Forty (40) hour week employees may accrue up to one-hundred twenty-two (122) hours of compensatory time; twenty-four (24) hour fire suppression shift employees, EMSSC, Single Role Paramedics, and Single Role EMT employees may accrue up to one-hundred fifty-six (156) hours of compensatory time.

Effective 1/11/2026, twenty-four (24) hour fire suppression employees, EMSSC, Single Role Paramedics, and Single Role EMTs, may accrue a maximum of forty-eight (48) hours of compensatory time. Employees will not be able to accrue additional compensatory time until their balance falls below the forty-eight (48) hour cap.

Compensatory time earned in excess of the maximum accrual amount shall be paid off automatically at the end of the pay period in which it is earned at the appropriate base wage rate. Forty (40) hour week fire suppression employees who earn compensatory time while working overtime assignments on the line will have those hours converted per Article 13. The Division Manager has the authority to grant approval to exceed the maximum accrual amount.

10.15 Compensatory Time Off

If a request is made to use compensatory time off, it will be granted within a reasonable period. If an employee requests to use compensatory time on a day when no vacation or compensatory time slots are available, an alternate day will be offered within a forty-five (45) day period of the date requested. The employee may choose any open vacation or compensatory time slot from the roster within that time frame. If there are no open slots, the employee should work with their supervisor to determine an alternate date as mutually convenient as possible to both the employee and the Department. Compensatory time may be placed in an open vacation slot. However, if a vacation request is received at the same time as a compensatory time request, the vacation request will be given preference for the vacation slot.

10.16 Standby Pay (Deputy Fire Marshals, ICO, and Logistic Staff)

- a. Employees who are designated by the Department, based on business need to be on standby status while off-duty, who are subject to a call to duty and who are required to be continuously available to the Department by telephone or other telecommunications device during a specified period of time, will receive compensation for all time spent on standby status at the rate of one (1) hour of regular base pay for each eight (8) hours of standby. Compensation will be calculated by dividing the total number of hours on standby by eight (8), rounded to the nearest eighth (1/8th) of an hour.
- b. Employees on standby status must normally be able to report to work and be ready for duty within forty-five (45) minutes of notification.

- c. Generally, employees will not be required to be on standby status more than seven (7) consecutive calendar days, unless there is a compelling business reason to do so as determined by Management. Compelling justifications may include, but are not limited to, natural disasters, regulatory compliance, or security concerns.
- d. Employees will not receive standby pay for any hours they are receiving compensation, including time for which they are receiving overtime or callback pay, excluding holiday pay.
- e. Emergency callback pay will begin when the on-call individual arrives at a pre-assigned reporting location.
- f. Employees working an alternative schedule shall not receive standby pay Monday through Friday between 06:00 and 16:00 hours.
- g. Deputy Fire Marshals:
 - i. Standby assignment opportunities will first be offered to employees covered by this bargaining agreement on a voluntary basis before the Assistant Fire Marshal or mandatory assignments are made.
 - ii. Deputy Fire Marshals will be allowed to take a Department vehicle home when their job duties necessitate a vehicle.
 - iii. Deputy Fire Marshals assigned to first position on the standby schedule will respond to all requests for Fire Marshals. Generally, callouts for the Deputy Fire Marshal on scheduled standby will be at the discretion of the Incident Commander and shall be for life safety purposes within their normal scope of duties.
 - iv. Secondary assignments may be made for business need. Management reserves the right to utilize non Fire Marshal Office IAFF personnel for vacant second positions. Deputy Fire Marshals assigned to second position will not respond to fire marshal emergency call back unless it is for a fire investigation or requested by the lead Deputy.
- h. Infectious Control Officer:
 - i. The Infection Control Officer must fully meet the requirements for the position established under NFPA 1581.
 - ii. The ICO will be assigned based on department need and can be filled from outside this bargaining unit.
 - iii. When designated by the department the ICO will be compensated with Standby pay for all hours assigned.

10.17 Minimum Scheduling (Deputy Fire Marshal)

Deputy Fire Marshals will have a minimum regularly scheduled staffing level as determined by management to make sure there is adequate coverage on a daily basis for the division. Regularly scheduled does not account for approved leave or unforeseen absences. In the event the division needs to change staffing levels, the Department and the Union agree to meet and discuss the changes.

10.18 Shift Transfers

Shift employees will be allowed to submit requests for transfer to another shift or station. Transfer requests submitted to the Deputy Chief of Operations by December 1st each year will be considered for transfer during the upcoming year. Employees' preferences will be considered in making assignments, along with a number of other factors necessary to achieve an appropriate balance in the station, such as EMT level, membership on a special team, experience level, special skills, or career development program participation. All else being equal, seniority will be considered in making assignments. The Department has the right to make the final decision regarding station or shift assignment.

The Department must give a minimum thirty (30) day notice to an employee who is to be transferred to another shift, except in the case of a transfer required by urgent operational necessity. This notification requirement will not apply to an employee who is transferred as the result of a promotion. The Department will consider transferring qualified members who have expressed an interest in the transfer opportunity. Written notification of pending shift transfer opportunities will be posted as per accepted means of notification.

10.19 Training Compensation

The following provisions will establish the compensation for training for all twenty-four (24) hour shift employees: (Training related to development programs is not covered by these provisions.)

- a. Training assigned by the Department that an employee is obligated to attend, unless their absence has been approved by the Department, is considered mandatory training. For mandatory training, any overtime earned will be given contract overtime.
- b. Training authorized by the Department which an employee has the option to attend is considered voluntary training. For voluntary training, any overtime earned will be given FLSA credit only. Employees will be informed in writing, with a copy to the Union, if training is voluntary, at least one (1) week prior to attending the training, unless there is a valid business reason for not being able to do so. If the Department fails to notify employees as specified, the overtime will be compensated as mandatory training. Time spent in travel to or from training is not considered time off in terms of this provision.
- c. Training of Five (5) Days or More - Employees who attend training for five (5) day eight hour days or more will be placed on a five (5) day/forty (40) hour schedule and will not be required to work twenty-four (24) hours prior to and forty-eight (48) hours after training or, as determined by their work schedule, forty-eight (48) hours prior to and twenty-four (24) hours after the training. Time spent in travel to or from training is not considered time off in terms of this provision. Employees will not lose FLSA time for the period of the training as a result of the change in their schedule. If their hours exceed the standard hours, they will receive additional FLSA credit. Note: Employees' FLSA cycle will not be changed.
- d. Training of Less Than Five (5) Days.
Employees will receive contract overtime and/or FLSA credit (as defined above in 10.6) for the time spent in actual training on non-shift days. If an employee is attending training that results in working four (4) days in a row, the employee will be given at least twelve (12) hours off, contiguous with the training, either before or after the training.
- e. Out-of-Town Training (over sixty [60] miles away).
If going out of town for training for more than one (1) day, employees who are scheduled to work the day before will be released from work in sufficient time to travel and arrive at their destination by 2100 hours. If scheduled to work on the day the training ends, employees will be released from work for the remainder of the shift.
- f. Employees who are working the day before and/or the last day of training may request an assignment other than the medic unit. The request will be accommodated, if at all possible.
- g. Employees will receive contract overtime and FLSA credit for attending mandatory medical training required for recertification as an EMT. The employee will be relieved from duty at 2000 hours for the remainder of the shift the day before the training.
- h. Study time associated with training and any free time before, during, or after training shall not be compensable for either mandatory or voluntary training assignments, unless an exception is granted by the supervisor in advance.
- i. The Department will continue to provide all in-person and online continuing education training for all EMT certification levels.
- j. The Department will continue to cover all costs of EMT recertification in the State of Oregon providing the employee submits recertification application materials on time. Employees are responsible for tracking their certification status and any late fees associated with late applications.

10.20 Mileage Reimbursement

Upon request employees are eligible to receive mileage reimbursement, paid at the federal reimbursement rate, if they use a personal vehicle for the distance traveled between worksites regardless of the transfer occurring on or off duty. The mileage reimbursement rate covers all costs of operating a vehicle including gasoline, oil, insurance and repairs. This is not applicable to employees who have an assigned City vehicle.

ARTICLE 11

CONVERSION OF WAGE AND LEAVE ACCRUALS

11.1 Conversion of Wages and Accruals

Employees officially transferred from one work period to another work period with different hours will have their wages, hours, and leave accruals converted to ensure the same total dollar value for the given leave or time. The conversion factor used for changes from a fifty-one and thirty-eight hundredths (51.38) hour work week to a forty (40) hour shift is 1:1.285, or vice versa. As personnel transfer, their accrued time will be converted accordingly to the appropriate ratio based on a forty (40) hour work week. This will provide those employees the same time off as allowed other employees on the same shift with the same accrual.

- a. Effective January 11th, 2026, when a fire suppression employee is officially transferred from one work period to another work period with different hours, they will have their wages, hours, and leave accruals (excluding sick leave) converted to ensure the same total dollar value for the given leave or time. The conversion factor used for changes from a forty-eight (48) hour work week to a forty (40) hour shift is 1:1.2 or vice versa. As personnel transfer, their accrued time will be converted accordingly to the appropriate ratio based on a forty (40) hour work week. This will provide those employees the same time off as allowed other employees on the same shift with the same accrual.
- b. If a fire suppression employee ends employment in a 40-hour line-eligible status or rotational assignment, they will be converted back to the line rates for their payouts.

11.2 Insufficient Compensable Hours

In the event alterations in an individual employee's shift or schedule results in insufficient compensable hours to maintain their regular base salary for the pay period in which the shift or schedule changes occurs, the Department will make up the resulting difference in pay for that pay period. Shift or schedule changes may include but are not limited to:

- a. Changing from Daylight Savings time to Standard time or vice versa.
- b. Moving an employee from regular to light duty alternate schedule or vice versa.
- c. Moving from one shift to another shift (cross shifting between A or B or C or D).
- d. Rebalancing Kelly Days or debit days.
- e. Academy style training schedules.
- f. Moving from a fire suppression shift work schedule or vice versa.
- g. Moving from recruit academy assignment to a shift assignment.
- h. 48-hour EMS employees will receive an additional 8 hours of compensation when assigned to a 40-hour work week for light duty or special assignment.

ARTICLE 12

ACTING IN CAPACITY, CERTIFICATION AND INCENTIVE PAY

12.1 Acting in Capacity Pay

- a. Bargaining unit employees assigned to work in a higher classification shall receive "acting in capacity pay" for all such hours as specified below.

• Single Role EMT to Paramedic	15% of base pay
• Single Role Paramedic to EMS Shift Coordinator/CQI/Program Coordinator	15% of base pay
• Fire Fighter to EMS Shift Coordinator/CQI/Program Coordinator	15% of base pay
• Fire Engineer to EMS Shift Coordinator/CQI/Program Coordinator	10% of base pay
• Fire Captain to EMS Shift Coordinator/CQI/Program Coordinator	5% of base pay
• Deputy Fire Marshal 2 to Assistant Fire Marshal	15% of base pay
• Fire Fighter to Fire Engineer -	10% of base pay
• Fire Fighter to Fire Captain -	15% of base pay

- Fire Engineer to Fire Captain - 10% of base pay
- Fire Captain to Battalion Chief - 15% of base pay
- EMS Shift Coordinator/CQI/Program Coordinator to EMS Battalion Chief 15% base pay
- All other AIC's not noted above - 5% of base pay

- b. If an employee works two different AIC assignments during one shift which qualify for pay, they will be compensated at the AIC rate for the higher classification.
- c. If a firefighter is required to drive an apparatus on an emergency run because a two-apparatus response is required of a one-apparatus crew, they will be paid AIC engineer pay for the full shift.
- d. If the City has knowledge an employee will be absent from their position for over six (6) months, the next person on the current promotional list will be promoted into the position until the employee who was absent returns to their permanent position.
- e. Bargaining unit personnel serving in an emergency call-back capacity who work in a higher classification while responding in an assigned apparatus or who respond to standby to another station on an assigned apparatus shall be entitled to AIC pay for the classification.
- f. AIC calculations for fire suppression personnel to EMS CQIC/EMS Program Coordinator/EMS Shift Coordinator will be based off of the 40-hour work week hourly wage conversion.

12.2 Medic Unit Pay

- a. Qualified fire suppression employees who are assigned to a medic unit will receive a differential equal to ten percent (10%) of top step shift Firefighter for the period of time they are assigned to the unit.
- b. Employees who are in the recruit academy assigned to the medic unit strictly for training purposes will not receive the compensation specified above.
- c. When the combination crew is activated, all employees assigned to the unit will receive unit pay for all time worked on the unit with a minimum of four (4) hours of unit pay per activation, per shift. When the combination crew is activated three (3) times or more per shift, they will be paid medic unit pay for the entire shift.
- d. When a Paramedic from a suppression crew is used to upgrade BLS Unit for ALS transport, they will receive a minimum of four (4) hours of medic unit pay per transport, per shift. When the Paramedic provides ALS transport three (3) times or more per shift, they will be paid medic unit pay for the entire shift.
- e. Should the Department add any additional combination crews during the life of this Agreement; the Union has the right to open this provision of the Agreement.

12.3 Field Training Paramedics (FTP) Pay and Coaching and Evaluation Pay

- a. Employees who are qualified as Field Training Paramedics (FTP) and assigned to evaluate a department probationer during the initial medic modules will be assigned as the third person on a medic unit. FTPs who complete the Daily Observation Report (DOR) shall receive a differential equal to twenty percent (20%) of top step Firefighter for all hours worked in that capacity.
- b. Third person FTP shifts will be assigned off of the FTP overtime list unless daily staffing exceeds the minimum staffing level.
- c. Employees who are qualified and assigned as FTPs and assigned to the medic unit with a department probationer as part of their regular shift rotation and complete the FTP DOR shall receive a differential equal to ten percent (10%) of top step firefighter for all hours worked in the FTP capacity.
- d. Department Employees who are assigned and working on the medic unit with Department probationary Firefighters or Single Role Paramedic or EMTs in a coaching and evaluation role and complete the Field Training Coach (FTC) report will receive a differential equal to five percent (5%) of top step firefighter for all hours spent in the FTC capacity.
- e. All hours worked on the medic unit as an FTP, as well as approved program development hours, will be compensated at the AIC rates specified above.

- f. Department Paramedics who are working on the medic unit and functioning as the preceptor for a department assigned paramedic student will receive a differential equal to five percent (5%) of their base rate for the time spent with the intern.

12.4 License Pay

Fire suppression employees who are "in good standing" with the Oregon Health Authority as defined in OAR 333-265-000 in designated, relevant classifications shall receive a differential equal to the percent listed below of top step Firefighter on base hours, excluding overtime:

- 2% for EMT-B license
- 5% for AEMT license
- 6% for EMT-I license
- 10% for EMT-P license

The EMS Training Coordinator shall receive a differential equal to nine percent (9.0%) of base pay on base hours, excluding overtime for the maintenance of an RN license or EMT-P certification and three percent (3%) increase to their base rate of pay for the maintenance of ACLS and HCP instructor certifications.

EMSSC, EMSCQIC and EMS Program Coordinator shall receive paramedic license pay equal to ten percent (10%) of the forty (40) hour top step firefighter, excluding overtime.

12.5 Bilingual Pay

- a. To be eligible for the bilingual pay program, employees must meet the minimum mandatory standards prior to the bilingual pay being awarded.
- b. Bilingual pay for IAFF represented employees will be included in the gross wages reported to PERS.
- c. To qualify for bilingual pay, an employee must demonstrate fluency in an eligible language (e.g., Spanish, American Sign Language or other appropriate language), as determined by the Department in its sole discretion, and must successfully pass a fluency examination administered by the City of Eugene's Employee Resource Center. The process will be used equally for IAFF represented employees regardless of which city employs them. The fluency examination will be administered quarterly for new employees or employees wishing to re-test. Employees who do not pass the examination may re-test only once per year.
- d. Employees who are eligible for bilingual pay, will receive a differential equal to five percent (5%) of their base pay rate on base hours excluding overtime.
- e. Bilingual pay is effective the first pay period following the testing process and documented acceptable level of fluency.
- f. If an employee is no longer proficient in the language they are receiving premium for, the employee will no longer receive the bilingual pay. Once an acceptable level of fluency has been demonstrated, re-evaluation will not be required more frequently than once in a three year period.
- g. The City retains the right to contract out bilingual services as deemed necessary.

12.6 Assignment Pay

Deputy Fire Marshal 2 employees assigned to Plans Review work will receive assignment pay equal to five percent (5%) of their current step for the duration of the assignment.

ARTICLE 13

SPECIAL TEAMS

13.1 Hazardous Materials Team

Bargaining unit members who are current members of the Hazardous Materials Team and who have completed all four (4) weeks of Hazardous Materials Technician training, or the equivalent, will receive a differential equal to five and one-half percent (5.5%) of top step Firefighter on base hours.

13.2 Confined Space Team (CST)

Bargaining unit members who are current members of the CST will receive a differential equal to one and one-half percent (1½%) of top step Firefighter at all times when working at any designated CST Company. Current CST members who are not assigned to a designated CST Company and who are activated will receive a differential equal to one and one-half percent (1½%) of top step Firefighter while in this capacity rounded to the nearest hour with a four (4) hour minimum. Staffing for CST stations shall follow the Roster Staffing manual. The employee serving as the CST team coordinator shall receive an additional differential equal to three (3%) of their base pay on base hours.

13.3 Water Rescue Team (WRT)

Bargaining unit members who are current members of the WRT will receive a differential equal to one and one-half percent (1½%) of top step Firefighter at all times when working at any designated WRT Company. Current WRT members who are not assigned to a designated WRT Company and who are activated will receive a differential equal to one and one-half percent (1½ %) of top step Firefighter while in this capacity rounded to the nearest hour with a four (4) hour minimum. Staffing for WRT stations shall follow the Roster Staffing manual. The employee serving as the WRT team coordinator shall receive an additional differential equal to three (3%) of their base pay on base hours.

13.4 Aircraft Rescue and Fire Fighting (ARFF) Team Coordinator

The employee serving as the ARFF team coordinator shall receive a differential equal to three (3%) of their base pay on base hours.

13.5 Wildland Unit Team (WUT)

The employee serving as the Wildland team coordinator shall receive a differential equal to three (3%) percent of their base pay for the time spent performing Wildland duties.

13.6 Mandatory Minimum Training

Based on class availability, employees selected for a special team will receive the mandatory minimum training for applicable DPSST or NFPA certification within twelve (12) months of appointment.

13.7 Off Duty Training

The CST will provide sixteen (16) hours of off-duty training per fiscal year for 24 team members to develop and maintain proper skills. Off-Duty training shall not replace required on-duty special team training. WRT will provide sixteen (16) hours of off-duty training per fiscal year for 36 team members to develop and maintain proper skills. Off-duty training shall not replace required on-duty special team training.

13.8 Employee Requirements

Employees must meet the following requirements to receive special team pay:

- a. An employee may continue on a team after the required time period if they request to and it is approved by the team supervisor.
- b. Employees on special teams must participate in any mandatory training and associated drills, unless on approved leave or excused by the team supervisor.
- c. Employees must meet all the performance standards established for the special team.

- d. An employee on a special team is expected to respond to calls unless they are on approved leave or has another legitimate reason for not doing so.
- e. Employees must be eligible and available for calls and must be meeting the requirements of the assignment to receive any designated assignment pay.

13.9 Removal from a Special Team

The Department reserves the right to remove someone from a team at any time. A special team member has the right to remove them self from a team after four (4) years of active service on the team, unless an exception is granted by the Department allowing the member to remove them self from the team sooner.

ARTICLE 14

UNIFORMS

14.1 Uniforms

All uniforms, protective clothing, or protective devices required of employees in the performance of their duties shall be furnished without cost to all IAFF-represented employees by the Department. New employees will be issued all contract uniform items prior to being placed on shift. IAFF represented employees are required to wear all protective safety equipment consistent with the purpose for which they were issued.

- a. The Department will supply fire suppression and training personnel with the following items:
 - ◊ 2 House uniform shirts
 - ◆ 1 short sleeve, 1 long sleeve (uniform shirts shall not be worn in immediately dangerous to life and health (IDLH) atmospheres, unless they meet NFPA 1975 standards)
 - ◊ 3 House uniform pants (meets NFPA 1975)
 - ◊ 7 T-shirts (meets NFPA 1975)
 - ◆ 5 short sleeve, 2 long sleeve (either crew or mock turtle neck)
 - ◊ 3 Sweatshirts
 - ◊ 1 Ball cap
 - ◊ 1 Belt
 - ◊ 1 Tie
 - ◊ 1 Light Weight Jacket
 - ◊ 1 Water-resistant coat, and liner
 - ◊ 1 Pair of approved boots
 - ◊ 1 Flashlight
 - ◊ 2 sets of turnouts which include:
 - ◆ 2 Helmets by 6/30/27 OR (1) Helmet and an agreed upon mechanism for cleaning by 06/30/2026
 - ◆ 2 hoods
- b. The Department will provide maintenance personnel with the following items:
 - ◊ 5 Pairs of work pants
 - ◆ 1 uniform pant, 4 BDU style
 - ◊ 1 Navy blue polo shirt
 - ◊ 10 T-shirts
 - ◊ 4 Sweatshirts
 - ◊ 1 Ball cap
 - ◊ 1 Belt
 - ◊ 1 Water-resistant coat, and liner
 - ◊ 1 Utility jacket
 - ◊ 1 Pair of work boots
 - ◊ 1 Flashlight
- c. The Department will provide Fire Prevention Section personnel with the following items:
 - ◊ Blue house uniform shirts
 - 6 short and/or long sleeve shirts, the employee's choice

- ◇ 4 House uniform pants
- ◇ 3 Blue polo shirts
- ◇ 4 T-shirts
- ◇ 2 Sweatshirts
- ◇ 1 Ball cap
- ◇ 1 Belt
- ◇ 1 Tie
- ◇ 1 Water-resistant coat, and liner
- ◇ 1 Pair of approved boots
- ◇ 1 Light Weight Jacket
- ◇ 2 sets of abrasion and flame-resistant extrication gear

d. The Department will supply Single Role Personnel the following items:

- ◇ 2 House uniform shirts
 - 1 short sleeve, 1 long sleeve
- ◇ 4 House uniform pants
- ◇ 7 T-shirts (meets NFPA 1975)
 - 5 short sleeve, 2 long sleeve (either crew or mock turtleneck)
- ◇ 2 Sweatshirts
- ◇ 1 Ball cap
- ◇ 1 Belt
- ◇ 1 Tie
- ◇ 1 Water-resistant coat, and liner
- ◇ 1 Light weight jacket
- ◇ 1 Pair of approved boots
- ◇ 1 Helmet
- ◇ 1 Abrasion resistance jacket and pants

When an employee transfers or terminates from a uniformed position, they are required to turn into the Department all uniform items except footwear. If an employee has purchased any additional uniform item, they will not be required to turn it into the Department. The Department has the right to reissue any uniform item, except footwear.

14.2 Turnout Boots

For fire suppression employees and Deputy Fire Marshals, the Department will provide leather turnout boots meeting NFPA 1975 as rubber turnout boots (NFPA 1975) wear out. Employees will have the option to continue to wear a rubber turnout boot in lieu of the leather turnout boot. For recruit academies, new recruits will wear rubber turnout boots (NFPA 1975) for the duration of the academy. New employees will be offered the option of leather turnout boots at the successful completion of the recruit academy and assignment to shift.

If an employee cannot be fitted with the regulation boot, they will be provided with an alternate boot selected by the Department. An employee may elect to purchase a more expensive boot. If they choose to do so, they will be reimbursed an amount equal to the cost of the regulation boot by the Department. Any boot selected must be similar in appearance to the regulation boot and meet all department standards.

If health or fit problems still exist after a reasonable attempt to find an approved boot has been made, the Department will provide a safety shoe after the employee provides written medical documentation from a podiatrist.

14.3 Uniform Replacement and Repair

The Department will be responsible for the replacement and repair of all uniform items, protective clothing, and protective devices, unless the item is lost or damaged due to the employee's neglect. If an employee loses or damages an item through neglect, they will be required to purchase a replacement item from the Department. The Department has the authority to determine if, and when, replacement of any uniform item is required.

14.4 Uniform Committee

A joint labor/management uniform committee will meet periodically to review the uniform items provided and the standards that must be met for each item. The committee will also review and recommend specific items and styles to be purchased, giving due consideration to cost, quality, and job requirements. The Department retains the right to approve or not approve these recommendations.

14.5 IAFF Lapel Pins

Employees may display the official IAFF lapel pin on the left breast pocket of the uniform shirt or coat.

14.6 PFAS (Per- and Polyfluoroalkyl Substances)

Studies have shown that all three layers of fire fighter turnout gear contains Per and Polyfluoroalkyl Substances (PFAS), a class of fluorinated chemicals known as “forever chemicals” which have been linked to cancer and other serious health effects. These studies highlight the risks associated with the materials and finished used in turnout gear even before it is exposed to its first fire.

The Union and the Department recognize that the modern firefighting protective ensembles contain substances such as per- and polyfluoroalkyl substances (PFAS) that may pose a health risk to firefighters.

The Department shall provide appropriate personal protective equipment (PPE) to employees whose work may involve potential exposure to PFAS.

In the event that personal protective equipment becomes available with reduced or no amounts of PFAS or other toxins that meets applicable standards, the Department agrees to prioritize replacing the current gear with the newly available equipment as soon as funding is secured to replace the first (1st) set of turnouts and the second (2nd) set of turnouts will be replaced where fiscally feasible during the normal replacement process.

Where feasible, during the normal replacement process, the Department agrees to substitute PFAS-containing materials with safe alternatives to minimize employee exposure.

ARTICLE 15

PERSONAL, VACATION AND HOLIDAY LEAVE

15.1 Definitions

- a. For the purposes of this Article, the term “*hours worked*” means all regular hours worked (excluding overtime), paid vacation time, recognized holidays, paid sick leave taken, compensatory time, leaves without pay up to fifteen (15) calendar days, and time off up to one-hundred eighty (180) days in an employment year chargeable to an occupational disability if the employee is continued on full pay for that period.

15.2 Vacation Accrual

- a. Regular part-time employees who work at least twenty (20) hours a week but less than forty (40) hours per week will be credited with vacation on a pro-rata basis.
- b. If an employee transfers from outside of the bargaining unit, they will not lose accrued personal leave or the credited years of department service for the purpose of vacation accrual.
- c. Vacations shall accrue each pay period. The accruals may vary from one pay period to the next based on the base hours worked or in a paid status during the pay period. Accrued vacation leave may not be used until the completion of the pay period in which it is earned.
- d. Accruals will be based on the 24 hour shift fire suppression schedule for twenty-four (24) hour shift employees. Twenty-four (24) hour shift employees, who are temporarily assigned to forty (40) hour week schedules such as firefighters in the recruit academy, light duty positions, or special forty (40) hour assignments, and fire suppression shift employees temporarily assigned to training who are eligible to work back on the line, including Fire Instructor, Fire Training Officer, Training Captain, and EMS Instructor, shall have their accruals (rates and balances) converted per Article 11 Conversion of Wages and Leave Accruals of the contract.
- e. Vacations shall accrue according to the following schedule:

VACATION ACCRUAL FOR 40 HOUR WEEK EMPLOYEES

Length of Continuous Service in Years	Vacation		Maximum Accrual	
	Per Hour	80 hr Pay Period	Hours Accrued per Year	Maximum Accrual Cap = 2x Annual Accrual*
Less than 2 years	0.056346	4.51	117.20	234.40
2 but less than 6	0.064423	5.15	134.00	268.00
6 but less than 10	0.073077	5.85	152.00	304.00
10 but less than 14	0.081154	6.49	168.80	337.60
14 but less than 18	0.089231	7.14	185.60	371.20
18 but less than 22	0.097308	7.78	202.40	404.80
22 years and over	0.0114038	9.12	237.20	500
*Except for those employees with 22 or more continuous years of service.				

VACATION ACCRUAL FOR 24 HOUR SHIFT EMPLOYEES

Length of Continuous Service in Years	Maximum Vacation Accrual	
	Annual Accrual Max	Maximum Accrual Cap
Less than 2 years	276	396
2 but less than 6 years	300	444
6 but less than 10 years	324	492
10 but less than 14 years	348	540
14 but less than 18 years	372	588
18 but less than 22 years	396	636
22 but less than 26 years	444	850**
26 years and over	492	850**
72-96-120 hour accrual rates to be determined by payroll department. **Except for those employees in PERS Tier 1 – which would be 900 hours maximum accrual. Accrual rates above include the 156 hours of vacation in lieu of holidays.		

VACATION ACCRUAL FOR SINGLE ROLE MEDICS and EMS SHIFT COORDINATORS

Length of Continuous Service in Years	Maximum Vacation Accrual	
	Annual Accrual Max	Maximum Accrual Cap
Less than 2 years	254	396
2 but less than 6 years	276	444
6 but less than 10 years	298	492
10 but less than 14 years	320	540
14 but less than 18 years	342	588
18 but less than 22 years	364	636
22 but less than 26 years	408	850**
26 years and over	452	850**
72-96-120 hour accrual rates to be determined by payroll department. **Except for those employees in PERS Tier 1 – which would be 900 hours maximum accrual. Accrual rates above include the 156 hours of vacation in lieu of holidays.		

h. Effective January 11, 2026, 24-hour shift fire suppression employee vacation accruals will be as follows:

VACATION ACCRUAL FOR 24 HOUR FIRE SUPPRESSION SHIFT EMPLOYEES

Length of Continuous Service in Years	Maximum Vacation Accrual	
	Annual Accrual Max	Maximum Accrual Cap
Less than 2 years	265	398
2 but less than 6 years	288	432
6 but less than 10 years	311	467
10 but less than 14 years	334	501
14 but less than 18 years	357	536
18 but less than 22 years	380	570
22 but less than 26 years	426	639**
26 years and over	472	708**
<i>72-96-120 hour accrual rates to be determined by payroll department. **Except for those employees in PERS Tier 1 – which would be 900 hours maximum accrual <u>and</u> employees in PERS Tier 2- which would be 850 hours.</i>		
<i>Accrual rates above include the 156 hours of vacation in lieu of holidays.</i>		

VACATION ACCRUAL FOR SINGLE ROLE PARAMEDIC, EMT AND EMS SHIFT COORDINATORS (48-Hour Work Week)

Length of Continuous Service in Years	Maximum Vacation Accrual	
	Annual Accrual Max	Maximum Accrual Cap
Less than 2 years	265	398
2 but less than 6 years	288	432
6 but less than 10 years	311	467
10 but less than 14 years	334	501
14 but less than 18 years	357	536
18 but less than 22 years	380	570
22 but less than 26 years	426	639**
26 years and over	472	708**
<i>72-96-120 hour accrual rates to be determined by payroll department. **Except for those employees in PERS Tier 1 – which would be 900 hours maximum accrual and employees in PERS Tier 2- which would be 850 hours.</i>		
<i>Accrual rates above include the 156 hours of vacation in lieu of holidays.</i>		

24-HOUR SHIFT EMPLOYEES WHO ARE TEMPORARILY ASSIGNED TO A FORTY (40) HOUR WEEK VACATION/HOLIDAY ACCRUAL TABLE

VACATION ACCRUAL FOR 40 HOUR WEEK EMPLOYEES				
Length of Continuous Service in Years	Vacation		Maximum Accrual	
	Per Hour	80 hr. Pay Period	Hours Accrued per Year	Maximum Accrual Cap = 1.5 x Annual Accrual*
Less than 2 years	0.1062	8.497	220.925	331.39

2 but less than 6	0.1154	9.235	240.100	360.15
6 but less than 10	0.1247	9.972	259.275	388.91
10 but less than 14	0.1339	10.710	278.449	417.67
14 but less than 18	0.1431	11.447	297.624	446.436
18 but less than 22	0.1523	12.185	316.799	475.198
22 but less than 26	0.1707	13.660	355.148	533**
26 years and over	0.1892	15.135	393.497	590**
<i>**Except for those employees in PERS Tier 1 – which would be 900 hours maximum accrual and employees in PERS Tier 2- which would be 850 hours. Accrual rates above include the 156 hours of vacation in lieu of holidays.</i>				

15.3 Vacation Accrual Limits

As of the end of the pay period including March 1 of each year, employees' vacation leave balances shall be no greater than the maximum accrual caps indicated in the tables above. Hours earned during the pay period including March 1st are not included in the cap when looking at hours over the cap. All excess time must be taken before the end of the pay period including March 1.

If an employee who is over the maximum vacation leave time has attempted but been unable to schedule time off prior to the end of the pay period that includes March 1, the Department will assign the employee to take off the next available date(s).

Employees, who are unable to take scheduled vacation leave due to an illness or injury and who will exceed their maximum allowed vacation leave time, will be granted an exception for a sufficient period of time to allow for the leave to be taken.

15.4 Vacation Scheduling

Preference in vacation scheduling within a work section and/or shift is by bargaining unit seniority. There will be a total of eleven (11) vacation slots and two (2) compensatory time slots, for a total of thirteen (13) slots per shift for the purpose of scheduled leave.

Only 24-hour blocks will be available for selection during the first round of vacation picks. As a trial for the duration of this contract, once the annual vacation selection process is complete, additional vacation slots will be offered hourly, allowing a maximum of two employees per slot. This means that two employees can utilize the same vacation slot, provided their time off requests do not overlap. For instance, if Employee one (1) is on leave from 0800 to 2000, Employee two (2) may take leave from 2000 to 0800 of the same shift.

Twenty four (24) hour shift employees will select their annual maximum vacation accrual, minus one hundred fifty six (156) hours, in the first round of the vacation selection process.

- a. In the even years, shift employees will select up to a maximum of six (6) shifts in the second round.
- b. In odd years, shift employees will select up to a maximum of seven (7) shifts in the second round.

15.5 Vacation Payout at Termination

Upon termination, twenty-four (24) hour shift employees will be compensated for all accrued vacation leave hours not to exceed seven hundred and eight (708), with the exception of employees in PERS Tier 1 shall have vacation leave balances no greater than nine hundred (900) hours, and PERS Tier 2 shall have vacation leave balances no greater than 850 hours. Forty (40) hour employees will be compensated for all accrued vacation leave hours not to exceed five hundred (500) hours.

15.6 Holidays (40-hour Work Week Employees)

Members of the bargaining unit whose regular work week is forty (40) hours (excludes employees temporarily assigned to forty (40) hour week schedules) are eligible for paid time off on the following designated Department holidays subject to the provisions below:

New Year's Day – January 1
Martin Luther King Jr. Day – Third Monday in January
Presidents' Day – Third Monday in February
Memorial Day – Last Monday in May
Juneteenth – June 19
Independence Day – July 4
Labor Day – First Monday in September
Veterans' Day – November 11
Thanksgiving Day – Fourth Thursday in November
Friday following Thanksgiving
Christmas Day – December 25

To qualify for holiday pay, an employee must work the last scheduled work day before, and the first scheduled workday after, the holiday or have been on authorized leave with pay or on authorized leave without pay for not more than fifteen (15) calendar days (fourteen [14] calendar days for forty [40] hour employees).

Employees who, with supervisory approval, work on a holiday listed above as part of their regular work week shall, at the discretion of the supervisor, be granted time off or compensated for all hours worked on the holiday at one-and-one-half (1 ½) times the established straight-time rate in addition to the holiday pay.

If a holiday falls on a non-exempt employee's regular day off, the supervisor should grant time off equal to the holiday hours on a scheduled workday in the same work week to account for the holiday time. If time off cannot be given in the same work week as the holiday, the employee will be paid for the holiday in addition to their regular hours. Holiday pay in addition to the regularly scheduled hours will not result in overtime pay.

Holidays which occur during vacation or sick leave will not be charged against such leave.

15.7 Personal Leave (PTO)

- a. 24-Hour Shift Employees: Fire Suppression and Single Role employees (including 40-hour line eligible employees in the academy and on light duty) will be credited with sixty (60) hours of PTO at the end of the pay period that includes March 1st of each year making PTO available to use the first full pay period in March. PTO can be used at the employee's discretion. Upon hire, new employees will be credited with a prorated amount of PTO based on the time period between hire and the next PTO accrual in March, however new employees are not eligible to use PTO until they have been employed for six (6) consecutive months.

Fire Suppression employees shall use the same procedure for using PTO as currently used for sick leave. A maximum of five (5) 24-hour slots will be available for personal leave each shift. If personal leave usage is at the maximum the morning prior to the start of a shift, personal leave can be placed in any open vacation or compensatory slot. PTO can only be used in blocks of twelve (12) hours unless otherwise allowed under State and Federal law or Cities' policy.

Single-Role employees shall use the same procedure for using PTO as currently used for sick leave. A maximum of two (2) 24-hour slots will be available for compensatory time, and vacation, and one (1) 24-Hour slot for PTO on each shift. If personal leave usage is at the maximum the morning prior to the start of a shift, personal leave can be placed in any open vacation or compensatory slot. PTO can only be used in blocks of twelve (12) hours.

As the single role system expands, and an increased number of single role employees are added to the system, an increase in time off slots may be adjusted with the agreement between the union and management.

As a trial for the duration of this contract, PTO slots will be offered hourly, allowing a maximum of two employees per slot. This correlates that two (2) employees can utilize the same PTO slot, provided their time off requests don't overlap. For instance, if Employee one (1) is on leave from 0800 to 2000, Employee two (2) may take leave from 2000 to 0800 of the same shift.

In the event an employee's PTO balance results in a balance other than 12-or 24-hour increments, the employee will be permitted to use the PTO balance in their personal leave bank.

Use of PTO will not be allowed on observed holidays as specified in 15.7 with the following exceptions:

- i. PTO may not be used for Easter, Christmas Eve and New Year's Eve.
- ii. PTO may be used on Martin Luther King Day, Presidents Day, and Veterans Day.

PTO has no cash value at separation/retirement.

Unused PTO remaining at the end of the pay period that includes March 1 will be rolled over into the employees "City" Sick leave bank when the annual PTO hours are credited.

- b. Rotational Assignments: Fire Suppression and Single Role employees on a rotational 40-hour work schedule are not eligible to use PTO. Any remaining accrued PTO at the beginning of a rotational assignment will be frozen and rolled to the "City" sick leave bank at the end of the pay period that includes March 1st. Employees transitioning from a 40-hour work week to shift work who have not already been previously credited with PTO for the year will be credited with a prorated amount of PTO based on the time period between assignment to the line and the next PTO accrual in March.
- c. 40-Hour Employees (Non-Rotational): 40-hour work week employees will be credited with thirty two (32) hours of PTO at the end of the pay period that includes March 1 of each year making PTO available to use the first full pay period in March. PTO can be used at the employee's discretion. Upon hire, new employees will be credited with a prorated amount of PTO based on the time period between hire and the next PTO accrual in March, however new employees are not eligible to use personal leave until they have been employed for six (6) consecutive months.

40-hour staff shall use the same procedure for using PTO as currently used for vacation.

PTO hours must be used by the following pay period end that includes March 1. Unused PTO hours do not roll over to the following year (i.e. Use it or lose it).

PTO has no cash value at separation/retirement.

15.8 Separate Accrued Vacation Bank

January 1, 2013, the City of Springfield deposited hours into a separate Accrued Vacation bank. Hours in the Accrued Vacation bank shall be counted towards the maximum accrual cap in table 15.2. Prior to January 1 of each successive calendar year employees may transfer twenty-four (24) hours from the Accrued Vacation bank into their Vacation Usage bank. This transfer is voluntary and at the employee's option. Employees may also request the transfer of any hours in their Accrued Vacation bank after approval with Deputy Chief for use in an undue hardship. The list in Appendix C represents the hours remaining for active employees on January 1, 2025.

ARTICLE 16

HEALTH INSURANCE

16.1 City of Eugene Employees

The City provides medical, dental, and vision care benefits for eligible employees. All employees are required to pay a portion of the premium, including employees married to, or the domestic partner of, other City employees where each is covered under the other's plan. Premiums will be based on differential rates for single, two-party, and family coverage. The employee's contribution to health and accident insurance premiums shall be based on the following levels:

Standard Hours	Employee Contribution
32.0 hrs/week and above	Same amount as for full-time employees as defined in the Agreement
24.0 - 31.9 hrs/week	25% of full-time premium, based on a tiered rate (two-party, family)
20.0 - 23.9 hrs/week	50% of full-time premium, based on a tiered rate (two-party, family)

All employees and their dependents are eligible for coverage on the first of the month following the employee's date of hire. Coverage for an employee hired on the first day of the month shall be effective on the first day of the next month.

- a. Employees covered by this Agreement may select health and accident coverage either under the City Managed Care Plan or the City Health Plan.
- b. The City will fund 95% of the total cost of the health insurance premium for full-time employees (32 hours a week and above) based on a tiered rate (single, two-party and family). Full-time employees are required to pay the remaining 5%.
- c. In the event the City is subject to a tax as a result of the Affordable Care Act (ACA), the parties agree to reopen this agreement on Health Insurance to bargain.
- d. Employees who work a schedule of fewer than thirty-two (32) hours per week are required to pay for a portion of their health and accident insurance based on the following two options:
 - i. The employee may elect employee only coverage and pay the same contribution rate as full-time employees.
 - ii. The employee may elect to cover dependents and pay a portion of the total cost of the premium for health insurance pro-rated to their standard work hours designated in the Payroll system, based on a tiered rate (two-party and family).
- e. Medical, Dental and Vision benefits are outlined in the City of Eugene Employee Benefits Handbook dated January 1, 2014 and successor handbooks and summarized in the handbook summaries located on the City's web-site. The City will notify the Union of any changes in benefits.
- f. The parties agree to participate in a benefits study group with other employee groups which may make non-binding recommendations to City management and the Union on benefits design during the term of this Agreement.

16.2 City of Springfield Employees

- a. IAFF members employed by the City of Springfield are covered by the Health Incentive Medical, Vision, and Dental Plan (HIP). The City may, at its sole discretion, offer additional health insurance plan(s).
 - i. Coverage shall include all eligible full-time and part-time employees and their dependents. The coverage begins the first of the month following hire or the first if hired on the first of the month..
 - ii. The City will provide health services at the City Health Clinic at limited or no cost to employees and their covered dependents.
- b. The City's total cost share will be ninety-five percent (95%) of the cost for the medical and dental plans.
 - i. Employees shall pay any portion of the cost share for the selected medical and dental plans for which the City is not obligated as set forth in this section.

- ii. In the event the City is subject to a tax as a result of the Affordable Care Act (ACA), the parties agree to reopen this agreement on Health Insurance to bargain.
- c. Each month an employee is enrolled in the Health Incentive Plan (HIP) the City will contribute \$100 for a single coverage or \$200 for an employee with eligible dependents to a Health Reimbursement Account (HRA). Employees with dependents that are covered by another insurance plan may opt for single coverage under the HIP and still receive the \$200 HRA contribution.
- d. The City may, at their sole discretion, offer city-wide wellness programs in addition to the insurance coverage and benefit levels provided under the City's health insurance plan(s). Wellness programs would not reduce benefits, and would be voluntary. The City may discontinue in whole or part any wellness program(s) at their sole discretion.
- e. Medical, Dental, and Vision benefits are outlined in the City of Springfield Employee Benefits Handbook located on the City's intranet, and a summary can be located on the City's web-site.
- f. City of Springfield Employees who meets the requirements set forth in the May 1, 2018 version of the Administrative Regulation 03-03-02 will be eligible for health insurance premium stipend and other benefits as outlined in the policy.

16.3 Employee Assistance Program (EAP)

The Cities shall provide a Department-paid EAP to provide individual, family, career, and other counseling services. Participation in the program shall be voluntary. The same provider may provide a wide variety of services, including, but not limited to, training, work group intervention, mediation, and critical incident debriefs. These work-site related services are not part of the "EAP" as defined by this provision.

ARTICLE 17 LIFE INSURANCE

The Cities shall provide a life insurance benefit and an accidental death and dismemberment benefit for employees covered by this agreement effective the first of the month following the date of employment at a scheduled amount rounded off to the nearest thousand. The life insurance benefit will be one (1) times the employee's current annual base salary, plus EMT certification pay, up to the maximum of \$200,000. An additional amount equal to the life insurance benefit will be paid in case of accidental death. The City will also continue to offer supplemental life insurance coverage for employee purchase if offered by the City's life insurance carrier.

For employees age seventy (70) or over, this benefit will be reduced to sixty-five percent (65%) of the full amount. For employees' age seventy-five (75) or over, the benefit will be reduced to forty-five percent (45%) of the full amount.

ARTICLE 18 INDUSTRIAL ACCIDENT AND ILLNESS

18.1 City of Eugene Employees

- a. The Department provides benefits as required by State law for injuries and illnesses arising out of, and in the course of, employment with the Department and covered by Workers' Compensation. Employees who sustain an injury or illness compensable by workers' compensation, and who are eligible for workers' compensation temporary disability benefits, will receive wage continuation in lieu of temporary disability benefits, which will ensure the employee's regular take-home pay, so long as the temporary disability benefits are due on the claim.
- b. The wage continuation is available up to one-hundred eighty (180) calendar days from the date the claim qualifies as "disabling".

- c. If an employee is off work beyond one-hundred eighty (180) days from the date the workers' compensation claim becomes disabling, temporary disability benefits will be paid directly to the employee. An employee may code a sufficient amount of time to accrued personal leave to ensure that, when combined with the temporary disability benefits, the employee's normal net pay is maintained.

18.2 City of Springfield Employees

- a. Workers Compensation - The City provides workers' compensation benefits in accordance with State law for all employees for injuries and illnesses arising out of, and in the course of, employment with the City. Worker's compensation benefits, including time loss, will be administered in accordance with Oregon Workers' Compensation Law and Administrative Rules. Supplemental workers' compensation pay, which is in addition to Worker's Compensation time loss, is governed by this Article.
- b. Payment of Workers Compensation and Time Loss - When an employee is absent from work because of an on-the-job injury compensable by Workers' Compensation and eligible for Temporary Total Disability (TTD) or Temporary Partial Disability (TPD) benefits (aka "time-loss"), the employee will keep their time loss check and receive their regular paycheck and benefits for the period they are receiving time loss payments up to one-hundred-and-eighty (180) calendar days from the date the claim is classified as disabling. For this section, regular paycheck means base wage plus non-worked incentives (certification, education, language, etc.). Overtime and worked on-call pays are excluded.

However, any time loss payments will be deducted from the employee's paycheck and adjusted in the next available payroll cycle, or subsequent paychecks if the employee's paycheck is insufficient to permit recovery of the time-loss payment amount.

No sick leave will be deducted from the employee's accruals for one-hundred-eighty (180) calendar days following the date of injury due to the on-the-job injury or occupational illness. The employee will continue to accrue all benefits including sick leave, vacation, and health insurance.

- c. Alternative Deductions - If an employee is off work beyond the one-hundred-eighty (180) calendar days from the date of injury due to the on-the-job injury or occupational illness, the employee may elect which type of accrued leave to use, in addition to the amount of workers' compensation time loss payments, up to the amount of their regular paycheck. Employees must use paid leave before taking unpaid leave. An employee must request one of the following leave deductions:

Shift	Default		
	10%	20%	30%
12 hour	1.25 hours	2.5 hours	3.75 hours
10 hour	1 hour	2 hours	3 hours
8 hour	1 hour	1.75 hours	2.5 hours

- d. Employment Status and Benefits During Leave - During the period of disability and as long the employee is receiving Workers' Compensation time loss payments or is receiving sick leave, holiday, or vacation pay, the employee shall continue to receive all forms of compensation (base wages, step increases, incentive pay, all insurance, etc.) and shall accrue sick time, holiday time, and vacation time. The employee will continue to be responsible for the employee portion of insurance benefit premiums.

In the event an employee's time loss benefits end, but the employee is unable to return to work, that employee may access all leave benefits in order to receive their regular paycheck.

- e. Denial of Claim - If an employee's workers' compensation claim is denied by the worker's compensation carrier, the employee's injury or illness will be treated as a non-occupational claim from the date of denial. In the event the denial is reversed by the Workers' Compensation Board or Oregon courts, the employee's sick leave and other paid leave accounts will be adjusted to reflect what they should have received in sick leave and other benefits, and the employee will be made whole in all ways consistent with this article, as if they had been granted an accepted claim from the date of injury due to the on-the-job injury or occupational illness. Any such restoration of leave, pay, and benefits will be adjusted to account for Workers' Compensation time-loss payments consistent with this article.
- f. Modified Duty - In the event of a work-related injury or illness, the City may assign reasonable modified duty consistent with the employee's medical restrictions as determined by their health care provider. If a worker refuses modified duty they will become ineligible for Time Loss and City Supplemental Pay.

ARTICLE 19

WAGES AND SALARIES

19.1 Wages

As outlined in Appendix A:

- Effective July 1, 2024, wages shall be increased by 4%***
- Effective July 1, 2025, wages shall be increased by 4%
- Effective July 1, 2026, wages shall be increased by 4%
- Employees will be paid on a bi-weekly payroll cycle.

***Current employees will receive Retroactive back pay to July 1, 2024

19.2 Step Placement/Step Movement

- a. Employees hired at, or promoted to, step one (1) of the salary schedule for their classification shall be eligible for a one (1) step merit increase after six (6) months of employment and again at twelve (12) months, and every year thereafter. Employees hired above step one (1) shall be eligible for a one (1) step merit increase after twelve (12) months of employment, and every year thereafter. Approval for merit increases shall be granted only after a departmental review of the employee's work performance provided the evaluation is satisfactory. Merit increases will be effective following one year from their most recent step date.
- b. Fire suppression employees who are promoted to any position within the bargaining unit will be moved to the new classification salary range, unless otherwise noted. All other bargaining unit employees who are promoted or reclassified to a classification with a higher salary range will be pay placed using the bona fide factors of education and experience or to the next nearest step that provides at least a five percent (5%) increase.
- c. Effective June 29, 2025 the following classifications will have one rate of pay:
 - i. Engineer
 - ii. Captain
 - iii. Training Captain
 - iv. Training Officer
 - v. EMS Program Coordinator
 - vi. CQI Coordinator
 - vii. EMS Shift Coordinator

ARTICLE 20

RETIREMENT

20.1 Public Employees Retirement System (PERS)

During the term of this Agreement, the Cities shall participate in the Oregon Public Employees Retirement System (PERS) and the Oregon Public Service Retirement Plan (OPSRP), as applicable to employees covered by this Agreement. The retirement benefits provided may change during the life of this Agreement if the statutes or administrative rules governing the public employee retirement plans are changed. The Cities will make employer contributions to the plans as required by law.

As of the date that an employee becomes a member of the public retirement plans' Individual Account Program (IAP), the Cities agrees to withhold six percent (6%) of each eligible employee's salary, as defined by the ORS, as the employee's contribution to the employee's IAP account. Such contributions, although designated as employee contributions, will be paid by the City to PERS on behalf of the employee. Employees do not have the option of paying such contributions directly to PERS.

Increases or decreases in the cost of present retirement benefit levels will be included as wage and benefit costs in determining the total compensation package in any reopeners. Program costs are established by the PERS Board and its actuary.

20.2 Medical Expense Reimbursement Plan (MERP)

- a. Within six months of the contract ratification or by October 5, 2025, the Cities shall establish participation in the IAFF Medical Expense Reimbursement Plan (MERP) of the International Association of Firefighters Association (IAFF) Employee Benefit Trust (Trust), and will start withholding eligible employee contributions of \$75 per month pre-tax and distributing those contributions to the Medical Expense Reimbursement Plan (MERP) vendor for the duration of the contract.
- b. The City of Eugene and City of Springfield are not parties to the Trust, and have no obligations to the management, regulatory compliance, or performance of the trust. In the event the Trust or the MERP becomes insolvent or unable to pay, each City has no financial obligation to the trust, the Trust's or MERP's members, or to the Union.
- c. The purpose of the MERP and the Trust shall be to provide for retiree health care expense reimbursement benefits. The MERP and the Trust shall be and remain separate and apart from any Cities' health insurance funding program.
- d. The Union agrees to indemnify and hold the City of Eugene and the City of Springfield harmless from and against any and all claims, suits, orders, judgments, or other damages and liabilities of any nature, including litigation expenses, which may arise as a result of making contributions (or payroll deductions) and complying with the obligations of this Article 20.2
- e. "Eligible Employees" for purposes of this section shall be defined as those members of the bargaining unit who have successfully completed their initial probationary period. No eligible employee shall be permitted to opt-out of the mandatory contributions or receive any portion of the contribution in cash.
- f. The Employer shall remit all monthly payroll contributions directly to the MERP, on behalf of each Eligible Employee within 30 days of the date the payment would have been payable to the employee.
- g. The Employer shall electronically submit to the Trust Office a per pay period report of contributing employees for each contribution sent to the Trust, in the format requested by the Trust, and received by the Trust Office within five (5) days of receipt of the contribution funds.
- h. The Employer shall also provide an initial report of information for all contributing employees, as reasonably requested by the Trust; and shall send updates to this information to the Trust Office whenever the Employer has notice of changes to the information.

20.3 Limited Duration Retiree Workback

- a. Effective July 1, 2025, an employee who is eligible for full retirement under the applicable laws and rules governing the Oregon Public Employees Retirement System ("PERS") or the Oregon Public Service Retirement Plan ("OPSRP"), and who elects to voluntarily retire from the Cities and begins collecting retirement benefits through PERS/OPSRP may submit a letter of intent and application to return to employment with the Cities at their current classification. For purposes of this article, an employee working back after retirement will be referred to as a "Limited Duration (LD) Work Back" employee.
- b. The typical term for LD Work Back employment is up to two (2) years or as otherwise permitted under ORS 238 and 238A.
- c. LD Work Back employees must submit a written letter of intent and application to the Fire Chief ninety (90) days prior to the employee's retirement date.

- d. To be considered for an LD Work Back position, the employee must meet the minimum qualifications requirements.
- e. The Department will determine, at its discretion, whether or not to grant the employee's request for post-retirement work as an LD Work Back employee. Eligibility for any LD Work Back employment will be assessed based on the following criteria:
 - a. No last chance agreement.
 - b. No corrective action plan; and
 - c. No written reprimand or higher level of corrective action within the last two (2) years of employment.
 - d. Must meet a current operational need and possess skills or experience that is necessary for service delivery and operational continuity.
- f. The rehire date for Limited Duration Retirees will be within thirty days of the retirement date and will begin on the date set by the Department.
- g. A Limited Duration Retiree will be considered an at-will employee and is not considered a regular employee. Employment may be terminated at any time with or without cause or notice at the discretion of either the City or the Limited Duration Retiree.
- h. LD Work Back positions do not have seniority rights, property rights, grievance rights, layoff or recall rights or an expectation of continued employment. past the end of their assignment. This includes but is not limited to being ineligible to be placed on a work performance plan. If an LD Work Back Retiree is not able to perform to the level of the job expectation the LD Work Back Retiree may be dismissed or terminated from their assignment at any time by the City without recourse to the CBA grievance procedure. IAFF agrees not to challenge an "at-will" dismissal of a LD Work Back Retiree through PECBA unfair labor practice process.
- i. LD Work Back employees injured on or off the job will be provided their rights under the appropriate state and federal medical leave laws and Workers' Compensation.
- j. LD Work Back Employees will maintain their position held at time of retirement if granted a work back.
- k. Upon rehire, a 24 hour shift operations LD workback employee will receive 124.5 hours of Paid Time Off at the beginning of their assignment and an additional 124.5 hours at each six month increment for the remainder of their assignment and will be granted ninety-eight (98) hours of unpaid time off annually to be used at any time with supervisor approval. Any PTO hours not used at the end of the term will not be paid out.
- l. Upon rehire, a 40 hour assignment LD workback employee will receive 60 hours of Paid Time Off at the beginning of their assignment and an additional 60 hours at each six month increment for the remainder of their assignment and will be granted eighty (80) hours of unpaid time off annually to be used at any time with supervisor approval. The employee would also receive any Holiday pay applicable to the position they are filling. Any PTO hours not used at the end of the term will not be paid out.
- m. LD Work Back Employees will not maintain their seniority for the purposes of vacation picks.
- n. LD Work Back Employees will maintain their previously held Kelly/Debit Day track.
- o. The Union acknowledges that Work Back employees may perform bargaining unit work, as negotiated in this article, regardless of any provision of the parties' collective bargaining agreement that may provide otherwise, including but not limited to Article 1 (Recognition).
- p. An LD Work Back Employee is eligible for Health Insurance as agreed upon in Article 16 of this Collective Bargaining Agreement effective the first of the month after the date of rehire and are required to pay a portion of the health insurance premium unless health insurance coverage is being waived.

- q. PERS/OPSRP retirement contributions into an employee's Individual Retirement Account will not be made on post-retirement earnings. City employer contributions to the PERS/OPSRP pension program will not impact the Limited Duration Retiree's pension benefit.
- r. The following articles and benefits do not apply to LDRW employees unless required by statute:
 - i. Article 6 Seniority & Probationary Periods
 - ii. Article 7 Layoff and Recall
 - iii. Article 10.9 Overtime**(**Additional overtime clarity and restrictions will be captured in the Hiring Manual.)
 - iv. Article 15 Personal, Vacation and Holiday Leave (Only 15.4, and 15.7 specifically related to PTO usage will apply.)
 - v. Article 17 Life Insurance
 - vi. Article 20 Retirement 20.1 PERS and 20.2 MERP
 - vii. Article 21 Sick Leave 21.1-21.3, and 21.5.
 - viii. Article 22 Long Term Disability
 - ix. Article 23 Other Leaves 23.4
 - x. Article 25 Grievance Procedure
 - xi. Article 26 Discipline and Discharge
 - xii. Article 27 Promotional Exams and Lists

ARTICLE 21

SICK LEAVE

21.1 Sick Leave Accrual

The Cities will continue to maintain two (2) separate sick leave banks for PERS Tier 1 and Tier 2 employees. The "City Bank" and the "PERS Bank". Bargaining unit members will be credited with sick leave as follows:

- a. Members of this bargaining unit shall accrue ninety-six (96) hours of sick leave annually that will accrue in both the "PERS Bank" and the "City Bank". Sick leave will accrue each pay period and accruals may vary from one pay period to the next based on the base hours worked or whether the employee is in a paid status during the pay period.
- b. Regular part-time employees working at least twenty (20) hours per week, but less than forty (40) hours, will receive sick leave credit on a pro-rata basis. Part-time employees with a regular work schedule will code sick leave hours according to the scheduled hours to be worked that day.
- c. Upon hire, employees will be credited with their first twenty-six weeks of sick leave accruals. No further sick leave will accrue until after twenty-six weeks of employment. If an employee leaves employment during their first twenty-six weeks, the value of any sick leave taken beyond that which they would have accrued by their last date of employment will be deducted from their final paycheck.
- d. Except as noted in 21.1.c, accrued sick leave may not be used until the completion of the pay period in which it is earned without prior supervisor's approval.

21.2 Sick Leave Accrual Limitations

In the PERS bank there will be a limit of one thousand eight hundred ninety-four (1,894) hours on the amount of sick leave time that can be accrued for forty (40) hour week employees and a limit of two thousand five hundred (2,500) hours on the amount of sick leave time that can be accrued for twenty-four (24) hour shift and 40L employees. For both employee groups the sick leave cap in the City bank will be the same as the PERS bank.

21.3 Utilization of Sick Leave

- a. The use of accrued sick leave will be allowed only when an employee is unable to work because of illness or off-the-job injuries or for any other reasons set forth in ORS 653.616. Actual sick leave hours used will be deducted from both sick leave banks. Sick leave pay will not be allowed for disabilities resulting from employment other than with the City.
- b. Forty (40) hour week non-shift employees may use sick leave for medical appointments, with supervisor's approval, if they are unable to schedule the appointment outside of their work hours. Such requests will not be arbitrarily denied.
- c. Employees may use up to twenty-four (24) consecutive hours of sick leave per occurrence because of an illness of a family member where the employee's presence is necessary for the care of the family member. "Family member" for purposes of this Article, is defined as the employee's spouse, child, parent or parent-in-law, dependents, other individuals living in the same household. For City of Eugene employees "family members" includes domestic partner and the equivalent family relations for employees who are in a qualifying domestic partner relationship as defined by City policy on health insurance coverage. Exception to the twenty-four (24) hour limit may be made by the Department.
- d. Employees may use accrued sick leave for protected leave purposes, in accordance with state and federal law and the Cities' policies.

21.4 Medical Verification

When requested, the employee must provide a medical release to return to work and/or a doctor's verification. A doctor's verification of illness may be required by the Department for any illness beyond three (3) working days, in cases of frequent use of sick leave, or when the pattern of sick leave usage indicates potential abuse of sick leave privileges. Expenses, if any, resulting from verification of illness or releases to return to work will be the responsibility of the employee.

Verification by an independent medical examination (IME) may also be required in any circumstance in which the Department, on reasonable grounds, judges the employee's health status to constitute an obstacle to performing his/her full range of duties without limitations. When the Department requires an examination under this provision, the Department shall be responsible for the costs of the examination and the employee shall be compensated for his/her time. In the event the Department decides to require an employee to participate in an examination by the Department's physician or an independent medical examination, the employee shall be informed of the decision in writing. Such written notice shall include a statement of the reason(s) for the decision and shall be given in a timely manner. The employee shall cooperate with the Department in scheduling and completing the examination.

21.5 Sick Leave Donation

- a. Eugene employees who qualify under the City of Eugene's Leave Donation Program may receive time donations in catastrophic circumstances.
- b. Springfield employees who qualify under the City of Springfield's Leave Donation policy for IAFF-represented employees, included in Appendix C, may receive time donations.

21.6 Sick Leave Payout at Retirement

Upon retirement, the Cities shall credit the unused sick leave to increase retirement benefits under PERS, as provided in ORS 237.153. For purposes of PERS sick leave fold-in, the sick leave cap in the PERS bank will be 1,894 hours for 40 hour employees and 2,500 hours for 24 hour shift employees. For all twenty-four (24) hour shift employees, the Cities will maintain a separate tracking system for sick leave fold-in purposes in accordance with PERS guidelines. In the event that PERS changes their guidance for the accrual deductions the contract will be reopened for the purpose of negotiating the sick leave cap for PERS reporting.

- a. Eugene employees shall have no payment of unused sick leave.
- b. Springfield employees, effective July 1, 2015, there shall be no payment of sick leave at death, retirement or disability retirement, except for employees hired on or before June 30, 2015, as described below.
 - i. Eligible Springfield employees who are members of PERS Tier 1 or Tier 2 shall have any remaining balance between the hours reported to PERS from the PERS sick leave bank and hours in the employee's City sick leave bank shall be paid out up to 480 hours for 40 hour employees and 720 hours for 24 hour shift employees. Payment of sick leave shall only be made upon retirement, disability retirement or as payment

to the estate or beneficiary of a deceased employee. Eligibility for disability retirement shall be determined by PERS.

- ii. Eligible Springfield employees who are members of OPSRP shall have their unused accumulated sick leave balance from their City sick leave bank paid out up to a maximum of 480 hours for 40 hour employees and 720 hours for 24 hour shift employee. Payment of sick leave shall only be made upon retirement, disability retirement or as payment to the estate or beneficiary of a deceased employee. Eligibility for disability retirement shall be determined by PERS.

21.6 Protected Leave

The Cities will comply with State and Federal law as it applies to protected leaves, including but not limited to the Family and Medical Leave Act (FMLA), the Oregon Family Leave Act (OFLA), and Paid Family and Medical Leave (PFML) insurance, also known as Paid Leave Oregon.

Employees taking protected leave will have employment benefits, including seniority or pension rights, maintained as outlined in the applicable law. Merit and probation dates may be adjusted as allowed under law.

- a. Continuation of Medical/Dental Benefits. While receiving Paid Leave Oregon benefits in active status as a City employee, the Cities will continue City-paid health and dental insurance. Employees are responsible for remitting any employee portion of premiums pursuant to payroll requirements for continuation of these benefits.
- b. Continuation of Seniority & Probation. While receiving Paid Leave Oregon benefits in active status as a City employee the City will continue credit employees with seniority. If an employee receives Paid Leave Oregon Benefits during their initial probationary period of employment. An employee's probationary period will be adjusted proportional to their Paid Leave Oregon use to ensure adequate observation time for the City to evaluate suitability for regular status.

It is the employee's responsibility to ensure, while they are on Paid Leave Oregon, that they have Fifty (50) hours a month worth of their own leave banks, trade time, or worked time from the city to ensure they maintain that month's PERS service credit.

ARTICLE 22

LONG TERM DISABILITY

The Cities will provide employees covered under this agreement a long-term disability benefit which insures 60% of the employee's base monthly salary at the time of the disabling off-the-job injury or illness. The maximum benefit is \$10,000 per month. The maximum benefit for City of Eugene Employees is \$7,500 per month. Benefits for eligible employees will be payable after ninety (90) days of total disability and will be administered according to the terms of the insurance policy.

Employees with an accepted claim for long-term disability benefits shall not be terminated, unless for cause, until one (1) year has lapsed from the first day of total disability as determined by the insurance provider.

This benefit shall be available for represented employees regularly scheduled to work twenty (20) hours or more per week.

ARTICLE 23

OTHER LEAVES

23.1 Bereavement Leave

In the event of a death in the immediate or extended family, the Department will grant an employee sufficient time off with pay to make funeral arrangements and to attend the funeral. For the purpose of this Agreement, immediate family is defined by City policy on health insurance coverage.

- a. Forty (40) hour employees may use up to five (5) working days Bereavement leave as the situation warrants (e.g., distance to travel, necessity to make arrangements, etc.).
- b. Twenty-four (24) hour employees may use up to two (2) shifts as the situation warrants.
- c. All time is to be taken within two (2) weeks of the death or celebration of life, unless an exception is granted by the division manager.
- d. Leave with pay of up to four (4) hours may be granted when an employee serves as a pallbearer. Bereavement leave is not charged to sick leave accumulation.

In some situations, Bereavement leave pay may also be used for Bereavement leave under the Oregon Family Leave Act (OFLA). In these cases, qualifying City-paid Bereavement leave and OFLA Bereavement leave run concurrently and count against the employee's OFLA entitlement.

23.2 Military Leave

The Department will comply with State and Federal Law including Uniformed Service Employment and Reemployment Act (USERRA) and ORS 408.290 when administering military leave.

An employee with six (6) months' service with the Department who is a member of the National Guard, National Guard Reserve, or a reserve component of the Armed Forces of the United States or of the United States Public Health Service is entitled to a leave of absence from duties up to 21 work days in any one training year. A workday is considered the employee's regularly scheduled work shift up to twenty-four (24) hours. Employees may use their approved leave time in any increment not less than eight (8) hours. The training year coincides with the federal fiscal year. Employees shall inform the Department of the dates of the training year after their unit fixes those dates and provides them to the employee. Such leave shall be granted without loss of pay or other leave, and without impairment of other rights or benefits, provided the employee receives bona fide orders to active or training duty for a temporary period, provides them to the Department, and returns to their position immediately upon expiration of the period for which they were ordered to duty. Employees may use accrued personal time or leave without pay to cover additional National Guard or reserve training leave, including weekend training.

23.3 Witness or Jury Duty

Employees will be paid full salary when they are required to serve on a jury or are subpoenaed as a witness. All moneys received as witness fees or pay for jury duty must be signed over to the Department, unless such fees are earned on days off or during other authorized leave with pay. Employees will be expected to report to work when less than a normal work day is required for jury or witness duties. This provision does not include court attendance for personal legal business or actions against the City of Eugene or the City of Springfield. If, as a result of his/her official duties, an employee is required to appear in court as a witness for the Department, during off-duty hours, the employee will receive compensation at the overtime rate with a minimum of two (2) hours paid.

In the event, an employee is summoned to provide testimony for department-related judicial proceedings, and the employee is scheduled to work a regular shift of the day before the proceeding, said employee shall be granted administrative leave commencing at 20:00 hours on the evening before the date of the required court appearance and ending at 0800 on the date of the required appearance. Required court appearance hours will be considered work time.

In the event an employee is summoned or selected for personal jury service and the employee is scheduled to work a regular shift the day before the proceeding, said employee shall be granted administrative leave commencing two hours before their required reporting time to court.

23.4 Leave without Pay

An employee may be granted a leave of absence without pay up to one (1) year when the work of the Department will not be seriously handicapped by their absence. Requests for such leave must be in writing and must establish reasonable justification for the leave. Leaves of absence must be approved by the Department in accordance with the Cities Administrative Policy Manuals.

Employees on authorized voluntary leaves without pay for one (1) calendar month or more will not be eligible for any insurance benefits provided under the terms of this Agreement, except as required by the Family Medical Leave Act (FMLA).

Except for military leave, workers' compensation leave, or qualified family medical leave (FMLA), employees who voluntarily take a leave without pay of one (1) month or more will have their credited years of service, merit review, probationary end date, and seniority date adjusted to reflect a deduction of the time of the leave without pay. Exceptions may also be granted for chronic, long-term, or catastrophic illnesses which result in the employee exhausting all accrued leave time.

Employees will be granted family leave and parental leave in accordance with state and federal law.

ARTICLE 24

WORK EQUIPMENT REIMBURSEMENT

The Department will reimburse employees for personal property stolen, damaged, lost, or destroyed as a result of the employee's performance of his/her required duties. However, reimbursement may not be granted if an employee's negligence or wrongful conduct was a substantial contributing factor for the theft, damage, loss, or destruction. The final decision whether to reimburse for repairs or whether to replace the item shall remain with the Department.

Only those personal items that have a direct use or application in the employee's performance for assigned job duties will be considered for reimbursement under this Article. Employees will receive reimbursement for certain specified items at the lower of the replacement cost, or amount specified below.

<u>Item</u>	<u>Scheduled Value</u>
◇ Wristwatch	\$100
◇ Smartwatch	\$400
◇ Stethoscope	\$100
◇ EMT Belt Case *	\$30
◇ Knife/Multi-Purpose Tool	\$100
◇ Cell phone credit	\$800
◇ Contact Lenses or Glasses, and/or frames if not covered by Workers' Compensation	\$300
* Reimbursement for EMT belt cases will be for washable fabric cases only	

For the items above, if the Department is able to purchase the same item the employee currently has at a cheaper rate than the employee, the Department has the right to provide the item rather than cash reimbursement.

ARTICLE 25

GRIEVANCE PROCEDURE

25.1 Definitions

- a. "Grievance" is defined as a dispute about the meaning or interpretation of a particular clause of this Agreement or about an alleged violation of this Agreement.
- b. "Days" as used in this article means a calendar day.

25.2 Procedure

The Department and the Union agree it is desirable to resolve problems and issues informally. A different supervisor or manager will handle each successive step of the grievance procedure.

In the event a problem relating to provisions of this Agreement cannot be resolved informally, grievances shall be processed in the following manner:

Step 1

If the attempt to resolve the problem informally is unsuccessful, the employee or the Union shall submit the grievance in writing to their immediate supervisor within thirty (30) days of the occurrence thereof, or of the employee's knowledge thereof. The written notice shall include the facts upon which the grievance is based, the provision of the contract alleged to have been violated, and the remedy sought. The supervisor shall respond to the grievance in writing with a copy to the Union as quickly as possible, but no later than ten (10) days after the grievance is first discussed.

Step 2

If after ten (10) days from receipt of the immediate supervisor's reply the grievance remains unresolved, the Union may submit written notice along with all pertinent written information including a statement of the grievance and relevant facts, specific provision(s) of the contract allegedly violated, and remedy sought to the Division Manager, or their designee. A meeting with the employee, the Union representative, and the management representative will be scheduled within five (5) days of the receipt of written notice to review the facts of the grievance. The Division Manager, or their designee, shall respond to the Union in writing with a copy to the employee within ten (10) days of the meeting.

Step 3

If the grievance is not resolved, within ten (10) days following the response at Step 2, the grievance, along with all pertinent written information, may be submitted to the Chief with a copy to Human Resources. The Chief or their designee shall meet with the Union representative, and a Human Resources Manager, or their designee within fifteen (15) days of receipt of the grievance. The Chief, or their designee, shall render a decision within ten (10) calendar days after the close of the meeting.

Step 4

If the Chief's decision does not resolve the grievance, the Union may submit the grievance to an arbitrator within ten (10) calendar days following the Step 3 response, according to the following prescribed manner:

- i. A list of seven (7) members of the American Arbitration Association shall be requested from the State Conciliator. The parties will meet within seven (7) calendar days of receiving the list and will alternately strike one (1) name from the list until only one (1) is left. A flip of the coin will determine which side will strike the first name. The one remaining shall be the arbitrator. One (1) day will be allowed for the striking of each name.
- ii. The arbitrator shall render a decision within thirty (30) days. The powers of the arbitrator shall be limited to interpreting this Agreement and determining if it has been violated. They shall have no authority to alter, modify, vacate, or amend any terms of this Agreement, to substitute their judgment for that of the Department in any instance where the Department is exercising its operational prerogatives or its prerogatives under this Agreement, or to decide on any condition which is not specifically treated in this Agreement. The decision of the arbitrator shall be binding on both parties. Neither of the parties shall submit any new factual information or evidence in arbitration that was not presented previously in the administrative proceedings. If prior to the arbitration hearing, either of the parties discovers new evidence not previously discussed, the parties shall reconvene at the third step of this procedure. This meeting shall not result in delay of the arbitration hearing unless mutually stipulated.
- iii. Each grievance will be submitted at a separately convened arbitration hearing unless the parties agree mutually to submit more than one grievance at the same arbitration hearing. The costs of the impartial arbitrator, the court reporter, or stenographer, if requested by the arbitrator, and transcripts of the hearing furnished to the arbitrator, shall be shared equally by the parties. Each party shall be responsible for all costs of presenting its position to the arbitrator. All meetings and hearings under this provision shall be kept informal and private, and shall include only such parties in interest and/or designated representatives as referred to in this Article. All information relative to the grievance and resolutions accomplished via the procedure shall be considered exempt from public disclosure in an effort to ensure confidentiality to the employee.

25.3 Mediation

As an alternative to arbitration, the parties may mutually agree to grievance mediation. Such attempt at mediation shall not constitute a waiver of the right to seek arbitration but shall constitute a waiver of time limits specified herein pending the outcome of the mediation process.

25.4 Time Limits

Any or all, time limits specified in the grievance procedure may be waived by mutual consent of the parties. The Union or the Department may request the extension of time. Such request will not be arbitrarily denied. Failure by the Union to submit the grievance in accordance with these time limits without waiver shall constitute abandonment of the grievance. Failure by the Department to submit a reply within the specified time will allow the Union to escalate the grievance to the next step.

25.5 Union Notification

The Union shall be advised in writing of any grievance settled between the Department and an employee without Union representation. Such settlements shall not be considered as precedents for future contract interpretations.

ARTICLE 26 DISCIPLINE AND DISCHARGE

26.1 Just Cause

No employee who has completed the initial employment probationary period with the Department shall be subject to discipline or discharge without just cause. Unless otherwise warranted by circumstances, discipline normally shall be progressive, including oral reprimand, written reprimand, suspension, and discharge. Alternative forms of discipline (e.g. demotion, loss of overtime privileges, etc.) may be used when deemed more appropriate. Discipline shall normally be progressive, beginning with oral reprimand and proceeding to written reprimand, suspension, demotion, or discharge. Alternate forms of discipline may be used when deemed more appropriate.

A variety of forms, such as Documented Counseling, Coaching, Performance Improvement Plans (PIP), and Letter of Expectation, may be utilized to provide coaching and counseling to assist employees in being successful, and in such cases the employee will be invited to submit a written response. These documents are not discipline; however, the Department reserves the right to the use of such documentation to refute a claim that the employee did not have knowledge of a policy, rule, or procedure.

26.2 Due Process

If the Department determines there is just cause for demotion, suspension or discharge, the Department shall provide the employee, with a copy to the Union, with written notice of the proposed disciplinary action, the grounds for such action, and the right of the employee to respond either orally or in writing to the person initiating such action prior to implementing the proposed action. Such written notice shall be provided to the employee at least ten (10) calendar days prior to the proposed effective date of the action.

Upon request of the employee, the Department shall allow the employee an opportunity to consult with a Union representative prior to the interview and to have a Union representative present during interviews or other disciplinary meetings with management representatives. The role of the Union representative at this meeting shall be as defined by the Employment Relations Board. However, this opportunity for representation shall not unduly delay such interviews or meetings. This section shall not apply to any interview or meeting with an employee in the normal course of business, counseling, instruction, or other routine contact with a supervisor where discipline is not contemplated.

26.3 Disciplinary Notice

Documentation of discipline shall be placed in the employee's personnel file which shall be maintained by the Human Resources Department. No information that reflects critically upon an employee shall be placed in a personnel file without the review and the signature of the employee. The employee's signature confirms only discussion and presentation of the document to the employee and does not indicate agreement or disagreement. The employee or

the union (with the employee's signature) has the right to attach a statement of rebuttal to any information placed in the personnel file.

No documentation regarding unfounded complaints shall be placed in an employee's personnel file, used in reviews for promotion, referred to in written performance evaluations, nor relied upon as a basis for discipline or future disciplines.

26.4 Staleness of Personnel Records

After the timeframes indicated below, documented discipline cannot be relied upon as the basis for progressive disciplinary action should another incident occur warranting discipline. However, exceptions may be made when justified by a clear pattern of disciplinary action. The Department reserves the right to the use of such documentation to refute a claim regarding the employee's overall employment record or to refute a claim that the employee did not have knowledge of a policy, rule, or procedure:

Step 1 - written record of oral reprimand	- 1 year
Step 2 - written reprimand	- 2 years
Step 3 – suspension	- 4 years

If subsequent conduct occurs that leads to discipline of a written reprimand or greater during this period of time, all current disciplinary action may continue to be relied on.

Any expired discipline will not be considered by promotion boards or referred to in written performance evaluations. Non-disciplinary documents such as Documented Counseling and Letters of Expectations will not be considered by promotion boards if the record is older than one year.

26.5 No Call No Show

Failure to report for three (3) consecutive working days without authorization or notice shall be considered a voluntary termination unless the Department determines to the contrary or the employee shows good cause for the failure to make the required notice.

ARTICLE 27

PROMOTIONAL EXAMS & LISTS

27.1 Promotional Exams

- a. The Department shall conduct regularly scheduled promotional exams for Fire Engineers and Captains. No two promotional exams will be given within a six month period of each other, except in the case of urgent business necessity. Notification of testing shall occur no less than 90 days prior to date of test. Posting for vacant positions on all special teams, ARFF, and vacancies for union positions in Training shall be posted as they occur.
- b. Testing for non-fire suppression employees shall occur whenever an opening is anticipated or has occurred.
- c. For fire suppression employees, promotional processes will be open to current bargaining unit employees only, unless sufficient qualified employees do not apply.
- d. In bargaining unit promotional processes opened for outside applicants, if all qualifications are basically equal, internal applicants will be given preference over outside applicants.
- e. A curriculum or study guide that outlines the core study material will be made available upon request. To ensure consistent candidates in the development of requisite knowledge, skills, and ability for promoted positions, the department will notify the Union within 180 days before adding or removing a component of the exam process.
- f. Announcements pursuant to this article shall include the following:
 - i. Eligibility requirements to take the exam;

- ii. Tentative dates, times, and locations of exam; and
- iii. Identification of all sources from which written examination questions will be derived, which will include the curriculum of core study materials.
- iv. The name and contact phone number of person(s) responsible for coordination of the exam process. Candidates will be instructed to contact this person if a problem occurs during the exam.

27.2 Promotion Lists

Promotion lists shall remain in full force until the results from the next regularly scheduled exam are announced. The ranked list shall be distributed as soon as possible at the completion of the testing process. Within forty-five days after the certification or promotional lists, candidates shall have the opportunity to review, upon request, a summary of the score sheet with the Training Chief, along with relevant material for the sole purpose of career development.

Members on Disciplinary Step 2 or higher will be ineligible for promotion during the life of their discipline.

ARTICLE 28 STATION FACILITIES

The Department will provide and maintain televisions, a minimum of three (3) cable boxes or the equivalent, DVD players, refrigerators, ovens, microwaves, and washers and dryers in each fire station. The Department will maintain existing equipment in stations and replace it when needed. The Department will notify the Union in writing if the Department determines that an item is obsolete.

The Department will provide each fire suppression employee with one fitted sheet, one flat sheet, one pillow and pillowcase, one blanket and two bath towels. Additional bath towels will be provided for each station. Employees will be responsible for the on-going care and maintenance of these items.

The Department will continue to provide free parking for all on-duty employees.

ARTICLE 29 SAFETY

- 29.1** The Department acknowledges an obligation to provide a safe and healthy environment for its employees. The Department, the Union, and bargaining unit employees agree to follow any and all applicable local, state, and federal laws pertaining to health and safety.
- 29.2** Only trained and qualified Fire Officers, or acting-in-capacity Fire Officers, will be used to command or supervise fire ground operations at emergency incidents or live fire training drill(s). All live fire training drills will meet NFPA 1403 standards.
- 29.3** Only trained and qualified regular Department personnel, as defined by the classification specifications and the Department Policy and Procedure Manual, employed by the Department will actively engage in fire suppression/emergency activities or emergency medical incidents except when in mutual aid situations.
- 29.4** Any time a death or life-threatening injury of an employee occurs on the job, the cities' Risk Services Divisions shall ensure that the protective equipment and safety devices connected with the accident are preserved until an initial investigation is completed and the device or equipment can be appropriately tested and cleared for continued use or replaced.
- 29.5** Anytime personal protective equipment or a safety device malfunctions and the malfunction could have resulted in the death or a life-threatening injury to an employee, the equipment or device will be taken out of service and

preserved until an initial investigation is completed and the device or equipment can be appropriately tested and cleared for continued use.

29.6 Any time the unit hours utilization (UHU) of a twenty-four (24) hour ambulance exceeds 0.45 for more than two (2) consecutive quarters, the Department shall meet with the Union to discuss deployment funding options. The UHU shall be determined by dividing the number of transports by the number of shift hours.

a. Unit Hour Utilization will be defined using the following:

- Total time on task
 - (1) One hour credit towards vehicle checks and maintenance
 - (1) One hour credit towards training and development

b. Example for calculating UHU for a single unit are as follows:

- Minutes in a twenty-four (24) hour shift 1440 minutes
- Calculated average time on task per call in a year 31.5 minutes
- Minutes for vehicle checks and training in a 24-hour shift 120 minutes
- Assumed calls per shift 15 calls

c. Assumed UHU calculation would be:

- $31.5 \times 15 + 120 / 1440 = 0.41$ UHU

29.7 NFPA 1582 Exams

- a. Voluntary physicals will meet or exceed NFPA compliant standards and include additional non diagnostic ultrasound screenings.
- b. Physical exams will occur annually at no cost to the member.
- c. IAFF Local 851 will provide space at their facility for physical exams.
- d. The Department will provide the treadmill for the physical exams.
- e. Recommended follow up resulting from ultrasound screenings or other exam findings will be the responsibility of the member through their regular employer provided health care.
- f. Members who are on approved leave during all on duty offerings are eligible for scheduling exams off duty and will be eligible for overtime during the physical.
- g. Results of the annual examination shall be provided directly to the member for follow up with primary care if necessary.
- h. The Department will receive an annual OSHA respirator clearance as required by law and fitness for duty certification. These forms will contain no medical information.
- i. The employee is responsible for submitting the OSHA respirator clearance form to the Department within seven calendar days of the physical or notifying the Department that they are not fit for duty. If an employee does not submit the clearance within the seven-day period, they will not be allowed to return to full duty until they have medical clearance and will be required to use available leave balances and/or report for a modified duty assignment until a medical clearance is received.
- j. The Union and management agree to develop an MOU prior to physicals being administered in Fall of 2025. The MOU will outline the process that will follow an unfit for duty form.

ARTICLE 30

SUSTENANCE

- 30.1** The Department will provide for food sustenance to personnel who, as a result of working for an extended period of time at an emergency incident or due to high call volume, were unable to obtain sustenance at prescribed times.
- 30.2** For fire suppression employees, the Department will either provide necessary food and beverages or reimburse employees for the cost of meals for employees required to be on extended duty, under the following conditions:
- a. When personnel are on any emergency(ies) or medical transfer(s) and out of the station for a substantial period of time prior to the hours of 1430 hours at lunch time, and 1930 hours at dinner time.
 - b. When personnel are on any emergency(ies) or medical transfer(s) for more than three (3) contiguous hours between the hours of 2200 and 0700 hours (no more than one [1] meal will be provided per night);
 - c. Employees who are assigned by a supervisor, after reporting to work, to a location other than a fire station or other Department facility, during the hours specified above;
 - d. When off-duty personnel are recalled for greater alarms of fire or other emergencies for four (4) hours or more between the hours of 2200 and 0800 hours; or,
 - e. At any other time the Captain feels the supplying of food is warranted, subject to a Chief Officer's approval.
 - f. The Department will either provide necessary food and beverages or reimburse employees for the cost of meals for employees assigned to all standby event assignments longer than 4 hours.
- 30.3** The Department will reimburse employees for meals in an amount not to exceed the federal reimbursement schedule. A receipt must be submitted no later than three (3) shifts after purchase and must be signed by the person seeking reimbursement. The names of personnel for whom the meals were furnished, the date and the time, the place and location (city) where the meal was purchased, the unit number; and, the reason for the meal must be provided along with the receipt.

ARTICLE 31

SUBSTANCE FREE WORKPLACE

31.1 Policy

The Department and Union jointly recognize that drug or alcohol misuse by an employee would be a threat to the public welfare and the safety of Department personnel. It is the policy of the Department to prevent drug and alcohol misuse by providing education and assistance to all employees. Prohibited conduct is outlined below and may be further defined in Department policy.

All employees will be fully informed of the Department's drug and alcohol testing policy and procedures before testing is administered. Newly hired employees will be provided with this information as part of their orientation. No employee shall be tested until this information is provided to them. Employees will also be provided with information concerning the impact of alcohol and/or drugs on job performance.

31.2 Prohibited Conduct

- a. The use of, or being under the influence of, alcohol shall not be permitted at the work site and/or while on duty or standby.
- b. The manufacturing, distribution, use of, or being under the influence of controlled substances as defined by the federal Controlled Substance Act (21 U.S.C §812) is prohibited on and off duty. As used in this policy, controlled substances do not include medications lawfully prescribed for the employee's use when taken as prescribed and where its use does not present a safety hazard or otherwise impact an employee's performance or

Department Operations. Marijuana is defined as a controlled substance for the purpose of this Agreement, regardless of whether or not the marijuana was prescribed, manufactured, or distributed for medical or recreational purposes.

- i. Employees who are considering the use of medical marijuana in connection with a disability should discuss with their Supervisor other means of accommodating the disability in the workplace, as the Department will not agree to allow an employee to use medical marijuana as an accommodation.
- ii. Employees must inform their supervisor about any prescription or over-the-counter drugs they are using which could adversely affect their physical or mental faculties to any perceptible degree.
- iii. Employees must inform their supervisor if a controlled substance is ingested unintentionally so that appropriate medical steps may be taken to ensure the employees' health and safety. Employees should follow Department policy for reporting the exposure.

31.3 Grounds For Testing

- a. Drug or alcohol testing will occur only in those circumstances where specific, objective facts become apparent to the supervisor which reasonably leads them to believe the employee is under the influence of alcohol or drugs while on the job. Reasonable suspicion could include, but is not limited to, observations concerning appearance, behavior, conduct, or speech.
- b. Random or massive testing is prohibited except as specifically provided for in provision 36.8.b of this Article.
- c. No testing may be conducted without the approval of a Fire Department supervisor. When giving notice of testing, the employee will be given brief documentation of the reason for the test. Any subsequent documentation will be given to the employee prior to any action being taken. It shall be the policy of the Department that, whenever possible, before ordering the testing of an employee, supervisors will consult with Human Resources to verify the appropriateness of the testing.

31.4 Testing Mechanisms

- a. Samples will be tested for chemical adulteration, alcohol, and controlled substances (drugs). Accepted DOT and/or SAMHSA methods and standards will be employed for the collection of blood and/or urine samples.
- b. Drug and Alcohol Testing Laboratory: The Department and the Union shall select a Department of Health and Human Services (DHHS) certified laboratory that can demonstrate experience and capability of quality control, documentation, chain of custody, technical expertise, and demonstrated proficiency in urine and blood analysis. Any sample which has been adulterated or, in the case of a urine test, is shown to be of a substance other than urine will be reported as such.
- c. Test Result Standards for Drugs: Test results for drugs will be evaluated and judged based on DOT Rule 49 CFR Part 40 Section 40.87.
- d. Test Result Standards for Alcohol: Test results for alcohol will be considered positive when the individual's blood alcohol content is .03 percent or greater.
- e. Testing Mechanisms: The following testing mechanisms shall be used for any test for alcohol or drugs performed on employees.
 - i. Any urine screening will be performed by the use of Gas Chromatography/Mass Spectrometry (GC/MS). If at any time tests exist with higher rates of reliability than this method, such tests will be used in place of them if agreed to by the Department and the Union.
 - ii. Alcohol tests shall be performed by standard laboratory using the best available alcohol analysis.

31.5 Testing Procedures

Procedures to be Used When the Blood and/or Urine Sample is Given and Assessed:

- a. The employee will be transported as soon as possible to the Department's physician's office during normal business hours, transported to the Department's designated hospital during non-business hours, or tested on

site by an appropriately trained and certified contractor. The test shall be given in such a manner as to protect the authenticity and reliability of the sample and the privacy of the individual.

- b. Urine collection shall be conducted in a manner which provides a high degree of security for the sample and freedom from adulteration. Employees shall not be witnessed while submitting a sample. Instead, administrative procedures and biologic testing of the sample will be conducted to prevent the submission of fraudulent tests. Upon request, an employee shall be entitled to the presence of a Union representative before testing is administered.
- c. Immediately after the sample is given, it will be divided into two (2) equal parts. Each of the two portions of the sample will be separately sealed, labeled, and stored in a secure and refrigerated atmosphere. Both of the samples will then be delivered to the Department's designated testing laboratory. If the test is positive, the sample will be stored by the laboratory for at least five (5) business days, then transferred to the long-term frozen storage for at least for one (1) year and then destroyed. If the test is negative, both samples will be held for at least five (5) days and then destroyed.
- d. If the test results exceed the limits specified in 31.4 c and d of this Article, excluding any medications lawfully prescribed for the employee's use when taken as prescribed, the employee will be notified of the positive results within twenty-four (24) hours after the Department learns of the results, and will be provided with copies of all documents pertinent to the test. The employee will then have the option of having the untested sample submitted to a laboratory of the employee's own choosing which meets the standards specified in Section 31.4.b of this Article.
- e. Each step in the collecting and processing of the blood and/or urine specimens shall be documented to establish procedural integrity and chain of custody.
- f. The Department will bear the cost of all required tests. If an employee chooses to test the second sample, the employee will pay the cost of the test(s). However, in the event that it is demonstrated that the initial testing resulted in a false positive, the City will reimburse the employee for the cost of the second sample testing.
 - i. Testing shall be evaluated in a manner to ensure that an employee's legal drug and alcohol use does not affect the evaluation of the test results.
 - ii. All test results will be evaluated by a suitably trained physician.
 - iii. Test results shall be treated with the same confidentiality as other employee medical records.

31.6 Interference with Policy

Any activity which purposely interferes with this Article may be grounds for disciplinary action, up to and including termination. Examples include, but are not limited to, the following:

- a. tainting, tampering, or substitution of breath, blood or urine samples;
- b. falsifying information regarding the use of prescribed medications or controlled substances;
- c. failure to cooperate with any tests outlined in this Article to determine the presence of drugs or alcohol; or
- d. failure to comply with the requirements of this Article.

31.7 Consequences of Positive Test Results

- a. An employee who tests positive for alcohol or controlled substances may be disciplined as described in Article 26, Discipline and Discharge. Any recent unintentional exposure reports (see 32.1.b.iii) will be taken into consideration.
- b. An employee who has tested positive for the presence of intoxicants or controlled substances pursuant to this Article shall be referred to a Substance Abuse Professional (SAP) at the Employee Assistance Program or drug and alcohol counseling. An employee's participation in the Employee Assistance Program or in drug or alcohol counseling will be considered in determining what, if any, disciplinary action may be taken.

- c. An employee who tests positive may be subject to unannounced testing for a one (1) year period following the positive test. If the employee violates the terms of agreed-to treatment or again tests positive during the period, they will be subject to immediate discipline, which may include discharge.
- d. If an employee successfully completes a treatment program and is released for duty, they shall be returned to their regular duty assignment. Employee assignment during treatment will be based on each individual's circumstances. If follow-up care is prescribed after treatment, complying with it may be a condition of employment.

31.8 Cost of Treatment

The cost of treatment and required time away from work will be covered as defined in the provisions of this Agreement for non-occupational illnesses or injuries and current insurance policies.

31.9 Employee Rights

- a. The employee shall have the right to a Union representative up to and including the time the sample is given. However, this provision shall not unreasonably delay testing. Nothing herein restricts the employee's right to representation under general law.
- b. If at any point the results of the laboratory testing procedures specified in this Article are negative, all further testing will be discontinued except as specified in 31.7.c of this Article. The employee will be provided with a copy of the results and all documentation on the testing will be sealed and maintained in a secure place. All test results will be kept confidential by the Department.
- c. Any employee who tests positive will be given access to all written documentation available from the testing laboratory which verifies the accuracy of the testing equipment used in the testing process, the chain of custody and the accuracy rate of the laboratory.

31.10 Union Held Harmless

This drug and alcohol testing program is initiated solely at the request of the employer. The Union shall be held harmless for the violation of any worker's rights by the Department arising from the administration of the drug and alcohol testing program.

ARTICLE 32 GENERAL PROVISIONS

32.1 Work Rules & Existing Benefits

- a. The existence of a bargaining obligation, and any bargaining required pursuant to such obligation, shall be in accordance with applicable Employment Relations Board rulings and Public Employees Collective Bargaining Act (PECBA) decisions.
- b. The parties agree that if matters of employment relations not addressed by this Agreement are to be modified, the Department will give the Union written notice prior to such action and will, upon request, meet with the Union to negotiate the change and its impact.

32.2 Modification

If either party wishes to modify, amend, add to, or delete any of the provisions of this Agreement, that party shall give notice by the end of January of the year this Agreement expires.

32.3 Savings Clause

The provisions of this Agreement are declared to be severable. If any section, subsection, sentence, clause, or phrase of this Agreement shall for any reason be held to be invalid or unconstitutional, the validity of the provisions of this Agreement shall remain in effect, it being the intent of the parties that this Agreement shall stand notwithstanding the invalidity of any part.

In the event any section, subsection, sentence, clause, or phrase of this Agreement is held to be invalid or unconstitutional, the parties will bargain a replacement that to the extent legally allowable, serves the same purpose as the severed language. If an agreement on suitable replacement language is not reached within thirty (30) calendar days of the first meeting, interest arbitration on that issue may be initiated by either party.

32.4 No Strikes or Lockouts

The Union will not initiate, nor engage in, and no employee(s) will participate, nor engage in, any strike, slowdown, picketing, boycott, or other interruption of work during the term of this Agreement. The Department will not lock out employees during the term of this Agreement; however the Department will have no obligation to provide work during a labor dispute if the number of employees reporting for work is insufficient, in the Department's judgment, to warrant continuation of part, or all of, its operations.

Should a strike, slowdown, picketing, boycott, or other interruption of work occur, the Department shall notify the Union of the existence of such activity and request advice from the Union as to whether the activity has been authorized. The Union, immediately thereafter, will respond to the Department's request in writing.

Upon receiving notice of a strike, slowdown, picketing, boycott, or other interruption of work which it has not authorized, the Union will take all reasonable steps to terminate such activities and induce the employees concerned to return to work. If the Union takes such action, it shall not be held liable by the Department for the unauthorized activity of the employees involved.

In the event employee(s) participate in a strike, slowdown, picketing, boycott, or other interruption of work in violation of this section, the violating employee(s) shall be subject to disciplinary action which may include discharge.

ARTICLE 33
TERMS OF AGREEMENT – TERMINATION

This Agreement shall be effective as of the date it is signed below and shall be binding upon the Department, the Union, and its members and shall remain in full force and effect through June 30, 2027.

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter appropriate for collective bargaining. The understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Therefore, the Department and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter without mutual consent, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated and signed this Agreement. All terms and conditions of employment not covered by this Agreement shall continue to be subject to the Department's direction and control.


SIGNATURES

IN WITNESS THEREOF, THE PARTIES HAVE EXECUTED THIS AGREEMENT THIS 24
DAY OF April, 2025.

City of Eugene

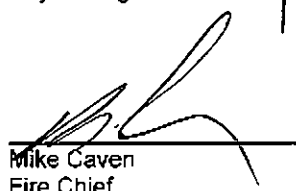

Sarah Medary
City Manager

City of Springfield

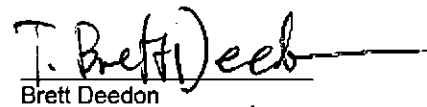

Nancy Newton
City Manager

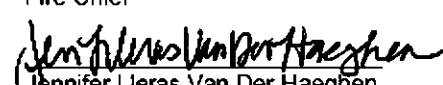
IAFF Local 851


Kris Siewert
Chief Negotiator
IAFF Past-President



Mike Caven
Fire Chief


Chaim Hertz
HR Director


Brett Deedon
IAFF President


Jennifer Lleras Van Der Haeghen
MERC Director


Zak Harney
IAFF Past-Vice President


Becky DeVitt
Chief Negotiator
A/Employee and Labor Relations
Manager

Appendix A-1(a): IAFF Salary Schedule

July 1, 2024 – June 30, 2025

Class Title	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
EMT - Single Role *	Annual	\$40,601.60	\$43,076.80	\$45,614.40	\$48,360.00	\$51,272.00	\$54,329.60
	Monthly	\$3,383.47	\$3,589.73	\$3,801.20	\$4,030.00	\$4,272.67	\$4,527.47
	Hourly	\$19.52	\$20.71	\$21.93	\$23.25	\$24.65	\$26.12
Paramedic - Single Role *	Annual	\$51,188.80	\$54,246.40	\$57,512.00	\$60,964.80	\$64,646.40	\$68,536.00
	Monthly	\$4,265.73	\$4,520.53	\$4,792.67	\$5,080.40	\$5,387.20	\$5,711.33
	Hourly	\$24.61	\$26.08	\$27.65	\$29.31	\$31.08	\$32.95
EMS Shift Coordinator *	Annual	\$72,758.40	\$76,356.80	\$80,184.00	\$84,219.20	\$88,400.00	\$92,830.40
	Monthly	\$6,063.20	\$6,363.07	\$6,682.00	\$7,018.27	\$7,366.67	\$7,735.87
	Hourly	\$34.98	\$36.71	\$38.55	\$40.49	\$42.50	\$44.63
EMS Training Instructor	Annual	\$77,334.40	\$81,203.20	\$87,110.40	\$93,329.60	\$98,758.40	\$105,622.40
	Monthly	\$6,444.53	\$6,766.93	\$7,259.20	\$7,777.47	\$8,229.87	\$8,801.87
	Bi-Weekly	\$2,974.40	\$3,123.20	\$3,350.40	\$3,589.60	\$3,798.40	\$4,062.40
	Hourly	\$37.18	\$39.04	\$41.88	\$44.87	\$47.48	\$50.78
EMS Training Coordinator	Annual	\$93,912.00	\$98,529.60	\$103,500.80	\$108,659.20	\$114,316.80	\$120,057.60
	Monthly	\$7,826.00	\$8,210.80	\$8,625.07	\$9,054.93	\$9,526.40	\$10,004.80
	Bi-Weekly	\$3,612.00	\$3,789.60	\$3,980.80	\$4,179.20	\$4,396.80	\$4,617.60
	Hourly	\$45.15	\$47.37	\$49.76	\$52.24	\$54.96	\$57.72
EMS CQI Coordinator	Annual	\$98,529.60	\$103,500.80	\$108,659.20	\$114,316.80	\$120,057.60	\$126,131.20
	Monthly	\$8,210.80	\$8,625.07	\$9,054.93	\$9,526.40	\$10,004.80	\$10,510.93
	Bi-Weekly	\$3,789.60	\$3,980.80	\$4,179.20	\$4,396.80	\$4,617.60	\$4,851.20
	Hourly	\$47.37	\$49.76	\$52.24	\$54.96	\$57.72	\$60.64
EMS Program Coordinator	Annual	\$98,529.60	\$103,500.80	\$108,659.20	\$114,316.80	\$120,057.60	\$126,131.20
	Monthly	\$8,210.80	\$8,625.07	\$9,054.93	\$9,526.40	\$10,004.80	\$10,510.93
	Bi-Weekly	\$3,789.60	\$3,980.80	\$4,179.20	\$4,396.80	\$4,617.60	\$4,851.20
	Hourly	\$47.37	\$49.76	\$52.24	\$54.96	\$57.72	\$60.64

* Single Role & Shift Coordinator annual/monthly rates reflect a 40 hour work week and do not reflect additional hours included with the Single Role & Shift Coord schedules, which will also include some hours paid as overtime due to FLSA requirements and the nature of the shift schedule.

Salaries are paid bi-weekly. Monthly salaries shown are for comparison purposes only.

The shift rate for Firefighters, Engineers and Captains is the 40 hour rate divided by the conversion factor of 1.285.

Annual rates are based on the hourly rate multiplied by the approximate annual number of hours worked for a full-time employee.

For 40 hour employees this is 2,080 hours. For 24 hour shift employees, this is 2,671.76 hours.

The Monthly rate is the annual rate divided by 12 since there are 12 months in a year.

Appendix A-1(b): IAFF Salary Schedule

July 1, 2024 – June 30, 2025

Class Title	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Emergency Equipment Tech 1	Annual	\$73,756.80	\$77,334.40	\$83,075.20	\$88,878.40	\$94,224.00	\$100,692.80
	Monthly	\$6,146.40	\$6,444.53	\$6,922.93	\$7,406.53	\$7,852.00	\$8,391.07
	Bi-Weekly	\$2,836.80	\$2,974.40	\$3,195.20	\$3,418.40	\$3,624.00	\$3,872.80
	Hourly	\$35.46	\$37.18	\$39.94	\$42.73	\$45.30	\$48.41
Emergency Equipment Tech 2	Annual	\$87,568.00	\$92,019.20	\$96,491.20	\$101,524.80	\$106,558.40	\$112,008.00
	Monthly	\$7,297.33	\$7,668.27	\$8,040.93	\$8,460.40	\$8,879.87	\$9,334.00
	Bi-Weekly	\$3,368.00	\$3,539.20	\$3,711.20	\$3,904.80	\$4,098.40	\$4,308.00
	Hourly	\$42.10	\$44.24	\$46.39	\$48.81	\$51.23	\$53.85
Life Safety Inspector (40 Hr)	Annual	\$75,254.40	\$79,019.20	\$82,971.20	\$87,131.20	\$91,499.20	\$96,075.20
	Monthly	\$6,271.20	\$6,584.93	\$6,914.27	\$7,260.93	\$7,624.93	\$8,006.27
	Bi-Weekly	\$2,894.40	\$3,039.20	\$3,191.20	\$3,351.20	\$3,519.20	\$3,695.20
	Hourly	\$36.18	\$37.99	\$39.89	\$41.89	\$43.99	\$46.19
Fire Marshal 1, Deputy	Annual	\$83,075.20	\$87,006.40	\$91,478.40	\$96,200.00	\$100,900.80	\$106,080.00
	Monthly	\$6,922.93	\$7,250.53	\$7,623.20	\$8,016.67	\$8,408.40	\$8,840.00
	Bi-Weekly	\$3,195.20	\$3,346.40	\$3,518.40	\$3,700.00	\$3,880.80	\$4,080.00
	Hourly	\$39.94	\$41.83	\$43.98	\$46.25	\$48.51	\$51.00
Fire Marshal 2, Deputy	Annual	\$93,912.00	\$98,529.60	\$103,500.80	\$108,659.20	\$114,316.80	\$120,057.60
	Monthly	\$7,826.00	\$8,210.80	\$8,625.07	\$9,054.93	\$9,526.40	\$10,004.80
	Bi-Weekly	\$3,612.00	\$3,789.60	\$3,980.80	\$4,179.20	\$4,396.80	\$4,617.60
	Hourly	\$45.15	\$47.37	\$49.76	\$52.24	\$54.96	\$57.72

Salaries are paid bi-weekly. Monthly salaries shown are for comparison purposes only.

The shift rate for Firefighters, Engineers and Captains is the 40 hour rate divided by the conversion factor of 1.285.

Annual rates are based on the hourly rate multiplied by the approximate annual number of hours worked for a full-time employee.

For 40 hour employees this is 2,080 hours. For 24 hour shift employees, this is 2,671.76 hours.

The Monthly rate is the annual rate divided by 12 since there are 12 months in a year.

Appendix A-1(c): IAFF Salary Schedule

July 1, 2024 – June 30, 2025

Class Title	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Firefighter Apprentice (Shift)	Annual	\$51,618.40	\$54,183.29	\$63,748.19	\$85,336.01		
	Monthly	\$4,301.53	\$4,515.27	\$5,312.35	\$7,111.33		
	Bi-Weekly	\$1,985.32	\$2,083.97	\$2,451.85	\$3,282.15		
	Hourly	\$19.32	\$20.28	\$23.86	\$31.94		
Firefighter Apprentice (40 Hr)	Annual	\$51,646.40	\$54,204.80	\$63,772.80	\$85,363.20		
	Monthly	\$4,303.87	\$4,517.07	\$5,314.40	\$7,113.60		
	Bi-Weekly	\$1,986.40	\$2,084.80	\$2,452.80	\$3,283.20		
	Hourly	\$24.83	\$26.06	\$30.66	\$41.04		
Firefighter (24 Hr Shift)	Annual	\$70,721.49	\$74,221.49	\$79,698.60	\$85,336.01	\$90,278.77	\$96,610.84
	Monthly	\$5,893.46	\$6,185.12	\$6,641.55	\$7,111.33	\$7,523.23	\$8,050.90
	Bi-Weekly	\$2,720.06	\$2,854.67	\$3,065.33	\$3,282.15	\$3,472.26	\$3,715.80
	Hourly	\$26.47	\$27.78	\$29.83	\$31.94	\$33.79	\$36.16
Firefighter (40 Hr)	Annual	\$70,761.60	\$74,256.00	\$79,726.40	\$85,363.20	\$90,313.60	\$96,636.80
	Monthly	\$5,896.80	\$6,188.00	\$6,643.87	\$7,113.60	\$7,526.13	\$8,053.07
	Bi-Weekly	\$2,721.60	\$2,856.00	\$3,066.40	\$3,283.20	\$3,473.60	\$3,716.80
	Hourly	\$34.02	\$35.70	\$38.33	\$41.04	\$43.42	\$46.46
Fire Engineer (24 Hr Shift)	Annual	\$80,206.24	\$84,160.44	\$88,301.67	\$92,763.51	\$97,465.80	\$102,488.71
	Monthly	\$6,683.85	\$7,013.37	\$7,358.47	\$7,730.29	\$8,122.15	\$8,540.73
	Bi-Weekly	\$3,084.86	\$3,236.94	\$3,396.22	\$3,567.83	\$3,748.68	\$3,941.87
	Hourly	\$30.02	\$31.50	\$33.05	\$34.72	\$36.48	\$38.36
Fire Engineer (40 Hr)	Annual	\$80,246.40	\$84,198.40	\$88,337.60	\$92,809.60	\$97,510.40	\$102,523.20
	Monthly	\$6,687.20	\$7,016.53	\$7,361.47	\$7,734.13	\$8,125.87	\$8,543.60
	Bi-Weekly	\$3,086.40	\$3,238.40	\$3,397.60	\$3,569.60	\$3,750.40	\$3,943.20
	Hourly	\$38.58	\$40.48	\$42.47	\$44.62	\$46.88	\$49.29
Fire Captain (24 Hr Shift)	Annual	\$93,378.01	\$98,000.16	\$103,076.50	\$108,152.84	\$113,763.54	\$119,347.52
	Monthly	\$7,781.50	\$8,166.68	\$8,589.71	\$9,012.74	\$9,480.30	\$9,945.63
	Bi-Weekly	\$3,591.46	\$3,769.24	\$3,964.48	\$4,159.72	\$4,375.52	\$4,590.29
	Hourly	\$34.95	\$36.68	\$38.58	\$40.48	\$42.58	\$44.67
Fire Captain (40 Hr)	Annual	\$93,412.80	\$98,051.20	\$103,105.60	\$108,201.60	\$113,796.80	\$119,392.00
	Monthly	\$7,784.40	\$8,170.93	\$8,592.13	\$9,016.80	\$9,483.07	\$9,949.33
	Bi-Weekly	\$3,592.80	\$3,771.20	\$3,965.60	\$4,161.60	\$4,376.80	\$4,592.00
	Hourly	\$44.91	\$47.14	\$49.57	\$52.02	\$54.71	\$57.40
Fire Training Officer	Annual	\$98,529.60	\$103,500.80	\$108,659.20	\$114,316.80	\$120,057.60	\$126,131.20
	Monthly	\$8,210.80	\$8,625.07	\$9,054.93	\$9,526.40	\$10,004.80	\$10,510.93
	Bi-Weekly	\$3,789.60	\$3,980.80	\$4,179.20	\$4,396.80	\$4,617.60	\$4,851.20
	Hourly	\$47.37	\$49.76	\$52.24	\$54.96	\$57.72	\$60.64

Class Title	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Fire Training Captain	Annual	\$98,529.60	\$103,500.80	\$108,659.20	\$114,316.80	\$120,057.60	\$126,131.20
	Monthly	\$8,210.80	\$8,625.07	\$9,054.93	\$9,526.40	\$10,004.80	\$10,510.93
	Bi-Weekly	\$3,789.60	\$3,980.80	\$4,179.20	\$4,396.80	\$4,617.60	\$4,851.20
	Hourly	\$47.37	\$49.76	\$52.24	\$54.96	\$57.72	\$60.64

Salaries are paid bi-weekly. Monthly salaries shows are for comparison purposes only.

The shift rate for Firefighters, Engineers and Captains is the 40 hour rate divided by the conversion factor of 1.285.

Annual rates are based on the hourly rate multiplied by the approximate annual number of hours worked for a full-time employee.

For 40 hour employees this is 2,080 hours. For 24 hour shift employees, this is 2,671.76 hours.

The Monthly rate is the annual rate divided by 12 since there are 12 months in a year.

Appendix A-2(a): IAFF Salary Schedule

July 1, 2025 - January 10, 2026

Class Title	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
EMT - Single Role *	Annual	\$42,224.00	\$44,803.20	\$47,444.80	\$50,294.40	\$53,331.20	\$56,492.80
	Monthly	\$3,518.67	\$3,733.60	\$3,953.73	\$4,191.20	\$4,444.27	\$4,707.73
	Hourly	\$20.30	\$21.54	\$22.81	\$24.18	\$25.64	\$27.16
Paramedic - Single Role *	Annual	\$53,227.20	\$56,409.60	\$59,820.80	\$63,398.40	\$67,225.60	\$71,281.60
	Monthly	\$4,435.60	\$4,700.80	\$4,985.07	\$5,283.20	\$5,602.13	\$5,940.13
	Hourly	\$25.59	\$27.12	\$28.76	\$30.48	\$32.32	\$34.27
EMS Shift Coordinator *	Annual	\$96,553.60					
	Monthly	\$8,046.13					
	Hourly	\$46.42					
EMS Training Instructor	Annual	\$80,433.60	\$84,448.00	\$90,604.80	\$97,052.80	\$102,710.40	\$109,844.80
	Monthly	\$6,702.80	\$7,037.33	\$7,550.40	\$8,087.73	\$8,559.20	\$9,153.73
	Bi-Weekly	\$3,093.60	\$3,248.00	\$3,484.80	\$3,732.80	\$3,950.40	\$4,224.80
	Hourly	\$38.67	\$40.60	\$43.56	\$46.66	\$49.38	\$52.81
EMS Training Coordinator	Annual	\$97,676.80	\$102,460.80	\$107,640.00	\$113,006.40	\$118,892.80	\$124,862.40
	Monthly	\$8,139.73	\$8,538.40	\$8,970.00	\$9,417.20	\$9,907.73	\$10,405.20
	Bi-Weekly	\$3,756.80	\$3,940.80	\$4,140.00	\$4,346.40	\$4,572.80	\$4,802.40
	Hourly	\$46.96	\$49.26	\$51.75	\$54.33	\$57.16	\$60.03
EMS CQI Coordinator	Annual	\$131,185.60					
	Monthly	\$10,932.13					
	Bi-Weekly	\$5,045.60					
	Hourly	\$63.07					
EMS Program Coordinator	Annual	\$131,185.60					
	Monthly	\$10,932.13					
	Bi-Weekly	\$5,045.60					
	Hourly	\$63.07					

* Single Role & Shift Coordinator annual/monthly rates reflect a 40 hour work week and do not reflect additional hours included with the Single Role & Shift Coord schedules, which will also include some hours paid as overtime due to FLSA requirements and the nature of the shift schedule.

Salaries are paid bi-weekly. Monthly salaries shows are for comparison purposes only.

The shift rate for Firefighters, Engineers and Captains is the 40 hour rate divided by the conversion factor of 1.285.

Annual rates are based on the hourly rate multiplied by the approximate annual number of hours worked for a full-time employee.

For 40 hour employees this is 2,080 hours. For 24 hour shift employees, this is 2,671.76 hours.

The Monthly rate is the annual rate divided by 12 since there are 12 months in a year.

Appendix A-2(b): IAFF Salary Schedule

July 1, 2025 - January 10, 2026

Class Title	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Emergency Equipment Tech 1	Annual	\$76,710.40	\$80,433.60	\$86,403.20	\$92,435.20	\$97,988.80	\$104,728.00
	Monthly	\$6,392.53	\$6,702.80	\$7,200.27	\$7,702.93	\$8,165.73	\$8,727.33
	Bi-Weekly	\$2,950.40	\$3,093.60	\$3,323.20	\$3,555.20	\$3,768.80	\$4,028.00
	Hourly	\$36.88	\$38.67	\$41.54	\$44.44	\$47.11	\$50.35
Emergency Equipment Tech 2	Annual	\$91,062.40	\$95,700.80	\$100,360.00	\$105,580.80	\$110,822.40	\$116,480.00
	Monthly	\$7,588.53	\$7,975.07	\$8,363.33	\$8,798.40	\$9,235.20	\$9,706.67
	Bi-Weekly	\$3,502.40	\$3,680.80	\$3,860.00	\$4,060.80	\$4,262.40	\$4,480.00
	Hourly	\$43.78	\$46.01	\$48.25	\$50.76	\$53.28	\$56.00
Life Safety Inspector (40 Hr)	Annual	\$78,270.40	\$82,180.80	\$86,299.20	\$90,625.60	\$95,160.00	\$99,923.20
	Monthly	\$6,522.53	\$6,848.40	\$7,191.60	\$7,552.13	\$7,930.00	\$8,326.93
	Bi-Weekly	\$3,010.40	\$3,160.80	\$3,319.20	\$3,485.60	\$3,660.00	\$3,843.20
	Hourly	\$37.63	\$39.51	\$41.49	\$43.57	\$45.75	\$48.04
Fire Marshal 1, Deputy	Annual	\$86,403.20	\$90,480.00	\$95,139.20	\$100,048.00	\$104,936.00	\$110,323.20
	Monthly	\$7,200.27	\$7,540.00	\$7,928.27	\$8,337.33	\$8,744.67	\$9,193.60
	Bi-Weekly	\$3,323.20	\$3,480.00	\$3,659.20	\$3,848.00	\$4,036.00	\$4,243.20
	Hourly	\$41.54	\$43.50	\$45.74	\$48.10	\$50.45	\$53.04
Fire Marshal 2, Deputy	Annual	\$97,676.80	\$102,460.80	\$107,640.00	\$113,006.40	\$118,892.80	\$124,862.40
	Monthly	\$8,139.73	\$8,538.40	\$8,970.00	\$9,417.20	\$9,907.73	\$10,405.20
	Bi-Weekly	\$3,756.80	\$3,940.80	\$4,140.00	\$4,346.40	\$4,572.80	\$4,802.40
	Hourly	\$46.96	\$49.26	\$51.75	\$54.33	\$57.16	\$60.03

Salaries are paid bi-weekly. Monthly salaries shows are for comparison purposes only.

The shift rate for Firefighters, Engineers and Captains is the 40 hour rate divided by the conversion factor of 1.285.

Annual rates are based on the hourly rate multiplied by the approximate annual number of hours worked for a full-time employee.

For 40 hour employees this is 2,080 hours. For 24 hour shift employees, this is 2,671.76 hours.

The Monthly rate is the annual rate divided by 12 since there are 12 months in a year.

Appendix A-2(c): IAFF Salary Schedule

July 1, 2025 - January 10, 2026

Class Title	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Firefighter Apprentice (Shift)	Annual	\$53,702.38	\$56,347.42	\$66,313.08	\$88,729.15		
	Monthly	\$4,475.20	\$4,695.62	\$5,526.09	\$7,394.10		
	Bi-Weekly	\$2,065.48	\$2,167.21	\$2,550.50	\$3,412.66		
	Hourly	\$20.10	\$21.09	\$24.82	\$33.21		
Firefighter Apprentice (40 Hr)	Annual	\$53,726.40	\$56,368.00	\$66,331.20	\$88,774.40		
	Monthly	\$4,477.20	\$4,697.33	\$5,527.60	\$7,397.87		
	Bi-Weekly	\$2,066.40	\$2,168.00	\$2,551.20	\$3,414.40		
	Hourly	\$25.83	\$27.10	\$31.89	\$42.68		
Firefighter (24 Hr Shift)	Annual	\$73,553.55	\$77,187.15	\$82,878.00	\$88,729.15	\$93,885.65	\$100,458.18
	Monthly	\$6,129.46	\$6,432.26	\$6,906.50	\$7,394.10	\$7,823.80	\$8,371.51
	Bi-Weekly	\$2,828.98	\$2,968.74	\$3,187.62	\$3,412.66	\$3,610.99	\$3,863.78
	Hourly	\$27.53	\$28.89	\$31.02	\$33.21	\$35.14	\$37.60
Firefighter (40 Hr)	Annual	\$73,590.40	\$77,230.40	\$82,908.80	\$88,774.40	\$93,932.80	\$100,505.60
	Monthly	\$6,132.53	\$6,435.87	\$6,909.07	\$7,397.87	\$7,827.73	\$8,375.47
	Bi-Weekly	\$2,830.40	\$2,970.40	\$3,188.80	\$3,414.40	\$3,612.80	\$3,865.60
	Hourly	\$35.38	\$37.13	\$39.86	\$42.68	\$45.16	\$48.32
Fire Engineer (24 Hr Shift)	Annual	\$106,576.51					
	Monthly	\$8,881.38					
	Bi-Weekly	\$4,099.10					
	Hourly	\$39.89					
Fire Engineer (40 Hr)	Annual	\$106,620.80					
	Monthly	\$8,885.07					
	Bi-Weekly	\$4,100.80					
	Hourly	\$51.26					
Fire Captain (24 Hr Shift)	Annual	\$124,129.97					
	Monthly	\$10,344.16					
	Bi-Weekly	\$4,774.23					
	Hourly	\$46.46					
Fire Captain (40 Hr)	Annual	\$124,176.00					
	Monthly	\$10,348.00					
	Bi-Weekly	\$4,776.00					
	Hourly	\$59.70					
Fire Training Officer	Annual	\$131,185.60					
	Monthly	\$10,932.13					
	Bi-Weekly	\$5,045.60					
	Hourly	\$63.07					

Class Title	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Fire Training Captain	Annual	\$131,185.60					
	Monthly	\$10,932.13					
	Bi-Weekly	\$5,045.60					
	Hourly	\$63.07					

Salaries are paid bi-weekly. Monthly salaries shows are for comparison purposes only.

The shift rate for Firefighters, Engineers and Captains is the 40 hour rate divided by the conversion factor of 1.285.

Annual rates are based on the hourly rate multiplied by the approximate annual number of hours worked for a full-time employee.

For 40 hour employees this is 2,080 hours. For 24 hour shift employees, this is 2,671.76 hours.

The Monthly rate is the annual rate divided by 12 since there are 12 months in a year.

Appendix A-3(a): IAFF Salary Schedule

January 11, 2026 - June 30, 2026

Class Title	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
EMT - Single Role *	Annual	\$42,224.00	\$44,803.20	\$47,444.80	\$50,294.40	\$53,331.20	\$56,492.80
	Monthly	\$3,518.67	\$3,733.60	\$3,953.73	\$4,191.20	\$4,444.27	\$4,707.73
	Hourly	\$20.30	\$21.54	\$22.81	\$24.18	\$25.64	\$27.16
Paramedic - Single Role *	Annual	\$53,227.20	\$56,409.60	\$59,820.80	\$63,398.40	\$67,225.60	\$71,281.60
	Monthly	\$4,435.60	\$4,700.80	\$4,985.07	\$5,283.20	\$5,602.13	\$5,940.13
	Hourly	\$25.59	\$27.12	\$28.76	\$30.48	\$32.32	\$34.27
EMS Shift Coordinator *	Annual	\$96,553.60					
	Monthly	\$8,046.13					
	Hourly	\$46.42					
EMS Training Instructor	Annual	\$80,433.60	\$84,448.00	\$90,604.80	\$97,052.80	\$102,710.40	\$109,844.80
	Monthly	\$6,702.80	\$7,037.33	\$7,550.40	\$8,087.73	\$8,559.20	\$9,153.73
	Bi-Weekly	\$3,093.60	\$3,248.00	\$3,484.80	\$3,732.80	\$3,950.40	\$4,224.80
	Hourly	\$38.67	\$40.60	\$43.56	\$46.66	\$49.38	\$52.81
EMS Training Coordinator	Annual	\$97,676.80	\$102,460.80	\$107,640.00	\$113,006.40	\$118,892.80	\$124,862.40
	Monthly	\$8,139.73	\$8,538.40	\$8,970.00	\$9,417.20	\$9,907.73	\$10,405.20
	Bi-Weekly	\$3,756.80	\$3,940.80	\$4,140.00	\$4,346.40	\$4,572.80	\$4,802.40
	Hourly	\$46.96	\$49.26	\$51.75	\$54.33	\$57.16	\$60.03
EMS CQI Coordinator	Annual	\$131,185.60					
	Monthly	\$10,932.13					
	Bi-Weekly	\$5,045.60					
	Hourly	\$63.07					
EMS Program Coordinator	Annual	\$131,185.60					
	Monthly	\$10,932.13					
	Bi-Weekly	\$5,045.60					
	Hourly	\$63.07					

* Single Role & Shift Coordinator annual/monthly rates reflect a 40 hour work week and do not reflect additional hours included with the Single Role & Shift Coord schedules, which will also include some hours paid as overtime due to FLSA requirements and the nature of the shift schedule.

Salaries are paid bi-weekly. Monthly salaries shows are for comparison purposes only.

The shift rate for Firefighters, Engineers and Captains is the 40 hour rate divided by the conversion factor of 1.2.

Annual rates are based on the hourly rate multiplied by the approximate annual number of hours worked for a full-time employee.

For 40 hour employees this is 2,080 hours. For 24 hour shift employees, this is 2496 hours.

The Monthly rate is the annual rate divided by 12 since there are 12 months in a year.

Appendix A-3(b): IAFF Salary Schedule

January 11, 2026 - June 30, 2026

Class Title	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Emergency Equipment Tech 1	Annual	\$76,710.40	\$80,433.60	\$86,403.20	\$92,435.20	\$97,988.80	\$104,728.00
	Monthly	\$6,392.53	\$6,702.80	\$7,200.27	\$7,702.93	\$8,165.73	\$8,727.33
	Bi-Weekly	\$2,950.40	\$3,093.60	\$3,323.20	\$3,555.20	\$3,768.80	\$4,028.00
	Hourly	\$36.88	\$38.67	\$41.54	\$44.44	\$47.11	\$50.35
Emergency Equipment Tech 2	Annual	\$91,062.40	\$95,700.80	\$100,360.00	\$105,580.80	\$110,822.40	\$116,480.00
	Monthly	\$7,588.53	\$7,975.07	\$8,363.33	\$8,798.40	\$9,235.20	\$9,706.67
	Bi-Weekly	\$3,502.40	\$3,680.80	\$3,860.00	\$4,060.80	\$4,262.40	\$4,480.00
	Hourly	\$43.78	\$46.01	\$48.25	\$50.76	\$53.28	\$56.00
Life Safety Inspector (40 Hr)	Annual	\$78,270.40	\$82,180.80	\$86,299.20	\$90,625.60	\$95,160.00	\$99,923.20
	Monthly	\$6,522.53	\$6,848.40	\$7,191.60	\$7,552.13	\$7,930.00	\$8,326.93
	Bi-Weekly	\$3,010.40	\$3,160.80	\$3,319.20	\$3,485.60	\$3,660.00	\$3,843.20
	Hourly	\$37.63	\$39.51	\$41.49	\$43.57	\$45.75	\$48.04
Fire Marshal 1, Deputy	Annual	\$86,403.20	\$90,480.00	\$95,139.20	\$100,048.00	\$104,936.00	\$110,323.20
	Monthly	\$7,200.27	\$7,540.00	\$7,928.27	\$8,337.33	\$8,744.67	\$9,193.60
	Bi-Weekly	\$3,323.20	\$3,480.00	\$3,659.20	\$3,848.00	\$4,036.00	\$4,243.20
	Hourly	\$41.54	\$43.50	\$45.74	\$48.10	\$50.45	\$53.04
Fire Marshal 2, Deputy	Annual	\$97,676.80	\$102,460.80	\$107,640.00	\$113,006.40	\$118,892.80	\$124,862.40
	Monthly	\$8,139.73	\$8,538.40	\$8,970.00	\$9,417.20	\$9,907.73	\$10,405.20
	Bi-Weekly	\$3,756.80	\$3,940.80	\$4,140.00	\$4,346.40	\$4,572.80	\$4,802.40
	Hourly	\$46.96	\$49.26	\$51.75	\$54.33	\$57.16	\$60.03

Salaries are paid bi-weekly. Monthly salaries shows are for comparison purposes only.

The shift rate for Firefighters, Engineers and Captains is the 40 hour rate divided by the conversion factor of 1.2.

Annual rates are based on the hourly rate multiplied by the approximate annual number of hours worked for a full-time employee.

For 40 hour employees this is 2,080 hours. For 24 hour shift employees, this is 2,496 hours.

The Monthly rate is the annual rate divided by 12 since there are 12 months in a year.

Appendix A-3(c): IAFF Salary Schedule

January 11, 2026 - June 30, 2026

Class Title	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Firefighter Apprentice (Shift)	Annual	\$53,713.92	\$56,384.64	\$66,343.68	\$88,782.72		
	Monthly	\$4,476.16	\$4,698.72	\$5,528.64	\$7,398.56		
	Bi-Weekly	\$2,065.92	\$2,168.64	\$2,551.68	\$3,414.72		
	Hourly	\$21.52	\$22.59	\$26.58	\$35.57		
Firefighter Apprentice (40 Hr)	Annual	\$53,726.40	\$56,368.00	\$66,331.20	\$88,774.40		
	Monthly	\$4,477.20	\$4,697.33	\$5,527.60	\$7,397.87		
	Bi-Weekly	\$2,066.40	\$2,168.00	\$2,551.20	\$3,414.40		
	Hourly	\$25.83	\$27.10	\$31.89	\$42.68		
Firefighter (24 Hr Shift)	Annual	\$73,582.08	\$77,226.24	\$82,917.12	\$88,782.72	\$93,924.48	\$100,513.92
	Monthly	\$6,131.84	\$6,435.52	\$6,909.76	\$7,398.56	\$7,827.04	\$8,376.16
	Bi-Weekly	\$2,830.08	\$2,970.24	\$3,189.12	\$3,414.72	\$3,612.48	\$3,865.92
	Hourly	\$29.48	\$30.94	\$33.22	\$35.57	\$37.63	\$40.27
Firefighter (40 Hr)	Annual	\$73,590.40	\$77,230.40	\$82,908.80	\$88,774.40	\$93,932.80	\$100,505.60
	Monthly	\$6,132.53	\$6,435.87	\$6,909.07	\$7,397.87	\$7,827.73	\$8,375.47
	Bi-Weekly	\$2,830.40	\$2,970.40	\$3,188.80	\$3,414.40	\$3,612.80	\$3,865.60
	Hourly	\$35.38	\$37.13	\$39.86	\$42.68	\$45.16	\$48.32
Fire Engineer (24 Hr Shift)	Annual	\$106,629.12					
	Monthly	\$8,885.76					
	Bi-Weekly	\$4,101.12					
	Hourly	\$42.72					
Fire Engineer (40 Hr)	Annual	\$106,620.80					
	Monthly	\$8,885.07					
	Bi-Weekly	\$4,100.80					
	Hourly	\$51.26					
Fire Captain (24 Hr Shift)	Annual	\$124,176.00					
	Monthly	\$10,348.00					
	Bi-Weekly	\$4,776.00					
	Hourly	\$49.75					
Fire Captain (40 Hr)	Annual	\$124,176.00					
	Monthly	\$10,348.00					
	Bi-Weekly	\$4,776.00					
	Hourly	\$59.70					
Fire Training Officer	Annual	\$131,185.60					
	Monthly	\$10,932.13					
	Bi-Weekly	\$5,045.60					
	Hourly	\$63.07					

Class Title	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Fire Training Captain	Annual	\$131,185.60					
	Monthly	\$10,932.13					
	Bi-Weekly	\$5,045.60					
	Hourly	\$63.07					

Salaries are paid bi-weekly. Monthly salaries shows are for comparison purposes only.

The shift rate for Firefighters, Engineers and Captains is the 40 hour rate divided by the conversion factor of 1.2.

Annual rates are based on the hourly rate multiplied by the approximate annual number of hours worked for a full-time employee.

For 40 hour employees this is 2,080 hours. For 24 hour shift employees, this is 2,496 hours.

The Monthly rate is the annual rate divided by 12 since there are 12 months in a year.

Appendix A-4(a): IAFF Salary Schedule

July 1, 2026 - June 30, 2027

Class Title	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
EMT - Single Role *	Annual	\$43,908.80	\$46,592.00	\$49,337.60	\$52,312.00	\$55,473.60	\$58,760.00
	Monthly	\$3,659.07	\$3,882.67	\$4,111.47	\$4,359.33	\$4,622.80	\$4,896.67
	Hourly	\$21.11	\$22.40	\$23.72	\$25.15	\$26.67	\$28.25
Paramedic - Single Role *	Annual	\$55,348.80	\$58,656.00	\$62,212.80	\$65,936.00	\$69,908.80	\$74,131.20
	Monthly	\$4,612.40	\$4,888.00	\$5,184.40	\$5,494.67	\$5,825.73	\$6,177.60
	Hourly	\$26.61	\$28.20	\$29.91	\$31.70	\$33.61	\$35.64
EMS Shift Coordinator *	Annual	\$100,422.40					
	Monthly	\$8,368.53					
	Hourly	\$48.28					
EMS Training Instructor	Annual	\$83,657.60	\$87,817.60	\$94,224.00	\$100,942.40	\$106,828.80	\$114,233.60
	Monthly	\$6,971.47	\$7,318.13	\$7,852.00	\$8,411.87	\$8,902.40	\$9,519.47
	Bi-Weekly	\$3,217.60	\$3,377.60	\$3,624.00	\$3,882.40	\$4,108.80	\$4,393.60
	Hourly	\$40.22	\$42.22	\$45.30	\$48.53	\$51.36	\$54.92
EMS Training Coordinator	Annual	\$101,587.20	\$106,558.40	\$111,945.60	\$117,520.00	\$123,656.00	\$129,854.40
	Monthly	\$8,465.60	\$8,879.87	\$9,328.80	\$9,793.33	\$10,304.67	\$10,821.20
	Bi-Weekly	\$3,907.20	\$4,098.40	\$4,305.60	\$4,520.00	\$4,756.00	\$4,994.40
	Hourly	\$48.84	\$51.23	\$53.82	\$56.50	\$59.45	\$62.43
EMS CQI Coordinator	Annual	\$136,427.20					
	Monthly	\$11,368.93					
	Bi-Weekly	\$5,247.20					
	Hourly	\$65.59					
EMS Program Coordinator	Annual	\$136,427.20					
	Monthly	\$11,368.93					
	Bi-Weekly	\$5,247.20					
	Hourly	\$65.59					

* Single Role & Shift Coordinator annual/monthly rates reflect a 40 hour work week and do not reflect additional hours included with the Single Role & Shift Coord schedules, which will also include some hours paid as overtime due to FLSA requirements and the nature of the shift schedule.

Salaries are paid bi-weekly. Monthly salaries shows are for comparison purposes only.

The shift rate for Firefighters, Engineers and Captains is the 40 hour rate divided by the conversion factor of 1.2.

Annual rates are based on the hourly rate multiplied by the approximate annual number of hours worked for a full-time employee.

For 40 hour employees this is 2,080 hours. For 24 hour shift employees, this is 2,671.76 hours.

The Monthly rate is the annual rate divided by 12 since there are 12 months in a year.

Appendix A-4(b): IAFF Salary Schedule

July 1, 2026 - June 30, 2027

Class Title	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Emergency Equipment Tech 1	Annual	\$79,788.80	\$83,657.60	\$89,856.00	\$96,137.60	\$101,899.20	\$108,908.80
	Monthly	\$6,649.07	\$6,971.47	\$7,488.00	\$8,011.47	\$8,491.60	\$9,075.73
	Bi-Weekly	\$3,068.80	\$3,217.60	\$3,456.00	\$3,697.60	\$3,919.20	\$4,188.80
	Hourly	\$38.36	\$40.22	\$43.20	\$46.22	\$48.99	\$52.36
Emergency Equipment Tech 2	Annual	\$94,702.40	\$99,528.00	\$104,374.40	\$109,803.20	\$115,252.80	\$121,139.20
	Monthly	\$7,891.87	\$8,294.00	\$8,697.87	\$9,150.27	\$9,604.40	\$10,094.93
	Bi-Weekly	\$3,642.40	\$3,828.00	\$4,014.40	\$4,223.20	\$4,432.80	\$4,659.20
	Hourly	\$45.53	\$47.85	\$50.18	\$52.79	\$55.41	\$58.24
Life Safety Inspector (40 Hr)	Annual	\$81,411.20	\$85,467.20	\$89,752.00	\$94,244.80	\$98,966.40	\$103,916.80
	Monthly	\$6,784.27	\$7,122.27	\$7,479.33	\$7,853.73	\$8,247.20	\$8,659.73
	Bi-Weekly	\$3,131.20	\$3,287.20	\$3,452.00	\$3,624.80	\$3,806.40	\$3,996.80
	Hourly	\$39.14	\$41.09	\$43.15	\$45.31	\$47.58	\$49.96
Fire Marshal 1, Deputy	Annual	\$89,856.00	\$94,099.20	\$98,945.60	\$104,041.60	\$109,137.60	\$114,732.80
	Monthly	\$7,488.00	\$7,841.60	\$8,245.47	\$8,670.13	\$9,094.80	\$9,561.07
	Bi-Weekly	\$3,456.00	\$3,619.20	\$3,805.60	\$4,001.60	\$4,197.60	\$4,412.80
	Hourly	\$43.20	\$45.24	\$47.57	\$50.02	\$52.47	\$55.16
Fire Marshal 2, Deputy	Annual	\$101,587.20	\$106,558.40	\$111,945.60	\$117,520.00	\$123,656.00	\$129,854.40
	Monthly	\$8,465.60	\$8,879.87	\$9,328.80	\$9,793.33	\$10,304.67	\$10,821.20
	Bi-Weekly	\$3,907.20	\$4,098.40	\$4,305.60	\$4,520.00	\$4,756.00	\$4,994.40
	Hourly	\$48.84	\$51.23	\$53.82	\$56.50	\$59.45	\$62.43

Salaries are paid bi-weekly. Monthly salaries shows are for comparison purposes only.

The shift rate for Firefighters, Engineers and Captains is the 40 hour rate divided by the conversion factor of 1.2.

Annual rates are based on the hourly rate multiplied by the approximate annual number of hours worked for a full-time employee.

For 40 hour employees this is 2,080 hours. For 24 hour shift employees, this is 2,671.76 hours.

The Monthly rate is the annual rate divided by 12 since there are 12 months in a year.

Appendix A-4(c): IAFF Salary Schedule

July 1, 2026 - June 30, 2027

Class Title	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Firefighter Apprentice (Shift)	Annual	\$55,885.44	\$58,631.04	\$68,964.48	\$92,327.04		
	Monthly	\$4,657.12	\$4,885.92	\$5,747.04	\$7,693.92		
	Bi-Weekly	\$2,149.44	\$2,255.04	\$2,652.48	\$3,551.04		
	Hourly	\$22.39	\$23.49	\$27.63	\$36.99		
Firefighter Apprentice (40 Hr)	Annual	\$55,868.80	\$58,635.20	\$68,972.80	\$92,331.20		
	Monthly	\$4,655.73	\$4,886.27	\$5,747.73	\$7,694.27		
	Bi-Weekly	\$2,148.80	\$2,255.20	\$2,652.80	\$3,551.20		
	Hourly	\$26.86	\$28.19	\$33.16	\$44.39		
Firefighter (24 Hr Shift)	Annual	\$76,552.32	\$80,321.28	\$86,211.84	\$92,327.04	\$97,693.44	\$104,532.48
	Monthly	\$6,379.36	\$6,693.44	\$7,184.32	\$7,693.92	\$8,141.12	\$8,711.04
	Bi-Weekly	\$2,944.32	\$3,089.28	\$3,315.84	\$3,551.04	\$3,757.44	\$4,020.48
	Hourly	\$30.67	\$32.18	\$34.54	\$36.99	\$39.14	\$41.88
Firefighter (40 Hr)	Annual	\$76,544.00	\$80,329.60	\$86,216.00	\$92,331.20	\$97,697.60	\$104,520.00
	Monthly	\$6,378.67	\$6,694.13	\$7,184.67	\$7,694.27	\$8,141.47	\$8,710.00
	Bi-Weekly	\$2,944.00	\$3,089.60	\$3,316.00	\$3,551.20	\$3,757.60	\$4,020.00
	Hourly	\$36.80	\$38.62	\$41.45	\$44.39	\$46.97	\$50.25
Fire Engineer (24 Hr Shift)	Annual	\$110,897.28					
	Monthly	\$9,241.44					
	Bi-Weekly	\$4,265.28					
	Hourly	\$44.43					
Fire Engineer (40 Hr)	Annual	\$110,884.80					
	Monthly	\$9,240.40					
	Bi-Weekly	\$4,264.80					
	Hourly	\$53.31					
Fire Captain (24 Hr Shift)	Annual	\$129,143.04					
	Monthly	\$10,761.92					
	Bi-Weekly	\$4,967.04					
	Hourly	\$51.74					
Fire Captain (40 Hr)	Annual	\$129,147.20					
	Monthly	\$10,762.27					
	Bi-Weekly	\$4,967.20					
	Hourly	\$62.09					
Fire Training Officer	Annual	\$136,427.20					
	Monthly	\$11,368.93					
	Bi-Weekly	\$5,247.20					
	Hourly	\$65.59					

Class Title	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Fire Training Captain	Annual	\$136,427.20					
	Monthly	\$11,368.93					
	Bi-Weekly	\$5,247.20					
	Hourly	\$65.59					

Salaries are paid bi-weekly. Monthly salaries shows are for comparison purposes only.

The shift rate for Firefighters, Engineers and Captains is the 40 hour rate divided by the conversion factor of 1.2.

Annual rates are based on the hourly rate multiplied by the approximate annual number of hours worked for a full-time employee.

For 40 hour employees this is 2,080 hours. For 24 hour shift employees, this is 2,671.76 hours.

The Monthly rate is the annual rate divided by 12 since there are 12 months in a year.

APPENDIX B
OVERTIME CALLBACK ROSTER

- I. Captain -- Vacancy
 - a. Captain Sign-up List
 - b. Draft
- II. Engineer -- Vacancy
 - a. Engineer Sign-up List
 - b. Draft
- III. Firefighter – Vacancy
 - a. Firefighter Sign-up List
 - b. Draft
- IV. Medic Technician -- Vacancy *
 - a. Firefighter/Paramedic or Firefighter/Intermediate from Sign-up List
 - b. Any fire suppression classification/Paramedic or Intermediate from Sign-up List
 - c. Firefighter/Paramedic or Intermediate draft
 - d. Any fire suppression classification/Paramedic or Intermediate draft
- V. Medic Driver -- Vacancy *
 - a. Firefighter/Paramedic or Firefighter/Intermediate from Sign-up List
 - b. Any fire suppression classification/Paramedic or Intermediate from Sign-up List
 - c. Firefighter/Paramedic or Intermediate draft
 - d. Any fire suppression classification/Paramedic or Intermediate draft
- ❖ All classifications of Paramedics and Intermediates are equally eligible for medic unit standbys and out of town transfers. There is no firefighter preference for these events.

APPENDIX C

Referenced in Article 15.8

Last	First Name	Balance
Berry	John	13.00
Chappell	Diana	124.000
Deedon	Gregory	147.000
Fuller	Michael	113.00
Hundt	Michael	124.000
Sink	Robert	17.000
Valenzuela	Jim	133.000
Van Buskirk	Paul	16.000

MOU – METRO WEST AMBULANCE

MEMORANDUM OF UNDERSTANDING
BETWEEN
EUGENE SPRINGFIELD FIRE
AND
IAFF LOCAL 851

The Department and IAFF agree to the scope of work for Metro West Ambulance Pre-Scheduled and Inter-Facility, Out-of-Area, Non-Emergent Support Ambulance Transport Contract:

- a. Metro West Ambulance may perform inter-hospital, inter-facility, non-emergent Basic Life Support (BLS) level ambulance services.
- b. Metro West Ambulance may provide non-emergent inter-hospital and out of area, Intermediate Life Support (ILS) level ambulance transport from the three hospitals (Sacred Heart Medical Center at Riverbend, University District, McKenzie-Willamette Medical Center) within Ambulance Service Areas 4 & 5).
- c. Metro West Ambulance may provide out-of-area inter-hospital, Advance life Support (ALS) level ambulance transports from the three hospitals within ASA #4 and ASA #5.
- d. Metro West may respond to non-emergent, Omega, Alpha, Bravo, and Charlie scene calls, if needed and only if said scene calls do not require Advanced Life Support (ALS) services.
- e. Advanced Life Support (ALS) first response and transport services shall remain the work of IAFF L-851.
- f. In the event that Eugene Springfield Fire does not have available units to respond to ALS scene calls, mutual aid ALS units will be utilized prior to Metro West units.

Agreed to this 10th day of September, 2021

For the Union

For the Department

MOU – BASIC LIFE SUPPORT SYSTEM (BLSS)

MEMORANDUM OF UNDERSTANDING BETWEEN EUGENE SPRINGFIELD FIRE AND INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (AFF, L851)

This Memorandum of Understanding between IAFF L851 (Union) and Eugene Springfield Fire (Department) is for the purpose of memorializing the agreement between the parties as it relates to representation for employees assigned to the Basic Life Support System (BLSS).

Recitals

- A. The parties believe that they have identified the framework for an improved system of service delivery (BLS) for the Fire Department; and
- B. the Department will commence a Basic Life Support System (BLSS) on October 1st, 2016; and
- C. The BLSS will reduce overall system response times; and
- D. The BLSS will improve Fire/EMS availability and station reliability; and
- E. The BLSS will allow for improved scalability of response assets; and
- F. The BLSS will result in a higher degree of long term fiscal sustainability; and
- G. The BLSS will improve opportunities for professional development and long-term employee/Department investment.
- H. The BLSS is not intended to reduce the work hours for bargaining unit employees or reduce the number of bargaining unit employees represented by the Association. Instead, the BLSS is intended to supplement the work done by bargaining unit employees in order to move toward the National Fire Protection Association (NFPA) 1710 standards.

Terms of Agreement

- 1. The parties agree that Employees assigned to the BLSS will be excluded from the bargaining unit until July 1st 2019. Thereafter, the Association, with 90 days' written notice to the Department, may notify the Department of their intention to represent the BLSS employees and, upon receipt of such notification by the Department, the parties agree to meet and confer on the matter. The Association retains the right to take any legal action necessary to represent the BLS employees after July 1st 2019. If both parties agree, the Association may seek representation of the BLSS employees prior to July 1st 2019.
- 2. Employees assigned to the BLSS program will be hired as limited duration employees for a period not to exceed three (3) years. Employees assigned to the BLS program shall not be assigned the duties of a fire suppression employee. A fire suppression employee is defined as an employee who is trained in fire suppression and has fire suppression equipment, has the legal authority and responsibility to engage in fire suppression, and is deployed by the department in prevention, control and extinguishment of fires. Employees of the BLSS program will not be assigned to Advanced Life Support (ALS) duties. Furthermore, employees assigned to BLS units will not be allowed to enter any area deemed immediately dangerous to life and health (IDLH), or any area deemed as a hot zone on an emergency call. This would include but is not limited to hazardous materials incidents or special rescue incidents. BLSS employees are not eligible for the FLSA 7(k) exemption.
- 3. BLSS employees shall not respond independently to calls without approval of Association E-Board, ESF management, and the Physician advisor.
- 4. BLSS employees will not be used to fill regular or overtime vacancies for members in the bargaining unit.
- 5. In the event of a reduction in force within the Fire Department, BLS employees will be terminated before employees in the bargaining unit.
- 6. The parties agree to meet at least quarterly and discuss their observations and assessments of the BLSS. The parties will share data and statistics measured, discuss emerging issues and improvement opportunities, and identify reasonable solutions to unanticipated problems. These meetings will include the BLSS program officer.

7. The provisions of this MOU are not intended to change any other provisions, past practice, or policies nor to set precedence if they affect other provisions, practice, or policies. All other Articles and terms of the CBA shall continue without interruption for the term thereof.
8. Any disagreements regarding the interpretation or application of this MOU shall be resolved through the grievance and arbitration procedure contained in the CBA. If an arbitrator finds that the Department or the Association has violated any provision in this Agreement, then the MOU shall be terminated or amended within 60 days following the arbitrator's decision unless both the Association and the Department agree otherwise.
9. In the event the BLSS is terminated or suspended due to inadequate staffing the Department and the Association will immediately meet to discuss additional ALS unit staffing.
10. In the event that the BLSS impacts mandatory bargaining subjects not covered by this Agreement, the parties agree to bargain over those mandatory bargaining subjects pursuant to the PECBA (ORS 243.650 et seq.).

Agreed to this 10th day of September, 2021



For the Union



For the Department

MOU - EMS Program Coordinator

MEMORANDUM OF UNDERSTANDING
BETWEEN
EUGENE SPRINGFIELD FIRE
AND
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (AFF, L851)

This memorandum of understanding is for the creation of the assignment of EMS Program Coordinator (EMSPC) and the nature and conditions of that assignment as outlined below. All parties recognize that:

- A. The promotion to EMSPC, does not grant any rights to Fire Captain except as specified below. Individuals filling this assignment will return to their previously held rank and corresponding pay step at the end of the rotation with exception of those individuals who received a line Engineer, or Fire Captain promotion while serving as the EMSPC.
- B. In the instance where the EMSPC receives a line promotion while in the rotational assignment the department will follow standard rollback practice to transition the Individual back onto the line at the end of the rotational assignment.
- C. Pay schedules will follow a Training Captain/Officer schedule and salary will be adjusted according to article 19.1.
- D. Individuals filling this assignment will remain eligible to work shift coverage overtime and, in those circumstances, will be working at their last highest held fire suppression rank and pay grade.
- E. This is a rotational position and follows Article 10 with addition of the following;

ROTATIONAL ASSIGNMENT ELIGIBILITY

Assignment	Eligible Group	If no Volunteers
EMSPC	Firefighter, Engineer, Captain	Outside recruitment

Agreed to this 10th day of September, 2021


For the Union


For the Department