

MEMORANDUM OF UNDERSTANDING (2025-2)
BETWEEN
IAFF 851
AND
THE CITIES OF EUGENE AND SPRINGFIELD

ARTICLE 20 MEDICAL EXPENSE REIMBURSEMENT PLAN (MERP) DETAILS

This Memorandum of Understanding between IAFF Local 851 (Union) and the Cities of Eugene and Springfield on behalf of the Eugene Springfield Fire (Department) is for the purpose of memorializing the agreement related to the Medical Expense Reimbursement Plan eligibility and administration.

Terms of Agreement

Effective October 5, 2025, Article 20.2 Medical Expense Reimbursement Plan will be amended as follows:

- e. "Eligible Employees" for purposes of this section shall be defined as ~~those all~~ all 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.
- i. Employees who are out of the office on leave are responsible for coding enough hours to allow for the monthly MERP contribution.
- j. Employees in unpaid status who have not coded adequate hours to allow for withholding the monthly contribution will be responsible for electing COBRA through the Trust.

All other applicable provisions of the IAFF CBA will apply.

Agreed to this ____ day of _____, 2025

For the Union

T. Brett Deedon

T. Brett Deedon (Sep 4, 2025 22:28:25 GMT+3)

Brett Deedon, IAFF Local 851 President

For the Department

Mike Caven

Mike Caven (Sep 2, 2025 11:05:56 PDT)

Mike Caven, Fire Chief ESFD

For the City of Eugene

Becky DeWitt

Digitally signed by Becky DeWitt
Date: 2025.08.22 10:09:52 -07'00'

Becky DeWitt, I/ERLR Manager

For the City of Springfield

Chaim Hertz

Chaim Hertz (Sep 4, 2025 13:07:27 PDT)

Chaim Hertz, HR Director