

**MEMORANDUM OF UNDERSTANDING (4)
BETWEEN
IAFF 851
AND
THE CITIES OF EUGENE AND SPRINGFIELD**

ARTICLE 10 Amendment FLSA Work Period

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 previous agreement related to the FLSA Work Period as outlined in Article 10.3 of the 2025-2027 IAFF Contract.

Terms of Agreement

Effective upon signature, article 10.3 24 Hour Fire Suppression Shift Employees will be amended as follows:

- i. Effective ~~December 29, 2025~~ January 25, 2026, 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~~ January 25, 2026, and ends at 0800 on the last day of the cycle repeating every twenty-eight (28) days.

All other applicable provisions of the IAFF CBA will apply.

Agreed to this 8 day of December, 2025

For the Union

T. Brett Deedon
T. Brett Deedon (Dec 13, 2025 08:31:04 PST)
Brett Deedon, IAFF Local 851 President

For the Department

Mike Caven
Mike Caven (Dec 8, 2025 12:35:22 PST)
Mike Caven, Fire Chief ESFD

For the City of Eugene

Becky DeWitt
Becky DeWitt, I/Assistant ERC Director

For the City of Springfield

Chaim Hertz
Chaim Hertz (Dec 15, 2025 07:10:40 PST)
Chaim Hertz, HR Director