

MEMORANDUM OF UNDERSTANDING (MOU 6 24-26)
BETWEEN
IAFF 851
AND
THE CITIES OF EUGENE AND SPRINGFIELD

IAFF BC Collective Bargaining Agreement Extension

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 a two-year contract extension effective July 1, 2026-June 30, 2028. The parties agree to extend the IAFF Battalion Chief's collective bargaining agreement through June 30, 2028 subject to the modifications contained in this Memorandum of Understanding.

Terms of Agreement

Effective upon signature, the IAFF BC Contract will be adjusted to reflect the following agreements:

Article 10.2 Work Week:

- The work week will be adjusted to reflect a reduction from 13 debit days to 8 debit days effective June 28, 2026 with the addition of an alternate schedule for one member.

Agreed upon language:

Effective June 28, 2026 the work week for fire suppression and emergency services shift personnel will consist of a forty-five and seven tenths (45.7) hour work week consisting of 24-hours on duty, followed by seventy-two (72) hours off duty and a debit day within every forty-five (45) days or eight (8) debit days annually. One member will be assigned to an alternative schedule of forty-eight (48) hours on duty, followed by one hundred and forty-four (144) hours off duty and a debit day within every forty-five (45) day period or eight (8) debit days annually.

Article 10.9 Compensatory Time

- Compensatory time maximum accrual will be reduced to 48 hours effective January 10, 2027:

Agreed upon language:

Effective January 10, 2027, twenty-four (24) hour fire suppression employees may accrue a maximum of forty-eight (48) hours of compensatory time. Compensatory time hours above forty-eight (48) hours as of January 09, 2027 will be paid out within the next two pay periods.

Article 11.1 Conversion of wages and Leave Accruals

- Effective June 28, 2026 the conversion factor for leave accruals will be 1:1.142.

Article 14.2 Vacation Accrual

- Vacation tables will be adjusted to apply the updated work week schedule and agreed upon conversion factors and will reflect the same hours accrued annually.

Article 14.7.a.ii Personal Leave (PTO) Accrual

For the duration of the contract, PTO will be reduced from 60 to 12 PTO hours each year as outlined below:

Agreed upon language:

Fire suppression employee 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. For the duration of the contract, the below PTO schedule will be used in lieu of sixty (60) hours.

Effective March 1, 2027 Fire suppression employees will be credited with twelve (12) hours of 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.

Effective March 1, 2028 Fire suppression employees will be credited with twelve (12) 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.

Article 18.1 Wages

- Appendix A-1 and Article 18.1 will be adjusted to reflect a 2.5% increase June 28, 2026 and a 3% increase effective July 1, 2027.

Agreed upon language:

- a. Effective June 28, 2026, shall be in accordance with Appendix A-1 Salary Schedule, which reflects a two and one-half percent (2.5%) increase over the July 1, 2025 wages for all classifications.
- b. Effective July 1, 2027, wages for all classifications covered by this Agreement shall be increased by three percent (3%) over the previous year's salaries, as reflected in Appendix A-2 Salary Schedule.

All other applicable provisions of the IAFF BC CBA will apply.

Agreed to this __th day of June, 2026

For the Union

T. Brett Deedon

[T. Brett Deedon \(Jun 5, 2026 14:34:10 PDT\)](#)
Brett Deedon, IAFF Local 851 President
Chief Negotiator

For the City of Eugene

Jenny Haruyama

[Jenny Haruyama \(Jun 5, 2026 15:12:07 PDT\)](#)
Jennifer D. Haruyama, City Manager

K. Beraldo

[K. Beraldo \(Jun 5, 2026 16:27:31 PDT\)](#)
Keri Beraldo
Employee Resource Center Director

Becky DeWitt

[Becky DeWitt \(Jun 8, 2026 13:42:39 PDT\)](#)
Becky DeWitt, Assistant ERC Director
Chief Negotiator

For the Department

Mike Caven

[Mike Caven \(Jun 5, 2026 14:53:56 PDT\)](#)
Mike Caven, Fire Chief ESFD

For the City of Springfield

Nancy Newton

[Nancy Newton \(Jun 8, 2026 14:44:05 PDT\)](#)
Nancy Newton, City Manager

Chaim Hertz

[Chaim Hertz \(Jun 16, 2026 07:07:36 PDT\)](#)
Chaim Hertz
Human Resources Director