

MEMORANDUM OF UNDERSTANDING (MOU 7 24-27)
BETWEEN
IAFF 851
AND
THE CITIES OF EUGENE AND SPRINGFIELD

ARTICLE 12.4 ADJUSTMENT: License Pay

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 compensatory time maximum accruals.

Terms of Agreement

Effective upon signature, Article 12.4 will be adjusted as follows:

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

For the Union

T. Brett Deedon
T. Brett Deedon (Sep 18, 2026 10:31:10 PDT)
Brett Deedon, IAFF Local 851 President

For the Department

Mike Caven
Mike Caven (Sep 11, 2026 15:21:18 PDT)
Mike Caven, Fire Chief ESFD

For the City of Eugene

Becky DeWitt
Becky DeWitt (Sep 11, 2026 13:24:21 PDT)
Becky DeWitt, Assistant ERC Director

For the City of Springfield

Chaim Hertz
Chaim Hertz (Sep 11, 2026 13:19:17 PDT)
Chaim Hertz, HR Director