

MEMORANDUM OF UNDERSTANDING (MOU 6 24-27)
BETWEEN
IAFF 851
AND
THE CITIES OF EUGENE AND SPRINGFIELD

ARTICLE 10.14 ADJUSTMENT: Compensatory Time

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 10.14 will be adjusted as follows:

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~~ 1/09/2027, 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 beyond the 48-hour maximum and any hours above the maximum will be automatically paid out in January 2027. ~~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.

All other applicable provisions of the IAFF CBA will apply.

Agreed to this 28 day of September, 2026

For the Union

T. Brett Deedon

~~T. Brett Deedon (Sep 28, 2026 10:47:44 PDT)~~
Brett Deedon, IAFF Local 851 President

For the Department

Mike Caven

~~Mike Caven (Sep 11, 2026 15:21:53 PDT)~~
Mike Caven, Fire Chief ESFD

For the City of Eugene

Becky DeWitt

~~Becky DeWitt (Sep 11, 2026 13:24:44 PDT)~~
Becky DeWitt, Assistant ERC Director

For the City of Springfield

Chaim Hertz

~~Chaim Hertz (Sep 15, 2026 07:07:12 PDT)~~
Chaim Hertz, HR Director