

Cities of Eugene and Springfield, Oregon

And

The International Association of Firefighters,

Battalion Chiefs, Local 851 (IAFF)

MEMORANDUM OF UNDERSTANDING

The purpose of the memorandum of Understanding is to clarify the intent of Article 22 – Long Term Disability. The long term disability benefit is 60% of base salary up to \$12,500 per month with a maximum monthly benefit of \$7,500 per month.

The Department and the Union agree that the following language for Article 22 Long Term Disability shall apply to the Battalion Chief Bargaining Unit.

ARTICLE 22 – LONG TERM DISABILITY

The City will provide a long-term disability benefit that conforms to the insuring agreements, as set forth in policy, for bargaining unit members disabled due to off- or on-the-job injury or illness. The long-term disability benefit will insure sixty percent (60%) of the employee's base salary at the time of the disabling injury or illness, up to \$12,500 covered base salary per month (maximum benefit of \$7,500-per month). Benefits for eligible employees will begin accruing after ninety (90) days of total disability and will be administered according to the terms of the policy. Employees with an accepted claim for long-term disability benefits shall not be terminated, unless for cause, until one (1) year has lapsed from the first day of disability, as determined by the insurance provider. This benefit shall be available for represented employees regularly scheduled to work twenty (20) hours or more per week. For part-time employees, the "base salary" will be adjusted on a quarterly basis in the months of April, July, October, and January of each year.

Effective Date: April 8, 2015.

For the City:



Randall B. Groves
Fire Chief



Greta Utecht
City of Springfield
Human Resources Director

For the Union:



Mike Barnebey
President



Alana Holmes
City of Eugene
Human Resources Director