

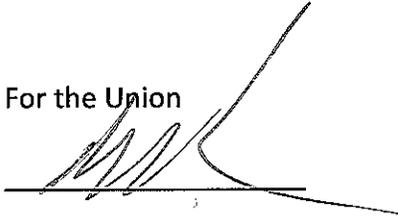
**MOU- DFM Holiday Standby**

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CITIES OF EUGENE/SPRINGFIELD  
AND  
IAFF LOCAL 851**

The Cities and IAFF agree that the intent of Article 11.24 (c) in the Eugene CBA and the identical language in Article 12.5(c) in the Springfield CBA is not intended to apply to Holiday Pay or Vacation Pay as compensation for the purposes of awarding standby pay.

Agreed to this 22 day of January, 2016

For the Union

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke at the end, positioned above a horizontal line.

For the City of Springfield

A handwritten signature in black ink, appearing to read "Greta Wood", positioned above a horizontal line.

For the City of Eugene

A handwritten signature in black ink, appearing to read "Tommy Thomas", positioned above a horizontal line.