

**LETTER OF AGREEMENT**

**BETWEEN**

**THE CAMBRIA COMMUNITY SERVICES DISTRICT (CCSD) AND CAMBRIA  
FIREFIGHTERS/INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL  
4635 (IAFF) (collectively "Parties")**

At a separate side table, the CCSD and IAFF negotiated in good faith and reached agreement on the reopener contained in Section 37 (Paramedic Compensation) of the Memorandum of Understanding dated June 25, 2015 through June 24, 2018 between CCSD and IAFF. As a result, the Parties enter into this separate, standalone Letter of Agreement, effective April 28, 2016, which shall remain in effect for four (4) years following the effective date, and will end on April 28, 2020, unless agreed to otherwise in writing. The Parties agree to the following:

**PARAMEDIC COMPENSATION**

A. Agree to a flat monthly amount for paramedic "specialty compensation" on a go-forward basis following ratification by membership and approval by District Board (no retroactivity) in the following manner:

- a. **April 28, 2016 - \$300 per month**
- b. **April 28, 2017 – \$100 increase to a total of \$400 per month**
- c. **April 28, 2018 - \$100 increase to a total of \$500 per month**
- d. **April 28, 2019 - \$100 increase to a total of \$600 per month**

• **PARAMEDIC ASSIGNMENT PAY FOR ALL CURRENT, FULL-TIME, SAN LUIS OBISPO COUNTY PARAMEDIC CERTIFIED/ACCREDITED EMPLOYEES HIRED ON OR BEFORE APRIL 28, 2016:**

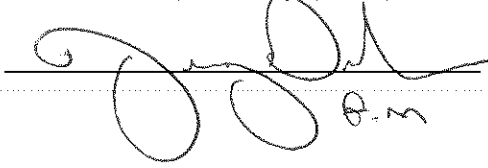
- Employees that possess a valid Paramedic Certificate/Accreditation in San Luis Obispo County will be called upon to perform paramedic services and shall receive a monthly stipend. Those who receive the stipend will be required to use their paramedic skills whenever necessary. Failure to maintain the paramedic certification/accreditation will result in the termination of the stipend and potential termination of the ALS/paramedic services provided by the District if the District, within its discretion, determines it is not able to meet staffing requirements, including the requirement of one paramedic per shift.
- Pursuant to CCR Section 571, Paramedic Assignment Pay shall be reported to CalPERS as special compensation under the category of Education Pay — Paramedic Pay.

B. Agree to status quo to continue paying costs (via reimbursement) associated with maintaining paramedic certificate:

- **CERTIFICATION REIMBURSEMENT — FOR ALL CURRENT, FULL-TIME, SAN LUIS OBISPO COUNTY PARAMEDIC CERTIFIED/ACCREDITED EMPLOYEES HIRED ON OR BEFORE APRIL 28, 2016:**

- The District will continue its current practice of paying for the following costs (via reimbursement) in order for current, full-time, San Luis Obispo County paramedic certified/accredited employees hired on or before April 28, 2016 to maintain their San Luis Obispo County Paramedic Accreditation:
  - License every two years — currently total of \$200;
  - 48 hours of continuing education on duty; online — SDRMA;
  - 6 base station meetings over the course of two years, which includes overtime and/or back filling; and
  - County ALS Class — SLO EMSA APR - currently total \$132.
- C. If an employee does not fulfill all paramedic certification and accreditation requirements, and such failure is due to the employee, then the Paramedic Assignment Pay above shall be discontinued until proof of certification and accreditation are provided to the District. In addition, an employee who does not satisfactorily complete the necessary minimum requirements for certification, accreditation, education, and employment as a paramedic shall not be eligible for reimbursement of expenses and shall agree to return any advance payments received.
- D. It is agreed and understood that if at any time the District, within its discretion, determines that it is not able to meet the staffing requirements, including the requirement of one paramedic per shift and the ALS/paramedic services provided by the District cease, the Paramedic Assignment Pay will immediately cease.
- E. **GRANDFATHERING CLAUSE:** Agree to grandfathering in for all current, full-time, San Luis Obispo County paramedic certified/accredited employees hired on or before April 28, 2016 to this policy but require all new hires hired on or after April 29, 2016 to possess San Luis Obispo County paramedic certificate/accreditation as a condition of becoming employed. District to prepare corresponding revised position description for new hires.
- F. **CURRENT NON CERTIFIED EMPLOYEES AND NEW HIRES:** For current employees hired on or before April 28, 2016 and who do not have a San Luis Obispo County paramedic certification/accreditation and for new hires hired on or after April 29, 2016, the District will not incur any costs associated with such individuals obtaining San Luis Obispo County paramedic certification/accreditation; however, for such individuals, following their obtaining such certification/accreditation, the District will pay the above-specified Paramedic Assignment Pay and costs for maintaining such certification/accreditation, with the same conditions noted above for payments and potential ceasing of payments.

**CAMBRIA COMMUNITY SERVICES DISTRICT**

  
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4-12-16

Date

**IAFF LOCAL 4635**

  
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4/12/16

Date