

RESOLUTION 05-2026

February 12, 2026

A RESOLUTION OF THE BOARD OF DIRECTORS  
OF THE CAMBRIA COMMUNITY SERVICES DISTRICT  
RATIFYING A SIDE LETTER AGREEMENT  
WITH THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS  
LOCAL 4635 RELATING TO WORKING OUT OF CLASS

WHEREAS, the CCSD and the International Association of Firefighters (“IAFF”) Local 4635 have entered into a Memorandum of Understanding (“MOU”) for the period January 8, 2026, through January 8, 2028; and

WHEREAS, the CCSD and IAFF have conceptually agreed to a Side Letter agreement amending the MOU relating to Working Out of Class, which is now being presented to the Board of Directors for consideration.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Cambria Community Services District as follows:

The Side Letter agreement between the CCSD and IAFF Local 4635 relating to Working Out of Class, a copy of which is attached hereto as Exhibit A and incorporated herein, is hereby ratified.

PASSED AND ADOPTED this 12<sup>th</sup> day of February 2026.

Signed by:

*Harry Farmer*

44446AC6069B453...  
Harry Farmer, President  
Board of Directors

ATTEST:

DocuSigned by:

*Haley Dodson*

27CDBD8EE42E4C4...  
Haley Dodson  
Confidential Administrative Assistant

APPROVED AS TO FORM:

DocuSigned by:

*Timothy Carmel*

B64D40A50AA14E...  
Timothy J. Carmel  
District Counsel

Exhibit A

SIDE LETTER

TO THE 2026-2028 MOU  
BETWEEN  
THE CAMBRIA COMMUNITY SERVICES DISTRICT  
AND THE CAMBRIA FIREFIGHTERS/INTERNATIONAL  
ASSOCIATION OF FIREFIGHTERS (LOCAL 4635)

The Cambria Community Services District (District) and the Cambria Firefighters/International Association of Firefighters, Local 4635, mutually agree to amend the current Memorandum of Understanding (MOU) through this Side Letter. This Side Letter revises Section 35 to correct a discovered scrivener’s error and is consistent with the existing Fair Labor Standards Act (FLSA) work period. The corrected version of Section 35, reflecting the accurate FLSA cycle for bargaining unit members, is set forth below.

35. WORKING OUT OF CLASS

Interim Assignments: Covered employees who are assigned by the Fire Chief or the CCSD General Manager to work in a higher classification for any period longer than 30 days or ten (10) twenty-four (24) hour shifts in a 30-day period shall be paid at the “A” step of the assigned higher salary range, provided that such out of class pay shall not be less than 5% above the assigned employee’s normal pay rate. This provision does not apply to opportunities for Acting Chief assignments.

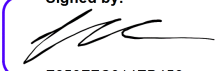
Temporary Assignments: Covered employees who are assigned by the Fire Chief or the CCSD Manager to work in a higher classification for any period less than 30 days or less than ten (10) twenty-four (24) hour shifts in a 30-day period shall be paid for the entire period they are assigned to work in such higher classification at 5% above the assigned employee’s normal rate of pay.

No out-of-class/position assignment shall exceed nine hundred sixty (960) hours per fiscal year when the temporarily reassigned employee is providing coverage during recruitment to fill a vacant higher-level classification.

Dated: 2/12/2026

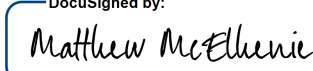
Dated: 2/12/2026

**FOR THE LOCAL 4635:**

Signed by:  
  
F650FFC014EB456...

Michael Castellanos

**FOR THE DISTRICT:**

DocuSigned by:  
  
03DA2D7CA89B440...

Matthew McElhenie