

**THE CAMBRIA COMMUNITY SERVICES DISTRICT AND  
CAMBRIA FIREFIGHTERS/INTERNATIONAL ASSOCIATION OF FIREFIGHTERS,  
LOCAL 4635**

**FIRST AMENDMENT TO APRIL 28, 2016 LETTER OF AGREEMENT RELATING TO  
PARAMEDIC COMPENSATION**

The Cambria Community Services District (CCSD) and the Cambria Firefighters/International Association of Firefighters, Local 4635 (IAFF) agree to this First Amendment to the Letter of Agreement between the CCSD and IAFF Relating to Paramedic Compensation (Letter of Agreement) that was approved by the CCSD Board of Directors as Exhibit A to Resolution 16-2016 on April 28, 2016, which Letter of Agreement is attached hereto for reference purposes.

Specifically, this First Amendment modifies the attached Letter of Agreement in only the following manner: Revise Paragraph E to make clear grandfathering applies to bargaining unit employees only; and based on needs related to maintaining the ALS paramedic services, the CCSD General Manager or his/her designee has discretion to waive the requirement of a San Luis Obispo County paramedic certificate/accreditation as a condition of becoming employed. The revised language is:

- E. GRANDFATHERING CLAUSE:** Agree to grandfathering in for all current, full-time, San Luis Obispo County paramedic certified/accredited bargaining unit employees hired on or before April 28, 2016 to this policy; however, unless exempted by the CCSD General Manager or his/her designee based on needs related to maintaining the ALS paramedic services, require that all new hires hired on or after April 29, 2016 must possess San Luis Obispo County paramedic certificate/accreditation as a condition of becoming employed. District to prepare corresponding revised position description for new hires.

This First Amendment to the attached Letter of Agreement will be effective upon approval by the CCSD Board of Directors through to and will end on April 28, 2020, unless agreed to otherwise in writing.

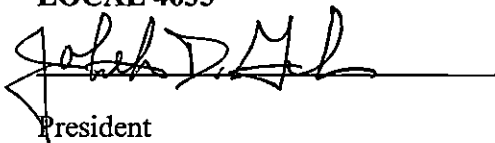
**THE CAMBRIA COMMUNITY SERVICES DISTRICT**



10.12.16.

Date

**CAMBRIA FIREFIGHTERS/INTERNATIONAL ASSOCIATION OF FIREFIGHTERS,  
LOCAL 4635**

  
President

10/12/16  
Date