



CAMBRIA COMMUNITY SERVICES DISTRICT

I, Gail Robinette, President of the Cambria Community Services District Board of Directors, hereby call a Special Meeting of the Board of Directors pursuant to California Government Code Section 54956. The Special Meeting will be held: **Wednesday, October 5, 2016, 2:00 PM, 1000 Main St., Cambria CA 93428**. The purpose of the special meeting is to discuss or transact the following business:

AGENDA

SPECIAL MEETING OF THE CAMBRIA COMMUNITY SERVICES DISTRICT BOARD OF DIRECTORS

**Wednesday, October 5, 2016, 2:00 PM
1000 Main St., Cambria CA 93428**

This agenda is prepared and posted pursuant to Government Code Section 54956. By listing a topic on this agenda, the District's Board of Directors has expressed its intent to discuss and act on each item. In addition to any action identified in the summary description of each item, the action that may be taken by the Board of Directors shall include: a referral to staff with specific requests for information; continuance; specific direction to staff concerning the policy or mission of the item; discontinuance of consideration; authorization to enter into negotiations and execute agreements pertaining to the item; adoption or approval; and disapproval.

Copies of the staff reports or other documentation relating to each item of business referred to on the agenda are on file in the Office of the District Clerk, available for public inspection during District business hours. If requested, the agenda and supporting documents shall be made available in alternative formats to persons with a disability. The District Clerk will answer any questions regarding the agenda.

To ensure civility and encourage public participation, the Board requests that audience members refrain from public displays and outbursts, including applause, comments and cheering. Any disruptive actions that interfere with the Board's ability to conduct a civilized meeting will not be permitted and offenders will be asked to leave the meeting. The Board appreciates your support, participation and courtesy.

1. OPENING

- A. Call to Order**
- B. Pledge of Allegiance**
- C. Establishment of Quorum**

2. PUBLIC COMMENT ON AGENDA ITEMS

Members of the public wishing to address the Board on any item described in this Notice may do so when

recognized by the Board President prior to Board consideration of each agenda item. Public Comment on this agenda will be limited to three (3) minutes per person

3. ADJOURN TO CLOSED SESSION

- A.** Conference with Labor Negotiator Pursuant to Government Code Section 54957.6 Agency Designated Representatives: Shelline Bennett and General Manager, Jerry D. Gruber Employee Group: International Association of Fire Fighters (IAFF)

4. RECONVENE TO OPEN SESSION

- A.** Report from Closed Session

5. REGULAR BUSINESS (Estimated time: 15 Minutes per item)

- A.** CONSIDERATION OF ADOPTION OF RESOLUTION 39-2016 RATIFYING A FIRST AMENDMENT TO THE LETTER OF AGREEMENT WITH THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 4635 RELATING TO PARAMEDIC COMPENSATION
- B.** DISCUSSION AND CONSIDERATION TO APPROVE A 10% PAY INCREASE FOR INTERIM SUPERVISOR JOHN ALLCHIN OF THE SUSTAINABLE WATER FACILITY

6. ADJOURN

CAMBRIA COMMUNITY SERVICES DISTRICT

TO: Board of Directors

AGENDA NO. **5.A.**

FROM: Jerry Gruber, General Manager

Meeting Date: October 5, 2016 Subject: CONSIDERATION OF ADOPTION OF
RESOLUTION 39-2016 RATIFYING A
A FIRST AMENDMENT TO THE
LETTER OF AGREEMENT WITH THE
INTERNATIONAL ASSOCIATION OF
FIRE FIGHTERS LOCAL 4635
RELATING TO PARAMEDIC
COMPENSATION

RECOMMENDATIONS:

Staff recommends that the Board of Directors adopt Resolution 39-2016 ratifying a First Amendment to the Letter of Agreement with the International Association of Firefighters (“IAFF”) Local 4635 relating to Paramedic Compensation.

FISCAL IMPACT:

There is no fiscal impact to the CCSD by clarifying the application of the grandfathering clause in the Letter Agreement on Paramedic Compensation or providing authority for the General Manager to waive the paramedic certificate/accreditation requirement.

DISCUSSION:

The CCSD and the IAFF Local 4635 previously entered into an MOU for the period June 25, 2015 through June 24, 2018 that included a provision related to reopening negotiations regarding Paramedic Compensation. Subsequently, a Letter of Agreement Relating to Paramedic Compensation (the “Agreement”) was negotiated and ratified by the Board of Directors on April 28, 2016.

A provision in the Agreement provides that current, full-time, San Luis Obispo County paramedic certified/accredited employees hired on or before April 28, 2016 were grandfathered to the new paramedic policy; however, new hires hired on or after April 29, 2016 are required to possess San Luis Obispo County paramedic certificate/accreditation as a condition of becoming employed. Recently negotiations have taken place with IAFF Local 4635 for an amendment to the Agreement to make clear that the grandfathering only applies to employees who are in the bargaining unit. In addition, language is included that provides that the General Manager or his or her designee has discretion to waive the San Luis Obispo County paramedic certificate/accreditation requirement as a condition of becoming employed.

A First Amendment to the Letter Agreement has been prepared for approval by the Board of Directors and is attached, along with a Resolution for the Board to adopt to ratify approval of the First Amendment.

Attachment: Resolution 39-2016
 First Amendment to the Letter of Agreement

BOARD ACTION: Date _____ Approved: _____ Denied: _____

UNANIMOUS: ___ROBINETTE___ THOMPSON ___BAHRINGER___ RICE___ SANDERS___

RESOLUTION 39-2016
October 5, 2016

A RESOLUTION OF THE BOARD OF DIRECTORS
OF THE CAMBRIA COMMUNITY SERVICES DISTRICT
RATIFYING A FIRST AMENDMENT TO THE LETTER OF AGREEMENT
WITH THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
UNION LOCAL 4635 RELATING TO PARAMEDIC COMPENSATION

WHEREAS, the CCSD and the International Association of Firefighters (“IAFF”) Local 4635 have entered into a Memorandum of Understanding (“MOU”) for the period June 25, 2015 through June 24,, 2018; and

WHEREAS, The MOU included a provision providing for the reopening of negotiations regarding Paramedic Compensation, and on April 28, 2016 the Board of Directors approved Resolution 16-2016 ratifying a Letter of Agreement relating to Paramedic Compensation:

WHEREAS; the CCSD and the IAFF now desire to amend the Letter Agreement, and a First Amendment to the Letter Agreement is now being presented to the Board of Directors for approval.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the Cambria Community Services District does hereby ratify the First Amendment to the Letter of Agreement between the CCSD and IAFF Local 4635 relating to Paramedic Compensation, a copy of which is attached hereto as Exhibit A and incorporated herein.

PASSED AND ADOPTED this 5th day of October, 2016.

Gail Robinette, President
Board of Directors

ATTEST:

APPROVED AS TO FORM:

Monique Madrid
District Clerk

Timothy J. Carmel
District Counsel

**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

Date

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

President

Date

CAMBRIA COMMUNITY SERVICES DISTRICT

TO: Board of Directors

AGENDA NO. **5.B.**

FROM: Jerry Gruber, General Manager
Monique Madrid, Admin Services Officer

Meeting Date: October 5, 2016 Subject: DISCUSSION AND CONSIDERATION TO APPROVE A 10% PAY INCREASE FOR INTERIM SUPERVISOR JOHN ALLCHIN OF THE SUSTAINABLE WATER FACILITY

RECOMMENDATIONS:

Staff recommends that the Board approve out-of-class pay in the amount of 10% for John Allchin while he fills the Chief Plant Operator (CPO) position for the Sustainable Water Facility (SWF) on an interim basis.

FISCAL IMPACT:

Mr. Allchin currently earns \$88,339 annually. The 10% increase is equal to \$8,834 annually, or \$736.59 per month.

DISCUSSION:

With the recent departure of the Water Systems Supervisor, the need for a CPO for the CCSD Water System is necessary. As part of the plan to cover the needs of the department, the duties have been divided between the normal operations of the Water System and the operation of the SWF. Jason Buhl is covering the normal operations of the Water System and is serving as the CPO with his Water Treatment 3 License. The SEIU MOU provides for employees working out-of-class as follows:

Employees directed by their supervisor and assigned to work in a higher salary range position for 24 consecutive work hours, or more in any pay period shall be paid for the entire pay period they are required to work out of classification at step "A" on the salary range of the classification worked, or on that step which will give them a one-step increment increase of their regular rate of pay, whichever is greater.

Mr. Allchin is currently the Wastewater Supervisor, which has the same salary range as the Water System Supervisor. Therefore, there is no provision to allow for a pay increase while he is working out of class. Mr. Allchin is serving as CPO for both the Wastewater Treatment Plant and the SWF. He is duly licensed, and holds a Grade IV Wastewater license as well as a Water Treatment 3 license.

BOARD ACTION: Date _____ Approved: _____ Denied: _____

UNANIMOUS: ___ ROBINETTE ___ THOMPSON ___ BAHRINGER ___ RICE ___ SANDERS