

RESOLUTION NO. 14-2025
FEBRUARY 13, 2025


A RESOLUTION OF THE BOARD OF DIRECTORS
OF THE CAMBRIA COMMUNITY SERVICES DISTRICT
RATIFYING A SIDE LETTER AGREEMENT
BETWEEN CAMBRIA COMMUNITY SERVICES DISTRICT AND
SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 620


WHEREAS, on January 9, 2025, the Board of Directors of the Cambria Community Services District ratified a Memorandum of Understanding (“MOU”) between Cambria Community Services District and Service Employees International Union Local 620; and


WHEREAS, the parties desire to amend the MOU.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Cambria Community Services District that it does hereby ratify the Side Letter Agreement between Cambria Community Services District and the Service Employees International Union Local 620, a copy of which is attached hereto as Exhibit “A,” and incorporated herein by reference, and authorizes its execution by the General Manager.

PASSED AND ADOPTED THIS 13th day of February 2025.

DocuSigned by:

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Debra Scott, President
Board of Directors

APPROVED AS TO FORM:
DocuSigned by:

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Timothy J. Carmel
District Counsel

ATTEST:
DocuSigned by:

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Haley Dodson
Confidential Administrative Assistant

Side-Letter Agreement
Between The Cambria Community Services District (CCSD) And
Service Employees International Union (SEIU), Local 620

January 21, 2025

Due to staffing concerns in the Water/Wastewater departments, the CCSD and SEIU agree to the following changes (in track change format) to the vacation cap section of Article 22 of the parties MOU:

22. VACATION

Every full-time unit member shall earn paid vacation at the prescribed rate under 22A as part of his/her compensation. Unit members shall also earn vacation credit during any paid leave. Regular, non-temporary, part-time unit members accrue vacation time on a pro-rata basis according to the percentage of full-time work assigned to the position.

A. Vacation shall be earned as follows:

- From the date of hire to sixty (60) months of service: 3.08 hours biweekly (80 hours/yr)
- Sixty (60) months of service through one hundred and twenty (120) months of service: 4.61 hours biweekly (120 hrs/yr)
- One hundred and twenty (120) months of service through one hundred and eighty (180) months of service: 6.15 hours biweekly (160 hrs/yr)
- One hundred and eighty (180) months plus one day of service: 7.69 hours biweekly (200 hrs/yr)

Employees shall have a vacation accrual cap of two times the employees' accrual rate. Employees who are within 40 hours of meeting their vacation cap shall meet with their manager to attempt to schedule use of their vacation time. In the event that the District is unable to approve an employee's vacation leave, and that denial would cause the employee to exceed the accrual cap, the District Manager shall pay the employee for the accruals which would have been lost.

Signed by:
Matthew McElhenie
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2/13/2025

For CCSD

Date

Signed by:
Nicole Bryant
F91E0C0A871440F...

1/30/2025

For SEIU

Date

DocuSigned by:
Haley Dodson
27CDBD8EE42E4C4...

2/13/2025

For CCSD

Date

Signed by:
Owen Purcell
3963A4BF002B451...

1/30/2025

For SEIU

Date