

**IFPTE Local 21, Unit 6 (SHAPE)**  
**Health & Social Services Supervisors**  
**2022 Contract Negotiations – Solano County**  
**Union Proposal #6**  
**Date Presented: 7/14/22**

**Section 10 – Working Out of Class**

- A. It is the intent of this section to provide appropriate compensation to employees working out-of-class from the first pay period of such assignments when it is known that the employee will work out-of-class for ~~four (4)~~ two (2) pay periods or more.
- B. A working out-of-class assignment occurs when an employee receives a formal, written assignment by a department head to perform some or all of the work characteristics of a higher paying classification. With prior approval from the Director of Human Resources, a department head may assign a qualified employee the duties of another position in a higher classification which (a) is specifically allocated to the department and (b) requires the duties to be performed for not less than four (4) pay periods. Such temporary assignment shall not be considered a promotion. The employee shall receive the recruiting salary for the class or such higher amount as would constitute at least a one (1) step increase on the salary range over the salary received prior to the assignment, not to exceed the top step of the new classification's salary range, effective at the beginning of the assignment.
- C. If the employee is eligible for a merit increase in the class occupied prior to the temporary assignment, he or she will be eligible for a rate increase on the temporary assignment class classification so long as the increase in the prior class results in more than the rate being earned on temporary assignment.

For the Union:

For the County:

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Date:

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Date: