



County of Solano
&
IUOE – Stationary Engineers, Local 39
2022 Contract Negotiations
7/19/22
Local 39 Proposal # 06

Local 39 reserves the right to alter, amend, modify, add to or subtract from the foregoing proposals as may be required during the course of negotiations.

5.10 Working Out of Class

It is the intent of this article to provide appropriate compensation to employees working out-of-class from the beginning ~~of the third pay period~~ of such assignment and continuing for the duration of such assignment.

A working out-of-class assignment occurs when an employee receives a formal assignment by a department head to perform all of the work characteristics of a higher paying classification. With prior approval from the Director of Human Resources, a department head may assign an employee the duties of another position in a higher classification which (a) is specifically allocated to the department, and (b) will require the duties of the position to be performed by the individual for a period of not less than two (2) 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 range over the salary received prior to the assignment not to exceed the top step of the new range.

If the employee is eligible for a merit increase in the class occupied prior to the temporary assignment, such employee will be eligible for a rate increase on the temporary assignment class grade provided, however, such increase in the prior class would result in more than the rate being earned on temporary assignment.

Tentative Agreement: Date: _____

County: _____

Local 39: _____