

September 17, 2025

SUCCESSOR MOU NEGOTIATIONS

Between

CITY OF SANTA CRUZ

And

CITY OF SANTA CRUZ SERVICE EMPLOYEES, SEIU LOCAL 521

TENTATIVE AGREEMENT – SECTION 10.04 WORKING OUT OF CLASSIFICATION

TENTATIVE AGREEMENT PURSUANT TO GROUND RULE 6

10.04 WORKING OUT OF CLASSIFICATION

The term “working out of classification” is defined as a management-authorized assignment on a temporary basis of an employee in a lower classification to a budgeted higher classification. Assignments will be made to qualified employees assuming a significant number of duties of the higher classified position. Whenever reasonably possible, prior to authorizing a working out of classification assignment the supervisor will inform qualified employees of the assignment and request volunteers. The Department may assign working out of classification on a rotational basis when the Department determines such rotational assignment would be appropriate. The purpose of rotation is to promote career ladder development. This article shall also apply for all hours worked in job sharing, job exchanges and other professional development and training opportunities within the City in accordance with Section 9.02-Alternate Schedules/Flex Time, Telework, VTO and Developmental Assignments and not subject to Section A and B of this article. Pay for “working out of classification” shall be as follows:

- A. Employees appointed to fill vacant positions will receive working out of class pay beginning the first shift of the assignment, for all hours worked during the assignment.
- B. Employees appointed to a position for vacation, sick leave or leave of absence coverage will receive working out of class pay beginning the first full shift of the assignment, for all hours worked during the assignment.
- C. Working out of class pay will be the next highest pay step in the classification to which the employee is assigned. Working out of class pay will not be less than a five percent (2.5%) increase when assigned to another Service position. Employees who work out of class in a Supervisory or Management position will receive working out of class pay of not less than a 5% increase.
- D. If the ~~2.5% or 5%~~ pay differential above does not result in the employee reaching at least the first step of the higher salary range, the employee will be placed at the first step of the higher salary range.
- E. All assignments of more than 60 days will be made ~~on a Personnel Action Form~~ through a personnel action request as defined by the Human Resource

Director and will take effect at the beginning of a pay period, following the first day of the assignment.

- F. For employees who are considered new members to CalPERS after January 1, 2013, the difference in pay shall not be considered pensionable compensation pursuant to CalPERS.

For the City of Santa Cruz:



Sara De Leon, Lead Negotiator
Date:




Timothy L. Davis, Co-Lead Negotiator
Date:

For SEIU:



Devon King, Lead Negotiator
Date:



Olivia Martinez, Co- Lead Negotiator
Date:

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