

September 17, 2025

**SUCCESSOR MOU NEGOTIATIONS**

Between

**CITY OF SANTA CRUZ**

And

**CITY OF SANTA CRUZ SERVICE EMPLOYEES, SEIU LOCAL 521**

**TENTATIVE AGREEMENT – SECTION 10.09 DUTY ASSIGNMENT**

**TENTATIVE AGREEMENT PURSUANT TO GROUND RULE 6**

**10.09 Duty Assignment**

10.09.01 Definition

Duty assignment is defined as an assignment to an on-call status for a specified period of time. While on duty assignment, an employee must remain available to be contacted by phone or pager and be able to report to work within a thirty (30) minute period. Duty assignment shall not be considered “hours worked” pursuant to the Fair Labor Standards Act.

10.09.02 Assignment

Duty personnel shall be assigned on a weekly rotational basis from an established list consisting of, but not limited to, qualified volunteers. A voluntary rotation process will be the preferred method of duty assignment selection; however, the City may require duty assignment if there are insufficient qualified volunteers. Prior to making mandatory assignments, the City will notify the Union. Only “qualified” employees may be appointed to duty assignment lists, as determined by the appropriate department head(s). Such qualifications will be based on the nature and requirements of the tasks performed while on duty assignment. With the concurrence of the duty supervisor, duty assignments may be substituted by other personnel on an approved list, provided employees have at least one week between duty assignments.

**10.09.03 Compensation**

**A. Weekdays**

Duty personnel shall receive two (2) hours of their base hourly salary for a sixteen (16) hour assignment. If the Alternative Transportation Incentive Program (Section 10.20) is mutually agreed upon to be eliminated on or after July 5, 2014, then Duty personnel shall receive an additional one half (0.5) hour of their base hourly salary for a sixteen-hour assignment, for a total of two and a half (2.5) hours.

**B. Weekends**

Duty personnel shall receive three (3) hours of their base hourly pay for a twenty-four hour assignment. If the Alternative Transportation Incentive Program (Section 10.20) is mutually agreed upon to be eliminated on or after July 5, 2014, then Duty personnel shall receive an additional one (1.0) hour of their base hourly salary for a twenty-four hour assignment, for a total of 4 (4.0) hours.

C. Holidays (City Designated Eight (8) Hour Holidays)

Duty personnel shall receive eight (8) hours of their base hourly salary for a twenty-four hour assignment.

D. Holidays (City Designated four (4) Hour Holidays)

Duty personnel shall receive four (4) hours of their base hourly salary for a twenty hour assignment.

- E. All duty hours actually worked outside the employee's regularly scheduled shift shall be compensated at the overtime rate except after twelve (12) hours of work within a continuous shift or within a 24-hour period, or if work hours occur between the hours of twelve a.m. (12am) and seven a.m. (7am), where hours worked will be compensated at two (2) times base pay. A minimum of two (2) hours of overtime will be paid for callouts of less than two (2) hours. An additional minimum will not be paid if an employee is required to perform an additional duty call and the time of return is within the previous duty call minimum.

**10.09.04 Fatigue Pay**

- A. The intent of fatigue pay is to provide a sufficient time for rest between a significant period of work and the start of the next regularly schedule work shift by replacing regularly scheduled straight time hours, of actual hours worked, with paid rest time at the regular paid compensation, as indicated below.
- B. If the assigned duty person or crew member assisting the duty person is required to respond to a call that requires them to work hours between twelve a.m. (12am) and seven a.m. (7 a.m.), the employee shall be entitled to rest period as follows prior to returning to work:

Fatigue pay requires a two-hour minimum of work assignment as defined by Duty Assignment, Section 10.09.01.

Hour Range	Worked Between	Fatigue Time Owed:
Two (2) Hour	12a.m.-7a.m	Two (2) Hour Fatigue Pay Minimum
Three (3) Hour		Three (3) Hours
Four (4) Hours or More		Eight (8) Hours

If the assigned Duty person or crew member works four (4) hours or more on a regularly scheduled day off or City Holiday, and any portion is past midnight, the employee(s) shall be entitled to an eight (8) hour rest period.

- C. If any portion of the rest period occurs during the employee's regular schedule, the employee shall receive regular paid compensation for that time.

D. An employee shall have the option of receiving compensatory time off for the duty assignment compensation and hours worked.

For the City of Santa Cruz:



Sara De Leon, Lead Negotiator

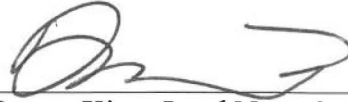
Date:



Timothy L. Davis, Co-Lead Negotiator

Date:

For SEIU:



Devon King, Lead Negotiator

Date:



Olivia Martinez, Co-Lead Negotiator

Date:

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