

SEIU Local 1021 Solano County

Union Proposal (ALL UNITS) # 27

Date:

Time:

Language Added

**Acting Pay (Unit 2,7,9,8 and 5)**

Full Scope of Absent Position (10%) An employee who is temporarily assigned by the Department head to act in the capacity of their direct supervisor's absent position shall receive ten percent (10%) above the employee's base pay for all work performed in that capacity effective immediately upon assignment. An employee working a full scope out-of-rate (10%) assignment for a period of 12 months and subsequently reclassified or promoted into the position shall not be required to complete a probationary period for the position. Full scope acting assignments should not exceed one (1) year in duration

- 1) Examples of higher-level duties include special project work, providing coverage for a supervisor on vacation, taking on higher level responsibilities during a department re-org, etc.
- 2) An absent position may include situations where the supervisor has left employment or retired, is out on an extended leave (and may/may not return) or has been reassigned temporarily to another position.

TA:

---