

**2018 CITY OF SAN JOSE - IAFF NEGOTIATIONS
TENTATIVE AGREEMENT**

IAFF PROPOSAL 6(R) – Higher Class Assignments - Revised
IAFF Proposed Language

9.2 Employees specifically assigned to duties of a higher classification shall be compensated hour-for-hour at the rate in the salary range of the higher class which is at least one (1) salary rate (step) higher in the salary range schedule than the rate received by the employee in the employee's present class,; ~~provided, however, that such compensation shall not be paid unless the employee has completed ten (10) or more hours in a shift or ten (10) or more hours in two (2) consecutive shifts in the said higher classification and provided that the employee assigned to a forty (40) hour work week has completed at least one-half (1/2) day in said higher classification.~~

9.3 Higher classification assignments shall be made in the following order, as each option is exhausted:

9.3.1 First: Employees who are on an active promotional list for the position, from highest-ranking to lowest-ranking, with no right of unilateral refusal. Such employees shall be noted as eligible to higher class to the position in TeleStaff for ease of administration. Regularly scheduled personnel shall be selected first, and then Shift Present personnel provided that they are provided higher class compensation.

9.3.2 Second: Employees who meet the minimum qualifications to apply for the position. Regularly scheduled personnel shall be selected first, and then Shift Present personnel provided that they are provided higher class compensation. The eligibility to be selected under this criterion is voluntary.

9.3.3 Third: Lower classing qualified employees and backfilling their positions through higher class assignments using 9.3.1 and 9.3.2.

9.3.4 Fourth: Overtime and Mandatory Callback instead of Higher Classing, even if the result is overstaffing.

9.3.6 Nothing shall prevent a mutual agreement between the employee and the employer to skip a specific employee if a special situation applies (e.g. required training, vacancy of short duration involving multiple moves, etc.)

This term is proposed as a component of a package agreement.