

**ARTICLE 24**  
**OUT OF CLASS PAY/TEMPORARY ASSIGNMENT**

**A. Out of Class Pay/Temporary Assignment**

1. An employee in a Fire Fighter title assigned to a twenty-four (24) hour shift, who is temporarily assigned by the University to fully perform the functions of a position in a higher classification shall be paid a stipend of five percent (5%) over her/his current step, or the minimum of the higher position's range, whichever is higher, for each hour he or she is assigned to perform the functions of a position in a higher classification.
2. An employee in a Fire Fighter title assigned to a forty (40) hour week and who is assigned in writing by the University to fully perform the functions of a position in a higher classification shall be paid either a stipend of five percent (5%) over her/his current step or the minimum of the higher position's range, whichever is higher, for each hour he or she is assigned to perform the functions of a position in a higher classification. The unit supervisor has the discretion to assign or not assign an employee to a out-of-class assignment based on the operational needs of the unit.

**B.** An employee who is temporarily assigned to perform the duties of a position in a lower paying classification shall continue to receive the employee's regular rate of pay.

**C.** An employee who is temporarily assigned duties outside the bargaining unit will remain in the unit.