

MEMORANDUM

REVISION 259, SERIES B

TO: Holders of CSA Rule Books
FROM: CS Board
DATE: October 17, 2005
SUBJECT: Revision of Career Service Board Personnel Rule 9-94

The Career Service Board has adopted a new Career Service Board Personnel Rule 9-94 establishing Paramedic Field Trainer differential pay. The effective date of this revision is October 16, 2005.

	<u>Page Number</u>	<u>Issuance Dates</u>
Remove	9-10	November 30, 2004
Replace	9-10 through 9-10.1	October 17, 2005

PLEASE INSERT IN YOUR RULE BOOK IMMEDIATELY. THANK YOU.

Health care differential shall be paid under the following conditions:

- A. In addition to the shift differential authorized in paragraph 9-91 a) 1), of these personnel rules, employees on the health care differential list shall be paid at the rate of one dollar and thirty-one cents (\$1.31) per hour for any shift with at least fifty percent of its time between 3:00 p.m. and 10:59 p.m. In addition to the shift differential authorized in paragraph 9-91 a) 1), shifts with at least fifty percent of the time between 11:00 p.m. and 6:59 a.m. shall be paid at the rate of two dollars and fifty cents (\$2.50) per hour for the entire shift.

Any shift with fifty percent of its time between 3:00 p.m. and 10:59 p.m. and fifty percent of its time between 11:00 p.m. and 6:59 a.m. shall receive the health care differential rate of the 11:00 p.m. to 6:59 a.m. shift for the entire shift.

- B. Weekend health care differential: the listed classes shall also receive one dollar and eighty-five cents (\$1.85) per hour for weekend shifts. Any shift with at least fifty percent of its time between 11:00 p.m. Friday and 10:59 p.m. Sunday shall receive the weekend health care differential.

9-94 Paramedic Field Trainer Differential
(Effective October 16, 2005; Rules Revision Memo 259B)

- A. A Paramedic who is assigned Paramedic Field Trainer duties in accordance with the criteria established by Denver Health and Hospital Authority shall be eligible for a differential of \$2.25 per hour for a maximum of 1,040 hours per year unless additional hours are authorized by the Chief Paramedic and/or the Paramedic Medical Director.
- B. The Paramedic Field Trainer differential shall not be paid during any period of paid leave.

9-95 Standby Pay:
(Renumbered and Revised effective 4/12/04; 248B)

- A. Appointing authorities may schedule overtime eligible employees to be on standby only when there is a reasonable anticipation that the employee will have to respond and perform work immediately. Such employees shall receive an amount equal to one and one half (1 1/2) hours of work at the employee's straight time hourly rate for each eight hours the employee is on standby duty.
- B. To be eligible for standby pay, all of the following must exist:
 - 1. The employee must be overtime eligible and be available by pager, cellular phone, or telephone;
 - 2. Be available to respond to a call and perform work within a designated amount of time not to exceed two hours;

3. Be in a non-impaired condition that allows the employee to safely perform job duty assignments; and
4. Be subject to disciplinary action if he or she does not respond to the call within the designated amount of time.

When an overtime eligible employee on standby is required to perform work, standby pay will be suspended and the employee will be paid basic pay or overtime pay, as appropriate, for the period the employee actually performs work.

- C. Call-out Duty: An employee who merely carries a cellular telephone or pager as a routine part of his or her job duties is not eligible for standby pay when there is not an expectation for immediate response and/or an immediate requirement to perform work.