

# CDL BUS DRIVERS

(WITH HIGH SENIORITY)

**IF YOU ARE INTERESTED IN A 32 HOUR  
BENEFITED POSITION DO THE  
FOLLOWING:**

- 1. IF YOU HAVE SENIORITY IN THE FULL TIME CATEGORY OR PART TIME SENIORITY NUMBERS 1 - 70, ASK YOUR SUPERVISOR FOR A PACKET. [IF YOU HAVE A PART TIME SENIORITY NUMBER GREATER THAN 70 AND TURN IN A SHEET, IT WILL NOT BE CONSIDERED.]**
- 2. TAKE THE PACKET HOME AND READ IT.**
- 3. IF YOU ARE STILL INTERESTED IN A 32 HOUR POSITION, COMPLETELY FILL OUT THE TOP SHEET OF THE PACKET AND RETURN IT TO YOUR TERMINAL DIRECTOR BY **CLOSE OF BUSINESS AUGUST 28, 2020.****
- 4. TURNED IN SHEETS AFTER THE CLOSE OF BUSINESS AUGUST 28, 2020 WILL NOT BE ACCEPTED.**
- 5. THOSE DRIVERS WHO TURN IN A SHEET WILL BE CHECKED FOR "IN GOOD STANDING" CRITERIA. THE DRIVER WITH SENIORITY AND GOOD STANDING WILL BE NOTIFIED.**

# 32 hour Benefited Driver FAQ

Will my pay frequency change? No, you will continue to get paid semi-monthly. Pay days are the 7th and 22nd of each month. (under TRUE pay-new paydates)

How will my time be calculated and paid? To allow your pay to continue throughout the summer, you will now contribute to the reserves. Each month an amount will be added to or taken from the reserves. Reserves is earned income put aside in a "Reserve Bucket". This money is used to pay you during time off such as winter break, spring break and summer. The total number of hours paid each pay period will be 60 (2 pay periods X 60 hours = 120 hours per month).

Are my benefits changing? Yes, two items under benefits are changing. Currently you are receiving \$190.45 in Benefit Credits (formerly known as Flex dollars) to offset insurance cost. As a full time 32 hour driver you will receive \$386.11, this is an increase of \$195.66. Insurance and benefit selections you have chosen such as medical, dental, vision etc. will continue without interruption due to receiving pay year round.

Benefits-Pt 2 As a full time employee you are covered by the districts MetLife - life and AD&D Coverage. Life insurance pays two times the annual earnings up to a max of \$300,000 for full time employees.

Extra time- Extra time is paid during the respective pay period. ET is not sent to reserves.

Salary calculation- A 180 work schedule equals 1440 hours per year. 1440 hours divided by 24 pay checks = 60 hours per pay period. 60 hours (also known as the Magic Number) is the total number of hours you will be paid for each pay period beginning August 3, 2020- July 31, 2021.

**Regular Pay- Reserve:** In order to have a consistent pay check through the year, regardless of short months and unpaid breaks, the reserve will balance out the pay period's work hours. Once your total monthly hours are determined, each month, you will see a "Regular Pay- Reserve" as part of your earnings. The reserve field may add hours to the bucket, or take from the bucket, in order to meet your average work hours as determined by your contract (and shown in your "Summary" box.

For example: You worked a total of 154.67 hours for the pay period in December. Therefore, 2 hours of reserve pay is added to the total hours so it can equate to 156.67 hours.

## EARNINGS

Description	Hours	Rate	Current	Year to Date
REGULAR PAY	154.67	20.00	3,133.40	37,680.40
REGULAR PAY-OFFSET TO ABSENCES	-16.00	20.00	-320.00	-2080.00
REGULAR PAY- RESERVE	2.00	20.00	40.00	20.00
VACATION PAY	16.00	20.00	320.00	2030.00
SICK PAY (EMPLOYEE)				600.00
SICK PAY (FAMILY)				600.00
PERSONAL PAY				160.00
FLEX BENEFIT PLAN		325.61	325.61	3507.32
GROUP TERM LIFE		3.48	3.48	28.68
MILEAGE				100.00

**DENVER PUBLIC SCHOOLS  
TRANSPORTATION DEPARTMENT**

**TO:** Interested CDL Bus Drivers

**FROM:** Albert Samora, Executive Director

**DATE:** August 11, 2020

**SUBJECT:** 32 Hour Benefited Driver Positions

Union Contract negotiations resulted in 32 hour employee benefited positions for our CDL bus drivers. As part of the agreement all CDL bus drivers **by seniority** have an opportunity to fill these 32 hour positions as they become available. Attached is valuable information about the monetary impacts and/or changes when an employee elects to fill one of these new positions. Regarding the bid process, drivers in this position will bid according to their seniority. The only stipulation is that whatever route the driver bids, the daily bid time has to be 32 hours or more per week (6.5 hours per day minimum). Additionally, a driver who wishes to accept a 32 hour position must be an "employee in good standing" (satisfactory appraisal, not on a PPI, and no letter of reprimand or higher within the past six months).

If you **ARE INTERESTED** in the positions currently available fill out the section below and give this letter to your terminal Director by close of business August 28, 2020. Late responses will not be accepted.

**Date:**

I \_\_\_\_\_ want to change my job category to a 32 hour benefited driver.  
(PRINT NAME)

Part time employees accepting the position will have their pay changed to the normal annual pay schedule versus the normal part-time employee pay schedule. Employees who are 40 hour/week drivers are already on the correct schedule for a 32 hour benefited position.

\_\_\_\_\_  
(SIGNATURE)