

Crossing Guard Summary (08/2021)

Positions and Staffing:

- There are currently 42 crossing shifts (each morning and afternoon) that need to be filled and 1 administrative position for a total of 43
- There are 7 opportunities to combine 2 shifts due to location and timing, thus allowing for a reduction of 7 positions overall or 35 total that must be filled each day
- The Department needs 35 Guards to fill each days shift fully. However, due to the ongoing Covid pandemic and manpower shortages, the Department currently has 21 Guards

Compensation:

Current:

- Tier 1: Guards make \$48.17/day (grandfathered employees)
- Tier 2: Guards make \$32.00/day (less than one year seniority)
\$36.00/day (1st year anniversary)
\$40.00/day (2nd year anniversary)
- Double Shift Bonus: Guards make an extra \$6/day if they cover a second AM or PM crossing OR an extra \$12/day if they cover both AM & PM of the second crossing
- If a Guard works only an AM or PM shift of their primary crossing, they receive half-day pay

Proposed:

- Tier 1: Guards make \$48.17/day (grandfathered employees)
- Tier 2: Guards make \$32.00/day (less than one year seniority)
\$36.00/day (1st year anniversary)
\$40.00/day (2nd year anniversary)
- Double Shift Bonus: Guards make an extra half-day pay if they cover a second AM or PM crossing OR an extra full day pay if they cover both AM & PM of the second crossing.

(The Department is currently 14 Guards short resulting in 10 crossing guard locations going unfilled daily. We are proposing the increase in the double shift bonus because of the ongoing pandemic/manpower shortage, Guards are not willing to fill the open crossing locations and take on the added work for \$6 or \$12 per day. Some of these spots require the Guards to travel across town multiple times and their complaint is the pay barely covers the cost of fuel).