

Memo

Date: January 30, 2020

To: Village Board

From: Mike Lauder

Re: Crossing Guard Report

The current staffing level of crossing guards as of January 31st is 10 regular guards at 6 active corners and 6 substitutes guards of which 2 can only work afternoons. I have currently suspended 2 corners for the winter due to no students crossing during this time. The 2 suspended corners will be evaluated again after the winter months.

The ideal staffing level for the 5 schools would be 11 and at this time I am short 1 regular and 2 substitutes. Advertising for open positions has been an ongoing effort that has resulted in next to no additional guards.

The Allouez Crossing Guards starting wage is \$11.60 with increases occurring the second year to \$12.75 and tops out after the third year at \$14.00.

A quick survey of other local villages and cities regarding wages for crossing guards:

Bellevue - \$18.00

Pulaski - \$10.00 final \$15.00

De Pere - \$17.00-\$17.75

Howard - \$16.00-\$20.00

City of Green Bay \$14.28 - \$14.35 - \$14.41 and tops out at \$14.47 in addition the guards earn paid time off and some holiday pay. \$50.00 clothing allowance a year.

Ashwaubenon \$14.20 raise each year cost of living.

I had also researched a company that is providing "contracted services" for crossing guards for the City of Appleton. I contacted the company for a price quote and for them to provide the coverage at our current locations, the cost would be not to exceed \$102,656 per school year. The current Village of Allouez crossing guard budget is \$62,519 (not including any supervisory time, payroll and insurance).

The Village Board is asked to consider raising the crossing guard's wages to the following:

Starting \$16.00 hour

Second year \$17.15 hour

Fourth year would be top of wage at \$18.40.

Thank you for your consideration and should you have any additional questions, please feel free to reach out to me.