

RAPID CITY POLICE DEPARTMENT  
MEMORANDUM

March 6, 2013

MEMO TO: Jeff Barbier, Community Resources Director

FROM: Steve Allender, Chief of Police

SUBJECT: Crossing Guard Wages

The Rapid City Police Department employs 13 Crossing Guards to assist children crossing busy intersections before and after school. Crossing Guards can be found on the Temporary/Seasonal Pay Matrix under the PT060 Grade (see the attached scale for more information. Under this pay matrix, Crossing Guard wages can range from \$7.67 - \$10.69 (or at any other step in between this range).

Dedicated Crossing Guards are hard to find and even harder to keep employed. The following factors play a role in Crossing Guard hiring and retention:

-The guards must be reliable and able to be at their post every school day. Problems arise when guards are unable to work as someone (a Police Officer or Accident Investigator) is called away from their activities to watch the crosswalk. This means highly trained officers are working crosswalk duty; diminishing the police department's ability to effectively respond to calls for service or conduct proactive traffic patrol. Further, this practice is not economically viable for the taxpayer; having an officer making over \$20 an hour covering crossing guard detail is not an efficient distribution of resources.

-Guards work about two hours a day and these hours are not consecutive (they come in during the morning hour and then leave; they come back in the afternoon when school is being let out, thus forfeiting most of their day). It should be noted they only work on days when school is in session.

-Crossing Guards must endure environmental hardships to include cold/hot weather, rain, snow, etc.

-The starting step for guards is low (\$7.67 an hour) and cities comparable to Rapid City are currently starting their guards at a higher rate (\$10.26 an hour in Sioux Falls).

Several crossing stations have a high turnover rate for guards. One of these stations is currently vacant and officers are staffing this crosswalk twice a day, every school day. Based on these factors the police department is asking for consideration in adjusting the Crossing Guard wage matrix.

A proposed wage scale similar to that of the PT120 Sports Referee (non-certified) would allow Crossing Guards to start at a slightly higher wage. This wage would also reward guards that have been maxed out at the highest step for an extended period of time (See chart below for details). This proposed change to the matrix would bring wages up from the \$7.67 – 10.79 range into the \$10.50 - \$14.77 range, matching the current non-certified Sports Referee wages.

#### Temporary/Seasonal Pay Matrix

Grade	Job Title	Steps							
		1	2	3	4	5	6	7	8
PT060	Crossing Guard	7.67	8.05	8.46	8.88	9.32	9.79	10.28	10.79
PT120	Sports Ref (non-cert)	10.50	11.03	11.58	12.16	12.76	13.40	14.07	14.77
	New Crossing Guard Wage	10.50	11.03	11.58	12.16	12.76	13.40	14.07	14.77

Under the current matrix, 6 out of the 9 guards are maxed out at Step 8 or \$10.79 an hour. Without a matrix adjustment, the police department has no way to reward these dedicated guards. The other 3 guards are currently at Step 3 (making \$8.46 an hour). Since guards are currently divided into these two Steps, it allows for an easy transition into a new matrix. For example, the guards currently at Step 3 could be bumped into Step 1 on the new matrix (allowing for them to make \$10.50). The guards currently at Step 8 could be moved to Step 3 on the new matrix (or \$11.58 an hour).

The chart below shows hours worked by the guards and their wages for 2012. The Rapid City Police Department paid out \$31,925.29 in Crossing Guard wages last year.

<u>Guard</u>	<u>School</u>	<u>Salary</u>	<u>Total Hours</u>	<u>Gross Pay</u>
Buresh	Canyon Lake	\$10.79	347	\$3,744.13
Chisholm*	Corral Drive	\$8.88	199	\$1,767.12
Glatzl	Meadowbrook	\$8.46	332	\$2,649.14
Horton	Robbinsdale	\$8.46	343	\$2,727.98
Kammerer	Knollwood	\$8.46	348	\$2,773.44
Karagan	Meadowbrook	\$10.79	327	\$3,319.33
Kruger	South Canyon	\$10.79	352	\$3,798.08
Priest	Wilson	\$10.79	331	\$3,571.49
Sabo	South Park	\$10.79	352	\$3,798.08
Slider	South Park	\$10.79	350	\$3,776.50
<b>Total:</b>			<b>3,281</b>	<b>\$31,925.29</b>

\*It should be noted Mr. Chisholm is no longer employed as a Crossing Guard (his spot is currently open).

The chart below gives the reader an estimated cost of implementing the proposed change to the Crossing Guard wage matrix. Please note the same hours were used for each guard; only the salaries were adjusted for this estimate.

<u>Guard</u>	<u>School</u>	<u>Salary</u>	<u>Total Hours</u>	<u>Gross Pay</u>
Buresh	Canyon Lake	\$11.58	347	\$4,018.26
Chisholm	Corral Drive	\$10.50	199	\$2,089.50
Glatzl	Meadowbrook	\$10.50	332	\$3,486.00
Horton	Robbinsdale	\$10.50	343	\$3,601.50
Kammerer	Knollwood	\$10.50	348	\$3,654.00
Karagan	Meadowbrook	\$11.58	327	\$3,786.66
Kruger	South Canyon	\$11.58	352	\$4,076.16
Priest	Wilson	\$11.58	331	\$3,832.98
Sabo	South Park	\$11.58	352	\$4,076.16
Slider	South Park	\$11.58	350	\$4,053.00
<b>Total:</b>			<b>3,281</b>	<b>\$36,674.32</b>

When using a schedule similar to 2012, the proposed wage increase would only incur an additional cost of \$4,748.93 to the Police Department. This additional cost could be absorbed into the current budget. In summary, a small adjustment to the wage matrix could make a big impact on the current Crossing Guard operation.