

# CITY OF APPLETON CROSSING GUARDS 2010

## A. Wages and Benefits for Regular Crossing Guards:

1. January 1, 2010 starting wage rate of \$12.73 per hour, after 5 years \$13.30, after 10 years \$13.61 and after 15 years \$13.88.

September 1, 2010 starting wage rate of \$12.86 per hour, after 5 years \$13.43, after 10 years \$13.75 and after 15 years \$14.02

Any step movements on the salary schedule will be made on the employees' anniversary date.

2. Regular pay for any day on which schools are closed prior to the start of the school day as a result of severe weather.
3. Regular pay for holiday, parent/teacher conferences, or teacher's conventions, which fall during the school year, whether or not the employee is required to work.
4. The City will pay the full employee and employer contribution to the Wisconsin Retirement Fund for those guards eligible for Wisconsin Retirement.
5. Regular Guards may receive full pay for any time lost if subpoenaed as a witness if the reason for being subpoenaed relates to their employment as a Crossing Guard for the City of Appleton. The guard shall immediately notify the Employer upon receipt of the subpoena. In order to receive pay for lost time, the Guard is required to, upon receipt of witness pay, submit their witness pay to the City payroll office. The City payroll office will cash their check, retain the portion of the check representing per diem payments, and pay the employee any applicable mileage portion of the check. Guards, at their option, may request an unpaid leave of absence for a day of witness duty and thereby retain the witness fees. Under no circumstance shall the guard be entitled to both full pay and witness fees.

## B. Wages and Benefits for Alternate Crossing Guards:

1. January 1, 2010 starting wage rate of \$12.73 per hour, after 5 years \$13.30, after 10 years \$13.61 and after 15 years \$13.88.

September 1, 2010 starting wage rate of \$12.86 per hour, after 5 years \$13.43, after 10 years \$13.75 and after 15 years \$14.02

Any step movements on the salary schedule will be made on the employees' anniversary date.

2. Bonus of \$50-payable on the last check in December if the alternate guard worked a minimum of 50 hours between January 1 and December 15.
3. The City will pay the full employee and employer contribution to the Wisconsin Retirement Fund for those guards eligible for Wisconsin Retirement.

4. Alternate Guards working for a Regular Guard on an approved unpaid leave of absence for 2 weeks or more shall be paid as if they were a Regular Guard.
5. Alternate Guards may receive full pay for any time lost if subpoenaed on witness duty if the reason for being subpoenaed relates to their employment as a Crossing Guard for the City of Appleton. The guard shall immediately notify the Employer upon receipt of the subpoena. In order to receive pay for lost time, the Guard is required to, upon receipt of witness pay, submit their witness pay to the City payroll office. The City payroll office will cash their check, retain the portion of the check representing per diem payments, and pay the employee any applicable mileage portion of the check. Guards, at their option, may request an unpaid leave of absence for a day of witness duty and thereby retain the witness fees. Under no circumstance shall the guard be entitled to both full pay and witness fees.

C. **Layoff Procedure:**

Layoffs shall be by seniority. If a senior Crossing Guard's assignment is eliminated, he/she shall have the right to displace the least senior Regular Crossing Guard and to assume the assignment of that person. Regular Crossing Guards displaced as a result of this procedure shall have the right to displace the least senior Alternate Crossing Guards, if any.

Seniority shall be calculated from the date originally hired as a Crossing Guard. When two or more employees have the same seniority date, seniority shall be determined by alphabetical order of the affected employee's last names with the letter "A" being the most senior.

D. **Hours of Work:**

Crossing Guards will be expected to work the assigned shifts at their respective corners. Crossing Guards will be paid for one (1) hour for each assigned shift.