

# Crossing Guard Program

Current Status as of 12/11/15

35 Positions Filled (45 Authorized)

- ▶ 4 on Leave
  - 2 expected to resign
  - 2 may return to duty
- ▶ 4 Job Offers Recently Accepted
- ▶ 3 Applicants In-Progress

# Recruitment/Retention

## ► Separations

- 32% Full-Time Employment
- 18% Moved Out of Area
- 18% Personal Reasons
- 14% Medical Reasons

## ► Salary Step Adjustment

- Reduced requirements at each step
  - Prior: 420 hours to move to Step 2
  - Current: 12 months & 400 hours to move to Step 5
- New hires start at Step 4 - \$13.81/hour

## ► Recruitment through several organizations

- Local colleges, schools, Senior Centers, NOVA, Neighborhood Associations, etc.

# Salary Survey

- ▶ Long-standing City methodology
  - 10 cities surveyed
  - City top step is 0.4% above average
  - Half of cities surveyed utilize contract services
- ▶ At request of Council, staff provided additional information:
  - Cupertino, Los Altos and Los Gatos – Contract
  - San Jose<sup>1</sup> – Top pay \$19.11
  - Campbell – Flat pay \$16.00, no steps

1: City of San Jose Living Wage Policy Applied to hourly wage

# Council Policy Options

- ▶ Continue robust recruitment/retention efforts
  - Progress report in 6 months
- ▶ Amend the Salary Resolution
  - 5% Current hourly rate increase
  - 5% Step increase (Add Step 6)
  - 5% Longevity Pay
- ▶ Study program effectiveness, make suggestions for improvement and stabilization (Study Issue)
- ▶ Consider alternate methods of service delivery, make recommendations on options