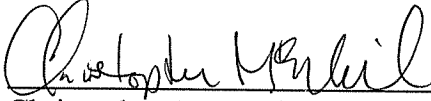




PO Box 1749
Halifax, Nova Scotia
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Halifax Regional Council
June 15, 2004

TO: Mayor Kelly and Members of Halifax Regional Council

SUBMITTED BY: 
Christopher J. McNeil, Acting Chief of Police

DATE: June 8, 2004

SUBJECT: Rate of Pay - School Crossing Guards

INFORMATION REPORT

ORIGIN

During budget deliberations staff was requested to review the rate of pay for HRM School Crossing Guards and make comparisons with other jurisdictions in Nova Scotia.

BACKGROUND

Staff was requested to review the rate of pay for HRM School Crossing Guards and make comparisons with other jurisdictions in Nova Scotia. This was a result of feedback received by Councillors from crossing guards that their pay was inadequate for the hours worked and responsibilities.

DISCUSSION

The following table compares hourly wage and benefits for school crossing guards in Nova Scotia:

<u>Municipality</u>	<u>/hour</u>	<u>hours/day</u>	<u>Benefits</u>
Amherst	\$ 6.98	3.5 hours	- vacation pay - paid all holidays
Bridgewater	\$ 8.25	3 hours	- vacation pay - paid all holidays - provided winter jacket - pro rated sick days based on hours of work
Cape Breton	\$ 8.75	4 hours	- vacation pay - paid all holidays - paid Christmas/New Years and March breaks - provided 3 season jacket, safety boots, sweater, ski pants - receive 1.2 sick days/month (max 15 days). Option for cash in lieu of.
HRM	\$ 7.63	3 hours	- vacation pay - paid for all holidays except Thanksgiving, Boxing Day, Easter Monday & Victoria Day
Springhill	\$ 7.50	3 hours	- vacation pay - paid all holidays
Truro	\$ 7.00	3 hours	- vacation pay - paid all holidays - paid Christmas/New Years and March breaks

All, with the exception of Cape Breton, expressed difficulty in retaining staff and spend considerable time recruiting to fill vacancies.

HRM School Crossing Guards are paid 3 hours per day based on the following schedule:

Morning	0815 - 0900	60 minutes
1 st noon	1155 - 1220	30 minutes
2 nd noon	1300 - 1330	30 minutes
Dismissal	1500 - 1600	60 minutes

Feedback received indicates that a significant number of our guards remain at the cross walk location from 1220 - 1300 without compensation. As well, numerous guards use their personal vehicles to travel to and from their assigned crosswalk.

BUDGET IMPLICATIONS

An increase in the number of hours for School Crossing Guards from 3 hours to 3.5, effective April 1, 2005 to March 31, 2006, at an increased cost of \$142,970 will be looked at as being a high priority for inclusion in the HRP 2005/06 Budget Proposal.

FINANCIAL MANAGEMENT POLICIES / BUSINESS PLAN

This report complies with the Municipality's Multi-Year Financial Strategy, the approved Operating, Capital and Reserve budgets, policies and procedures regarding withdrawals from the utilization of Capital and Operating reserves, as well as any relevant legislation.

ALTERNATIVES

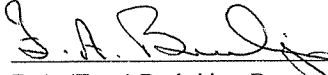
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ATTACHMENTS

N/A

Additional copies of this report, and information on its status, can be obtained by contacting the Office of the Municipal Clerk at 490-4210, or Fax 490-4208.

Report Prepared by: Michael Bell, Superintendent - HRP 490-7170

Report Approved by: 
F. A. (Tony) Burbridge, Deputy Chief of Police 490-7138