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**Township Council**  
1 Municipal Plaza  
Bloomfield, NJ 07003

**Louise M. Palagano**  
*Municipal Clerk*

<http://www.bloomfieldtwpnj.com>

Meeting: 05/04/15 07:00 PM

**2015 RESOLUTION APPROVAL**

**CROSSING GUARD AGREEMENT**

**WHEREAS**, the Township had an agreement that expired on December 31, 2013 with the Bloomfield Crossing Guards Association controlling certain terms and conditions of employment for the employees covered under the agreement; and

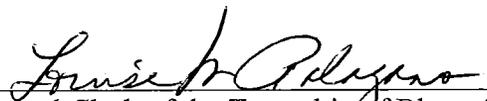
**WHEREAS**, the Township has negotiated a successor agreement covering the period of January 1, 2014 through December 31, 2017; and

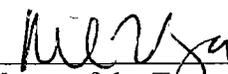
**WHEREAS**, the Bloomfield Crossing Guards Association voted and its members ratified the changes as contained in the attached Agreement.

**NOW, THEREFORE, BE IT RESOLVED**, that the Mayor is hereby authorized to sign and the Clerk to attest and affix the seal of the Township of Bloomfield to the attached agreement between the Township of Bloomfield and the Bloomfield Crossing Guards Association for the period January 1, 2014 through December 31, 2017.

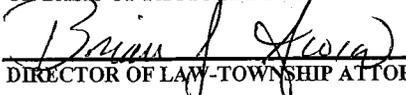
\*...\*...\*...\*

I hereby certify that the above resolution was duly adopted by the Mayor and Council of the Township of Bloomfield at a meeting of said Township Council held on May 04, 2015.

  
\_\_\_\_\_  
Municipal Clerk of the Township of Bloomfield

  
\_\_\_\_\_  
Mayor of the Township of Bloomfield

APPROVED AS TO FORM AND PROCEDURE  
ON BASIS OF FACTS SET FORTH

  
\_\_\_\_\_  
DIRECTOR OF LAW-TOWNSHIP ATTORNEY

✓ Vote Record - Resolution					
		Yes/Aye	No/Nay	Abstain	Absent
<input type="checkbox"/> Adopt	Elias N. Chalet	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Deny	Nicholas Joanow	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Withdrawn	Carlos Bernard	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Table	Wartyna Davis	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Not Discussed	Joseph Lopez	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> First Reading	Carlos Pomares	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Table with no Vote	Michael J. Venezia	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Approve					
<input type="checkbox"/> Veto by Mayor					
<input type="checkbox"/> Discussion					
<input type="checkbox"/> Defeated					
<input type="checkbox"/> Discussion No Vote					

AGREEMENT

Between

THE TOWNSHIP OF BLOOMFIELD  
ESSEX COUNTY, NEW JERSEY

and

BLOOMFIELD CROSSING GUARDS ASSOCIATION

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JANUARY 1, 2014 THROUGH DECEMBER 31, 2017

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Prepared By:

ALOIA LAW FIRM LLC  
2 Broad Street, Suite 407  
Bloomfield, New Jersey 07003  
Telephone: 973-337-6626

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PREAMBLE

THIS AGREEMENT is entered into this 5<sup>th</sup> day of May, 2015 by and between the Township of Bloomfield, in the County of Essex, State of New Jersey, a municipal corporation of the State of New Jersey (hereinafter referred to as the "Township" or the "employer"), and the Bloomfield Crossing Guards Association (hereinafter referred to as the "Union").

Whenever titles are used in this Agreement, they shall be deemed to include the plural as well as the singular to include males as well as females.

WITNESSETH

WHEREAS, it is the purpose of this Agreement to prescribe the legitimate rights of those municipal employees working as school crossing guards in the Township's Police Department, who are members of the Union, and to provide orderly and peaceful procedures for presenting employee grievances, and to protect the rights of the public in the Township of Bloomfield.

NOW, THEREFORE, it is agreed as follows:

**ARTICLE I**

**RECOGNITION**

The Township hereby recognizes the Union as the exclusive majority representative of all school crossing guards in the Police Department of the Township within the meaning of the New Jersey Employer-Employee Relations Act, N.J.S.A. 34:13A-1.1 et seq.

**ARTICLE II**

**MANAGEMENT RIGHTS**

A. The Township hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and Constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing, the following rights:

1. The executive management and administrative control of the Township Government and its properties and facilities and the activities of its employees;
2. To hire all employees and subject to the provisions of law, to determine their qualifications and conditions for continued employment or assignment, to promote, transfer, assign and reassign employees, and to subcontract functions, duties, work and assignments.
3. To suspend, demote discharge or take other disciplinary action for just cause according to law.

B. The exercise of the foregoing powers, rights, authority, duties or responsibilities of the Township, the adoption of policies, rules, regulations and practices and the furtherance therefore, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement and then only the extent such specific express terms hereof are in conformance with the Constitution and laws of New Jersey and of the United States, and ordinances of the Township.

C. Nothing contained herein shall be construed to deny or restrict the Township of its rights, responsibilities and authority under N.J.S.A. 40:1-1 *et seq.* and N.J.S.A. 11A:1-1 *et seq.*, or any other federal, state, county or local laws or ordinances.

### ARTICLE III

#### AVAILABILITY OF CONTRACT

Within sixty (60) days after the signing of this Agreement, the Township shall reproduce sufficient copies of this Agreement and make them available to employees covered under this Agreement.

### ARTICLE IV

#### BULLETIN BOARDS

The Township shall provide space in the Law Enforcement Building where the Union can install a bulletin board to post notices regarding Union meetings. The bulletin board shall not be used to post notices of a personal or political nature, or of a matter unrelated to Union affairs.

ARTICLE V

NO-STRIKE PLEDGE

A. The Union covenants and agrees that during the term of this Agreement neither the Union nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or willful absence of any employee from his position, or stoppage of work or abstinence in whole or in part, from the full faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout or other deliberate interference with normal work procedures against the Township. The Union agrees that such action would constitute a material breach of this Agreement.

B. In the event of a strike, slowdown or walkout, it is covenanted and agreed that the participation in such activity by any employee covered under the terms of this Agreement may be deemed grounds for termination of employment of such employee or employees, subject, however, to the application of the Grievance Procedure contained in Article VI.

C. The Union will actively discourage and will take all affirmative steps which are necessary to prevent or terminate any strike, work stoppage, slowdown, walkout, or other deliberate interference with normal working procedures against the Township.

D. Nothing contained in the Agreement shall be construed to limit or restrict the Township in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction, or damages or both, in the event of such breach by the Union or its members.

## ARTICLE VI

### GRIEVANCE PROCEDURE

#### A. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to problems which may arise affecting the terms and conditions of this Agreement. The parties agree that this procedure will be kept as informal as may be appropriate.

2. Nothing herein contained shall be construed as limiting the rights of any employee having a grievance to discuss the matter informally with any appropriate member of the Department Supervisory Staff and having the grievance adjusted without the intervention of the Union.

3. Nothing contained herein shall prevent any employee in this unit from presenting his own grievance or representing himself, provided that copies of written responses are given to the Union. The Union may be present at all steps of the grievance procedure.

#### B. Definition

The term "grievance" as used herein means any controversy arising over the interpretation, application or alleged violation of this Agreement, excluding a suspension of five (5) days or less. An individual, the Union on behalf of an individual, or the Township may raise a grievance.

#### C. Steps in the Grievance Procedure

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement subject to the law and shall be followed in its entirety unless any step is waived by mutual consent. A grievance shall be deemed to have been denied if the Township representative does not issue a decision within the time period set forth in this Agreement.

Step One:

1. An aggrieved employee may institute an action under this provision within ten (10) days of the occurrence and an earnest effort shall be made to settle the issue between the aggrieved employee and the immediate supervisor in charge for the purpose of resolving the matter informally.
2. Failure to act within said ten (10) days shall be deemed to constitute an abandonment of the grievance.
3. The immediate supervisor in charge shall render a decision within fourteen (14) days following the receipt of the grievance.

Step Two:

1. In the event the grievance had not been resolved at Step One, then within seven (7) days following the determination of the immediate supervisor in charge or within seven (7) days following the time allotted for such decision, the matter may be submitted in writing to the head of the Traffic Division.
2. The head of the Traffic Division shall render a decision within fourteen (14) days following the receipt of the grievance.

Step Three:

1. In the event the grievance has not been resolved at Step Two, then within five (5) days following the decision of the head of the Traffic Division or within five (5) days following the time allotted for such decision, the matter may be submitted in writing to the Chief of Police.
2. The Chief of Police shall review the matter and render a decision within fourteen (14) days following the receipt of the grievance.

Step Four:

1. In the event the grievance has not been resolved at Step Three, within five (5) days following the decision of the Chief of Police or within five (5) days following the time allotted for such decisions, the matter may be submitted in writing to the Township Administrator.
2. The Township Administrator shall review the matter and render a decision within fourteen (14) days following the receipt of the grievance.

Step Five-Arbitration:

1. Should the aggrieved employee be dissatisfied with the decision of the Township Administrator or if there is no decision, the Union may within ten (10) days make a request for arbitration, either from when the Step Four decision is due or when the Step Four decision is rendered. The request for arbitration must be in writing and filed with the New Jersey State Public Employment Relations Commission. A copy of the request for arbitration shall also be provided to Township Administrator. The Arbitrator shall be chosen in accordance with the rules of the New Jersey State Public Employment Commission.
2. In the event the aggrieved elects to pursue Civil Service procedures, the arbitration hearing shall be canceled and the matter withdrawn from arbitration.
3. The arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him in the grievance. The arbitrator shall not have the authority to add to, modify, detract from or alter any amendment or supplement thereto or to add new provisions to this Agreement or any amendment or supplement thereto.
4. Unless the parties agree otherwise, no more than one (1) issue shall be presented to an arbitrator in any single case.
5. The arbitrator shall set forth his findings of facts and reason for making the award after the conclusion of the arbitration hearing.

6. The decision of the arbitrator shall be in writing with the reasons therefore and shall be binding upon the parties to the extent permitted by and in accordance with the applicable law and this Agreement.

7. The cost for the services of the arbitrator shall be borne equally by the Township and the Union. Any other expenses incurred, including but not limited to the presentation of witnesses, shall be paid by the party incurring same.

D. Miscellaneous

1. The Township or the Union may waive any step of the Grievance procedure, but said waiver must be in writing and with the consent of the other party.

2. The Township may designate a representative to act on behalf of any Township employee or official identified in this article.

3. The parties shall strictly adhere to the time limits set forth herein. If any grievance has not been initiated within the limits specified, the grievance shall be deemed to have been waived. If any grievance is not processed to the succeeding step in the grievance procedure within the time limits prescribed, then disposition of the grievance at the prior step shall be deemed to be conclusive. Nothing herein shall prevent the parties from mutually agreeing to extend or reduce the time limits provided for processing the grievance at any step in the grievance procedure.

E. Township Grievances

Grievances initiated by the Township shall be filed directly with the Union within fourteen (14) days after the event giving rise to the grievance has occurred. A meeting shall be held within ten (10) days after filing a grievance between the representative of the Township and the Union in an earnest effort to adjust differences between the parties. In the event no such adjustment has been satisfactorily made, the Township may file for arbitration in accordance with Step Five above.

F. The parties agree that any School Crossing Guard hired after execution of this Agreement shall be on probation for one (1) year (twelve (12) working months) following his/her initial start date, and that the protections afforded to employees by this Article shall not apply during said probationary period with

respect to discipline. More specifically, such probationary employees shall not have the right to file a grievance, or have one filed on their behalf, with respect to any disciplinary notice issued to them, including, but not limited to, a notice of termination.

**ARTICLE VII**

**SENIORITY**

The Township agrees to use seniority as a basis to fill vacancies, which may occur. The Township may also take other factors into account when filling vacancies, such as experience, qualifications, attendance and job performance.

The Township agrees to provide the Union with seniority listing once a year at or about the beginning of the school year, i.e., in September.

ARTICLE VIII

HOURS OF WORK AND SCHEDULES

A. On those days when the Township public schools are in session, the present hours of work for School Crossing Guards shall be in accordance with the following schedule:

<u>Post</u>	<u>Time</u>			<u>Daily Hours</u>
A	7:45 - 9:00 a.m.	11:00 - 1:00 p.m.	3:00 - 4:15 p.m.	4 ½
A-1	8:00 - 9:00 a.m.	11:15 - 1:00 p.m.	3:00 - 4:45 p.m.	4 ½
A-2	7:45 - 9:00 a.m.	11:15 - 1:00 p.m.	3:00 - 4:45 p.m.	4 ¾
A-3	7:45 - 9:00 a.m.	11:45 - 1:00 p.m.	2:30 - 4:45 p.m.	4 ½
B-1	7:45 - 9:00 a.m.	11:15 - 1:00 p.m.	3:00 - 5:00 p.m.	5
C	7:45 - 9:00 a.m.	11:15 - 1:00 p.m.	2:30 - 4:15 p.m.	4 ¾
E	7:30 - 9:00 a.m.		2:45 - 4:15 p.m.	3
E-1	7:30 - 9:00 a.m.		2:45 - 4:15 p.m.	3 ½
F	7:00 - 9:00 a.m.		2:45 - 4:15 p.m.	3 ½
F-1	7:30 - 9:00 a.m.	11:15 - 1:00 p.m.	3:00 - 4:45 p.m.	5

The Township may adjust the work schedules and hours to accommodate the school schedule, extracurricular activities and summer employment. Furthermore, the hours of posts will be altered as necessary based upon the school schedule and the Police Department's determination of need for Crossing Guards at any location.

- B. School Crossing Guards required to work in excess of hours stated in Paragraph A will be paid on the basis of straight time only.
- C. Employees hired before October 25, 2011, will be offered employment during the following periods, spring break, summer break and December holiday break (note, see use of sick time for December break). On those days when the Township public schools are in session, the School Crossing Guards shall perform crossing guard services for the Township school system.
- Employees hired on or after October 25, 2011, shall be hired on a yearly basis, but will only work during times when school is in session. Therefore, they will not be offered employment when school is closed and they shall not be entitled to unemployment during this time. They will be hired for the school session only.
- D. Any employee who refuses a post because they do not believe they are capable of handling the post shall be retrained. Furthermore, if the employee indicates that the employee cannot perform the post after retraining, or refuses the post for any other reason, the employee shall be terminated. This paragraph was added to the Agreement at the Union's request and therefore termination under this paragraph shall not be subject to the grievance procedure.

## ARTICLE IX

### VACATION LEAVE

School Crossing Guards will receive a check payable in the month of July based on the following formula:

45 hours: 42.75 hours or 40.50 hours, as applicable, for each respective School Crossing Guard per school year modified by a fraction with a numerator of days worked (including paid sick leave) over a denominator of 180 working days.

ARTICLE X

SICK LEAVE

A. School Crossing Guards will receive sick leave based on a formula of 5; 4.75; 4.5; 3; or 2 hours per month as applicable, for nine (9) months. Effective January 1, 1998, School Crossing Guards will receive sick leave based on a formula of 5; 4.75; 4.5; 3; or 2 hours per month, as applicable, for ten (10) months.

B. The amount of sick leave not taken shall accumulate to the employee's credit from year to year.

C. Sick leave may be taken, when needed, for the following purposes:

1. Personal illness;

2. Exposure to contagious disease; and

3. Attendance upon a member of the employee's immediate family seriously ill and which requires the care or attendance of such employee. Such attendance shall be limited to a maximum of three (3) days. Immediate family is defined as a spouse, father, mother, child, sister or brother of the employee.

D. The Township will offer a buy-back of three (3) days sick time per year under the condition that six (6) days would be removed from Employee bank in exchange for the three (3) days' pay and that three (3) days would be bought back only if no sick days have been used during the preceding year. If sick days are used, the amount that would be able to be bought back would be reduced by one (1) day for each sick day used. A minimum of ten (10) days for one year's accumulation of sick time would have to be maintained in the individual Employee's bank.

E. After a School Crossing Guard uses more than three (3) sick days (hours) within one calendar year, the Township may require a doctor note for every day thereafter until the end of the calendar year. If a School Crossing Guard is allowed up to three (3) "no pay" days (hours) during the year, any "no pay" days after the three (3) days will require discipline.

F. School Crossing Guards will be able to use accumulated sick hours during the December and spring breaks.

G. School Crossing Guards will be entitled to sick leave after one year of employment regardless of the assignment of a permanent post.

**ARTICLE XI**

**WORK CONNECTED INJURY LEAVE**

Employees will be paid at the regular rate of pay during the periods of work-connected disability due to illness, injury or recuperation there from, for a maximum period of one (1) year from the date of such disability, provided such employee is incapable of performing his duties, and that such disability is established by the Township Physician.

**ARTICLE XII**

**DEATH IN FAMILY LEAVE**

A. Leave of absence of five (5) consecutive working days one (1) of which must include either the day of death or the day of the funeral shall be granted to each employee upon the death of a member of the immediate family.

B. Immediate family for purposes of this Article is defined as: mother, father, sister, brother, son, daughter, husband, wife, mother-in-law, father-in-law, employee's grandparents, grandchildren, stepparents or stepchildren.

**ARTICLE XIII**

**SNOW DAYS/HOLIDAYS**

A. School Crossing Guards shall be paid a full day's pay when school is cancelled or when school is dismissed early because of weather conditions.

B. Employees hired before October 25, 2011 shall be entitled to the following holidays with pay:

1. Thanksgiving Day
2. Day after Thanksgiving
3. Christmas Day
4. Good Friday
5. President's Day

6. Memorial Day

Employees hired on or after October 25, 2011, shall be entitled to the following holidays with pay:

1. Thanksgiving Day
2. Day after Thanksgiving
3. Christmas Day.

C. School Crossing Guards who work six (6) weeks or more during the summer break will be paid for the July 4<sup>th</sup> holiday. Payment for the July 4<sup>th</sup> holiday will be provided upon the employee working the required six (6) weeks during the summer break in accordance with the Township's normal payroll practices.

ARTICLE XIV

DENTAL INSURANCE

Employees hired on or after October 25, 2011, shall not be entitled to any dental benefits. Employees hired before October 25, 2011, shall be entitled to receive dental insurance coverage up to a maximum cost to the Township of \$550.00 per employee. The difference between the employer contribution (\$550.00) and the actual cost shall be borne by the employee. The coverage will be for family, husband/wife, single or employee/child depending on the employee status.

ARTICLE XV

CLOTHING ALLOWANCE

A. Effective calendar year 2015, the Township shall provide \$400.00 clothing allowance to School Crossing Guards for the preceding calendar year, which shall be payable in September after the year in which it is earned.

B. The clothing allowance shall be paid to School Crossing Guards who are employed by the Township as of the first day of school of the given year and have been employed continuously for nine (9) months preceding the conclusion of the previous school year, said allowance to be paid by no later than September 30<sup>th</sup>.

C. The clothing allowance shall be prorated for School Crossing Guards who are employed by the Township as of the first day of school but have been employed less than nine (9) months preceding the conclusion of the previous school year according to the formula of ten percent (10%) clothing allowance for each month of service.

ARTICLE XVI

LONGEVITY

A. For those employees hired prior to November 15, 1993, a longevity program based upon the employee's length of service with the Township from the date of Original appointment, provided here is uninterrupted service, shall be provided upon the following basis:

After five (5) years of service	2%
After ten (10) years of service	4%
After fifteen (15) years of service	6%
After twenty (20) years of service	8%
After twenty-five (25) years of service	10%

B. The longevity credit shall be paid upon completion of the prescribed years of service.

C. There shall be no longevity service credit for the period an employee is on leave of absence without pay.

D. Longevity pay shall be considered together with base pay for pension purposes.

E. Longevity pay shall be paid with each earned bi-weekly salary check during calendar year.

F. The following interruptions of service shall be considered as service for the Township for the purpose of determining the completion of said accumulated years of service with the Township; military service; injury in the line of duty; sick leave; or other approved official paid leave of absence.

G. The anniversary date of employment for purposes of this Article shall be the employee's date of hire.

H. The longevity program is no provided to those employees hired after November 15, 1993.

**ARTICLE XVII**

**RETIREMENT**

Qualified employees shall retain all pension rights under New Jersey Law.

**ARTICLE XVIII**

**SALARIES**

The salary for all employees covered by this Agreement is set forth in Schedule "A". The salary steps for all employees hired on or after October 25, 2011 shall be twelve steps. These employees will remain at each step for one year. However, beginning in calendar year 2015, throughout the remaining term of this Agreement, and until a successor Agreement is negotiated all employees shall be frozen and remain at their current step in the salary guides.

The base salary cost for each step on all salary guides shall be increased by the following amounts:

- a. 2% increase effective January 1, 2014, on all steps of the salary guides;
- b. 2% increase effective January 1, 2015 on all steps of the salary guides;
- c. 2% increase effective January 1, 2016 on all steps of the salary guides; and
- d. 2% increase effective January 1, 2017 on all steps of the salary guides.

(Beginning in calendar year 2015, throughout the remaining terms of this Agreement, and until a successor Agreement is negotiated, all employees shall be frozen and remain at their current step in the salary guides.)

**ARTICLE XIX**

**SEPARATABILITY AND SAVINGS**

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be invalid by operation of law or by a Court or other tribunal of competent jurisdiction, such provision shall be inoperative but all other provisions shall not be affected thereby and shall continue in full force and effect.

ARTICLE XX

FULLY BARGAINED PROVISION

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all negotiable issues, which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement, and whether or not within the knowledge of contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

B. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing and executed by the parties.

ARTICLE XXI

TERMS AND RENEWAL

This *AGREEMENT* shall be in full force and effective as of January 1, 2014 and shall remain in effect to and including December 31, 2017. Collective negotiations for a successor Agreement shall be conducted by and between parties in accordance with the then applicable statutes and rules and regulations of the Public Employment Relations Commission. The economic changes contained in this Agreement shall apply only to those employees in employ of the Township as of the date of signing this Agreement.

WHEREAS the parties have hereunto set their hands and seals this \_\_\_\_\_ day of May, 2015.

By: Maura Casson  
School Crossing Guards Association  
Union President

By: Michael Venezia  
Michael Venezia  
Mayor

Date: 5-5-15

Date: 5-5-15

Witness: Charles H Anderson

Witness: Red M. Chremberg

Date: 5-5-15

Date: 5/5/15

**SCHEDULE A**

The following hourly ranges shall be fixed and paid as follows:

A. Employees hired before September 1, 2006 will adhere to the following Hourly schedule:

**Salary Range Per Hour**

<b><u>Position/Title</u></b>	<b><u>Effective January 1, 2014</u></b>	<b><u>Effective January 1, 2015</u></b>	<b><u>Effective January 1, 2016</u></b>	<b><u>Effective January 1, 2017</u></b>
School Traffic Guards				
1 <sup>st</sup> year of service	17.25	17.60	17.95	18.31
2 <sup>nd</sup> year of service	17.80	18.16	18.52	18.89
3 <sup>rd</sup> year of service	18.52	18.89	19.27	19.66
4 <sup>th</sup> year of service	19.25	19.64	20.03	20.43

B. Employees hired after September 1, 2006 will adhere to the following hourly schedule:

**Salary Range Per Hour**

<b><u>Position/Title</u></b>	<b><u>Effective January 1, 2014</u></b>	<b><u>Effective January 1, 2015</u></b>	<b><u>Effective January 1, 2016</u></b>	<b><u>Effective January 1, 2017</u></b>
School Traffic Guards				
1 <sup>st</sup> year of service	13.39	13.66	13.93	14.21
2 <sup>nd</sup> year of service	14.40	14.69	14.98	15.28
3 <sup>rd</sup> year of service	15.48	15.79	16.11	16.43
4 <sup>th</sup> year of service	16.65	16.98	17.32	17.67
5 <sup>th</sup> year of service	17.90	18.26	18.63	19.00
6 <sup>th</sup> year of service	19.25	19.64	20.03	20.43

C. Employees hired on or after October 25 2011, will adhere to the following hourly schedule:

Salary Range Per Hour

<u>Position/Title</u>	<u>Effective</u> <u>January 1,</u> <u>2014</u>	<u>Effective</u> <u>January 1,</u> <u>2015</u>	<u>Effective</u> <u>January 1,</u> <u>2016</u>	<u>Effective</u> <u>January 1,</u> <u>2017</u>
<u>School Traffic Guards</u>				
Hired on or after October 25, 2011 School Traffic Guards				
1 <sup>st</sup> year of service	13.39	13.66	13.93	14.21
2 <sup>nd</sup> year of service	13.92	14.20	14.48	14.77
3 <sup>rd</sup> year of service	14.45	14.74	15.03	15.33
4 <sup>th</sup> year of service	14.99	15.29	15.60	15.91
5 <sup>th</sup> year of service	15.52	15.83	16.15	16.47
6 <sup>th</sup> year of service	16.05	16.37	16.70	17.03
7 <sup>th</sup> year of service	16.59	16.92	17.26	17.61
8 <sup>th</sup> year of service	17.12	17.46	17.81	18.17
9 <sup>th</sup> year of service	17.65	18.00	18.36	18.73
10th year of service	18.19	18.55	18.92	19.30
11th year of service	18.72	19.09	19.47	19.86
12th year of service	19.25	19.64	20.03	20.43