



Waterford Police Department
5150 Civic Center Drive
Waterford, MI 48329
www.waterfordmi.gov/police
248-674-0351

September 15, 2021

Mr. Gary Wall, Supervisor
Honorable Board of Trustees
5150 Civic Center Drive
Waterford, Michigan 48329

Re: Proposed budget amendment

Dear Mr. Wall and Honorable Board of Trustees,

Over the past several years it has become increasingly difficult to recruit and retain part-time civilian crossing guards. The crossing guard position calls for a person to be available one hour in the morning and one hour in the afternoon, which make it difficult to find people whose availability is that flexible. It is also widely known that most businesses and organizations, including government, are having trouble filling open positions.

Another issue for us is the crossing guard wage is set at \$10.00 per hour, and has been for some time. We are currently required to provide thirteen crossing guards and have only been able to fill ten of those positions. When we don't have a crossing guard to handle a designated crossing, we send a Police Officer to cover that vacancy.

In an attempt to overcome this problem, we have proposed a pay increase for crossing guards in the 2022 budget. The numbers break down as follows:

13 crossing guards
2 hours per day
5 days per week
41 weeks
\$10.00 per hour

$13 \times 2 \times 5 = 130$ (hours per week) $\times 41$ (weeks) = 5330 (hours) $\times \$10.00 = \$53,300.00$

“to protect and to serve”

Because we have not been able to get to full capacity (13), our 2021 budget projection was \$46,669.00.

As with our 2022 budget proposal, we are also proposing that we increase the crossing guard wage in the 2021 budget as well, from \$10.00 per hour to \$13.00 per hour. We believe this will give us a better chance of reaching full capacity as well as relieving our road patrol officers of this responsibility.

The proposed amendment is as follows:

5330 (hours) x \$13.00 per =	\$69,290.00 (line item# 17480-70300)
FICA	\$5,301.00 (line item# 17480-71000)
Total	\$74,591.00

Current x-ing guard budget	\$46,699.00
Proposed additional cost	\$27,892.00

We respectfully request this honorable body approve the proposed 2021 budget increase in the amount of \$27,892.00, based on the facts set forth above. As always, if you have any questions or need further information, please do not hesitate to contact me.

Sincerely,



Scott Underwood
Chief of Police