



Committee of the Whole Meeting – July 21, 2025 Staff Responses to Council Questions

Before each Committee of the Whole, questions posed by the City Council relating to the agenda for that evening will be posted to the City's website. Below are the responses to this week's questions.

3. Items of Business

b. Consider Draft Resolution Authorizing an Agreement with All City Management for Crossing Guard Services.

Q: How many hours would the contracted guards work per day?

A: Crossing Guards will be paid for 2 hours per day.

Q: What would their hourly compensation be?

A: Crossing Guards will be paid \$23.50 per hour and paid 2 hours daily for \$47.00 a day.

Q: Would they be treated as employees by the contractor?

A: Yes, Crossing Guards will be employees of All City Management Services.

Q: Will crossing guards receive other benefits?

A: Guards will not receive any other employment-related benefits except they will be eligible to collect unemployment during the summer months when they are not working.

Q: How will recruitment work?

A: All City Management Services (ACMS) has a National Recruiting Manager that works with the Area Supervisor to help bring more applicants through the door, utilizing every hiring platform available within a 20 mile radius of the program. Additionally, a recruitment team embeds themselves in each of the communities serviced by going to small businesses in the area, working with local schools, visiting senior centers and libraries, etc. (even asking residents if lawn signs may be placed for locations that need a guard). Additionally, they utilize a School Crossing Guard "App" that provides data to the National Recruiting Manager on areas that receive frequent call outs (based on zip codes) and additional recruitment efforts are focused in those areas. The recruitment process is not seasonal and is year round for ACMS. Employees are also eligible for referral bonuses for any one they refer that becomes a Crossing Guard and is employed with ACMS longer than 90 days.

Q: Are any of the references provided in the proposal moving away from ACMS since the time the proposal was submitted?

A: No. Bloomington, IL submitted an RFP because the renewal options from the previous RFP had been exhausted. The new RFP is still under evaluation, but ACMS expects to retain Bloomington, IL as a client.