

**PUBLIC SAFETY COMMITTEE OF THE WHOLE
HELD ON JULY 14, 2025
204 PULASKI ROAD, CALUMET CITY,
ILLINOIS**

CALL TO ORDER The Public Safety Committee of the Whole Meeting was called to order at 6:04 p.m. by Public Safety Chairman DeJuan Gardner.

ROLL CALL

PRESENT 7 ALDERMEN: Harvey, Wilson, Tillman, Williams, Gardner, Nelson, Phillips.

ABSENT: 0 ALDERMEN: NONE

Also present were: City Clerk Dr. Figgs, City Treasurer Tarka, Deputy Clerk I Jessica Coffee, Police Chief Kolosh.

Present School Board Members: Penny Lunquist School Board Member District 156, Superintendent Dr. Rice, Vice President Tanya Reed District 157, Vice President Deborah Shegog District 156.

PUBLIC COMMENT None

Christopher Foster Christopher Foster a representative from Crossing Guard Services gave a
Crossing Guard presentation on the benefits of Crossing Guard Services. Mr. Foster led a
Services detailed discussion regarding the hiring, the insuring, and the payment
 of the Crossing Guards.
 Mr. Foster gave a breakdown of the cost of the program
 depending on the number of Guards needed. Mr. Foster also advised if the
 company is understaffed and Calumet City Police Department has to stand
 in those officers will be paid at their regular hourly rate. Crossing Guard
 Services would be paid \$23.78 per Guard per hour and they would pay the
 Crossing Guard \$15.00 an hour. Mr. Foster informed the council and the School
 Board members that it would take their company roughly one month to get the
 Crossing Guards background checks completed and them trained and working.

Alderman Gardner Alderman Gardner led a discussion regarding cost and liability between the city
Discussion and the School Boards in Calumet City.

School Board Penny Lunquist School Board Member District 156 reported the
Member Crossing Guards in Lasing Illinois are hired through the Police Department.
Penny Lunquist
District 156
School Board

Superintendent
Dr. Rice

Dr. Rice stated the schools are currently having funding issues.

Vice President
Tanya Reed
District 157
School Board

Vice President Tanya Reed District 157 stated that the matter of Crossing Guards would fall under Public Safety.

Vice President
Deborah Shegog
District 156
School Board

Vice President Deborah Shegog District 156 inquired about any grants the council might Deborah Shegog inquired about any grants the council might know about to help with the Crossing Guard cost.

Aldерwoman Nelson

Aldерwoman Nelson reported that there are funds available in the budget for Crossing Guards.

Aldерwoman Wilson

Aldерwoman Wilson raised concerns about the city's liability if the council was to hire The Crossing Guard Services Company. Aldерwoman mentioned the School Boards being immune from Crossing Guard lawsuits and the city not being exempt from litigation.

Alderman Gardner

Alderman Gardner spoke about the need for an Intergovernmental between the city and each individual School Board.

Alderman Williams

Alderman Williams stated the funding for the Crossing Guard Services would be issued to the School Boards like a grant and from that point Crossing Guard Services can work directly with the School Boards.

Crossing Guard
Services Rep
Christopher Foster

Mr. Foster reported to the council there will be 3 million dollars worth of coverage if there should be an accident.

Vice President
Tanya Reed
District 157
School Board

Vice President Tanya Reed District 157 stated the School Boards would need to speak with their attorneys to discuss liability immunity.

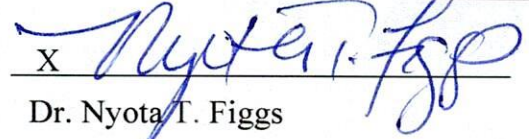
Alderman Gardner

Alderman Gardner stated he will be having another Public Safety Committee of the Whole meeting in the near future.

Adjournment

Alderwoman Nelson moved to adjourn, seconded by Alderwoman Phillips
at 6:49 p.m.

MOTION CARRIED

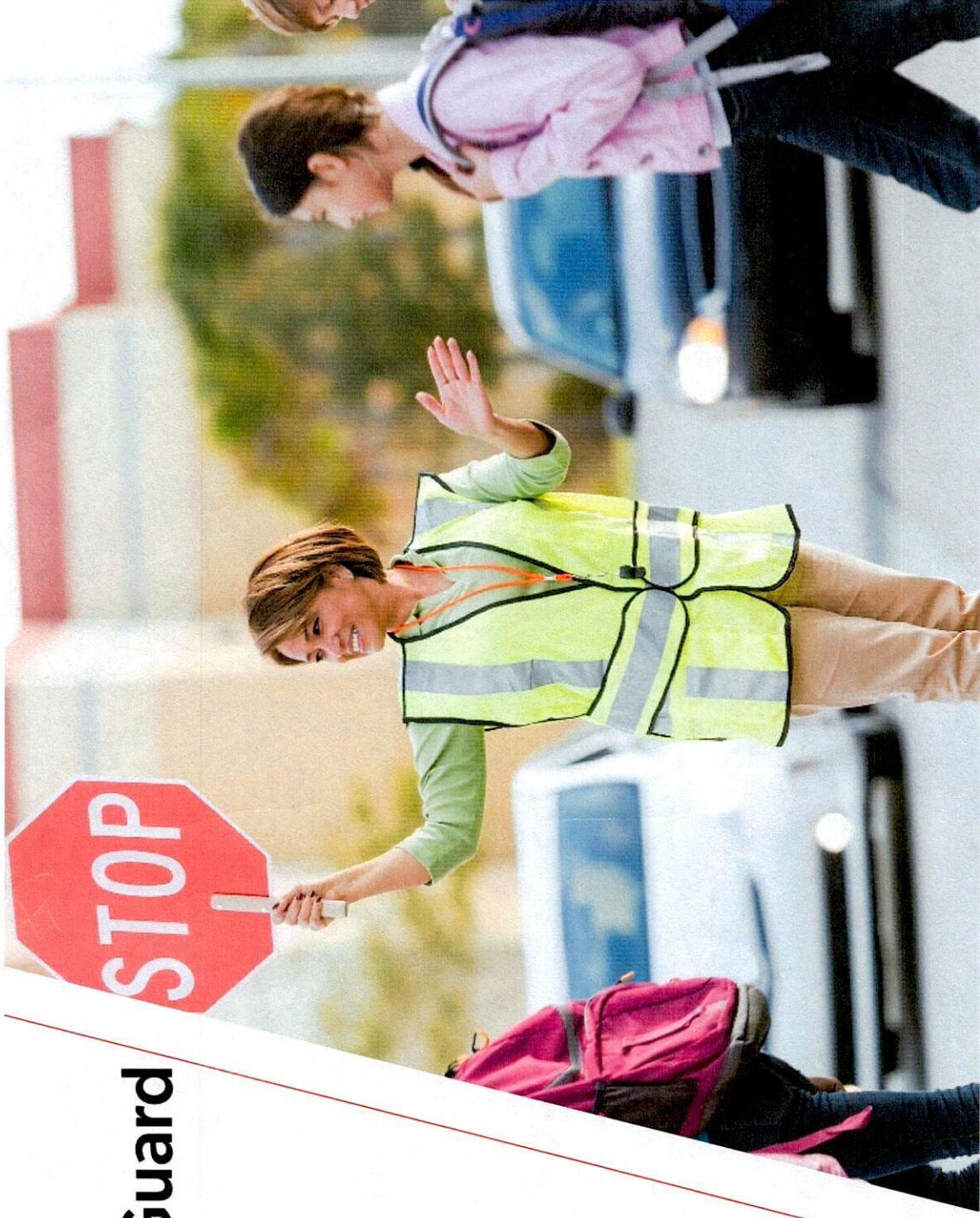
X 

Dr. Nyota T. Figgs

City Clerk

Crossing Guard SERVICES

Introductory
Presentation for
The City of
Calumet City



AGENDA

Introduction

What we do

- Recruiting
- Compliance

Training & Development

Management

Scheduling

Payroll

Insurance

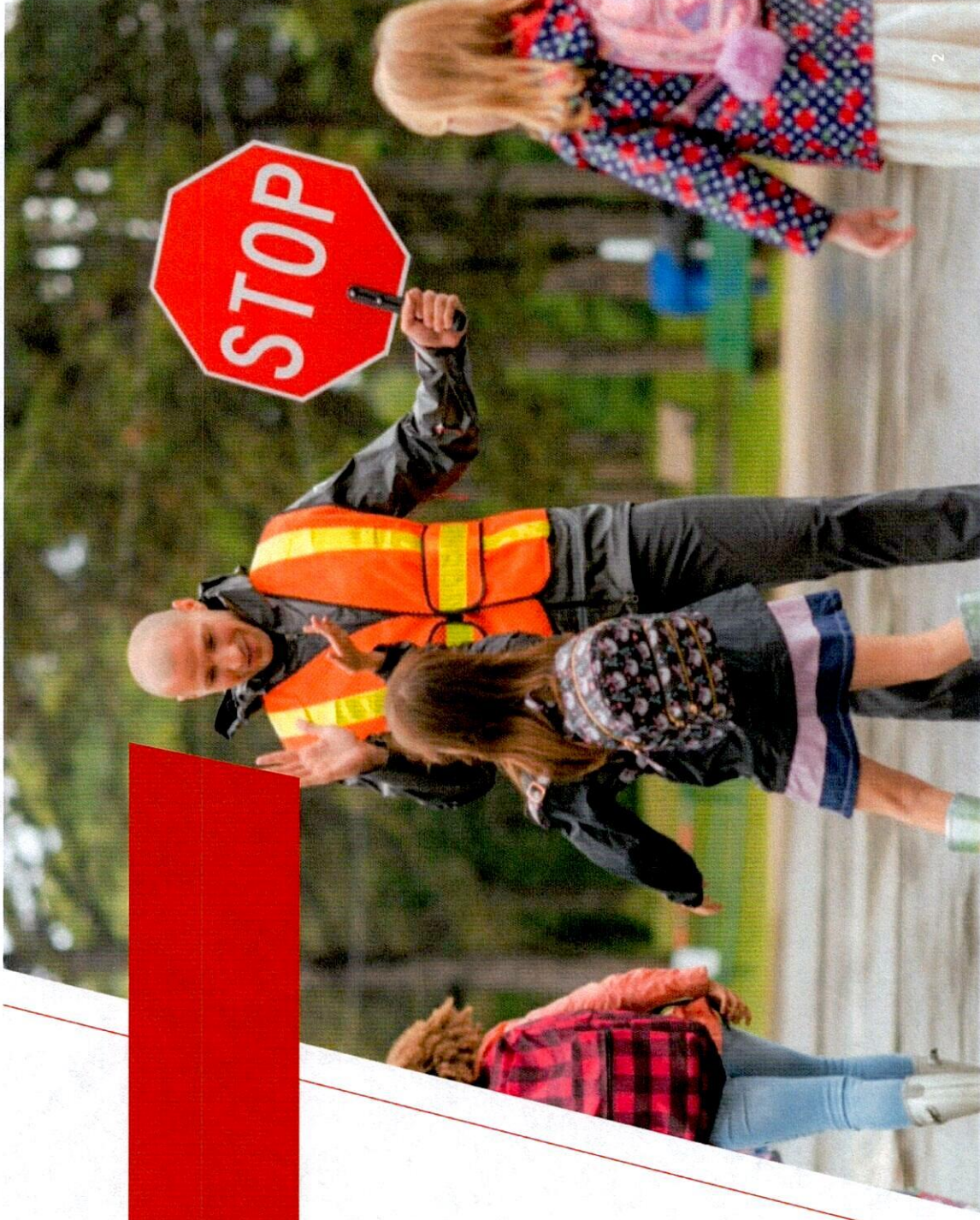
Timeline

Pricing

Why CGS?

Questions

Contact Information





INTRODUCTION

Crossing Guard Services LLC is a company that manages crossing guards to ensure pedestrian and school children's safety during their daily commutes.

We provide reliable and trained crossing guards for intersections and school crossings.

Our company takes care of hiring, training, scheduling, payroll, insurance, and supervision, so our clients can focus on other essential areas of responsibility.

We value building strong relationships with our clients and partners to create safer and more efficient communities.

Crossing Guard Services LLC promotes pedestrian and school children's safety.



RECRUITING

City Residents will always have the first right for all open positions.

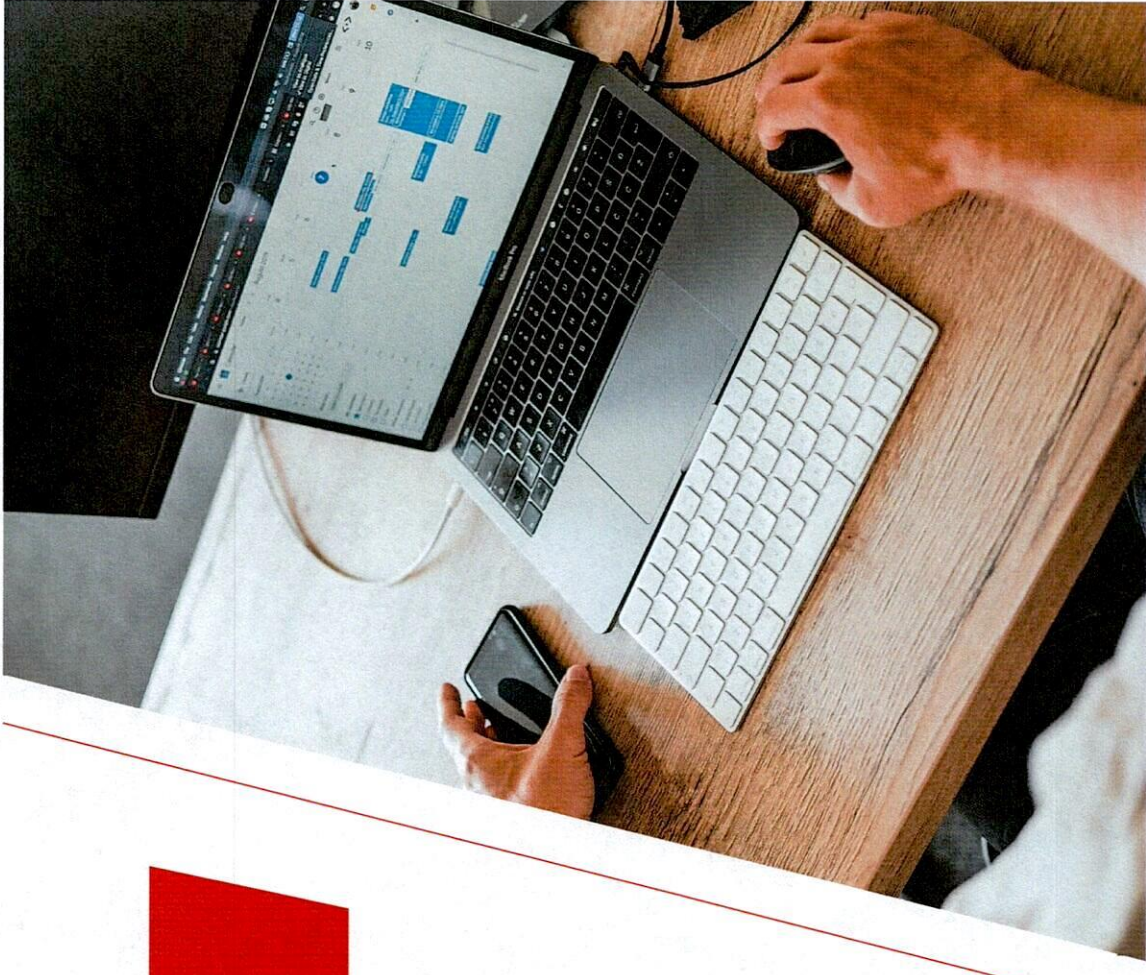
Strategy

- Indeed.com, Local Newspapers, etc.
- Social Media – Facebook, Instagram
- Local events, Colleges, Senior Centers
- Referral Bonus - \$250.00 after 30 days
- Focused searched – DoorDash drivers, etc.
- \$\$ Bonuses for extended employment



COMPLIANCE

- Employee Screening including criminal background checks
- Drug Screen
- Meet physical requirements of the position
- Employment reference check
- Proof of Citizenship or Legal Residency
- High School graduate or equivalent
- Ongoing Compliance with all applicable federal, state, and local laws, codes, ordinances, regulations, orders and decrees



TRAINING & DEVELOPMENT

New Hire Training Program

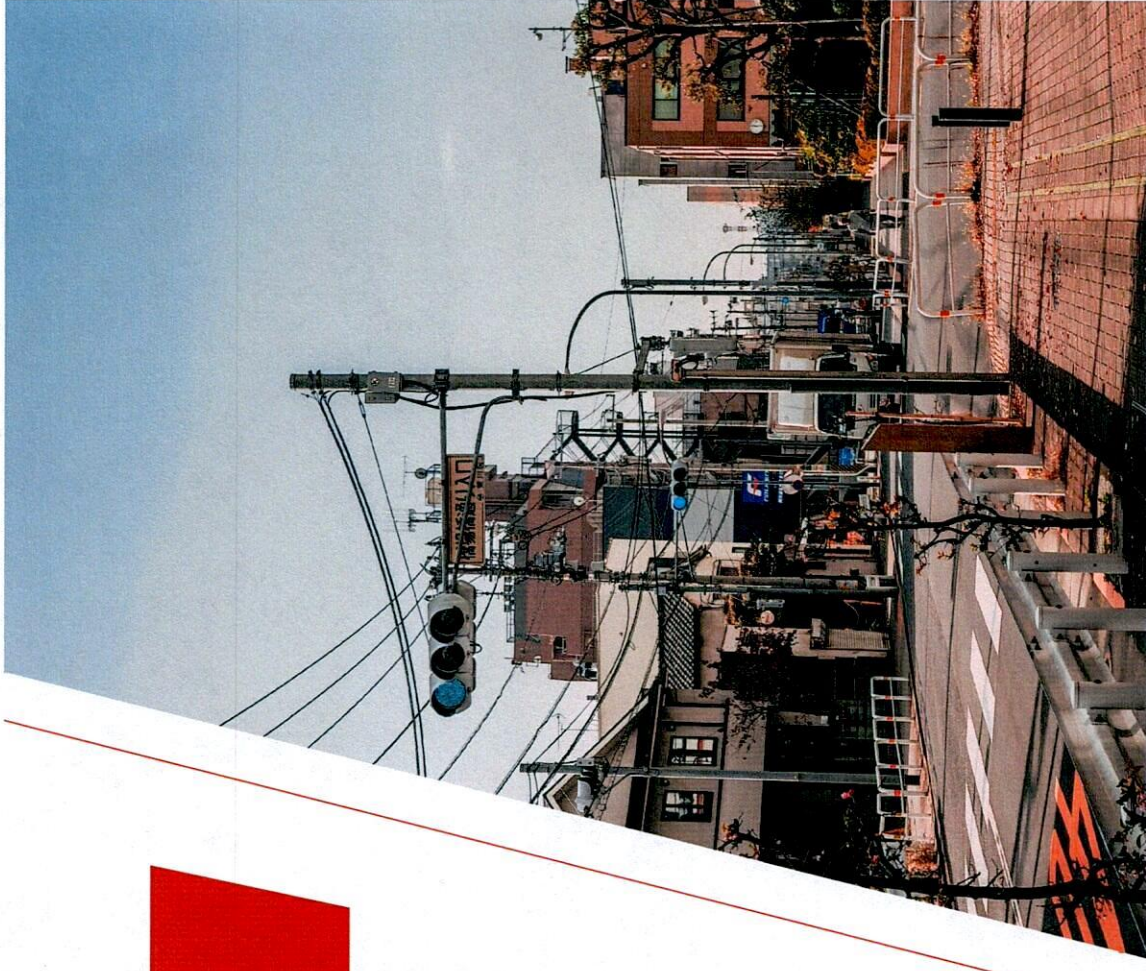
- Introductory Video
- On the job training
- Supervisor Approval

Annual / Ongoing Training

- Annual Refresher at the beginning of the school year
- Ongoing Training for new procedures & policies

Equipment

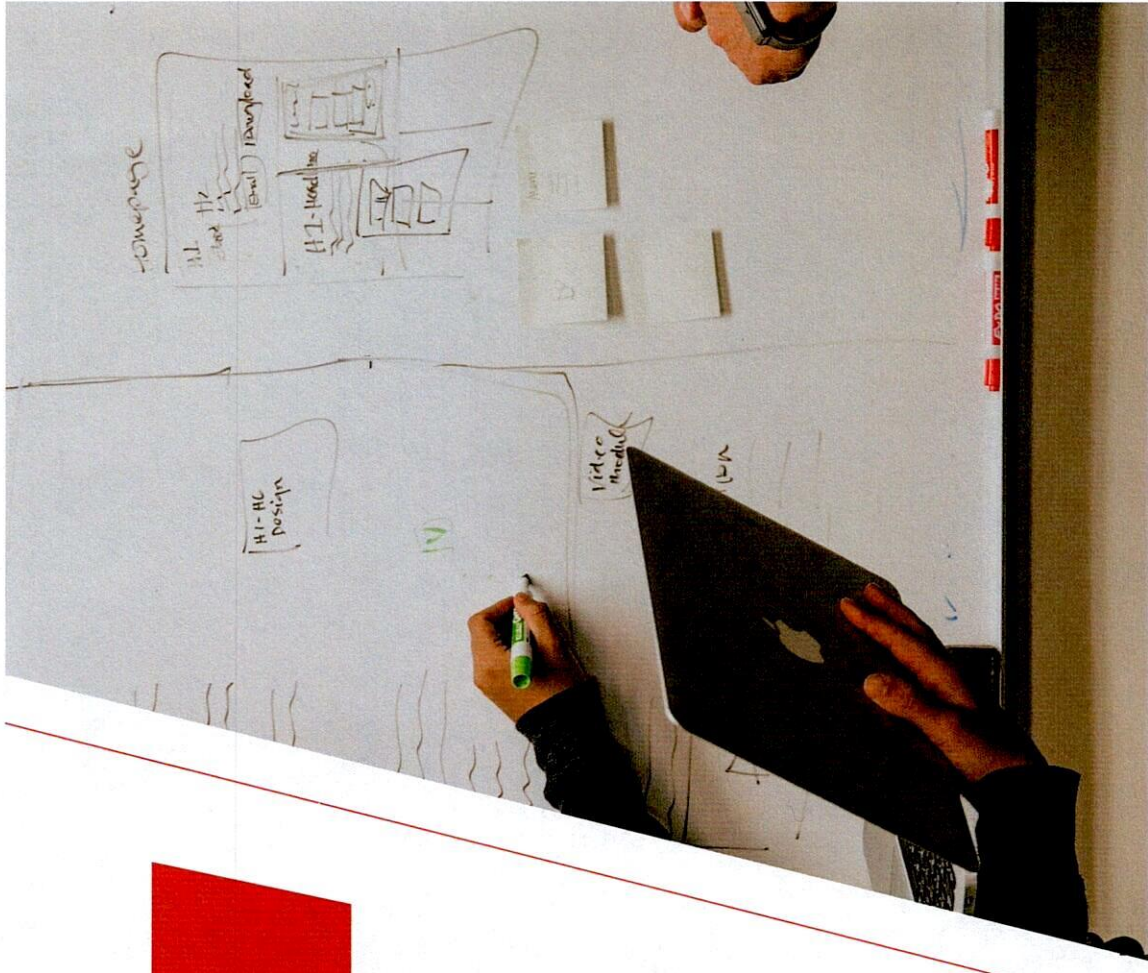
- Regulation-size hand-held stop sign
- Winter Jacket & Raincoat
- Traffic safety vest
- Identifiable badge



MANAGEMENT

The Field Service Supervisor will be responsible for their designated area:

- Staffing Levels / Scheduling
- Post Audits
- Performance
- Equipment & Supplies
- Incident Response
- School Liaison
- Complaint Resolution



SCHEDULING

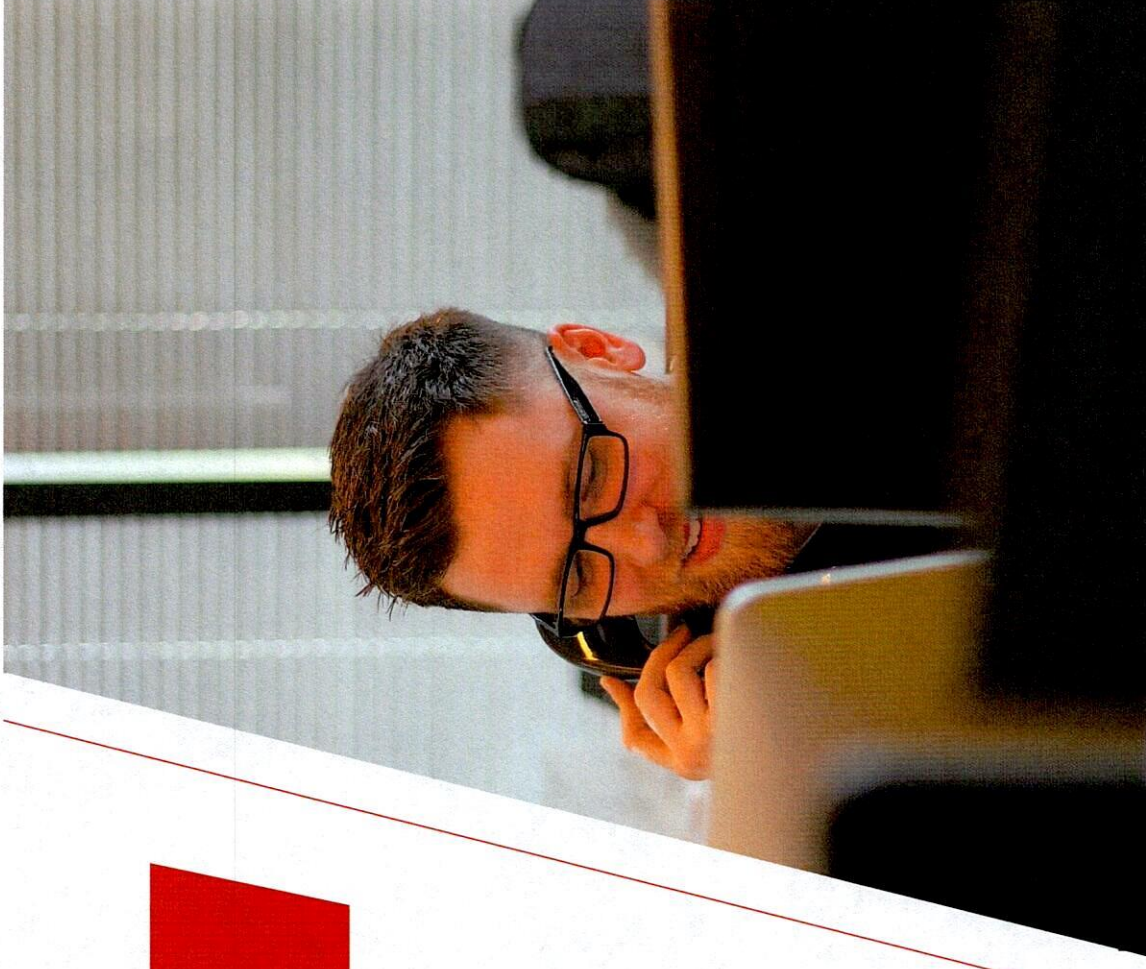
The Field Service Supervisor will be responsible for their day-to-day schedules and staffing levels

The goal is to always be “over staffed” with extra guards on Post

CGS will pay if the Calumet City PD covers a post

CGS Hours of Operation / Holidays

Due to the nature of crossing guard services, there is a 24-hour call center for clients and employees to contact so we can handle after hours scheduling needs caused by absences, increased coverage requests and inclement weather.



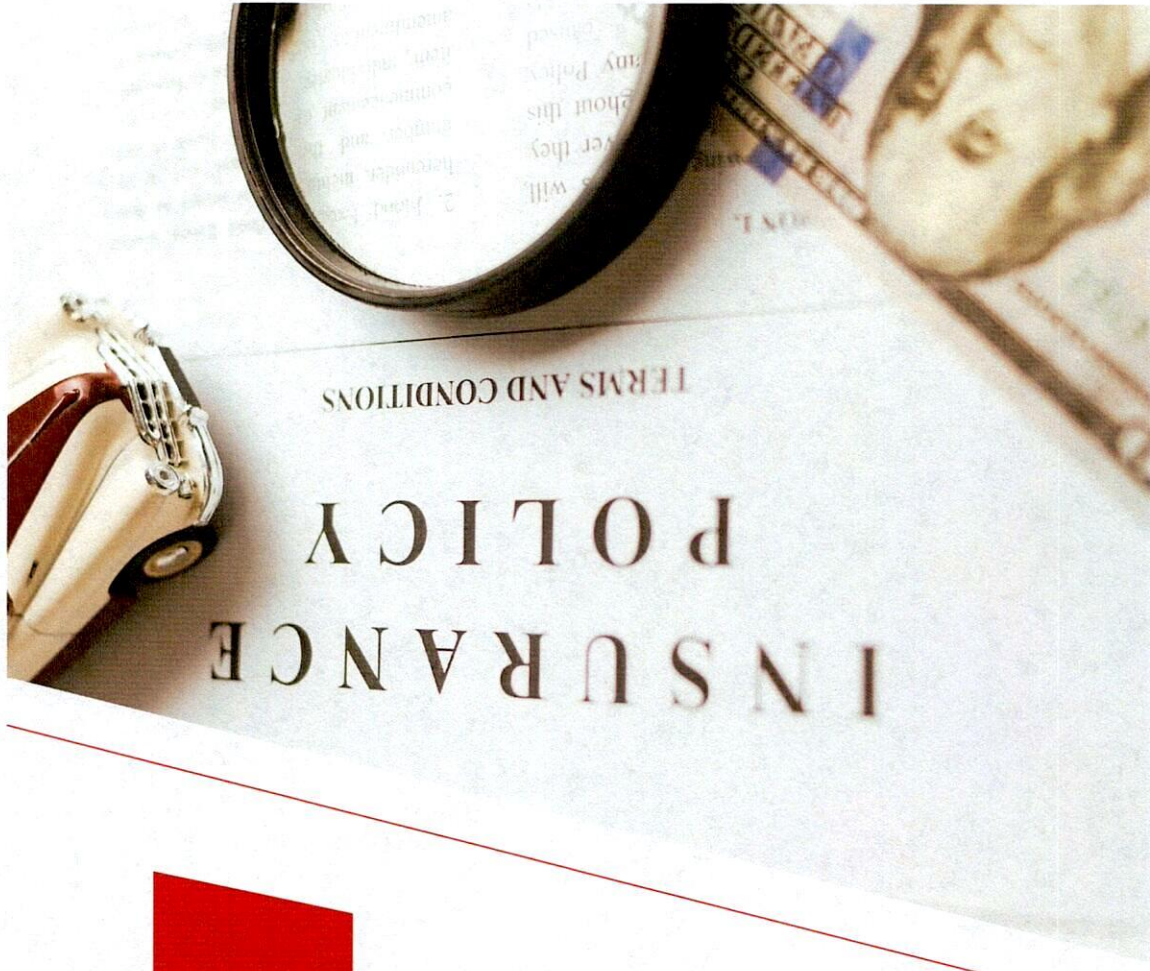
PAYROLL

- A Payroll Manager is located at the CGS Headquarters in Connecticut
- All employees will have access to their schedules and payroll via their computer, smart phone and tablets.
- Employees are paid by direct deposit or check every 2 weeks
- Approved City personnel will have access to real time schedules via web and/or app



INSURANCE

- Employees and the City are covered by the company's liability insurance policy
- CGS has an umbrella/excess policy of \$3,000,000
- Workman's compensation insurance is provided to all Employees.
- A Waiver of Subrogation is provided to the City
- All insurance requirements by the City will be met.



TIMELINE

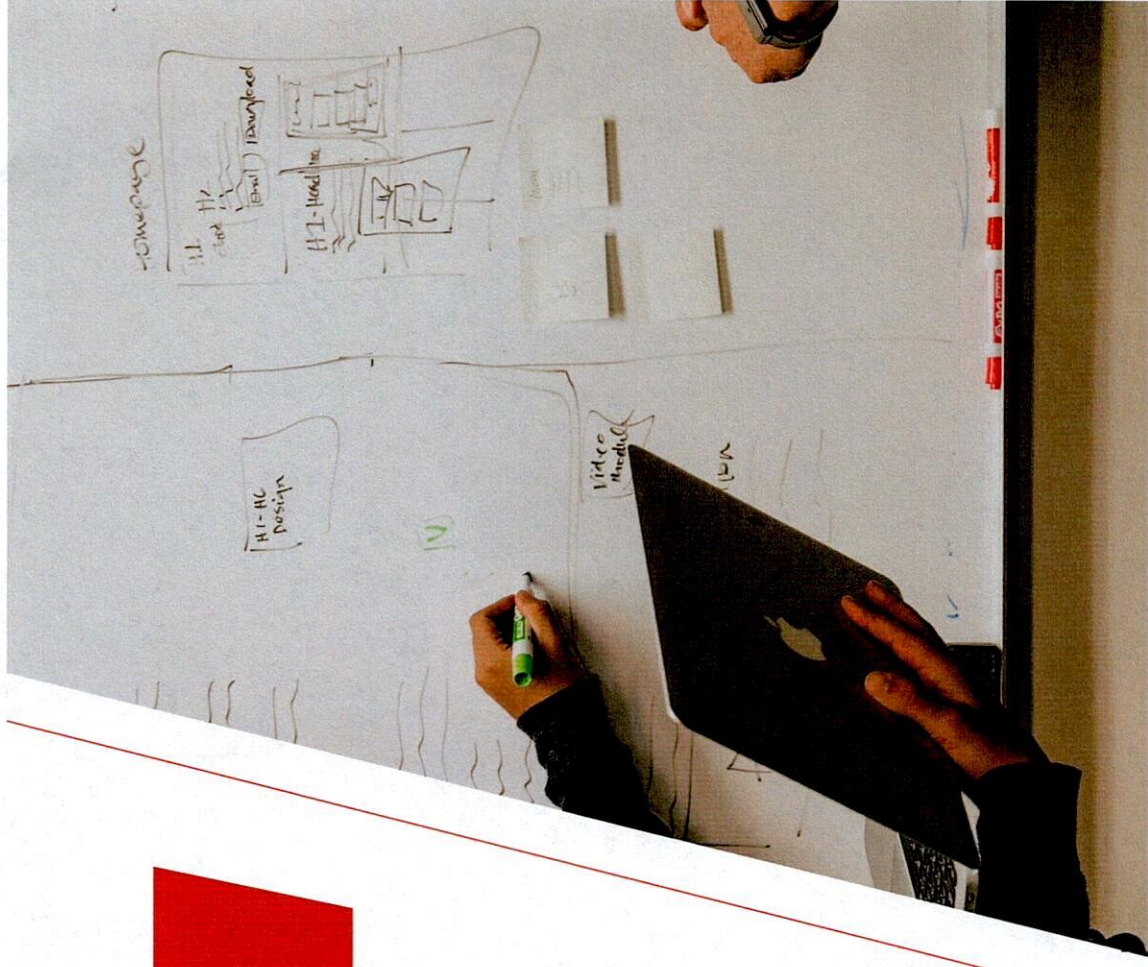
CGS would require one (1) month to become operational

Week 1 – Introduce CGS team. Start Recruiting. Identify the Posts and document the procedures i.e.. Times, Escalation process, etc.

Week 2 – Continue Recruiting & Start Interviews. Onboarding begins.

Week 3 - Continue Recruiting & Interviews if needed. Onboarding continues.

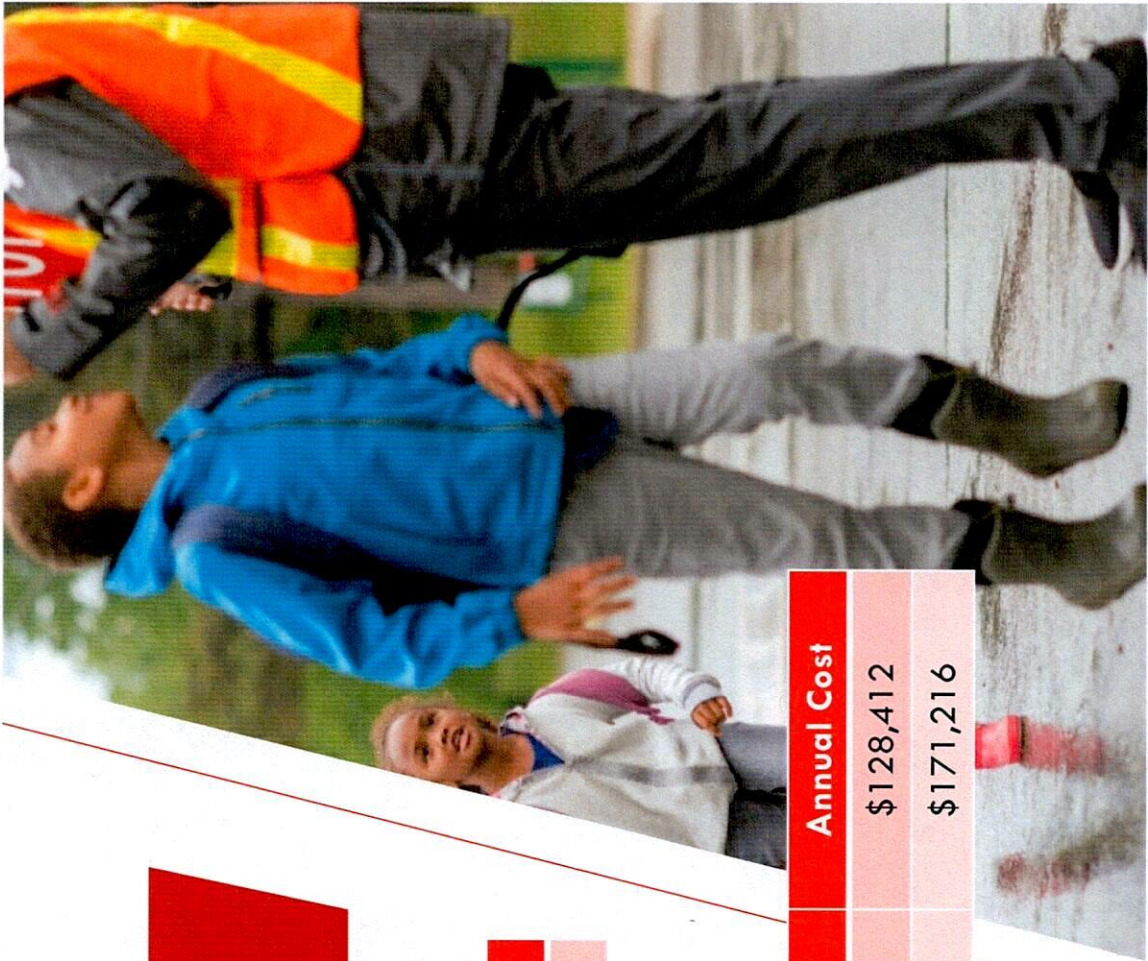
Week 4 - Conduct Training & issue equipment. Ready to go live at the end of the week.



PRICING

	Hourly Wage	Hourly Bill Rate
Crossing Guard	\$15.00	\$23.78

Positions	Hours per Day	Daily Cost	Annual Cost
10	3	\$713.40	\$128,412
10	4	\$951.20	\$171,216



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WHY CROSSING GUARD SERVICES?:

EXCELLENT OPERATIONS

- CROSSING GUARD SERVICES WILL WORK WITH THE CITY TO INSTITUTE A PLAN THAT ENSURES SAFETY FOR THE RESIDENTS.
- THE PLAN WILL BE FOLLOWED, AND ALL RECOMMENDATIONS FOR CONTINUOUS IMPROVEMENT WILL BE PROVIDED.

OPERATIONAL CONTROLS

- WE WILL MANAGE EMPLOYEES TO ENSURE THEY ARE OPERATING AT A LEVEL THAT ENSURES THE SAFETY OF THOSE AROUND THEM.
- FOCUSING ON TECHNOLOGY AND INSPECTIONS WILL HELP ENSURE CROSSING GUARD SERVICES MEETS THE COMPANY'S AND THE CITY'S SHARED GOALS.

EMPLOYEE FOCUS

- CROSSING GUARD SERVICES WILL FOCUS ON THE PERFORMANCE OF EMPLOYEES TO MEET CLIENT EXPECTATIONS.
- OUR HUMAN RESOURCES PERSONNEL WILL WORK HARD TO FIND THE BEST RECRUITS, AND THE OPERATIONS TEAM WILL TRAIN THEM TO PERFORM AT A HIGH LEVEL.