

ALL CITY MANAGEMENT SERVICES

“The Crossing Guard Company”

**A Proposal for
City of Carson
RFP No. 24-016
Pedestrian Safety Program
School Crossing Guard Services**

September 3, 2024

Presented by



David Mecusker; Marketing & Contracts Manager
10440 Pioneer Boulevard, Suite 5, Santa Fe Springs, CA 90670
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www.thecrossingguardcompany.com

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TAB 1 – INTRODUCTION



ALL CITY MANAGEMENT SERVICES

July 8, 2024

Josilla Togiola, Purchasing Manager
City of Carson
Request for Proposal 24-1016
701 E. Carson Street, Carson, CA 90745

Dear Purchasing Manager:

On behalf of All City Management Services, Inc. (ACMS), I would like to express our sincere appreciation for the potential opportunity to continue to serve the community of Carson. We are proud to have managed the School Crossing Guard program for the City of Carson for the last 6 years.

We have received the Bid Proposal and have reviewed the Scope of Work and Proposal Requirements. We agree to have the terms and conditions set forth with the following exceptions: we have slight concerns with the language used under Project Scope and Specifications: Section B.9 – Specific Requirements. Please see our Exceptions page for specific details regarding our exception and alternative pricing option based on a potential revision of this section’s requirements.

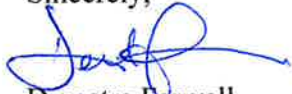
We also have slight concerns with the language used under Sample Contract Services Agreement: Item 5.3 – Indemnification, and Item 2.4 – Invoices. If selected, we request further discussion on the language used. Please see our Exceptions page included in our response for additional details.

Our goal is simple, to continue to relieve the City of Carson of the day-to-day responsibilities of managing a Crossing Guard Program. As your full services contractor, we will continue to assume complete responsibility for the day-to-day operations of the Crossing Guard programs we manage. This includes recruitment, background clearance, hiring, training, equipment, payroll, supervision, and management of the program. We maintain local supervision, alternate guards, a paging system, and a 24-hour 800 number to ensure adequate response and immediate back-up for any Crossing Guard absent from duty for any reason. We also establish communication with each school to ensure proper scheduling.

We have become the nation’s largest provider of private crossing guards as a result of our singular focus to this industry as well development of benchmark training. This includes our “**Employee Handbook for School Crossing Guards**” which details our Job Requirements, the initial and ongoing Training we provide, including our Site Evaluations, our Rules of Conduct, Crossing Guard of the Year recognition and the Certification Requirements for all ACMS Crossing Guards.

We are certainly excited about the possibility of continuing to provide Crossing Guard services for the City of Carson. If you have any questions, please feel free to contact me at 800 540-9290.

Sincerely,



Demetra Farwell

Corporate Secretary

demetra@thecrossingguardcompany.com



ALL CITY MANAGEMENT SERVICES

COMPANY PROFILE

All City Management Services, Inc. (ACMS), is a California based Corporation founded in 1985. We are the largest provider of School Crossing Guard services, managing both large and small Crossing Guard Programs. We currently have over 8,500 employees dedicated to safety, serving cities, towns, communities, schools, and school districts nationwide.

One defining issue that distinguishes **ACMS** is that we are the only company that *exclusively* provides School Crossing Guard Services. It is our commitment to limiting the scope and focus of the company to School Crossing Guards that has helped us emerge as “*The Crossing Guard Company*”. We have successfully privatized the Crossing Guard programs for over 310+ agencies. Ultimately our clients become the beneficiaries of our single-minded approach toward this industry.

The heart of our business is in assuming responsibility for the task and challenges of conducting a successful Crossing Guard Program. Toward that end, in our typical contractual arrangement we assume responsibility for; recruitment, local hiring, background clearance compliant with Department of Justice standards, initial and ongoing training, payroll and administrative support functions, coordination of assigning qualified substitutes during absences, local supervision, complaint investigation and resolution, communicating with schools and site safety inspections.

One of the benefits we bring to any agency is our expertise in overseeing a seamless transition from public to private management of the program. The continuity of the Crossing Guards’ employment is a key component of a seamless transition. We value the experiences and understanding of the Crossing Guards currently working in each program we manage. Much of our success with individual programs is a result of the experience and knowledge these Crossing Guards bring to our management.

With over 38 years of experience, **ACMS** leads the Crossing Guard Industry in the development of Crossing Guard standards for training, supervision, and safety. Each program we have taken on has brought a unique set of issues and challenges. The heart of our success has been our ability to articulate these challenges and experiences into our training, policies, and procedures to benefit all Crossing Guards in all the cities, towns, and communities we service.

All City Management Services, Inc. has not lost a client agency due to failure or refusals to complete a contract and has not lost a client agency due to the level of service provided.

Company Data

All City Management Services, Inc.

Corporate Office

10440 Pioneer Blvd., Suite 5
Santa Fe Springs, CA 90670
Phone: 310 202 8284 Fax: 800 430 1059
24-hour number is 877 512 2267
<https://thecrossingguardcompany.com>
Federal Tax Identification Number: 95-3971517

Bid Direct Point of Contact

ACMS represents the following person is authorized to negotiate on their behalf with the City of Carson, CA in connection with this RFP:

David Mecusker, Marketing & Contracts Manager
Phone: 310 202 8284 Ext. 107
david@thecrossingguardcompany.com

Satellite Offices

Texas

2012 E. Randol Mill, Ste. 222
Arlington, TX 76011
Phone: 817 962 0110
Fax: 800 430 1059

Nevada

4775 W. Teco Ave., Ste. 235
Las Vegas, NV 89118
Phone: 702 675 3135
Fax: 702 750 2110

Kansas

8928 Nieman Road
Shawnee, KS 66214
Phone: 800 540 9290
Fax: 800 430 1059

All City Management Services, Inc. was established on May 3, 1985 as an S Corporation and has not conducted business under any other business name. All City Management Services, Inc. is not partially owned by another business organization or individual. All City Management Services, Inc. has 38 years of experience providing crossing guard services. Baron Farwell; President and General Manager owns one hundred percent (100%) of stock outstanding. Brian Brooks is our Chief Operating Officer and Demetra Farwell is our Corporate Secretary for All City Management Services, Inc.

All City Management Services, Inc. has not lost a client agency due to failure or refusal to complete a contract and has never lost a client agency due to the level of service provided. All City Management Services, Inc. financial interests are associated with Crossing Guard / School Safety services and has no financial interest in other lines of business.

Statement of Qualifications and Experience

All City Management Services, Inc. (ACMS) Serving over 310 cities, counties, and school districts, we have successfully privatized and exclusively provided Crossing Guard services for over 38 years. ACMS currently employs over 8,500 Crossing Guards who are supported by over 150 locally assigned Area Supervisors and second level management. We have experience managing small programs (19 or less), mid-sized programs (20 to 99) and large programs in excess of 100 Crossing Guards.

Our ability to operate and manage the City of Carson School Crossing Guard program is supported by our current success operating the City of Carson Crossing Guard program and with similar programs in Southern California, a few of these programs include: City of Bellflower, City of Commerce, Norwalk-La Mirada School District, City of Huntington Park, City of Bell Gardens, City of Downey, City of Whittier, Beverly Hills Unified School District and Los Angeles County Office of Education, and many others.

We also have successfully managed programs in over 20 states, some of them include Town of Cary, NC, City of Dallas, TX, City of Fort Worth, TX, Kansas City Public Schools, MO, City of Overland Park, KS, Portland Public Schools, ME, Town of Wallingford, CT, Frederick County, ME, Village of Ridgewood, NJ, Wayne Township, NJ, City of York, PA, City of Cleveland Heights, OH, City of Grand Rapids MI, City of Appleton, WI, Town of Normal, IL, Des Moines Public Schools, IA, Town of Munster, IN, Santa Fe, Public Schools, NM, City of North Las Vegas, NV and many others.

Another defining component that distinguishes ACMS as the industry leader is our focus on providing School Crossing Guard services. We are not a security guard company with a few clients based upon a low-cost offering. Our singular area of service; "*Keeping Children Safe*" enables all of our resources to be devoted to the development and delivery of programs that provide exceptionally high safety standards and client satisfaction. It should be noted that ACMS has never lost a client agency due to the level of service provided.

It should be noted that ACMS has never lost a client agency due to the level of service provided.



February 22, 2024

900 Fifth Avenue
Suite 100
San Rafael
California 94901

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Belvedere
Nancy Kemnitzer

Corte Madera
Eli Beckman

Fairfax
Chance Cutrano

Larkspur
Kevin Carroll

Mill Valley
Urban Carmel

Novato
Rachel Farac

Ross
P. Beach Kuhl

San Anselmo
Brian Colbert

San Rafael
Kate Colin

Sausalito
Melissa Blaustein

Tiburon
Alice Fredericks

County of Marin
Mary Sackett
Katie Rice
Stephanie Moulton-Peters
Dennis Rodoni
Eric Lucan

To whom it may concern:

All City Management Services has been our crossing guard provider for over 12 years. TAM operates one of the largest crossing guard programs in Northern California with 109 locations served across Marin County. ACMS has done well over the last several years with providing guards even during a challenging environment to hire hourly workers. When vacancies do occur, they work to fill the opening as soon as possible.

The Regional Manager assigned to our account has always been very reachable and responds to inquiries on short notice. Billing discrepancies do occur with any large program such as ours with over 120 personnel involved. Any issues are addressed and quickly resolved.

On a scale with (1) being unlikely to recommend and (5) being highly likely to recommend, **Transportation Authority of Marin** gives ACMS a 5 rating. On a scale of with (1) being unlikely to use ACMS again and (5) being highly likely to use ACMS again; **Transportation Authority of Marin** would be highly likely (5) to use ACMS services again. However, being a public agency, TAM would have to go through a normal procurement process with price being a factor; however, ACMS has been competitive in the past.

If you have any further questions, please feel free to contact me at (415) 226-0829 or on my mobile (415) 450-5157. You can also email me at dcherrier@@tam.ca.gov.

Sincerely,

A handwritten signature in black ink that reads 'Dan Cherrier'.

Dan Cherrier, P.E.
Director of Project Delivery

Re: Feedback Requested (Expedited Response Please)

Jackson, Rashad L <Rashad.Jackson@fortworthtexas.gov>

Wed 6/12/2024 11:58 AM

To:David Mecusker <david@thecrossingguardcompany.com>

Hello David

The City of Fort Worth has been working with All City Management Services, Inc. (ACMS) since 2017, and our experience has been quite positive. Over the years, ACMS has consistently demonstrated a high level of professionalism and dedication to service quality, which has greatly benefited our program.

On a scale of 1 to 5, with 1 being unlikely to recommend and 5 being highly likely to recommend, we rate ACMS at a solid 5. The services provided have been reliable and have met our expectations thoroughly. Additionally, in terms of the likelihood of using ACMS services again, we would also rate this as a 5.

While our overall experience has been excellent, there is always room for improvement. One area that could enhance the program further is to increase the frequency of communication and updates on service status, which would help us stay better informed about ongoing activities and any potential issues.

Thank you for the opportunity to provide feedback. We appreciate the partnership and look forward to continuing our collaboration with ACMS.

Best regards,

Rashad Jackson

School Crossing Guard Program Manager

5001 James Ave., Fort Worth, TX 76115

Transportation and Public Works

Office-817-392-8776

Cell-682-263-9597

Rashad.Jackson@fortworthtexas.gov

City of Fort Worth — Working together to build a strong community.



From: David Mecusker <david@thecrossingguardcompany.com>

Sent: Tuesday, June 11, 2024 7:24 PM

To: Jackson, Rashad L <Rashad.Jackson@fortworthtexas.gov>

Subject: Feedback Requested (Expedited Response Please)

CAUTION: This email originated from outside of the City of Fort Worth email system. Do not click any links or open attachments unless you recognize the sender and know the content is safe.

Hello Rashad,



SAN BERNARDINO CITY
UNIFIED SCHOOL DISTRICT
Making Hope Happen

Mauricio Arellano
Superintendent

Terry Cornick
Associate Superintendent, Business, Facilities, and Operations

February 23, 2024

To All City Management Services Inc.:

1. How long has your Agency worked with All City Management Services, Inc., 7 years
2. On a scale of one (1) being unlikely to recommend and five (5) being highly likely to recommend, **San Bernardino City Unified School District** rates ACMS five (5).
3. On a scale of one (1) being unlikely to use ACMS again and five (5) being highly likely to use ACMS again. **San Bernardino City Unified School District** rates ACMS five (5).

We want to express our sincere appreciation for your service to the San Bernardino City USD. The safety of our students is of utmost importance to us. Thank you for your continued support.

Respectfully,

Eric Vetere
Environmental Safety/Emergency Manager
793 North E. Street, San Bernardino, CA 92410
(909)381-1192
EV/ja

OFFICE OF SAFETY & EMERGENCY MANAGEMENT

793 North E Street · San Bernardino, CA 92410 · (909) 381-1192 · Fax (909) 381-6215

MAYOR
Valerie Amezcua
MAYOR PRO TEM
Thai Viet Phan
COUNCILMEMBERS
Phil Bacerra
Johnathan Ryan Hernandez
Jessie Lopez
David Penaloza
Benjamin Vazquez



INTERIM CITY MANAGER
Tom Hatch
CITY ATTORNEY
Sonia R. Carvalho
CITY CLERK
Jennifer L. Hall

CITY OF SANTA ANA

PUBLIC WORKS AGENCY
20 Civic Center Plaza • P.O. Box 1988
Santa Ana, California 92702
www.santa-ana.org

February 23, 2024

David Mecusker
All City Management Company
10440 Pioneer Boulevard, Suite 5,
Santa Fe Springs, CA 90670

Subject: Letter of Recommendation

Dear Mr. Mecusker,

Thank you for the crossing guard services you provide to the City of Santa Ana. Please see our feedback below to specific performance related questions for the crossing guard services ACMS has provided to the City of Santa Ana.

1. How long has your Agency worked with All City Management Services, Inc.? 19 years.
2. On a scale of with (1) being unlikely to recommend and (5) being highly likely to recommend, City of Santa Ana gives ACMS a 5 rating.
3. On a scale of with (1) being unlikely to use ACMS again and (5) being highly likely to use ACMS again. City of Santa Ana would give a 5 to use ACMS services again.

Our overall experience working with ACMS has been very positive and seamless. For this reason we have continued to have ACMS manage the City of Santa Ana crossing guard program for so many years.

If you have any questions, please contact me at (714) 647-5606.

Sincerely,

Zdenek Kekula, P.E., T.E.
Principal Civil Engineer

SANTA ANA CITY COUNCIL

Valerie Amezcua
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vamezcua@santa-ana.org

Jessie Lopez
Mayor Pro Tem, Ward 3
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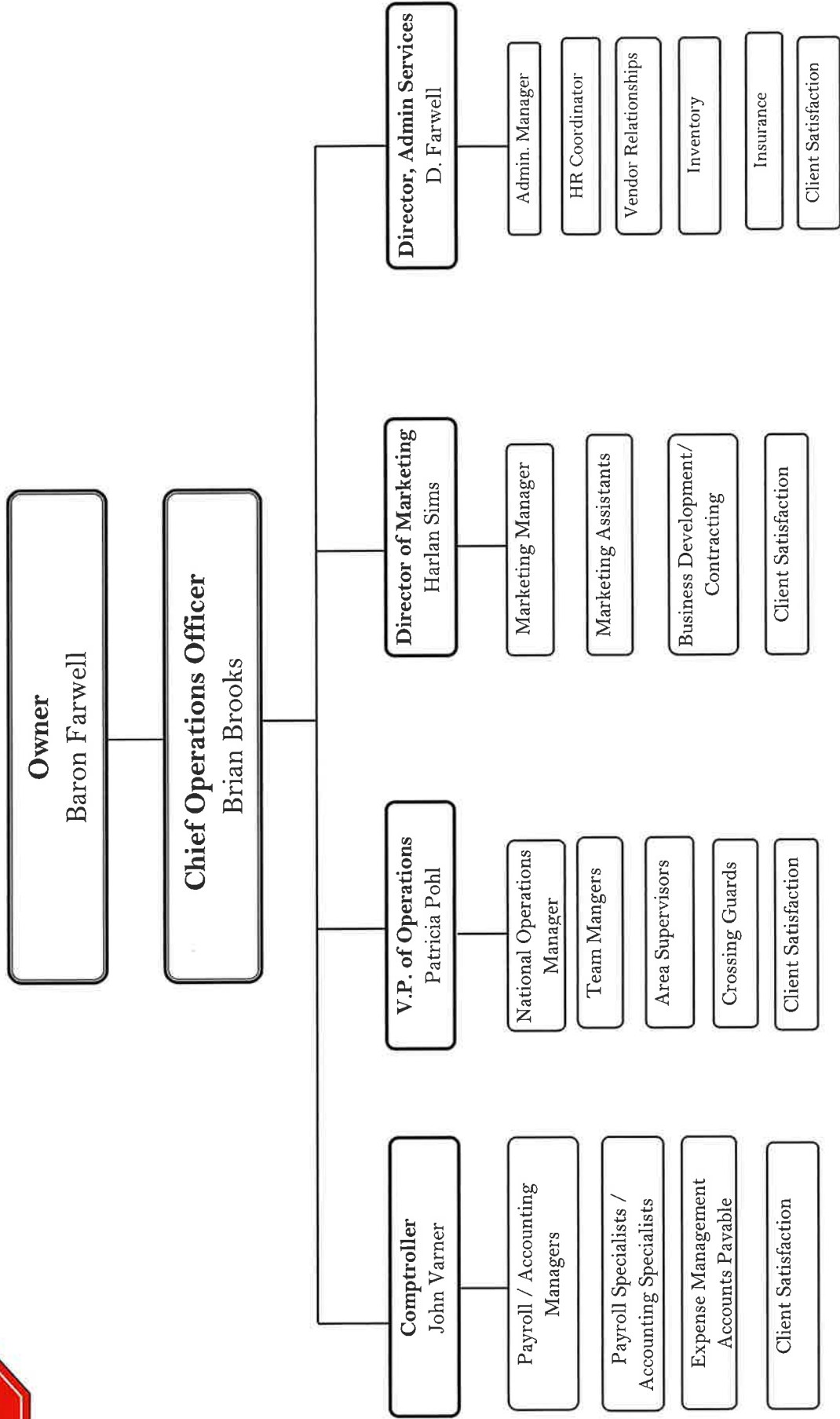
Johnathan Ryan Hernandez
Ward 5
jryanhernandez@santa-ana.org

David Penaloza
Ward 6
dpenaloza@santa-ana.org

TAB 2 – PROJECT PERSONNEL AND MANAGEMENT



ALL CITY MANAGEMENT SERVICES





ALL CITY MANAGEMENT SERVICES

City of Carson



**Vice President of Operations
Patricia Pohl
310 877 7045 cell
pat@thecrossingguardcompany.com**

**National Operations Manager
Kim Brooks
913 333 2563 cell
kim@thecrossingguardcompany.com**



**Team Manager
Jennifer Lucero
562 676 0418 cell
jlucero@thecrossingguardcompany.com**



**Local Area Supervisor
Laura De La Torre
562 670 4408 cell
laura@thecrossingguardcompany.com**



Up to 25 Crossing Guards

Field Management Personnel

The most significant resources ACMS brings to any Crossing Guard program is the depth and scope of our **local and regional management plan** provided by the years of experience brought by Southern California based Team Manager and senior operational management team. The community serviced by the City of Carson will continue to benefit from a team concept which consists of a Local Area Supervisor, Team Manager, National Operations Manager and Vice President of Operations. Each Member of our management team is available 24 hours a day via cellular telephone. The following is a brief synopsis of the respective duties of each.

Area Supervisor (Laura De La Torre): Laura will continue to serve as **Area Supervisor**. She will continue to handle all aspects of the daily supervision of the program of twenty-five (25) Crossing Guards and alternate pool. With support from the Team Manager, she will typically recruit, hire, train and provide personnel management for all the sites she oversees and interfaces with school staff as needed. In addition to communicating with the School staff, she is responsible for ensuring each employee receives the proper number of Site Performance Evaluations and completes the Certification mandates. Laura will be available by telephone on all occasions for discussion with staff and will be locally available for meetings in person upon 24-hour written or telephonic notice. Laura De La Torre reports directly to the Team Manager.

Team Manager (Jennifer Lucero): Jennifer will continue to serve as **Team Manager** and directly manage your Area Supervisor and provide training and support. She will also interface with the City representatives and School staff as needed. She will continue to assist in the hiring of the Area Supervisor and Crossing Guards as well as the development and implementation of training programs and certification standards. Jennifer has considerable experience as a Program Manager including programs in Lawndale, Hermosa Beach, Lomita, Redondo Beach, and Hawthorne School District. She will ensure compliance with Company standards and the City's expectations. Jennifer Lucero reports directly to the National Operations Manager.

National Operations Manager (Kim Brooks): Kim has over 6 years in the industry providing field management and support for ACMS. She is responsible for the development and implementation of operational standards, training programs, safety instruction and compliance with all legal requirements and restrictions. Works directly with Vice President of Operations to ensure all program standards are being met. Kim has extensive experience implementing and managing comparable and larger programs. She is responsible for initial training and orientation for all new client programs. Kim Brooks reports directly to Vice President of Operations.

Vice President of Operations (Pat Pohl): Pat has over 27 years of industry experience. She is responsible for overall contract compliance. Works with the National Operations Manager on the development of training programs and implementation of safety standards. Coordinates the flow of information between operations and administrative staff.

PATRICIA J. POHL
21896 Red River Drive, Lake Forest, CA 92630 • 310.877.7045

WORK HISTORY

2010 to present All City Management Services, Inc.
10440 Pioneer Blvd., Suite 5
Santa Fe Springs, California 90670

Vice President of Operations: Full responsibility for the planning, direction and coordination of all field-based leadership personnel nationwide (250+). Accountable for development and implementation of cost-effective procedures to meet current and future company needs. Responsible for all aspects of operations to ensure successful compliance with policies and procedure resulting in achieving optimum safety standards.

1998 to 2010 All City Management Services, Inc.
1749 South La Cienega Blvd.
Los Angeles, California 90035

Operations Manager: Accountable for management of day-to-day operations of field 50+ area supervisors. Responsible for development, implementation and compliance for all training programs as well as Safety Certification standards for all Crossing Guards.

1994 to 1998 All City Management Services, Inc.
1749 South La Cienega Blvd.
Los Angeles, California 90035

Area Supervisor: Responsible for hiring, training, coordinating and scheduling 45 school crossing guards. Served as company liaison to city governments, school districts and community.

1967 to 1994 Various Management, Sales and Administrative Positions

Restaurant Manager, Advertising Sales Account Representative, Executive Assistant, Office Manager:
Employment history of repeated promotion to positions of leadership and management based on work ethic and commitment to the success of employer.

PROFESSIONAL ASSOCIATIONS

Previously invited to serve as the only private sector representative on:
California Crossing Guard Training Expert Review Panel
Safe Routes to School Technical Assistant Resource Center (SRTS TARC) a project of California Active Communities within the California Department of Public Health (CDPH)

Previously retained as Expert Witness and Person Most Knowledgeable in several litigations related to personal injury accidents involving School Crossing Guards.

Florida Department of Transportation
School Crossing Guard Trainer Certification, currently status; active

Kimberly M. Brooks

15607 W. 83rd Street • Lenexa, KS 66219 • (913)952-9159
kim@thecrossingguardcompany.com

NATIONAL OPERATIONS MANAGER

Proven advocate for pedestrian safety by effectively administering company policies and procedures to employees. Operations leader that utilizes training and mentoring techniques to develop continuous improvement efforts with Regional Managers toward staff development.

Skilled in organizing staff and planning for complete site coverage. Effective in recruiting from various sources and using system planning to align resources. Excellent communicator capable of building relationships with clients, supervisory staff, guards, and internally at any organizational level.

- ✓ Client engagement
- ✓ Recruiting & Training
- ✓ Relationship Builder
- ✓ Safety focused
- ✓ Coaching & Mentoring
- ✓ Problem-solver

Professional Experience

ALL CITY MANAGEMENT SERVICES

2016 to Present

National Operations Manager – May 2020 to Present

- Responsible for overseeing the day-to-day functions of the Regional Managers.
- Identify challenge programs in cooperation with Regional Managers.
- Oversee Client Relationships.
- Assist in the development and transition of new programs.

National Advertising and Recruiting Coordinator – February 2018 – May 2020

- Manage advertising and nationally.
- Recruit, hire and train Recruiting Coordinators to build relationships within their community.
- Collaborate directly with Regional Manager to combat staffing issues within areas directly.
- Develop new strategies for recruiting.

Regional Supervisor – September 2016 to 2018

- Administer policies through training of supervisory staff and monitoring compliance of guard performance.
- Serve as liaison with contracting point of contacts and company to communicate and resolve any operational issues such as site modifications and pedestrian counts.
- Oversee programs covering over 200 sites in Kansas, Missouri and Iowa.
- Other duties include approving payroll, onboarding and training employees.

Area Supervisor – July 2016 to 2018

- Recruit, train and staff crossing guards in the City of Lenexa.
- Overall administrative functions for the area.

Kimberly M. Brooks

SECURITAS

2015 to 2016

Crossing Guard – August 2015 to May 2016

- Conduct safe crossings for pedestrians.

VARIOUS DENTAL PRACTICES

1992 to 2013

Expanded Functions Dental Assistant – 9 years

- Expanded functions include placing composite and amalgam fillings, polishing fillings, packing retraction cord, taking impressions for crowns, bite splints, and making temporary crowns.
- Working with children that have special needs.
- Charting treatment plans and patient chart maintenance.
- Dietary, preventive and treatment consultations with patients.

Dental Assistant – 12 years

- Chair-side duties include assisting in all procedures including fillings, crown preps, root canals and surgical extractions.
- Scheduling appointments, creating treatment plans and presenting them to patients.
- Supply management, equipment repairs and maintenance. Maintain OSHA standards.

Education and Training

Johnson County Community College
Prerequisites for Dental Hygiene

State of Pennsylvania
Certificate of Radiology

York Vocational Technical School
Dental Assistant Technical School

Work Experience

Team Manager

All City Management Services, Inc. – Santa Fe Springs, CA

March 2023 to Present

Works to develop and implement compliance standards in the training programs within the company for Area Supervisors in an effort to achieve standards of excellence in the safety certification and day to day operations of all School Crossing Guards. Provide support and oversight to Area Supervisors on day-to-day operations, recruitment, hiring, training, and coordinate the assignment of personnel.

Responsible for overall safety and compliance with City, School District and All City Management Service, Inc. standards.

Area Supervisor

Kohl's - Downey, CA

August 2022 to March 2023

Hardlines Area supervisor responsibilities include but are not limited to.,

Opening and closing procedures for the store. Hospitality host shifts in which I am responsible for driving store metrics such as credit, loyalty, and customer service.

Responsible for shoes, home and bath, and kids apparel.

Store Manager

99 Cents Only Stores - Norwalk, CA

May 2018 to November 2021

Excellent customer service skills and ability to be calm and effective in a fast-paced environment. Manage and generate entire store product orders on a weekly (or as necessary) basis to meet sales goals and customer demand.

Oversee the visual merchandising of the entire store, including product placement, shelf and display appearance, according to company standards.

Lead associates in carrying out merchandising plans and customer service objectives.

Leading recruitment, development and retention of a team that operates with clear objectives and strategies in order to achieve goals.

Organize and maintain proper inventory levels in store backroom in order to meet store merchandise scrap and shrink objective.

Manage receiving of merchandise according to company inventory and safety standards.

Responsible for planning and executing Store Seasonal Set-Ups.

Understand Profit & Loss statements (line item level), and be able to effectively manage cost controls.

Coach and counsel associates on performance issues as required.

Manage work schedules according to the budgeted hours and business needs.

Manage external vendors.

Act as first point of contact for all safety, customer and associate issues and work within company guidelines to find the best possible resolution of those issues. Store Manager

Store Manager

Starbucks - South Gate, CA

March 2014 to April 2018

Setting goals for the work group, developing organizational capability, and modeling how we work together.

Demonstrates a calm demeanor during periods of high volume or unusual events and manages smooth transitions thereafter to keep store operating to standard and to set a positive example for the store team.

Displays a customer comes first attitude by training and holding partners accountable for delivering legendary customer service.

Monitors and manages store staffing levels to ensure partner development and talent acquisition to achieve and maintain store operational requirements.

Utilizes existing tools to identify and prioritize communications and regularly uses discretion to filter communications to the store team. Communicates clearly, concisely and accurately in order to ensure effective store operations.

Ensures adherence to applicable wage and hour laws for nonexempt partners and minors.

Solicits customer feedback to understand customer needs and the needs of the local community.

Uses all operational tools to plan for and achieve operational excellence in the store. Tools include Automated Labor Scheduling, Monthly Status Report, Quarterly Business Review, cash management and inventory management.

Assistant Store Manager

Sears - Boyle Heights, CA, US

June 2009 to March 2014

Manage up to 6 Leads, 5 departments, and 115 associates.

Oversee a 2.4-million-dollar footwear department. #2 volume in company.

3.4 million-dollar Men's apparel department and a 1.5-million-dollar home fashions/small kitchen appliance department.

Customer Experience Manager and Manager on Duty responsibility.

Maintained guest relations, effectively handled guest complaints.

Prepare weekly schedules as well as daily schedules.

Lead in projects, mark downs, ad set, planogram completion, daily maintenance of sales floor and fitting rooms typical and POG planning.

Processing of new receipts Follows Associate Contribution closely.

Sets and follows up on individual cashier goals.

Interviews on a weekly basis to fill positions.

Monthly and Weekly Sales Analysis reporting.

Review budgeting reports and adjust costs as needed.

Assistant Manager

Pier 1 Imports - Downey, CA, US

February 2006 to October 2009

Monitored basic and seasonal merchandise displays.

Managed customer relations, controlled expenses, prepared weekly payroll, and supervised shipping and receiving.

Trained in interviewing, counseling, and terminating employees.

Maintained guest relations, effectively handled guest complaints, reviewed budgeting reports, made adjustments in costs as needed and prepared product displays.

Maintained orderly store appearance.

Trained employees in placing and organizing fixtures as wells as merchandising.

Planned, developed, and supervised daily activities.

TAB 3 – GENERAL METHOD AND APPROACH

Approach and Management Plan

ACMS employs a Local and Regional Team Concept of management which results in efficient field operations as well as providing a multifaceted response to potential problems. The Vice President of Operations and National Operations Manager will work together (with input from the City of Carson) to establish specific program objectives and expectations. These Senior Managers then work directly with your Team Manager and Area Supervisors to implement the management plan. The City of Carson Area Supervisor and our Team Manager live and work locally, which allows them to respond quickly to program or client requests.

The Team Manager along with your local Area Supervisor has the responsibility for the direct management of the Crossing Guards and together they will ensure the City's operational expectations are met. Standards and expectations are communicated to Crossing Guards personally by their local supervisor so as to allow the employee a better understanding of the decision-making process. This helps reduce adversarial attitudes by establishing and enhancing the common goal of providing for the safety of school children.

The City of Carson local Area Supervisor is in the field daily when crossings are covered by the guards, and they ensure all guards arrive on time and are ready for duties as scheduled. ACMS has developed a **Crossing Guard "App"** that is geo-fenced, which only allows guards to clock in once they are actually on site. This "App" will indicate when a crossing guard is on site and more importantly, allows ACMS to quickly identify when a guard is not on site. This "App" will allow ACMS to not only quickly determine where staffing efforts are needed most but will also improve our billing and invoicing accuracy. Our billing/invoicing is tied to our payroll and by having a more efficient process for timekeeping, should eliminate potential billing inaccuracies.

Crossing Guard performance and compliance with safety standards will continue to be accomplished through regular site visits by the local Area Supervisor and Team Manager. In addition to verbal training and counseling, the manager is supported by the use of **Field Training Check Lists, Field Training Cards, Site Performance Evaluations**, and independent Field Observations. Reports of satisfactory completion of all levels of training and ongoing safety reviews will be summarized and available to the City representative.

Background checks will be completed on all potential employees as allowed by California state law. Successful completion of the background check, which includes a **National and State of California Criminal and Sex Offender Check**. With all background checks using the applicant's social security number and date of birth to avoid any mistaken identities.

We also use **Sterling Check Systems** that allows for **Extended Global Sanctions that include FBI Most Wanted List, Interpol, Terrorist Watch Lists**, etc. We will also use Social Security verification via E-Verify is required prior to the employee being hired. ACMS will conduct physical assessments to ensure the applicants are physically capable of performing the job duties of a School Crossing Guard. ACMS will comply within the Equal Employment Opportunity Commission guidelines when making hiring decisions based on criminal records.

After pre hire screening ACMS may conduct random field testing for drugs and or alcohol when use is suspected or at the discretion of management. ACMS has a strict policy on Drug and Alcohol abuse. This policy is included in our School Crossing Guard Employee Manual.

Internal minimum passing standards along with the City's established standards would prevent any person from working as a Crossing Guard for the program who has been convicted of any crime of moral turpitude or a crime against children, including, but not limited to:

- Conduct in violation of California Penal Code or which requires registration under California Penal Code
- Conduct which requires registration under the California Health and Safety Code.
- Any offense involving the use of force or violence upon another person.
- Any offense involving theft, fraud, dishonesty, or deceit.
- Any offense involving the manufacture, sales, possession, or use of a controlled substance.
- Conspiracy or attempt to commit any of the aforementioned offenses.
- Any registered sex offender or narcotics offender.

Summary reports of background clearance on employees within the City of Carson Crossing Guard program will be regularly available to the City.

ACMS will investigate all public complaints concerning crossing guard services. All incidents shall be reported within two (2) hours. ACMS shall furnish a written report within five (5) workdays after the date of the incident.

Communications with individual school sites is facilitated by your local Area Supervisor. Personal visits are made regularly (minimum quarterly) to each school site in an effort to develop relationships with staff and establish a collaborative environment for information exchange. Calendars and bell schedules are obtained for each school both at the beginning of the school year and periodically throughout the year. Key school personnel are supplied with appropriate contact information (business cards) and reminded to inform ACMS of any changes. Additionally, schools are provided with large magnets which can be easily displayed, making contact information effectively available to all staff. The email address of the Office Manager is also obtained which enables ACMS administrative support staff to regularly contact each school and proactively solicit information regarding potential schedule changes.

The establishment of accurate and responsive shift times is critical to the effectiveness of Crossing Guard services. Sites further from the school would be expected to start earlier in the morning and finish later in the afternoon. These staggered shifts effectively address the time it takes for students to walk from a remote location to the school site (or vice versa in the afternoon) and optimize the protected periods. Additionally, locations are continually monitored for actual pedestrian traffic patterns enabling a better understanding of site needs and any potential deviation from established guidelines.

ACMS management will meet with City representatives for periodic reviews as requested to ensure operational effectiveness.

Recruitment and Staffing

ACMS Managers would assess additional **staffing** needs of the program after meeting with your agency and again following our initial orientation and training meeting. We would then focus further recruitment efforts in the geographical areas where additional Crossing Guards will be needed.

We have developed a comprehensive plan for **the recruitment** of new Crossing Guards. As a part of our Staffing strategy, we encourage a very aggressive recruitment program. We utilize soft advertising, local media advertising, targeted flyers, on-site solicitation, school flyers and employee referral bonuses as parts of our overall recruitment strategy. We often work closely with school districts in some of our recruitment drives.

Our ability to effectively staff a Crossing Guard Program remains a fundamental benefit that ACMS brings to most Crossing Guard Programs. Staffing sites is one of the primary responsibilities of the Area Supervisors. They are trained to continuously recruit and train prospective Crossing Guards. New recruits are first processed and submitted to the Department of Justice for background clearance.

Supervisors are also responsible for coordinating the staffing for all sites under their supervision. As part of our staffing strategy Area Supervisors aggressively enforce the following policies and procedures for Crossing Guards.

- ◆ Supervisors must maintain an adequate alternate or substitute guard roster. We encourage at least a 5 to 1 ratio of sites versus alternate guards.
- ◆ We require any guard not reporting for duty to notify the Area Supervisor as early as possible utilizing our 24/7 Guard Hotline or directly notifying their Area Supervisor. Notifications less than 1 hour prior to shift starts are considered unexcused absences.
- ◆ Our employee policy is "No call, No show, No Job" Throughout our training we emphasize the importance of ensuring the safety of children with our presence. As such, we cannot allow the children's safety to be compromised by failing to call or no show for duty.

Supervisor Teams – The City of Carson crossing guard program would continue to benefit from our presence in nearby cities such as: Torrance, Lomita, Los Alamitos, Cypress, Bellflower, Compton, Lennox, Manhattan Beach, Lynwood, South Gate, Downey, Lawndale, Rancho Palos Verdes, Huntington Park, Cudahy, Bell Gardens, and El Segundo. Area Supervisors are grouped together by their geographic location. These Teams meet every quarter and team members are encouraged to work together. This cooperative effort allows them to share alternate guards with each other. This has resulted in alternates guards getting more hours as they are “shared” with other Supervisors. Consequently, we are able to retain a more stable group of alternate guards.

Employee Retention: To enhance employee satisfaction and support our retention efforts, ACMS reviews guards wage rates annually in an effort to continually remain competitive in the local labor market. If contractual and budget requirements allow; we plan to offer small wage annually based upon performance and tenure.

We also provide publicized employee recognition through our Crossing Guard of the Year programs and Length of Service Awards. Additionally, we provide local Area Supervisors a small budget for employee socials.

Training

Effective initial and ongoing training is essential in a profession dedicated to the safety of children. With over 38 years of experience and a commitment to working cooperatively with other public safety professionals, ACMS is recognized as an industry leader in the development and implementation of School Crossing Guard training and standards of excellence.

The process begins during the first contact with a potential employee when our phone interview process outlines job expectations and our zero-tolerance policy for failure to report for a scheduled shift. Throughout the application process prospective employees are reminded about the critical nature of our assignments and the work ethic and integrity required of our employees.

Once hired, the training process starts in the classroom where employees review sections of the *“Employee Handbook for School Crossing Guards”*. The process then moves to a field practicum where the trainer demonstrates proper procedures and allows the employee to practice correct techniques. The employee’s progress is closely noted on the detailed steps outlined on the **Field Training Check List** to ensure the employees’ field competence. This cross-modality approach not only exposes the employee to the necessary training components but also addresses the needs of the visual, auditory, and kinesthetic learner. While the classroom setting is expected to require approximately one hour and the field training approximately two hours, it’s important to note that the low ratio of students to trainer allows for accurate assessments of the employees readiness to move forward.

The new employee is typically assigned to alternate work and closely supervised during their early assignments. They benefit from their trainer completing a written assessment of their work which better allows them to understand their strengths and weakness and make improvements where necessary (the **Site Performance Evaluation**). Additionally, all new employees are required to carry and regularly refer to the **Field Training Cards**. This pocket-sized card (listing all steps for a safe cross) allows the employee to self-evaluate their performance prior to the time they have all steps of the procedures memorized.

Throughout their employment, employees are subjected to the same Site Performance Evaluation as an ongoing training and assessment tool. These evaluations happen in both side-by-side sessions as well as unannounced observations without the knowledge of the employee. ACMS will conduct annual re-fresher training/testing to ensure Crossing Guard performance meets ACMS and City standards.

The standard issue equipment and clothing includes:

- ANSI II compliant high-visibility retro-reflective vest marked with the required insignia of a Crossing Guard
- MUTCD compliant 18” STOP/STOP paddle
- Picture Identification Card with emergency contact information
- Company-issued cap or visor with corporate logo
- Whistle for emergency alert to vehicles and pedestrians
- High-visibility ANSI II compliant wind-breaker jacket

TAB 4 – COST



ALL CITY MANAGEMENT SERVICES

Proposed Hourly Rate (with \$100.00 Penalty)

As a full service contractor, the hourly rate quoted is a fully loaded rate, meaning all of our costs are included in the proposed hourly billing rate. This would include but be not limited to; recruitment, background clearance, training, equipment, insurance, supervision and management of the **City of Carson, CA** Crossing Guard Program.

Proposed Hourly Rate: Thirty-two Dollars and Forty-five Cents (**\$32.45**) per hour, per guard. This pricing is based upon 22 crossing guards compensated an average of 4.0 hours per day, for 180 school days annually. Relief coverage for City staffed sites would be billed at the same billing rate and daily hours. Local field supervision and substitute guards are also included in the rate, as are all other costs except as noted below. Based upon 15,840 hours, we project a **Not to Exceed price of \$514,008.00 for the 2024/2025 school year.**

Crossing Guard Wages: \$20.00 per hour
Area Supervisor Wages: \$23.00 per hour

Proposed Hourly Rate for 2025/2026 – Thirty-four Dollars and Seven Cents (**\$34.07**), per hour, per guard. Based upon 15,840 hours, we project a **Not to Exceed price of \$539,669.00.**

Crossing Guard Wages: \$21.00 per hour
Area Supervisor Wages: \$24.00 per hour

Proposed Hourly Rate for 2026/2027 – Thirty-five Dollars and Sixty Cents (**\$35.60**), per hour per guard. Based upon 15,840 hours, we project a **Not to Exceed price of \$563,904.00.**

Crossing Guard Wages: \$22.00 per hour
Area Supervisor Wages: \$25.00 per hour

3 Year Total \$1,617,581.00

Option Year 27/28 - \$37.02 with a Not to Exceed price of \$586,397.00.

Crossing Guard Wages: \$22.75 per hour
Area Supervisor Wages: \$25.75 per hour

Option Year 28/29 - \$38.50 with a Not to Exceed price of \$609,840.00.

Crossing Guard Wages: \$23.50 per hour
Area Supervisor Wages: \$26.50 per hour

5 Year Total \$2,813,818.00

Invoices for services are mailed every two weeks. Included with each invoice is a Work Summary, which details each site, each day and the hours worked at that site. **City of Carson** would only be billed for Crossing Guard services rendered on designated “school days” unless otherwise requested by the City.

The hourly rate does not include additional safety equipment, crosswalk delineators, cones or safety devices. If the City should desire any such additional equipment the additional cost would be billed to the City.

ACMS Contact Information

Business Address: 10440 Pioneer Blvd, Suite 5 Santa Fe Springs, CA 90670

Phone numbers: 310.202.8284 or 800.540.9290

Fax number: 310.202.8325

Website address: www.thecrossingguardcompany.com

24 Hour Emergency Dispatch: 877.363.2267

Chief Operating Officer: Brian Brooks

briann@thecrossingguardcompany.com

Contract Administrator: Claudia Than:

cthan@thecrossingguardcompany.com

Marketing Manager: David Mecusker

david@thecrossingguardcompany.com

Comptroller: John Varner:

jvarner@thecrossingguardcompany.com

Program Pricing is valid for ninety (90) day.

TAB 5 – EXCEPTIONS

Requested Exception Narrative

1. Project Scope and Specifications: Section B – Specific Requirements; Item 9

Exception: "In the event a location remains unstaffed, Contractor shall pay, or in the alternate, reduce the monthly billing by \$100 for any portion of one-hour not staffed by Contractor."

Requested Revision: *If awarded, we would request the suggested penalties be significantly reduced or omitted. We are in the midst of a nationwide crisis in labor for part-time and low paying occupations. With Crossing Guard jobs requiring employees to go back and forth to work twice daily for a total of 4 hours per day, the candidates interested in this work are limited and the retention rate is unmanageably low. The fact that when we are fortunate enough to hire new Crossing Guards about 20% leave within 30 days dictates a never-ending cycle of recruitment, hiring and training, staffing and then abandonment. With a significant number of Guards leaving with short notice (just before their shift starts) or no notice, staffing all positions has indeed become a nearly impossible task.*

Please note that we understand the reasons behind the penalties and ACMS knows the importance of keeping all sites staffed. As ACMS carries the liability for each site we manage in the City of Carson program, there is no greater motivating factor for ACMS than ensuring all sites are staffed and avoiding any potential liability issues that may arise from unstaffed sites.

As your service provider, the penalties suggested far exceed any potential profit we would earn in staffing that same site. If our staffing levels were 95% the penalties assessed on the remaining 5% would exceed any profit we made on the 95% that we did staff.

This penalty would require ACMS to provide a significant wage increase to the guards in the program that would be competitive with the fast-food workers' bill that recently went into effect at \$20.00 per hour. However, this would also increase the total amount of the contract, and we would like to keep the total program cost as low as sustainably possible.

If the City would not waive the penalty clause in the requirements, ACMS would ask that the City consider reducing the penalty to \$50.00 for any portion of one hour not staffed by the Contractor. In doing so, ACMS could provide wages lower than \$20.00 per hour and in turn provide a lower overall cost to the City of Carson.

The program pricing provided in our RFP response is based on the inclusion of the penalty language as per the requirements. However, we have provided alternative program pricing based on a \$50.00 penalty in the hope the City would consider the savings while still having financial recourse in the event a site is unable to be staffed.

Requested Exception Narrative (continued)

Please see our **alternative program pricing** below:

- **2024/2025 – \$30.57 Billing Rate with a Not to Exceed Total of \$484,229.00**
 - Crossing Guard Wages - \$18.50 per hour
 - Area Supervisor Wages - \$21.50 per hour
- **2025/2026 – \$32.10 Billing Rate with a Not to Exceed Total of \$508,464.00**
 - Crossing Guard Wages - \$19.50 per hour
 - Area Supervisor Wages - \$22.50 per hour
- **2026/2027 – \$33.55 Billing Rate with a Not to Exceed Total of \$531,432.00**
 - Crossing Guard Wages - \$20.50 per hour
 - Area Supervisor Wages - \$23.50 per hour
 - **3 Year Total \$1,524,125.00**

- **Option Year 1 (2027/2028) – \$34.89 Billing Rate with a Not to Exceed Total of \$552,658.00**
 - Crossing Guard Wages - \$21.25 per hour
 - Area Supervisor Wages - \$24.25 per hour
- **Option Year 2 (2028/2029) – \$36.29 Billing Rate with a Not to Exceed Total of \$574,834.00**
 - Crossing Guard Wages - \$22.00 per hour
 - Area Supervisor Wages - \$25.00 per hour
 - **5 Year Total \$2,651,617.00**

2. Agreement for Contract Services; Section 2.4 – Invoices

Exception: This section states invoicing should be provided monthly.

Requested Revision: *If awarded, we would request a revision to this section. ACMS has a requirement set forth with our financial institution that requires ACMS to invoice at the frequency of payroll, which is bi-weekly.*

We request the ability to invoice the City of Carson on a bi-weekly basis.

Requested Exception Narrative (continued)

3. Agreement for Contract Services; Section 5.3 – Indemnification

Exception: The verbiage in this indemnification section does not include shared liability in the event of “claims or liabilities”.

Requested Revision: *If awarded, we would request a revision to this section that includes shared liability in the event of a claim. ACMS would request a slight rewording of this section, and the following verbiage included as the last paragraph of Section 5.3.*

“Notwithstanding the foregoing, however in the event that a court or jury determines that liability with respect to any claims, actions, complaints or suits were caused or contributed to by the negligent act, error or omission or willful misconduct of either the City or the Consultant, liability will be apportioned between the Consultant on the one hand and the City on the other hand with regard to such claims, actions, complaints or suits based upon the parties’ respective degrees of culpability, as determined by the court or jury, and Consultants duty to indemnify the City will be limited accordingly.”

We hope the City finds these exceptions fair, reasonable and acceptable.

TAB 6 – REQUIRED FORMS/SUPPORTING DOCUMENTS

ACKNOWLEDGEMENT OF INSURANCE ENDORSEMENTS

In recognition of All City Management Services, Inc. (“**Company**”) having submitted a proposal or bid to the City of Carson **Request for Proposals/Invitation for Bids # 24-15**, dated 07/08, 2024 (“RFP”/“IFB”), issued by the City of Carson (“City”), and in further recognition that the City requires Company to comply with certain insurance requirements (i) as set forth in **Section F (“Insurance Provisions”)** of the Agreement (which Agreement is defined in and made part of the RFP/IFB) and (ii) the Other Insurance requirements described in the RFP/IFB, if any, I represent that I am the authorized **Insurance Broker of Record** for **Company**, and by signing below, I acknowledge, warrant and represent that **Company** meets the requirements set forth in **Insurance Provisions** and any applicable Other Insurance requirements, and if requested, shall furnish all the insurance endorsements prescribed in the Insurance Provisions and Other Insurance within thirty (30) days of contract award, as respecting.

- General Liability
- Automobile Liability
- Worker’s Compensation
- Professional Liability
- Pollution Liability

Other Insurance Provisions:

- Cyber Liability
- Crime Insurance
- Bonds

[PLEASE CHECK ALL THAT APPLY]

Name of Insurer [Print]

Signature

Demetra Farwell, Corporate Secretary

Name, Title [Print]

Date

8/26/24

DEBARMENT AND SUSPENSION CERTIFICATION

Name of Firm: All City Management Services, Inc.

Acting on behalf of the above-named firm ("Consultant"), as its Authorized Official, I, the undersigned, certify as follows:

I am a duly authorized representative of ("Consultant"). Consultant certifies, to the best of its knowledge and belief, that Consultant, including its principals:

Is not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any federal department or agency, and not does not have a proposed debarment pending;

Has not within the three-year period preceding this certification been convicted of or had a civil judgment rendered against it for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (federal, state or local) transaction, contract, or subcontract under a public transaction; for violation of federal or state antitrust statutes; or for commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements or receiving stolen property;

Is not presently indicted for or otherwise criminally or civilly charged by a governmental entity (federal, state, or local) with commission of any of the offenses enumerated in paragraph (2) above; and

Has not within the three-year period preceding this certification had one or more public transactions (federal, state or local) terminated for cause or default.

Consultant further certifies that Consultant, including its principals, is not listed on the government-wide exclusions in the System for Award Management.

Consultant acknowledges that falsely providing this certification may result in criminal prosecution or administrative sanctions, and that this certification is a required component of all proposals in response to this RFP/IFB.

A proposal that does not include a completed and signed version of this certification will be deemed incomplete and materially nonresponsive, and will not be considered.

CONSULTANT

By: Demetra Farwell

Title: Corporate Secretary

Date: 8/26/24

**CITY OF CARSON
AFFIDAVIT OF NON-COLLUSION AND NON-DISCRIMINATION**


I hereby swear (or affirm) under the penalty of perjury:

That the attached proposal or bid has been arrived at by the responder independently and has been submitted without collusion with and without any agreement, understanding, or planned common course of action with any other firm or entity designed to limit fair and open competition;

That the contents of the proposal or bid response have not been communicated by the responder or its employees or agents to any person not an employee or agent of the responder and will not be communicated to any such persons prior to the official opening of the solicitation responses; and

The proposer/bidder does not and shall not discriminate, will provide equal employment practices, and will adhere to an affirmative action program to ensure that in their employment practices, persons are employed and employees are treated equally and without regard to or because of race, religion, ancestry, national origin, sex, sexual orientation, age, disability, marital status or medical condition.

I certify that the statements in this affidavit are true and accurate.



Signature

Demetra Farwell

Printed Name

01/26/24

Date

Corporate Secretary

Title

**FEDERAL LOBBYIST
REQUIREMENTS CERTIFICATION**

Name of Firm: All City Management Services, Inc. Date: _____

Address: 10440 Pioneer Boulevard, Suite 5

State: CA Zip Code: 90670 Phone No.: 800 540 9290

Acting on behalf of the above-named firm, as its Authorized Official, I certify as follows:

1. No Federal appropriated funds have been paid, by or on behalf of the above named firm to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of and Federal grant, loan or cooperative agreement, and any extension, continuation, renewal, amendment, or modification thereof, and;


2. If any funds other than Federal appropriated funds have paid or will be paid to any person for influencing or attempting to influence an officer or employee or any agency, a Member of Congress an officer or employee of Congress or an employee of a Member of Congress in connection with this Federal contract, grant loan, or cooperative agreement, the above named firm shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying", in accordance with its instructions, and:

3. The above-named firm shall require that the language of this certification be included in the award documents for all sub-awards at all tiers (including subcontracts, sub-grants, and contracts under grants, loans, and cooperative agreement) and that all sub-recipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into the transaction imposed by Section 1352 Title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

Authorized Official:

Name: Demetra Farwell Title: Corporate Secretary

Signature:  Date: 8/26/24

**CERTIFICATE OF COMPLIANCE WITH LABOR CODE SECTION
3700**

Name of Firm: All City Management Services, Inc.

Acting on behalf of the above-named firm ("Consultant"), as its Authorized Official, I, the undersigned, certify as follows:

Consultant is aware of the provisions of Section 3700 of the California Labor Code, which require every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with provisions of that code, and will comply with such provisions before commencing the performance of the work under any contract awarded in response to Consultant's proposal.

CONSULTANT

By: Demetra Farwell

Title: Corporate Secretary

Date:



Request for Taxpayer Identification Number and Certification

Give Form to the requester. Do not send to the IRS.

▶ Go to www.irs.gov/FormW9 for instructions and the latest information.

1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank. All City Management Services, Inc.	
2 Business name/disregarded entity name, if different from above	
3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only one of the following seven boxes.	4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3): Exempt payee code (if any) _____ Exemption from FATCA reporting code (if any) _____ <small>(Applies to accounts maintained outside the U.S.)</small>
<input type="checkbox"/> Individual/sole proprietor or single-member LLC	<input type="checkbox"/> C Corporation
<input checked="" type="checkbox"/> S Corporation	<input type="checkbox"/> Partnership
<input type="checkbox"/> Trust/estate	<input type="checkbox"/> Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ▶ _____
Note: Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is not disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner.	
<input type="checkbox"/> Other (see instructions) ▶	(Applies to accounts maintained outside the U.S.)
5 Address (number, street, and apt. or suite no.) See instructions. 10440 Pioneer Blvd, Suite 5	Requester's name and address (optional)
6 City, state, and ZIP code Santa Fe Springs, CA 90670	
7 List account number(s) here (optional)	

Print or type. See Specific Instructions on page 3.

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Note: If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number									
OR									
Employer identification number									
9	5	-	3	9	7	1	5	1	7

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
3. I am a U.S. citizen or other U.S. person (defined below); and
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign Here	Signature of U.S. person ▶	Date ▶
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General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)

- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)
- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding, later.

Minority Business Enterprise Certification

All City Management Services, Inc. (ACMS) is 100% African American (minority) owned business. Attached is our certification from the National Minority Supplier Development Council, with our North American Industry Classification System (NAICS) Code 561612 and certificate number SC17218.

The current certification provided has expired and ACMS has already submitted our recertification request and is pending an updated MBE certificate. Once received, ACMS will provide the City of Carson with our updated MBE certification.



THIS CERTIFIES THAT

All City Management Services, Inc.

* Nationally certified by the: **SOUTHERN CALIFORNIA MINORITY SUPPLIER DEVELOPMENT COUNCIL**

*NAICS Code(s): 561612

* Description of their product/services as defined by the North American Industry Classification System (NAICS)

05/08/2024

SC17218

Issued Date

Certificate Number

**Ying McGuire
NMSDC CEO and President**

Virginia Gomez, President

07/01/2025

Expiration Date

By using your password (NMSDC issued only), authorized users may log into NMSDC Central to view the entire profile: <http://nmsdc.org>

[Certify, Develop, Connect, Advocate.](#)

* MBEs certified by an Affiliate of the National Minority Supplier Development Council, Inc.®



*Over thirty years of experience in providing communities with
PROFESSIONAL SCHOOL CROSSING GUARD SERVICES*

ALL CITY MANAGEMENT SERVICES



Minority owned and family operated for thirty-eight years

PROFESSIONAL SCHOOL CROSSING GUARD SERVICES

ALL CITY MANAGEMENT SERVICES