

ALL CITY MANAGEMENT SERVICES

“The Crossing Guard Company”

**A Proposal for
City of Coconut Creek
RFP No. 07-16-25-09
School Crossing Guard Services**

July 16, 2025

Presented by



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

SECTION 1 – QUALIFICATIONS AND EXPERIENCE

Company Profile

Company Data

Qualifications Statement

Approach and Management

Recruitment and Staffing

Training



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 employ over 9,000 School Crossing Guards dedicated to safety, serving cities, towns, communities, schools and school districts nationwide. We currently operate in twenty-two (22) states nationwide and we staff 9,000 locations daily with a national staffing average of ninety-nine (99%) percent.

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 330 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 40 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.

Company Data

All City Management Services, Inc.

Corporate Office

10440 Pioneer Blvd., Suite 5
Santa Fe Springs, CA 90670
Phone: 310 202 8284 Fax: 310 202 8325
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 Coconut Creek in connection with this RFP:

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

Office Headquarters

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 Rd.
Shawnee, KS 66214
Phone: 800 540 9290
Fax: 800 430 1059

All City Management Services, Inc. recently closed our office in Florida, formerly 6801 Lake Worth Rd., Suite 102, Greenacres, FL 33467. We are in the process of finalizing terms for a new Florida headquarters in either Cooper City, FL or Ft. Lauderdale, FL.

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., have 40 years of experience providing crossing guard services. Baron Farwell; President and General Manager owns one hundred percent (100%) of stock outstanding. Demetra Farwell is the Corporate Secretary and Brian Brooks is the Chief Operating Officer 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.'s financial interests are associated with Crossing Guards and have no financial interest in other lines of business.

Qualifications Statement

All City Management Services, Inc. (ACMS) Serving over 330 cities, counties, and school districts, we have successfully privatized both large and small Crossing Guard programs. ACMS currently employs over 9,000 Crossing Guards who are supported by locally assigned Area Supervisors. We have experience managing small programs, mid-size programs and large programs in excess of 100 crossing guards.

While the size of our Company reflects our broad-based knowledge and success in the industry, we understand that each agency, school district and community we serve comes with their own set of specific requirements and challenges. Our understanding of the unique challenges presented by the City of Coconut Creek School Crossing Guard program; guard scheduling, geography, school locations and demographics, makes us well qualified to meet the unique demands of this program including summer school requirements.

Our ability to service the City of Coconut Creek School Crossing Guard program is supported by our current success operating School Crossing Guard program with similar programs throughout the State of Florida, North Carolina and elsewhere. In the State of Florida, we service the following clients: Charter Schools USA- Ft. Lauderdale, City of Clermont, City of Orlando, City of Ocoee, City of Palm Beach Gardens, Palm Beach County Sheriff's, Osceola County Sheriff's and Lake County Sheriff's. With newly contracted programs in the City of Winter Park and Somerset Parkland Academy (located in Parkland, FL) starting this upcoming school year.

We currently provide services in over twenty-two (22) states across the nation, some of these clients include: Village of Ridgewood, NJ; Town of Westfield, NJ; Teaneck Township, NJ; Village of Freeport, NY; Danbury, CT; Portland Public Schools, ME; County of Frederick, MD; City of Frederick, MD; Town of Cary, NC, Cleveland Heights, OH; Grand Rapids, MI; Appleton, WI; Dallas, TX; Fort Worth, TX; Overland Park, KS; Kansas City Public Schools, MO; Bloomington, IL; Town of Munster, IN; Des Moines Public Schools, IA; Las Vegas, NV; Pasadena, CA; Beverly Hills Unified School District, , the County of Los Angeles, and numerous other municipalities.

Another defining component that distinguishes ACMS as the industry leader is our focus on exclusively providing School Crossing Guard services. This singular area of service enables all of our resources to be devoted to the development and delivery of programs that provide exceptionally high safety standards and client satisfaction. ACMS maintains a national staffing average of ninety-nine (99%) percent for the 9,000 locations we service daily across the twenty-two states we service nationwide.

Approach and Management Plan

ACMS will employ a Local (City of Coconut Creek) 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 Coconut Creek) to establish specific program objectives and expectations. These Senior Managers then work directly with your Florida Team Manager and Area Supervisors to implement the management plan. The City of Coconut Creek Area Supervisors will reside in Coconut Creek and our Florida Team Manager lives in Orange County, FL.

The Florida Team Manager along with your local Area Supervisors have responsibility for the direct management of the Crossing Guards and together they will continue to 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 Coconut Creek local Area Supervisors are 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 generate a text message alert to be sent to an Area Supervisor after one minute of a Crossing Guard not checking in to their site with a link to the Crossing Guards phone.

Our "App" provides data on staffing levels and additionally where we have struggles staffing based on area code and zip codes. This enhances our ability to target tough to staff area. 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, eliminates potential billing inaccuracies.

Crossing Guard performance and compliance with safety standards will continue to be accomplished through regular site visits by the local Area Supervisors and Florida Team Manager. Any Crossing Guard who does not pass a performance evaluation will need to go through re-training to ensure they are performing at the highest levels.

In addition to verbal training and counseling, these managers are 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. All training provided will be consistent with the Florida Department of Transportation and our staff can provide FDOT certifications upon request.

Background checks will be completed on all potential employees as allowed by Florida state law. Successful completion of the background check which includes a **National and State of Florida 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, which is required prior to the employee being hired. ACMS will conduct annual fit-for-duty assessments to ensure the applicants are physically capable of performing the job duties of a School Crossing Guard. Applicants will have employment references checked prior to employment. ACMS will comply with 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 Florida Penal Code which requires registration under Florida Penal Code
- Conduct which requires registration under the Florida 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 Coconut Creek 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 Supervisors. Personal visits are made regularly 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 National Recruiting Manager and our Florida Team Manager would continue to assess any additional **staffing** needs of the City of Coconut Creek program after meeting with your agency and again following our annual refresher 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. We have a dedicated National Recruiting Manager, and her team utilizes every hiring platform available to get our job postings to as many people as possible. As a part of our Staffing strategy, we encourage a very aggressive recruitment program. We embed ourselves in each of the communities we work with and have a recruitment team assisting the Area Supervisor(s) with this process.

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 and conduct hiring events at senior centers, parks and in some cases civic centers. Our ability to effectively staff a Crossing Guard Program remains a fundamental benefit that ACMS brings to most Crossing Guard Programs.

Staffing sites are one of the primary responsibilities of our Local Area Supervisors. Recruitment efforts for ACMS are a year-round process and this has been a cornerstone of our ability to keep sites staffed. With the inclusion of our “Crossing Guard App” providing data related to turnover and missed shifts, we can target specific areas we have challenges staffing. The “App” provides our recruitment team target area zip codes and area codes to target in these areas and this help find personnel in close proximity to where staffing is needed most.

Area Supervisors 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 along with other background clearance requirements for the program.

Local Area Supervisors are also responsible for coordinating the staffing for all sites under their supervision. As part of our staffing strategy Local 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 by our presence. As such, we cannot allow the children's safety to be compromised by failing to call or no show for duty.

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 increases 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 and a small budget for employee socials.

Training

All City Management Services, Inc. (ACMS) is dedicated to being a “Best in Class” organization and is committed to providing model School Crossing Guard programs to each of the clients we serve. Training has been a cornerstone in the development and expansion of ACMS. We continue to learn and incorporate new methods and standards of training into our organization. Our goal is to elevate the level of accountability for training throughout our organization.

Effective initial and ongoing training is essential in a profession dedicated to the safety of children. With over 40 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 by our employees.

Our training begins in the classroom by giving all Crossing Guards a clear understanding of the goals, expectations, and responsibilities of a School Crossing Guard. To that end, we have consolidated over forty (40) years of experience and information into our “Employee Handbook for School Crossing Guards”. This manual informs and instructs Crossing Guards on the variety of issues including personal conduct, crossing procedures, professional responsibility, emergency procedures, training requirements and problem resolution.

Each new and prospective Crossing Guard is issued the handbook to begin the training portion of the meeting. This classroom setting allows ACMS to discuss our company history, our family of Crossing Guard programs and address any questions raised by the prospective employees.

The process then moves to a field practicum where the certified trainer demonstrates proper procedures and allows the employee to practice correct techniques. The employees’ progress is closely noted in the detailed steps outlined in 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 trainers allows for accurate assessments of the employee’s readiness to move forward.

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

At the conclusion of the training portion of this meeting we will: 1. Review all work schedules with current Crossing Guards. 2. Issue equipment to Crossing Guards. 3. Process and issue Picture Identification Cards. 4. Provide Supervisory contact information to Crossing Guards. From this point forward, training is an ongoing process for all Crossing Guards employed by ACMS.

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. The Area Supervisor conducts Site Performance Evaluations at the intersection where the Crossing Guard normally works. Each Crossing Guard is given a “Site Performance Evaluation” during the school year. This evaluation is used as an instructional tool to validate correct procedures and correct inappropriate procedures.

We continue to revise and update our training programs, procedures and monitor our results. The heart of our success has been our ability to articulate these challenges and experience into training policies and procedures. These policies and procedures are designed to integrate quality assurance checks into each facet of a programs training, oversight, and management.

Field Operations Quality Assurance

- Starts with Management Structure – a multi layered management approach allows for a multifaceted response to problems but also additional levels of quality assurance.
- Training is not just done during the onboarding process and is a year-round process, this is our same approach with quality checks. After initial training ACMS will require Area Supervisors to conduct 30, 60 and 90 assessment checks to ensure the guards are performing at the highest levels.

- Any Crossing Guard receiving a low score on a Site Performance Evaluation will be re-evaluated within 30 days. These assessments are conducted through our Field Training Checklists and Site Performance Evaluations.
- Additionally, each guard is provided a Field Training Checklist that provides them a step-by-step approach to a “safe cross” and allows them to conduct self-evaluations to ensure they are at the highest standards.
- ACMS also conducts independent field observations that can be conducted by Team Managers, National Operations Manager, Vice President, and our Chief Operations Officer. These checks are random and without advanced notice to the Area Supervisor or the Crossing Guards. The results of these observations are then sent over to the guards’ Area Supervisor for review and potential coaching/corrective opportunities.

The standard issue of 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 with three season jacket.
- Fluorescent gloves.
- Shirts (2), Pant (1), Shorts (1) per Crossing Guard.

ACMS School Crossing Guards usually work in a part time capacity and there are no medical or paid time off benefits included with the position. However, ACMS does allocate resources for holiday events that guards attend, year end celebrations and individual recognition awards such as perfect attendance and School Crossing Guard of the Year.

SECTION 2 – RESOURCES AND AVAILABILITY

All City Management Services, Inc. Organizational Chart

Field Management Structure

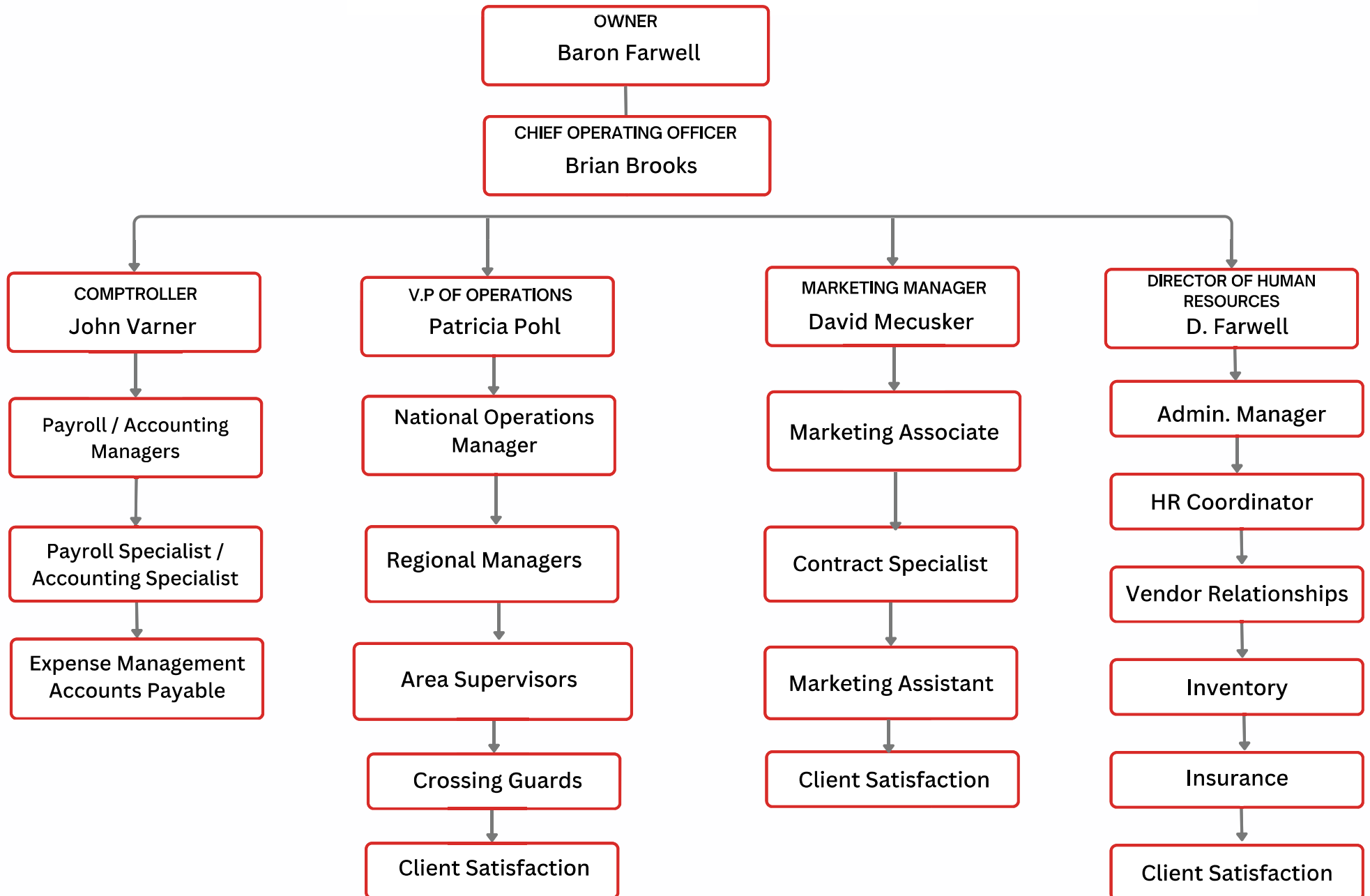
Field Management Personnel

Implementation Plan

Statement of Assurance



ALL CITY MANAGEMENT SERVICES





ALL CITY MANAGEMENT SERVICES

City of Coconut Creek



Vice President of Operations
Patricia Pohl
310 877 7045 cell

National Operations Manager
Kim Brooks
913 333 2563 cell



Operations / Team Manager
Brandon Hendrix
689 323 0127 cell



Area Supervisors (2)
TBD



28 Crossing Guards
7 Relief 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 our FDOT Certified leadership team consisting of our Vice President of Operations and National Operations Manager and our Florida operational management team. The community serviced by the City of Coconut Creek will benefit from a team concept which consists of Local Area Supervisors, Florida 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.

Local Area Supervisors: (TBD) ACMS plans to have two (2) Local Area Supervisors overseeing the management of the City of Coconut Creek School Crossing Guard program. They will manage all aspects of the daily supervision of the program that services up to twenty-eight (28) Crossing Guards and alternate/relief pool. With support from the Florida Manager and National Operations Manager, the Area Supervisors will typically recruit, hire, train and provide personnel management for all the sites they oversee and interface with school staff as needed. In addition to communicating with the City and School staff, they are responsible for ensuring each employee receives the proper number of Site Performance Evaluations, completed the Certification mandates. The Area Supervisors report directly to the Florida Team Manager.

Florida Team Manager (Brandon Hendrix): Brandon will serve as Program Manager with assistance from our National Operations Manager, he will directly manage your Local Area Supervisors and provide training and support. Brandon will also interface with City representatives and School staff as needed. He will assist in the hiring of any Local Area Supervisors and Crossing Guards as well as the development and implementation of training programs and certification standards. Brandon has considerable experience as a Program/Team Manager overseeing programs in Florida and North Carolina. Brandon will ensure compliance with Company standards and City expectations. Brandon Hendrix reports directly to the National Operations Manager.

National Operations Manager (Kim Brooks): Kim has over 10 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 Team Manager 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 32 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.

**City of Coconut Creek
School Crossing Guard Services Management
(Estimated) Implementation Schedule / Major Milestones**

Oral Interviews with Selection Committee	Aug. 13 th
Contract and Insurance complete (Final Terms agreed to)	Sept. 11 th
City of Coconut Creek Staff and ACMS Conference Call Overview of the Transition Process	Sept. 12 th
City of Coconut Creek Kick-Off / Transition Meeting (City Staff, ACMS Team)	Sept. 26 th
ACMS hiring event for PCCS (recruitment, background clearance and hiring)	Week of Sept. 29 th
ACMS re-Training Meeting(s) with current crossing guards, substitutes (Assignments / schedules confirmed equipment delivered to guards)	Oct. 1 st – 3 rd
Guards re-contacted for assignment readiness, additional training/equipment needs delivered	Oct. 3 rd
School designees contacted and Monthly Status Meetings agreed upon	Oct. 3 rd
Guards on site / Area Supervisor in field for City of Coconut Creek program	Oct. 6 th
ACMS staffing update to City of Coconut Creek	Nov. 6 th
60 Day Review of the City of Coconut Creek Crossing Guard Program / ACMS Team (next Review Meeting scheduled)	Dec. 8 th

The timetable listed above is a projection of when we believe the next steps in this process will take place. ACMS will remain flexible and adjust this schedule as needed to fit the needs of the City of Coconut Creek School Crossing Guard Services program.

Statement of Assurance

All City Management Services, Inc. (**ACMS**), the undersigned bidder has had no litigation and or judgements entered against it by any local, state or federal entity and has had no litigation or judgements entered against such entities during the past ten (10) years. Furthermore, **ACMS** is not presently never has been in any violation of any statutes or regulatory rules and remains in compliance with all applicable state laws and regulations in each of the states where we provide services.

(ACMS) does not outsource any of our services and will provide 100% of the services for the City of Coconut Creek. ACMS leadership team has not had any criminal activity, felonies or misdemeanors within the last ten (10) years.

(ACMS) have the resources needed to provide the services required. Full financials can be available upon request if the City of Coconut Creek awards the services to ACMS.

Additionally, ACMS can also provide upon award our Credit and Security Agreement with our financial institution, Wells Fargo. As ACMS not only have the financial capacity to provide the services required by the City but we also have the infrastructure needed to support the City of Coconut Creek School Crossing Guard Services program.

SECTION 3 – REFERENCES

Client References

Client Surveys and Testimonials



ALL CITY MANAGEMENT SERVICES

Client References for School Crossing Guard Services

Palm Beach County Sheriff's Office, FL (since 2015)

Client Contact: Rich Frankiewicz, Sergeant

Address: 3350 Gun Club Road

West Palm Beach, FL 33406

Phone: 561 202 4175

Email: frankiewiczR@pbso.org

Cost of Project: \$2,159,000.00

City of Clermont, FL (since 2020)

Client Contact: Freddy Suarez, Procurement Services Director

Address: 685 W. Montrose Street

Clermont, FL 34711

Phone: 352 241 7350

Email: fsuarez@clermontfl.org

Cost of Project: \$96,000.00

City of Ocoee, FL (since 2018)

Client Contact: Scott Nylander, Deputy Chief of Police

Address: 646 Ocoee Commerce Pkwy.

Ocoee, FL 34761

Phone: 407 905 3160

Email: snylander@ocoe.org

Cost of Project: \$385,000.00

Town of Cary, NC (since 2019)

Client Contact: Carolyn Hemming

Address: 120 Wilkinson Avenue

Cary, NC 27513

Phone: 919 460 4922

Email: Carolyn.hemming@carync.gov

Cost of Project: \$395,000.00

City of Alexandria, VA (Since 2023)

Client Contact: Liz Magyar, Lieutenant

Address: 3600 Wheeler Avenue

Alexandria, VA 22304

Phone: 703 746 6849

Email: liz.magyar@alexandriava.gov

Cost of Project: \$436,000.00

With over 330 nationwide clients, we would be happy to supply additional references if needed.

REFERENCE QUESTIONNAIRE

Reference For (Bidder's Name): All City Management Services, Inc.

Agency Giving Reference: City of Kissimmee

Name of Contact Person: Captain; Michael Tilton

Address of Agency Giving Reference: 8 North Stewart Ave., Kissimmee, FL 34741

Telephone: 407 847 0176 Ext. 3225 Email: michael.tilton@kissimmee.gov

Please provide a reference for the above-named firm by indicating below the level of satisfaction (Satisfactory or Unsatisfactory) with services provided to your agency.

	QUESTION	Satisfactory	Unsatisfactory
1	What was your experience with the firm's ability to provide School Crossing Guard Services?	✓	
2	Was the firm's staff readily accessible and responsive?	✓	
3	How would you rate the firm's performance with implementation and training?	✓	
4	Overall, what would you rate the firm's performance?	✓	
5	Would your agency use this firm to provide services again? (Circle One)	YES/ Satisfactory	NO/ Unsatisfactory

Additional Comments: WE HAVE CONTRACTED WITH ACMS FOR SEVERAL YEARS. FEEL FREE TO CONTACT ME IF YOU WOULD LIKE TO DISCUSS FURTHER

Michael Tilton
Print Name
[Signature]
Signature

CAPTAIN
Title

FAILURE TO COMPLETE AND RETURN THIS FORM
MAY DEEM YOUR BID NON-RESPONSIVE

All City Management Services Recommendation

Michael Tilton <MICHAEL.TILTON@kissimmee.gov>

Fri 2/23/2024 4:55 AM

To: David Mecusker <david@thecrossingguardcompany.com>

You don't often get email from michael.tilton@kissimmee.gov. [Learn why this is important](#)

To whom it may concern,

The City of Kissimmee has contracted with All City Management Services since 1997 managing our crossing guard program. Prior to utilizing All City Management we ran our own crossing guard program which proved to be a challenging drain on our department resources. All City Management handles all functions of the program, eliminating the prior struggle we experienced completely. I would highly recommend them to any agency struggling with the hiring and staffing of a crossing guard program. If you need further information feel free to contact me.

Sincerely,

Michael Tilton

Captain / Special Operations Division
Kissimmee Police Department

8 North Stewart Avenue
Kissimmee, FL 34741
(407) 847-0176 ext. 3225
Michael.tilton@kissimmee.gov



PUBLIC RECORDS NOTICE: All e-mail sent to and received from the City of Kissimmee, Florida, including e-mail addresses and content, are subject to the provisions of the Florida Public Records Law, Florida Statute Chapter 119, and may be subject to disclosure.

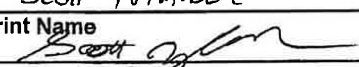
REFERENCE QUESTIONNAIRE

Reference For (Bidder's Name): All City Management Services, Inc.
 Agency Giving Reference: City of Ocoee
 Name of Contact Person: Captain; Scott Nylander
 Address of Agency Giving Reference: 1 N. Bluford Avenue, Ocoee, FL 34761
 Telephone: 407 554 7104 Email: snylander@ocoe.org

Please provide a reference for the above-named firm by indicating below the level of satisfaction (Satisfactory or Unsatisfactory) with services provided to your agency.

	QUESTION	Satisfactory	Unsatisfactory
1	What was your experience with the firm's ability to provide School Crossing Guard Services?	✓	
2	Was the firm's staff readily accessible and responsive?	✓	
3	How would you rate the firm's performance with implementation and training?	✓	
4	Overall, what would you rate the firm's performance?	✓	
5	Would your agency use this firm to provide services again? (Circle One)	YES/ Satisfactory	NO/ Unsatisfactory

Additional Comments: THE POLICE DEPARTMENT AND ACS
HAVE BEEN IN A PARTNERSHIP SINCE 2018 WITH
NO ISSUES.

SCOTT NYLANDER
 Print Name

 Signature

DEPUTY CHIEF
 Title

FAILURE TO COMPLETE AND RETURN THIS FORM
 MAY DEEM YOUR BID NON-RESPONSIVE

REFERENCE QUESTIONNAIRE

Reference For (Bidder's Name): All City Management Services, Inc.
 Agency Giving Reference: Palm Beach County Sheriff's Office
 Name of Contact Person: Sergeant; Richard Frankiewicz
 Address of Agency Giving Reference: 3228 Gun Club Rd., West Palm Beach, FL 33406
 Telephone: 561 202 4175 Email: frankiewiczR@pbso.org

Please provide a reference for the above-named firm by indicating below the level of satisfaction (Satisfactory or Unsatisfactory) with services provided to your agency.

	QUESTION	Satisfactory	Unsatisfactory
1	What was your experience with the firm's ability to provide School Crossing Guard Services?	S	
2	Was the firm's staff readily accessible and responsive?	S	
3	How would you rate the firm's performance with implementation and training?	S	
4	Overall, what would you rate the firm's performance?	S	
5	Would your agency use this firm to provide services again? (Circle One)	<u>YES/</u> Satisfactory	<u>NO/</u> Unsatisfactory

Additional Comments: ACMS Has Been Receptive To Our Needs
AND WORKS Closely WITH US filling vacancies

R. Frankiewicz Sergeant
 Print Name Title
[Signature]
 Signature

FAILURE TO COMPLETE AND RETURN THIS FORM
MAY DEEM YOUR BID NON-RESPONSIVE

REFERENCE QUESTIONNAIRE

Reference For (Bidder's Name): All City Management Services, Inc.
Agency Giving Reference: City of Orlando
Name of Contact Person: Deput Chief, Jonathan Bigelow
Address of Agency Giving Reference: _____
Telephone: 407 246 2401 Email: jonathan.bigelow@cityoforlando.net

Please provide a reference for the above-named firm by indicating below the level of satisfaction (Satisfactory or Unsatisfactory) with services provided to your agency.

	QUESTION	Satisfactory	Unsatisfactory
1	What was your experience with the firm's ability to provide School Crossing Guard Services?	YES	
2	Was the firm's staff readily accessible and responsive?	YES	
3	How would you rate the firm's performance with implementation and training?	Satisfactory	
4	Overall, what would you rate the firm's performance?	Satisfactory	
5	Would your agency use this firm to provide services again? (Circle One)	YES/ Satisfactory	NO/ Unsatisfactory

Additional Comments: _____
Very responsive via email and communications about staff issues and performance concerns.
Very easy to work with.

Jonathan Bigelow
Print Name

Signature

OPD - Deputy Chief
Title

**FAILURE TO COMPLETE AND RETURN THIS FORM
MAY DEEM YOUR BID NON-RESPONSIVE**

REFERENCE QUESTIONNAIRE

Reference For (Bidder's Name): All City Management Services, Inc.
 Agency Giving Reference: Charter Schools USA
 Name of Contact Person: Jasmine Burchill
 Address of Agency Giving Reference: 800 Corporate Drive, Fort Lauderdale, FL 33334
 Telephone: 754 732 4397 Email: jburchill@charterschoolsusa.com


Please provide a reference for the above-named firm by indicating below the level of satisfaction (Satisfactory or Unsatisfactory) with services provided to your agency.

	QUESTION	Satisfactory	Unsatisfactory
1	What was your experience with the firm's ability to provide School Crossing Guard Services?	Yes	
2	Was the firm's staff readily accessible and responsive?	Yes	
3	How would you rate the firm's performance with implementation and training?	Satisfactory	
4	Overall, what would you rate the firm's performance?	Satisfactory	
5	Would your agency use this firm to provide services again? (Circle One)	YES/ Satisfactory	NO/ Unsatisfactory

Additional Comments: We have always received great service, with no complaints
from any of our campuses.

Jasmine Burchill
Print Name

Snr Dir of Procurement & Operations
Title


Signature

**FAILURE TO COMPLETE AND RETURN THIS FORM
 MAY DEEM YOUR BID NON-RESPONSIVE**

REFERENCE QUESTIONNAIRE

Reference For (Bidder's Name): All City Mangement Services, Inc.,

Agency Giving Reference: Lake County Sheriff's Office

Name of Contact Person: Lieutenant; Marnee Batchelor

Address of Agency Giving Reference: 360 W. Ruby St., Tavares, FL 32778

Telephone: 352 343 9500 Email: marnee.batchelor@lcsso.org

Please provide a reference for the above-named firm by indicating below the level of satisfaction (Satisfactory or Unsatisfactory) with services provided to your agency.

	QUESTION	Satisfactory	Unsatisfactory
1	What was your experience with the firm's ability to provide School Crossing Guard Services?	✓	
2	Was the firm's staff readily accessible and responsive?	✓	
3	How would you rate the firm's performance with implementation and training?	✓	
4	Overall, what would you rate the firm's performance?	✓	
5	Would your agency use this firm to provide services again? (Circle One)	YES/ ✓ Satisfactory	NO/ Unsatisfactory

Additional Comments: _____

MARNEE BATCHELOR

LIEUTENANT

Print Name

Title

Lt MBatchelor 1742

Signature

FAILURE TO COMPLETE AND RETURN THIS FORM
MAY DEEM YOUR BID NON-RESPONSIVE

REFERENCE QUESTIONNAIRE

Reference For (Bidder's Name): All City Management Services, Inc.
 Agency Giving Reference: City of Clermont
 Name of Contact Person: Freddy Suarez, Procurement Services Director
 Address of Agency Giving Reference: 685 W. Montrose St., Clermont, FL 34711
 Telephone: 352 241 7350 Email: fsuarez@clermontfl.org

Please provide a reference for the above-named firm by indicating below the level of satisfaction (Satisfactory or Unsatisfactory) with services provided to your agency.

	QUESTION	Satisfactory	Unsatisfactory
1	What was your experience with the firm's ability to provide School Crossing Guard Services?	x	
2	Was the firm's staff readily accessible and responsive?	x	
3	How would you rate the firm's performance with implementation and training?	x	
4	Overall, what would you rate the firm's performance?	x	
5	Would your agency use this firm to provide services again? (Circle One)	^x YES/ Satisfactory	NO/ Unsatisfactory

Additional Comments: _____

Freddy Suarez
 Print Name DocuSigned by: Freddy Suarez
431F57D413554D6...
 Signature Title Procurement Services Director

FAILURE TO COMPLETE AND RETURN THIS FORM
 MAY DEEM YOUR BID NON-RESPONSIVE

MAYOR
Valerie Amezcu
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



SAN BERNARDINO CITY
UNIFIED SCHOOL DISTRICT
Making Hope Happen

Mauricio Arellano
Superintendent

Terry Comnick
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



900 Fifth Avenue
Suite 100
San Rafael
California 94901

Phone: 415-226-0815
Fax: 415-226-0816

www.tam.ca.gov

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

February 22, 2024

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 blue ink that reads "Dan Cherrier". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Dan Cherrier, P.E.
Director of Project Delivery

APPENDIX

Vice President of Operations Resume

National Operations Manager Resume

Florida Operations Manager Resume

Florida Department of Transportation Certifications

Minority Business Enterprise Certification

State of Florida Business License

Large Program References

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 | ✓ Safety focused |
| ✓ Recruiting & Training | ✓ Coaching & Mentoring |
| ✓ Relationship Builder | ✓ 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 Manager.
- Identify challenge programs in cooperation with Regional Manager.
- 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

Brandon Hendrix

Operations Team Manager

PROFILE

Responsible for directing the efforts of sixteen (16) Operations Area Supervisors in Florida. Assisting in the successful implementation of company policies and procedures related to field operations. Responsible for compliance with Florida Department of Transportation training requirements and safety certifications. Direct point of contact for client communications in regard to a programs performance.

PROFESSIONAL SUMMARY

Personnel and Project Management Professional and U.S. Army Veteran with 20+ years of proven experience in innovation, management, cross-functional leadership, project management, program management, risk management, human resources, and business development strategies. Possesses extensive experience in implementing initiatives, vision, strategy, and planning while driving change through innovation, inspiration, and influence. Experience performing Personnel Management, collaborating with Project Management stakeholders, and implementing strategic initiative deliveries from conceptualization to actualization. Experienced leader with a demonstrated history of working in operations and management. Accomplished measurable results while leading teams in a dynamic, fast-paced environment. Skilled in Assessment and Performance, Workplace Safety, and Project Management. Holds an active Secret Security Clearance based on demonstrated integrity and trustworthiness.

- Strategic Development
- Planning / Execution
- Project Management
- Critical Thinker
- Schedule Management
- Data Metrics and Analysis
- Professional Development
- Executive Communications
- Training and Instruction

PROFESSIONAL EXPERIENCE

Walt Disney World | Orlando, FL
2023 – November 2023

September

Project Manager / Safety Auditor (Fellowship)

Utilized project management framework, methodologies, and a risk-based approach to implement processes and drive projects that enhance safety and reduce risk within the Disney Parks, Experiences and Products organization.

- Collaborated closely with key stakeholders to strategically schedule project activities, ensuring minimal disruption to front-line operations and maintaining a harmonious workflow throughout the audit and project lifecycle.
 - Identified and adeptly resolved intricate challenges and conflicting priorities within project parameters, proactively eliminating potential roadblocks to ensure streamlined project delivery.
 - Delivered comprehensive data analysis, profound insights, constructive feedback, and strategic recommendations, all contributing to enhancing and refining subsequent park experiences.
 - Played a crucial role in audits as an expert in health and safety, offering valuable insights and recommendations.
- Proficiently prepared and effectively communicated compliance findings to various levels of management.

United States Army | Various Locations

2013 – 2023

Program Manager

Oversaw the training and discipline, morale, and health and welfare of a team comprising six managers, 13 supervisors, and 360 associates, fostering a collaborative environment to drive the organization's vision and meet Key Performance Indicators (KPIs). Collaborated with business managers to exceed program objectives while mitigating risks and exploiting opportunities.

- Led and guided a dynamic team of professionals within an agile framework, overseeing the development of instructional materials to facilitate the training of 1,800 new employees annually on company policies and procedures.
- Successfully spearheaded an agile team across three projects, collectively managing a budget of \$2M, ensuring timely closure and under-budget completion while consistently delivering accepted and high-quality deliverables.
- Served as a dynamic creative collaborator, continually monitoring evolving industry trends, pioneering methodologies, and emerging technologies, harnessing this knowledge to revolutionize program concepts and implementations.
- Crafted and delivered impactful presentations tailored to various leadership levels and external clients, effectively communicating complex concepts with clarity and precision.
- Established and used key relationships to ensure connectivity to the strategies and program content that supports experience objectives while maintaining compliance aligned with industry and regulatory requirements.

Associate Operations Supervisor / Project Manager

Ensured the operations department completed reporting and synchronizing current tasks while developing strategies to drive operational performance and plan future operations. Maintained resourcing assets, including personnel actions, equipment, and sensitive items.

- Supervised and directed contractors and sub-contractors, providing strategic direction, guidance, and support to ensure team effectiveness and goal achievement for various design, fabrication, and installation projects.
- Conducted management review meetings and communicated data regarding customer satisfaction, internal failures, process metrics, quality returns, and supplier performance to management and presented improvement plans. Functioned as the primary liaison for partners across diverse Lines of Business, adeptly managing partner requests and ensuring seamless fulfillment to foster enduring and mutually beneficial relationships.
- Spearheaded project management duties for multiple initiatives, notably overseeing the organization's successful expansion of two new departments from project initiation to seamless completion.
- Devised, implemented, and assessed diverse test scenarios to gauge the efficacy of current and proposed internal controls for daily operations and crucial business practices, ensuring operational efficiency and regulatory compliance.

Associate Department Supervisor

Advised and assisted with maintenance and accountability for four chemical, biological, radiological, and nuclear departments. Managed the professional development, accountability, training, morale, and health and welfare of 20+ personnel.

- Supported four project managers in the execution of projects by managing subcontractors, 100% of the development cycle, and quality control compliance.
- Oversaw the supervision and welfare of 23 personnel and ensured procurement of \$250K worth of equipment; conducted monthly department inspections, which resulted in a cumulative 95% readiness rate.
- Led and participated in developing programs and strategies for ensuring organizational plans, policies, and procedures were enforced and implemented to comply with military and federal regulations.
- Provided leadership and guidance to subordinates; resolved individual performance issues in accordance with company policies and procedures to motivate and foster group teamwork.
- Implemented health, safety, and environmental policies, procedures, and guidelines in accordance with OSHA standards and local regulations.

EDUCATION | CERTIFICATIONS

Project Management Institute

Project Management Professional (PMP) Certification - Jan 2023

Emergency Management Institute

Introduction to Incident Command Response Basic Incident Command System

Introduction to the National Incident Management System - 2016

International Fire Service Accreditation Congress (IFSAC)
Hazmat Awareness|Hazmat Operations|Hazmat Technician - 2012

SPECIALIZED MILITARY TRAINING

Company Commander / First Sergeant Pre-Command Course - Sep 2021
Master Leader Course - May 2020
Senior Leadership Course - Oct 2016

TECHNICAL COMPETENCIES

Software: JIRA, Maximo, Smartsheet, Splunk, Apex, Business Objects, Slack, Microsoft Office Suite 365 (Word, Excel, PowerPoint, Outlook)Google Workspace: Gmail, Calendar, Contacts, Meet & Chat, Operating Systems: Mac / Microsoft Windows

- Functioned as the primary

STATE OF FLORIDA DEPARTMENT OF TRANSPORTATION

FLORIDA SCHOOL CROSSING GUARD TRAINING PROGRAM

This is to certify that

*has successfully completed the
training and is a certified
Florida School Crossing Guard Trainer*

Date

Dana Crosby
Program Administrator
Florida School Crossing Guard Training Program



Jared W. Perdue, P.E.
Secretary of Transportation

**STATE OF FLORIDA
DEPARTMENT OF TRANSPORTATION**

FLORIDA SCHOOL CROSSING GUARD TRAINING PROGRAM

This is to certify that

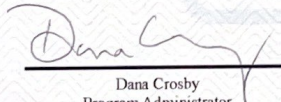
Brandon Hendrix

*has successfully completed the
training and is a certified*

Florida School Crossing Guard Trainer


April 10, 2024

Date


Dana Crosby
Program Administrator

Florida School Crossing Guard Training Program




Jared W. Perdue, P.E.
Secretary of Transportation

**STATE OF FLORIDA
DEPARTMENT OF TRANSPORTATION**

FLORIDA SCHOOL CROSSING GUARD TRAINING PROGRAM

This is to certify that

Alexis Vargas

*has successfully completed the
training and is a certified*

Florida School Crossing Guard Trainer

February 17, 2025

Date

Dana Crosby

Dana Crosby
Program Administrator
Florida School Crossing Guard Training Program



Jared W. Perdue

Jared W. Perdue, P.E.
Secretary of Transportation

STATE OF FLORIDA DEPARTMENT OF TRANSPORTATION

FLORIDA SCHOOL CROSSING GUARD TRAINING PROGRAM

This is to certify that

*has successfully completed the
training and is a certified
Florida School Crossing Guard Trainer*

Date

Dana Crosby
Program Administrator
Florida School Crossing Guard Training Program



Jared W. Perdue, P.E.
Secretary of Transportation

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)

10/09/2024

Issued Date

SC17218

Certificate Number

07/01/2026

Expiration Date

A handwritten signature in black ink, appearing to read "Ying McGuire", is positioned above the name and title of the NMSDC CEO and President.

**Ying McGuire
NMSDC CEO and President**

A handwritten signature in black ink, appearing to read "Virginia Gomez", is positioned above the name and title of the President.

Virginia Gomez, President

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.®

State of Florida

Department of State

I certify from the records of this office that ALL-CITY MANAGEMENT SERVICES, INC. is a California corporation authorized to transact business in the State of Florida, qualified on March 6, 2018.


The document number of this corporation is F18000001172.

I further certify that said corporation has paid all fees due this office through December 31, 2025, that its most recent annual report/uniform business report was filed on March 26, 2025, and that its status is active.

I further certify that said corporation has not filed a Certificate of Withdrawal.

*Given under my hand and the
Great Seal of the State of Florida
at Tallahassee, the Capital, this
the Twenty-sixth day of March,
2025*




Secretary of State

Tracking Number: 0851483198CC

To authenticate this certificate, visit the following site, enter this number, and then follow the instructions displayed.

<https://services.sunbiz.org/Filings/CertificateOfStatus/CertificateAuthentication>



Client References (Large Programs)

City of Fort Worth, TX

Contact: Rashad Jackson
Title: Program Manager
Address: 5001 James Avenue
Fort Worth, TX 76115
Phone: 817 392 8776
Number of Sites: 284

City of Dallas, TX

Contact: Tameka Harris
Title: Program Manager
Address: 1500 Marilla Street
Dallas, TX 75201
Phone: 214 670 4260
Number of Sites: 410

Orange County Sheriff's Office, CA

Contact: Victor Vega
Title: Procurement Administrator
Address: 550 N. Flower Street
Santa Ana, CA 92703
Phone: 714 834 6318
Number of Sites: 64

L.A. County Office of Education, CA

Contact: Anne Brache
Title: Procurement Administrator
Address: 12830 Columbia Way
Downey, CA 90242
Phone: 562 803 8516
Number of Sites: 239

City of Orlando, FL

Contact: Jonathan Bigelow
Title: Deputy Chief of Police
Address: 400 South Orange Avenue
Orlando, FL 32801
Phone: 407 246 2760
Number of Sites: 174

Palm Beach County Sheriff's, FL

Contact: Richard Frankiewicz
Title: Sergeant
Address: 6850 Forest Hills Blvd.
Greenacres, FL 33413
Phone: 561 202 4175
Number of Sites: up to 200

Clark County Consortium, NV

Contact: Adriane Garcia
Title: Purchasing Manager
Address: 700 E. Joppa
Parkville, MD 21234
Phone: 410 887 7364
Number of Sites: 812

Transportation Authority of Marin, CA

Contact: Dan Cherrier
Title: Project Manager
Address: 900 Fifth Ave.
San Rafael, CA 94901
Phone: 415 226 0829
Number of Sites: 106

With over 330 nationwide clients, we would be happy to supply additional references if needed.



Minority owned and family operated for Forty years

PROFESSIONAL SCHOOL CROSSING GUARD SERVICES

ALL CITY MANAGEMENT SERVICES

SECTION IV - REQUIRED DOCUMENTS**PROPOSAL REQUIREMENT CHECKLIST**

Proposer has completed the required documents listed in the checklist below. The required documents shall be executed, notarized (if applicable), and submitted as a condition to this Request for Proposals.

Proposer shall electronically submit all required documents and any other pertinent information electronically through the eBid System.

Required Documents – Must be uploaded with submittal	Yes	No
<i>Scope of Services Proposed (Required):</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
(1) Qualifications and Experience		
(2) Resources and Availability		
(3) References		
<i>Forms to be signed, notarized if required, and uploaded to the eBid system with your submittal:</i>		
Proposal Information	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Proposal Confirmation	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Indemnification Clause	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Non-Collusive Affidavit	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Proposer's Qualification Statement	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Acknowledgement Proposer's Qualification Statement	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sworn Statement on Public Entity Crimes	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Affidavit of Compliance with Foreign Countries of Concern	<input checked="" type="checkbox"/>	<input type="checkbox"/>
References	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<i>Vendor must provide the following documents and upload to the eBid System:</i>		
Certificate of Insurance	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Business Tax Receipt	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Company's www.Sunbiz.org Record	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Copies of Valid Certifications / Licenses	<input checked="" type="checkbox"/>	<input type="checkbox"/>

PROPOSER INFORMATION

Communications concerning this proposal shall be addressed to:

Company Name: All City Management Services, Inc.
 Social Security/Federal Tax I.D. No.: 95-3971517
 Proposer's Name (Print): Demetra Farwell Title: Corporate Secretary
 Address: 10440 Pioneer Blvd., Suite 5
 City/State/Zip: Santa Fe Springs, CA 90670
 Phone: 800 540 9290 Fax: 310 202 8325
 Email: demetra@thecrossingguardcompany.com

ACKNOWLEDGEMENT OF ADDENDA

Instructions: Complete Part I or Part II, Whichever Applies

Part I:

Proposer has examined copies of all the Contract Documents and of the following Addenda (receipt of all which is hereby acknowledged).

Addendum No: _____	Dated: _____
Addendum No: _____	Dated: _____
Addendum No: _____	Dated: _____
Addendum No: _____	Dated: _____
Addendum No: _____	Dated: _____

Part II:

☒ No Addendum was received in connection with this RFP.

It is understood and agreed by Proposer that the City reserves the right to reject any and all proposals, to make awards on all items or any items according to the best interest of the City, and to waive any irregularities in the proposal or in the proposals received as a result of the RFP. It is also understood and agreed by the Proposer that by submitting a proposal, Proposer shall be deemed to understand and agree that no property interest or legal right of any kind shall be created at any point during the aforesaid evaluation/selection process until and unless a contract has been agreed to and signed by both parties.


 Proposer's Authorized Signature

7/10/25
 Date

Demetra Farwell, Corporate Secretary
 Proposer's Printed Name

PROPOSAL CONFIRMATION

In accordance with the requirements to provide School Crossing Guard Services pursuant to RFP No. 07-16-25-09, the undersigned submits the attached proposal.

Proposer accepts and hereby incorporates by reference in this proposal all of the terms and conditions of the scope of work, including EPA Standards, Motor Vehicle Safety Standards and required warranty and guarantee certificates.

Proposer is fully aware of the scope of work based on these requirements, the legal requirements (federal, state, county and local laws, ordinances, rules and regulations) and the conditions affecting cost, progress or performance of the work and has made such independent investigation as Proposer deems necessary.

This proposal is genuine and not made in the interest of or on behalf of any undisclosed person, firm or corporation and is not submitted in conformity with any agreement or rules of any group, association, organization or corporation; Proposer has not directly or indirectly induced or solicited any other Proposer to submit a false or sham proposal; Proposer has not solicited or induced any person; firm or a corporation to refrain from proposing and Proposer has not sought by collusion to obtain for himself any advantage over any other Proposer or over City.

The Proposer shall acknowledge this Proposal by signing and completing the spaces provided. I hereby submit this Proposal Package for School Crossing Guard Services, RFP No. 07-16-25-09 to the City of Coconut Creek with the full understanding of the Request for Proposal, General Terms and Conditions, Special Terms and Conditions, Detailed Requirements, and the entire Proposal Package.

Demetra Farwell

Proposer's Name

Signature

Date

State of: California

County of: Los Angeles

The foregoing instrument was acknowledged before me this _____ day of _____, 2025, by Demetra Farwell, who is (who are) personally known to me or who has produced _____ as identification and who did (did not) take an oath.

Notary Public Signature

Notary Name, Printed, Typed or Stamped

Commission Number: _____

My Commission Expires: _____

CALIFORNIA ACKNOWLEDGMENT

CIVIL CODE § 1189

A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

State of California

County of

Los Angeles

On

July 10, 2025

Date

before me,

Nicole R. Smith, notary public

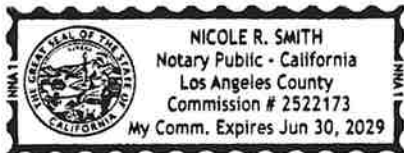
Here Insert Name and Title of the Officer

personally appeared

Demetra Farnell

Name(s) of Signer(s)

who proved to me on the basis of satisfactory evidence to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.



I certify under PENALTY OF PERJURY under the laws of the State of California that the foregoing paragraph is true and correct.

WITNESS my hand and official seal.

Signature

Signature of Notary Public

Place Notary Seal and/or Stamp Above

OPTIONAL

Completing this information can deter alteration of the document or fraudulent reattachment of this form to an unintended document.

Description of Attached Document

Title or Type of Document: _____

Document Date: _____ Number of Pages: _____

Signer(s) Other Than Named Above: _____

Capacity(ies) Claimed by Signer(s)

Signer's Name: _____

☐ Corporate Officer – Title(s): _____☐ Partner – ☐ Limited ☐ General☐ Individual ☐ Attorney in Fact☐ Trustee ☐ Guardian or Conservator☐ Other: _____

Signer is Representing: _____

Signer's Name: _____

☐ Corporate Officer – Title(s): _____☐ Partner – ☐ Limited ☐ General☐ Individual ☐ Attorney in Fact☐ Trustee ☐ Guardian or Conservator☐ Other: _____

Signer is Representing: _____

**CITY OF COCONUT CREEK
SCHOOL CROSSING GUARD SERVICES
RFP NO. 07-16-25-09**

SCHEDULE OF PROPOSAL PRICES

**PROPOSER SHALL SUBMIT PRICES ELECTRONICALLY
THROUGH THE EBID SYSTEM "LINE ITEMS" TAB**

<https://coconutcreek.ionwave.net>

Schedule of Proposal Prices

DESCRIPTION	HOURLY CHARGE
Charge Per Guard	\$ 24.57 /hour
Charge Per Supervisor	\$ 0.00 /hour

PAYMENT METHODS

VISA PROCUMENT CARD (reference informational flyer on following page):

The City of Coconut Creek has implemented a Visa Procurement Card (P-Card) Program through Truist Bank. The City's preference is to pay for goods/services with the P-Card. This program allows the City to expedite payment to our vendors. Some of the benefits of the P-Card Program to the vendor are: payment received within 72 hours of receipt and acceptance of goods, reduced paperwork, issue receipts instead of generating invoices, resulting in fewer invoice problems, and deal directly with the cardholder (in most cases).

Vendors accepting payment by the P-Card may not require the City (Cardholder) to pay a separate or additional convenience fee, surcharge or any part of any contemporaneous finance charge in connection with a transaction. Such charges are allowable, however must be included in the total cost of the bid. Vendors are not to add notations such as "+3% service fee" in their bid response. All bid responses shall be inclusive of any and all fees associated with the acceptance of the P-Card.

Vendors agreeing to accept payment by P-Card must presently have the capability to accept Visa or take whatever steps necessary to implement the ability before the start of the agreement term.

EFT

The City of Coconut Creek's Electronic Funds Transfer (EFT) Program allows the City to process payments to vendors electronically, directly to their financial institution of choice. With EFT payments, funds are deposited to vendor's bank account and are available the date the bank receives them. There will be no more waiting to receive payments in the mail, and no trips to the bank to make deposits. EFT payments also reduced the risk of misrouting, theft, and forgery. Additionally, an automated e-mail of the remittance advice will be sent to the e-mail specified by the vendor.

PAPER CHECK

Paper checks can also be processed by the City for vendor payments.

INDEMNIFICATION CLAUSE

(Page 1 of 1)

The parties agree that one percent (1%) of the total compensation paid to Contractor for the work of the contract shall constitute specific consideration to Contractor for the indemnification to be provided under the Contract. The Contractor shall indemnify and hold harmless the City Commission, the City of Coconut Creek, and its agents and employees from and against all claims, damages, losses and expenses including attorney's fees arising out of or resulting from the performance of the work provided that any such claim, damage, loss or expense (1) is attributable to bodily injury, sickness, disease or death, or to injury to or destruction of tangible property (other than the work itself) including the loss of use resulting therefrom, and (2) is caused in whole or in part by any negligent act or omission of the Contractor, any subcontractor, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, regardless of whether or not it is caused in part by a party indemnified hereunder.

In any and all claims against the City, or any of their agents or employees by any employee of the Contractor, any subcontractor, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, the indemnification obligation under this Paragraph shall not be limited in any way by any limitation on this amount or type of damages compensation or benefits payable by or for the Contractor or any subcontractor under Workers' Compensation Acts, Disability Benefit Acts or other Employee Benefit Acts. Nothing in this section shall affect the immunities of the City pursuant to Chapter 768, Florida Statutes, as amended from time to time, nor shall it constitute an agreement by the City to indemnify Contractor, its officers, employers, subcontractors or agents against any claim or cause of action. This section shall not be construed as consent to be sued by any third parties in any matter arising out of this Agreement. The foregoing indemnification and release shall survive the termination of this Agreement.

Demetra Farwell

Contractor's Name

Signature

Date

State of: California

County of: Los Angeles

The foregoing instrument was acknowledged before me this _____ day of _____, 2025, by Demetra Farwell, who is (who are) personally known to me or who has produced _____ as identification and who did (did not) take an oath.

Notary Public Signature

Notary Name, Printed, Typed or Stamped

Commission Number:

My Commission Expires:

CALIFORNIA ACKNOWLEDGMENT

CIVIL CODE § 1189

A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

State of California

County of

Los Angeles

On

July 10, 2025

Date

before me,

Nicole R. Smith, notary public

Here Insert Name and Title of the Officer

personally appeared

Demetra Farwell

Name(s) of Signer(s)

who proved to me on the basis of satisfactory evidence to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.



I certify under PENALTY OF PERJURY under the laws of the State of California that the foregoing paragraph is true and correct.

WITNESS my hand and official seal.

Signature

Signature of Notary Public

Place Notary Seal and/or Stamp Above

OPTIONAL

Completing this information can deter alteration of the document or fraudulent reattachment of this form to an unintended document.

Description of Attached Document

Title or Type of Document: _____

Document Date: _____

Number of Pages: _____

Signer(s) Other Than Named Above: _____

Capacity(ies) Claimed by Signer(s)

Signer's Name: _____

☐ Corporate Officer – Title(s): _____☐ Partner – ☐ Limited ☐ General☐ Individual☐ Attorney in Fact☐ Trustee☐ Guardian or Conservator☐ Other: _____

Signer is Representing: _____

Signer's Name: _____

☐ Corporate Officer – Title(s): _____☐ Partner – ☐ Limited ☐ General☐ Individual☐ Attorney in Fact☐ Trustee☐ Guardian or Conservator☐ Other: _____

Signer is Representing: _____

NON-COLLUSIVE AFFIDAVIT

State of California)

)ss.

County of Los Angeles)Demetra Farwell being first duly sworn, deposes and says that:

- (1) He/she is the Corporate Secretary
(Owner, Partner, Officer, Representative or Agent)
of All City Management Services, Inc. the Proposer that has submitted the attached proposal;
- (2) He/she is fully informed respecting the preparation and contents of the attached proposal and of all pertinent circumstances respecting such proposal;
- (3) Such proposal is genuine and is not a collusive or sham proposal;
- (4) Neither the said Proposer nor any of its officers, partners, owners, agents, representatives, employees or parties in interest, including this affiant, have in any way colluded, conspired, connived or agreed, directly or indirectly, with any other Proposer, firm, or person to submit a collusive or sham proposal in connection with the work for which the attached proposal has been submitted; or to refrain from bidding in connection with such work; or have in any manner, directly or indirectly, sought by agreement or collusion, or communication, or conference with any Proposer, firm or person to fix the price or prices in the attached proposal of any other Proposer, or to fix an overhead, profit, or cost elements of the proposal price or the proposal price of any other Proposer, or to secure through any collusion, conspiracy, connivance, or unlawful agreement any advantage against (Recipient), or any person interested in the proposed work;
- (5) The price or prices quoted in the attached proposal are fair and proper and are not tainted by any collusion, conspiracy, connivance, or unlawful agreement on the part of the Proposer or any other of its agents, representatives, owners, employees or parties in interest, including this affiant.

Signed, sealed and delivered
in the presence of:

By: 

Demetra Farwell
(Printed Name)

Corporate Secretary
(Title)

ACKNOWLEDGEMENT

State of California
County of Los Angeles

The foregoing instrument was acknowledged before me this _____ day of _____, 2025,
by Demetra Farwell, who is personally known to me or who has produced
as identification and who did (did not) take an oath.

WITNESS my hand and official seal

NOTARY PUBLIC

(Name of Notary Public: Print, Stamp, or
Type as Commissioned.)

see attachment

CALIFORNIA ACKNOWLEDGMENT

CIVIL CODE § 1189

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State of California

County of

Los Angeles

On

July 10, 2025

Date

before me,

Nicole R. Smith, notary public

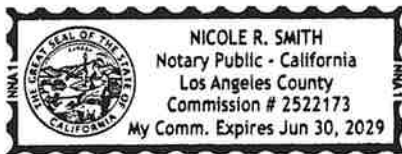
Here Insert Name and Title of the Officer

personally appeared

Demetra Farwell

Name(s) of Signer(s)

who proved to me on the basis of satisfactory evidence to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.



I certify under PENALTY OF PERJURY under the laws of the State of California that the foregoing paragraph is true and correct.

WITNESS my hand and official seal.

Signature

[Signature]

Signature of Notary Public

Place Notary Seal and/or Stamp Above

OPTIONAL

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☐ Corporate Officer – Title(s): _____

☐ Partner – ☐ Limited ☐ General

☐ Individual ☐ Attorney in Fact

☐ Trustee ☐ Guardian or Conservator

☐ Other: _____

Signer is Representing: _____

Signer's Name: _____

☐ Corporate Officer – Title(s): _____

☐ Partner – ☐ Limited ☐ General

☐ Individual ☐ Attorney in Fact

☐ Trustee ☐ Guardian or Conservator

☐ Other: _____

Signer is Representing: _____

PROPOSER'S QUALIFICATION STATEMENT

In order to properly evaluate the proposal submittals, Proposers are expected to complete the questionnaire and include the following documentation. By attesting to this submittal, Proposer guarantees the truth and accuracy of all statements and answers herein contained.

SUBMITTED TO: City of Coconut Creek
Procurement Division
4800 West Copans Road
Coconut Creek, FL 33063

Check One

Submitted By: All City Management Services, Inc.
Name: Demetra Farwell
Address: 10440 Pioneer Blvd., Suite 5
City, State, Zip: Santa Fe Springs, CA 90670
Telephone No. 800 540 9290
Fax No. 310 202 8325

- ☒ Corporation
☐ Partnership
☐ Individual
☐ Other

1. State the true, exact, correct and complete name of the partnership, corporation, trade or fictitious name under which you do business and the address of the place of business.

The correct name of the Proposer is: All City Management Services, Inc.

The address of the principal place of business is: 10440 Pioneer Blvd., Suite 5
Santa Fe Springs, CA 90670

2. If Proposer is a corporation, answer the following:

- a. Date of Incorporation: May 3, 1985
b. State of Incorporation: California
c. President's Name: Baron Farwell
d. Vice President's Name: N/A
e. Secretary's Name: Demetra Farwell
f. Treasurer's Name: N/A
g. Name and Address of Resident Agent: Demetra Farwell 10440 Pioneer Blvd., Suite 5, Santa Fe Springs, CA 90670

3. If Proposer is an individual or a partnership, answer the following:

- a. Date of Organization: N/A
b. Name, Address and Ownership Units of all Partners: N/A

- c. State whether general or limited partnership: N/A
4. If Proposer is other than an individual, corporation or partnership, describe the organization and give the name and address of principals:
N/A
5. If Proposer is operating under a fictitious name, submit evidence of compliance with the Florida Fictitious Name Statute.
6. How many years has your organization been in business under its present business name? 40 years
- a. Under what other former name has your organization operated?
N/A
7. Indicate registration, license numbers or certificate numbers for the businesses or professions, which are the subject of this proposal. Please attach certificate of competency and/or state registration.
8. Litigation/Judgments/Settlements/Debarments/Suspensions:
 Submit information on any pending litigation and any judgments and settlements of court cases relative to providing School Crossing Guard Services that have occurred within the last three (3) years. Also indicate if your firm has been debarred or suspended from bidding or proposing on a procurement project by any government during the last five (5) years.
N/A
9. Have you ever failed to complete any work awarded to you? If so, state when, where and why?
N/A
10. List the pertinent experience of the key individuals of your organization (continue on insert sheet, if necessary). Please see details included in our response/attachment.

11. State the name of the individual(s) and titles who will personally supervise the work:
- _____
12. State the name and address of the attorney, if any, for the business of the Proposer:
- _____
- _____
- _____
13. State the names and addresses of all businesses and/or individuals who own an interest of more than five percent (5%) of the Proposer's business and indicate the percentage owned of each such business and/or individual:
- Baron Farwell, President 100%
- _____
- _____
- _____
14. State the names, addresses and the type of business of all firms that are partially or wholly owned by Proposer:
- All City Management Services, Inc.
- 10440 Pioneer Blvd., Suite 5, Santa Fe Springs, CA 90670
- Crossing Guard Services
- _____
15. State the name of Surety Company which will be providing the bond, and the name and address of agent:
- _____
- _____
- _____
16. List the following information concerning all Proposer's contracts in progress as of the date of submission and completed projects over the last five (5) years. (In case of any co-venture, list the information for all co-ventures.)
- | <u>Name of Project</u> | <u>Owner</u> | <u>Total Contract Value</u> | <u>Contracted Date of Completion</u> | <u>% of Completion to Date</u> |
|------------------------|--------------|-----------------------------|--------------------------------------|--------------------------------|
| _____ | _____ | _____ | _____ | _____ |
| _____ | _____ | _____ | _____ | _____ |
| _____ | _____ | _____ | _____ | _____ |
17. Have you personally inspected the site of the proposed work?
- Yes ☒ No ☐

18. Do you have a complete set of documents, including drawings and addenda, if applicable?

Yes ☒ No ☐


19. Did you attend the pre-proposal conference if any such conference was held?

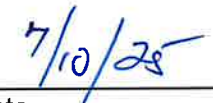
Yes ☐ No ☐ No Conference Held ☒

20. Bank References:

Bank	Address/City/State/Zip	Telephone
Can be provided if awarded the services		

The Proposer acknowledges and understands that the information contained in response to this Qualification Statement shall be relied upon by City in awarding the contract and such information is warranted by Proposer to be true. The discovery of any omission or misstatement that materially affects the Proposer's qualifications to perform under the contract shall cause the City to reject the proposal, and if after the award, to cancel and terminate the award and /or contract.


 Proposer's Signature


 Date

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ACKNOWLEDGEMENT PROPOSERS QUALIFICATION STATEMENT

State of California

County of Los Angeles

On this the _____ day of _____, 2025, before me, the undersigned Notary Public of the State of Florida, Personally appeared

Demetra Farwell and

(Name(s) of individual(s) who appeared before notary)

whose name(s) is/are Subscribed to within the instrument, and he/she/they acknowledge that he/she/they executed it.

WITNESS my hand and official seal.

NOTARY PUBLIC

SEAL OF OFFICE:

NOTARY PUBLIC, STATE OF FLORIDA

Name of Notary Public: Print,
Stamp, or Type as Commissioned)

- ☐ Personally known to me, or
☐ Produced identification

(Type of Identification Produced)

- ☐ DID take an oath, or
☐ DID NOT take an oath

CALIFORNIA ACKNOWLEDGMENT

CIVIL CODE § 1189

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State of California

County of Los Angeles

On July 10, 2025 before me, Nicole R. Smith, notary public
Date Here Insert Name and Title of the Officer

personally appeared Demetra Farwell

Name(s) of Signer(s)

who proved to me on the basis of satisfactory evidence to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.



I certify under PENALTY OF PERJURY under the laws of the State of California that the foregoing paragraph is true and correct.

WITNESS my hand and official seal.

Signature

[Signature]

Signature of Notary Public

Place Notary Seal and/or Stamp Above

OPTIONAL

Completing this information can deter alteration of the document or fraudulent reattachment of this form to an unintended document.

Description of Attached Document

Title or Type of Document: _____

Document Date: _____ Number of Pages: _____

Signer(s) Other Than Named Above: _____

Capacity(ies) Claimed by Signer(s)

Signer's Name: _____

☐ Corporate Officer – Title(s): _____

☐ Partner – ☐ Limited ☐ General

☐ Individual ☐ Attorney in Fact

☐ Trustee ☐ Guardian or Conservator

☐ Other: _____

Signer is Representing: _____

Signer's Name: _____

☐ Corporate Officer – Title(s): _____

☐ Partner – ☐ Limited ☐ General

☐ Individual ☐ Attorney in Fact

☐ Trustee ☐ Guardian or Conservator

☐ Other: _____

Signer is Representing: _____

DRUG-FREE WORKPLACE FORM

The undersigned vendor in accordance with Section 287.087, Florida Statutes as may be amended from time to time, hereby certifies that All City Management Services, Inc. does:
(Name of Business)

- 1) Publish a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violations of such prohibition.
- 2) Inform employees about the dangers of drug abuse in the workplace, the business's policy of maintaining a drug-free workplace, any available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug abuse violations.
- 3) Give each employee engaged in providing the commodities or contractual services that are under bid a copy of the statement specified in subsection (1).
- 4) In the statement specified in subsection (1), notify the employees that, as a condition of working on the commodities or contractual services that are under bid, the employee will abide by the terms of the statement and will notify the employer of any conviction of, or plea of guilty or nolo contendere to, any violation of *Florida Statutes*, Chapter 893 or of any controlled substance law of the United States or any state, for a violation occurring in the workplace no later than five (5) days after such conviction.
- 5) Impose a sanction on, or require the satisfactory participation in a drug abuse assistance or rehabilitation program if such is available in the employee's community, by any employee who is so convicted.
- 6) Make a good faith effort to continue to maintain a drug-free workplace through implementation of this section.

As the person authorized to sign the statement, I certify that this firm complies fully with the above requirements.


Proposer's Signature

All City Management Services, Inc.
Company Name

7/10/25
Date

**SWORN STATEMENT
ON PUBLIC ENTITY CRIMES
UNDER FLORIDA STATUTES CHAPTER 287.133(3)(a).**

THIS FORM MUST BE SIGNED IN THE PRESENCE OF A NOTARY PUBLIC OR OTHER OFFICER AUTHORIZED TO ADMINISTER OATHS.

1. This sworn statement is submitted with RFP No. 07-16-25-09 for School Crossing Guard Services.
2. This sworn statement is submitted by All City Management Services, Inc. (name of entity submitting sworn statement) whose business address is 10440 Pioneer Blvd., Suite 5, Santa Fe Springs, CA 90670 and (if applicable) its Federal Employer Identification Number (FEIN) is 95-3971517. (If the entity has no FEIN, include the Social Security Number of the individual signing this sworn statement: _____.)
3. My name is Demetra Farwell and my
(Please print name of individual signing)
relationship to the entity named above is Corporate Secretary.
4. I understand that a "public entity crime" as defined in Paragraph 287.133(1)(g), Florida Statutes, means a violation of any state or federal law by a person with respect to and directly related to the transaction of business with any public entity or with an agency or political subdivision of any other state or with the United States, including, but not limited to, any bid or contract for goods or services to be provided to any public entity or an agency or political subdivision of any other state or of the United States and involving antitrust, fraud, theft, bribery, collusion, racketeering, conspiracy, or material misrepresentation.
5. I understand that a "convicted" or "conviction" as defined in Paragraph 287.133(1)(b), Florida Statutes, means a finding of guilt or a conviction of a public entity crime, with or without an adjudication of guilt, in any federal or state trial court of record relating to charges brought by indictment or information after July 1, 1989, as a result of a jury verdict, nonjury trial, or entry of a plea of guilty or nolo contendere.
6. I understand that an "affiliate" as defined in Paragraph 287.133(1)(a), Florida Statutes, includes but is not limited to:
 1. A predecessor or successor of a person convicted of a public entity crime: or
 2. An entity under the control of any natural person who is active in the management of the entity and who has been convicted of a public entity crime. The term "affiliate" includes those officers, directors, executives, partners, shareholders, employees, members, and agents who are active in the management of an affiliate. The Ownership by one person of shares constituting a controlling interest in another person, or a pooling of equipment or income among persons when not for fair market value under an arm's length agreement, shall be a prima facie case that one person controls another person. A person who knowingly enters into a joint venture with a person who has been convicted of a public entity crime in Florida during the preceding thirty-six (36) months shall be considered an affiliate.
7. I understand that a "person" as defined in Paragraph 287.133(1)(e), Florida Statutes, means any natural person or entity organized under the laws of any state or of the United States with the legal power to enter into a binding contract and which bids or applies to bid on contracts for the provision

of goods or services let by a public entity, or which otherwise transacts or applies to transact business with a public entity. The term "person" includes those officers, who are active, or who have been active, directors, executives, partners, shareholders, employees, members, and agents who are active in management of an entity within the last five (5) years of this sworn statement.

8. Based on information and belief, the statement which I have marked below is true in relation to the entity submitting this sworn statement. **Please check all statements that are applicable.**
 - ☒ Neither the entity submitting this sworn statement, nor any officers, directors, executives, partners, shareholders, employees, members, or agents who are active in management of the entity, nor any affiliate of the entity have been charged with and convicted of a public entity crime subsequent to July 1, 1989.
 - ☐ The entity submitting this sworn statement, or one or more of the officers, directors, executives, partners, shareholders, employees, members, or agents who are active in management of the entity, or an affiliate of the entity has been charged with and convicted of a public entity crime subsequent to July 1, 1989, AND (Please indicate which additional statement applies.)
 - ☐ There has been a proceeding concerning the conviction before a hearing officer of the State of Florida, Division of Administrative Hearings. The final order entered by the hearing officer did not place the person or affiliate on the convicted vendor list. (Please attach a copy of the final order.)
 - ☐ The person or affiliate was placed on the convicted vendor list. There has been a subsequent proceeding before a hearing officer of the State of Florida, Division of Administrative Hearings. The final order entered by the hearing officer determined that it was in the public interest to remove the person or affiliate from the convicted vendor list. (Please attach a copy of the final order.)
9. Based on information and belief, the statement that I have marked below is true in relation to the entity submitting this sworn statement. **Please check if statement is applicable.**
 - ☒ The person or affiliate has not been placed on the convicted vendor list.
(If the box is not checked, please describe any action taken by or pending with the Department of General Services.)
10. The herein sworn statement shall be subject to and incorporate all the terms and conditions contained in Section 287.133 of the Florida Statutes.
11. Conviction of a public entity crime shall be cause for disqualification.

Demetra Farwell

Proposer's Name

Signature

Date:

7/10/25State of: CaliforniaCounty of: Los Angeles

The foregoing instrument was acknowledged before me this _____ day of _____, 2025, by Demetra Farwell, who is (who are) personally known to me or who has produced _____ as identification and who did (did not) take an oath.

Notary Public Signature

Notary Name, Printed, Typed or Stamped

Commission Number: _____

My Commission Expires: _____

see attachment

CALIFORNIA ACKNOWLEDGMENT

CIVIL CODE § 1189

A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

State of California

County of Los Angeles

On July 10, 2015 before me, Nicole R. Smith, Notary Public
Date Here Insert Name and Title of the Officer

personally appeared Demetra Farris II
Name(s) of Signer(s)

who proved to me on the basis of satisfactory evidence to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.



I certify under PENALTY OF PERJURY under the laws of the State of California that the foregoing paragraph is true and correct.

WITNESS my hand and official seal.

Signature

Signature of Notary Public

Place Notary Seal and/or Stamp Above

OPTIONAL

Completing this information can deter alteration of the document or fraudulent reattachment of this form to an unintended document.

Description of Attached Document

Title or Type of Document: _____

Document Date: _____ Number of Pages: _____

Signer(s) Other Than Named Above: _____

Capacity(ies) Claimed by Signer(s)

Signer's Name: _____

☐ Corporate Officer – Title(s): _____

☐ Partner – ☐ Limited ☐ General

☐ Individual ☐ Attorney in Fact

☐ Trustee ☐ Guardian or Conservator

☐ Other: _____

Signer is Representing: _____

Signer's Name: _____

☐ Corporate Officer – Title(s): _____

☐ Partner – ☐ Limited ☐ General

☐ Individual ☐ Attorney in Fact

☐ Trustee ☐ Guardian or Conservator

☐ Other: _____

Signer is Representing: _____

**AFFIDAVIT OF COMPLIANCE WITH FOREIGN COUNTRIES OF CONCERN
PURSUANT TO SECTION 287.138, FLORIDA STATUTES (2023)**

The undersigned, on behalf of the entity listed below ("Entity"), hereby attests under penalty of perjury as follows:

1. Entity is not owned by the government of a foreign country of concern as defined in Section 287.138, Florida Statutes. (Source: § 287.138(2)(a), Florida Statutes.)
2. The government of a foreign country of concern does not have a controlling interest in Entity. (Source: § 287.138(2)(b), Florida Statutes.)
3. Entity is not organized under the laws of, and does not have a principal place of business in, a foreign country of concern. (Source: § 287.138(2)(c), Florida Statutes.)
4. The undersigned is authorized to execute this affidavit on behalf of Entity.
5. The undersigned further sayeth naught.

Date: 7/10, 2025.

Signed: 

Entity: All City Management Services, Inc.

Name: Demetra Farwell

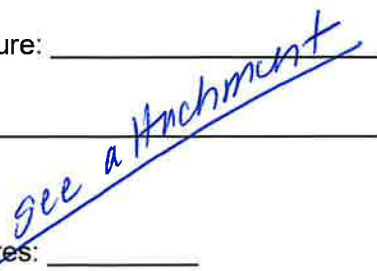
Title: Corporate Secretary

STATE OF California

COUNTY OF Los Angeles

Sworn to (or affirmed) and subscribed before me, by means of ☒ physical presence or ☐ online notarization, this ____ day of _____, 2025, by Demetra Farwell, as Corporate Secretary for All City Management Services, Inc.

who is personally known to me or who has produced _____ as identification.

Notary Public Signature: 

State of CA at Large (Seal)

Print Name: _____

My commission expires: _____

CALIFORNIA JURAT

GOVERNMENT CODE § 8202

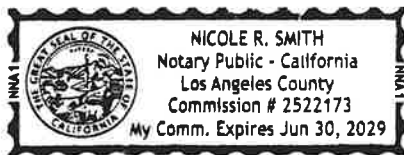
A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

State of California

County of Los Angeles

Subscribed and sworn to (or affirmed) before me on

this 10 day of July, 2025, by
Date Month Year



(1) Demetra Farwell

(and (2) _____),
Name(s) of Signer(s)

proved to me on the basis of satisfactory evidence to be the person(s) who appeared before me.

Signature [Signature]
Signature of Notary Public

Place Notary Seal and/or Stamp Above

OPTIONAL

Completing this information can deter alteration of the document or fraudulent reattachment of this form to an unintended document.

Description of Attached Document

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Document Date: _____ Number of Pages: _____

Signer(s) Other Than Named Above: _____

**SCRUTINIZED COMPANIES CERTIFICATION FORM
CERTIFICATION PURSUANT TO
FLORIDA STATUTE § 215.4725 AND § 215.473**

I, Demetra Farwell, on behalf of All City Management Services, Inc.,
Print Name Company Name

certifies that All City Management Services, Inc. does not:
Company Name

1. Participate in a boycott of Israel; and
2. Is not on the Scrutinized Companies that Boycott Israel list; and
3. Is not on the Scrutinized Companies with Activities in Sudan List; and
4. Is not on the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List; and
5. Has not engaged in business operations in Cuba or Syria.


Signature

Demetra Farwell, Corporate Secretary

Title

800 540 9290

Phone

7/10/25
Date

E-VERIFY FORM

Project Name:	School Crossing Guard Services
Project No.:	RFP NO. 07-16-25-09

ACKNOWLEDGEMENT**Definitions:**

"Contractor" means a person or entity that has entered or is attempting to enter into a contract with a public employer to provide labor, supplies, or services to such employer in exchange for salary, wages, or other remuneration.

"Subcontractor" means a person or entity that provides labor, supplies, or services to or for a contractor or another subcontractor in exchange for salary, wages, or other remuneration.

Effective January 1, 2021, public and private employers, contractors and subcontractors will begin required registration with, and use of the E-verify system in order to verify the work authorization status of all newly hired employees. Vendor/Consultant/Contractor acknowledges and agrees to utilize the U.S. Department of Homeland Security's E-Verify System to verify the employment eligibility of:

- (a) All persons employed by Vendor/Consultant/Contractor to perform employment duties within Florida during the term of the contract; and
- (b) All persons (including subvendors/subconsultants/subcontractors) assigned by Vendor/Consultant/Contractor to perform work pursuant to the contract with the Department. The Vendor/Consultant/Contractor acknowledges and agrees that use of the U.S. Department of Homeland Security's E-Verify System during the term of the contract is a condition of the contract with the City of Coconut Creek; and

Should vendor become successful Contractor awarded for the above-named project, by entering into this Contract, the Contractor becomes obligated to comply with the provisions of Section 448.095, Fla. Stat., "Employment Eligibility," as amended from time to time. This includes but is not limited to utilization of the E-Verify System to verify the work authorization status of all newly hired employees, and requiring all subcontractors to provide an affidavit attesting that the subcontractor does not employ, contract with, or subcontract with, an unauthorized alien. The contractor shall maintain a copy of such affidavit for the duration of the contract. Failure to comply will lead to termination of this Contract, or if a subcontractor knowingly violates the statute, the subcontract must be terminated immediately. Any challenge to termination under this provision must be filed in the Circuit Court no later than 20 calendar days after the date of termination. If this contract is terminated for a violation of the statute by the Contractor, the Contractor may not be awarded a public contract for a period of 1 year after the date of termination.

COMPANY CONTACT INFORMATION

Company Name: All City Management Services, Inc.

Authorized Signature:

Print Name: Demetra Farwell

Title Corporate Secretary

Date:

Phone: 800 540 9290

Email: demetra@thecrossingguardcompany.com

Website: www.thecrossingguardcompany.com

EXCEPTIONS TO THE RFP

NOTE: Proposals that are exceptions to that which are specified and outlined below. (Additional sheets may be attached.) However, all alterations or omissions of required information or any change in proposal requirements is done at the risk of the Proposer presenting the proposal and may result in the rejection thereof.

No exceptions taken

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.