

Introduced by: Councilmembers Clarke and Schleifer *J. Costello* COSTELLO *P. ...*

Prepared by: Department of Legislative Reference Date: March 29, 2017 *Johns,*

Referred to: BUDGET AND APPROPRIATIONS Committee *Burnett,*

Also referred for recommendation and report to municipal agencies listed on reverse. *Skid,*  
*[Signature]*

CITY COUNCIL *17-0018R*

A RESOLUTION ENTITLED

A COUNCIL RESOLUTION concerning

**Investigative Hearing – Crossing Guard Cuts**

FOR the purpose of reviewing and helping reverse the recent annual reductions in crossing guard personnel, elimination of previously assigned crossing locations, and the proposed cutback of hours paid for crossing guard services.

*[Handwritten signatures: Bill, K. ...]*  
*[Handwritten signature: E. F. ...]*  
*[Handwritten signature: Margaret ...]*  
*[Handwritten signature: Robert ...]*  
*[Handwritten signature: ...]*

No. \_\_\_\_\_

**\*\*The introduction of an Ordinance or Resolution by Councilmembers at the request of any person, firm or organization is a courtesy extended by the Councilmembers and not an indication of their position.**

**Agencies**

Baltimore City Public School System

Baltimore Development Corporation

City Solicitor

Comptroller's Office

Department of Audits

Department of Finance

Department of General Services

Department of Housing and Community Development

Department of Human Resources

Department of Planning

Other: \_\_\_\_\_

Other: \_\_\_\_\_

Other: \_\_\_\_\_

Department of Public Works

Department of Real Estate

Department of Recreation and Parks

Department of Transportation

Fire Department

Health Department

Mayor's Office of Employment Development

Mayor's Office of Human Services

Mayor's Office of Information Technology

Office of the Mayor

Police Department

Other: \_\_\_\_\_

Other: \_\_\_\_\_

**Boards and Commissions**

Board of Estimates

Board of Ethics

Board of Municipal and Zoning Appeals

Comm. for Historical and Architectural Preservation

Commission on Sustainability

Employees' Retirement System

Other: \_\_\_\_\_

Other: \_\_\_\_\_

Other: \_\_\_\_\_

Environmental Control Board

Fire & Police Employees' Retirement System

Labor Commissioner

Parking Authority Board

Planning Commission

Wage Commission

Other: \_\_\_\_\_

Other: \_\_\_\_\_

Other: \_\_\_\_\_

# BALTIMORE CITY PUBLIC SCHOOLS

**Catherine E. Pugh**  
*Mayor, City of Baltimore*

**Marnell A. Cooper**  
*Chair, Baltimore City Board of  
School Commissioners*

**Dr. Sonja Brookins Santelises**  
*Chief Executive Officer*

April 18, 2017

The Honorable Bernard C. "Jack" Young  
President, Baltimore City Council  
City Hall, Room 400  
100 N. Holliday Street  
Baltimore, Maryland 21202

Re: Position Statement  
City Council Bill 17-0018R

Dear Council President Young:

On April 3, 2017 the Baltimore City Council introduced the above-captioned bill (Resolution) to review and help reverse the recent annual reductions in crossing guard personnel, elimination of previously assigned crossing locations, and the proposed cutback of hours paid for crossing guard services.

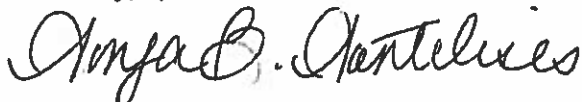
The safety of our students is the number one priority for Baltimore City Public Schools (City Schools). Ensuring that our schoolchildren can travel safely to and from school is therefore an issue of the utmost importance, and the role that school crossing guards play is essential in this process. In SY 2016-17 there are approximately 82,354 students enrolled in City Schools. Of these, nearly 5,000 students receive yellow bus or taxi cab transportation services. The remaining 77,000 plus students either receive corner to corner services (which require students to walk to and from designated bus stops), walk to school, or ride Maryland Transportation Administration (MTA) buses.

As stated in the Resolution, crossing guards are an essential part of our public safety system, with particular impact on the safety of our younger students traveling to and from school. City Schools' police have received numerous complaints from families so far this year regarding an insufficient number of crossing guards providing support; however, the school district has no authority over crossing guards and therefore must work with the appropriate city agencies on issues of placement.

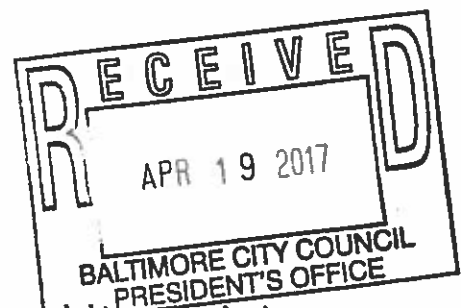
City Schools therefore strongly supports the goals of City Council Bill 17-0018R. We welcome this review and will be pleased to provide additional testimony on this issue at your request.

Thank you for inviting City Schools to participate in this very important process.


Sincerely,



Sonja Brookins Santelises, Ed.D.  
Chief Executive Officer





<b>FROM</b>	NAME & TITLE	<i>Andrew Kleini</i> Andrew Kleine, Chief	CITY of BALTIMORE <b>MEMO</b>	
	AGENCY NAME & ADDRESS	Bureau of the Budget and Management Research Room 432. City Hall (410) 396-4941		
	SUBJECT	City Council Bill #17-0018R		

**TO**

DATE:

The Honorable President and  
Members of the City Council  
Room 400, City Hall

April 18, 2017

City Council Bill # 17-0018R seeks to review the recent reductions in crossing guard staff, elimination of crossing guard locations, and proposed reduction in crossing guard pay.

Below is a table showing the recent history of crossing guard expenditures.

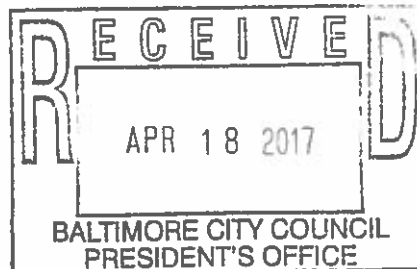
Fiscal 2012	Fiscal 2013	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017 (Budgeted)	Fiscal 2018 (Budgeted)
\$5,600,596	\$6,238,870	\$5,354,548	\$5,273,770	\$4,540,189	\$3,064,092	\$4,784,930

**Notes:**

- The increase in expenditures between 2012 and 2013 was due to the allocation of pension costs to the position level.
- The budget was adjusted between 2013 and 2014 as the Department of Transportation conducted a usage study that identified underutilized crossings and led to a new policy for crossing guard placement based on national standards.
- The adjustment in 2016 was due to abolishing budgeted vacant positions.
- The adjustment from 2016 to 2017 was related to a plan to pay crossing guards for two rather than four hours per day, consistent with actual hours worked. The City and CUB could not reach agreement on this change. The 2018 proposed budget will restore the funding.

The Department of Finance will participate in the hearing on this resolution and answer questions.

cc: Henry Raymond  
Kyron Banks



*Comments*





**HEARING NOTES**

**Bill: 17-0018R**

**Investigative Hearing - Crossing Guards**

**Committee:** Budget and Appropriations  
**Chaired By:** Councilmember Eric T. Costello  
**Hearing Date:** Wednesday, April 19, 2017  
**Time (Beginning):** 5:05 PM  
**Time (Ending):** 6:20 PM  
**Location:** Clarence "Du" Burns Chamber  
**Total Attendance:** Approximately 65

**Committee Members in Attendance:**

Eric Costello                      Issac "Yitzy" Schleifer  
Leon Pinkett                     Sharon Green Middleton  
Shannon Sneed                 Brandon Scott

Bill Synopsis in the file? .....	<input checked="" type="checkbox"/> yes	<input type="checkbox"/> no	<input type="checkbox"/> n/a
Attendance sheet in the file? .....	<input checked="" type="checkbox"/> yes	<input type="checkbox"/> no	<input type="checkbox"/> n/a
Agency reports read? .....	<input checked="" type="checkbox"/> yes	<input type="checkbox"/> no	<input type="checkbox"/> n/a
Hearing televised or audio-digitally recorded? .....	<input checked="" type="checkbox"/> yes	<input type="checkbox"/> no	<input type="checkbox"/> n/a
Certification of advertising/posting notices in the file? .....	<input type="checkbox"/> yes	<input type="checkbox"/> no	<input checked="" type="checkbox"/> n/a
Evidence of notification to property owners? .....	<input type="checkbox"/> yes	<input type="checkbox"/> no	<input checked="" type="checkbox"/> n/a
Final vote taken at this hearing? .....	<input type="checkbox"/> yes	<input checked="" type="checkbox"/> no	<input type="checkbox"/> n/a

**Major Speakers**

*(This is not an attendance record.)*

- Andrew Kleine, Department of Finance
- Major Akil Hamm, School Police Division
- Lindsey Wines, Department of Transportation, DOT
- Patrick Fleming, Department of Transportation
- Tiffany Walker, City Union of Baltimore (CUB)
- Carmelita Bartholomew, Crossing Guards Division
- Paul Hartzell, City Resident
- Henrietta Sheffer, Crossing Guard

- Janice Hyman, on behalf of Liberty School #6
  - Kim Trueheart, on behalf of Liberty Elementary School
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### Major Issues Discussed

1. The Chairman of the committee thanked the Mayor for finding additional funding to support the Crossing Guards' positions in fiscal year 2018.
2. The two (2) primary sponsors of the bill gave opening remarks. Some highlights of their conversation were:
  - History associated with loss positions
  - History associated with filled positions
  - Would like all positions filled!
  - Elaborated on why additional hours need to be restored
  - Crossing guards aren't just there to help children cross streets, they are another authority figure for children and they keep them safe
  - Increase in complaints about speeding traffic
  - This isn't the time to reduce crossing guards!
  - All applicable corners must be covered!
3. The representative from the Department of Finance discussed the information contained in their agency report.
4. The representative from the School Police Division supports the bill and stated that he would like to see all positions filled and the additional hours restored. He also talked about "statistical data for accidents that have occurred near or by city schools."
5. A representative from the DOT gave a PowerPoint presentation. She talked about national standards and efficiencies. **A copy is in the bill file.** A five (5) minute video was also shown about the role and responsibilities of school students crossing streets and/or crosswalks. **ALSO SEE FURTHER STUDY BELOW.**
6. The representative from the CUB supported the bill. Some highlights of her discussion were:
  - The job of Crossing Guards can be challenging
  - Talked about statistical data regarding children being victims of car accidents
  - Reduced hours are a disservice to employees!
  - Talked about history associated with filled and/or declined positions
7. The representative from the Crossing Guards Division also supported the bill. Some highlights of her discussion were:
  - Stating that she has witnessed many fatalities; kids don't obey signs! Kids don't always obey parents!
  - Most Crossing Guards are working 2 to 3 jobs – they will not work for an hour a day pay! We need the additional hours or the Guards will not be out there!
  - Do you want parents suing the City because children will be placed in harm's way?
  - Many motorists often run stop signs! This is a dangerous job and there appears to be increasing dangers at Baltimore City intersections
  - Some locations are gang infested
  - Can't believe they want to eliminate some locations/corners



8. The representatives in attendance were asked to response to questions, concerns and/or comments from the committee/council members. Some highlights of concerns, questions asked and/or comments made were:

- Some Crossing Guards has built relationships with the parents and students; talking about personal relationships such as the role of a second parent!
- Intersection/Crosswalks
  - A lot of attention needs to be placed on the crosswalks (such as paving, retracing lines, upgrades, etc.)
  - Location of crosswalks needs to be re-examined!
  - Does anyone assess the condition of the crosswalks?
- Plans for the new 21<sup>st</sup> Century School areas
  - Need to come up with a plan on how Crossing Guards will be positioned
  - And Crossing Guards needs to be a part of the discussion and design
- Crosswalk location at Greenmount and 21<sup>st</sup> Street was discussed – **SEE FUTHER STUDY BELOW**
- How many elementary and middle schools are operating now?
- How many schools have safe routes?
- Are there yellow flashers at all schools? How many? **SEE FURTHER STUDY BELOW.**
- The Mayor will add \$1.5M to the upcoming budget for the Crossing Guards and increase work hours back to four (4) hours per day; we are very grateful. Tell us how the budget will be presented.
- There are only 35 schools completed; will other schools be completed? When? Who is doing this?
- When a Crossing Guard calls out for the day what is the “Call Out Process?” We would like for the Guard to call the school (Principal) too to let them know he/she will not be on the job! This process would help facilitate issues with absenteeism.
- Are there any substitute? **NO** – not at this time
- We want all vacant positions filled
- Suggestion: Look at the corners that have been abandoned and place the Guards there!

9. A Crossing Guard testified and stated that she has been in her position for over 40 years and loves her job. “I need the money and the hours worked. We need upgraded uniforms; this issue needs to be looked into.”

10. Three (3) city residents gave testimony; 2 on behalf of specific schools. Some highlights of their discussion and/or concerns were:

- Been living in the City for over 44 years; there is no longer a Crossing Guard at the intersection by my home. Used to know the Guards by name, they reported even during implement weather!
- The location for Guards need to be re-visited
- We want all vacant positions filled
- Our school needs at least two (2) more Crossing Guards! One at Liberty Heights and Garrison Avenue and one at Forest Park and Garrison Avenue.
- We Need a flashing light too!
- Eighty (80%) of our school population walk to school
- There are issues that needs to be looked at and addressed

- Community volunteers are also needed
- I am advocating for the school as well as for the children all over the City
- Our children are continuously being disrespected!
- Are we going to protect our children?
- Want every corner necessary secured!

11. Hearing was called to recess; to reconvene at a later date for a voting session.

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### Further Study

Was further study requested?

Yes  No

If yes, describe.

1. The representative from the DOT is to submit a study regarding national standards to the committee members. Ms. Wines to submit same.
2. The chairman asked that a Traffic Study of Greenmount and 21<sup>st</sup> be expedited as soon as possible. Per Mr. Fleming: Yes
3. The representative from the DOT is to submit information pertaining to yellow flasher; to see how they are disbursed. The information is to be submitted in a map form. Mr. Fleming is to submit same.

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*M. M. Currin*  
Marguerite M. Currin, Committee Staff

Date: April 20, 2017

cc: Bill File  
OCS Chrono File

# Crossing Guard Program

INVESTIGATIVE HEARING – 4.19.17



## Operational Review

By Fiscal 2013, the crossing guard budget had increased to \$6.3M with 360 crossing guards available for 474 designated corners.

In August 2012 (Fiscal 2013) through the Mayoral Fellow Program, a study was conducted on the Crossing Guard Program for Baltimore City. The findings were presented to DOT.

- The study outlined current business practices and identified recommendations and procedures to improve performance.
- The study determined there were a number of corners where there was not a need for crossing guard coverage due to low usage.
- The study established a standard criteria for assessing and assigning crossing guard corners.



## National Standards

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The standard criteria established for determining crossing guard corners utilized national standards.

- The MUTCD (Manual on Uniform Traffic Control Devices) was used as the baseline to clarify responsibilities and liabilities in determining criteria for assessing and assigning crossing guard corners.
- MUTCD recommends a crossing guard at a corner with 40 or more children crossing in a two hour window.
- DOT established criteria is 30 children crossing in a two hour window, which is a lower rate than the national standards.
- The criteria also include requirements for traffic counts (traffic volumes and turning movements), crosswalks and the crossing be on a suggested route to school in accordance with national standards.

## Efficiencies

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As crossing guards retired or left city service, DOT has adjusted the number of budgeted positions annually to reflect the number needed to staff the corners that met the established criteria.

At the beginning of Fiscal 2017, all substitute crossing guards were placed into permanent positions.

There are currently 255 crossing guards deployed throughout the City.



## Safe Routes to School

Crossing Guards are one piece of a larger pedestrian safety strategy for DOT known as Safe Routes to School.



DOT's Safe Routes to School program works with Baltimore City Public Schools to identify the safest routes for children to get to their school.

- Since 2014, DOT has marked sidewalks with footprints at 35 schools
- The footprints are stamped along the sidewalk within 500 feet of the schools, lining the designated route for children to walk.
- DOT has also installed other safety devices such as crosswalks and pedestrian countdown signals
- In addition, DOT provides students with learning opportunities at Safety City and with public service announcements ([Safe Routes to School PSA](#)).

The Safe Routes to School campaign creates walking routes for students to specific intersections. The routes are designed to channel students to intersections where crossing guards are stationed, creating a more safe route to school.

## Moving Forward

Crossing guards will continue to be compensated based on a flat rate of four hours per day.

Annual review of crossing guard corners in coordination with the DOT Traffic Division.

Review and evaluation of requests received for new crossing guard corners based upon established standards.

Deployment of the Safe Routes to School program throughout the City.







# CITY OF BALTIMORE

## CITY COUNCIL HEARING ATTENDANCE RECORD

**Committee:** Budget and Appropriations **Chairperson:** The  
**Date:** Wednesday, April 19, 2017 **Time:** 5:00 PM  
**Subject:** Resolution - Investigative Hearing - Crossing Guard Cuts **Place:** Clarence "Du" Burns Chambers

**PLEASE PRINT**

**IF YOU WANT TO TESTIFY PLEASE CHECK HERE**

FIRST NAME	LAST NAME	ST. #	ADDRESS/ORGANIZATION NAME	ZIP	EMAIL ADDRESS	
John	Doe	100	North Charles Street	21202	Johndoenbmore@yahoo.com	
3	FALC	HARTZELL	1962	MT ROYAL TENO	21217	
4	Henrietta	Sheffer	288	South Springs St	21231	
	Conradia	Wheeler	402 E 22 St	311001	21218	
	Times	DrBlasic	8104	BAKRIVEN INSTD	21224	james.drblasic@baltimore
	Patrick	Fleming	DOT	DOT		
	Lindsay	Wines	DOT	DOT		
	Dan	Stinner	413	2117 N Howard St	21218	dostinner@baltimore.com
1	Tiffany	Walker	CURB	CURB		
	Pauline	Brooks	CURB	CURB		
2	AKI	Hamm	City Schools	21202	ghamm@beps.k12.md	



# CITY OF BALTIMORE CITY COUNCIL HEARING ATTENDANCE RECORD

Committee: Budget and Appropriations

Chairperson: The

Date: Wednesday, April 19, 2017

Time: 5:00 PM

Place: Clarence "Du" Burns Chambers

Subject: Resolution - Investigative Hearing - Crossing Guard Cuts

**PLEASE PRINT**

**IF YOU WANT TO TESTIFY PLEASE CHECK HERE**

FIRST NAME	LAST NAME	ST. #	ADDRESS/ORGANIZATION NAME	ZIP	EMAIL ADDRESS
John	Doe	100	North Charles Street	21202	Johndoenbmore@yahoo.com
Carmelita	Bartholomew		Crossing Guard	21202	Carmelitbeatty@yahoo
Margaree	Ivling		Crossing Guard	21228	
John	Swanson		Crossing Guard	21230	
Janice	Hlyman		Liberty #64 PTO president	21207	JHlyman442413@yahoo
Kim	Treutner		Liberty Elem School	21207	Kmtreutner@gmail.com

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## BILL SYNOPSIS

**Committee:** Budget and Appropriations

**City Council Resolution 17-0018R**

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### Investigative Hearing - Crossing Guards

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**Sponsor:** Councilmembers Clarke and Schleifer, et al

**Introduced:** April 3, 2017

**Purpose:**

For the purpose of reviewing and helping reverse the recent annual reductions in crossing guard personnel, elimination of previously assigned crossing locations, and the proposed cutback of hours paid for crossing guard services.

**Effective:** Upon enactment.

**Hearing Date/Time/Location:** Wednesday/April 19, 2017/5:00 PM/Council Chambers

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### Agency Reports

Baltimore City Public School System  
Department of Finance

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### Analysis

#### Current Law

**MD Transportation Code §21-107.**

**Article - Transportation**

(a) A school crossing guard who meets the qualifications in subsection (b) of this section may stop or otherwise direct vehicles and pedestrians on a highway or on school grounds to assist:

- (1) Pedestrians in the safe crossing of highways at a school crossing; and

- (2) School vehicles in entering and leaving school grounds.
- (b) A school crossing guard is qualified to direct traffic as described in subsection (a) of this section if the school crossing guard:
- (1) Is 18 years of age or older;
  - (2) Is under the control of a local law enforcement agency or a county school board;
  - (3) Has completed training to perform any traffic direction duties to which the guard is assigned as prescribed by the law enforcement agency or county school board that has control over the school crossing guard; and
  - (4) Is wearing an appropriate uniform as specified by the law enforcement agency or county school board that has control over the school crossing guard.
- (c) A person may not willfully disobey a lawful direction of a school crossing guard exercising the authority granted in this section.
- (d) Nothing in this section prohibits a school crossing guard who does not meet the qualifications specified in subsection (b) of this section from assisting a pedestrian to cross a highway, providing the school crossing guard does not attempt to do so by directing traffic.

## Background

Due to State law funding for Crossing Guards are placed in the Police Department's budget. However, the Crossing Guard positions are in the Department of Transportation's budget. The Department of Transportation is reimbursed by the Police Department for costs associated with the Crossing Guard positions.

Only full time positions are reflected in the budget book. Most of the Crossing Guard positions are part-time. Crossing Guards are representative by the City Union of Baltimore (CUB).

Per the Finance Department, for the current fiscal year (2017) there are 290 funded crossing guard positions and as of this month 243 of these are filled and 47 are unfilled.

On Wednesday, April 19<sup>th</sup>, a hearing will be held to discuss Crossing Guard personnel, the hours they worked and the number of assigned crossing locations.

See attached job descriptions.

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## Additional Information

**Fiscal Note:** Not Available

**Information Source(s):** Maryland law, Council Resolution 17-0018R and all agency reports received as of this writing.

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Analysis by: *Marguerite M. Currin*  
Analysis Date: Marguerite M. Currin  
April 13, 2017

Direct Inquiries to: 443-984-3485



## Crossing Guard

Class Code:  
82190

Bargaining Unit: CUB - City Union of Baltimore

CITY OF BALTIMORE  
Revision Date: Mar 10, 2008

### SALARY RANGE

\$9,474.00 - \$10,341.00 Annually

### CLASS DEFINITION:

A Crossing Guard ensures that children cross the street safely on their way to and from school. Work of this class involves no supervisory duties or responsibilities.

Incumbents receive moderate supervision from a technical superior. Employees in this class work part-time and variable hours of work on school days only. Work is performed outdoors where there is regular exposure to traffic hazards and inclement weather. Work requires minimal physical exertion.

### DISTINGUISHING FEATURES OF THE WORK

Not Applicable.

### TYPICAL EXAMPLES OF WORK:

(The following examples illustrate the work performed in the positions in the class. Positions may require some or all of these examples depending on the organization of work within the agency. This list is not inclusive. A position may require related duties not listed, if necessary, to accomplish the work of the agency.)

Escorts children across the street.

Directs actions of children and traffic at street intersections to ensure safe crossing.

Participates in the operation and supervision of school safety patrol at assigned intersection.

Records license numbers of vehicles in violation of traffic laws and reports them to the Police Department.

May appear in court to testify.

Performs related work as required.

### REQUIRED KNOWLEDGES, SKILLS AND ABILITIES:

Ability to read written instructions.

Ability to follow directions.

Ability to maintain order at assigned intersections.

Ability to communicate orally.

Ability to keep simple records.

### MINIMUM EDUCATION AND EXPERIENCE REQUIREMENTS:

Requirements - Completion of the eighth grade.

Equivalencies - Not Applicable.

### LICENSES, REGISTRATIONS AND CERTIFICATES:

Not Applicable.

### NOTES:

NOTE: Those eligibles who are under final consideration for appointment will be required to authorize the release of criminal conviction information and to submit to drug and alcohol testing.

# Crossing Guard Supervisor I

Bargaining Unit: CUB - City Union of Baltimore

CITY OF BALTIMORE  
Revision Date: Mar 10, 2008

## SALARY RANGE

\$34,297.00 - \$40,788.00 Annually

### CLASS DEFINITION:

A Crossing Guard Supervisor I ensures that school children are safeguarded from traffic hazards by coordinating the crossing guard operations in a geographical sector; overseeing coverage at designated intersections; conducting traffic surveys and investigating accidents. Work of this class involves supervising crossing guard personnel.

Incumbents receive moderate supervision from a technical superior. Employees in this class work a conventional workweek, subject to evening, weekend and holiday hours as required. Work is performed in an office and on-site at street intersections where the employee may be exposed to inclement weather and traffic hazards. Work requires minimal physical exertion.

### DISTINGUISHING FEATURES OF THE WORK

The work of this class is distinguished from that of the class of Crossing Guard Supervisor II in that it involves the direct supervision of crossing guard activities in a single sector.

### TYPICAL EXAMPLES OF WORK:

(The following examples illustrate the work performed in the positions in the class. Positions may require some or all of these examples depending on the organization of work within the agency. This list is not inclusive. A position may require related duties not listed, if necessary, to accomplish the work of the agency.)

Performs on-site visits to ensure that intersection is supervised and that crossing guards comply with department regulations and uniform codes.

Serves as liaison between department and representatives of local schools.

Meets with school principals to discuss scheduling of crossing guards to conform to school hours; discusses and resolves problems.

Investigates complaints from parents and school officials.

Performs traffic studies to determine criticality of intersections; recommends sites for supervised crossing.

Notes changes in traffic/pedestrian flow patterns; reports to supervisor.

Investigates accidents; inspects site; interviews accident principals as witnesses; prepares accident report.

Evaluates the performance of subordinate crossing guards, monitors attendance, counsels and recommends disciplinary action.

Assists in training new employees.

May speak before parent-teacher or community groups and organizations.

Notes missing traffic signs, malfunctioning signals, etc. and reports to appropriate agency.

Maintains records and prepares reports.

Performs related work as required.

### REQUIRED KNOWLEDGES, SKILLS AND ABILITIES:

Knowledge of the principles and techniques for promoting pedestrian safety.

Knowledge of traffic laws and regulations.

Ability to maintain records and prepare reports.

Ability to recognize potential pedestrian and traffic safety hazards.

Ability to perform traffic and pedestrian pattern studies.

Ability to communicate effectively, orally and in writing.

Supervisory ability.

### MINIMUM EDUCATION AND EXPERIENCE REQUIREMENTS:

Requirements - Graduation from an accredited high school or possession of a GED certificate and four years of experience in traffic or pedestrian safety or related work.

Equivalencies - Equivalent combination of education and experience.

### LICENSES, REGISTRATIONS AND CERTIFICATES:

A valid Maryland Class C Noncommercial driver's license, or an equivalent out-of-state driver's license acceptable to the Office of Risk Management is required.

### NOTES:

NOTE: Those eligibles who are under final consideration for appointment will be required to authorize the release of criminal conviction information and to submit to drug and alcohol testing.

## Crossing Guard Supervisor II

Bargaining Unit: CUB - City Union of Baltimore

CITY OF BALTIMORE  
Revision Date: Mar 10, 2008

### SALARY RANGE

\$38,152.00 - \$46,019.00 Annually

### CLASS DEFINITION:

A Crossing Guard Supervisor II coordinates and directs personnel, site selection, scheduling, investigations and record management for the crossing guard operations of several sectors through subordinate supervisors. The work of this class involves directing the activities of office support and crossing guard work units.

Incumbents receive general supervision from an administrative superior. Employees in this class work a conventional workweek, subject to evening, weekend and holiday hours as required. Work is performed in an office where there is no exposure to hazardous working or uncomfortable environmental conditions. Work requires minimal physical exertion.

### DISTINGUISHING FEATURES OF THE WORK

The work of this class is distinguished from that of the class of Crossing Guard Supervisor I in that it involves coordinating the activities of crossing guards in several sectors, through subordinate supervisors.

### TYPICAL EXAMPLES OF WORK:

(The following examples illustrate the work performed in the positions in the class. Positions may require some or all of these examples depending on the organization of work within the agency. This list is not inclusive. A position may require related duties not listed, if necessary, to accomplish the work of the agency.)

Coordinates and directs the activities of crossing guards over several geographical sectors; assigns personnel; evaluates performance; recommends the hiring and firing of personnel.

Determines sites for crossing guard placement; maintains record of critical intersections.

Establishes schedules to conform to hours and calendars of area public and private schools.

Orders uniforms and equipment from vendors; maintains inventory; supervises enforcement of uniform code.

Organizes and conducts in-service training programs for crossing guards.

Maintains liaison with Police Department and area schools to ensure that designated intersections maintain proper coverage.

Oversees the investigation of complaints, accidents and incidents involving crossing guards and/or students.

Maintains payroll and personnel records.

May speak before parent-teacher or community groups.

Recommends changes to school routes and supervised intersections due to construction or changes in pedestrian or traffic patterns.

Performs related work as required.

### REQUIRED KNOWLEDGES, SKILLS AND ABILITIES:

Knowledge of the principles and techniques for promoting pedestrian safety.

Knowledge of traffic laws and regulations.

Ability to recognize potential pedestrian and traffic safety hazards.

Ability to establish effective work schedules.

Ability to study and interpret traffic and pedestrian flow patterns.

Ability to communicate effectively orally and in writing.

Supervisory ability.

Ability to maintain records and prepare reports.

### MINIMUM EDUCATION AND EXPERIENCE REQUIREMENTS:

**Requirements** - Graduation from an accredited high school or possession of a GED certificate and five years of experience in traffic or pedestrian safety or related work, including two years of such supervisory responsibilities as disciplining, evaluating the performance of, and recommending the hiring, firing and promoting of others.

**Equivalencies** - Equivalent combination of education and experience. Non-supervisory experience may not be substituted for the required supervisory experience.

### LICENSES, REGISTRATIONS AND CERTIFICATES:

A valid Maryland Class C Noncommercial driver's license, or an equivalent out-of-state driver's license acceptable to the Office of Risk Management is required.

### NOTES:

**NOTE:** Those eligibles who are under final consideration for appointment will be required to authorize the release of criminal conviction information and to submit to drug and alcohol testing.





**CITY OF BALTIMORE  
COUNCIL BILL 17-0018R  
(Resolution)**

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Introduced by: Councilmembers Clarke, Schleifer, Henry, Costello, Scott, Pinkett, Stokes,  
Burnett, Sneed

Introduced and read first time: April 3, 2017

Assigned to: Budget and Appropriations Committee

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REFERRED TO THE FOLLOWING AGENCIES: Baltimore City Public School System, Department of  
Finance

---

A RESOLUTION ENTITLED

1 A COUNCIL RESOLUTION concerning

2 **Investigative Hearing – Crossing Guard Cuts**

3 FOR the purpose of reviewing and helping reverse the recent annual reductions in crossing guard  
4 personnel, elimination of previously assigned crossing locations, and the proposed cutback of  
5 hours paid for crossing guard services.

6 **Recitals**

7 Crossing guards are an essential part of our public safety system, protecting the smallest and  
8 youngest of our citizens. These crossing guards are their first – and often only – line of defense  
9 against the dangers they may encounter moving between the safer and more controlled  
10 environments of school and home. Unfortunately, at current and projected funding levels, there  
11 are simply not enough of them or enough crossing locations to provide the protection our  
12 children and their families need and deserve.

13 Loss of 64 funded positions and numerous crossing locations since 2015-16

- 14 - In school year 2015-16, the City funded 321 crossing guard positions, including  
15 33 substitutes.
- 16 - In the current school year, the number shrank to 290, with substitutes eliminated.
- 17 - In the 2017-18 school year, Finance projects 290 funded positions, again with no  
18 substitutes, representing a loss of 64 positions in two years.

19 But that's just positions funded!

- 20 - Last year, only 245 positions were actually filled, plus 33 substitutes.
- 21 - This year, only 246 filled, with no substitutes.
- 22 - For the 2017-18 school year, Finance recommends 290 budgeted positions, no  
23 substitutes. We do not yet know how many positions will actually be filled.

EXPLANATION: Underlining indicates matter added by amendment.  
~~Strike-out~~ indicates matter deleted by amendment.

## Council Bill 17-0018R

1 To accommodate such steady annual defunding, Transportation has already eliminated a  
2 number of formerly protected corners, using as a major cut off criteria of school guard crossings  
3 used by fewer than 30 children.

### 4 Reduction of Crossing Guard Hours from 4 to 2 hours daily

5 Of urgent concern regarding our crossing guards is pending current negotiations, namely  
6 Finance's proposal to reduce their workday from a minimum of 4 to a minimum of 2 hours.

7 Although crossing guards may work fewer than the current 2 hours in the morning and 2 in  
8 the afternoon, this minimum payment was created and has been traditionally honored by the City  
9 for the following reasons:

- 10 1. The crossing guards must report to work in a "split shift" fashion, in the morning and  
11 again in the afternoon. This requires them to dress in uniforms twice daily, travel to their  
12 assigned locations twice daily, and remain on the job till the last child is safely crossed.
- 13 2. In addition, guards must report to and from a designated location to sign in and out each  
14 day, a "double reporting" which requires them to remain local for most of the day, placing  
15 limitations on their ability to make other plans or take other part-time jobs for the day.
- 16 3. Crossing guards need to be present for early-arriving and late-dismissing children and,  
17 especially in these difficult times, to run interference when troubles erupt.
- 18 4. Many current guards will be forced to seek alternative employment should their minimum  
19 hours and compensation be cut in half, leaving even more corners unprotected as the City  
20 undertakes challenging recruitment efforts to replace and retain them.
- 21 5. To pay them any less is not worth the pay and level of responsibility they have for the  
22 safety of Baltimore's children.

### 23 Substitutes are required to cover absences

24 In addition to full budget staffing, substitute crossing guards are important to add to the  
25 full-time projected budget, including a more efficient process for ensuring timely coverage, that  
26 is, for a crossing guard calling Transportation to report absence to also call the principal of their  
27 assigned school as well as the parent representative designated to recruit parent volunteers when  
28 substitutes are not available.

### 29 Now, more than ever, Crossing Guards are Needed

30 In recent months in Baltimore, schools and neighborhoods have overwhelmingly complained  
31 of dangerous increases in speeding traffic and have appealed for traffic calming such as speed  
32 humps, additional crosswalks, police traffic enforcement, more pedestrian-oriented traffic  
33 signals,— and restoration of former crossing guard locations at dangerous speedways.

34 Also, more and more, crossing guards intervene to prevent bullying among children and to  
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**Council Bill 17-0018R**

1           In addition, in this era of school system deficits, a crucial State per-pupil funding formula  
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3 in the number of students enrolled in our schools. Reaching higher enrollment goals means even  
4 more students to protect in their travels to school and back home. Safe passage will be an  
5 important family consideration in deciding on the Baltimore City Public Schools.

6           **NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF BALTIMORE**, that the  
7 Council requests the Budget Bureau and the Baltimore City Public Schools, local school leaders,  
8 and crossing guards themselves to appear at a City Council hearing to discuss the need to restore  
9 necessary crossing guard personnel and locations, 4-hour workdays, and safe passage for all  
10 Baltimore City students of all ages and how to accomplish these goals in the upcoming FY2018  
11 budget.

12           **AND BE IT FURTHER RESOLVED**, That a copy of this Resolution be sent to the Mayor, the  
13 Director of Finance, the CEO of Baltimore City Public Schools, the President of the City Union  
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**CITY OF BALTIMORE  
COUNCIL BILL 17-0018R  
(Resolution)**

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Introduced by: Councilmembers Clarke, Schleifer, Henry, Costello, Scott, Pinkett, Stokes,  
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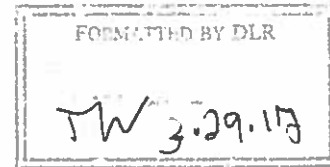
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**INTRODUCTORY\***  
**CITY OF BALTIMORE**  
**COUNCIL BILL \_\_\_\_R**  
**(Resolution)**



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Introduced by: Councilmembers Clarke and Schleifer

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A RESOLUTION ENTITLED

A COUNCIL RESOLUTION concerning

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\* WARNING: THIS IS AN UNOFFICIAL, INTRODUCTORY COPY OF THE BILL.  
THE OFFICIAL COPY CONSIDERED BY THE CITY COUNCIL IS THE FIRST READER COPY.

## Reduction of Crossing Guard Hours from 4 to 2 hours daily

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3. Crossing guards need to be present for early-arriving and late-dismissing children and, especially in these difficult times, to run interference when troubles erupt.
4. Many current guards will be forced to seek alternative employment should their minimum hours and compensation be cut in half, leaving even more corners unprotected as the City undertakes challenging recruitment efforts to replace and retain them.
5. To pay them any less is not worth the pay and level of responsibility they have for the safety of Baltimore's children.

### Substitutes are required to cover absences

In addition to full budget staffing, substitute crossing guards are important to add to the full-time projected budget, including a more efficient process for ensuring timely coverage, that is, for a crossing guard calling Transportation to report absence to also call the principal of their assigned school as well as the parent representative designated to recruit parent volunteers when substitutes are not available.

### Now, more than ever. Crossing Guards are Needed

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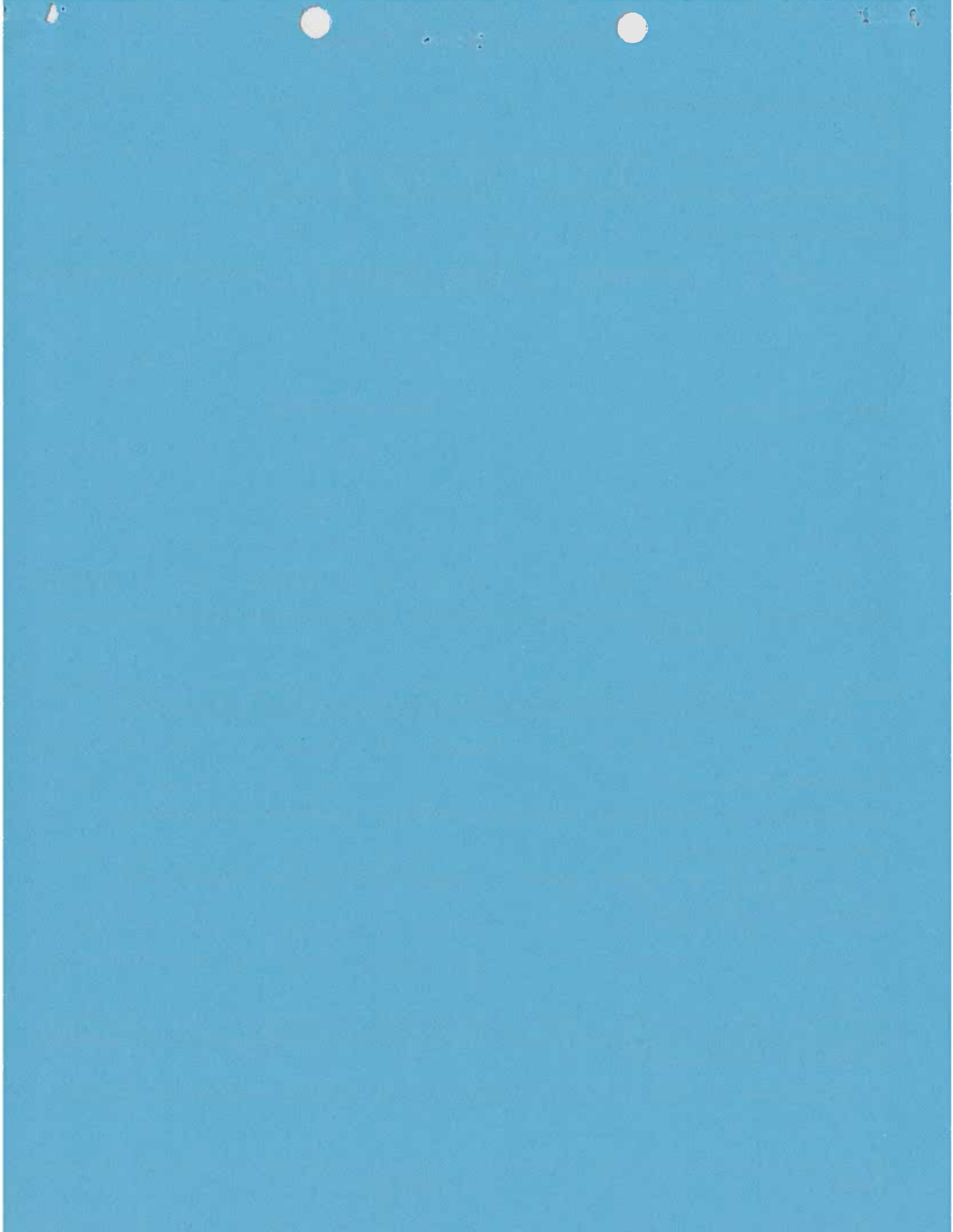
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**ACTION BY THE CITY COUNCIL**

APR 03 2017

FIRST READING (INTRODUCTION) \_\_\_\_\_ 20 \_\_\_\_\_

PUBLIC HEARING HELD ON April 19, 2017 \_\_\_\_\_ 20 \_\_\_\_\_

COMMITTEE REPORT AS OF \_\_\_\_\_ 20 \_\_\_\_\_

\_\_\_\_\_ FAVORABLE \_\_\_\_\_ UNFAVORABLE \_\_\_\_\_ FAVORABLE AS AMENDED \_\_\_\_\_ WITHOUT RECOMMENDATION

Chair

COMMITTEE MEMBERS:

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\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

SECOND READING: The Council's action being favorable (unfavorable), this City Council bill was (was not) ordered printed for Third Reading on:

\_\_\_\_\_ 20 \_\_\_\_\_

\_\_\_\_\_ Amendments were read and adopted (defeated) as indicated on the copy attached to this blue backing.

THIRD READING \_\_\_\_\_ 20 \_\_\_\_\_

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THIRD READING (ENROLLED) \_\_\_\_\_ 20 \_\_\_\_\_

\_\_\_\_\_ Amendments were read and adopted (defeated) as indicated on the copy attached to this blue backing.

THIRD READING (RE-ENROLLED) \_\_\_\_\_ 20 \_\_\_\_\_

WITHDRAWAL \_\_\_\_\_ 20 \_\_\_\_\_

There being no objections to the request for withdrawal, it was so ordered that this City Council Ordinance be withdrawn from the files of the City Council.

\_\_\_\_\_  
President

\_\_\_\_\_  
Chief Clerk