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**Via Facsimile and U.S. Mail**

May 22, 2008

Raymond Kelly  
Commissioner  
New York Police Department  
One Police Plaza  
New York, NY 10038

Dear Commissioner Kelly:

I write to you today regarding the recruitment and retention of school crossing guards. (I wrote an earlier letter to this effect to the Department of Education, and was referred to you.)

On October 19 of last year, the City Council's Committee on Civil Service and Labor and the Committee on Public Safety held a joint oversight hearing on this subject. It was revealed at the hearing that the number of crossing guards has been steadily decreasing, due in part to the difficulty in hiring an adequate number of guards. I understand, for example, that the DOE requires that all crossing guards work both in the morning when students arrive, and in the afternoon, when students are dismissed.

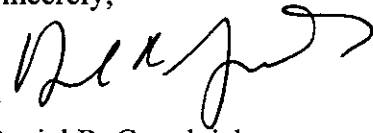
I want to suggest that you consider introducing "split shifts," whereby a crossing guard could work either a morning or afternoon shift, but not be obligated to work both. If the position were more flexible, I expect that we would be able to attract more applicants. (As of this writing, it is my understanding that there are vacancies within the 13th, 17th and 19th Precincts.)

It has also come to my attention that individual precincts may not be kept adequately abreast of the status of crossing guard applications after those applications are sent to Police Headquarters. For instance, precinct staff are left in the dark even when applicants have been deemed unqualified, or otherwise have had their application process discontinued. The result is that crossing guard vacancies persist without the precincts

knowing it or doing the active recruitment necessary to fill those positions. I am confident that improved lines of communication would have a significant positive effect.

I would greatly appreciate your prompt response to this matter. Should you have any questions or concerns, do not hesitate to contact me directly.

Sincerely,

A handwritten signature in black ink, appearing to read "Daniel R. Garodnick", with a stylized flourish at the end.

Daniel R. Garodnick

cc: Deputy Mayor Edward Skyler  
Council Member Peter Vallone, Jr.  
Council Member Joseph Addabbo