

**RESOLUTION IN SUPPORT OF ISSUANCE OF AN RFP FOR VILLAGE
ORGANIZATIONAL STAFFING ANALYSIS**

Whereas, the Village of Orland Park, in response to declining revenue sources, has reduced its operating expenditures by approximately \$4.4 million over the past 2 budget cycles; and

Whereas, as part of the Village's expenditure reductions, an early retirement incentive led to numerous early retirements and other staff reductions, with said reductions impacting some departments more than others; and

Whereas, the Village of Orland Park has reduced its staffing by nearly 10% over the past two budget cycles; and

Whereas, the Village continues to pursue operational efficiencies in the delivery of public services; and

Whereas, it is accepted that it is good management practice to periodically, and independently, review the organizational staffing and operational model of the Village, and that such independent review has not been conducted in at least ten years; and

Whereas, such review often results in bringing forward a perspective of best practices in municipal operations, as well as benchmarking against industry standards; and

Whereas, the attached scope of work and deliverables will serve as the basis for the Village's RFP;

Now, therefore, be it resolved that the Village of Orland Park supports the issuance of a Request for Proposals from qualified consulting firms to review, analyze, and provide recommendations and reports in helping the Village calibrate its staffing and skill sets to the services demanded by the community;

And, be it further resolved that the Village of Orland Park attaches a draft scope of work and deliverables, which will serve as the basis of the RFP to be issued.