

A G E N D A

COMMITTEE OF THE WHOLE MEETING OF THE MAYOR AND BOARD OF TRUSTEES OF THE VILLAGE OF WILLOWBROOK TO BE HELD ON MONDAY, APRIL 25, 2022, AT 5:30 P.M. 7760 QUINCY STREET, WILLOWBROOK, IL, DUPAGE COUNTY, ILLINOIS

DUE TO THE COVID 19 PANDEMIC, THE VILLAGE WILL BE UTILIZING A ZOOM WEBINAR. MEMBERS OF THE PUBLIC CAN ATTEND THE MEETING VIA ZOOM WEBINAR BY VIDEO OR AUDIO. IF A MEMBER IS USING ZOOM, PLEASE EITHER USE YOUR PHONE OR COMPUTER, NOT BOTH.

THE PUBLIC CAN UTILIZE THE FOLLOWING CALL-IN NUMBER:

Dial-in Phone Number: 312-626-6799

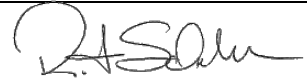
Meeting ID: 835 6045 7275

Written Public Comments Can Be Submitted By 5:15 P.M. on March 28, 2022, to shalloran@willowbrook.il.us

1. CALL TO ORDER
2. ROLL CALL
3. PLEDGE OF ALLEGIANCE
4. VISITORS' BUSINESS - Public Comment is Limited to Three Minutes Per Person
5. [DISCUSSION - PRESENTATION PERTAINING TO SPEED STUDY CONDUCTED FOR THE 200 BLOCK OF MIDWAY DRIVE APRIL 4th, 2022 THROUGH APRIL 15th, 2022.](#)
6. [DISCUSSION - ROTH 457 DISCUSSION](#)
7. [DISCUSSION - PROPOSAL TO ENGAGE GOVHR TO PROVIDE CONTRACTED ON-DEMAND HUMAN RESOURCES SERVICES](#)
8. ADJOURNMENT

VILLAGE OF WILLOWBROOK**COMMITTEE OF THE WHOLE
AGENDA ITEM - HISTORY/COMMENTARY****ITEM TITLE:**

DISCUSSION – PRESENTATION PERTAINING TO SPEED STUDY CONDUCTED FOR THE 200 BLOCK OF MIDWAY DRIVE APRIL 4th 2022 THROUGH APRIL 15th, 2022.

AGENDA NO: 5**AGENDA DATE:** 04/25/22**STAFF REVIEW:** Robert Schaller, Chief of Police**SIGNATURE:****LEGAL REVIEW:** Thomas Bastian, Village Attorney**SIGNATURE:****RECOMMENDED BY:** Brian Pabst, Village Administrator**SIGNATURE:****REVIEWED & APPROVED BY COMMITTEE:** YES ☐ NO ☐ N/A ☒**ITEM HISTORY (PREVIOUS VILLAGE BOARD REVIEWS, ACTIONS RELATED TO THIS ITEM, OTHER PERTINENT HISTORY)**

The Willowbrook Police Department conducted a speed study on Midway Drive starting Monday, April 4th at 0700 hours through Friday, April 15, 2022 at 1900 hours.

For the week of April 4-9 the speed dolly captured vehicle speeds going Eastbound.

For the week of April 10-15 the speed dolly captured speeds going Westbound.

*Analysis data for both studies is attached for discussion

ACTION PROPOSED: Provide feedback.

SpeedView Analysis Report

Midway Drive Eastbound April 2022

File: 09890191.csv

Date Created: Tuesday, April 19, 2022

Generator: 01986207

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Summary

Study Summary for file 09890191.csv

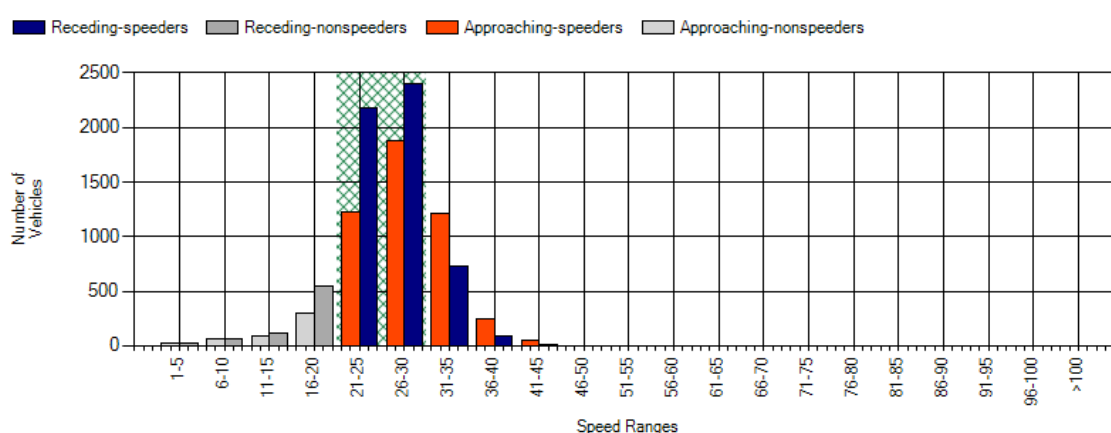
Study was actually completed 4/03/2022 through 4/09/2022 from approximately 0700 hrs to 1700 hrs dailly. For purposes of data collection the dolly's internal clock was approximately 26 hrs behind making the dates on the data one day and two hours early.

Traffic Analysis Report

Result Description		
File:	09890191.csv	
Study Title:	Midway Drive Eastbound April 2022	
Study Run Dates:	4/3/2022 6:50 to 4/8/2022 18:30	
Total Study Time:	5 Days 11 Hours 40 Minutes	
Study Download Time:	4/18/2022 7:38	
Study Location:	200 block of Midway Drive eastbound	
Study GPS Location:	Unknown	
Study Timing Interval:	5 minute blocks	
Study Total # of Vehicles:	11220	
Study Posted Speed Limit:	20 mph	
Study Total # of Speeders:	9991	
Approaching Traffic	# of Vehicles:	5086
	# of Speeders:	4594
	Maximum Speed:	50 mph
	Average Speed:	27 mph
	Median Speed:	27 mph
	85th Pcentile Speed:	32 mph
	10 MPH Pace:	21 to 30 mph
Receding Traffic	# of Vehicles:	6134
	# of Speeders:	5397
	Maximum Speed:	60 mph
	Average Speed:	25 mph
	Median Speed:	25 mph
	85th Pcentile Speed:	30 mph
	10 MPH Pace:	21 to 30 mph

Volume - Total Vehicles

The following graph shows the breakdown of all vehicles tracked in this study. The horizontal axis is broken down into incrementing speed buckets of 5 mph with the resulting count of vehicles residing within those speeds being displayed as the corresponding volume on the vertical axis.

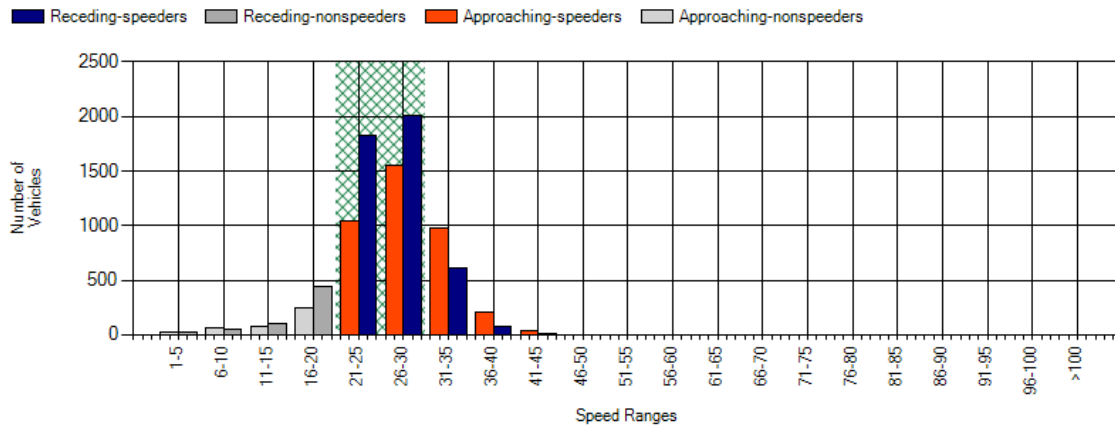


Speed [mph]	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55
Approaching Total Volume	30	65	94	303	1227	1873	1207	241	44	2	0
% of Total Approaching	0.59%	1.28%	1.85%	5.96%	24.13%	36.83%	23.73%	4.74%	0.87%	0.04%	0.00%
Receding Total Volume	25	59	113	540	2179	2394	730	86	5	1	1
% of Total Receding	0.41%	0.96%	1.84%	8.80%	35.52%	39.03%	11.90%	1.40%	0.08%	0.02%	0.02%
Total Volume	55	124	207	843	3406	4267	1937	327	49	3	1
% of Total Volume	0.49%	1.11%	1.84%	7.51%	30.36%	38.03%	17.26%	2.91%	0.44%	0.03%	0.01%

Speed (continued) [mph]	56-60	61-65	66-70	71-75	76-80	81-85	86-90	91-95	96-100	100+	Totals
Approaching Total Volume	0	0	0	0	0	0	0	0	0	0	5086
% of Total Approaching	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
Receding Total Volume	1	0	0	0	0	0	0	0	0	0	6134
% of Total Receding	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
Total Volume	1	0	0	0	0	0	0	0	0	0	11220
% of Total Volume	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--

Volume - Weekday Total Vehicles

The following graph shows the breakdown of all vehicles tracked in this study for weekdays. The horizontal axis is broken down into incrementing speed buckets of 5 mph with the resulting count of vehicles residing within those speeds being displayed as the corresponding volume on the vertical axis.

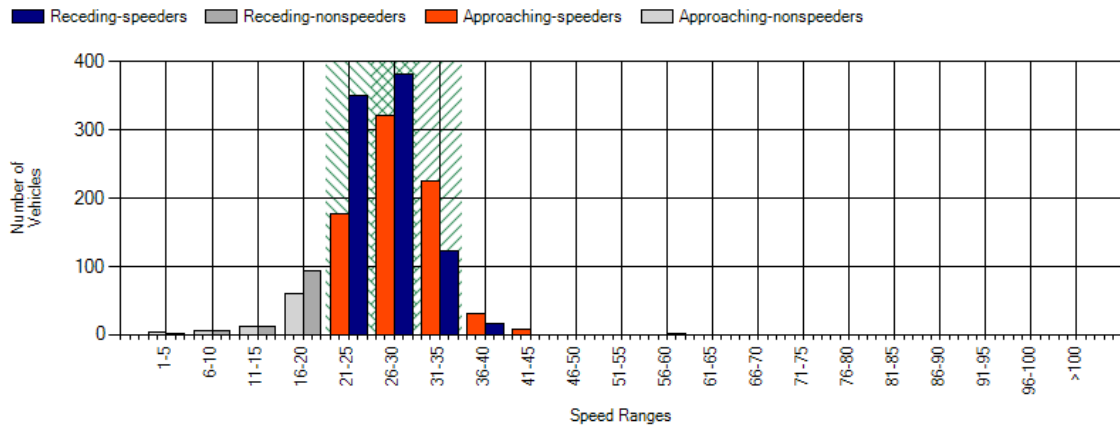


Speed [mph]	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55
Approaching Weekday Volume	26	59	82	243	1049	1551	981	209	37	2	0
% of Weekday Approaching	0.61%	1.39%	1.93%	5.73%	24.75%	36.59%	23.14%	4.93%	0.87%	0.05%	0.00%
% of Total Weekday	0.28%	0.63%	0.87%	2.59%	11.18%	16.52%	10.45%	2.23%	0.39%	0.02%	0.00%
% of Total Approaching	0.51%	1.16%	1.61%	4.78%	20.63%	30.50%	19.29%	4.11%	0.73%	0.04%	0.00%
Receding Weekday Volume	23	53	101	446	1829	2011	607	70	5	1	1
% of Weekday Receding	0.45%	1.03%	1.96%	8.67%	35.54%	39.07%	11.79%	1.36%	0.10%	0.02%	0.02%
% of Total Weekday	0.25%	0.56%	1.08%	4.75%	19.49%	21.43%	6.47%	0.75%	0.05%	0.01%	0.01%
% of Total Receding	0.37%	0.86%	1.65%	7.27%	29.82%	32.78%	9.90%	1.14%	0.08%	0.02%	0.02%
Weekday Volume	49	112	183	689	2878	3562	1588	279	42	3	1
% of Weekday Volume	0.52%	1.19%	1.95%	7.34%	30.66%	37.95%	16.92%	2.97%	0.45%	0.03%	0.01%
% of Total Volume	0.44%	1.00%	1.63%	6.14%	25.65%	31.75%	14.15%	2.49%	0.37%	0.03%	0.01%

Speed (continued) [mph]	56-60	61-65	66-70	71-75	76-80	81-85	86-90	91-95	96-100	100+	Totals
Approaching Weekday Volume	0	0	0	0	0	0	0	0	0	0	4239
% of Weekday Approaching	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
% of Total Weekday	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
% of Total Approaching	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
Receding Weekday Volume	0	0	0	0	0	0	0	0	0	0	5147
% of Weekday Receding	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
% of Total Weekday	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
% of Total Receding	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
Weekday Volume	0	0	0	0	0	0	0	0	0	0	9386
% of Weekday Volume	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
% of Total Volume	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--

Volume - Weekend Total Vehicles

The following graph shows the breakdown of all vehicles tracked in this study for weekends. The horizontal axis is broken down into incrementing speed buckets of 5 mph with the resulting count of vehicles residing within those speeds being displayed as the corresponding volume on the vertical axis.

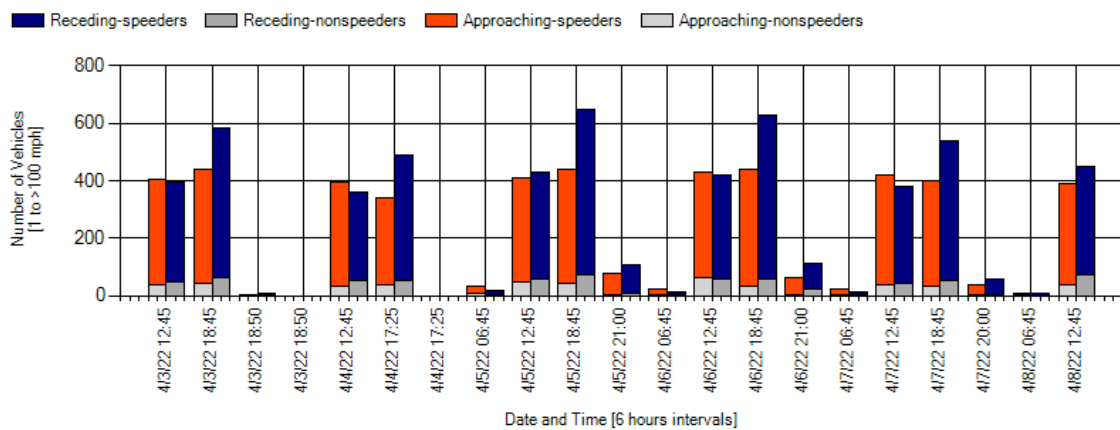


Speed [mph]	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55
Approaching Weekend Volume	4	6	12	60	178	322	226	32	7	0	0
% of Weekend Approaching	0.47%	0.71%	1.42%	7.08%	21.02%	38.02%	26.68%	3.78%	0.83%	0.00%	0.00%
% of Total Weekend	0.22%	0.33%	0.65%	3.27%	9.71%	17.56%	12.32%	1.74%	0.38%	0.00%	0.00%
% of Total Approaching	0.08%	0.12%	0.24%	1.18%	3.50%	6.33%	4.44%	0.63%	0.14%	0.00%	0.00%
Receding Weekend Volume	2	6	12	94	350	383	123	16	0	0	0
% of Weekend Receding	0.20%	0.61%	1.22%	9.52%	35.46%	38.80%	12.46%	1.62%	0.00%	0.00%	0.00%
% of Total Weekend	0.11%	0.33%	0.65%	5.13%	19.08%	20.88%	6.71%	0.87%	0.00%	0.00%	0.00%
% of Total Receding	0.03%	0.10%	0.20%	1.53%	5.71%	6.24%	2.01%	0.26%	0.00%	0.00%	0.00%
Weekend Volume	6	12	24	154	528	705	349	48	7	0	0
% of Weekend Volume	0.33%	0.65%	1.31%	8.40%	28.79%	38.44%	19.03%	2.62%	0.38%	0.00%	0.00%
% of Total Volume	0.05%	0.11%	0.21%	1.37%	4.71%	6.28%	3.11%	0.43%	0.06%	0.00%	0.00%

Speed (continued) [mph]	56-60	61-65	66-70	71-75	76-80	81-85	86-90	91-95	96-100	100+	Totals
Approaching Weekend Volume	0	0	0	0	0	0	0	0	0	0	847
% of Weekend Approaching	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
% of Total Weekend	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
% of Total Approaching	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
Receding Weekend Volume	1	0	0	0	0	0	0	0	0	0	987
% of Weekend Receding	0.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
% of Total Weekend	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
% of Total Receding	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
Weekend Volume	1	0	0	0	0	0	0	0	0	0	1834
% of Weekend Volume	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
% of Total Volume	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--

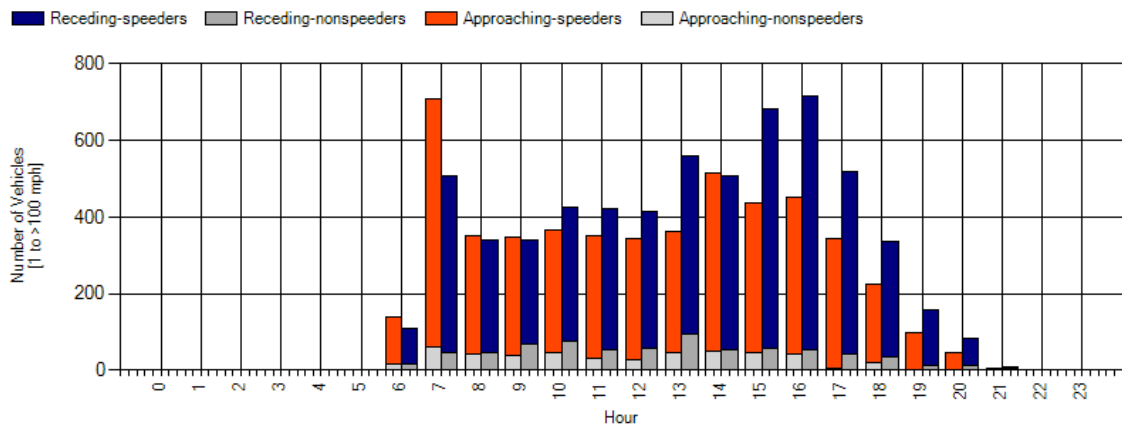
Volume - By Time

The following graph shows the breakdown of all vehicles tracked in this study. The horizontal axis is broken down into distinct time intervals of the study with the resulting count of vehicles captured during those time intervals being displayed as the corresponding volume on the vertical axis.



Volume - By Hour

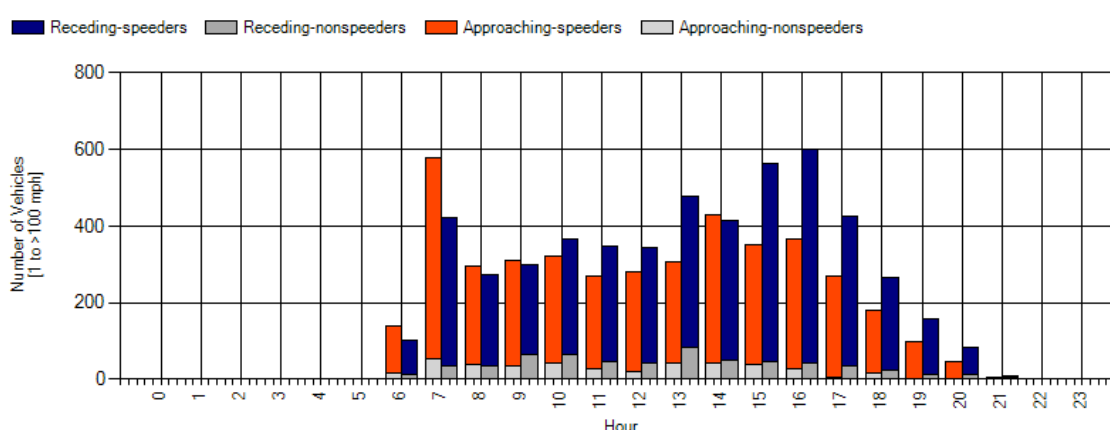
The following graph shows the breakdown of all vehicles tracked in this study. The horizontal axis is broken down into distinct time intervals of the study with the resulting count of vehicles captured during those time intervals being displayed as the corresponding volume on the vertical axis.



Hour	Travel Direction	Total Vehicles	Number of Speeders	Median Speed (mph)	Maximum Speed (mph)	Average Speed (mph)	85th % Speed (mph)
0	Approaching	0	0	0	0	0	0
0	Receding	0	0	0	0	0	0
1	Approaching	0	0	0	0	0	0
1	Receding	0	0	0	0	0	0
2	Approaching	0	0	0	0	0	0
2	Receding	0	0	0	0	0	0
3	Approaching	0	0	0	0	0	0
3	Receding	0	0	0	0	0	0
4	Approaching	0	0	0	0	0	0
4	Receding	0	0	0	0	0	0
5	Approaching	0	0	0	0	0	0
5	Receding	0	0	0	0	0	0
6	Approaching	140	122	26	47	26	32
6	Receding	111	93	24	34	24	27
7	Approaching	708	647	27	42	26	31
7	Receding	509	462	26	42	25	30
8	Approaching	350	306	26	50	26	32
8	Receding	339	294	26	40	25	30
9	Approaching	348	309	27	42	27	33
9	Receding	340	273	24	39	24	30
10	Approaching	366	318	27	41	26	32
10	Receding	427	351	24	52	24	28
11	Approaching	350	318	27	43	27	32
11	Receding	423	371	25	39	25	30
12	Approaching	342	313	27	44	27	32
12	Receding	414	357	25	42	25	30
13	Approaching	364	316	27	41	27	32
13	Receding	558	462	25	39	24	29
14	Approaching	516	466	27	45	27	33
14	Receding	509	455	26	60	26	31
15	Approaching	437	389	28	44	28	33
15	Receding	683	625	26	37	25	30
16	Approaching	450	408	28	41	28	34
16	Receding	717	662	26	41	26	30
17	Approaching	343	336	28	44	28	34
17	Receding	518	474	26	46	25	30
18	Approaching	224	205	28	43	28	33
18	Receding	336	300	26	43	26	31
19	Approaching	98	95	29	36	28	32
19	Receding	158	144	26	37	25	29
20	Approaching	46	43	30	38	29	33
20	Receding	83	70	23	34	24	28
21	Approaching	4	3	23	38	23	36
21	Receding	9	4	20	22	20	22
22	Approaching	0	0	0	0	0	0
22	Receding	0	0	0	0	0	0
23	Approaching	0	0	0	0	0	0
23	Receding	0	0	0	0	0	0

Volume - By Weekday Hour

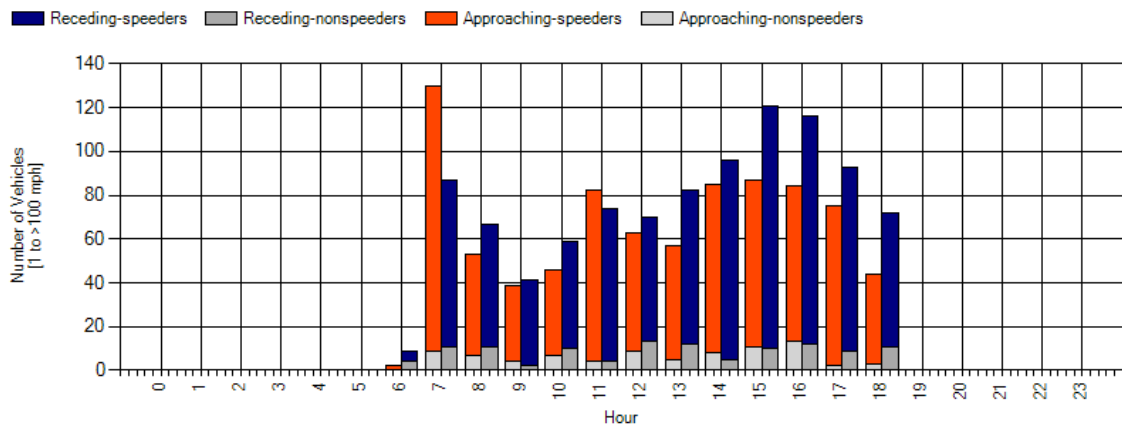
The following graph shows the breakdown of all vehicles tracked in this study. The horizontal axis is broken down into distinct time intervals of the study with the resulting count of vehicles captured during those time intervals being displayed as the corresponding volume on the vertical axis.



Weekday Hour	Travel Direction	Total Vehicles	Number of Speeders	Median Speed (mph)	Maximum Speed (mph)	Average Speed (mph)	85th % Speed (mph)
0	Approaching	0	0	0	0	0	0
0	Receding	0	0	0	0	0	0
1	Approaching	0	0	0	0	0	0
1	Receding	0	0	0	0	0	0
2	Approaching	0	0	0	0	0	0
2	Receding	0	0	0	0	0	0
3	Approaching	0	0	0	0	0	0
3	Receding	0	0	0	0	0	0
4	Approaching	0	0	0	0	0	0
4	Receding	0	0	0	0	0	0
5	Approaching	0	0	0	0	0	0
5	Receding	0	0	0	0	0	0
6	Approaching	138	120	26	47	26	32
6	Receding	102	88	24	34	24	28
7	Approaching	578	526	26	42	26	31
7	Receding	422	386	26	42	26	30
8	Approaching	297	260	26	50	26	32
8	Receding	272	238	26	39	25	30
9	Approaching	309	274	27	42	26	33
9	Receding	299	234	24	39	24	30
10	Approaching	320	279	27	41	26	32
10	Receding	368	302	24	52	24	28
11	Approaching	268	240	26	43	26	32
11	Receding	349	301	25	39	25	30
12	Approaching	279	259	27	44	27	32
12	Receding	344	300	25	42	25	30
13	Approaching	307	264	27	41	27	32
13	Receding	476	392	25	39	24	29
14	Approaching	431	389	27	45	27	33
14	Receding	413	364	26	42	26	31
15	Approaching	350	313	28	44	28	33
15	Receding	562	514	26	37	25	30
16	Approaching	366	337	28	41	28	34
16	Receding	601	558	26	41	26	30
17	Approaching	268	263	28	44	28	34
17	Receding	425	390	26	46	26	30
18	Approaching	180	164	29	43	28	33
18	Receding	264	239	26	43	26	31
19	Approaching	98	95	29	36	28	32
19	Receding	158	144	26	37	25	29
20	Approaching	46	43	30	38	29	33
20	Receding	83	70	23	34	24	28
21	Approaching	4	3	23	38	23	36
21	Receding	9	4	20	22	20	22
22	Approaching	0	0	0	0	0	0
22	Receding	0	0	0	0	0	0
23	Approaching	0	0	0	0	0	0
23	Receding	0	0	0	0	0	0

Volume - By Weekend Hour

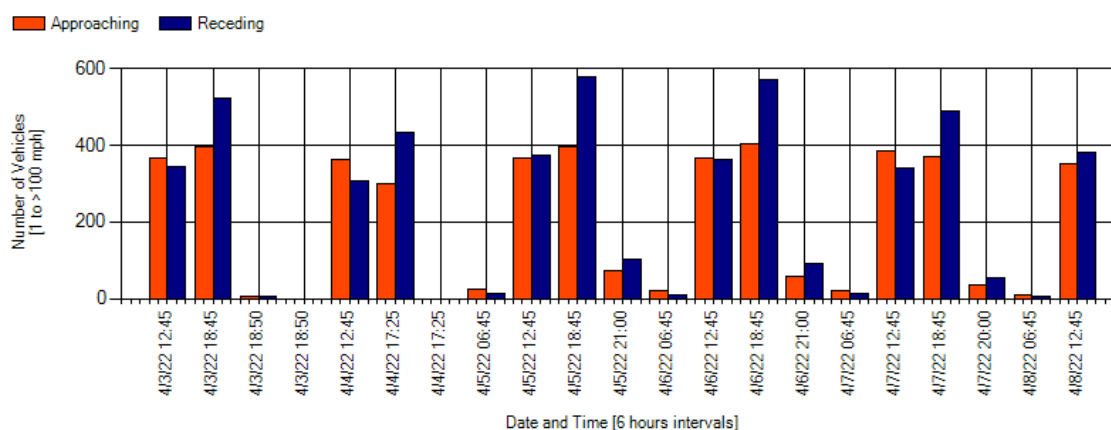
The following graph shows the breakdown of all vehicles tracked in this study. The horizontal axis is broken down into distinct time intervals of the study with the resulting count of vehicles captured during those time intervals being displayed as the corresponding volume on the vertical axis.



Weekend Hour	Travel Direction	Total Vehicles	Number of Speeders	Median Speed (mph)	Maximum Speed (mph)	Average Speed (mph)	85th % Speed (mph)
0	Approaching	0	0	0	0	0	0
0	Receding	0	0	0	0	0	0
1	Approaching	0	0	0	0	0	0
1	Receding	0	0	0	0	0	0
2	Approaching	0	0	0	0	0	0
2	Receding	0	0	0	0	0	0
3	Approaching	0	0	0	0	0	0
3	Receding	0	0	0	0	0	0
4	Approaching	0	0	0	0	0	0
4	Receding	0	0	0	0	0	0
5	Approaching	0	0	0	0	0	0
5	Receding	0	0	0	0	0	0
6	Approaching	2	2	30	34	30	34
6	Receding	9	5	22	26	22	26
7	Approaching	130	121	28	41	28	33
7	Receding	87	76	25	39	25	30
8	Approaching	53	46	26	44	27	32
8	Receding	67	56	25	40	25	30
9	Approaching	39	35	28	36	27	31
9	Receding	41	39	25	34	25	28
10	Approaching	46	39	25	35	25	32
10	Receding	59	49	25	36	24	29
11	Approaching	82	78	28	40	28	33
11	Receding	74	70	26	37	26	30
12	Approaching	63	54	27	35	26	32
12	Receding	70	57	25	39	25	31
13	Approaching	57	52	27	37	27	31
13	Receding	82	70	24	36	24	28
14	Approaching	85	77	28	37	27	33
14	Receding	96	91	27	60	27	31
15	Approaching	87	76	29	41	28	34
15	Receding	121	111	26	35	25	30
16	Approaching	84	71	27	41	27	33
16	Receding	116	104	26	37	25	30
17	Approaching	75	73	28	41	28	33
17	Receding	93	84	26	34	25	29
18	Approaching	44	41	27	40	27	32
18	Receding	72	61	25	39	25	31
19	Approaching	0	0	0	0	0	0
19	Receding	0	0	0	0	0	0
20	Approaching	0	0	0	0	0	0
20	Receding	0	0	0	0	0	0
21	Approaching	0	0	0	0	0	0
21	Receding	0	0	0	0	0	0
22	Approaching	0	0	0	0	0	0
22	Receding	0	0	0	0	0	0
23	Approaching	0	0	0	0	0	0
23	Receding	0	0	0	0	0	0

Volume - Total Speeders

The following graph shows the breakdown of all speeding vehicles tracked in this study based on the posted speed limit entered (20 mph). The horizontal axis is broken down into incrementing speed buckets of 5 mph with the resulting count of vehicles residing within those speeds being displayed as the corresponding volume on the vertical axis.



Approaching Breakdown

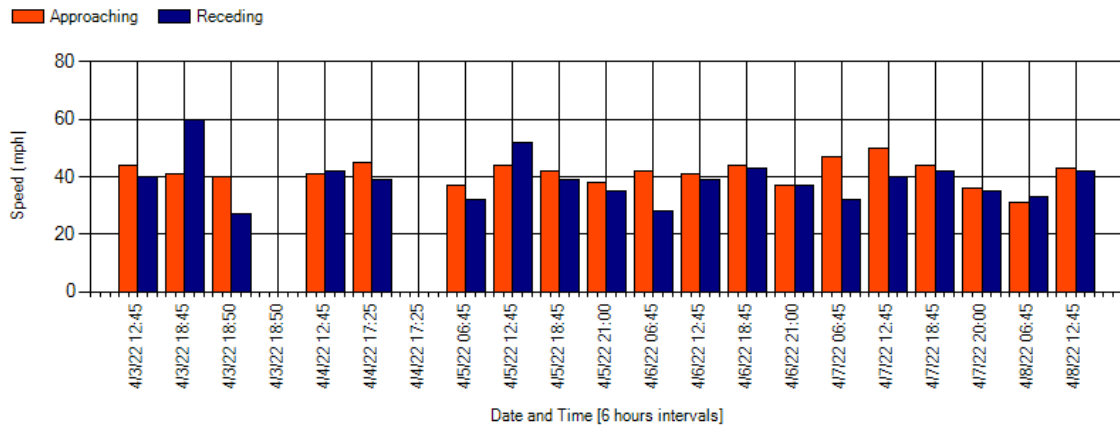
Speeding Statistics		10 MPH Pace		# Exceeding Limit				
Posted Limit	20 mph	Pace Speed	21 to 30 mph	Speed	21 to 30 mph	31 to 40 mph	41+ mph	Total
# At/Under Limit	492	# In Pace	0	Volume	3100	1448	46	4594
# Over Limit	4594	% In Pace	0.00%	Percent	60.95%	28.47%	0.90%	90.33%
Average Speed	27 mph							
85th % Speed (weighted)	32 mph							

Receding Breakdown

Speeding Statistics		10 MPH Pace		# Exceeding Limit				
Posted Limit	20 mph	Pace Speed	21 to 30 mph	Speed	21 to 30 mph	31 to 40 mph	41+ mph	Total
# At/Under Limit	737	# In Pace	0	Volume	4573	816	8	5397
# Over Limit	5397	% In Pace	0.00%	Percent	74.55%	13.30%	0.13%	87.99%
Average Speed	25 mph							
85th % Speed (weighted)	30 mph							

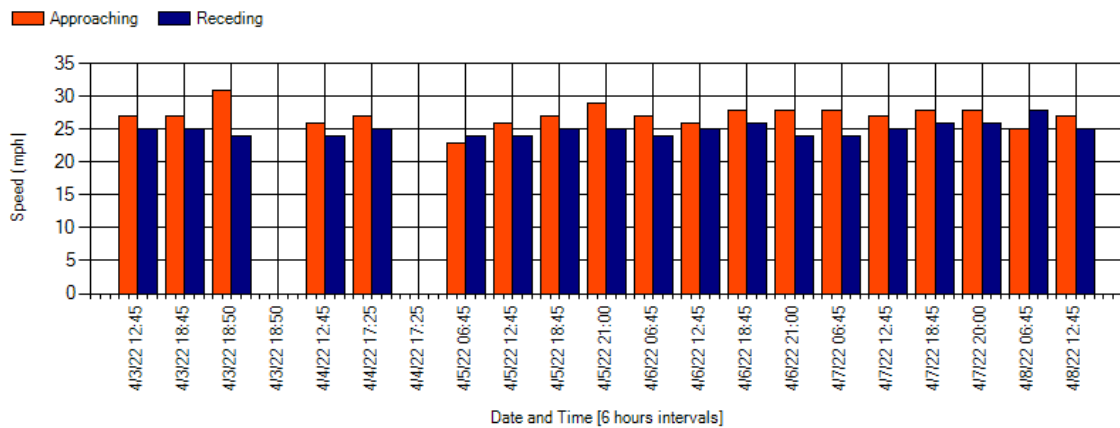
Speed - Maximum Speed

The following graph shows the maximum speeds captured in this study. The horizontal axis is broken down into distinct time intervals of the study with the resulting maximum vehicle speed captured during those time intervals being displayed as the corresponding speed value on the vertical axis.



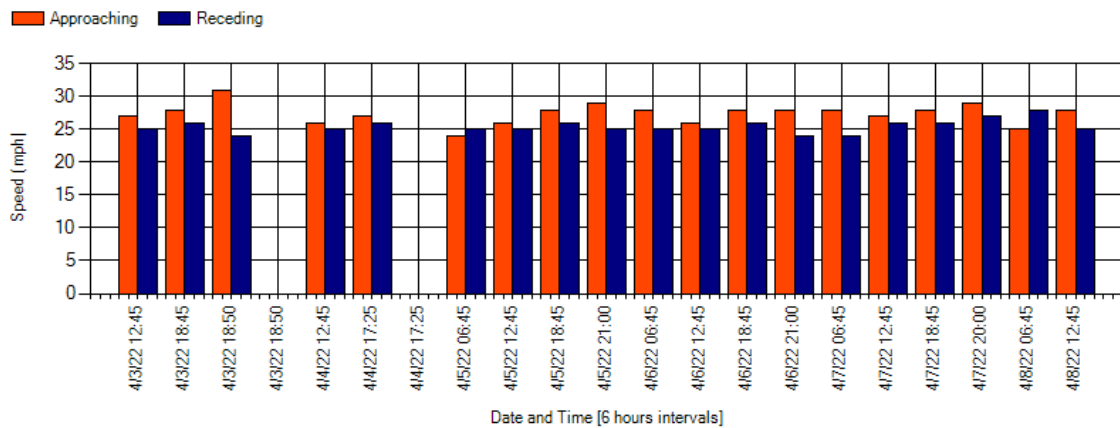
Speed - Average Speed

The following graph shows the average speeds captured in this study. The horizontal axis is broken down into distinct time intervals of the study with the resulting average vehicle speed captured during those time intervals being displayed as the corresponding speed value on the vertical axis.



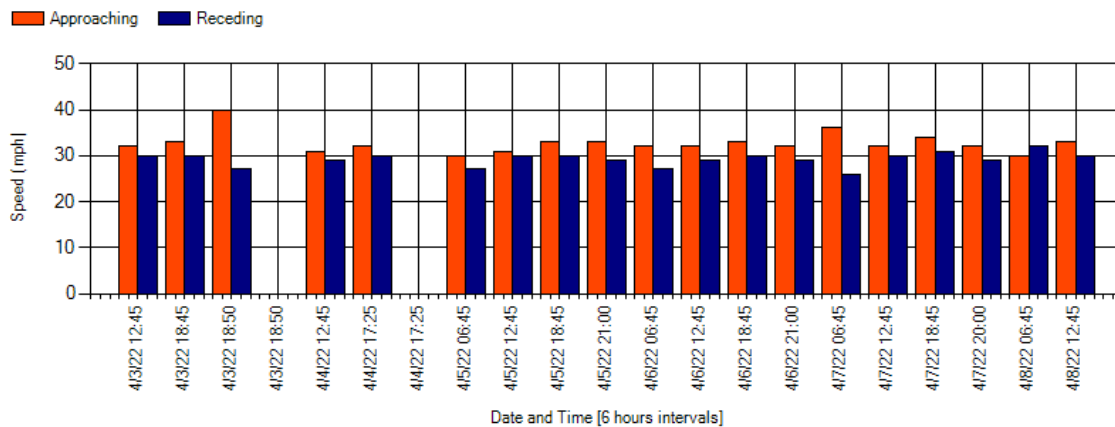
Speed - Median Speed

The following graph shows the median speeds captured in this study. The horizontal axis is broken down into distinct time intervals of the study with the resulting median vehicle speed captured during those time intervals being displayed as the corresponding speed value on the vertical axis.



Speed - 85th Percentile Speed

The following graph shows the 85th percentile speeds captured in this study. The horizontal axis is broken down into distinct time intervals of the study with the resulting 85th percentile vehicle speed captured during those time intervals being displayed as the corresponding speed value on the vertical axis.



Contact Us

For questions or comments about this product, please contact us at the following:

MPH Industries, Inc., 316 E. 9th St., Owensboro, KY 42303
Customer Service & Sales Department 1-888-689-9222
Email: info@mphindustries.com

SpeedView Analysis Report

Midway Drive Westbound April 2022

File: 09890197.csv

Date Created: Tuesday, April 19, 2022

Generator: 01986207

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Summary

Study Summary for file 09890197.csv

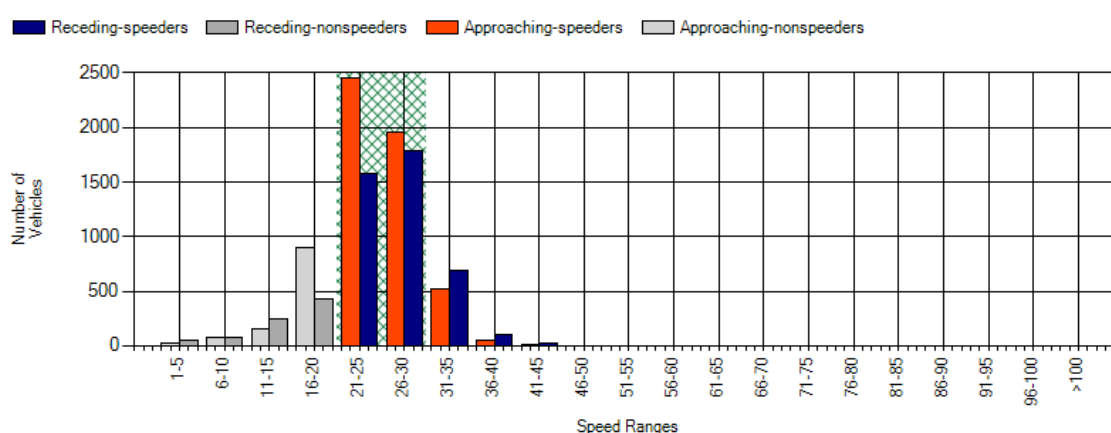
Study was actually completed 4/10/2022 through 4/15/2022 from approximately 0700 hrs to 1700 hrs dailly. For purposes of data collection the dolly's internal clock was approximately 26 hrs behind making the dates on the data one day and two hours early.

Traffic Analysis Report

Result Description		
File:	09890197.csv	
Study Title:	Midway Drive Westbound April 2022	
Study Run Dates:	4/9/2022 6:22 to 4/14/2022 18:20:00 PM	
Total Study Time:	5 Days 11 Hours 58 Minutes	
Study Download Time:	4/18/2022 7:38	
Study Location:	200 block of Midway Drive westbound	
Study GPS Location:	Unknown	
Study Timing Interval:	5 minute blocks	
Study Total # of Vehicles:	11123	
Study Posted Speed Limit:	20 mph	
Study Total # of Speeders:	9184	
Approaching Traffic	# of Vehicles:	6140
	# of Speeders:	4992
	Maximum Speed:	43 mph
	Average Speed:	24 mph
	Median Speed:	24 mph
	85th Pecenile Speed:	29 mph
	10 MPH Pace:	21 to 30 mph
Receding Traffic	# of Vehicles:	4983
	# of Speeders:	4192
	Maximum Speed:	51 mph
	Average Speed:	25 mph
	Median Speed:	25 mph
	85th Pecenile Speed:	30 mph
	10 MPH Pace:	21 to 30 mph

Volume - Total Vehicles

The following graph shows the breakdown of all vehicles tracked in this study. The horizontal axis is broken down into incrementing speed buckets of 5 mph with the resulting count of vehicles residing within those speeds being displayed as the corresponding volume on the vertical axis.

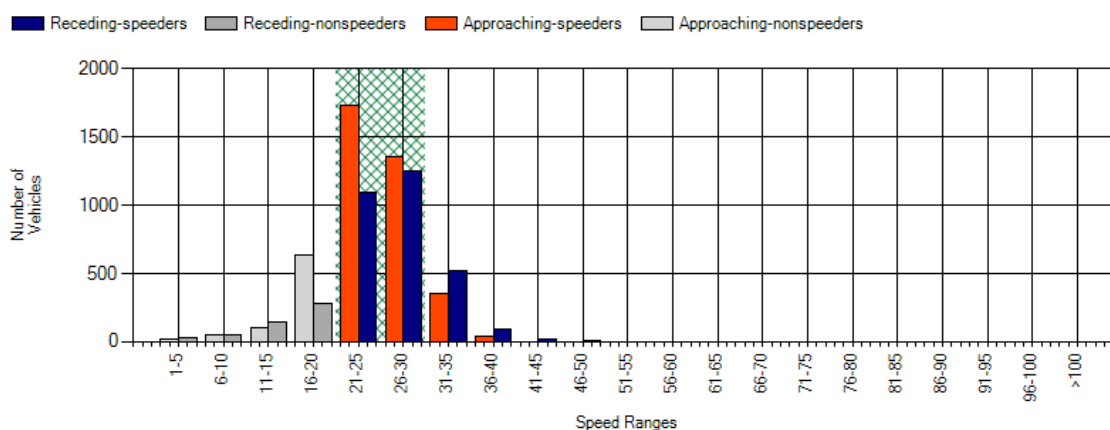


Speed [mph]	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55
Approaching Total Volume	25	71	151	901	2453	1956	521	55	7	0	0
% of Total Approaching	0.41%	1.16%	2.46%	14.67%	39.95%	31.86%	8.49%	0.90%	0.11%	0.00%	0.00%
Receding Total Volume	44	76	245	426	1575	1786	696	104	25	4	2
% of Total Receding	0.88%	1.53%	4.92%	8.55%	31.61%	35.84%	13.97%	2.09%	0.50%	0.08%	0.04%
Total Volume	69	147	396	1327	4028	3742	1217	159	32	4	2
% of Total Volume	0.62%	1.32%	3.56%	11.93%	36.21%	33.64%	10.94%	1.43%	0.29%	0.04%	0.02%

Speed (continued) [mph]	56-60	61-65	66-70	71-75	76-80	81-85	86-90	91-95	96-100	100+	Totals
Approaching Total Volume	0	0	0	0	0	0	0	0	0	0	6140
% of Total Approaching	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
Receding Total Volume	0	0	0	0	0	0	0	0	0	0	4983
% of Total Receding	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
Total Volume	0	0	0	0	0	0	0	0	0	0	11123
% of Total Volume	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--

Volume - Weekday Total Vehicles

The following graph shows the breakdown of all vehicles tracked in this study for weekdays. The horizontal axis is broken down into incrementing speed buckets of 5 mph with the resulting count of vehicles residing within those speeds being displayed as the corresponding volume on the vertical axis.

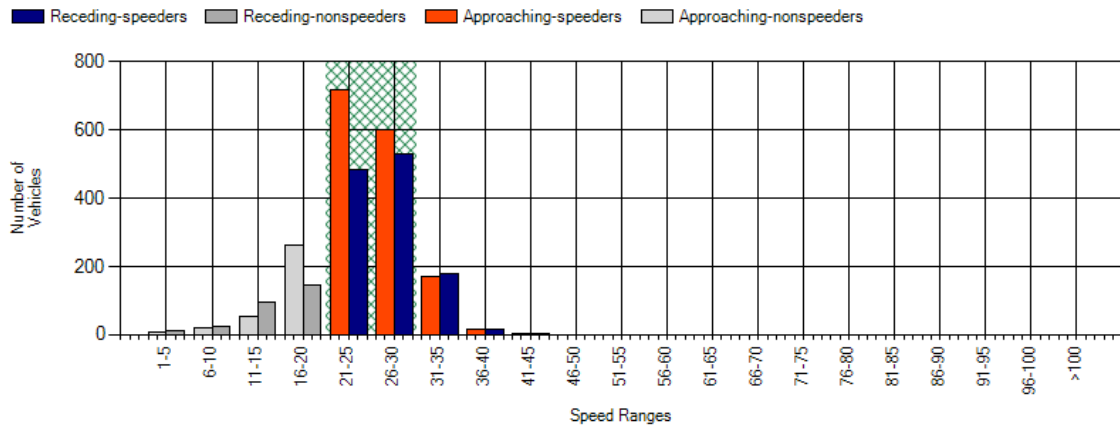


Speed [mph]	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	76-80	81-85	86-90	91-95	96-100	>100
Approaching Weekday Volume	19	52	98	638	1734	1353	349	39	3	0	0	0	0	0	0	0	0	0	0	0	0
% of Weekday Approaching	0.44%	1.21%	2.29%	14.89%	40.47%	31.58%	8.14%	0.91%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
% of Total Weekday	0.24%	0.67%	1.26%	8.20%	22.29%	17.39%	4.49%	0.50%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
% of Total Approaching	0.31%	0.85%	1.60%	10.39%	28.24%	22.04%	5.68%	0.64%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Receding Weekday Volume	33	52	149	281	1093	1254	516	89	22	4	2	0	0	0	0	0	0	0	0	0	0
% of Weekday Receding	0.94%	1.49%	4.26%	8.04%	31.27%	35.88%	14.76%	2.55%	0.63%	0.11%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
% of Total Weekday	0.42%	0.67%	1.92%	3.61%	14.05%	16.12%	6.63%	1.14%	0.28%	0.05%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
% of Total Receding	0.66%	1.04%	2.99%	5.64%	21.93%	25.17%	10.36%	1.79%	0.44%	0.08%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Weekday Volume	52	104	247	919	2827	2607	865	128	25	4	2	0	0	0	0	0	0	0	0	0	0
% of Weekday Volume	0.67%	1.34%	3.17%	11.81%	36.34%	33.51%	11.12%	1.65%	0.32%	0.05%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
% of Total Volume	0.47%	0.93%	2.22%	8.26%	25.42%	23.44%	7.78%	1.15%	0.22%	0.04%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Speed (continued) [mph]	56-60	61-65	66-70	71-75	76-80	81-85	86-90	91-95	96-100	100+	Totals
Approaching Weekday Volume	0	0	0	0	0	0	0	0	0	0	4285
% of Weekday Approaching	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
% of Total Weekday	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
% of Total Approaching	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
Receding Weekday Volume	0	0	0	0	0	0	0	0	0	0	3495
% of Weekday Receding	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
% of Total Weekday	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
% of Total Receding	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
Weekday Volume	0	0	0	0	0	0	0	0	0	0	7780
% of Weekday Volume	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
% of Total Volume	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--

Volume - Weekend Total Vehicles

The following graph shows the breakdown of all vehicles tracked in this study for weekends. The horizontal axis is broken down into incrementing speed buckets of 5 mph with the resulting count of vehicles residing within those speeds being displayed as the corresponding volume on the vertical axis.

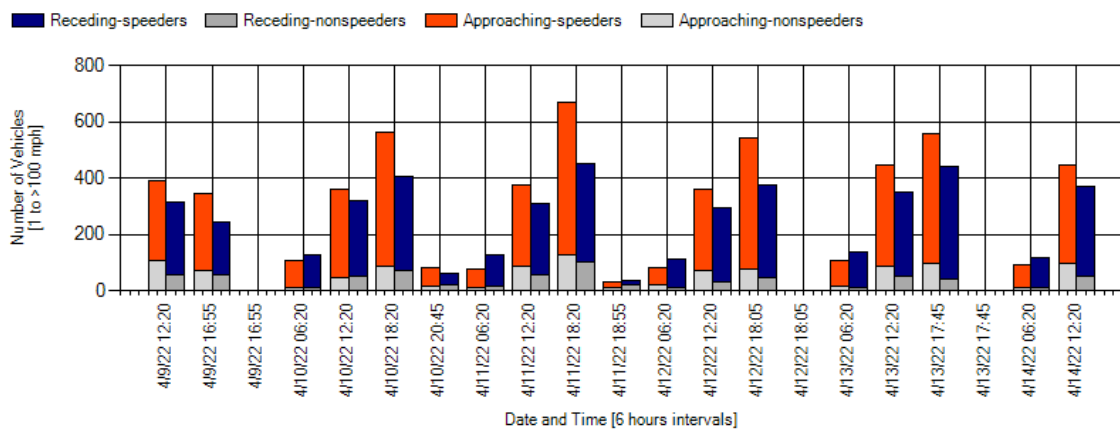


Speed [mph]	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55
Approaching Weekend Volume	6	19	53	263	719	603	172	16	4	0	0
% of Weekend Approaching	0.32%	1.02%	2.86%	14.18%	38.76%	32.51%	9.27%	0.86%	0.22%	0.00%	0.00%
% of Total Weekend	0.18%	0.57%	1.59%	7.87%	21.51%	18.04%	5.15%	0.48%	0.12%	0.00%	0.00%
% of Total Approaching	0.10%	0.31%	0.86%	4.28%	11.71%	9.82%	2.80%	0.26%	0.07%	0.00%	0.00%
Receding Weekend Volume	11	24	96	145	482	532	180	15	3	0	0
% of Weekend Receding	0.74%	1.61%	6.45%	9.74%	32.39%	35.75%	12.10%	1.01%	0.20%	0.00%	0.00%
% of Total Weekend	0.33%	0.72%	2.87%	4.34%	14.42%	15.91%	5.38%	0.45%	0.09%	0.00%	0.00%
% of Total Receding	0.22%	0.48%	1.93%	2.91%	9.67%	10.68%	3.61%	0.30%	0.06%	0.00%	0.00%
Weekend Volume	17	43	149	408	1201	1135	352	31	7	0	0
% of Weekend Volume	0.51%	1.29%	4.46%	12.20%	35.93%	33.95%	10.53%	0.93%	0.21%	0.00%	0.00%
% of Total Volume	0.15%	0.39%	1.34%	3.67%	10.80%	10.20%	3.16%	0.28%	0.06%	0.00%	0.00%

Speed (continued) [mph]	56-60	61-65	66-70	71-75	76-80	81-85	86-90	91-95	96-100	100+	Totals
Approaching Weekend Volume	0	0	0	0	0	0	0	0	0	0	1855
% of Weekend Approaching	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
% of Total Weekend	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
% of Total Approaching	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
Receding Weekend Volume	0	0	0	0	0	0	0	0	0	0	1488
% of Weekend Receding	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
% of Total Weekend	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
% of Total Receding	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
Weekend Volume	0	0	0	0	0	0	0	0	0	0	3343
% of Weekend Volume	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--
% of Total Volume	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	--

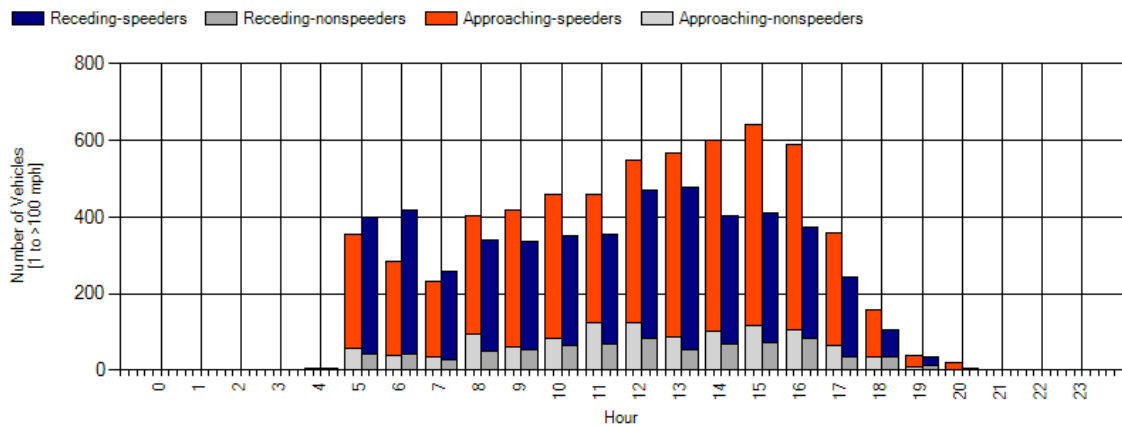
Volume - By Time

The following graph shows the breakdown of all vehicles tracked in this study. The horizontal axis is broken down into distinct time intervals of the study with the resulting count of vehicles captured during those time intervals being displayed as the corresponding volume on the vertical axis.



Volume - By Hour

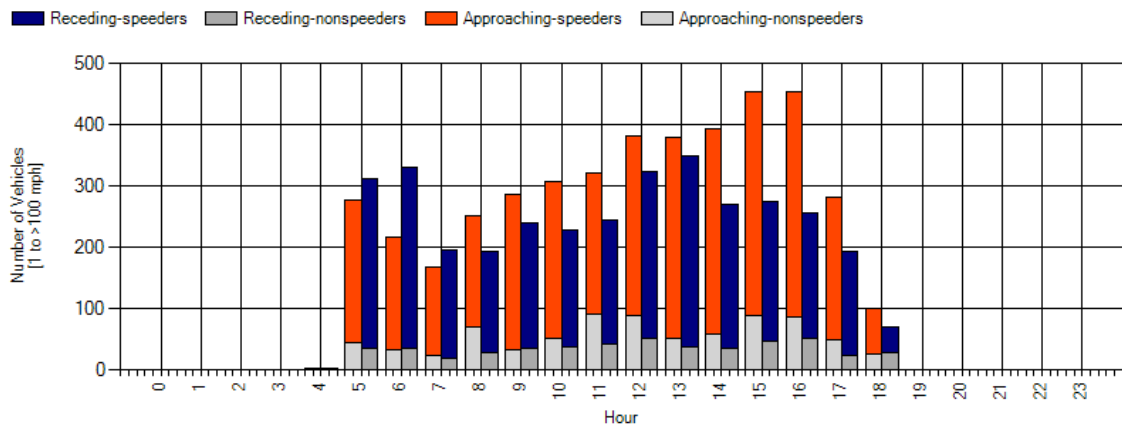
The following graph shows the breakdown of all vehicles tracked in this study. The horizontal axis is broken down into distinct time intervals of the study with the resulting count of vehicles captured during those time intervals being displayed as the corresponding volume on the vertical axis.



Hour	Travel Direction	Total Vehicles	Number of Speeders	Median Speed (mph)	Maximum Speed (mph)	Average Speed (mph)	85th % Speed (mph)
0	Approaching	0	0	0	0	0	0
0	Receding	0	0	0	0	0	0
1	Approaching	0	0	0	0	0	0
1	Receding	0	0	0	0	0	0
2	Approaching	0	0	0	0	0	0
2	Receding	0	0	0	0	0	0
3	Approaching	0	0	0	0	0	0
3	Receding	0	0	0	0	0	0
4	Approaching	4	2	21	29	22	29
4	Receding	4	4	26	27	25	27
5	Approaching	354	297	23	37	23	28
5	Receding	399	358	25	48	26	30
6	Approaching	286	246	24	39	25	29
6	Receding	418	374	26	41	26	30
7	Approaching	234	200	25	38	25	29
7	Receding	259	232	25	47	26	31
8	Approaching	404	308	24	41	23	28
8	Receding	340	290	25	43	25	30
9	Approaching	418	355	24	39	24	29
9	Receding	336	281	25	51	25	31
10	Approaching	459	374	25	43	24	29
10	Receding	351	287	25	49	24	30
11	Approaching	460	335	24	43	23	28
11	Receding	354	285	25	45	25	32
12	Approaching	547	422	24	43	24	28
12	Receding	469	387	25	51	25	30
13	Approaching	568	480	25	41	25	29
13	Receding	477	424	26	45	26	31
14	Approaching	599	498	25	39	24	29
14	Receding	405	338	26	43	25	31
15	Approaching	640	523	24	39	24	28
15	Receding	409	338	26	40	25	31
16	Approaching	591	487	25	39	24	29
16	Receding	372	289	24	42	24	30
17	Approaching	360	296	24	37	24	29
17	Receding	243	209	26	41	25	31
18	Approaching	159	124	25	37	24	29
18	Receding	105	71	23	39	23	28
19	Approaching	37	28	24	33	24	28
19	Receding	36	22	22	37	22	28
20	Approaching	20	17	26	37	26	30
20	Receding	6	3	22	32	23	26
21	Approaching	0	0	0	0	0	0
21	Receding	0	0	0	0	0	0
22	Approaching	0	0	0	0	0	0
22	Receding	0	0	0	0	0	0
23	Approaching	0	0	0	0	0	0
23	Receding	0	0	0	0	0	0

Volume - By Weekday Hour

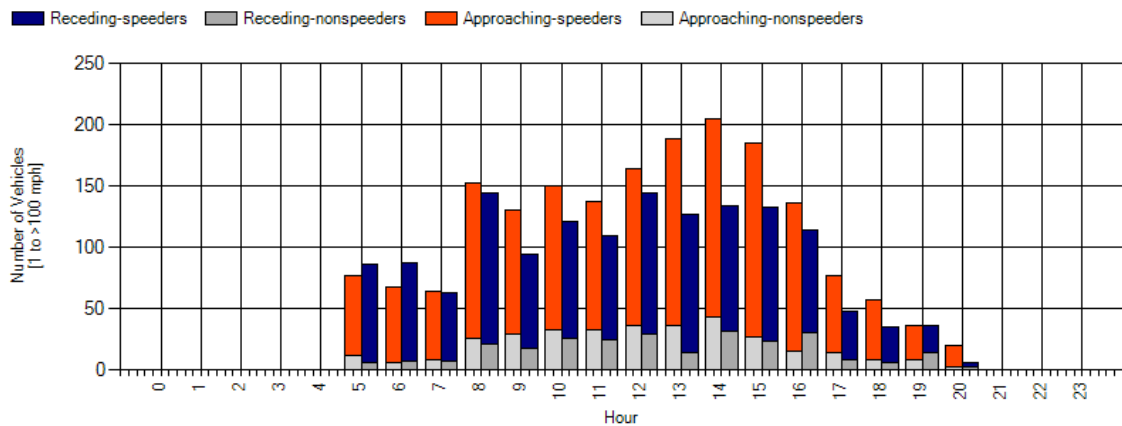
The following graph shows the breakdown of all vehicles tracked in this study. The horizontal axis is broken down into distinct time intervals of the study with the resulting count of vehicles captured during those time intervals being displayed as the corresponding volume on the vertical axis.



Weekday Hour	Travel Direction	Total Vehicles	Number of Speeders	Median Speed (mph)	Maximum Speed (mph)	Average Speed (mph)	85th % Speed (mph)
0	Approaching	0	0	0	0	0	0
0	Receding	0	0	0	0	0	0
1	Approaching	0	0	0	0	0	0
1	Receding	0	0	0	0	0	0
2	Approaching	0	0	0	0	0	0
2	Receding	0	0	0	0	0	0
3	Approaching	0	0	0	0	0	0
3	Receding	0	0	0	0	0	0
4	Approaching	4	2	21	29	22	29
4	Receding	4	4	26	27	25	27
5	Approaching	277	232	24	37	24	28
5	Receding	312	277	25	48	26	31
6	Approaching	218	184	24	39	24	29
6	Receding	330	293	25	41	26	30
7	Approaching	169	144	25	36	24	29
7	Receding	196	177	26	47	26	31
8	Approaching	251	181	23	38	22	28
8	Receding	195	167	25	39	24	30
9	Approaching	287	253	25	39	25	29
9	Receding	241	204	26	51	25	31
10	Approaching	308	256	25	42	24	29
10	Receding	230	192	25	49	24	30
11	Approaching	322	230	24	43	23	28
11	Receding	244	200	25	45	25	32
12	Approaching	383	294	24	36	23	28
12	Receding	324	272	25	51	25	30
13	Approaching	379	327	25	41	25	29
13	Receding	350	312	27	45	26	32
14	Approaching	394	336	25	39	24	29
14	Receding	271	236	27	43	26	32
15	Approaching	455	365	24	38	24	28
15	Receding	276	229	26	40	25	31
16	Approaching	454	366	25	39	24	29
16	Receding	257	205	25	42	24	30
17	Approaching	283	233	25	37	24	29
17	Receding	195	170	26	41	26	31
18	Approaching	101	75	24	35	23	28
18	Receding	70	42	22	39	21	28
19	Approaching	0	0	0	0	0	0
19	Receding	0	0	0	0	0	0
20	Approaching	0	0	0	0	0	0
20	Receding	0	0	0	0	0	0
21	Approaching	0	0	0	0	0	0
21	Receding	0	0	0	0	0	0
22	Approaching	0	0	0	0	0	0
22	Receding	0	0	0	0	0	0
23	Approaching	0	0	0	0	0	0
23	Receding	0	0	0	0	0	0

Volume - By Weekend Hour

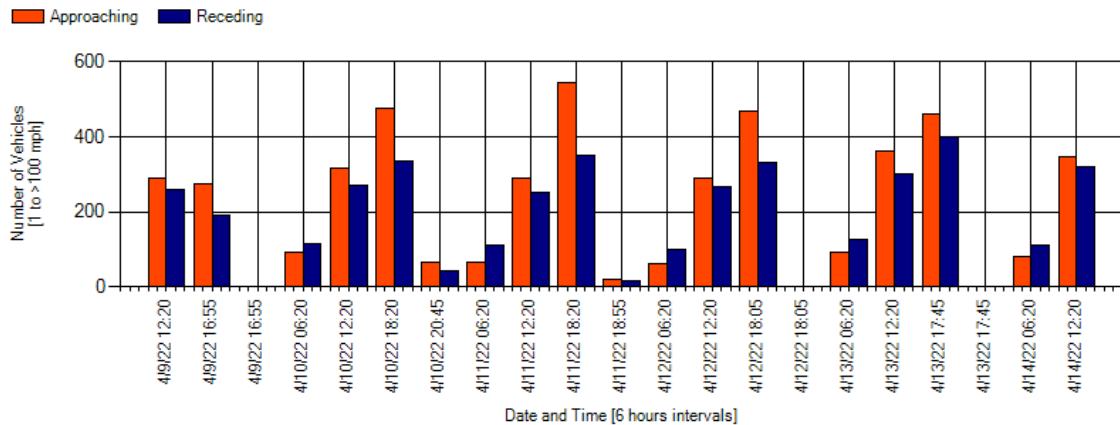
The following graph shows the breakdown of all vehicles tracked in this study. The horizontal axis is broken down into distinct time intervals of the study with the resulting count of vehicles captured during those time intervals being displayed as the corresponding volume on the vertical axis.



Weekend Hour	Travel Direction	Total Vehicles	Number of Speeders	Median Speed (mph)	Maximum Speed (mph)	Average Speed (mph)	85th % Speed (mph)
0	Approaching	0	0	0	0	0	0
0	Receding	0	0	0	0	0	0
1	Approaching	0	0	0	0	0	0
1	Receding	0	0	0	0	0	0
2	Approaching	0	0	0	0	0	0
2	Receding	0	0	0	0	0	0
3	Approaching	0	0	0	0	0	0
3	Receding	0	0	0	0	0	0
4	Approaching	0	0	0	0	0	0
4	Receding	0	0	0	0	0	0
5	Approaching	77	65	23	35	23	27
5	Receding	87	81	25	41	26	30
6	Approaching	68	62	25	35	26	29
6	Receding	88	81	27	36	26	31
7	Approaching	65	56	25	38	25	30
7	Receding	63	55	25	36	25	30
8	Approaching	153	127	25	41	25	29
8	Receding	145	123	25	43	25	31
9	Approaching	131	102	24	36	24	28
9	Receding	95	77	25	40	24	30
10	Approaching	151	118	24	43	23	29
10	Receding	121	95	24	36	23	30
11	Approaching	138	105	24	36	23	28
11	Receding	110	85	25	41	24	31
12	Approaching	164	128	25	43	24	29
12	Receding	145	115	24	38	24	29
13	Approaching	189	153	25	39	24	29
13	Receding	127	112	26	38	25	30
14	Approaching	205	162	24	36	24	29
14	Receding	134	102	24	34	23	30
15	Approaching	185	158	25	39	24	29
15	Receding	133	109	25	35	23	29
16	Approaching	137	121	25	38	25	29
16	Receding	115	84	23	35	23	28
17	Approaching	77	63	24	35	24	29
17	Receding	48	39	24	34	24	29
18	Approaching	58	49	25	37	25	29
18	Receding	35	29	25	33	25	28
19	Approaching	37	28	24	33	24	28
19	Receding	36	22	22	37	22	28
20	Approaching	20	17	26	37	26	30
20	Receding	6	3	22	32	23	26
21	Approaching	0	0	0	0	0	0
21	Receding	0	0	0	0	0	0
22	Approaching	0	0	0	0	0	0
22	Receding	0	0	0	0	0	0
23	Approaching	0	0	0	0	0	0
23	Receding	0	0	0	0	0	0

Volume - Total Speeders

The following graph shows the breakdown of all speeding vehicles tracked in this study based on the posted speed limit entered (20 mph). The horizontal axis is broken down into incrementing speed buckets of 5 mph with the resulting count of vehicles residing within those speeds being displayed as the corresponding volume on the vertical axis.



Approaching Breakdown

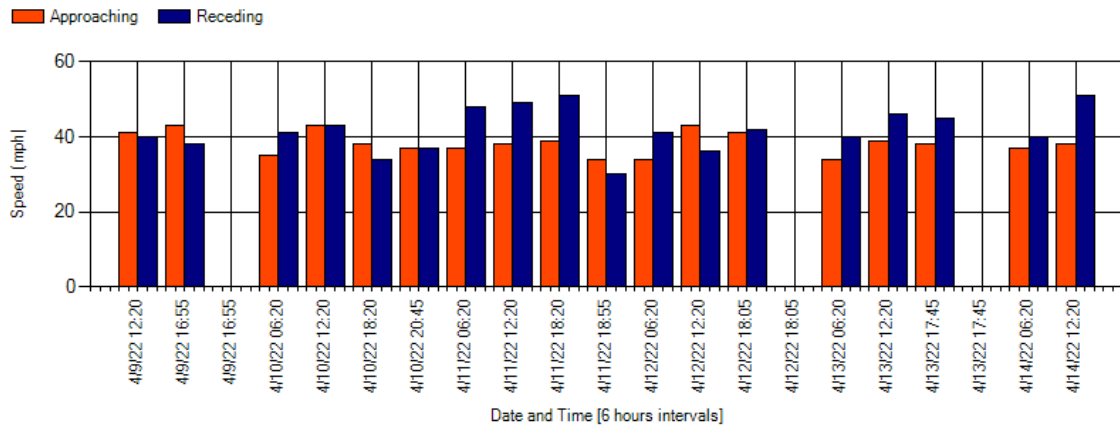
Speeding Statistics		10 MPH Pace		# Exceeding Limit				
Posted Limit	20 mph	Pace Speed	21 to 30 mph	Speed	21 to 30 mph	31 to 40 mph	41+ mph	Total
# At/Under Limit	1148	# In Pace	0	Volume	4409	576	7	4992
# Over Limit	4992	% In Pace	0.00%	Percent	71.81%	9.38%	0.11%	81.30%
Average Speed	24 mph							
85th % Speed (weighted)	29 mph							

Receding Breakdown

Speeding Statistics		10 MPH Pace		# Exceeding Limit				
Posted Limit	20 mph	Pace Speed	21 to 30 mph	Speed	21 to 30 mph	31 to 40 mph	41+ mph	Total
# At/Under Limit	791	# In Pace	0	Volume	3361	800	31	4192
# Over Limit	4192	% In Pace	0.00%	Percent	67.45%	16.05%	0.62%	84.13%
Average Speed	25 mph							
85th % Speed (weighted)	30 mph							

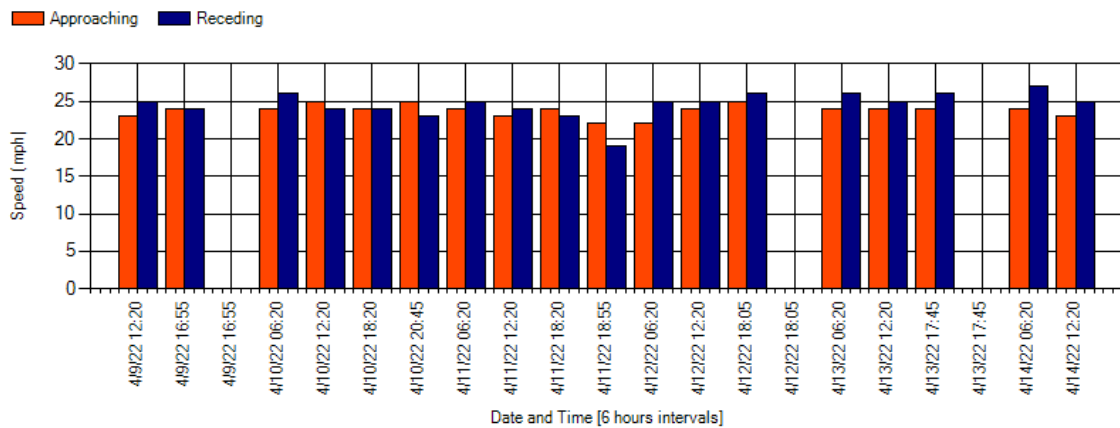
Speed - Maximum Speed

The following graph shows the maximum speeds captured in this study. The horizontal axis is broken down into distinct time intervals of the study with the resulting maximum vehicle speed captured during those time intervals being displayed as the corresponding speed value on the vertical axis.



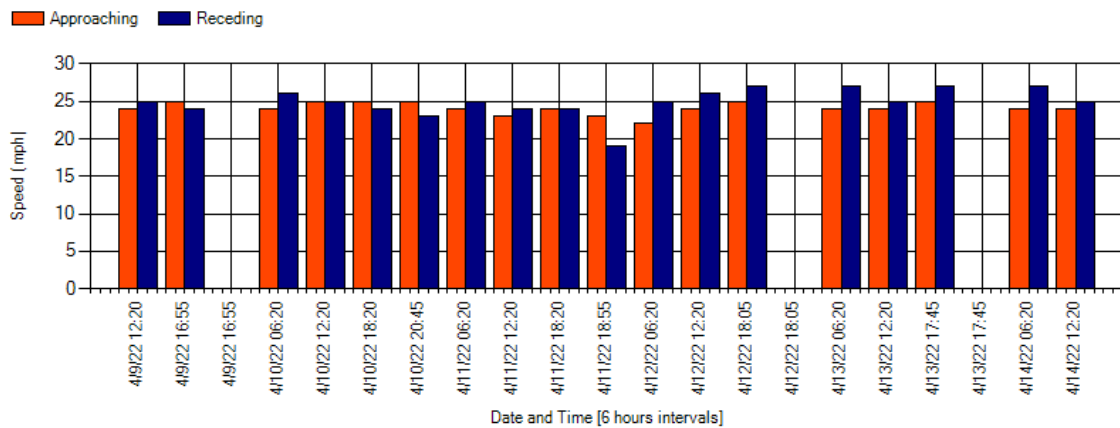
Speed - Average Speed

The following graph shows the average speeds captured in this study. The horizontal axis is broken down into distinct time intervals of the study with the resulting average vehicle speed captured during those time intervals being displayed as the corresponding speed value on the vertical axis.



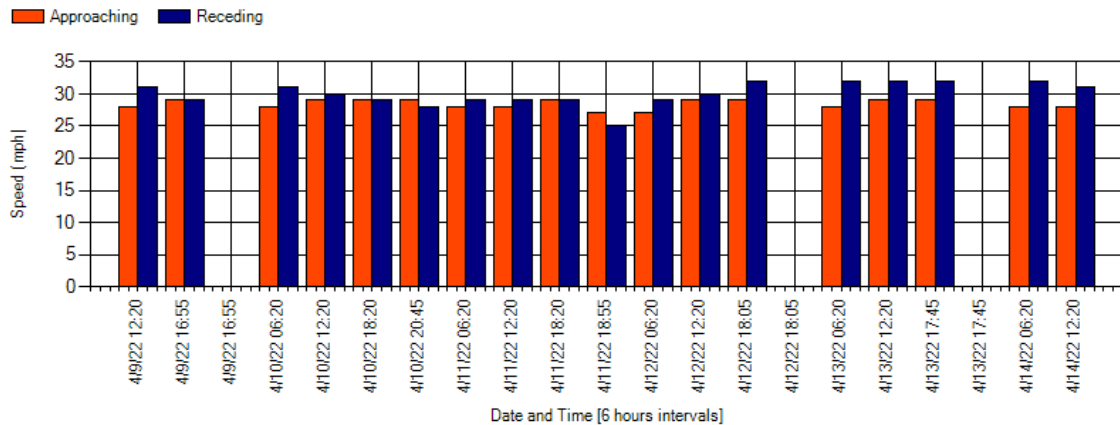
Speed - Median Speed

The following graph shows the median speeds captured in this study. The horizontal axis is broken down into distinct time intervals of the study with the resulting median vehicle speed captured during those time intervals being displayed as the corresponding speed value on the vertical axis.



Speed - 85th Percentile Speed

The following graph shows the 85th percentile speeds captured in this study. The horizontal axis is broken down into distinct time intervals of the study with the resulting 85th percentile vehicle speed captured during those time intervals being displayed as the corresponding speed value on the vertical axis.




Contact Us

For questions or comments about this product, please contact us at the following:

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Customer Service & Sales Department 1-888-689-9222
Email: info@mphindustries.com

VILLAGE OF WILLOWBROOK**COMMITTEE OF THE WHOLE****AGENDA ITEM - HISTORY/COMMENTARY****ITEM TITLE:**

ROTH 457 DISCUSSION

AGENDA NO: 6**AGENDA DATE:** 04/25/22**STAFF REVIEW:** Michael Rock, Chief Financial Officer**SIGNATURE:** **LEGAL REVIEW:** Thomas Bastian, Village Attorney**SIGNATURE:** **RECOMMENDED BY:** Brian Pabst, Village Administrator**SIGNATURE:** **ITEM HISTORY (PREVIOUS VILLAGE BOARD REVIEWS, ACTIONS RELATED TO THIS ITEM, OTHER PERTINENT HISTORY)**

The Village is considering adding to its retirement investment options that will give its employees an opportunity to invest in a tax-advantaged Roth 457. Currently, the Village provides two options to invest in a traditional 457 plan through Mission Square and Nationwide. Nationwide is offering a Roth 457 option. The differences between the traditional 457 and Roth 457 are below:

ROTH

- Employee contributions are on an after-tax basis
- Employer contributions can only be applied at a pre-tax basis (currently, there are no employer contributions)
- 2022 Roth contribution limits: \$20,500, 50 or older = \$27,000
- Roth distributions will be tax-free if all criteria are satisfied:
 - Holding account at least 5 years
 - At least 59 ½
 - Or upon Disabled
 - Or upon Death

TRADITIONAL

- Employee contributions are on a before-tax basis
- Employer contributions can only be applied at a pre-tax basis (currently, there are no employer contributions)
- 2022 Traditional contribution limits: \$20,500, 50 or older = \$27,000
- Distributions from traditional (contributions and earnings) are taxed upon distribution

ACTION PROPOSED: Provide feedback.

VILLAGE OF WILLOWBROOK

COMMITTEE OF THE WHOLE

AGENDA ITEM - HISTORY/COMMENTARY

ITEM TITLE:

PROPOSAL TO ENGAGE GOVHR TO PROVIDE CONTRACTED ON-DEMAND HUMAN RESOURCES SERVICES

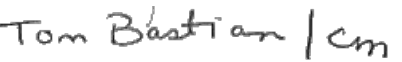
AGENDA NO: 7

AGENDA DATE: 04/25/22

STAFF REVIEW: Sean Halloran, Asst. Village Administrator.

SIGNATURE:

LEGAL REVIEW: Thomas Bastian, Village Attorney

SIGNATURE:

RECOMMENDED BY: Brian Pabst, Village Administrator

SIGNATURE:


ITEM HISTORY (PREVIOUS VILLAGE BOARD REVIEWS, ACTIONS RELATED TO THIS ITEM, OTHER PERTINENT HISTORY)

At the January 17, 2022, Budget Workshop, Village staff outlined the 2022-2023 Proposed Special Projects (see below). As part of that project list, Village staff listed the analysis of Human Resources Services as a top priority for 2022-2023. Since that time, staff has begun evaluating existing and proposed services. Several communities across the state have dedicated Human Resources Departments or staff. These responsibilities include the following: classification and compensation analysis and administration, recruitment and selection, benefits administration, training, organizational development, employee relations, labor relations, and risk management. Provides administrative and staff assistance to the Village Manager and Department Directors in such areas as hiring, evaluation, recognition of employees, and work environment issues.

In the recent past, two members of the Village staff have been dedicated to all Human Resource tasks while managing other tasks such as day-to-day responsibilities of the Finance Department and duties related to the Assistant Village Administrator position. There has never been a dedicated position for Human Resources within the Village. This type of structure is consistent in neighboring municipalities as outlined below:

Municipality	Human Resource Director?	Multiple Staff
Burr Ridge	No	Village Administrator
Clarendon Hills	No	Assistant Village Manager
La Grange	No	Village Manager
Oak Brook	Yes	No
Western Springs	No	Assistant Village Manager
Willowbrook	No	Village Administrator and Assistant Village Administrator

During this evaluation, it became apparent to staff that not all responsibilities were included in the recent past from previous and current staff. The reluctance to provide all resources was due to the lack of capacity. In an effort to provide better resources to all employees, staff is seeking from the Board a different concept to provide Human Resource services. Below is an option to provide these services through an on-demand consultant from the firm GovHR. Consulting services and Human Resource services are core components of GovHR's business model.

Under the proposed model, GovHR would provide on-demand services for the following responsibilities:

- Review and management of FMLA, FLSA, and ADA responsibilities
- Assist in employee onboarding
- Review and update job descriptions
- Assist staff in personnel issues.
- Field Human Resource questions
- Advice on employee relations such as disciplinary, disputes, investigations and performance improvement programs
- Feedback regarding employee compensation.

This proposed model would not involve any permanent staff or require any office space to be utilized. Staff is proposing to use the consultant via Zoom, phone and to have a dedicated email with hr@willowbrook.il.us.

The costs are estimated at \$40,000 on an annual basis.

To compare existing services to the proposed model, see below:

Service	Is it currently provided?	If so, who is responsible currently?	Will GovHR be responsible?
Review and management of FMLA, FLSA, and ADA responsibilities	Yes	Assistant Village Administrator	Yes
Assist in employee onboarding	Yes	Village staff	No
Review and update job descriptions	Yes	Village Administrator and Assistant Village Administrator	Yes
Assist staff in personnel issues.	No	Village Administrator and Assistant Village Administrator are responsible with no outside assistance	Yes
Field Human Resource questions	Yes	Village Administrator and Assistant Village Administrator	Yes
Advice on employee relations such as disciplinary, disputes, investigations and performance improvement programs	No	Village Administrator and Assistant Village Administrator are responsible with no outside assistance	Yes

ACTION PROPOSED: Provide feedback.