

January 30, 2024

Mr. Bryan T. Healy
Village Manager
Village of Croton-on-Hudson
1 Van Wyck Street
Croton-on-Hudson, NY 10520

Re: Proposal for Professional Services
Organizational and Operational Assessment
and Plan for the Engineering Department
Village of Croton-on-Hudson, New York

Dear Mr. Healy:

Laberge Group is pleased to submit a proposal to provide professional consulting services to the Village of Croton-on-Hudson to develop an Organizational and Operational Assessment and Plan for the Engineering Department. The Village leadership is to be commended for proactively undertaking the development of this assessment and plan, which is a crucial first step toward improving efficiencies in department operations and optimizing service delivery.

Laberge Group is recognized as a regional leader in the areas of government efficiency, department and community-wide operations, strategic planning, and shared services. Our Government Operations and Efficiency Team has played an instrumental role in both planning and implementing projects throughout New York State in which successful strategic planning, organizational optimization, and staffing scaling/restructuring have led to a reduction in spending coupled with an improvement of service delivery.

We believe that we have assembled a team is **uniquely qualified** to address the challenges facing the Village of Croton-on-Hudson, while capitalizing on the opportunities ahead. This team offers the following capabilities and strengths that are particularly relevant to accomplishing your goals:

First-Hand Implementation Experience and Commitment to Pragmatic, Implementation-Driven Plans Designed to Achieve Quantifiable Objectives: The experience of this team is unique in that team members – individually and collectively – have played instrumental roles not only in planning, but also implementing successful organizational optimization and management restructuring projects throughout the State. This hands-on implementation experience is invaluable in informing the development of actionable and impactful plans that lead to positive measurable outcomes.

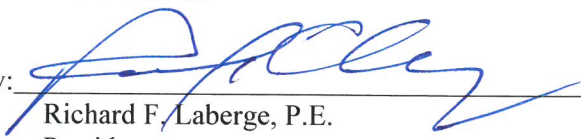
Proven Track Record of Improving Efficiency and Service Delivery for Municipal Departments across New York State: Laberge Group has successfully collaborated with municipal and departmental leaders from communities throughout the State to plan and implement similar projects in which successful strategic planning, organizational optimization, and staffing scaling/restructuring have led to a reduction in spending, an improvement of service delivery, or both.

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Uniquely Collaborative Approach to Successfully Securing Grants and Funding to Support Operational Efficiency: Laberge Group has one seamlessly integrated process whereby our in-house Government Operations and Efficiency team collaborate with our in-house grant writers to address our client communities' most pressing needs. This seamless partnership is fundamental to ensuring that each assessment, report, and plan is created to meet both the needs of the community and the mandates, missions, and priorities of specific funding agencies. By targeting plans to the needs of funding agencies from the outset of project development, Laberge Group has developed a successful track record of securing more than \$420 million in grant funding since 2000.

We are eager to partner with the Village to address the challenges and optimize the opportunities that lie ahead. Thank you for the consideration you have afforded us to help you achieve success in this exciting endeavor.

Very truly yours,
LABERGE GROUP

By: 

Richard F. Laberge, P.E.
President