



GROUND BREAKING CEREMONY | APRIL 2019



MAYOR & VILLAGE BOARD FINAL REPORT

LEADERS GUIDE 2019

MOUNT PROSPECT | ILLINOIS | JANUARY 2019



GROUND BREAKING CEREMONY | FEBRUARY 2019

Table of Contents

Section 1	Strategic Planning for the Village of Mount Prospect	1
Section 2	Looking to Mount Prospect's Future	3
Section 3	Plan 2019 – 2024	54
Section 4	Action Agenda 2019	78

This report and all materials are copyrighted. This report may be duplicated for distribution to appropriate parties as needed. No unauthorized duplication is allowed,, including for use in training within your organization or for consulting purposes outside your organization. All requests for duplication must be submitted in writing.

SECTION 1

STRATEGIC PLANNING FOR THE VILLAGE OF MOUNT PROSPECT

STRATEGIC FRAMEWORK

VISION 2034

“Desired Destination for Mount Prospect”

PLAN 2024

“Map to Mount Prospect’s Destination”

EXECUTION

“Route for Next Year”

MISSION

*“Responsibilities of Mount Prospect
Village Government”*

BELIEFS

*“How Mount Prospect’s Village Government
Should Work”*

SECTION 2

LOOKING TO MOUNT PROSPECT'S FUTURE

m

Village of Mount Prospect Success in 2024 means...

Trustee Mike Zadel:

- Economic Development Southside
- Annexation Oakton Street Improvement
- Randhurst Outparcel Development
- Central Business District Development
- Prospect Avenue Development

Trustee Bill Grossi:

- Sidewalks throughout the Village
- Street lights on Eastside of Village
- TIF District/Maple Street/83rd/Main: Done

Trustee Eleni Hatzis:

- Southside Clean Up/Beautification including Streetscape
- Downtown Development – Grocery and Retail Stores
- Chase Building: Change

Mayor Arlene Juracek:

- Downtown Development
- South Mount Prospect: Active/Pursuing Opportunities
- Annexation – Done
- Pedestrian Friendly Community
- NE Stormwater: Situation Plan/Design/ Fund
- Aging in Place: How can we help
- Village Development Project – Citywide

Trustee Paul Hoefert:

- **Large Corporate presence – major activity center**
- **United Property Development**
- **Annexations: Completed**
- **Senior Housing/Graduated Career Facility**

Trustee Colleen Saccotelli:

- **People in Downtown**
- **Walkability**
- **N-S Transportation**
- **Connectedness, sense of place/community**
- **Train Station Relocation Cost**
- **Southside Plan**
- **Street Lights**
- **Redevelopment/Convert Police/Fire Building**
- **Sister City – Connection**

Trustee Richard Rogers:

- **Southside Development/Annexation**
- **Chicago Executive Airport – Runway Location Advocacy**
- **Railroad Crossing at Maple Street**

Actions for 2019

Village of Mount Prospect

Trustee Mike Zadel:

- **Impact of State Legislation – Monitoring/Lobbying**
- **Maple Street Loft's Development**
- **Oakton Street Annexation**
- **Celebration of Cultures – 2nd Year**
- **Community Outreach**
- **NE Development**
- **Downtown Events**
- **Video Gaming: 1 Year Extension**

Trustee Bill Grossi:

- **Police/Fire Building: Open, Within Budget**
- **Levee 37: Northeast**
- **Street Lights on East Corridor**
- **Chicago Executive Airport: Active Advocacy to Protect Residents**

Trustee Eleni Hatzis:

- **Community Engagement/Outreach, Culture Specific, Events, Feeling Welcome**
- **Maple Street Lofts: Kicked Off**
- **105 South Main Development**
- **Video Gaming: Evaluation**

Mayor Arlene Juracek:

- **Maple Street Lofts**
- **Randhurst: Carson space occupied**
- **Vehicle stickers: options for 2020**
- **Who are We – Demographic community understanding**
- **Community Brand**
- **Busse Road Infrastructure**

Trustee Paul Hoefert:

- **Annexations**
- **Community Outreach in neighborhoods**
- **Celebration of Culture: 2nd year**
- **Property Maintenance**
- **Pocket Park**
- **Maple Street Lofts**

Trustee Colleen Saccotelli:

- **Televising Finance Meeting**
- **Southside Plan**
- **Main Street**
- **Village Branding**
- **Restaurant in Downtown**
- **Maple Street Loft**
- **Pocket Park**
- **Commission Guide**
- **State Legislators at Events**

Trustee Richard Rogers:

- **Maple Street Lofts Launch**
- **20 West Completion**
- **Main/Central: Progress**
- **Park Terrace: Completion**
- **Police/Fire Station Direction (link to Chase Bank Property)**
- **Downtown parking better utilization undivided – marketing to commuters, 83 Elevator/Stairs Westside**

Village of Mount Prospect Strengths – Weaknesses Threats – Opportunities

► Strengths

1. Mayor and Village Board leadership and teamwork
2. Village management
3. Village “gets thing done” – produces quality results
4. Financial condition of Village government
5. High level of Village services: Public Works, Police and Fire
6. Sense of professionalism
7. Customer focus
8. Safe community
9. Location
10. Residents like living here
11. Village government connection to the community
12. Sense of neighborhoods
13. Village employees dedicated to serving the community
14. Residents engaged
15. Downtown development and investment

16. Great place to live
17. Schools
18. Inclusive community – diverse cultures
19. Strong Local economy
20. Momentum in Downtown
21. Village partnering with others
22. Connection to transportation
23. “Business Friendly” Village government

► **Areas for Improvement**

1. Village brand
2. More hand holding – Village Manager
3. Opposition to growth and change
4. Proactive communications with the community
5. Working with Metra and IDOT
6. Too involved residents - not open to the ideas of others
7. Improving Randhurst Village Mall
8. Downtown parking
9. Business sustainability and turnover
10. Managing residents' expectations
11. Social media and disinformation
12. NIMBY attitude
13. Increasing community polarization
14. Lack of issue awareness
15. District 57 thinks they are Mount Prospect
16. Levee 37
17. Street lighting
18. Major corridor redevelopment/revitalization: Euclid, Kensington, Busey
19. Trends analysis and application to Mount Prospect
20. Limit revenue for Village in anti tax environment

► **Threats to Mount Prospect's Future**

1. State of Illinois
2. Community polarization
3. Taxes
4. Empty storefronts
5. Impact of U. S. trade policy
6. Increasing interest rates
7. Cook County
8. Traffic congestion
9. Water system – Oakton Street Extension
10. Municipal debt level
11. Residents' chaos
12. Empty "big" boxes
13. Personal agenda over community benefit
14. Risk adverse
15. NIMBY pressure
16. Loss of Village employees to other communities or private sector
17. Train and Station
18. Hold controversial issues until later

► Opportunities for the Future

1. Downtown
2. Randhurst Village Mall
3. Fire District: Elk Grove Rural/Forest River Rural
4. South Mount Prospect Development/Redevelopment
5. Large Hotel and Conference Center
6. Changing Demographics
7. TIF
8. Water Art/Feature
9. Flooding and Stormwater Management
10. Old Police/Fire HQ Properties Redevelopment
11. School District 57 Collaboration
12. O'Hare Expansion
13. Warehouse Development
14. Public Services Modernization
15. Becoming a More Inclusive Community
16. Business Attraction and Investment
17. Proactive Communications and Social Media

Actions Ideas for 2019 Village of Mount Prospect Mayor and Village Board

1. Maple Street Lofts Development: Direction
2. Levee 37: Status and Next Steps
3. Downtown Parking Study: Direction and Implementation
4. Mount Prospect Pointe Development
5. Social Media; Policy and Village Actions
6. Proactive Communication Strategy: “Best Practices” Report with Options and Direction
7. Sidewalk Snow Removal Policy: Report and Direction
8. Snow Removal Policy: Review and Direction
9. Vacant Storefront: Assessment, Report with Options, Direction and Village Actions
10. Old Police/Fire Property Redevelopment: Report with Options, Direction and Village Actions
11. Rand/Central Traffic: Study and Direction
12. 20 West Development - Next Phase: Direction and Village Actions
13. Flooding and Stormwater Management: Report and Direction
14. Randhurst Vacant “Big Boxes”: Status, Direction and Village Actions

15. Park Terrace Village Actions: Inspections
16. O'Hare Strategy: Desired Outcomes, Strategy Development, Direction and Village Actions
17. South Mount Prospect Plan: Direction and Village Actions
18. Corridor Lighting: Report with Options, Direction and Village Actions
19. Warehouse Business Attraction: Desired Outcomes, Direction and Village Actions
20. Cyber Security: Assessment, Report with Options and Direction
21. Crosswalks for Central Road
22. Police/Fire HQ: Construction and Opening (4/20)
23. Relations/Strategy with IDOT: Key Issues, Direction and Village Actions
24. CIP Projects: Review and Priority
25. TIF District Development
26. Annexations: Direction and Village Next Steps
27. Specific Area Traffic Management Plan: Direction and Study[ies]
28. Metra Advocacy: Direction and Village Actions
29. River Trails Park District (IGA)
30. Fire District: Direction and Next Steps
31. Pocket Park: Direction and Construction
32. Boxwood Area Improvement: Direction and Village Actions
33. Community Safety Action Plan: Expectations and Direction
34. Senior Housing: Direction and Village Actions

35. Elevator and Parking Garage: Status and Direction
36. Forest River (“Mudville”): Desired Outcomes, Direction and Village Actions
37. Village Compensation Policy: Market Analysis, Report with Findings and Direction
38. Village Financial Plan: Assumptions, Refinement and Direction
39. Grocery Store in Downtown: Direction and Village Actions
40. Central/Main Development: Status and Next Steps
41. Chase Building: Direction and Village Actions
42. Code Enforcement/Compliance and Property Maintenance Code: Performance Report, Policy Direction and Village Actions
43. Fire Station 12 (1601 W. Golf Road)
44. Parking Deck Emerson Street: Direction
45. Community Festivals and Events Enhancement: Report with Options and Direction
46. Village Brand: Definition, Direction and Village Actions
47. Civic Academy: Direction and Village Actions
48. Restaurant at 20 West
49. Mount Prospect Station
50. Hotel and Conference Center Attraction: Direction and Village Actions

Top “11” Priorities for 2019

EXECUTIVE PERSPECTIVE

- 1. Maple Street Lofts**
- 2. Central and Main**
- 3. Levee 37**
- 4. Flood Control, Drainage and Stormwater Management**
- 5. Block 56 Old Police HQ/Fire and Chase Building: Developer**
- 6. Capital Projects and Funding**
- 7. Randhurst: Carsons Vacancy**
- 8. South Mount Prospect Plan/Annexation**
- 9. Forest River Annexation**
- 10. Pedestrian Improvement in Downtown**
- 11. Police/Fire HQ Building: Construction**

Looking to Mount Prospect's Future Departmental View

MAJOR CHALLENGES

Mount Prospect, Illinois

January 2019

DEPARTMENT: **Community Development**
Building & Inspection Services

From your department's perspectives, what are the major challenges facing the village over the next 5 years?

- Increase the marketing of Single Family Home Reinvestment; emphasize code updates and incentives to neighboring communities and new markets.
- Support revitalization efforts of properties by increasing code compliance and property maintenance enforcement within the community
- Review and adoption of new State of Illinois Food Code
- Review of Crime-Free ordinance and Rental licensing
- Code Compliance/Property Maintenance in annexed areas

MANAGEMENT IN PROGRESS 2019
PROJECTS AND ISSUES
Mount Prospect, Illinois
January 2019

DEPARTMENT: **Community Development**
Building & Inspection Services

Please list departmental projects or issues in progress (meaning there is work currently being done on them).

- 1 Coordinating and project managing the design, implementation, budgeting, and construction of the new Police Headquarters (911 E Kensington) and Fire Headquarters (111 E Rand Road)
- 2 Support local and small business initiatives and reinvestment; provide project management counseling/support at permit pre-submittal meetings and in-progress meetings.
- 3 Continually provide exceptional customer service throughout the entire Community Development permit process from intake to issuance of permits, including zoning variations, business licenses, rental licenses, and code compliances. Utilize best practices throughout process.
- 4 Add additional online permitting through continued Citizenserve implementation
- 5 Completion of link between Citizenserve & Laserfiche for historical record keeping
- 6 Adoption of development review codes

**INITIATIVES 2019:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, Illinois
January 2019**

DEPARTMENT: Community Development
Building & Inspection Services

Please list issues or projects that you would like for the village to address this next year 2019.

- 1 Hoarding, Nuisance, and Deteriorated Structures; training and development of new first responding staff.
- 2 Employee engagement
- 3 Training and development
- 4 Finalize and complete long term implementation of Citizenserve modules

MAJOR CHALLENGES

Mount Prospect, Illinois

January 2019

DEPARTMENT: Village Administration – Communications Division

From your department's perspectives, what are the major challenges facing the village over the next 5 years?

- The impression we are here monitoring and responding to inquiries 24/7, 365 days a year. Residents want answers and responses right away. For example, residents may be sending emergency messages to the police Facebook page instead of dialing 911.
- The increase of social media trolling and the hatred and disinformation that is spread through this medium.
- Difficulties getting messaging out as traditional forms of communications dies out and is replaced with inadequate communication platforms. For example, young people are leaving Facebook in droves, yet Snapchat, Instagram, and Pinterest are not as good for messaging.
- Communications to the public in the event of a breakdown in the electric grid or the cellular grid.
- The increase in our immigrant population and the ability to communicate with them in this time of governmental distrust.

**MANAGEMENT IN PROGRESS 2019
PROJECTS AND ISSUES
Mount Prospect, Illinois
January 2019**

DEPARTMENT: Village Administration Communications Division

Please list departmental projects or issues in progress (meaning there is work currently being done on them).

- 1 Conversion of the Civic Events Sign from a Wi-Fi connection to a Cellular connection.
- 2 Upgrade of the Message Board in the VH Lobby.
- 3 Upgrade of the AV equipment in the Community Room.
- 4 Exploration of new social media platforms on which to expand.

**INITIATIVES 2019:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, Illinois
January 2019**

DEPARTMENT: Village Administration – Communications Division

Please list issues or projects that you would like for the village to address this next year 2019.

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13

MAJOR CHALLENGES

Mount Prospect, Illinois

January 2019

DEPARTMENT: **Community Development – Economic Development
and Planning & Zoning**

From your department's perspectives, what are the major challenges facing the village over the next 5 years?

- Absentee landlords/lack of desire to maintain and/or redevelop property
- Obtaining IDOT approvals on needed right-of-way improvements for development projects and proposed pedestrian crossings
- Maintaining sales tax base while contending with increase in on-line retailing
- Financial status of the State of Illinois
- Financial status of Cook County
- Keeping up with technological advances
- Dealing with social media inaccurate and/or "fake" news
- Satisfying the public's demand for immediate and transparent information

**MANAGEMENT IN PROGRESS 2019
PROJECTS AND ISSUES
Mount Prospect, Illinois
January 2019**

DEPARTMENT: Community Development – Economic Development
and Planning & Zoning

Please list departmental projects or issues in progress (meaning there is work currently being done on them).

- 1 South Mount Prospect Plan
- 2 Annexation Analyses of Unincorporated Properties South of Oakton Street and West of Higgins Creek
- 3 Central and Main Redevelopment Proposal
- 4 Golf Plaza 2 Redevelopment
- 5 Maple Street Lofts Redevelopment Proposal
- 6 Pocket Park in Downtown
- 7 St. John's/ISL Senior Housing Project
- 8 Perlmark Senior Housing at 401 E. Kensington

**INITIATIVES 2019:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, Illinois
January 2019**

DEPARTMENT: Community Development – Economic Development
and Planning & Zoning

Please list issues or projects that you would like for the village to address this next year 2019.

- 1 Central and Main Redevelopment
- 2 Golf Plaza 2 Redevelopment Completion, including access improvements and development of outlot(s)
- 3 Maple Street Lofts Project
- 4 Development of Pocket Park in Downtown
- 5 Occupy or redevelop 111 E. Busse building (Chase Bank)
- 6 RFP for redevelopment of downtown Police/Fire property
- 7 200-208 S. Main Street Redevelopment
- 8 Pedestrian improvements in the downtown district
- 9 Prospect Place Commons renovation/redevelopment
- 10 Expand workforce readiness programs in conjunction with School District 214

MAJOR CHALLENGES

Mount Prospect, Illinois

January 2019

DEPARTMENT: Finance Department

From your department's perspectives, what are the major challenges facing the village over the next 5 years?

- Financial support for the Village's capital program.
- The utilization of technology in the delivery of financial transaction services.
- Addressing funding for OPEB and pension liabilities.
- Finding suitable software solutions for ancillary revenue and cash management programs of Food & Beverage and Escrow Management.
- Fiscal impact from decisions made by our state legislature due to their precarious financial condition.
- Meeting the transparency needs of stakeholders for financial and other village information.
- Responding to changing reporting requirements for GASB and other regulatory agencies.
- Meeting the expectations of exceptional customer service among a wide range of needs. Some of which is generational driven.
- Economy – Where are we in the economic cycle? When is the next downturn?

**MANAGEMENT IN PROGRESS 2019
PROJECTS AND ISSUES
Mount Prospect, Illinois
January 2019**

DEPARTMENT: Finance Department

Please list departmental projects or issues in progress (meaning there is work currently being done on them).

- | | |
|---|--------------------------------------|
| 1 | Policy Review – Pension Funding |
| 2 | P-Card Program Implementation |
| 3 | 2019 Budget Wrap-Up |
| 4 | 2018 Audit Prep Work |
| 5 | Utility Bill Print RFP |
| 6 | Tyler/New World – End of Year Update |
| 7 | Revised Budget-In-Brief Document |

**INITIATIVES 2019:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, Illinois
January 2019**

DEPARTMENT: Finance Department

Please list issues or projects that you would like for the village to address this next year 2019.

- 1 Alternative revenue solution to the issuance of vehicle stickers.
- 2 Conduct a review of existing third-party service providers for service improvements and management of fees and charges.
- 3 Expand on-line payment options for various Village transactions.
- 4 Electronic acceptance of vendor invoices and expand program for electronic payments to vendors.
- 5 Streamline and increase efficiencies by automating accounting processes with the use of business analytics.
- 6 Expand quarterly review of general ledger accounts.

MAJOR CHALLENGES

Mount Prospect, Illinois

January 2019

DEPARTMENT: Fire Department

From your department's perspectives, what are the major challenges facing the village over the next 5 years?

- Increasing Diversity
- Annexation of Elk Grove Township
- Annexation Re-Development
- Community Outreach
- Reduction in Overtime
- Reducing Workforce Injuries
- Downtown Development
- Financial Stability
- Inspections and Plan Review Goals
- Aging Population
- Succession Planning
- Increasing Call Volume
- Community Risk Reduction
- Arson Prosecution

**MANAGEMENT IN PROGRESS 2019
PROJECTS AND ISSUES
Mount Prospect, Illinois
January 2019**

DEPARTMENT: Fire Department

Please list departmental projects or issues in progress (meaning there is work currently being done on them).

- 1 Community Outreach
- 2 Community Risk Reduction
- 3 Succession Planning/Talent Recognition
- 4 School Crisis Plans
- 5 Emergency Management Overhaul
- 6 Musculoskeletal Injury Reduction and Healthy Lifestyle Awareness
- 7 Cancer Awareness
- 8 Long Term Fire Station Planning including apparatus placement and manning
- 9 Restructuring the Employee Go Kit Program

**INITIATIVES 2019:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, Illinois
January 2019**

DEPARTMENT: Fire Department

Please list issues or projects that you would like for the village to address this next year 2019.

- 1 Future Staffing Planning
- 2 Department Specific Training
- 3 Complete all required NIMS Training
- 4 Issue department credit cards
- 5 Continue to be responsive to the needs of the Fire Department for the new Station 13 design.
- 6 Support for multi-department training
- 7 Support for advanced education
- 8 Completion of the Cook County Pharmaceutical Distribution Plan
- 9 Training on the use of the Emergency Operations Center and Emergency Operation Plan
- 10 Long-Term Recovery plan including sheltering and continuity of operations

MAJOR CHALLENGES

Mount Prospect, Illinois

January 2019

DEPARTMENT: Village Administration – Human Resources Division

From your department's perspectives, what are the major challenges facing the village over the next 5 years?

- Employee recruitment and retention in a tight labor market paired with increased separations due to retirement.
- Managing overall healthcare costs while providing comprehensive coverage.

**MANAGEMENT IN PROGRESS 2019
PROJECTS AND ISSUES
Mount Prospect, Illinois
January 2019**

DEPARTMENT: Village Administration – Human Resources Division

Please list departmental projects or issues in progress (meaning there is work currently being done on them).

- 1 Analysis and enhancement of merit-based increase program for non-union employees
- 2 Implementation of paperless new hire kits

**INITIATIVES 2019:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, Illinois
January 2019**

DEPARTMENT: Village Administration – Human Resources Division

Please list issues or projects that you would like for the village to address this next year 2019.

- 1 Update Compensation and Classification Table and conduct comparable survey to ensure salary bands are still within competitive range to attract and retain top talent
- 2 Achieve 75% employee participation in the Village's Wellness program
- 3 Further development of a comprehensive onboarding experience
- 4 Implement Personnel Actions Module in the NWS software and train users, supervisors and managers
- 5 Hire and onboard P/T HR Assistant
- 6 Expand Leadership Training initiatives to include front-line staff

MAJOR CHALLENGES

Mount Prospect, Illinois

January 2019

DEPARTMENT: Human Services Department

From your department's perspectives, what are the major challenges facing the village over the next 5 years?

- Affordable housing for working poor, low-income seniors and persons with disabilities.
- Increased needs for aging population.
- Opioid use.
- Limited mental health resources for Medicaid clients and underinsured. Shortage of psychiatrists.
- Communicating with and providing services to our diverse population.
- Increased number of cases of disabled adults living with elderly parents who are no longer able to care for them.
- Addressing violence in general and domestic violence and its effect on the health and well being of victims and their children.
- Identifying and addressing chronic disease and its effect on the health of the community.

**MANAGEMENT IN PROGRESS 2019
PROJECTS AND ISSUES
Mount Prospect, Illinois
January 2019**

DEPARTMENT: Human Services Department

Please list departmental projects or issues in progress (meaning there is work currently being done on them).

- 1 Preparation for evaluation of and possible expansion of services at the Community Connections Center.
- 2 Launch of Senior Snow Shoveling and Leaf Pick Up programs.
- 3 Shelter Plan- working with FD Emergency Management Coordinator.
- 4 Love and Logic parenting classes - Purchase and review of updated curriculum and DCFS outreach for referrals.
- 5 Implementation of recommendations from Diversity Engagement Outreach strategy.

INITIATIVES 2019: SHORT-TERM ISSUES AND PROJECTS

Mount Prospect, Illinois

January 2019

DEPARTMENT: Human Services Department

Please list issues or projects that you would like for the village to address this next year 2019.

- 1 Conduct a needs assessment to evaluate current services/programming and opportunities for growth and improvement at the Community Connections Center. Explore options for increasing youth programming i.e. after school program and support groups.
- 2 Incorporate education on healthy food options, healthy choices and active lifestyles in to nursing programming and the food pantry program.
- 3 Expand social service programs for seniors.
- 4 Create a Human Services E Newsletter to promote programs, services and resources.
- 5 Create a user-friendly manual for Client Track software program.
- 6 Work with the Emergency Management Coordinator to run a live drill for a shelter set up with Human Services staff, MRC volunteers and CERT volunteers.
- 7 Rebrand Conversations in English program at the Community Connections Center.
- 8 Continue to work on implementation of recommendations from Diversity Engagement Outreach Strategy.
- 9 Explore programming to address fair housing issues and to assist in mitigating landlord/tenant issues.

MAJOR CHALLENGES

Mount Prospect, Illinois

January 2019

DEPARTMENT: Village Administration-Information Technology

From your department's perspectives, what are the major challenges facing the village over the next 5 years?

- Employee Retention
- New Police/Fire HQ buildings
- Cybersecurity

**MANAGEMENT IN PROGRESS 2019
PROJECTS AND ISSUES
Mount Prospect, Illinois
January 2019**

DEPARTMENT: Village Administration-Information Technology

Please list departmental projects or issues in progress (meaning there is work currently being done on them).

- 1 Replace network equipment at FS12 & 14
- 2 Increase Internet bandwidth and guest Wi-Fi speeds
- 3 Electronic Message Boards at Village Hall
- 4 CheckPoint firewall replacement
- 5 Implement Envision Strategic Planning and Performance Dashboard software
- 6 Overnight parking solution
- 7 Replace network equipment at the CCC
- 8 Replace network equipment at Public Works
- 9 Replace wireless access points (24 points-all facilities)

**INITIATIVES 2019:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, Illinois
January 2019**

DEPARTMENT: Village Administration-Information Technology

Please list issues or projects that you would like for the village to address this next year 2019.

- 1 Fiber installation from Village Hall to new Police and Fire HQ buildings
- 2 Replace network equipment at Village Hall
- 3 Windows 10 upgrades for end users
- 4 Replace or retire Windows 2008 servers
- 5 CRM/Village mobile app evaluation/replacement
- 6 Design/implementation of IT areas at Police and Fire HQs

MAJOR CHALLENGES

Mount Prospect, Illinois

January 2019

DEPARTMENT: Police

From your department's perspectives, what are the major challenges facing the village over the next 5 years?

- Recruitment retention in this challenging job market
- Transition of all the new employees and newly promoted into their new roles
- Traffic congestion throughout the village

**MANAGEMENT IN PROGRESS 2019
PROJECTS AND ISSUES
Mount Prospect, Illinois
January 2019**

DEPARTMENT: Police

Please list departmental projects or issues in progress (meaning there is work currently being done on them).

- 1 New Headquarters 2018 design and construction for 2019
- 2 Field Training of new hires
- 3 Lexipol - Revamping of all policies and procedures
- 4 Deploy Citation and Crash software (Quicket) to all of patrol and records
- 5 Continue with additional State mandated training
- 6 In partnership with IT assist with role development for new Police/IT hire
- 7 Continue with anticipatory hires for voids filled through retirements
- 8 Continue research and purchase of used fitness equipment for new headquarters
- 9 Working with District 214 on school safety (armed retired police)

I

INITIATIVES 2019: SHORT-TERM ISSUES AND PROJECTS Mount Prospect, Illinois January 2019

DEPARTMENT: Police

Please list issues or projects that you would like for the police department to address this next year 2019.

- 1 New Headquarters construction
- 2 Complete Lexipol revamping of all policies and procedures
- 3 Complete deployment/training on new citation/crash software (Quicket)
- 4 Continue with State mandated training
- 5 Complete Taser deployment (mandatory carry in 2019)
- 6 Continue participation in NIBC (Northern Illinois Benchmarking Cooperative) focus will be recruitment retention.
- 7 Conduct Police recruit test compose eligibility list
- 8 Reinstate Gang Unit (SOU) which was suspended due to manpower shortages
- 9 Research training software for potential purchase to replace Relias
- 10 Research overnight parking software for potential purchase
- 11 Research and continue purchasing of used fitness equipment for new headquarters
- 12 Continue school safety initiative with District 214 (armed retired Police Officers)
- 13 Continue with anticipatory hires for voids filled through retirements

- 14 Research purchase and deploy new smart scheduling software
- 15 Hire Crime Free Housing Civilian due to retirement
- 16 Hire Property Custodian Officer due to retirement
- 17 Purchase up fit 3 new squads one specialized vehicle (K-9)
- 18 Northwest Central CAD RMS replacement and deployment
- 19 Negotiate Police officer Contract with Sgts. to follow
- 20 Start beat meeting initiatives 12 meetings total with beat Sgts. involvement
- 21 Identify and train another 4-5 Crime Scene Techs (there's a shortage and lack of voluntary interest)
- 22 Expand our early car system in patrol (this will be imperative in the new headquarters)

MAJOR CHALLENGES

Mount Prospect, Illinois

January 2019

DEPARTMENT: Public Works

From your department's perspectives, what are the major challenges facing the village over the next 5 years?

- Aging infrastructure.
- Critical assessment / review of procedures and programs.
- "Brain Drain" – 34% of workforce eligible for retirement in next 5 years.
- Recruitment and retention of high quality personnel.
- Dissemination of information / mass communication.
- Identification/documentation of policies, procedures, protocols, and programs.
- Inadequate source of revenue for parking fund.
- Inadequate source of revenue for capital improvements fund.
- Curbside leaf collection program (obsolescence of Ford 710s).
- Environmental extremes (more frequent intense rainfall)
- Sidewalks (looming ADA changes and trip/fall lawsuits).
- Budget (state legislature revenue grab).
- NPDES and CMOM compliance requirements.
- Alternate water source as viable backup.
- Reduction in Lake Michigan water allocation / decreased water sales.
- Deficient infrastructure associated with annexations.

- Increasing shared use of roadways between pedestrians and vehicles.
- Training / employee development / succession plan. 29% of staff has been with the department less than five years.
- Lean staff / creeping scope of work.
- Increase in desire for sustainable/green infrastructure
- Reduction in availability of recycling markets
- Changing people's recycling habits. Empty, Clean and Dry. Emphasis on quality recycling
- Increasing public involvement in public works efforts
- Reduction in contracted work. Increase workload for Public Works employees.
- Meeting service expectations
- Informing residents of fact versus fiction
- Leadership development
- Adapting to innovation

**MANAGEMENT IN PROGRESS 2019
PROJECTS AND ISSUES
Mount Prospect, Illinois
January 2019**

DEPARTMENT: Public Works

Please list departmental projects or issues in progress (meaning there is work currently being done on them).

- 1 APWA Accreditation
- 2 Neighborhood Street Lighting Project – Randview Highlands Phase II
- 3 HVAC Improvements Public Works
- 4 Route 83/Kensington/Rand Intersection Phase I
- 5 Replacement of existing asset management/work management software
- 6 SCADA System PLC Replacements
- 7 Weller Creek Silt Removal

**INITIATIVES 2019:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, Illinois
January 2019**

DEPARTMENT: Public Works

Please list issues or projects that you would like for the village to address this next year 2019.

- 1 Phase II engineering for Rand Road/Central Road/Mount Prospect Road Intersection
- 2 Host Household Hazardous Waste Collection Event(s)
- 3 Design and construct storm water detention at Burning Bush Trails Park and associated storm mainline pipe upsizing.
- 4 Design and construct corridor street lighting for Rand Road/Kensington Road/Route 83 intersection.
- 5 Construct Central Road pedestrian crossing improvements at Emerson St, Pine St and Main St.
- 6 Construct pedestrian crossing at Busse Av and Main St intersection.
- 7 Design and construct Busse Park at former Busse property (Emerson St and Busse Av intersection).
- 8 Pedestrian Crossing Improvements at Emerson St/Northwest Hw, Route 83/Northwest Hw and Route 83/Prospect Av.
- 9 Construction of New Sidewalk Along Golf Road and Rand Road
- 10 Installation of Salt Brine Maker
- 11 Village Hall Parking Deck Lighting Upgrades
- 12 Melas/Meadows Bridge Phase I design
- 13 George Street Bridge Improvements

- 14 Streetlight LED Retrofits
- 15 Residential Streetlight Installation – Randview Highland II
- 16 Downtown Parking Wayfinding Signage
- 17 Large Truck Vehicle Lift
- 18 Street Improvement Program
- 19 Dempster and Linneman Pedestrian Crossing Improvements
- 20 Construction of Prospect Meadows Storm Sewer Improvements
- 21 Construction of Neighborhood Drainage Improvements
- 22 Water Reservoir Rehabilitation Tank 5E
- 23 Fairview Lift Station Rehabilitation
- 24 Booster Station 4 Motor Control Panel Replacement
- 25 Replacement of 4,000 Linear Feet of Water main
- 26 Lining of 30,000 Linear Feet of Combined and Separate Sanitary Sewer Main
- 27 Research and Potential Recommendation of Storm Water Utility

MAJOR CHALLENGES

Mount Prospect, Illinois

January 2019

DEPARTMENT: Village Administration

From your department's perspectives, what are the major challenges facing the village over the next 5 years?

- Continuing to be as transparent as possible, given the expectations of stakeholders and logistics for each project or topic.
- Anticipating the local political climate, given upcoming elections in 2019 and 2020 and the added interest of local residents in the government process.
- State of Illinois budget uncertainties, and their potential impact on operating costs, labor relations, and other goals.
- Being responsive to citizens while balancing timeliness, accuracy and available resources
- The impact of grassroots organizations on various established Village policies and protocols – such as public meeting expectations, Village ordinances, and availability of information on the website.
- The possibility of an economic downturn and its impact on the Village's operations.

MANAGEMENT IN PROGRESS 2019 PROJECTS AND ISSUES Mount Prospect, Illinois January 2019

DEPARTMENT: Village Administration

Please list departmental projects or issues in progress (meaning there is work currently being done on them).

- 1 Village Branding and Imaging Plan
- 2 File Vault Digitization
- 3 South Side Annexation – Final Pieces
- 4 Downtown Parking Improvements – Commuter Parking in Emerson Street Parking Deck
- 5 District 214 Innovative Partnership Grant – kick off of program and identification of expansion options.
- 6 Begin discussions for a CBA with Public Works (select employees)
- 7 Continuing to research options for an additional Downtown crossing of the UP Northwest Line.
- 8 Implementation of the Downtown Intersections Report recommendations (PW?) (TOP priority, Mgmt, 2018)
- 9 Strategy to move forward with the signalization of the entrances as Walmart/Mt. Prospect Pointe.
- 10 Elk Grove Fire Protection District Agreement (TOP Priority, Mgmt, 2018)
- 11 Levee 37 pump improvement and comp storage (HIGH Priority, Mgmt, 2018)

**INITIATIVES 2019:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, Illinois
January 2019**

DEPARTMENT: Village Administration

Please list issues or projects that you would like for the village to address this next year 2019.

- 1 Better Utilization and Refresh of Experience Mount Prospect Website
- 2 MPEI – increasing participation and establishing a long range plan
- 3 Electronic Message Boards installed and running in Village Hall.

SECTION 3

VILLAGE OF MOUNT PROSPECT IMPLEMENTATION PLAN 2019 – 2024

Village of Mount Prospect Goals 2024

**Development:
Balancing Preservation, Revitalization, Growth**

**Business: Strong Local Economy, Support for
Innovation, Entrepreneurialism and Small Business**

**Infrastructure: Well-Designed,
Well-Maintained Public Spaces and Facilities**

**Cultural Climate:
Honoring History, Heritage and Diversity**

**Commercial Business District:
Vibrant Downtown and Commercial Areas**

**Governance: Financially Sound, Providing
Exceptional Service**

GOAL 1

**DEVELOPMENT; BALANCING PRESERVATION,
REVITALIZATION, GROWTH**

► **Objectives**

1. Attract local and regional customers to Mount Prospect with lively restaurant establishments, shopping choices and a variety of recreational opportunities
2. Facilitate restaurant/shopping development
3. Ensure a continuum of housing opportunities meets residents' evolving lifestyles to allow residents to maintain their connection to Mount Prospect, including senior and young families
4. Upgrade single family housing stock
5. Expand the development of Downtown, Kensington Business Center and the Southside
6. Solicit development proposals
7. Promote "small space" commercial development
8. Enhance tax base through economic development and business investment

► **Value to Residents**

1. Protection and enhancement of property values
2. More reasons to live in Mount Prospect
3. Increased housing options in Mount Prospect
4. More choice for your leisure time
5. Opportunities to live an active, healthy life style
6. A community for all family generations

► Challenges and Opportunities		PRIORITY
1.	Attracting more restaurants and entertainment venues to Mount Prospect	ST
2.	Determining the Village's role and incentives	ST
3.	Connecting Northside and Southside – the rail tracks as a community “divider”	ST
4.	Aging, antiquated single family housing stock needing modernization or replacement, including decline EAV	ST
5.	Rise and aggressive NIMBY	ST
6.	Expectations of retail business versus reality	ST
7.	Cook County fax system and taxes impacting residential and commercial development	ST
8.	Village's role in land use and development regulations	LT
9.	Tapping the advantage of rail station and convenient access to Chicago	LT
10.	Developing high end rental opportunities	LT
11.	Sprinkler requirement and the impact on single family housing upgrade	LT
12.	Upgrading older multi-family developments	LT
13.	Helping homeowners – old and new – to upgrade their homes	LT
14.	Working with absentee property owners	LT
15.	Increasing costs of construction	LT

► Actions 2019		PRIORITY	
**	1. South Mount Prospect Plan and Annexation Strategy	Mgmt 2017	6
	2. Senior Housing: Direction and Village Actions	M/VB	6
	• Continuum of Caring (the Mooring)		
	• Senior Housing Program (Housing Assistance)		
	3. 105 Main Redevelopment (Sakura) Strategy	Mgmt OTH	5
	4. Code Enforcement/Compliance and Property Maintenance Code: Performance Report, Policy Direction and Village Actions	Mgmt M/VB	4
	5. Single Family Homes Reinvestment/Development Code Update	Mgmt 2017	Mgmt
	6. Community Sustainability Strategy and Plan: Development	Mgmt OTH	Mgmt
	• Initiatives Inventory		
	• Website		
	7. Food Ordinance: Review and Adoption (including Food Trucks)	Mgmt	Mgmt
	8. Crime – Free/Rental Housing Ordinance: Review	Mgmt	Mgmt

			PRIORITY
► Actions 2019			
	9. River Trail Parks District (IGA): Flood Control	M/VB	3
	10. Cannabis Preparation	M/VB	3
	11. Elk Grove Rural Fire Protection District Agreement	Mgmt 2017	2
	12. Prospect Place Renovation/Redevelopment <ul style="list-style-type: none"> • Promotion for Retail Space 	Mgmt	2
	13. Southside Clean Up/Beautification	M/VB	2
**	14. Annexation: Forest River <ul style="list-style-type: none"> • Litigation with Forest River Fire Protection District • Annexation Negotiation 	Mgmt 2017	1
	15. Oakton Area Clean Up Action Plan <ul style="list-style-type: none"> • Assessment Report 	M/VB	1

► Management in Progress 2019		
	1. Annual CDBG Report	MIP
	2. Annual Single Family Rehabilitation	MIP
	3. Single Family Home Construction	MIP
	4. St. John's/15L Senior Housing Project [88 units] (Assisted Living/Memory Loss)	Mgmt
	5. Pelmark Senior Housing at 401 E. Kensington [75 units] (Independent/Affordable)	Mgmt

GOAL 2

**BUSINESS: STRONG LOCAL ECONOMY,
SUPPORT FOR INNOVATION,
ENTREPRENEURIALISM AND SMALL BUSINESS**

► Objectives

1. Engage commercial landlords to attract and grow small businesses
2. Identify and market to specific business segments
3. Investigate needs of tech-savvy business to foster growth in the sector
4. Attract businesses with a regional customer base
5. Develop policies to retain businesses
6. Foster a climate for innovation and entrepreneurship
7. Utilize data to focus business development efforts
8. Develop an effective business incubator and accelerator for facilities and programs

► Value to Residents

1. Support to start and grow your business in Mount Prospect
2. Working near home resulting in more family and leisure time
3. Strong working relationship between the Village and businesses/ the Chamber of Commerce
4. Business friendly Village government
5. Support for appropriate home based businesses with no impacts on the neighborhoods
6. Small businesses working together for a stronger, diverse local economy

► Challenges and Opportunities		PRIORITY
1.	Vacant and underutilized commercial properties	ST
2.	Dynamic and productive partnership with Economic Development and Commission, Chamber of Commerce, Downtown Merchants Association	ST
3.	Attracting businesses to Mount Prospect	ST
4.	Space for major community events	ST
5.	Business development opportunities on the Southside with infrastructure	ST
6.	IDOT requirements and regulations	ST
7.	Competition from neighboring communities	ST
8.	Illinois and Cook County tax system	ST
9.	Defining the Village's policies and role in small business development	LT
10.	Developing and financially supporting Village business incentives	LT
11.	Leveraging educational institutions partnerships	LT
12.	Future direction of TIF	LT
13.	Attracting technology related businesses	LT
14.	Developing and maintaining technology infrastructure to support small businesses	LT
15.	Developing partnerships to support small businesses	LT
16.	Limited space/land for a major new business	LT

► Actions 2019			PRIORITY
**	1. Randhurst Vacant "Big Boxes": Status, Direction and Village Actions (Carsons)	M/VB	7
	2. Vacant Commercial: Inventory, Assessment Report with Options, Direction and Village Actions	M/VB	5
	3. United Airlines Property Redevelopment	Mgmt 2017	4
	4. Randhurst Outparcel Development (2)	M/VB	4
	5. Video Gaming: 1 Year Evaluation	M/VB	Mgmt
	6. Warehouse Business Attraction: Outcomes, Strategy Direction and Village Actions	M/VB	1
	7. Hotel/Conference Center/Meeting Space/Banquet Facility: Market Analysis and Feasibility Study, Location	Mgmt M/VB OTH	0
	8. Major Corporations Attraction Strategy (linking to Branding/Marketing)	M/VB	0

► **Management in Progress 2019**

- | | |
|---|------|
| 1. Business Outreach/Visitation Program Reports | MIP |
| 2. Hobby Lobby Vacancy: Replacement Business | MIP |
| 3. Workforce Readiness Program (with School District 214) | Mgmt |

► **On the Horizon 2020 – 2024**

- | | |
|--|-----|
| 1. MPEI Phase 2 – Incubator/Shared Space | OTH |
|--|-----|

GOAL 3

INFRASTRUCTURE: WELL-DESIGNED, WELL-MAINTAINED PUBLIC SPACES AND FACILITIES

► Objectives

1. Design and implement upgrades, improvements and maintenance for optimum mobility and system sustainability, including pedestrian safety
2. Provide reliable dedicated funding source for each infrastructure component – flood control, water and sewer
3. Communicate with state and county highway departments to resolve troublesome intersection issues with funding mechanism for possible solutions
4. Ensure sustainable public spaces, facilities and systems that match our needs
5. Provide reliable funding source for roads
6. Improve and maintain infrastructure facilities and systems for public health and safety
7. Protect our Village infrastructure investment

► Value to Residents

1. Protection from flooding
2. Quality Village streets for efficient travel
3. Reliable, quality utilities services necessary for suburban living
4. More bikeable, pedestrian friendly community
5. Convenient access to the Chicago metro area
6. Protection of property values

► Challenges and Opportunities		PRIORITY
1.	Making Mount Prospect a more walkable, pedestrian friendly community	ST
2.	Flooding in certain areas and defining Village role and actions	ST
3.	Addressing substandard infrastructure in annexed areas: assessing condition and available funding for improvements	ST
4.	Increased traffic flow and congestion	ST
5.	Reduced federal and state funding and grants	ST
6.	Considering "sustainability" and its application to Mount Prospect	ST
7.	Developing funding sources for maintaining existing Village infrastructure and building new infrastructure	LT
8.	Planning and funding for future Village infrastructure and facilities	LT
9.	Aging Village infrastructure with deferred maintenance	LT
10.	Rising construction and maintenance costs	LT
11.	Funding for large scale projects and determining fund capacity using debt and other sources	LT
12.	Inadequate revenue for parking fund and capital projects	LT
13.	Unanticipated events – major storms, infrastructure failures, natural disasters – impacting the Village	LT
14.	Applying "Complete Streets" concepts to Village infrastructure projects	LT

► Actions 2019		PRIORITY
**	1. Downtown Pedestrian Crossing a. Emerson/Central b. Main/Busse c. Pine/Central	Mgmt 2017 6
	2. Levee 37/Northeast Neighborhood Plan	Mgmt M/VB 2017 5
	3. Rand/Central Traffic Study: Engineering Design Phase 2, Funding	M/VB 5
**	4. Flood Control, Drainage and Stormwater Management: Report, Direction and Funding Mechanism	M/VB 4
	5. Algonquin Road Improvements (IDOT)	Mgmt OTH Mgmt
	6. Backyard Drainage Improvements Policy: Direction, Mitigation, Public Information, Enforcement of "Ditches"	MP Mgmt
	7. Relations/Strategy with IDOT: Key Issues, Direction and Village Actions	M/VB Mgmt

			PRIORITY
► Actions 2019			
**	8. CIP Projects: Review, Project Priority, Funding Mechanism	M/VB	Mgmt
	9. Complete Streets: Policy Development and Direction	Mgmt	Mgmt
	10. Private Fiber between Village Buildings: Direction and Funding	Mgmt	3
	11. Sidewalk Policy and Program: Priority and Funding (\$1 million)	M/VB 2017	3
	12. Corridor Street Light: Report with Options, Direction and Village Actions	M/VB	3
	13. Crosswalks for Central Road	M/VB	2
	14. Sidewalk Snow Removal Policy: Report and Direction	M/VB	0

► Management in Progress 2019		
	1. Annual Sewer Televising/Condition Assessment	MIP
	2. Annual Sanitary Sewer Flow Monitoring	MIP
	3. SCADA System PC Upgrades	MIP
	4. Bridge Inspections	MIP
	5. Traffic Control Enforcement	OTH
	6. Large Truck Vehicle Lift	Mgmt

► Major Projects 2019		
	1. Public Safety Building: Construction	2017
	2. Busse Road Improvements	MIP
	3. Street Light LED Conversion (Retrofit)	MP
	4. Golf Road Improvement (IDOT)	MP
	5. Tree Planting Program	MP
	6. Route 83/Kensington/Rand Intersection: Phase 1	Mgmt
	7. Neighborhood Street Lights: Randview Highlands Phase II	Mgmt
	8. Rand Road/Central Road/Mount Prospect Road Intersection: Phase 2 Engineering	Mgmt
	9. Burning Bush Trails Park Stormwater Detention: Design and Construction	Mgmt
	10. Rand Road/Kensington Road/Route 83 Intersection Street Lighting: Design and Construction	Mgmt

► Major Projects 2019

- | | |
|---|------|
| 11. Central Road Pedestrian Crossings: Construction | Mgmt |
| a. Emerson Street | |
| b. Pine Street | |
| c. Main Street | |
| 12. Busse Avenue/Main Street Intersection Pedestrian Crossing: Construction | Mgmt |
| 13. Pedestrian Crossing Improvements | Mgmt |
| a. Emerson Street/Northwest Highway | |
| b. Route 83/Northwest Highway | |
| c. Route 83/Prospect Avenue | |
| d. Dempster/Linneman | |
| 14. New Sidewalk: Construction | Mgmt |
| a. Golf Road | |
| b. Rand Road | |
| 15. Salt Brine Maker | Mgmt |
| 16. Village Hall Parking Deck Lighting: Upgrade | Mgmt |
| 17. Melas/Meadows Bridge Phase 1: Design | Mgmt |
| 18. George Street Bridge Improvements | Mgmt |
| 19. Prospect Meadows Storm Sewers Improvement: Construction | Mgmt |
| 20. Neighborhood Drainage Improvements | Mgmt |
| 21. Water Reservoir Rehabilitation Tank 5E | Mgmt |
| 22. Fairview Lift Station: Rehabilitation | Mgmt |
| 23. Booster Station 4 Motor Control Panel: Replacement | Mgmt |
| 24. Water Main Replacement: 4,000 Linear Feet | Mgmt |
| 25. Combined and Separate Sanitary Sewer Main: 30,000 Linear Feet Lining | Mgmt |

► On the Horizon 2020 – 2024

- | | |
|--|-----|
| 1. Dempster Road Improvements (IDOT) | OTH |
| 2. Central/Northwest Pedestrian Crossings Improvements | OTH |
| 3. 200 South Main Pedestrian Crossings Improvements | OTH |
| 4. Evergreen/Main Pedestrian Crossings Improvements | OTH |
| 5. Stormwater Utility: Direction on Stormwater Master Plan | OTH |
| 6. Bike – Pedestrian Plan – Phase 3 | OTH |
| 7. Central/Weller Pedestrian Crossing | OTH |

GOAL 4

**CULTURAL CLIMATE: HONORING HISTORY,
HERITAGE AND DIVERSITY**

► Objectives

1. Ensure Village policies and practices honor and advance our community character as a diverse, family friendly and connected community
2. Demonstrate commitment as an inclusive community with accessibility for all demographic groups
3. Develop partnerships with business and other governmental units to cultivate opportunities for stakeholder engagement
4. Feature citizen accomplishments, local celebrities and other points of interests
5. Expand learning opportunities and community awareness about diverse cultures – history and traditions
6. Foster a sense of community optimism
7. Encourage connection of "community neighborhoods"
8. Host events that appeal to a wide diversity of residents
9. Target younger audiences so that the community can enjoy the benefit of new, contemporary thinking and to ensure leadership succession

► Value to Residents

1. Everyone welcome in Mount Prospect
2. Understanding, appreciating and learning from different cultures and ages
3. Our children make the choice to return to Mount Prospect to raise their families
4. Opportunities to contribute to a better Mount Prospect community
5. Celebrating and using the historic roots of Mount Prospect
6. Successful community events and festivals bringing people together

► Challenges and Opportunities		PRIORITY
1. Developing residents' ownership and pride in Mount Prospect		ST
2. Becoming an “age friendly” community as senior population grows		ST
3. Politicization of Village governance processes		ST
4. Fragmentation of community with separate agendas and personal threats		ST
5. Apathy among many Village residents		ST
6. Pressure to address national and international issues and losing the mission and focus on community service		ST
7. Informing the community with accurate information, and timely response to disinformation and misinformation		ST
8. Developing effective methods for engaging the community		LT
9. Supporting an "inclusive community" – one community		LT
10. Educating new residents about Mount Prospect's tradition and community values		LT
11. Inadequate local transportation options making it difficult for residents to access local services		LT
12. Language barriers with clients needing services		LT
13. Limited resources for low income/Medicaid clients requiring mental health services		LT
14. Understanding and appreciating different cultures - their values, heritage and traditions		LT
15. Influences from outside forces		LT
16. Partnering with community organizations		LT
17. Prioritizing and responding to different cultures and different generations		LT

► Actions 2019		PRIORITY
1. Community Outreach: Action Plan	M/VB	6
2. Civic Academy: Best Practices, Direction, Village Actions	M/VB	4
3. Community Festivals and Events Enhancement: Report with Options and Direction	M/VB	3
4. Children Amenities/Events in Downtown	Mgmt 2017	1
5. Next Sister City: Direction	M/VB	0

► **Management in Progress 2019**

- | | |
|---|------|
| 1. Celebration of Cultures (2 nd year) | 2017 |
| 2. Outreach to School Social Work | MIP |
| 3. Civic Events Sign Conversion (to Cellular) | Mgmt |
| 4. Diversity Engagement Outreach Strategy: Recommendations Implementation (including Cultural Competency) | Mgmt |
| 5. Love and Logic Parenting Classes: Curriculum Update | Mgmt |
| 6. Shelter Plan | Mgmt |
| 7. Community Connections Center: Needs Assessment | Mgmt |
| 8. User Friendly Manual for Client Track Software | Mgmt |
| 9. Human Services eNewsletter: Creation | Mgmt |
| 10. Social Service Program for Senior: Grant Funding and Voucher for Transportation | Mgmt |
| 11. Kickin with Cops Summer Soccer Program | Mgmt |
| 12. National Night Out | Mgmt |
| 13. Shopping with Cops | Mgmt |
| 14. Five-0 – 5K Run | Mgmt |
| 15. Citizen's Police Academy | Mgmt |
| 16. Culver's Butter Burgers & Badges Event | Mgmt |

GOAL 5

**COMMERCIAL BUSINESS DISTRICT: VIBRANT
DOWNTOWN AND COMMERCIAL AREAS**

► Objectives

1. Create a unique and vibrant sense of place – contemporary, family-friendly and having a lively feel
2. Create a flexible vision of Downtown that is reflective of market conditions
3. Place strategic destination opportunities for commuters, residents, visitors, customers and others
4. Attract businesses and residential development projects to Downtown
5. Partner with business organizations to make our commercial business districts attractive destinations
6. Facilitate traffic and pedestrian movements and stimulate commercial activity
7. Improve traffic movement in Downtown
8. Become a more pedestrian friendly Village and community
9. Create new value in Downtown

► Value to Residents

1. Convenient and quality places to eat and shop
2. Acceptable, predictable travel times within Mount Prospect
3. More reasons to go Downtown
4. Opportunities to start and grow a business in Mount Prospect
5. More pedestrian friendly community
6. Opportunities to live near work
7. Protection of property values

► Challenges and Opportunities		PRIORITY
1.	Parking in Downtown	ST
2.	Building Mount Prospect’s brand as a place to do business and a place to patronize businesses	ST
3.	Loss of momentum with the development community	ST
4.	NIMBY and resistance to change, to redevelopment and to new development	ST
5.	Positive reputation as a “Great Place to Have a Business”	ST
6.	Actions by State government impacting development, redevelopment and business investment/reinvestment	ST
7.	Aging and deteriorating commercial centers and corridors	LT
8.	Landlords and property owners not maintaining or investing in upgrades for their buildings	LT
9.	Having housing amenities and nightlife for millennial generation	LT
10.	Getting more residents to come to Downtown to shop and eat	LT
11.	Having more residents living Downtown	LT
12.	Vacant buildings and visual blight	LT
13.	Lack of daytime population in Downtown	LT
14.	Degree of Village regulation versus being "business friendly"	LT
15.	Revising the Zoning Code to reflect goals and vision	LT
16.	Code Enforcement: Compliance processes and results	LT
17.	Defining and funding the Village role	LT
18.	Uncertain global, national, and state economy	LT

► Actions 2019		PRIORITY
**	1. Maple Street Lofts Development	Mgmt M/VB 2017 7
**	2. Central and Main Development	Mgmt M/VB 2017 7
**	3. Block 56 Old Police/Fire Property Redevelopment	M/VB 5
	4. Metra/Union Pacific Advocacy: Key Issue, Direction and Village Actions	M/VB 5
	5. Mount Prospect Pointe Development	Mgmt M/VB 2017 Mgmt

► Actions 2019			PRIORITY
6.	Kohl's Shopping Center/Hobby Lobby: Tenant	Mgmt OTH	Mgmt
7.	Park Terrace Development	M/VB	Mgmt
8.	Elevator and Parking Garage (Westside): Direction and Funding	M/VB	Mgmt
9.	Downtown Rail Crossings: Research Options, Report and Direction		Mgmt
10.	Mount Prospect Station	M/VB	Mgmt
11.	Parking Marketing to Commuters: Direction and Village Actions	M/VB	Mgmt
12.	Busse Pocket Park Design and Funding	M/VB	Mgmt
13.	20 West Development – Next Phase: Direction and Village Actions (including Restaurant)	M/VB	3
14.	Golf Plaza 2 Redevelopment	Mgmt OTH	1
15.	200 S. Main Street Redevelopment: Options	Mgmt	0
16.	Grocery Store in Downtown: Direction and Actions	M/VB	0
17.	Chase Building: Direction and Village Actions	M/VB	0
18.	Metra Station Relocation East	M/VB	0

► On the Horizon 2020 – 2024		
1.	Additional Events/Festivals in Downtown	OTH
2.	Downtown Broadband/Internet Infrastructure	OTH
3.	Main/Evergreen Redevelopment	OTH
4.	Southside Corridor Marketing Program	OTH

GOAL 6

**GOVERNANCE: FINANCIALLY SOUNDLY,
PROVIDING EXCEPTIONAL SERVICE**

► Objectives

1. Examine the municipal service model (core services, level of services and delivery systems) to identify areas for improvement
2. Maintain a solid fiscal position through active stewardship of Village finances and resources
3. Explore and evaluate cost options for provision of core services through consolidation or privatization
4. Ensure policies are responsive to changing local and regional dynamics
5. Maintain a positive political atmosphere by adherence to our community principles
6. Develop and maintain productive local and regional relationships
7. Continue to hire/retain a top quality Village workforce dedicated to serving the community

► Value to Residents

1. Service value for taxes and fees
2. Village services responsive to resident and business needs
3. Opportunities to become engaged in the Village governance and planning processes
4. Convenient, easy access to Village information and services
5. Village services delivered in the most cost effective, economical manner
6. Timely response for a service request - emergency and non-emergency

► Challenges and Opportunities

	PRIORITY
1. Potential loss of state shared revenues from the State of Illinois	ST
2. Keeping up with technological changes to improve customer service and business efficiency	ST
3. Maintaining sound communications with residents and businesses in a changing communications environment	ST
4. Public safety and other pension liabilities with increasing contribution requirements and pressure on property tax levy and general revenues	ST
5. Balancing fiscal conservatism with funding the service needs of the community	ST
6. Impact of current anti-law enforcement sentiment and generational differences on police recruitment and retention	ST
7. Financial status and property tax assessment structure in Cook County	ST
8. Communicating and reaching the varied population of Mount Prospect	LT
9. Delivering Village services in the most cost effective, efficient manner with high level of customer satisfaction	LT
10. Seeking accurate feedback from our residents and businesses	LT
11. Determining how to involve diverse population in Village government and governance	LT
12. Upcoming retirements in Police Leadership Team (17 of 19 in 5 years)	LT
13. Federal and state government mandates and regulatory requirements	LT
14. Hiring and retaining a top quality Village workforce dedicated to serving the Mount Prospect community	LT
15. Aging population with increasing demands for Fire/EMS services	LT
16. Maintaining sales tax base while contending with increasing on-line retailing	LT
17. Acute care facilities with increasing requests for Fire/EMS services	LT

► Actions 2019			PRIORITY
1.	Chicago Executive Airport City Position and Advocacy	M/VB	6
2.	Proactive Village Communications Strategy: Best Practices, Report with Options and Direction	M/VB	5
3.	Community Branding	Mgmt M/VB	4
4.	CRM Implementation	Mgmt 2017	Mgmt
5.	Pension: Funding Policy	Mgmt OTH	Mgmt
6.	OPEB: Direction	Mgmt OTH	Mgmt
7.	Cyber Security: Assessment, Report	M/VB	Mgmt
8.	Alternative Revenue Report and Direction (Vehicle Stickers – \$1.6 million)	Mgmt	Mgmt
9.	Illinois Fire Chief's Report and Direction <ul style="list-style-type: none"> • Fire Station Plan 	Mgmt	Mgmt
10.	Compensation and Classification Survey and Table: Update, Direction and Funding		Mgmt
11.	Village Social Media Policy: Direction	M/VB	3
12.	Community Safety Action Plan: Expectations and Direction	M/VB	2

► Management in Progress 2019		
1.	Police Testing	MIP
2.	Gang Unit (SOU): Reinstate	Mgmt
3.	Annual Strategic Plan: Update	MIP
4.	New World Servers/Software: Upgrade	MIP
5.	Development Permit Review Process	MIP
6.	Audit Pamphlet	MIP
7.	Fire Strategic Plan	MIP
8.	Village Wide P-Card Program: Implementation	MIP
9.	Informa Cast Solution – Phase 2: Expansion	MIP
10.	Electronic Personnel Action Form (PAF)	MIP
11.	Police Software: Upgrades	MIP
12.	eBilling/Online Payment: Development	MIP
13.	Public Works Accreditation and Self Assessment	MIP
14.	Shelter Plan: Sites, Training Volunteers	MIP
15.	Vendor Invoices and Payments: Electronic	MIP

► **Management in Progress 2019**

16. Onboarding: Online and Use of DocuSign	MIP
17. Fire Accreditation: Step 2 – Application	MIP
18. Cash Management Software Report	MIP
19. Cartegraph Update to Cloud Based Server	MIP
20. Northwest Central Dispatch CAD/RMS Replacement	MIP
21. Video Series for You Tube: FAQ	MIP
22. Personnel Files to Digital Storage: Funding	MIP
23. Leadership Academy 2019	MIP
24. Social Media Groups: Analytics Development	MIP
25. Wellness Initiative (Bio Metrics Testing, Team Building, Picnics, etc.)	MIP
26. Envisio Performance Metrics and Dashboard	OTH
27. File Vault Digitalization	OTH
28. Household Hazardous Waste Collection Program: Expansion	M/VB
29. NIMS Training and Certification	Mgmt
30. Disaster Exercise: Completion/Report	Mgmt
31. Online Permitting through Citizenserve: Implementation	Mgmt
32. Historic Record Keeping (Citizenserve and Laserfiche): Completion	Mgmt
33. Hoarding, Nuisance and Deteriorated Structures: Training	Mgmt
34. Social Media: Instagram	Mgmt
35. Text Method for Communications: Emergency and Non-Emergency	Mgmt
36. Budget–In–Brief Document: Revision	Mgmt
37. Utility Bill Print: RFP	Mgmt
38. General Ledger Accounts: Expanded Quarterly Review	Mgmt
39. Automating Accounting Processes	Mgmt
40. Electronic Payments Expansion: Electronic Vendor Invoices	Mgmt
41. Online Payment Options: Expansion	Mgmt
42. Third Party Service Providers: Review	Mgmt
43. Community Risk Reduction: Community Education Program	Mgmt
44. School Crisis Plan and Training	Mgmt
45. Cancer Awareness: Policy and Program	Mgmt
46. Fire Employee Go Kit Program	Mgmt
47. Active Shooter Training	Mgmt
48. Cook County Pharmaceutical Distribution Plan: Completion	Mgmt
49. Long Term Recovery Plan	Mgmt
• Shelter	
• Continuity of Operations	

► Management in Progress 2019

50. Paperless New Hire Kits	Mgmt
51. Non-Union Employees Merit Based Increase Program: Enhancement	Mgmt
52. Personnel Actions Module (New World) Implementation	Mgmt
53. Wellness Program (75% Participation Goal)	Mgmt
54. CCC Network Equipment: Replacement	Mgmt
55. Public Works Network Equipment: Replacement	Mgmt
56. Wireless Access Points – All Village Facilities: Replacement	Mgmt
57. Fiber Installation: Village Hall to Police/Fire	Mgmt
58. Village Hall: Network Equipment Replacement	Mgmt
59. Windows 2008 Servers: Replacement	Mgmt
60. CRM/Village Mobile App Replacement	Mgmt
61. Police Field Training for New Hires: Completion	Mgmt
62. Citation and Crash Software (Quicket): Deployment	Mgmt
63. Fitness Equipment for New Police Headquarters: Purchase	Mgmt
64. School Safety with School District 214 (Armed Retired Police)	Mgmt
65. Police Recruit Test	Mgmt
66. Relias Replacement: Direction	Mgmt
67. Overnight Parking Software: Purchase	Mgmt
68. Police Smart Scheduling Software	Mgmt
69. Crime Free Housing Civilian: Hire	Mgmt
70. Police Property Custodian Officer: Hire	Mgmt
71. Specialized Police Vehicles: Purchase	Mgmt
72. Labor Negotiations and Contract: MAP Unit Patrol/Sergeants	Mgmt
73. Mount Prospect Website: Refresh	Mgmt

► Major Projects 2019

1. Village Hall Lobby Message Board: Upgrade	Mgmt
2. Community Room AV Equipment: Upgrade	Mgmt
3. Public Works HVAC Improvements	Mgmt
4. Electronic Message Board at Village Hall: Installation	Mgmt

► **On the Horizon 2020 – 2024**

- | | |
|-----------------------------------|-----|
| 1. Fire Fees: Review (EMS) | OTH |
| 2. Stormwater Fees: Direction | OTH |
| 3. Automatic License Plate Reader | OTH |

SECTION 4

ACTION AGENDA 2019

Policy Agenda 2019 Village of Mount Prospect Targets for Action

TOP PRIORITY

South Mount Prospect Plan/Annexations
Chicago Executive Airport: City Position and Advocacy
Maple Street Lofts
Central and Main Development
Levee 37/Pump Improvement/Flood Control
Metra/Union Pacific: City Position and Advocacy

HIGH PRIORITY

Downtown Pedestrian Crossings
Randhurst Vacancy Strategy
Block 56 Development
Senior Housing/Aging in Place
United Airlines Property Development
105 Main Redevelopment

Policy Agenda 2019

Village of Mount Prospect

► **Targets for Action**

	PRIORITY	PRIORITY	
		TOP	HIGH
1. South Mount Prospect Plan/Annexations	Top	6	-
2. Chicago Executive Airport: City Position and Advocacy	Top	6	-
3. Maple Street Lofts	Top	6	-
4. Central and Main Development	Top	6	-
5. Levee 37/Pump Improvement/Flood Control	Top	4	-
6. Metra/Union Pacific: City Position and Advocacy	Top	4	-
7. Downtown Pedestrian Crossings	High	3	6
8. Randhurst Vacancy Strategy	High	2	5
9. Block 56 Development	High	3	4
10. Senior Housing/Aging in Place	High	1	4
11. United Airlines Property Development	High	1	4
12. 105 Main Development	High	0	4
13. Rand/Central Traffic Study: Engineering Design Phase 2		3	3
14. Flood Control, Drainage and Stormwater Management		2	3
15. Randhurst Outparcel Development (2)		1	3
16. Civic Academy Development		1	3
17. Community Branding		1	3
18. Community Outreach Action Plan		1	2
19. Code Enforcement/Compliance and Property Maintenance Code		1	1
20. Vacant Commercial: Inventory, Assessment Report		0	0

Management Agenda 2019 Village of Mount Prospect Targets for Action

TOP PRIORITY

Community Sustainability Strategy: Development
Downtown Rail Crossings: Research Report
Parking Marketing to Commuters
Elevator and Parking Garage
Video Gaming: 1 Year Evaluation Report
Mount Prospect Pointe Development
IDOT Strategy: Village Position and Advocacy

HIGH PRIORITY

Single Family Homes Reinvestment/Development Code Update
Cyber Security Report
CIP: Projects and Funding
Pension: Funding Policy
Backyard Drainage Improvements Policy
Alternative Revenues Report
Algonquin Road Improvements

Management Agenda 2019

Village of Mount Prospect

► **Targets for Action**

	PRIORITY		
	PRIORITY	TOP	HIGH
1. Community Sustainability Strategy: Development	Top	5	-
2. Downtown Rail Crossings: Research Report	Top	5	-
3. Parking Marketing to Commuters	Top	5	-
4. Elevator and Parking Garage	Top	5	-
5. Video Gaming: 1 Year Evaluation Report	Top	4	-
6. Mount Prospect Pointe Development	Top	4	-
7. IDOT Strategy: Village Position and Advocacy	Top	4	-
8. Single Family Homes Reinvestment/Development Code Update	High	3	7
9. Cyber Security Report	High	3	6
10. CIP: Projects and Funding	High	2	5
11. Pension: Funding Policy	High	3	4
12. Backyard Drainage Improvements Policy	High	2	4
13. Alternative Revenues Report	High	2	4
14. Algonquin Road Improvements	High	1	4
15. Complete Streets: Policy Development		2	3
16. Mount Prospect Station		2	2
17. Kohl's Shopping Center/Hobby Lobby: Tenant		1	2
18. CRM Implementation		1	2
19. OPEB: Direction		1	1
20. Compensation and Classification Survey and Table		1	1
21. Crime – Free/Rental Housing Ordinance: Review		0	3
22. Busse Pocket Park		0	3
23. Food Ordinance: Review and Adoption		0	2
24. Illinois Fire Chief's Report		0	1
25. Park Terrace Development		0	0

Action Outlines 2019
Village of Mount Prospect

GOAL 1	DEVELOPMENT; BALANCING PRESERVATION, REVITALIZATION, GROWTH
---------------	--

ACTION: SOUTH MOUNT PROSPECT		PRIORITY
PLAN/ANNEXATIONS		<i>Policy – Top</i>
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Rural Fire District • Mobile Park: Recommendations • Annexation • Special Service Area • Fire/EMS Agreement 	<ol style="list-style-type: none"> 1. Conduct neighborhood meeting 2. COW: Draft Plan Review 3. Planning and Zoning: Review 4. Decision: Plan Adoption 5. Decision: Annexation/Special Service Area 6. Draft Agreement – Fire/EMS 	<p>6/19</p> <p>7/19</p> <p>8/19</p> <p>9/19</p> <p>10/19</p> <p>2020</p>
Responsibility: Community Development		

ACTION: SENIOR HOUSING/AGING IN PLACE

PRIORITY
<i>Policy – High</i>

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Senior Housing • City Role • Senior Family Home Rehab • Senior Needs Gap • Partners • Funding 	A. St. Johns/151 Senior Housing Project (88 units)	
	1. Issue building permit	5/19
	2. Construction	6/19 – 8/20
	B. Perlmark Senior Housing Project at 401 E. Kensington (75 unit complex)	
	1. Planning and Zoning Review	3/19
	2. Decision: Adoption	7/19
	3. Submit permit	8/19
	4. Issue permit	10/19 – 10/20
	5. Construction	
	C. Single Family Home Rehabilitation	
	1. Prepare report: research, “best practices” options and recommendations	8/19
	2. COW: Discussion and Direction	9/19
	3. Prepare budget amendment	1/20
	D. Senior Assessment Report	
1. Conduct Focus Group with Seniors – with Stakeholders	7/19	
2. Prepare report: assessment and analysis	9/19	
3. COW: Discussion and Direction	9/19	

Responsibility: Building and Inspection Services/Human Services

ACTION: 105 MAIN REDEVELOPMENT

PRIORITY
<i>Policy – High</i>

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Development Project • Site Cleanup 	1. Continue working with property owner	Ongoing
	2. Determine redevelopment options	7/19
	3. Board Report	8/19
	4. Receive development proposal/site cleanup	12/19

Responsibility: Community Development

ACTION: COMMUNITY SUSTAINABILITY STRATEGY: DEVELOPMENT		PRIORITY
		<i>Mgmt – Top</i>
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • City Role • Definition: “Sustainability” • Current Village Activities • “Best Practices” • Potential Actions • Climate Change 	<ol style="list-style-type: none"> 1. Inventory Existing Village programs, services, projects 2. Prepare report and game plan 3. Board Report 4. Launch “Sustainability” Webpage 5. Create Village Team for Sustainability 6. COW: Framework for the Future 	<p>5/19</p> <p>6/19</p> <p>6/19</p> <p>7/19</p> <p>7/19</p> <p>8/19</p>
Responsibility: Assistant Village Manager		

ACTION: SINGLE FAMILY HOMES REINVESTMENT/DEVELOPMENT CODE UPDATE		PRIORITY
		<i>Mgmt – High</i>
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Code Modifications 	<ol style="list-style-type: none"> 1. Market Code Changes to Developers Architects and Builders 2. Board Report: Midyear Report (teardowns, permits, etc.) 3. Review Development Code 4. Planning and Zoning: Review 5. Decision: Development Code Amendments 	<p>3/19</p> <p>8/19</p> <p>10/19</p> <p>10/19</p> <p>11/19</p>
Responsibility: Building and Inspection Services		

ACTION: RIVER TRAILS PARK DISTRICT: IGA FOR FLOOD CONTROL		PRIORITY	
		<i>Mgmt</i>	
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>	
<ul style="list-style-type: none"> • Interlocal Agreement • Flood Control • Project • Use of Parkland 	<ol style="list-style-type: none"> 1. COW: IGA Discussion/Direction 2. Decision: IGA Approval 	<p>3/19</p> <p>4/19</p>	
<table border="1" style="width: 100%;"> <tr> <td>Responsibility: Public Works</td> </tr> </table>			Responsibility: Public Works
Responsibility: Public Works			

► Management in Progress 2019	TIME
1. Annual CDBG Report	12/19
2. Annual Single Family Rehabilitation	12/19

GOAL 2	BUSINESS: STRONG LOCAL ECONOMY, SUPPORT FOR INNOVATION, ENTREPRENEURIALISM AND SMALL BUSINESS
---------------	--

ACTION: RANDHURST VACANCY STRATEGY	PRIORITY																
	<i>Policy – High</i>																
<u>Key Issues</u>	<u>Activities/Milestones</u>																
	<u>Time</u>																
	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">A. Vacant “Big Box” – Carsons Retail Recruitment</td> <td style="width: 20%;"></td> </tr> <tr> <td style="padding-left: 20px;">1. Participate with DLC ICSC Meeting</td> <td style="text-align: right;">Ongoing</td> </tr> <tr> <td style="padding-left: 20px;"> Receive proposal</td> <td></td> </tr> <tr> <td style="padding-left: 20px;">2. Work with DLC Group on Main Street Vacancies</td> <td style="text-align: right;">Ongoing</td> </tr> <tr> <td style="padding-left: 20px;">3. Participate with DLC ICSC Meeting</td> <td style="text-align: right;">5/19</td> </tr> <tr> <td style="padding-left: 20px;">4. Install Street Lights</td> <td style="text-align: right;">12/19</td> </tr> <tr> <td style="padding-left: 20px;">5. Receive proposal</td> <td style="text-align: right;">TBD</td> </tr> <tr> <td>B. Outparcel Development (2)</td> <td></td> </tr> </table>	A. Vacant “Big Box” – Carsons Retail Recruitment		1. Participate with DLC ICSC Meeting	Ongoing	Receive proposal		2. Work with DLC Group on Main Street Vacancies	Ongoing	3. Participate with DLC ICSC Meeting	5/19	4. Install Street Lights	12/19	5. Receive proposal	TBD	B. Outparcel Development (2)	
A. Vacant “Big Box” – Carsons Retail Recruitment																	
1. Participate with DLC ICSC Meeting	Ongoing																
Receive proposal																	
2. Work with DLC Group on Main Street Vacancies	Ongoing																
3. Participate with DLC ICSC Meeting	5/19																
4. Install Street Lights	12/19																
5. Receive proposal	TBD																
B. Outparcel Development (2)																	
Responsibility: Community Development																	

ACTION: UNITED AIRLINES PROPERTY REDEVELOPMENT	PRIORITY		
	<i>Policy – High</i>		
<u>Key Issues</u>	<u>Activities/Milestones</u>		
	<u>Time</u>		
<ul style="list-style-type: none"> • Lack of Priority 	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1. Meet with United Airlines representative</td> <td style="width: 20%; text-align: right;">3/19</td> </tr> </table>	1. Meet with United Airlines representative	3/19
1. Meet with United Airlines representative	3/19		
Responsibility: Village Manager			

ACTION: VACANT COMMERCIAL: INVENTORY, ASSESSMENT REPORT		PRIORITY
<i>Key Issues</i>	<i>Activities/Milestones</i>	<i>Policy</i>
	1. Board Report: Current Vacancies and Activities	<i>Time</i> 6/19
Responsibility: Community Development		

ACTION: VIDEO GAMING: 1 YEAR EVALUATION REPORT		PRIORITY
<i>Key Issues</i>	<i>Activities/Milestones</i>	<i>Mgmt – Top</i>
	1. COW: Report	<i>Time</i> 1/20
Responsibility: Village Administration		

► Management in Progress 2019	TIME
1. Hobby Lobby Vacancy: Replacement Business: ICSC Kimco	5/19
2. Business Outreach/Visitation Program Reports	7/19
3. Workforce Readiness Program (with School District 214)	Ongoing

GOAL 3	INFRASTRUCTURE: WELL-DESIGNED, WELL-MAINTAINED PUBLIC SPACES AND FACILITIES
---------------	--

ACTION: LEVEE 37/PUMP IMPROVEMENT/FLOOD CONTROL	PRIORITY
	<i>Policy – Top</i>
<p><u>Key Issues</u></p>	<p><u>Activities/Milestones</u></p>
	<u>Time</u>
	<ul style="list-style-type: none"> A. Interlocal Agreements <ul style="list-style-type: none"> 1. COW: IGA with <ul style="list-style-type: none"> a. River Trails Park District b. MWRD 2. Decision: IGA <ul style="list-style-type: none"> a. River Trails Park District b. MWRD 3. Complete design: Stormwater Detention 4. Issue RFP 5. Evaluate bids 6. Decision: Award Contract for Construction 7. Construction B. Burning Bush Trails Park Stormwater Detention C. Pump Improvements <ul style="list-style-type: none"> 1. Corps of Engineers complete design 2. Corps of Engineers issue RFP for Construction 3. Construction D. Aspen Trail <ul style="list-style-type: none"> 1. Complete Design
	<ul style="list-style-type: none"> 3/19 4/19 8/19 9/19 10/19 10/19 11/19 – 2020 10/19 12/19 4/20 – 8/20 2020
Responsibility: Public Works	

ACTION: DOWNTOWN PEDESTRIAN CROSSING		PRIORITY
		<i>Policy – High</i>
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
	A. Emerson/Central	
	1. Secure IDOT Permit	5/19
	2. Issue RFP	6/19
	3. Decision: Award Contract for Construction Complete	7/19
	4. Construction	11/19
	B. Main/Busse	
	1. Lobby State/IDOT	Ongoing
	C. Pine/Central	
	1. Select Contractor	
	2. Decision; Award Contract for Design	4/19
	3. Complete Design	8/19
	4. Secured IDOT Funding	9/19
	5. Construction	2020
	D. Signal Modification: NW/ Emerson, NW/Main, Prospect Ave./Main	
	1. Decision Award: Contract for Design	3/19
	2. Complete Design	6/19
	3. Decision: Award Contract for Construction	9/19
	4. Construction	12/19
Responsibility: Public Works		

ACTION: RAND/CENTRAL TRAFFIC STUDY: ENGINEERING DESIGN PHASE 2		PRIORITY
		<i>Policy</i>
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
	1. Complete Phase 1 – Design	6/19
	2. Apply for Federal Funding – STP (\$4 –5 million)	3/19
	3. Announce Award Notice	9/19
Responsibility: Public Works		

ACTION: IDOT STRATEGY: VILLAGE POSITION AND ADVOCACY		PRIORITY
		<i>Mgmt – Top</i>
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
	1. Prepare “White Paper” – List of Projects	5/19
	2. Board Report: Legislative and Lobbying Strategy	6/19
Responsibility: Village Manager		

ACTION: CIP: PROJECTS AND FUNDING		PRIORITY
		<i>Mgmt – High</i>
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
• Relationship	1. Complete Long Range Funding, Best Practice, Backlog	4/19
• New Relationships	2. Finance Commission Review	4/19
• Modify Capital	3. Decision: Direction	6/19
	4. Implementation	1/20
Responsibility: Finance		

ACTION: BACKYARD DRAINAGE IMPROVEMENTS POLICY		PRIORITY
		<i>Mgmt – High</i>
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
• Village Design	1. Prepare report	5/19
• Village Funding	2. COW: Review and Direction	6/19
• Enforcement		
• Neighbor – Neighbor Inconsistency		
Responsibility: Public Works		

ACTION: ALGONQUIN ROAD IMPROVEMENTS		PRIORITY
		<i>Mgmt – High</i>
<p><u>Key Issues</u></p> <ul style="list-style-type: none"> • Sidewalks • Lighting • Drainage 	<p><u>Activities/Milestones</u></p> <ol style="list-style-type: none"> 1. Issue RFP for Design 2. Decision: Award Contract for Design 3. Complete design 4. Issue RFP for Construction 5. Decision: Award Contract for Construction 6. Complete Construction 	<p><u>Time</u></p> <p>4/19 5/19 8/19 9/19 10/19 11/19</p>
Responsibility: Public Works		

ACTION: COMPLETE STREETS: POLICY DEVELOPMENT		PRIORITY
		<i>Mgmt</i>
<p><u>Key Issues</u></p>	<p><u>Activities/Milestones</u></p> <ol style="list-style-type: none"> 1. Complete draft policy 2. Decision: Complete Streets Policy 	<p><u>Time</u></p> <p>10/19 12/19</p>
Responsibility: Public Works/Community Development		

ACTION: PRIVATE FIBER BETWEEN VILLAGE BUILDINGS		PRIORITY
		<i>Mgmt</i>
<p><u>Key Issues</u></p>	<p><u>Activities/Milestones</u></p> <ol style="list-style-type: none"> 1. Board Report 2. Decision: Funding 	<p><u>Time</u></p> <p>6/19 7/19</p>
Responsibility: Public Works		

► Management in Progress 2019	TIME
1. SCADA System PC Upgrades	6/19
2. Large Truck Vehicle Lift	6/19
3. Annual Sewer Televising/Condition Assessment	10/19
4. Annual Sanitary Sewer Flow Monitoring	10/19
5. Bridge Inspections	10/19

► Major Projects 2019	TIME
1. Busse Road Improvements: Phase 1 Engineering	6/19
2. Golf Road Streetscape: Design/Engineering	6/19
3. Neighborhood Street Lights: Randview Highlands – Phase 1	6/19
4. Village Hall Parking Deck Lighting: Upgrade	6/19
5. Melas/Meadows Bridge Phase 1: Design	6/19
6. Combined and Separate Sanitary Sewer Main: 30,000 Linear Feet Lining	8/19
7. Booster Station 4 Motor Control Panel: Replacement	9/19
8. Street Light LED Conversion (Retrofit)	10/19
9. Tree Planting Program	10/19
10. New Sidewalk: Construction	
a. Golf Road	10/19
b. Rand Road	10/19
11. Salt Brine Maker	10/19
12. George Street Bridge Improvements	10/19
13. Prospect Meadows Storm Sewers Improvement: Construction	10/19
14. Neighborhood Drainage Improvements	10/19
15. Water Reservoir Rehabilitation Tank 5E	10/19
16. Fairview Lift Station: Rehabilitation	10/19
17. Rand Road/Kensington Road/Route 83 Intersection Street Lighting: Design and Construction	12/19
18. Water Main Replacement: 9,000 Linear Feet	12/19
19. Public Safety Building: Construction	4/20
20. Route 83/Kensington/Rand Intersection: Phase 1	4/20

GOAL 4	CULTURAL CLIMATE: HONORING HISTORY, HERITAGE AND DIVERSITY
---------------	---

ACTION: COMMUNITY OUTREACH ACTION PLAN	PRIORITY	
	<i>Policy</i>	
<p><u>Key Issues</u></p> <ul style="list-style-type: none"> • Mission 	<p><u>Activities/Milestones</u></p> <ol style="list-style-type: none"> 1. Receive Action Plan for Community Engagement 2. Board Report: Action 	<p><u>Time</u></p> <p>4/19</p> <p>5/19</p>
Responsibility: Village Manager’s Office		

► Management in Progress 2019	TIME
<ol style="list-style-type: none"> 1. National Night Out 2. Celebration of Cultures (2nd year) 3. Outreach to School Social Work 4. Love and Logic Parenting Classes: Curriculum Update 5. Shelter Plan 6. Diversity Engagement Outreach Strategy: Recommendations Implementation (including Cultural Competency) 7. Human Services eNewsletter: Creation 8. Social Service Program for Senior: Grant Funding and Voucher for Transportation 9. Kickin with Cops Summer Soccer Program 10. Shopping with Cops 11. Five-0 – 5K Run 12. Citizen’s Police Academy 13. Culver’s Butter Burgers & Badges Event 	<p>8/19</p> <p>9/19</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>[]</p>

GOAL 5	COMMERCIAL BUSINESS DISTRICT: VIBRANT DOWNTOWN AND COMMERCIAL AREAS
---------------	--

ACTION: MAPLE STREET LOFTS		PRIORITY
		<i>Policy – Top</i>
<p><u>Key Issues</u></p> <ul style="list-style-type: none"> • Land Sale • Temporary Permit 	<p><u>Activities/Milestones</u></p> <ol style="list-style-type: none"> 1. Decision 2. Submit permits 3. Decision Complete IGA with Park District – Temporary Parking 4. Closing Land Sale 5. Construction 	<p><u>Time</u></p> <p>4/19</p> <p>7/19</p> <p>5/19</p> <p>8/19</p> <p>9/19 – 12/21</p>
Responsibility: Community Development		

ACTION: CENTRAL AND MAIN DEVELOPMENT		PRIORITY
		<i>Policy – Top</i>
<p><u>Key Issues</u></p> <ul style="list-style-type: none"> • Zoning • Land Sale 	<p><u>Activities/Milestones</u></p> <ol style="list-style-type: none"> 1. Decision: Zoning/Development Agreement 2. Closing Land 3. Construction 	<p><u>Time</u></p> <p>3/19</p> <p>8/19</p> <p>9/19 – 12/20</p>
Responsibility: Community Development		

ACTION: METRA/UNION PACIFIC: CITY POSITION AND ADVOCACY		PRIORITY
		<i>Policy – Top</i>
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
	1. Discuss clearing inbound trains at Highway 83 with UP/Metric	9/19
	2. Finalize report on station relocation and platform	12/19 12/19
	3. Board Report	
Responsibility: Village Manager/Public Works		

ACTION: BLOCK 56 DEVELOPMENT		PRIORITY
		<i>Policy – High</i>
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
	1. Review development proposal	7/19
Responsibility: Community Development		

ACTION: DOWNTOWN RAIL CROSSINGS: RESEARCH REPORT		PRIORITY
		<i>Mgmt – Top</i>
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
	1. Prepare report on crossing options	9/19
	2. Board Report	10/19
Responsibility: Public Works		

ACTION: PARKING MARKETING TO COMMUTERS		PRIORITY
		<i>Mgmt – Top</i>
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
	1. Continue marketing programs: parking at Emerson Street	Ongoing
	2. Board Report: Utilization	Ongoing
Responsibility: Public Works		

ACTION: ELEVATOR AND PARKING GARAGE		PRIORITY
		<i>Mgmt – Top</i>
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
	1. Issue RFP	3/19
	2. Evaluate proposals	3/19
	3. Decision: Award Contract for Design	4/19
	4. Complete Design	6/19
	5. Issue RFP for Construction	8/19
	6. Decision: Award Contract	9/19
	7. Complete Construction	1/20
Responsibility: Public Works		

ACTION: MOUNT PROSPECT POINTE DEVELOPMENT		PRIORITY
		<i>Mgmt – Top</i>
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
	A. Development	7/19 – 12/19
	1. Complete construction – Three Building	
	B. Traffic Signal (IDOT)	
	1. Approval by IDOT	7/19
	2. Installation	7/20
Responsibility: Community Development		

ACTION: BUSSE POCKET PARK		PRIORITY
		<i>Mgmt</i>
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
	1. Complete bid documents	5/19
	2. Decision: Award Construction Contract	6/19
	3. Construction	7/19 – 11/19
Responsibility: Community Development		

ACTION: PARK TERRACE DEVELOPMENT		PRIORITY
		<i>Mgmt</i>
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
	1. Complete Construction – 1 st Building	8/19
	2 nd Building	12/19
Responsibility: Community Development		

GOAL 6	GOVERNANCE: FINANCIALLY SOUNDLY, PROVIDING EXCEPTIONAL SERVICE
---------------	---

ACTION: CHICAGO EXECUTIVE AIRPORT CITY POSITION AND ADVOCACY	PRIORITY	
	<i>Policy – Top</i>	
<p><u>Key Issues</u></p> <ul style="list-style-type: none"> • City Position 	<p><u>Activities/Milestones</u></p> <ol style="list-style-type: none"> 1. COW: Discussion 2. Decision: Direction 	<p><u>Time</u></p> <p>3/19</p> <p>4/19</p>
<div style="border: 1px solid black; display: inline-block; padding: 5px;">Responsibility: Village Manager</div>		

ACTION: COMMUNITY BRANDING	PRIORITY	
	<i>Policy</i>	
<p><u>Key Issues</u></p>	<p><u>Activities/Milestones</u></p> <ol style="list-style-type: none"> 1. Finalize Branding Strategy 2. COW: Review/Direction 	<p><u>Time</u></p> <p>6/19</p> <p>7/19</p>
<div style="border: 1px solid black; display: inline-block; padding: 5px;">Responsibility: Village Manager</div>		

ACTION: CYBER SECURITY REPORT	PRIORITY	
	<i>Mgmt – High</i>	
<p><u>Key Issues</u></p>	<p><u>Activities/Milestones</u></p> <ol style="list-style-type: none"> 1. Board Report 	<p><u>Time</u></p> <p>8/19</p>
<div style="border: 1px solid black; display: inline-block; padding: 5px;">Responsibility: Village Manager</div>		

ACTION: PENSION: FUNDING POLICY		PRIORITY
		<i>Mgmt – High</i>
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
	1. Prepare policy	3/19
	2. Finance Commission: Review	3/19
	3. Decision: Policy	4/19
Responsibility: Finance		

ACTION: ALTERNATIVE REVENUES REPORT		PRIORITY
		<i>Mgmt – High</i>
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
	1. Meet with Finance Commission	3/19
	2. Prepare recommendations	3/19
	3. Decision: Direction	4/19
Responsibility: Finance		

ACTION: OPEB: DIRECTION		PRIORITY
		<i>Mgmt</i>
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
	1. Prepare report	6/19
	2. Board Report	6/19
Responsibility: Finance		

ACTION: ILLINOIS FIRE CHIEF'S REPORT

PRIORITY
Mgmt

Key Issues

Activities/Milestones

Time

- | | | |
|--|-------------------|------|
| | 1. Receive report | 6/19 |
| | 2. Board Report | 6/19 |

Responsibility: Fire

► Management in Progress 2019

TIME
3/19
4/19
4/19
4/19
6/19
6/19
6/19
6/19
6/19
6/19
6/19
6/19
6/19
7/19
7/19
7/19
7/19
8/19
8/19
10/19
11/19
11/19
11/19
12/19
12/19
12/19
12/19

1. Annual Strategic Plan: Update
2. Gang Unit (SOU): Reinstate
3. Village Wide P-Card Program: Implementation
4. Household Hazardous Waste Collection Program: Expansion
5. Informa Cast Solution – Phase 2: Expansion
6. Shelter Plan: Sites, Training Volunteers
7. Onboarding: Online and Use of Docusign
8. Wellness Initiative (Bio Metrics Testing, Team Building, Picnics, etc.)
9. Disaster Exercise: Completion/Report
10. Historic Record Keeping (Citizenserve and Laserfiche): Completion
11. Hoarding, Nuisance and Deteriorated Structures: Training
12. Audit Pamphlet
13. Cartegraph Update to Cloud Based Server
14. Envisio Performance Metrics and Dashboard
15. CRM/Village Mobile App Replacement
16. Electronic Personnel Action Form (PAF)
17. Cash Management Software Report
18. Social Media: Instagram
19. New World Servers/Software: Upgrade
20. eBilling/Online Payment: Development
21. Public Works Accreditation Approval
22. Fire Strategic Plan
23. Vendor Invoices and Payments: Electronic
24. Video Series for You Tube: FAQ
25. Personnel Files to Digital Storage
26. Online Permitting through Citizenserve: Implementation

► Management in Progress 2019 (Continued)	TIME
27. Leadership Academy 2019	Ongoing
28. Social Media Groups: Analytics Development	Ongoing
29. File Vault Digitalization	Ongoing
30. NIMS Training and Certification	Ongoing
31. Text Method for Communications: Emergency and Non-Emergency	Ongoing
32. Police Software: Upgrades	[]
33. Fire Accreditation: Step 2 – Application	[]
34. Budget–In–Brief Document: Revision	
35. Utility Bill Print: RFP	
36. General Ledger Accounts: Expanded Quarterly Review	
37. Automating Accounting Processes	
38. Electronic Payments Expansion: Electronic Vendor Invoices	
39. Online Payment Options: Expansion	
40. Third Party Service Providers: Review	
41. Community Risk Reduction: Community Education Program	
42. School Crisis Plan and Training	
43. Cancer Awareness: Policy and Program	
44. Fire Employee Go Kit Program	
45. Active Shooter Training	
46. Cook County Pharmaceutical Distribution Plan: Completion	
47. Long Term Recovery Plan <ul style="list-style-type: none"> <li data-bbox="349 1203 1266 1245">• Shelter <li data-bbox="349 1247 1266 1289">• Continuity of Operations 	
48. Paperless New Hire Kits	
49. Non-Union Employees Merit Based Increase Program: Enhancement	
50. Personnel Actions Module (New World) Implementation	
51. Wellness Program (75% Participation Goal)	
52. CCC Network Equipment: Replacement	
53. Public Works Network Equipment: Replacement	
54. Wireless Access Points – All Village Facilities: Replacement	
55. Fiber Installation: Village Hall to Police/Fire	
56. Village Hall: Network Equipment Replacement	
57. Windows 2008 Servers: Replacement	
58. Police Field Training for New Hires: Completion	
59. Citation and Crash Software (Quicket): Deployment	
60. Fitness Equipment for New Police Headquarters: Purchase	
61. School Safety with School District 214 (Armed Retired Police)	
62. Police Recruit Test	

► Management in Progress 2019 <i>(Continued)</i>	TIME
<ul style="list-style-type: none"> 63. Relias Replacement: Direction 64. Overnight Parking Software: Purchase 65. Police Smart Scheduling Software 66. Crime Free Housing Civilian: Hire 67. Police Property Custodian Officer: Hire 68. Specialized Police Vehicles: Purchase 69. Northwest Central CAD/RMS Replacement 70. Labor Negotiations and Contract: Patrol Sergeants 71. Mount Prospect Website: Refresh 	

► Major Projects 2019	TIME
<ul style="list-style-type: none"> 1. Village Hall Lobby Message Board: Upgrade 2. Community Room AV Equipment: Upgrade 3. Public Works HVAC Improvements 4. Electronic Message Board at Village Hall: Installation 	

Policy Calendar 2019
Village of Mount Prospect

MONTH

MARCH 2019

1. Decision: Perlmark Senior Housing Project
2. COW: River Trails Park District IGA for Flood Control
3. COW: Levee 37 IGA's with River Trails Park District and MWRD
4. Decision: Award Contract for Signal Modifications Design
5. Decision: Central and Main Development Agreement and Zoning
6. COW: Chicago Executive Airport

MONTH

APRIL 2019

1. Decision: River Trails Park District IGA for Flood Control
2. Decision: Levee IGA's with River Trails Park District and MWRD
3. Decision: Award Contract for Pine/Central Crossing Design
4. Decision: Maple Street Lofts
5. Decision: Award Contract for Garage Elevator Design
6. Decision: Chicago Executive Airport
7. Decision: Pension Funding Policy
8. Decision: Alternative Revenue Report/Direction

MONTH

MAY 2019

1. Decision: Award Contract for Algonquin Road Improvements Design
2. Board Report: Community Outreach Action Plan
3. Decision: Maple Street Lofts – IGA with Park District Temporary Parking

MONTH

JUNE 2019

1. Board Report: Current Village Sustainability Efforts
2. Board Report: Vacant Commercial Inventory
3. Board Report: IDOT Legislative and Lobby Strategy
4. Decision: CIP Projects and Funding
5. COW: Backyard Drainage Improvement Policy
6. Board Report: Private Fiber Between Village Buildings
7. Decision: Award Contract for Busse Pocket Park Construction
8. Board Report: OPEB Direction
9. Board Report: Illinois Fire Chief's Report

MONTH

JULY 2019

1. COW: South Mount Prospect Plan
2. Decision: Award Contract for Construction Emerson/Central Crossing
3. Decision: Funding for Private Fiber between Village Buildings
4. COW: Community Branding Direction

MONTH

AUGUST 2019

1. Board Report: 105 Main Redevelopment
2. COW: Community Sustainability – Framework for the Future
3. Board Report: Development Code – Midyear Report
4. Board Report: Cyber Security

MONTH

SEPTEMBER 2019

1. Decision: South Mount Prospect Plan Adoption
2. COW: Single Family Home Rehabilitation
3. COW: Senior Report – Assessment and Gap Analysis
4. Decision: Award Contract for Garage Elevator Design

MONTH

OCTOBER 2019

1. Decision: South Annexation and Special Service Area
2. Decision: Levee 37 Award Contract for Stormwater Detention Project Construction
3. Decision: Award Contract for Algonquin Road Improvements Construction
4. Board Report: Downtown Rail Crossing

MONTH

NOVEMBER 2019

1. Decision: Development Code Amendments – Single Family Homes Reinvestment

MONTH

DECEMBER 2019

1. Decision: Complete Streets Policy
2. Board Report: Metra/Union Pacific Station Relocation and Platform

MONTH

January 2020

1. COW: Video Gaming 1 Year Evaluation Report