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STRATEGIC FRAMEWORK

VISION 2036

"Desired Destination for Mount Prospect"

PLAN 2026

"Map to Mount Prospect's Destination"

EXECUTION

"Route for Next Year"

MISSION

"Responsibilities of Mount Prospect's Village Government"

BELIEFS

"Expectations of Mount Prospect's Village Employees"

Mount Prospect Vision 2036

Mount Prospect Vision 2036 represents the **BEST OF SUBURBAN COMMUNITIES –** THRIVING, PROUD, **DIVERSE** and CONNECTED having a RICH HERITAGE, STRONG VALUES, **TIMELESS YET** CONTEMPORARY ATMOSPHERE.

Mount Prospect Village Government: Our Mission

The Mission of Mount Prospect Village Government

is to ADVANCE OUR COMMUNITY'S COLLECTIVE QUALITY OF LIFE AND POTENTIAL

through ADAPTIVE LEADERSHIP

and LEADING - EDGE SERVICE DELIVERY.

Mount Prospect Village Government: Core Values

MOUNT PROSPECT VILLAGE GOVERNMENT: CORE VALUES

RESPECT
LISTEN
ETHICAL
POSITIVE AND OPTIMISTIC
COMMITMENT TO SERVICE
SOUND ANALYSIS AND DECISION MAKING
CONSENSUS

Village of Mount Prospect Goals 2026

EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE

ENHANCING MOUNT PROSPECT CHARM/CHARACTER: HONORING HISTORY, HERITAGE, AND DIVERSITY, EQUITY AND INCLUSION

TOP-QUALITY VILLAGE INFRASTRUCTURE:
BALANCED AND PROACTIVE COMMUNITY INVESTMENT

FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

VIBRANT COMMUNITY DESTINATIONS: DOWNTOWN, RANDHURST VILLAGE, SOUTH MOUNT PROSPECT AND OTHER COMMERCIAL CORRIDORS

EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE

▶ Objectives

- Maintain a solid fiscal position through active stewardship of Village finances and resources
- 2. Have state-of-the-art information technology system hardware and software, and protect the Village government from cyberattacks
- 3. Develop a Village organization culture that is professional, creative and innovative, productive and accountable
- 4. Define and deliver the core municipal service for our Mount Prospect community
- 5. Incorporate environmental sustainability concepts and practices into Village operations and service delivery
- 6. Hire/develop/retain a top-quality Village workforce dedicated to serving the community and provide market-driven, competitive compensation and benefits
- 7. Enhance residents' trust and confidence in Village government
- 8. Assure that Village services are adaptable to an ever-changing environment

► Short-Term Challenges and Opportunities

- 1. Potential loss of state shared revenues from the State of Illinois
- 2. Determining priority for American Rescue Dollars (\$7+ million)
- 3. Balancing fiscal conservatism with funding the service needs of the community
- 4. Delivering Village services in the most cost-effective, efficient manner with high level of customer satisfaction
- 5. Determining how to involve diverse population in Village government and governance
- 6. Federal and state government mandates and regulatory requirements
- 7. Maintaining sales tax base while contending with increasing on-line retailing
- 8. Diversifying Village revenue sources
- 9. Protecting the Village government from cyberattacks securing Village information and processes

Policy Agenda

1. COVID-19 Pandemic: Village Plan and After-Action Report

Top Priority

2. Elk Grove Rural Fire Protection District: Intergovernmental Agreement

Top Priority

3. Comprehensive Information Technology Master Plan: Update

Top Priority

4. Village Boards/Commissions/Committees/Task Forces: Review and Modification

High Priority

5. Village Government Operational Sustainability Plan: Development

High Priority

6. Village Proactive Communications Strategy/Action Plan Expansion: Update

Management Agenda

1. Village Employees Mental Health: Implementation

Top Priority

2. Fire and EMS Response Improvements in South Mount Prospect: Evaluation Report and Direction

Top Priority

3. Village Code Chapter 11 – Businesses and Merchants Update: Completion

Top Priority

4. American Rescue Dollars: Direction

Top Priority

5. Water and Sewer Projects Debt Issuance

High Priority

6. Online Collection of Local Taxes: Implementation (Food and Beverage)

High Priority

7. Liquor/Video Gaming Codes Revision: Completion

8. Management Succession Policy/Program: Refinement

Management in Progress

- 1. Labor Negotiations and Contract
 - a. Fire
 - b. Public Works
- 2. Annual Strategic Plan: Update
- 3. PulsePoint App: Implementation
- 4. Fire Knox Box and Run Cards
- 5. Photo Contest Instagram
- 6. Fire Mutual Aid Agreements: Modifications
- 7. Employee Handbook: Update
- 8. Public Works Accreditation: Completion
- 9. Fire Strategic Plan: Completion
- 10. Leadership Academy 2021
- 11. File Vault Digitalization

Management in Progress

- 12. Village Website: Refinement
- 13. Fire Management Succession Plan
- 14. Warning Sirens: Replacement
- 15. GIS Server Upgrade
- 16. Village Hall Panic Button
- 17. Production Storage Device: Replacement
- 18. Office 365: Budget FY '22 Funding
- 19. Tyler New World to Cloud: Budget FY 22 Funding
- 20. Network Equipment at EOC and CCC Replacement
- 21. PPE Replacement
- 22. Fire Lieutenant Promotion
- 23. AVL Automatic Vehicle Locators
- 24. E-Billing for Water/Sewer
- 25. New Fund Balance Policy: Board Decision
- 26. Bond Rating Affirmation/Upgrade
- 27. Dental Plan Conversion: MetLife to Delta + HMO Option
- 28. Part-Time Employee Benefits: Evaluation and Enhancement
- 29. Classification and Compensation Plan Total Update: Budget FY '22 Funding
- 30. Mental Health Support Benefits Promotion
- 31. Village Newsletter: Nine per Year
- 32. Risk Management
- 33. Real Estate Transfer Rebate: Update
- 34. Budget Performance Measures
- 35. Finance Standard Operating Procedure
- 36. Police Fire Pension Consolidation Report

ENHANCING MOUNT PROSPECT CHARM/ CHARACTER: HONORING HISTORY, HERITAGE, AND DIVERSITY, EQUITY AND INCLUSION

▶ Objectives

- 1. Define and understand our Mount Prospect community issues and opportunities related to diversity, equity and inclusion
- 2. Provide human and social services responsive to the needs of our Mount Prospect residents, particularly respond to serve gaps unmet by other service providers
- 3. Develop communications and outreach to our diverse community
- 4. Have Village policies and practices honor and advance our community character as a diverse, family friendly and connected community
- 5. Have a diverse Village workforce reflective of our Mount Prospect community
- 6. Preserve and celebrate the history and heritage of our Mount Prospect community
- 7. Be a community that is diverse, equitable and inclusive for all

► Short-Term Challenges and Opportunities

- 1. Developing residents' ownership and pride in Mount Prospect
- 2. Helping new residents to learn about Mount Prospect's Village government mission, services, processes and projects
- 3. Utilizing Community Connections Center and expanding activities
- 4. Informing the community with accurate information, and timely response to disinformation and misinformation
- 5. Developing effective methods for engaging the community
- 6. Disinformation on social media
- 7. COVID-19 inequity in impacts

Management Agenda

1. Community Human Service: Needs Assessment and Direction

Top Priority

2. Diversity, Equity and Inclusion: Report and Direction

Top Priority

3. Community Events, Engagement and Outreach: Re-Launch

4. Civic Academy for Residents: Direction

Management in Progress

1. Aging in the Community Actions: Implementation

High Priority

2. Recruitment Strategy Expansion

Mod Priority

Management in Progress

- 1. Outreach to School Social Worker
- 2. Food Pantry Health Initiative: Evaluation and Program Launch
- 3. Love and Logic Parenting Classes
- 4. Kickin with Cops Summer Soccer Program
- 5. Five-O 5K Run
- 6. National Night Out
- 7. Community Connections Center: Youth Programs
- 8. Community Connections Center: Nutrition and Obesity Prevention for Children
- 9. Intergenerational Programs Grandparents and Grandchildren
- 10. Celebration of Cultures (3rd Year)
- 11. Human Services eNewsletter: Creation
- 12. Citizen Police Academy
- 13. Mount Prospect Senior Appreciation Day: Creation
- 14. Police Teen Academy
- 15. Fire Cadet Program: Budget FY '22 Funding
- 16. Harper College Police New Intern Program
- 17. Block Party
- 18. Human Services Video Development

TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT

▶ Objectives

- 1. Have well-designed, well-maintained stormwater management and flood control system with a dedicated funding
- 2. Have well-designed, well-maintained water and sewer system with a dedicated funding source
- 3. Have well-designed, well-maintained roads with a dedicated funding source
- 4. Implement "Complete Streets" policy and plans throughout our community
- 5. Have well-designed, well-maintained sidewalks and paths
- 6. Communicate with state and county highway departments to resolve troublesome intersection issues with funding mechanism for possible solutions
- 7. Incorporate green and environmental sustainability concepts into the Village's infrastructure, including electric vehicles

▶ Short-Term Challenges and Opportunities

- 1. Making Mount Prospect a more walkable, pedestrian friendly community
- 2. Developing funding sources for maintaining existing Village infrastructure and building new infrastructure
- 3. Unanticipated events major storms, infrastructure failures, natural disasters impacting the Village
- 4. Flooding in certain areas and defining Village role and actions
- 5. Unfunded Federal and State of Illinois regulations and mandates impacting Village infrastructure
- 6. Funding for large scale projects and determining fund capacity using debt and other sources

Policy Agenda

1. Redundant Water Supply: Direction and Funding

High Priority

2. Downtown Pedestrian Crossings Projects: Direction and Funding

High Priority

3. Oakton Water System Improvements – Phase 1: Design and Funding

4. Stormwater Utility Ordinance and Fee: Direction

Management Agenda

1. Rand/Central//Mount Prospect Road Project – Phase 2: Engineering Design and Construction

Top Priority

2. Algonquin Road Pedestrian Improvements – Phase 1: Study and Direction

High Priority

3. Complete Streets Policy: Implementation

Mod Priority

Management in Progress

- 1. Northwest Highway Pedestrian Crossing Study: Completion
- 2. ADA Compliance Plan: Development

Major Projects

- 1. Public Works Facility Fence Replacement
- 2. Pump Station 5 Motor Control Center Replacement
- 3. Annual Street Improvements Projects
- 4. Emerson Street Bridge Rehabilitation
- 5. Cottonwood Lift Station Rehabilitation
- 6. McDonald Creek Bank Stabilization: Engineering Needs Assessment
- 7. Second Elevated Tank: Design Engineering
- 8. Public Works Locker Room, Remodel
- 9. Deep Well Rehabilitation: Well #4 Abandonment
- 10. Water Main Replacement
- 11. Village Hall Domestic Booster Pump Replacement
- 12. Sewer Main Rehabilitation
- 13. Public Works Garage Painting and LED Lighting
- 14. Village Hall HVAC Upgrade: Design
- 15. Public Works Wash Bay Drain Upgrade and Painting
- 16. Street Sign Jet Printer System
- 17. Fire Station #12 Apparatus Floor
- 18. 4th Fire Station (Linked to IGA)

FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

▶ Objectives

- 1. Have safe neighborhood residents feel and are safe
- 2. Have well-designed and well-maintained neighborhood infrastructure streets, sidewalks, trees, lighting
- 3. Have walkable, pedestrian friendly neighborhoods that are connected to other neighborhood and community destinations
- 4. Have neighborhood events and gatherings helping neighbors to meet and develop relationships with other neighbors
- 5. Have easy access to mobility options walking, biking and public transportation
- 6. Have a range of housing options: differing types and differing price points throughout our Village
- 7. Have a strong partnership with the Park Districts (5) to provide access to a park and community greenspaces
- 8. Have a strong partnership with School Districts (5) to provide top-quality schools providing a variety of educational programs
- 9. Have a reputation as a great place to live and raise your family

► Short-Term Challenges and Opportunities

- 1. Cook County tax system and taxes impacting residential and commercial development
- 2. Working with absentee property owners to maintain or upgrade their properties
- 3. State Attorney handling of individuals with certain crimes
- 4. Determining the Village's role and incentives
- 5. Maintaining and enhancing the safety of each neighborhood
- 6. Aging, antiquated single family housing stock needing modernization or replacement
- 7. Village's role in land use and development regulations
- 8. Code requirements and the impact on single-family housing upgrade
- 9. Expanding the Village boundaries and the poor infrastructure needing replacement

Policy Agenda

1. Community Electric Vehicles Plan: Report and Direction

High Priority

- 2. West Oakton Annexation: Direction
- 3. Community Sustainability Strategy Action Plan: Implementation
- 4. Affordable/Workforce Housing: Definition, Baseline Data and Direction

Management Agenda

1. Community Policing Enhancements: Report and Future Direction

Top Priority

2. Forest River Annexation: Direction

Top Priority

3. International Building and Fire 2021 Code Update: Adoption

Mod Priority

4. Senior Housing Projects: Opening

Management in Progress

- 1. Crime-Free Housing Program
- 2. Sidewalk Inspection Program
- 3. Community Police Beat Meetings
- 4. Police Drone Deployment
- 5. Resident Officer Program
- 6. Uniform Parking Policy
- 7. Minor Offense Adjudication
- 8. Household Hazardous Waste Collections Event(s)
- 9. Police Body Worn Cameras Deployment, including Body Cam Audit Software
- 10. Firearms Simulator Training
- 11. CAD Deployment
- 12. Traffic Crash Investigation Van
- 13. Quicket Traffic Crash Module Deployment
- 14. AED Replacement
- 15. Lexipol Policy Procedure Transition: Completion
- 16. Firefighting Foam Initiative (Tank Farm Response): Budget FY '23 Funding

Major Projects

- 1. Central/Pine Pedestrian Crossing: Design
- 2. Central/Cathy Pedestrian Crossing: Design
- 3. Central/Weller Pedestrian Crossing: Design
- 4. Busse/Main Pedestrian Crossing: Design
- 5. Backyard Drainage Program Rain Gardens and Sewer Connections
- 6. Lonnquist Boulevard Residential Lighting Project

VIBRANT COMMUNITY DESTINATIONS: DOWNTOWN, RANDHURST VILLAGE, SOUTH MOUNT PROSPECT AND OTHER COMMERCIAL CORRIDORS

▶ Objectives

- 1. Create unique and vibrant sense of place destinations that are contemporary and having a lively feel
- 2. Attract businesses and residential development projects that are appropriate for each destinations following the vision and plan
- 3. Facilitate safe and efficient traffic and pedestrian travel in each destination and support a more pedestrian-friendly Village and community
- 4. Have Randhurst Village revitalized as a mixed-used activity center with residential, retail and entertainment opportunities
- 5. Develop South Mount Prospect as a major employment center
- 6. Have Downtown as a mixed-use urban center
- 7. Encourage mixed-use developments integrating residential and commercial opportunities where appropriate
- 8. Partner with business organizations to make our commercial business districts attractive destinations
- 9. Foster a climate for innovation and entrepreneurship, the development of an effective business incubator and accelerator for facilities and programs

► Short-Term Challenges and Opportunities

- 1. Aging and deteriorating commercial centers and corridors
- 2. COVID-19 pandemics impacts on retail development, office space, entertainment and local businesses
- 3. Aligning Randhurst Village owners goals and plans with the Village's vision, goals and desired outcomes
- 4. Increasing competition from other communities
- 5. Building Mount Prospect's brand as a place to do business and a place to patronize businesses
- 6. Landlords and property owners not maintaining or investing in upgrades for their buildings
- 7. State legislation limiting TIF

Policy Agenda

1. Police/Fire Redevelopment: Approval and Construction

Top Priority

2. Randhurst Village Area: Future Direction

Top Priority

3. Connect South Mount Prospect Plan: Implementation

High Priority

4. United Airlines Property: Direction

High Priority

5. Mural Pilot Project: Direction

Management Agenda

1. 20 West Market/Restaurant Development: Opening

High Priority

2. Maple Street Lofts Project: Construction and Leases

High Priority

3. MPEI: Re-Launch

Mod Priority

4. Prospect Place Redevelopment/Business Relocation: Permitting and Construction

Mod Priority

5. Kohl's Center Outlots/Vacancies Parcel Development: Direction

Mod Priority

6. Mount Prospect Pointe Development: Permits and Occupancy

7. Chase Bank Relocation: Occupancy Development: Direction

Management in Progress

- 1. Parking Marketing to Commuters
- 2. CDBG CV Small Business Grants
- 3. Business Visitation Program: Re-Launch
- 4. Chamber of Commerce Relationship/Partnership

Major Projects

- 1. Train Station Platform Extension
- 2. Pedestrian Signal Improvements River and Euclid

Village of Mount Prospect Policy Agenda 2021 – 2022 Targets for Action

TOP PRIORITY

Community Human Service: Needs Assessment and Direction

Diversity, Equity and Inclusion: Definition, Report and Direction

COVID-19 Pandemic: Village Plan and After-Action Report

Elk Grove Rural Fire Protection District: Intergovernmental Agreement

Police/Fire Redevelopment: Approval and Construction

Randhurst Village Area: Future Direction

Comprehensive Information Technology Master Plan: Update

HIGH PRIORITY

Connect South Mount Prospect Plan: Implementation

Village Boards/Commissions/Committees/Task Forces: Review and Modifications

Redundant Water Supply: Direction and Funding

United Airlines Property Business Development: Direction and Actions

Village Government Operational Sustainability Plan: Development

Community Electric Vehicles Plan: Report and Direction

Downtown Pedestrian Crossings Projects: Direction and Funding

Village of Mount Prospect Management Agenda 2021 – 2022 Targets for Action

TOP PRIORITY

Village Employees Mental Health: Implementation

Community Policing Enhancements: Report and Future Activities

Fire and EMS Response Improvements in South Mount Prospect: Evaluation Report and Funding

Village Code Chapter 11 – Businesses and Merchants Update: Completion

American Rescue Dollars: Direction

Rand/Central//Mount Prospect Road Project – Phase 2: Engineering Design and Construction

Forest River Annexation: Direction

HIGH PRIORITY

Water and Sewer Projects Debt Issuance

20 West Market/Restaurant Development: Opening

Maple Street Lofts Project – Phase 2: Construction and Leases

Algonquin Road Pedestrian Improvements – Phase 1: Study and Direction

Aging in the Community Actions: Implementation

Online Collection of Local Taxes: Implementation

MODERATE PRIORITY

Recruitment Strategy Expansion

International Building and Fire 2021 Code Update: Adoption

MPEI: Re-Launch

Prospect Place Redevelopment/Business Relocation: Permitting and Construction

Complete Streets Policy: Implementation (Based upon Projects)

Kohl's Center Outlots/Vacancies Parcel Development: Direction

Village of Mount Prospect Management in Progress 2021 – 2022

► Management in Progress 2021 – 2022

- 1. Labor Negotiations and Contract
 - a. Fire
 - b. Public Works
- 2. Annual Strategic Plan: Update
- 3. PulsePoint App: Implementation
- 4. Fire Knox Box and Run Cards
- 5. Photo Contest Instagram
- 6. Fire Mutual Aid Agreements: Modifications
- 7. Employee Handbook: Update
- 8. Public Works Accreditation: Completion
- 9. Fire Strategic Plan: Completion
- 10. Leadership Academy 2021
- 11. File Vault Digitalization
- 12. Village Website: Refinement
- 13. Fire Management Succession Plan
- 14. Warning Sirens: Replacement
- 15. GIS Server Upgrade
- 16. Village Hall Panic Button
- 17. Production Storage Device: Replacement
- 18. Office 365: Budget FY '22 Funding
- 19. Tyler New World to Cloud: Budget FY 22 Funding
- 20. Network Equipment at EOC and CCC Replacement
- 21. PPE Replacement
- 22. Fire Lieutenant Promotion
- 23. AVL Automatic Vehicle Locators
- 24. E-Billing for Water/Sewer
- 25. New Fund Balance Policy: Board Decision
- 26. Bond Rating Affirmation/Upgrade
- 27. Dental Plan Conversion: MetLife to Delta + HMO Option
- 28. Part-Time Employee Benefits: Evaluation and Enhancement

► Management in Progress 2021 – 2022 (Continued)

- 29. Classification and Compensation Plan Total Update: Budget FY '22 Funding
- 30. Mental Health Support Benefits Promotion
- 31. Village Newsletter: Nine per Year
- 32. Risk Management
- 33. Real Estate Transfer Rebate: Update
- 34. Budget Performance Measures
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- 55. Northwest Highway Pedestrian Crossing Study: Completion
- 56. ADA Compliance Plan: Development
- 57. Crime-Free Housing Program
- 58. Sidewalk Inspection Program
- 59. Community Police Beat Meetings
- 60. Police Drone Deployment
- 61. Resident Officer Program
- 62. Uniform Parking Policy
- 63. Minor Offense Adjudication
- 64. Household Hazardous Waste Collections Event(s)
- 65. Police Body Worn Cameras Deployment, including Body Cam Audit Software
- 66. Firearms Simulator Training

► Management in Progress 2021 – 2022 (Continued)

- 67. CAD Deployment
- 68. Traffic Crash Investigation Van
- 69. Quicket Traffic Crash Module Deployment
- 70. AED Replacement
- 71. Lexipol Policy Procedure Transition: Completion
- 72. Firefighting Foam Initiative (Tank Farm Response): Budget FY '23 Funding
- 73. Parking Marketing to Commuters
- 74. CDBG CV Small Business Grants
- 75. Business Visitation Program: Re-Launch
- 76. Chamber of Commerce Relationship/Partnership

Village of Mount Prospect Major Projects 2021 – 2022

▶ Major Projects 2021 – 2022

- 1. Public Works Facility Fence Replacement
- 2. Pump Station 5 Motor Control Center Replacement
- 3. Annual Street Improvements Projects
- 4. Emerson Street Bridge Rehabilitation
- 5. Cottonwood Lift Station Rehabilitation
- 6. McDonald Creek Bank Stabilization: Engineering Needs Assessment
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