



MAYOR & VILLAGE BOARD FINAL REPORT

# EXECUTIVE SUMMARY | 2022

MOUNT PROSPECT | ILLINOIS | AUGUST 2022



# Table of Contents

<b>Strategic Plan/Implementation Guide: Model</b>	<b>1</b>
<b>Mount Prospect Vision 2037</b>	<b>2</b>
<b>Mount Prospect Village Government: Our Mission</b>	<b>3</b>
<b>Mount Prospect Village Government: Core Values</b>	<b>4</b>
<b>Village of Mount Prospect Plan 2022 – 2027</b>	<b>5</b>
<b>Village of Mount Prospect Action Agenda 2022</b>	<b>17</b>

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# **STRATEGIC FRAMEWORK**

## **VISION 2037**

*“Desired Destination for Mount Prospect”*

## **PLAN 2027**

*“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 2037**

*Mount Prospect Vision 2037*

*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**

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**RESPECT**

**LISTEN**

**ETHICAL**

**POSITIVE AND OPTIMISTIC**

**COMMITMENT TO SERVICE**

**SOUND ANALYSIS AND DECISION MAKING**

**CONSENSUS**

# **Village of Mount Prospect Goals 2027**

**EFFECTIVE VILLAGE GOVERNMENT:  
FINANCIALLY SOUND, EXCEPTIONAL SERVICE**

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

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**TOP-QUALITY VILLAGE INFRASTRUCTURE:  
BALANCED AND PROACTIVE COMMUNITY INVESTMENT**

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**FAMILY-FRIENDLY NEIGHBORHOODS:  
SAFE AND LIVABLE FOR ALL**

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

**GOAL 1**

**EFFECTIVE VILLAGE GOVERNMENT:  
FINANCIALLY SOUND, EXCEPTIONAL SERVICE**

► **Objectives**

1. 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. Hire/develop/retain a most qualified Village workforce dedicated to serving the community and provide market-driven, competitive compensation and benefits
4. Develop a Village organization culture that is professional, creative and innovative, productive and accountable
5. Incorporate environmental sustainability concepts and practices into Village operations and service delivery
6. Rebuild the Village government organization capacity through increased staffing level, restoring eliminated positions in the past budget reductions

► **Short-Term Challenges and Opportunities**

1. Potential loss of state shared revenues from the State of Illinois
2. Inflation and supply chain issues resulting in increasing cost of projects and service delivery
3. Protecting the Village government from cyberattacks securing Village information and processes
4. Hiring and retaining a most qualified Village workforce dedicated to serving the Mount Prospect community
5. Delivering Village services in the most cost-effective, efficient manner with high level of customer satisfaction
6. Determining how to communicate with and involve a more diverse population in Village government and governance
7. Diversifying Village revenue sources
8. Maintaining sound communications with residents and businesses in a changing communications environment
9. Financial status and property tax assessment structure in Cook County
10. Seeking accurate feedback from our residents and businesses
11. Finding contractors for projects



► **Actions 2022 – 2023**

*Policy Agenda*

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|--|----------------------|
| 1. Village Government Sustainability Plan: Community Task Force Review and Refinement, Report with Recommendations and Direction | <i>Top Priority</i>  |
| 2. Village Proactive Communications and Marketing Strategy/Action Plan Expansion: Hiring Position, Expand Activities             | <i>Top Priority</i>  |
| 3. Elk Grove Rural Fire Protection District: SSA 1 – 2 – 3 Completion: Ambulance at Fire Station 12; Fire Staffing; Service      | <i>High Priority</i> |
| 4. Emergency Preparedness and Response Plan: Review, Update and Community Education/Information                                  |                      |

*Management Agenda*

- |  |                      |
|--|----------------------|
| 1. Fire and EMS Response Improvements in South Mount Prospect: Evaluation Report and Direction   | <i>Top Priority</i>  |
| 2. Village Financial Policies Review and Revision: Report and Decision                           | <i>Top Priority</i>  |
| 3. Vehicle Sticker Policy: Review and Direction  | <i>Top Priority</i>  |
| 4. Village Government Organization Capacity Rebuilding – Staffing: Recommendations and Direction | <i>Top Priority</i>  |
| 5. Risk Management: Direction and Funding  | <i>Top Priority</i>  |
| 6. Village Code Chapter 11 – Businesses and Merchants Update: Completion                         | <i>High Priority</i> |
| 7. Financial Plan Update: Report and Decision  | <i>High Priority</i> |
| 8. Electric Rate Increase for Max Business Users: Direction                                      | <i>High Priority</i> |

*Management in Progress*

1. Village Employees Mental Health: Implementation
2. Labor Negotiations and Contract: Public Works; Police
3. Annual Strategic Plan: Update
4. Fire Strategic Plan: Completion
5. File Vault Digitalization
6. Village Website Refinement: Budget FY 23 Funding
7. Network Equipment at CCC Replacement
8. Village Workforce Diversification: Implementation
9. Electric Vehicles Plan Final Report: Presentation
10. Hearing Loop System: Implementation
11. 2013 Bond Refunding
12. Online Real Estate Transfer Tax
13. Escrow Management Software
14. I-9 Audit: Completion
15. EOC Switches Replacement

**GOAL 2**

**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 service gaps – unmet by other service providers
3. Develop communications and outreach to our diverse community
4. Have a diverse Village workforce reflective of our Mount Prospect community
5. Preserve and celebrate the history and heritage of our Mount Prospect community
6. Be a community that is diverse, equitable and inclusive for all

**► Short-Term Challenges and Opportunities**

1. Addressing the needs of young families moving to Mount Prospect
2. Helping residents to learn about Mount Prospect's Village government – mission, services, processes and projects
3. Expanding Community Connections Center, expanding activities and human services partnerships
4. Informing the community with accurate information, and timely response to disinformation and misinformation
5. Inadequate local transportation options making it difficult for residents to access local services
6. Attracting young families to Mount Prospect
7. Enhancing residents' ownership and pride in Mount Prospect residents and businesses
8. Continuing to develop effective methods for engaging the community
9. Understanding and appreciating different cultures – their values, heritage and traditions
10. Differing definitions and expectations for diversity, equity and inclusion
11. Pressure to address national and international issues and losing the mission and focus on community service
12. Supporting an "inclusive community" – one community

► **Actions 2022 – 2023**

*Management Agenda*

1. Diversity, Equity and Inclusion: Report and Implementation
2. Community Connections Center South Expansion Strategy: Location
3. Civic Academy for Residents Implementation
4. Community Events and Festivals Enhancement: Review, Guidelines and Direction

*Top Priority*

*High Priority*

*Management in Progress*

1. Aging in the Community Actions: Report and Implementation

*Management in Progress*

1. Annual Love and Logic Parenting Classes
2. Annual Kickin' with Cops Summer Soccer Program
3. Annual Five-O 5K Run
4. Annual National Night Out
5. Annual Community Connections Center: Youth Programs
6. Annual Celebration of Cultures (4<sup>th</sup> Year)
7. Annual Citizen Police Academy
8. Mount Prospect Senior Appreciation Day: Creation
9. Annual Police Teen Academy
10. Downtown Block Party: Planning in 2023
11. First Responder Academy for Teens
12. Community Outreach to Culturally Diverse Communities

**GOAL 3**

**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. Communicate with state and county highway departments to resolve troublesome intersection issues with funding mechanism for possible solutions
6. Improve and maintain Village infrastructure, facilities and systems for public health and safety

► **Short-Term Challenges and Opportunities**

1. Making Mount Prospect a more walkable, pedestrian-friendly community
2. Unanticipated events – major storms, infrastructure failures, natural disasters – impacting the Village
3. Unfunded Federal and State of Illinois regulations and mandates impacting Village infrastructure
4. Addressing substandard infrastructure in annexed areas: assessing condition and available funding for improvements
5. Developing funding sources for maintaining existing Village infrastructure and building new infrastructure
6. Inadequate revenue for parking fund and capital projects
7. Flooding in certain areas and defining Village role and actions
8. Supply chain and finding contractors delaying projects and increasing project costs
9. Rising construction and maintenance costs
10. Working with Union Pacific Railroad

► **Actions 2022 – 2023**

*Policy Agenda*

1. Major Storm Event Preparation: Review of Emergency Management Policies/Plan, Best Practices, Report with Options, Direction and Funding *Top Priority*
2. Capital Improvement Program Projects: Project Review, Funding Using Reserves and Direction *High Priority*
3. Wells Strategy: Report, Direction and Village Actions *High Priority*
4. Melas Meadows Bridge Phase 2: Engineering Funding

*Management Agenda*

1. Federal Infrastructure Funding: Guidelines Review, Projects, Project Priority and Direction *High Priority*
2. Bike Master Plan – Recognition as a “Bike- Friendly” Community: Implementation
3. ARPA Projects: Review/Report and Completion

*Management in Progress*

1. ADA Compliance Plan: Development

*Major Projects*

1. Redundant Water Supply Project: Design and Construction (Northwest Water Commission)
2. Downtown Pedestrian Crossings Projects: Bid and Construction: Central Avenue and Cathy Lane
3. Public Works Facility Fence Replacement
4. Village Hall Domestic Booster Pump Replacement
5. Public Works Wash Bay Drain Upgrade and Painting
6. Train Station Platform Extension
7. Annual Neighborhood Drainage Improvement
8. KBC Detention Pond 1 Rehabilitation
9. Annual Street Improvement Program
10. Annual Host Household Hazardous Waste Collection Event(s)
11. McDonald Creek Bank Stabilization Capital Projects
12. Deep Well Rehab Well 17
13. Residential Street Lighting – Seminole Lane
14. Lincoln-We Go Relief Station Rehab
15. Annual Overhead Sewer Reimbursement Program
16. Annual Public Works Vehicle Replacements
17. Annual Water Main Replacement
18. Annual Sewer Main Rehabilitation

► **Actions 2022 – 2023 – Continued**

*Major Projects*

19. Public Works Window Replacement
20. Village Hall Window Replacement
21. HVAC Upgrade Village Hall
22. Annual Streetlight LED Retrofits
23. Fairview Gardens Footing Tile Disconnection
24. Main Street Widening at Central Road (10 N Main)

**GOAL 4**

**FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL**

► **Objectives**

1. Have safe neighborhoods – residents feel and are safe
2. Continue strong partnership with School Districts (5) to provide top-quality schools providing a variety of educational programs
3. Have well-designed and well-maintained neighborhood infrastructure – streets, sidewalks, trees, lighting
4. Have walkable, pedestrian-friendly neighborhoods that are connected to other neighborhoods and community destinations
5. Support neighborhood events and gatherings by providing opportunities for neighbors to meet and develop relationships with other neighbors
6. Have easy access to mobility options – walking, biking and public transportation
7. Continue strong partnership with the Park Districts (5) to provide access to a park and community greenspaces

► **Short-Term Challenges and Opportunities**

1. Working with absentee property owners to maintain or upgrade their properties
2. Maintaining and enhancing the safety of each neighborhood
3. Annexed areas following the Codes of Cook County and property maintenance issues and poor infrastructure needing replacement
4. Increasing safety issues within multi-family housing
5. Defining affordable housing and the role of Village government
6. IDOT control of vehicle movement over pedestrian safety
7. Increasing criminal activity coming from outside our community
8. Code requirements and the impact on single-family housing upgrades
9. Addressing property maintenance issues, including seniors who are having a difficult time in maintaining their single-family homes

► **Actions 2022 – 2023**

*Policy Agenda*

1. Charging Stations: Outcome, Village Role, Direction and Village Actions
2. Building Code –Charging Port Wiring: Direction
3. Kopp Park Improvements: Community Needs, Report with Options, Partnership with Park District, Direction and Village Actions
4. West Oakton Annexation, Direction and Village Actions
5. Fountain Development in Pocket Park Feasibility, Direction and Funding

*High Priority*

*Management in Progress*

1. Crime-Free Housing Program
2. Annual Sidewalk Inspection Program
3. Annual Community Police Beat Meetings
4. Resident Officer Program
5. Traffic Crash Investigation Van
6. Single-Family Homes Rental Housing/Inspection Ordinance: Update
7. Police Explorer Post Creation
8. Local Ordinance Chapter 23: Refresh
9. Public Transportation Initiative
10. Mental Health Check Program (State Mandated)



**GOAL 5**

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

**► Objectives**

1. Support redevelop opportunities South Mount Prospect
2. Partner with business organizations to make our commercial business districts attractive destinations
3. Attract businesses and residential development projects that are appropriate for each destination following the vision and plan
4. Facilitate safe and efficient traffic and pedestrian travel in each destination and support a more pedestrian-friendly Village and community
5. Encourage mixed-use developments integrating residential and commercial opportunities where appropriate
6. Revitalize Randhurst Village as a mixed-used activity center with residential, retail and entertainment opportunities
7. Redevelop Downtown as a mixed-use urban center – Destination for residents

**► Short-Term Challenges and Opportunities**

1. Building Mount Prospect’s brand as a place to do business and a place to patronize businesses
2. Vacancies in shopping centers
3. Aligning Randhurst Village owners goals and plans with the Village’s vision, goals and desired outcomes
4. Landlords and property owners not maintaining or investing in upgrades for their buildings
5. Increasing interest rates and the impacts on economic development projects and business investments
6. Having entertainment businesses and venues for all generations
7. Difficulty in hiring and retaining workforce
8. Evolving retail business models

► **Actions 2022 – 2023**

*Policy Agenda*

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|--|----------------------|
| 1. Downtown Development: Update and Next Steps                         | <i>Top Priority</i>  |
| 2. Connect South Mount Prospect Plan: Implementation                   | <i>Top Priority</i>  |
| 3. Community Promotion and Marketing Campaign: Implementation          | <i>Top Priority</i>  |
| 4. Prospect Avenue District Development: Direction and Village Actions | <i>High Priority</i> |
| 5. 111 Busse Redevelopment Project                                     | <i>High Priority</i> |

*Management Agenda*

- |   |                      |
|---|----------------------|
| 1. Cloud HQ Project: Construction   | <i>Top Priority</i>  |
| 2. 20 West Market/Restaurant Development: Opening                             | <i>Top Priority</i>  |
| 3. Algonquin/83 Redevelopment   | <i>High Priority</i> |
| 4. HQ Residences Development: Approval and Construction                       | <i>High Priority</i> |
| 5. Kohl’s Center Outlots/Vacant Parcel  |                      |
| 6. MPEI: Re-Launch  |                      |
| 7. Golf Plaza 2: Site Improvements and Outlots Parcel Development             |                      |
| 8. Kensington Center Next Project: 350 North Wolf Road Industrial Development |                      |
| 9. Century Tile: Raising Cane’s   |                      |
| 10. Lions Row Homes: Construction   |                      |

*Management in Progress*

1. Business Visitation Program: Implementation
2. Chamber of Commerce Relationship/Partnership: Direction

# **Village of Mount Prospect Policy Agenda 2022 – 2023 Targets for Action**

## **TOP PRIORITY**

Village Government Sustainability Plan:  
Community Task Force Review and Refinement,  
Report with Recommendations and Direction

Diversity, Equity and Inclusion: Report and Implementation

Downtown Development: Update and Next Steps

Village Proactive Communications Strategy/Action Plan Expansion:  
Hiring Position, Expand Activities

Major Storm Event Preparation:  
Review of Emergency Management Policies/Plan, Best Practices,  
Report with Options, Direction and Funding

Connect South Mount Prospect Plan: Implementation

Community Promotion and Marketing Campaign: Implementation

## HIGH PRIORITY

Capital Improvements Program Projects:  
Project Review, Funding Using Reserves and Direction

Prospect Avenue District Development: Direction and Village Actions

Elk Grove Rural Fire Protection District:  
SSA 1 – 2 – 3 Completion: Ambulance at Fire Station 12;  
Fire Staffing; Service

Wells Strategy: Report, Direction and Village Actions

111 Busse Redevelopment Project

Community Connections Center South Expansion Strategy: Location

Charging Stations: Outcome, Village Role, Direction and Village Actions

# **Village of Mount Prospect Management Agenda 2022 – 2023 Targets for Action**

## **TOP PRIORITY**

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

Village Financial Policies Review and Revision: Report and Decision  
(including Fund Balance)

Vehicle Sticker Policy: Review and Direction

Village Government Organization Capacity Rebuilding – Staffing:  
Recommendations and Direction

Risk Management: Direction and Funding

Cloud HQ Project: Construction

20 West Market/Restaurant Development: Opening

## HIGH PRIORITY

Federal Infrastructure Funding:  
Guidelines Review, Projects, Project Priority and Direction

Algonquin/83 Redevelopment

HQ Residences Development: Approval and Construction

Kohl's Center Outlots/Vacant Parcel

Village Code Chapter 11 – Businesses and Merchants Update:  
Completion

Financial Plan Update: Report and Decision

Electric Rate Increase for Max Business Users: Direction

# Village of Mount Prospect Management in Progress 2022 – 2023

## ► Management in Progress 2022 – 2023

1. Village Employees Mental Health: Implementation
2. Labor Negotiations and Contract: Public Works; Police
3. Annual Strategic Plan: Update
4. Fire Strategic Plan: Completion
5. File Vault Digitalization
6. Village Website Refinement: Budget FY 23 Funding
7. Network Equipment at CCC Replacement
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26. First Responder Academy for Teens
27. Community Outreach to Culturally Diverse Communities
28. ADA Compliance Plan: Development

► **Management in Progress 2022 – 2023** *(Continued)*

29. Crime-Free Housing Program
30. Annual Sidewalk Inspection Program
31. Annual Community Police Beat Meetings
32. Resident Officer Program
33. Traffic Crash Investigation Van
34. Single-Family Homes Rental Housing/Inspection Ordinance: Update
35. Police Explorer Post Creation
36. Local Ordinance Chapter 23: Refresh
37. Public Transportation Initiative
38. Mental Health Check Program (State Mandated)
39. Business Visitation Program: Implementation
40. Chamber of Commerce Relationship/Partnership: Direction



# Village of Mount Prospect Major Projects 2022 – 2023

## ► Major Projects 2022 – 2023

1. Redundant Water Supply Project: Design and Construction (Northwest Water Commission)
2. Downtown Pedestrian Crossings Projects: Bid and Construction: Central Avenue and Cathy Lane
3. Public Works Facility Fence Replacement
4. Village Hall Domestic Booster Pump Replacement
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