



Village of Mount Prospect: Strategic Plan Implementation Guide 2023 – 2024

VISION 2038

Mount Prospect Vision 2038

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.

POLICY AGENDA 2023 – 2024

Top Priority

Crime/Gang Activity Reduction Plan: Problem Analysis, Best Practices, Report with Options, Direction and Village Actions

Long-Term Solution for Fire and Emergency Medical Services for Unincorporated Elk Grove Township

Downtown Prospect Avenue District Development: Businesses Openings, Façade Projects, RDA for Public Assistance for Private Projects Direction and Funding,

“AAA” Bond Rating Strategy/Action Plan: Goal, Report with Options, Direction and Village Actions

Elected Officials Ethics Ordinance: Best Practices, Direction and Adoption

Neighborhood Flooding Strategy/Program: Problem Analysis, Best Practices, Report with Findings and Options, Village Role, Direction and Funding Mechanism

High Priority

Special Events Policy, Guidelines and Process: Development and Adoption

Connect South Mount Prospect Plan Implementation: Identification of Projects, Direction and Funding Mechanism

Village Proactive Marketing Plan: Draft Prepared, Endorsement, Funding and Village Actions

Village Revenue Generation Diversification Plan: Goals, Report with Options, Direction and Village Actions

Diversity, Equity and Inclusion: Community Survey, Quarterly Update and Future Direction/Actions

Wells Strategy: Final Report after Interconnect Completion, Final Report (3) and Direction

GOALS 2028

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

CORE VALUEs

MOUNT PROSPECT VILLAGE GOVERNMENT: CORE VALUES

RESPECT

LISTEN

ETHICAL

POSITIVE AND OPTIMISTIC

COMMITMENT TO SERVICE

SOUND ANALYSIS AND DECISION MAKING

CONSENSUS

MANAGEMENT AGENDA 2023 – 2024

Top Priority

Community Survey: Options, Direction and Completion

Pensions Cost Funding and Levy:
Report and Direction, Legislature Proposal

Fire-EMS Service Enhancement Report: Report with Findings and Options, Direction and Village Actions

Stormwater Master Plan Update: Award Contract, Development, Adoption and Funding Mechanism

Bike Master Plan Phase 2 Update:
Report, Direction and Funding

Street Lights Program – Reduced Darkness: Report

Fire Station 12 Improvements/Upgrade:
Project Identification, Project Priority, Direction,
Funding and Timing

Public Transportation Program Report: Goals, Best Practices, Report with Options, Village Role,
Direction and Funding Mechanism

High Priority

Aging in the Community Actions Implementation: Working Groups and Direction on Specific Actions

Energy Audit/Plan: Assessment Report, Goals, Best Practices, Report with Options, Direction, Village Actions and Funding

ARPA; Update Report and Future Direction

Village Fleet e-Vehicles Preparation: Best Practices, Impact Analysis, Report with Options, Direction and Village Actions

Crime Free Housing Ordinance Update:
Completion and Adoption

Block Party 2023:
Event, Evaluation Report and Future Direction

Downtown Traffic/Parking Study:
Update Report, Direction and Village Actions

MANAGEMENT IN PROGRESS 2023 – 2024

Annual Strategic Plan: Update	Cannabis Revenues (\$80,000-90,000): Analysis, Update Report with Findings and Direction
Standards of Coverage Report: Completion	Village Sticker Final Elimination Board Decision on Direction
File Vault Digitalization	2 nd Civic Academy for Residents
Village Website Refinement: New Vendor	Mount Prospect Senior Appreciation Day: Creation
Network Equipment at CCC Replacement	Annual Kickin' with Cops Summer Soccer Program
Labor Negotiations and Contract: Police Officers and Sergeants, and Preparation for Fire	Annual Five-O 5K Run
Electric Vehicles Plan Final Report: Presentation	Annual National Night Out
Online Real Estate Transfer Tax	Annual Community Connections Center: Youth Programs
Escrow Management Software	Annual Celebration of Cultures (4 th Year)
Inspectors Training and Continuing Education	Annual Citizen Police Academy
GASB 96 "Subscription-Based Information Technology Arrangements": Implementation	First Responder Academy for Teens
Record Retention, Filing System and Office Reconfiguration	ADA Compliance Plan: Development
Banking Relationships, Review Fees and Interest Rates and Level of Quality Services with Reduced Errors	Fairview Gardens Overhead Sewer and Restoration Program/Long-Term Warranty Maintenance
New Economic Emergency Fund	Major Storm Event Preparation: Annual Tabletop Exercise
AP Automation, Vendors Will Have the Ability to Sign Up with What Kind of Payment Option They Prefer, Check, Credit Card, Ach	Annual Sidewalk Inspection Program
Flex Work Schedule	Annual Community Police Beat Meetings
New World Mobile Application	Traffic Crash Investigation Van
CityBase Contract Renewal	Police Explorer/Cadet Post: Creation
Pre-Plans: Identifying Emergency Response Challenges of All Commercial and Multi-Family Structures	Mental Health Check Program (State Mandated)
Fire Department Policies Conversion to Lexipol	Positively Furthering Fair Housing: HUD Rule Change and Completion
Electronic Knox Box Program	Post Incident Plan – Shelter/Reunification
Emergency Management App for the Community: Implementation	Behavioral Health Subsidy Program
Full-Scale Emergency Operation Center Drill in 2023: Completion	Senior Activities Coordinator: Hire
Foam Response Vehicle Replacement	Women's Group at the CCC: Development and Facilitation
Village Newsletter; Redesign	Senior Activities Expansion: Completion
Mount Prospect Entrepreneurs Initiative: Revival	Celebration of Cultures Community Event
Live Closed Captioning for Meetings: Implementation	Food Pantry Health Initiative
Experience Mount Prospect Website and e-Newsletter: Revival	Alzheimer's Foundation of America National Memory Screening Program
Village e-Newsletter: Redesign	Financial Wellness Workshop
Use of Social Media Platforms: Quarterly Analytics Report	HS Orientation for New Police Officers: Development
Detailed Social Media Calendar: Creation	Public Health Nurse CPR Instructor Certification: Completion
Village's Government Access Channel Playback System Replacement: Completion	Police Officer Wellness Presentations
Mount Prospect Communicators Group with Other Taxing Bodies: Creation	Informational Sheet for Employees on AED Use and a CLIA-Required Procedure Manual: Creation
Departmental Social Media and Communications Group: Revival	Transportation Resource Fair: Host
Style Guide for Consistent Grammar and Formatting for Village to Resident Communications: Creation and Implementation	Search and Rescue K-9: Research, Direction and Funding
Mount Prospect Profiles: Creation	Combined Active Shooter/Rescue Task Force Training Exercise: Host
Photo Files Organization: Completion	Police Onboarding: Completion – Administrative Commander; Patrol Sergeant; Training Sergeant; Records Supervisor
Canva Pro (graphic design software): Implementation	Police Department's BOFPC Rules and Regulations: Update
BenefitSolver to PlanSource Third Party Administrator Benefit Hub Transition: Completion	New Police Vehicle Purchase and Delivery
New Life Insurance Beneficiary Forms: Audit and Collect	Sergeant to a Staff and Command Course
New Flexible Spending Account Provider for 2024 Benefit Plan Year	Command Staff Member Management / Leadership Course (PERF or Northwestern University)
Applicant Tracking System: Review and Recommend for Funding	Community Connections Center Network Connection
DEI Transparency Page on Employee Intranet: Development	Fridays on the Green
Office 365 – Office Applications: Rollout	MPEI: Implementation
2022 Village Organization Annual Report	Business Visitation Program: Implementation
Emergency Preparedness and Response Plan: Elected Officials Training	105 Main Redevelopment: Code Enforcement and Adjudication (Sakura Site)
Fire and EMS Response Improvements in South Mount Prospect: Update Report	Holiday Inn Building: Legal Strategy
Village Government Sustainability Plan Implementation: Prioritization of Actions and Village Actions: Village Board Workshop and Budget FY 24	MSL Building D: Occupancy
	Car Wash (2)
	Metra Train Platform Extension: Direction, White Paper, Resolution on Village Position and Village Actions

MAJOR PROJECTS 2023 – 2024

EOC/Public Works Door Access System: Direction and Funding

Employee Gym/Shower at Village Hall Project:
Completion – Concept Memo; Bid; Design; Construction

Redundant Water Supply Project:
Design and Construction (Northwest Water Commission)

Downtown Pedestrian Crossings Projects:
Bid and Construction: Central Avenue and Cathy Lane

Public Works Facility Fence Replacement

Village Hall Domestic Booster Pump Replacement

Annual Neighborhood Drainage Improvement

KBC Detention Pond 1 Rehabilitation

Annual Street Improvement Program

Annual Host Household Hazardous Waste Collection Event(s)

Lincoln-We Go Relief Station Rehab

Annual Overhead Sewer Reimbursement Program

Annual Public Works Vehicle Replacements

Annual Water Main Replacement

Annual Sewer Main Rehabilitation

Public Works Window Replacement

Village Hall Window Replacement

HVAC Upgrade Village Hall

Annual Streetlight LED Retrofits

Rand/Central//Mount Prospect Road Project – Phase 3: Construction

Central Road Pedestrian Crossing Improvements Construction (Cathy)

Maple-Berkshire Relief Station Rehabilitation

Public Works Fiber Connection

Kensington Business Center Detention Pond Improvements – Pond 2:
Construction

Multi-Use Path Kensington Road at Railroad Tracks:
Design and Construction

Melas-Meadows Pedestrian Bridge Phase 2:
Grant Funding and Design [18 months] (IDOT)

Southside Infrastructure Plan/Projects:
Review, Project Priority, Funding Mechanism and Direction (including
Streets, Sidewalks, etc.) – Shared Path: Design; Oakton Water Main

Soccer Pitch at Euclid Elementary: Design and Procurement

License Plate Reader Cameras: Installation

Table of Contents

Section 1	Mount Prospect as a Championship Team	1
Section 2	Strategic Planning Model for Mount Prospect	16
Section 3	Looking to Mount Prospect's Future	22
Section 4	Plan 2023 – 2028: Summary	78
Section 5	Action Agenda 2023 – 2024: Summary	144
Section 6	Governance: Mayor-Village Board of Trustees and Village Board in Action	232

This report and all related 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.

SECTION 1

MOUNT PROSPECT AS A CHAMPIONSHIP TEAM

Mount Prospect: a True Champion

A TRUE CHAMPION SUSTAINS WINNING OVER TIME.

A WINNER:

- HAS A PLAN
- BUILDS A TEAM – DEFINED ROLES AND PROCESSES
- FOLLOWS THE STRATEGY AND PLAN
- RELIES ON CURRENT LEADERS
- PROVIDES CLEAR, CONSISTENT DIRECTION
- FOCUSES ON THE ANNUAL AGENDA
- COMPLETES TASKS AND PROJECTS
- PRODUCES RESULTS THAT ADD VALUE TO THE COMMUNITY
- LISTENS TO THE COMMUNITY
- BUILDS PARTNERSHIPS
- CELEBRATES WINS/SUCCESSSES

A CHAMPION:

- REFINES THE VISION AND GOALS
- REFINES AND ADJUSTS PLANS
- RENEWS THE TEAM
- DEVELOPS/EXPANDS ADDITIONAL PARTNERS
- CONTINUES TO TAKE CALCULATED RISKS
- STRIVES TO UNDERSTANDING THE CHANGING, DYNAMIC ENVIRONMENT
- LEARNS FROM SETBACKS
- USES THEIR BUILT UP “POLITICAL CAPITAL”
- DEVELOPS FUTURE LEADERS
- ENGAGES AND REACHES OUT TO THE COMMUNITY
- MARKETS SUCCESSSES AND VALUE TO THE COMMUNITY
- TAKES ON NEW PROJECTS

PITFALLS FOR WINNERS:

- COMPLACENCY
- ARROGANCE – WE ARE BETTER THAN OTHER VILLAGES
- TAKING RELATIONSHIPS FOR GRANTED
- FOCUSING ON CURRENT CRISIS
- WRAP UP MENTALITY
- PERSONAL PROMINENCE
- FEELING ON TOP OF THE BIG ISSUES
- STANDING “PAT”
- TELLING THE COMMUNITY – WHAT IS “BEST”
- PLAN BECOMING “DATED”

Effective Teams Model

Effective TEAMS Are:

Goals

“Unifying Purpose and Goals”

- Goals – Outcomes
- Work Programs – Game Plan
- Strategy – Action Steps

Roles

“Individual Contribution”

- Valuing Individuality
- Responsibilities Defined
- Practicing Teamwork

Execute

“Produce Results through Actions”

- Analyze —————> Decide
- Act —————> Impact
- Evaluate —————> Adjust

Attitude

“Willingness to Work Together”

- Respect for Each Other
- Cooperation and Openness
- Celebrating Success: Momentum

Trust

“Commitments Becomes Reality”

- Learning from Setbacks
- Guidelines
- Support Each Other

Winners Versus True Champions *Comparison*

LOSER

Conflict Turmoil
No Hope for Future
Internal Fighting
Personal

COMPETITIVE

Okay
Short Term
Compete, but Do Not Win



SUSTAINING

WINNER

Achieve a Goal
Claim Success
A Leader
Game Plan
Guided by Achievement

CHAMPION

Refocus Direction and Goals
Share Successes
Many Leaders
Strategy
Guided by Outcomes

Winning Teams

Winners

Keep the Focus

Share Responsibility as Leaders

Use a Game Plan

Build Teams

Listen to Citizens

Have Agendas

Celebrate Successes

Champions

Refine Goals

Look For and Develop Leaders

Prepare for New Challenges

Develop Teams

Reach Out to Citizens

Take on a New Project

Market Success

Today many villages can be characterized as “Winners”. Few villages can be characterized as “True Champions”. This true model provides insights distinguishing “Winners” from “Champions” and laying a foundation for championship action. The message to Mayor and Board of Trustees is to look at: Are we a winning team? What do we need to do to become a champion team? The responsibility is yours as Village leaders.

GOVERNANCE VS. POLITICS: A SIMPLE VIEW

Governance is serving the community;
Politics is getting elected or re-elected.

Governance is being guided by vision, goals and value to the community;
Politics is being guided by ideology, a cause or philosophical principle.

Governance is shaping the community's future for the long term;
Politics is responding to the moment and current "crisis".

Governance is taking responsibility;
Politics is making promises.

Governance is exercising an ability to influence others;
Politics is the use of power.

Governance is finding pragmatic solutions to problems through collaboration;
Politics is starting with solutions in mind.

Governance is being data driven;
Politics is playing to people's emotions.

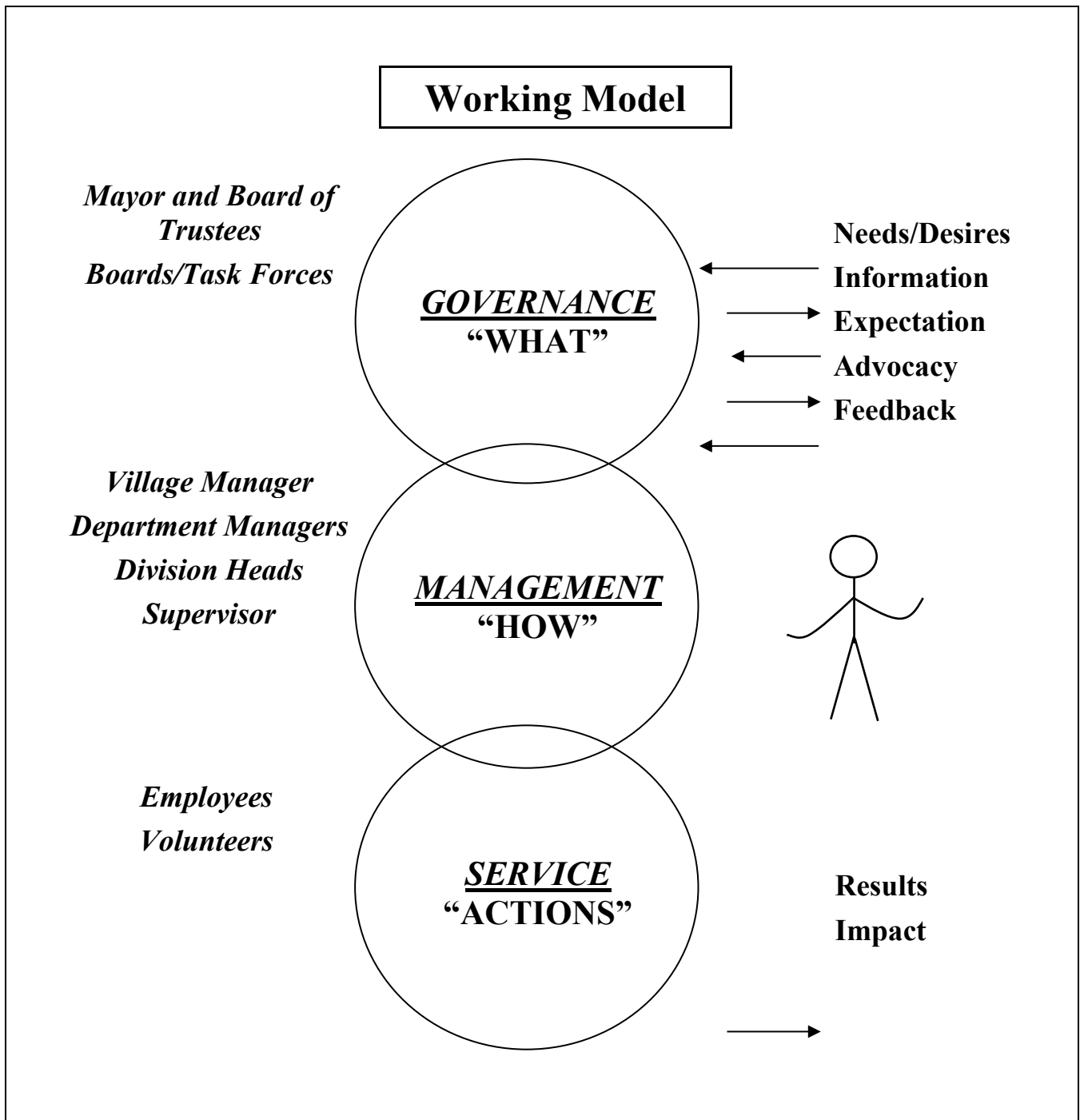
Governance is negotiating by trading off to find a workable compromise;
Politics is demanding and advocacy to win.

Governance is educating and mobilizing support;
Politics is rallying supporters and creating zealots.

Governance is creating community benefits and value;
Politics is taking personal credit and receiving personal recognition.

TODAY'S CRISIS: Politics dominating Governance

Board of Trustees– Manager Form of Government Model



Village Government in Action

GOVERNANCE means . . .

- Listening to the citizens
- Anticipating and focusing issues
- Determining vision and values
- Decision making on direction and resources
- Setting the “tone” for the village
- Monitoring staff performance
- Educating the citizenry
- Mobilizing support in the community

MANAGEMENT means . . .

- Analyzing issues
- Developing professional recommendation
- Decision making on programs and resources
- Setting the “tone” for the organization
- Developing programs and systems
- Determine implementation plans and strategies
- Educating and developing employees
- Evaluating and adjusting performance

SERVICE DELIVERY means . . .

- Developing operational plans and tactics
- Organizing the work unit
- Implementing decisions and programs
- Responding to citizen problems
- Maintaining equipment and facilities
- Providing quality services and products
- Developing work unit and employees
- Evaluating services and citizen impact

Mayor and Board of Trustees as the Village Corporation's Board of Directors Responsibilities

OVERVIEW

- 1. Determine Your Core Businesses**
- 2. Define Goals for 5 Years**
- 3. Develop Strategies**
- 4. Establish Annual Agenda – “To Do” List**
- 5. Make Policy Decisions**
- 6. Listen to Community – the Stakeholders**
- 7. Be an Advocate for the Village**
- 8. Delegate to Village Staff**
- 9. Monitor Performance and Results**
- 10. Set the “Corporate” Tone**
- 11. Hire/Fire Chief Executive Officer**

12 Points of an Effective Mayor and Village Board

- 1. Focus on and Use Vision, Goals and Priorities**
 - Define the Village's preferred future
 - Establish outcome-based goals
 - Think about value to the community
 - Use to allocate resources, to develop plans and policies, to invest in the future

- 2. Make Timely and Courageous Decisions**
 - Use vision, goals and priorities to use decisions
 - Seek and use input from community and Village staff
 - Evaluate options through committees and work sessions
 - Decide on what is "best for the Village"

- 3. Provide Clear Direction and Expectations**
 - Obtain clear closure
 - Define outcomes, measures of success and time frames
 - Delegate assignments to Boards and to Village staff
 - Make sure to summarize and test closure to make sure that everyone has the same understanding

- 4. Negotiate**
 - Know your own bottom line
 - Look for common ground and areas of agreement first
 - Use work session and committees to negotiate
 - Win with grace, lose with grace

- 5. Set the Tone for the Village by Treating Others with Respect**
 - Be courteous, polite and trustworthy – avoid personal attacks
 - Deliver for the community benefit beyond personal agenda
 - Act within your defined roles
 - Value the contributions of others

- 6. Have Open Communications**
 - Communicate using direct, open messages
 - Keep everyone informed and avoid surprises or hidden agendas
 - Listen and understand before judging
 - Use simple and focused messages that people can remember

7. Monitor Performance

- Obtain regular progress updates/status reports
- Meet quarterly to review and refine direction
- Evaluate the outcome and actions, and make modifications
- Take responsibility for the actions and be accountable for the results.

8. Have a Community Presence

- Be accessible to the citizens and community
- Go into the community beyond your political supporters
- Take time to develop effective working relationships with community partners
- Be a positive advocate for the Village – Lobbying other governments

9. Act as a Board of Directors

- Know your community – view it as the “market place”
- Focus on providing policy direction
- Delegate clear responsibility to the Village Manager as the C.E.O.
- Avoid micromanaging and the daily operations

10. Think Strategically

- Institutionalize the goal setting process
- Identify key partners who can bring resources to the table
- Define alternative routes and steps to destination – the vision
- Keep the “big” picture in mind by focusing on community outcomes

11. Align the Village Organization

- Appoint individuals to Boards and Boards who share your passion for the Village and the vision for the future
- Define the core values to guide “how the Village should operate and be managed”
- Employ the “right” Village Manager for your Village
- Hold other accountable for their behaviors, actions and the results

12. Share Success and Celebrate

- Communicate “Our Village Success” in terms that the average citizen will understand
- Use celebrations that create a positive memory – value that the Village has added to people’s lives
- Recognize others who have contributed to the Village’s success
- Remember people want to be associated with “winners”

LEADERSHIP: TURBULENT FORCES IMPACTING VILLAGES

1. PERSONAL AGENDA FOR POLITICAL PURPOSES

- a. Increasing Pressure/Involvement from Special Interest Group**
- b. Personal Visibility for Political Gain**
- c. Formal/Informal Political Group Advising/Demanding Actions by Mayor and Board of Trustees**
- d. Making Community Issues Political**
- e. Changing Approach to Tradition Campaigning**
- f. Use of Political Power for Personal Gain and Benefit**

2. ANTI-GOVERNMENT 5%

- a. Personal Attacks and Accusations**
- b. Opposition to Public – Private Partnership**
- c. False Financial Information**
- d. Charges of “Illegal” Actions and Activities**
- e. Call for Transparency**
- f. Distrust Government, including Elected and Appointed Officials**
- g. Reality: Never Will Support Government**

3. DECISIONS TO MAKE PEOPLE “HAPPY”

- a. Loss of Data Driven Decision Making**
- b. Residents Start with Methods/Solutions and Not Outcomes**
- c. Rejecting Village Staff Expertise and Report**
- d. Resident Happiness Does Not Solve the Problem**
- e. Everyone is an Expert on Municipal Government**
- f. Waivers of Village Policies and Processes**

4. INCREASING COSTS OF GOVERNMENT

- a. Cost of Employee Salaries and Benefits**
- b. Individual Union Demands for Salary Increases over Community Benefits**
- c. Cost of Equipment**
- d. Cost of Supplies and Materials**
- e. Increasing Cost of Borrowing with Higher Interest Rates**
- f. Higher Bids on Contracts**
- g. Funding for Response to Regulatory Mandates and Decrees**
- h. Taking over Responsibility of Other Governments – Highway Maintenance**

5. HOW TO PAY FOR MUNICIPAL SERVICE

- a. Pressures to Reduce Tax Rate – No Tax Environment**
- b. Revenue Restrictions by State Government**
- c. Unwillingness to Increase Taxes and Fees**
- d. Limited Additional Capacity within the Village Organization**
- e. Decreasing Outside Funding Sources**
- f. Growing Service Demands**

6. DIFFICULTY IN FINDING THE NEXT GENERATION OF PUBLIC EMPLOYEES AND MANAGERS

- a. Upcoming Retirements: Managers and Employees**
- b. Less Interest in and Commitment to Public Service**
- c. Retaining Quality Employees**
- d. Expectations of Millennial Workforce: Work to Live**
- e. Fewer Applications for Village Jobs**
- f. Lack of Educational Programs on Civics and Local Government**

7. FAILING OR DETERIORATING VILLAGE INFRASTRUCTURE

- a. Deferred Village Facilities and Infrastructure**
- b. Competition for Contractors**
- c. Private Developments Looking for Villages to Increase Contributions**
- d. Higher Bids on Projects**
- e. Impacts of Tariff**
- f. Private Contractors at Capacity**

8. VILLAGE MISSION CREEP

- a. Residents Turning to the Village to Address Community Problems**
- b. Pressures to Take Over Responsibilities from County Government**
- c. Responding to the Communities Need for Human and Social Service”**
- d. Forgetting Core Mission – Municipal Service Responsibilities**
- e. Partnering with Community Organizations and Institutions**
- f. Responding to Mental Health Issues Plus Demands for Services and Programs**

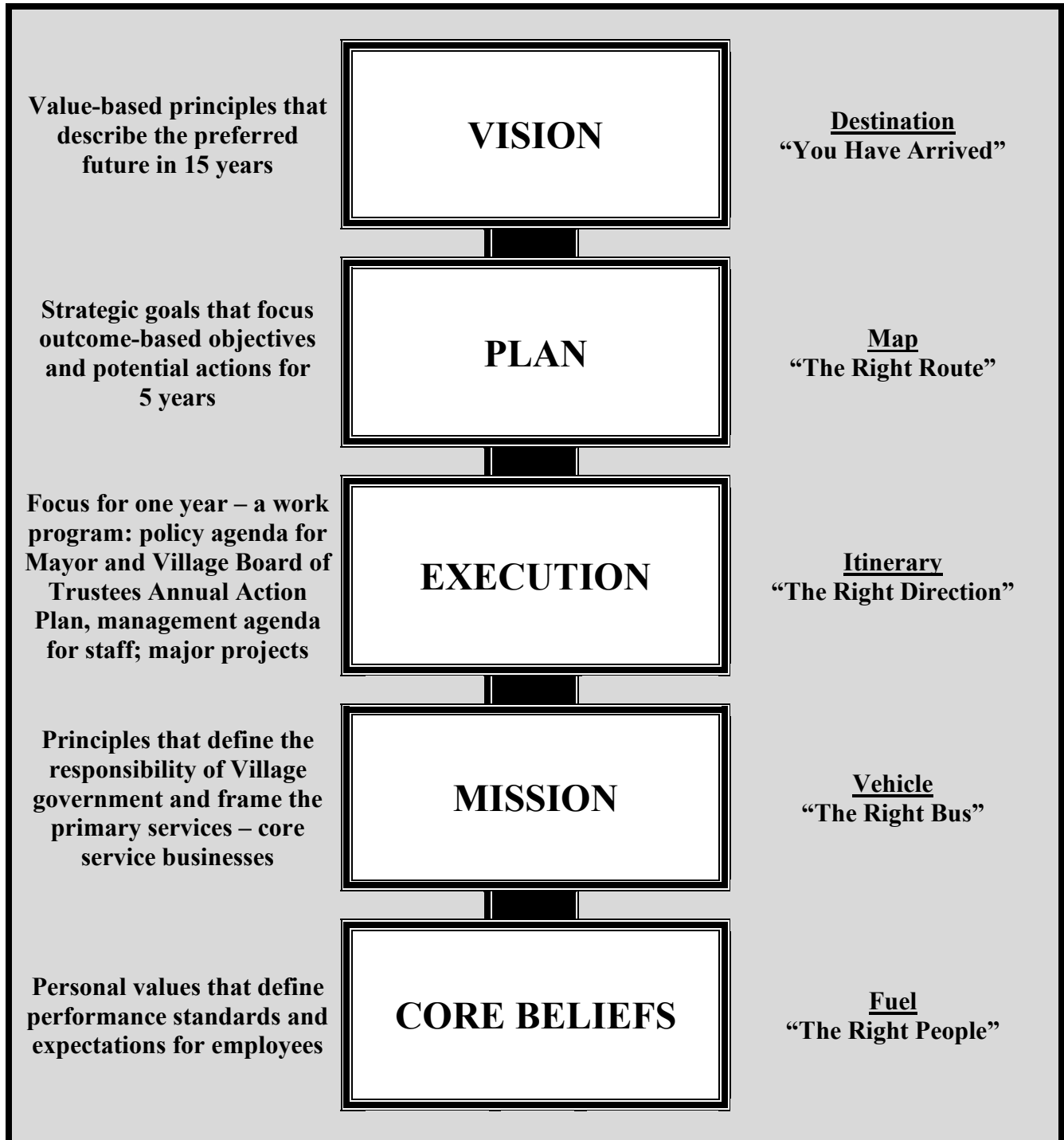
9. FALSE FACTS AND INTENTIONAL MISINFORMATION

- a. Some People “Lie”**
- b. Making Up “Facts” to Support Point of View**
- c. Village’s Reluctance to Respond or Correct**
- d. Misinformation Stands, Spreads and Expansion**
- e. Impacts on Social Media**
- f. Questioning Village Professional**
- g. Denial and Rejection of Science and Data**

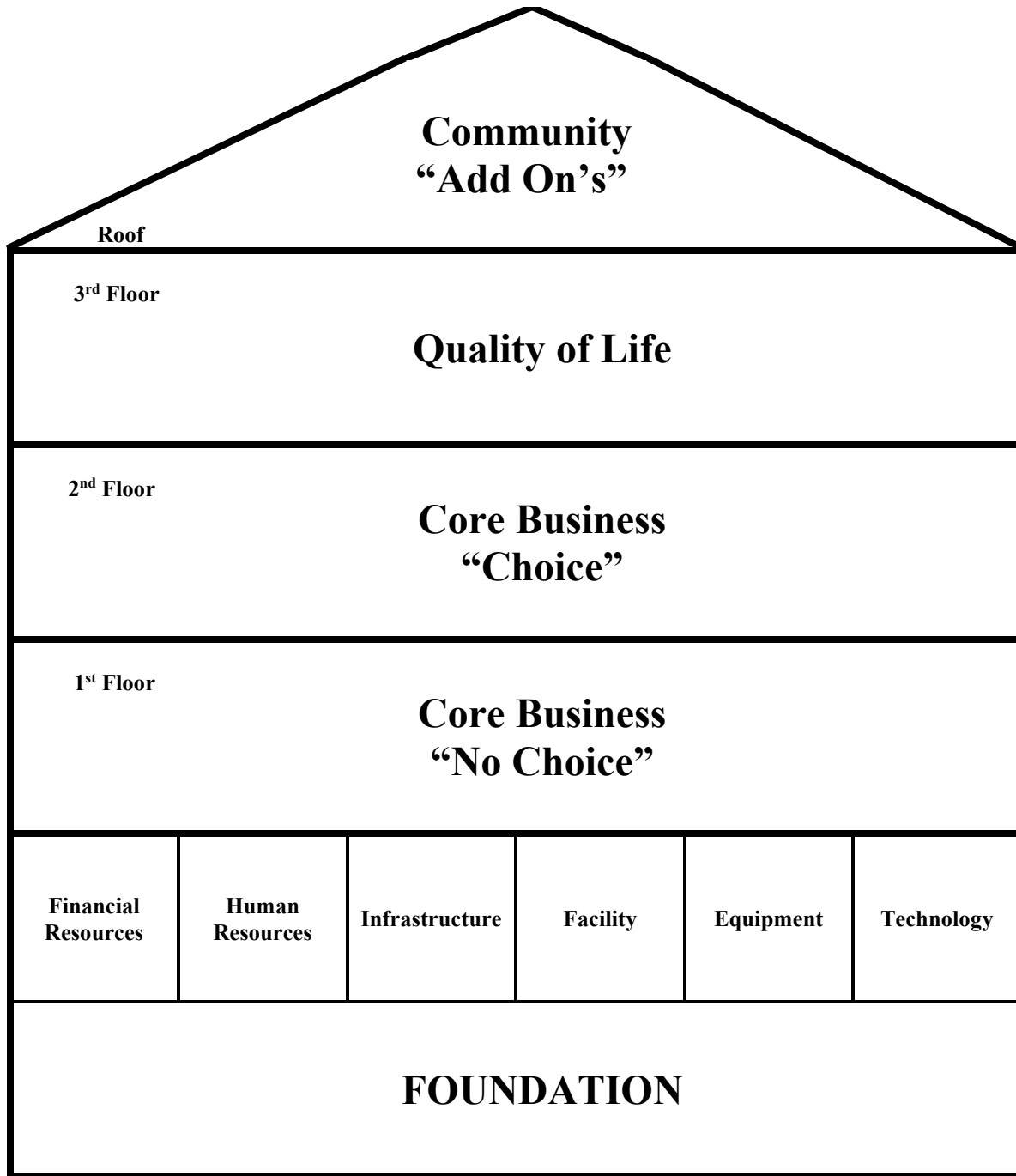
SECTION 2

STRATEGIC PLANNING MODEL FOR THE VILLAGE OF MOUNT PROSPECT

STRATEGIC PLANNING MODEL



Village: Service Responsibilities



Village Service Hierarchy House Model

FOUNDATION

"INVISIBLE" FROM VIEW, BUT NECESSARY FOR THE DELIVERY OF VILLAGE SERVICES

1st FLOOR - NO CHOICE

SERVICES REQUIRED BY STATE OR FEDERAL LAWS; IF NO COMPLIANCE, PEOPLE GO JAIL, FINES ARE LEVIED

2nd FLOOR - CHOICE FOR DAILY LIFE

SERVICES NECESSARY FOR LIVING IS A MODERN COMMUNITY

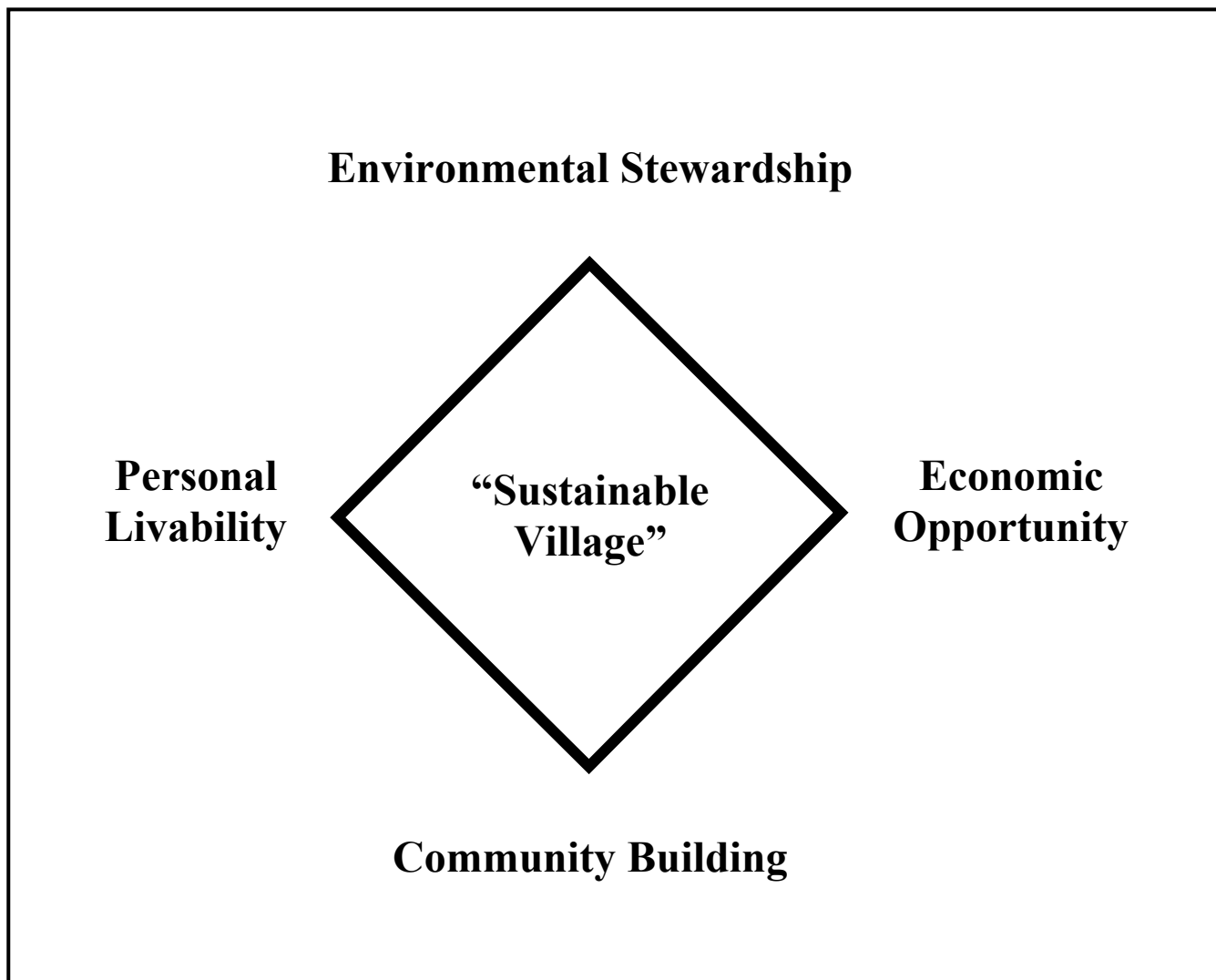
3rd FLOOR - QUALITY OF LIVING

SERVICES THAT MAKE THE COMMUNITY A DESIRABLE PLACE TO LIVE AND DISTINGUISH IT FROM OTHERS

ROOF - COMMUNITY ADD ON

SERVICES THAT ADD FURTHER VALUE TO THE RESIDENTS' LIVES

Sustainable Community



A Sustainable Community is a Balance of Four Components

Personal Livability

- Feeling safe
- Quality schools and educational programs for lifelong learning
- Quality medical services and personal wellness opportunities
- Neighborhoods with a ranges of housing opportunities
- Easy mobility within the Village and to/from outside
- Reliable utility services: water, sewer, telecommunications
- Timely response to an emergency call for service

Environmental Stewardship

- Preservation of the Village's natural resources
- Conservation of water
- Effective stormwater management system
- Recycling for residents and businesses
- Reducing the Village's and community's carbon footprint
- Use of alternative energy sources

Economic Opportunities

- Creating a positive environment that supports private investments and entrepreneurship
- Retaining and growing current businesses
- Workforce trained for 21st century jobs
- Opportunities for higher education and job training
- Developing public-private relationships with a return on the investment
- Attracting businesses targeted for the community

Community Building

- Partnering with community-based organizations
- Strong community events with active participation that bring neighbors together
- Community gathering places where residents go to enjoy
- Residents positively engaged in the Village's governance processes
- Proactive communications about the Village and the community
- Residents volunteering and contributing to the community
- Celebrating the community's history and heritage

SECTION 3

LOOKING TO MOUNT PROSPECT'S FUTURE

Mount Prospect Success in 2028

MAYOR PAUL HOEFERT

- 1. Southside Development**
- 2. Block 56 Redevelopment**
- 3. Community Connection Center - North**

TRUSTEE COLLEEN SACCOTELLI

- 1. Southside Development**
- 2. Becoming a Destination for Our Residents and Others in the Region**
- 3. Financial Strength: “AAA” Bond Rating**

TRUSTEE JOHN MATUSZAK

- 1. Street Lighting – Fewer Dark Areas**
- 2. Annexation River Road Area**
- 3. Economic Development: Continued Progress**

TRUSTEE VINCE DANTE

- 1. Public Safety**
- 2. Social Services Responsive to Our Community Needs**
- 3. Upgraded Village Infrastructure**

TRUSTEE AUGIE FILIPPONE

- 1. Village Prepared for the Impacts of Bears Stadium**
- 2. Southside Development**
- 3. Collaboration with Other Governments – Federal, State and Local**

TRUSTEE TERRI GENS

- 1. Community Resiliency**
- 2. Southside/Randhurst Village Development**
- 3. Branding: “Family-Friendly Community”**

TRUSTEE BILL GROSSI

- v
- 1. Southside Development**
 - 2. Public Safety**
 - 3. Downtown/Randhurst Village Development**

VILLAGE MANAGER MIKE CASSADY

- 1. Cloud HQ Development**
- 2. Southside Turf Field**
- 3. Fire Station 12/Community Connection Center**

ASSISTANT VILLAGE MANAGER NELLIE BECKNER

- 1. Bike Path Connectivity**
- 2. Cloud HQ**
- 3. Bears Stadium Adding Value to Our Community**

My Actions Ideas for 2023 – 2024 Village of Mount Prospect

MAYOR PAUL HOEFERT

- 1. No Village Sticker**
- 2. Zero Property Tax Levy Increase**
- 3. Actions to Make Our Community Safe**

TRUSTEE COLLEEN SACCOTELLI

- 1. Sustainability Plan Implemented through a Sustainability Commission**
- 2. Active Marketing Program Promoting Mount Prospect Brand**
- 3. Melas-Meadows Pedestrian Bridge – Phase 2**

TRUSTEE JOHN MATUSZAK

- 1. Safe Community – Police and Community Working Together**
- 2. Ethics Ordinance: Adoption**
- 3. Sustainability Plan Implemented: Pollinators and Chickens**

TRUSTEE VINCE DANTE

- 1. Downtown Development Focusing on Small Business**
- 2. Randhurst Village Thinking Big – Music Venue/Amphitheater**
- 3. Street Lighting**

TRUSTEE AUGIE FILIPPONE

- 1. Pension Police and Fire**
- 2. Less Emotional Decision-Making**
- 3. Renewed Collaboration with District 57**

TRUSTEE TERRI GENS

- 1. Sustainability Director Hired**
- 2. Downtown/Randhurst Village/Southside Development**
- 3. Building Community Resiliency**

TRUSTEE BILL GROSSI

- 1. Ethics Ordinance: Adoption**
- 2. Public Safety : More Staffing and Better Fire Response Times**
- 3. Reduce Village Spending and Control Costs**

VILLAGE MANAGER MIKE CASSADY

- 1. Downtown Development: More Entertainment Businesses Open**
- 2. Fire/EMS Shared Services**
- 3. Proactive Village Marketing Program**

ASSISTANT VILLAGE MANAGER NELLIE BECKNER

- 1. Proactive Village Marketing Program**
- 2. Special Events Policy: Adoption**

Messages from Our Community

Village of Mount Prospect

1. Positive Feedback and Excitement about Mount Prospect Downtown – Becoming a Community Destination
2. Slow Business Recovery from the Pandemic
3. Growing Concern about Crime in Mount Prospect – Shootings, Car Break-Ins , Gang Activities
4. High Level of Satisfaction with Village Services and Response
5. Desire Lower Tax Rate
6. Concern about the Power Grid
7. Difficulty in Crossing the Tracks – North-South Particularly in Downtown
8. Lack of Downtown Parking – More Convenient and Easier Access to Downtown Businesses
9. Need for Entertainment Options within Mount Prospect
10. Village Slow Response Time – Particularly Fire Response Southside
11. Village Manager – anti-Chamber of Commerce and anti-Business; Desires Financial Accountability
12. Too Much Emphasis on DEI and Less Emphasis on Basic Core Village Services
13. Seniors Needing IT Assistance and Support

Strengths – Weaknesses Threats – Opportunities Village of Mount Prospect

»» Strengths

1. Mount Prospect Downtown
2. Village Services Responsive to our Mount Prospect Community
3. Mayor and Trustee Teamwork and Leadership
4. Communications with our Residents – Well-Informed
5. Village Management Team
6. Financial Condition of Village Government
7. Top-Quality Police and Fire Services
8. Top-Quality Human Services
9. Variety of Parks and Playground Venues
10. Protection of Neighborhoods
11. Great Schools with Variety of Educational Programs
12. Affordable, Quality Housing Stock
13. Location with Convenient Access to O'Hare Airport and Chicago
14. Attractive Community – Streetscapes and Landscaping

»» **Areas for Improvement**

1. Increasing Criminal Activities
2. Development of South Mount Prospect
3. Improving our Bond Rating to “AAA”
4. Chase Building Redevelopment
5. Lack of Closure on Elk Grove Rural Fire Protection
6. Enhancing Communications with our Residents
7. Traffic Volume and Growing Congestion
8. Randhurst – Creating a Community asset
9. Village Relations with our Business Community
10. Back to Core Basic Village Services
11. Reduce Duplication of Services
12. Concerns about Pension Funding
13. Future Water Supply
14. Preparation for Major Storm Events
15. Increasing Cost of Village Government Operations and Service Delivery

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

1. Randhurst Commercial Center
2. Climate Changes and the Impact on our Community and Village Government
3. Lack of Retail Businesses
4. Crimes
5. Uncertain Global and National Economy – Inflation and Interest Rates
6. NIMBY Attitude and Resistance to Change
7. Actions by the State of Illinois
8. Losing Sight of Basic Core Village Services – Lack of Fiscal Responsibility and Concern for ROI

»» **Opportunities for Mount Prospect's Future**

1. Downtown Retail Development
2. Attracting Entertainment and Experienced-based Businesses
3. Following through on Sustainability through Village Actions
4. Following through on DEI – More Diverse and Less Racism
5. South Mount Prospect Development
6. Downtown Entertainment and Experience-based Businesses
7. Bear Stadium Development
8. Core Services – Fiscal Responsibility

Actions for 2023 – 2024

Mayor and Village Council Interviews

Village of Mount Prospect

1. Elk Grove Fire Protection District: Final Resolution
2. Randhurst Upgrade: Village Role, Vision and Working with Owners
3. South Mount Prospect TIF: Next Steps
4. Cloud HQ: Completion
5. Downtown Retail Development: Direction and Village Actions
6. Downtown Entertainment Businesses Attraction: Direction and Village Action
7. Plan for New Bear's Stadium: Goals, Benefits for Mount Prospect, Direction and Action Plan
8. Major Intersection Projects: Completion
9. Community Survey: Options, Direction and Completion
10. DEI Strategy/Action Plan: Next Steps
11. Sustainability Action Plan Implementation: Next Steps
12. Crime Reduction Action Plan: Problem Analysis, Report with Findings and Options, Direction, Village Actions and Funding
13. Police Staffing Increase: Direction and Funding
14. Fire Staffing Increase: Direction and Funding
15. Website Upgrade: Direction, Funding and Implementation

16. Video Production Enhancements: Report with Options, Direction and Funding
17. “AAA” Bond Rating Strategy/Action: Goal, Report with Options, Direction and Village Actions
18. Street Lights Program – Reduced Darkness: Problems, Goals, Report with Options, Village Role, Direction, Funding and Village Actions
19. Downtown Public Art Project: Next Steps
20. Bridge across Rail Tracks: Goals, Report with Options, Funding Mechanism, Direction and Village Actions
21. Future Water Supply Policy/Strategy: Update, Direction and Village Actions
22. Ethic Ordinance: Best Practices, Direction and Adoption
23. Downtown Parking: Evaluation Report, Direction and Village Actions
24. Trustee Compensation: Market Analysis, Report with Options, Direction and Funding
25. Urban Chicken Policy: Report with Options and Direction
26. Urban Beekeeping Policy: Report with Options and Direction
27. Partnership with Garden Clubs: Goals, Village Role, Direction and Village Actions
28. Pensions: Update Report and Direction
29. Energy Use Reduction Plan: Goals, Best Practices, Report with Options, Direction, Village Actions and Funding
30. e-Vehicles Preparation: Best Practices, Report with Options, Direction and Village Actions
 - a. Village Government
 - b. Community
31. Community Public Art Program: Direction and Village Actions
32. Village Marketing Program Expansion – Family-Friendly Community: Report with Options, Direction and Funding
33. Food Trucks Policy/Plan: Goals, Best Practices, Report with Options, Direction and Village Actions

34. Relationship with Chamber of Commerce Strategy: Goals, Village Role, Village Expectations, Key Issues, Direction and Village Actions
35. Village Revenue Generation Plan: Goals, Report with Options, Direction and Village Actions
36. Mental Health Policy/Strategy: Update Report, New Initiatives, Direction, Village Role, Funding and Village Actions
37. Train Station Relocation: Update and Direction
38. Public Transportation North-South: Goals, Report with Options, Direction and Village Actions
39. Building Relations with Business Community: Goals, Key Issues/Problems, Direction and Village Actions
40. Sports Niche Marketing: Goals, Direction and Village Actions
41. Neighborhood Flooding Strategy/Program: Problem Analysis, Best Practices, Report with Findings and Options, Village Role, Direction and Funding Mechanism
42. Civic Academy: Next Year
43. Slow Village Response Time: Problem Analysis, Report with Findings and Options, Direction and Village Actions
44. Food Hall: Concept Definition, Best Practices, Report with Options, Village Role, Direction and Village Actions
45. Community Engagement Action Plan: Goals, Best Practices, Direction and Village Actions
46. Honoring Mount Prospect's History: Goals, Report with Options, Direction, Funding and Village Action
47. Weber Statue: Direction, Location, Funding and Village Actions
48. Monarch Butterfly Festival: Goals, Report with Options, Direction, Partners and Village Actions
49. Bike Route Enhancements: Best Practices, Report with Options, Direction and Funding
50. Native Garden Development: Concept, Direction and Village Actions

51. Senior Transportation Program: Goals, Best Practices, Report with Options, Village Role, Direction and Funding Mechanism
52. Mobility on Demand: Goals, Best Practices, Report with Options, Village Role, Direction and Funding Mechanism
53. Hobby Lobby Reuse: Discussion with Owner, Direction and Village Actions
54. Randhurst Parking Lot Redesign: Work with Owner, Report with Options, Direction and Village Actions
55. Cannabis Revenues: Analysis, Report with Findings and Direction
56. Annexations: Update Report and Next Steps
57. Community Events: Comprehensive Evaluation Report – ROI, Goals, Direction and Village Actions
58. Fountain at the Park: Next Steps
59. Recycling Enhanced Marketing: Direction and Funding
60. Gang Activity Reduction Plan: Problem Analysis, Best Practices, Report with Options, Direction and Village Actions
61. Old Chase Building Redevelopment: Update, Direction and Village Actions
62. Residential Property Maintenance Program/Code Compliance: Analysis Issues/Problems, Report with Findings and Options, Direction and Village Actions
63. Prospect Avenue Development: Next Steps
64. Fairview Gardens Capital Projects
65. Neighborhood Watch Program Expansion: Update and Direction
66. Community Trust in Police: Goals, Direction and Village Actions
67. Backyard Flooding: Problem Analysis, Report with Options, Village Role, Homeowner Responsibility, Direction and Village Actions
68. Major Storm Community Notification: Evaluation, Best Practices, Report with Options, Direction and Funding

69. Traffic Signal Synchronization: Evaluation, Direction and Village Actions
70. Railroad Underpass: Concept, Evaluation, Costs, Funding Mechanism and Village Role
71. Amphitheater at Randhurst for Live Performances: Concept, Discussion with Property Owners, Direction and Village Actions
72. Financial Policies/Fund Balance Policy: Review, Refinement and Direction
73. Service Duplication Reduction Strategy/Action Plan: Goals, Legal Responsibilities, Community Needs, Report with Findings and Options, Direction and Village Actions
74. Wells Shut-Off: Report and Direction
75. Major Storm Event Preparation: Review and Action Plan
76. Southside Infrastructure Plan/Projects: Review, Project Priority, Funding Mechanism and Direction (including Streets, Sidewalks, etc.)
77. Water for Subdivision: Report with Options, Direction and Village Actions
78. Senior Technology Assistance: Goals, Options, Direction and Village Actions
79. Social Services: Community Needs, Village Responsibilities/Township Responsibilities/County Responsibilities, Direction and Village Actions
80. Food Banks: Evaluation and Direction
81. Public Works Workforce Diversity Action Plan: Goals, Direction and Village Actions
82. Budget and Service Priorities: Comprehensive Service Inventory, Service Priority, Service Level and Funding Mechanism
83. Rand-Central-Prospect Project: Completion
84. Major Budget Reduction Plan [10%,15%,20%]: Development and Direction
85. Debt Policy: Review and Direction
86. Village Litigation: Review, Direction and Village Actions
87. Proposed Bears Stadium Development Strategy/Action Plan: Analysis of Potential Impacts, Report with Findings and Recommendations, Direction and Village Actions

88. Flood Control Pilot Project: Development, Direction, Funding and Village Actions
89. Small Business Assistance Program Enhancements: Report with Options, Direction and Village Actions
90. Charging Port Wiring for New Construction: Report with Options and Direction
91. Annexations along River Road: Direction and Village Actions

Looking to Mount Prospect's Future Departmental View

MAJOR CHALLENGES

Mount Prospect, IL

May 2023

DEPARTMENT: **Community Development – Building and Inspection Services Division**

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

- Continuing to meet the inspection schedule demands while adjusting to personnel changes.
- Keeping development momentum in the challenging construction and lending environments on a national/global level.
- General distrust of local government.
- Village oversight and guidance in private projects due to inexperienced or marginally competent contractors.
- Property maintenance issues versus the ever-increasing rise in utility costs and construction material and labor cost increases.
- Enforcement of our prohibition on short term rentals (VRBO or AirB&B) with the pending stadium development in neighboring Arlington Heights.
- Enforcement of crime free housing ordinance with increasing number of lawsuits nationwide against these types of policies, and state/county policies that weaken local ability to enforce.
- Projects being delayed due to other government entities (IDOT, MWRD, etc.)
- Potential retirements and the loss of institutional knowledge within the department.
- State mandated energy codes and their impact on construction costs and methods.
- Aging rental properties and their lack of ability to fund major upgrades (balconies, parking lots, etc.)

- Village's role in failing condominium/townhome associations & boards, along with absentee landlords.
- Security at long vacant properties at 200 E. Rand Road (former hotel) and 111 E. Busse (former Chase Bank) that have failed to be redeveloped.
- Neighbor v. neighbor disputes/disagreements. Dispute/disagreement resolution between community members.

**MANAGEMENT IN PROGRESS 2023 – 2023
PROJECTS AND ISSUES
Mount Prospect, IL
May 2023**

DEPARTMENT: **Community Development – Building and Inspection
Services Division**

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

- 1 Training and continuing education to meet certification requirements for inspectors.
- 2 Continued construction of major projects: MSL Building D, HQ Residences, Cloud HQ, Prospect Place, Dunkin Donuts, Car washes.
- 3 Fairview Gardens overhead sewer and restoration program/long term warranty maintenance.
- 4 Major upgrades and maintenance at large rental properties throughout the Village (parking lots, balconies, etc.)
- 5 Department assists in hoarding and unfit living condition cases.

**INITIATIVES 2023 – 2023:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2023**

DEPARTMENT: Community Development – Building and Inspection Services Division

Please list issues or projects that you would like for the Village to address this 2023 – 2023.

- 1 Anticipation of updated state energy code, its effect on construction projects, and staff's training and knowledge to enforce.
- 2 Updating Crime Free Housing Ordinance to avoid trends in lawsuits and better describe the purpose of the program.

MAJOR CHALLENGES

Mount Prospect, IL

May 2023

DEPARTMENT: Community Development – Economic Development & Planning

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

- Aging population
- Upward pressure on housing prices due to nationwide housing shortages
- Balancing increased density with commensurate investments in transportation infrastructure
- Facilitating transition to green energy for residential and commercial uses while the technology is in nascent stages
- Adapting to new dining and entertainment concepts (food trucks, amusement + alcohol concepts, al fresco dining)
- Supporting local retail in competition with large online retail (Amazon)
- Annexation of unincorporated areas and infrastructure upgrades in south Mount Prospect
- Coordination of addressing and PINs internally and with Cook County, USPS, NW Dispatch
- Encouraging private investment with rising interest rates and unfavorable tax structure of Cook County and the State of Illinois.
- Absentee landlords
- Office vacancies/return to work in the office

**MANAGEMENT IN PROGRESS 2023 – 2023
PROJECTS AND ISSUES
Mount Prospect, IL
May 2023**

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

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

- 1 MPEI / Economic Development site updates and implementation
- 2 Design and procurement for Connections Field (soccer pitch at Euclid Elementary)
- 3 Working with Mount Prospect Park District on potential CDBG projects for Program Year 2023
- 4 Aging in Community Initiative: Work Group formation and Action Plan Implementation
- 5 Affirmatively Furthering Fair Housing: HUD rule change and completion of Assessment of Fair Housing to stay in compliance

**INITIATIVES 2023 – 2023:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2023**

DEPARTMENT: Community Development – Economic Development
& Planning

Please list issues or projects that you would like for the Village to address this 2023 – 2023.

- 1 Implementation of South Mount Prospect Plan
- 2 Redevelopment of 111 E Busse
- 3 Cloud HQ construction completion
- 4 HQ Residences construction and occupancy
- 5 Prospect Place construction and occupancy
- 6 20 West restaurant tenant
- 7 Randhurst Village: Leasing and Redevelopment Plan
- 8 Kohl's Center: Revitalization and Leasing Plan
- 9 Busse Auto parking lot redevelopment
- 10 105 S. Main Redevelopment (former Sakura site)
- 11 200 E. Rand Rd re-tenanting

MAJOR CHALLENGES

Mount Prospect, IL

May 2023

DEPARTMENT: Finance

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

- Liability and Workers Comp Claims
- Cyber Security
- Aging ERP and Other Software
- Adopting new GASB Standards
- Record Retention
- Workplace Safety across all departments and worksites
- Competitive Job Market Providing Hybrid Work Schedule
- Possible Recession and Uncertainty
- Legislative Challenges with Sales Tax
- Keeping up with Changing Technologies of Accounts Payable and Accounts Receivable Processes
- Inflation and Supply Chain Issues
- Revenue Diversification
- Stable Street Construction Funding
- Elk Grove Rural Fire Protection District-Closure
- Higher Pension Costs and Funding
- Community Investment Plan Funding

**MANAGEMENT IN PROGRESS 2023 – 2023
PROJECTS AND ISSUES
Mount Prospect, IL
May 2023**

DEPARTMENT: Finance

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

- 1 Vehicle Sticker and Street Construction Funding
- 2 Fund Balance Policy Revisions
- 3 Internal Long Term Contingency Planning
- 4 Online Real Estate Transfer Tax Stamps
- 5 Implementation of GASB 87 “Leases” and GASB 96 “Subscription-Based Information Technology Arrangements”
- 6 Record Retention, Filing System and Office Reconfiguration
- 7 Cyber Security Maintenance and Ongoing Training
- 8 Procurement Policy Updates
- 9 Long Term CIP Funding
- 10 Banking Relationships, review fees and interest rates and level of quality services with reduced errors
- 11 New Economic Emergency Fund

**INITIATIVES 2023 – 2023:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2023**

DEPARTMENT: Finance

Please list issues or projects that you would like for the Village to address this 2023 – 2023.

- 1 AP Automation, vendors will have the ability to sign up with what kind of payment option they prefer, check, credit card, ACH.
- 2 Flex Work Schedule
- 3 Escrow Management Software
- 4 Sales Tax Reallocation
- 5 New World Mobile Application
- 6 CityBase Contract Renewal

MAJOR CHALLENGES

Mount Prospect, IL

May 2023

DEPARTMENT: **Fire**

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

- IGA with Elk Grove Rural, Elk Grove Village and City of Des Plaines
- Mental Health Response
- Realignment of Districts/Reconfigure Response Atoms
- Recruitment and Hiring
- Impact of Increased Residential Development
- OSFM Recertification Training- NIMS/professional standards training and certifications
- Aging Population Needs and Response
- Potential Tollway Response
- Preparing for high-risk, low-frequency events (Active Shooter, Tank Farm)
- Station 12 renovation
- Potential items from the collective bargaining agreement negotiation progress
- Hiring an additional three (3) Firefighters/Paramedics to fully staff Tower Ladder Truck
- Generational Shift in the Fire Service Culture: Work & Life Balance, Communication, fewer tradespeople entering fire service
- Community Risk Reduction Plan

- Manufactured Home Response
- Lithium-Ion battery fires- training, response and public education

**MANAGEMENT IN PROGRESS 2023 – 2023
PROJECTS AND ISSUES
Mount Prospect, IL
May 2023**

DEPARTMENT: Fire

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

- 1 Intergovernmental Agreement with the Elk Grove Rural Fire Protection District
- 2 Recruitment/Diversity in Hiring
- 4 Pre-Plans: Identifying emergency response challenges of all commercial and multi-family structures
- 5 South Mount Prospect Redevelopment potentially increasing demand for service
- 6 Department Policies Conversion to Lexipol
- 7 Electronic Knox Box Program
- 8 Redistricting Fire Atoms
- 9 Implementing Emergency Management App for the community
- 10 Joint Rescue Task Force Training and Equipment
- 11 Facilitating planning a full-scale Emergency Operation Center drill in 2023
- 12 Foam Response Vehicle Replacement

**INITIATIVES 2023 – 2023:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2023**

DEPARTMENT: Fire

Please list issues or projects that you would like for the Village to address this 2023 – 2023.

- 1 Intergovernmental Agreement with the Elk Grove Rural Fire Protection District
- 2 Report on Fire and EMS response time improvements
- 3 Install Fire Hydrants for Oakton Corridor
- 4 Station 12 Renovation

MAJOR CHALLENGES

Mount Prospect, IL

May 2023

DEPARTMENT: Human Services

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

- Staffing transitions – retirements, resignations and promotion
- Increased complex mental health cases
- Affordable housing for working poor, low-income seniors and persons with disabilities.
- Aging demographics will shift needs of residents in the community.
- Limited mental health resources for Medicaid and uninsured, shortage of psychiatrists.
- Legal limits within mental health laws for addressing mental health cases with a propensity for violence.
- Communicating with and providing services to our diverse population.
- Public health issues and their effects on the well-being of the community.
- Challenges with homeless in community due to lack of shelters post-covid.
- Caregiving challenges which result in increased calls to HS, PD and FD.
- Meeting demands of residents facing food insecurity as numbers using the food pantry continue to increase.
- Undocumented residents living in community with needs for services that are unavailable to them (i.e., mental health, medical and disabilities services.)

**MANAGEMENT IN PROGRESS 2023 – 2024
PROJECTS AND ISSUES
Mount Prospect, IL
May 2023**

DEPARTMENT: Human Services

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

- 1 Post Incident Plan- Shelter/Reunification
- 2 Behavioral Health Subsidy Program
- 3 Fill Senior Activities Coordinator
- 4 Development and facilitation of Women's Group at the CCC
- 5 Additional family programming at the Center
- 6 Aging in Community- form working groups and begin work on action plan
- 7 Expansion of senior activities
- 8 Celebration of Cultures Community Event
- 9 Food Pantry Health Initiative
- 10 Alzheimer's Foundation of America National Memory Screening Program

**INITIATIVES 2023 – 2023:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2023**

DEPARTMENT: Human Services

Please list issues or projects that you would like for the Village to address this 2023 – 2023.

- 1 Increase social media engagement on Facebook
- 2 Financial Wellness workshop incorporated into the Emergency Assistance program
- 3 Development of HS orientation for new police officers
- 4 Public Health Nurse CPR Instructor certification in order to provide classes for employees and residents
- 5 Police Officer wellness presentations provided by police social workers in conjunction with the peer support program.
- 6 Create informational sheet for employees on AED use and a CLIA-required procedure manual.
- 7 Transportation study to assist in addressing barriers experienced by Mount Prospect residents, with a focus on seniors.
- 8 Host transportation resource fair.

MAJOR CHALLENGES

Mount Prospect, IL

May 2023

DEPARTMENT: Police

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

- Recruitment & retention
- Increase in transient and gang related crimes moving into the area
- Purchasing new vehicles is becoming increasingly more difficult
- Incorrect information being disseminated on social media
- Officer wellness and morale
- Complying with State of Illinois mandates
- Implementing and maintaining an ever-growing list of technologies (i.e., Computer Aided Dispatch (CAD), body worn cameras, electronic ticketing and crash reporting, etc.).
- Low public turnout to beat meetings

MANAGEMENT IN PROGRESS 2023 – 2023

PROJECTS AND ISSUES

Mount Prospect, IL

May 2023

DEPARTMENT: Police

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

- 1 Create a Police Explorer/Cadet Post
- 2 Installation of License Plate Reader cameras
- 3 Research a Search and Rescue K-9, which meets the needs of the Mount Prospect community
- 4 Implement mental health check in for all sworn officers in accordance with State mandate
- 5 Host a combined Active Shooter/Rescue Task Force training exercise with the fire department.
- 6 Conduct Local Ordinance Chapter 23 code review
- 7 Add an additional Detective to our Investigative Section
- 8 Implement and onboard a Special Response Team
- 9 Administer a Sergeants Promotional Exam
- 10 Implement DEI study recommendations by soliciting employee input on how the department can best support officers in their career development.
- 11 Purchase 30 replacement Conducted Energy Weapons (Tasers)
- 12 Continue to negotiate Patrol and Sergeant's Collective Bargaining Agreements
- 13 Onboard new Administrative Commander
- 14 Onboard new Patrol Sergeant
- 15 Onboard new Training Sergeant
- 16 Onboard new Police Records Supervisor

**INITIATIVES 2023 – 2023:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2023**

DEPARTMENT: Police

Please list issues or projects that you would like for the Village to address this 2023 – 2023.

- 1 Update the Police Department's BOFPC Rules and Regulations
- 2 New vehicle purchases, but limited supply from manufacturers
- 3 Conduct a lateral transfer hiring process
- 4 Conduct a new recruit testing process
- 5 Assign one (1) Sergeant to a Staff and Command course
- 6 Assign one (1) Command Staff member to a management / leadership course (PERF or Northwestern University)

MAJOR CHALLENGES

Mount Prospect, IL

May 2023

DEPARTMENT: Public Works

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

- Aging infrastructure.
- Dissemination of information / mass communication.
- Implementing diversity, equity and inclusion efforts as related to recruitment, succession planning.
- Diversity, equity and inclusion as a component of capital improvement planning.
- Inadequate source of revenue for parking fund.
- Inadequate source of revenue for capital improvements fund.
- Inadequate source of revenue for flood control construction fund.
- Inadequate source of revenue for street improvement construction fund.
- Increasing shared use of roadways between pedestrians and vehicles.
- Reduction in Lake Michigan water allocation / decreased water sales.
- Alternate water source as viable backup.
- Balancing act between increase desire for sustainable/green infrastructure and higher costs/available funding.
- Leadership development
- Adapting to innovation
- Sidewalks (looming ADA changes and trip/fall lawsuits).

- Lean staff / creeping scope of work.
- NPDES and CMOM compliance requirements.
- Budget (state legislature revenue grab).
- Increasing expectations from residents / Changing expectation to solve private issues / Meeting service expectations
- EPA decision on lead in water system / replace private service lines / budget implications
- Deficient infrastructure associated with annexations.
- Changing vehicle technology (electric vehicles, hydrogen, natural gas, etc) implications for budget, infrastructure and technician skillset.
- Dissemination of information / mass communication / Resident expectation for immediate information.
- Increasing public involvement in public works efforts
- Informing residents of fact versus fiction
- Training / employee development / succession plan.
- Reduction in availability of recycling markets
- Changing people's recycling habits. Empty, Clean and Dry. Emphasis on quality recycling
- Curbside leaf collection program (obsolescence of Ford 710s).

**MANAGEMENT IN PROGRESS 2023 – 2023
PROJECTS AND ISSUES
Mount Prospect, IL
May 2023**

DEPARTMENT: Public Works

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

- 1 Central Road Pedestrian Crossing Improvements Construction (Cathy)
- 2 Northwest Water Commission Water Interconnect Design/Construction
- 3 Public Works Window Replacement
- 4 Village Hall Window Replacement
- 5 HVAC Upgrade Village Hall
- 6 Fairview Gardens Flood Control Initiative (Footing Tile Disconnections)
- 7
- 8 Lincoln-We go Relief Station Rehabilitation
- 9 Maple-Berkshire Relief Station Rehabilitation
- 10 Central – Mt. Prospect – Rand Road Intersection Improvements
- 11 Public Works Fiber Connection

**INITIATIVES 2023 – 2023:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2023**

DEPARTMENT: Public Works

Please list issues or projects that you would like for the Village to address this 2023 – 2023.

- 1 Rand-Elmhurst-Kensington Road Intersection Improvements Phase III Construction
- 2 Oakton Water System Expansion
- 3 Street Improvement Program
- 4 Water Main Replacement
- 5 Sewer Main Rehabilitation
- 6 Kensington Business Center Detention Pond Improvements - Pond 2
- 7 Multi-use path Kensington Road at railroad tracks
- 8 Multi-use path Algonquin Road Phase II Engineering and ROW acquisition
- 9 Water Reservoir Number 4 Rehabilitation
- 10 Busse Road Reconstruction – Multi-use path and street lighting
- 11 Non-Curb Street Drainage Improvements 800-900 Block South Elm St
- 12 McDonald Creek Bank Stabilization Construction
- 13 Fire Station 12 Roof Replacement
- 14 Kensington Business Center Detention Pond Improvements - Pond 6

- 16 Weller Creek Bank Stabilization Engineering Assessment – East of Route 83
- 17 Residential Street Lighting Burning Bush Lane between Euclid Avenue and Camp McDonald Road
- 18 Construction Neighborhood Drainage Improvements
- 19 Decommission Pistol Range at Fire Station 12
- 20 Public Works Vehicle Replacements
- 21 Lead Service Line Replacement Program
- 22 Overhead Sewer Reimbursement Program
- 23 Streetlight LED Retrofits
- 24 Host Household Hazardous Waste Collection Event(s)
- 25 Melas/Meadows Pedestrian Bridge Phase II Engineering

MAJOR CHALLENGES

Mount Prospect, IL

May 2023

DEPARTMENT: Village Administration – Communications Division

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

- Being able to listen effectively to Social Media voices concerning the Village over many platforms and amongst many private Facebook groups.
- How to communicate with the greatest number of residents using the platforms available. The diverse population of Mount Prospect gets its information many different ways. How do we reach them all? How do we prioritize the platforms?
- Changing social media platforms and their rules toward governmental agencies.
- The desire of residents for more transparency and ease of access to information.
- 1st amendment issues on social media platforms.
- Adjusting social media content to keep up with current trends.
- Cross departmental sharing of information of daily operations and timely service updates for improved communication with stakeholders.
- Uncertainty around the impact from artificial intelligence on communications and media.

**MANAGEMENT IN PROGRESS 2023 – 2023
PROJECTS AND ISSUES
Mount Prospect, IL
May 2023**

DEPARTMENT: Village Administration – Communications Division

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

- 1 Completion of the installation of a Hearing Loop system for the Village Board Room.
- 2 Implement live closed captioning for meetings.
- 3 Changeover of TV Services editing platform from Avid Media Composer to Adobe Premier.
- 4 Creation of a Marketing Plan (a goal within the Village's Branding Plan).
- 5 Redesign of Village Newsletter.
- 6 Revival of Mount Prospect Entrepreneurs Initiative.
- 7 Revival of Experience Mount Prospect website and e-newsletter.
- 8 Redesign of Village e-newsletter and possible change of e-news software.
- 9 Implementation of Diversity, Equity and Inclusion in Village communications and social media.
- 10 Increased use of social media platforms.
- 11 Creation of detailed social media calendar that implements stock and seasonal content for the year.

**INITIATIVES 2023 – 2023:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2023**

DEPARTMENT: Village Administration – Communications Division

Please list issues or projects that you would like for the Village to address this 2023 – 2023.

- 1 Implement a Chat Bot service for the Village website.
- 2 Replace playback system for the Village's government access channel.
- 3 Replace field cameras for TV Services.
- 4 Continued implementation of Village's Branding Plan.
- 5 Creation of Mount Prospect Communicators Group with other taxing bodies.
- 6 Revival of departmental social media and communications group.
- 7 Creation and implementation of style guide for consistent grammar and formatting for Village to resident communications.
- 8 Creation of Mount Prospect Profiles, i.e. resident, business, employee stories.
- 9 Organize photo files on shared drives to improve efficiency of finding and using photos for new stories, webpages, social media posts, etc.
- 10 Implement Canva Pro (graphic design software) with users in different departments, under the direction of Communications, to provide a tool for departments to create more visually appealing content.
- 11 Website refresh & mobile site redesign.

MAJOR CHALLENGES

Mount Prospect, IL

May 2023

DEPARTMENT: Administration – Human Resources Division

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

- Attracting a diverse pool of qualified candidates
- Retaining top talent in a highly competitive job market
- Ensuring legal compliance in a rapidly changing environment
- Labor negotiations and competing interests paired with lack of communication within some bargaining units

**MANAGEMENT IN PROGRESS 2023 – 2023
PROJECTS AND ISSUES
Mount Prospect, IL
May 2023**

DEPARTMENT: Administration – Human Resources Division

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

- 1 Partnering with Police Chiefs and Village Admin to execute successor agreements with Patrol and Sergeants bargaining units
- 2 Transition from BenefitSolver to PlanSource Third Party Administrator benefit hub

**INITIATIVES 2023 – 2023:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2023**

DEPARTMENT: Administration – Human Resources Division

Please list issues or projects that you would like for the Village to address this 2023 – 2023.

- 1 Audit and collect new life insurance beneficiary forms for new carrier effective 01/01/2023
- 2 Retain new flexible spending account provider for 2024 benefit plan year
- 3 Review and recommend applicant tracking system for 2024 budget
- 4 Train HR Assistant
- 5 Develop a DEI transparency page on employee intranet and partner with Administration to support ongoing DEI efforts

MAJOR CHALLENGES
Mount Prospect, IL
May 2023

DEPARTMENT: Village Administration - Information Technology Division

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

- Cybersecurity/Ransomware
- Competitive Job Market
- Remote Work Environment

**MANAGEMENT IN PROGRESS 2023 – 2023
PROJECTS AND ISSUES
Mount Prospect, IL
May 2023**

DEPARTMENT: Village Administration – Information Technology Division

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

1 Office 365 – Office Applications Rollout

**INITIATIVES 2023 – 2023:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2023**

DEPARTMENT: Village Administration - Information Technology Division

Please list issues or projects that you would like for the Village to address this 2023 – 2023.

- 1 Emergency Operation Center/Public Works Door Access System
- 2 Community Connections Center Network Connection

MAJOR CHALLENGES

Mount Prospect, IL

May 2023

DEPARTMENT: Village Administration – Village Manager's Office

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

- Global events impacting the US financial sector and supply chains
- Economic uncertainty stemming from 40yr high record inflation during 2022
- Covid Impact on office viability and impact to public transportation to City.
- A stock market correction/recession and its impact on funding pensions
- Maintaining good employee morale and mental health
- Mental Health within the organization and community
- The role of local government experience scope creep & addressing larger societal issues
- Attracting and retaining top talent (also see other departmental worksheets for those most impacted)
- Cyber threats to the Village and any sector that if compromised could directly affect our operations or residents (e.g., the electric grid) – also noted in IT worksheets.
- State of Illinois – Proposed TIF legislations, Local Government Distributive Fund reductions, unfunded mandates, the State's financial position, and legislation that limits home-rule authority
- Increase division within the community related to political agendas
- Insolvency of Elk Grove Rural Fire Protection District (EGRFPD) - impact on fire service in the Village, on Village's financials, and mutual aid to remaining unincorporated areas

- Status of Chamber of Commerce post covid shutdown.
- How vacant retail and office spaces sectors will be reinvested with new uses
- IDOT continual bureaucracy and delays impacting major infrastructure and development projects
- Lack of shower facility at Village Hall for Inspectors working in contaminated environments.

**MANAGEMENT IN PROGRESS 2023 – 2023
PROJECTS AND ISSUES
Mount Prospect, IL
May 2023**

DEPARTMENT: Village Administration – Village Manager's Office

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

- 1 Diversity, Equity and Inclusion – Implementing next steps based upon the InQUEST report
- 2 Elk Grove Rural Fire Protection District IGA negotiation and implementation
- 3 Sustainability Plan: Create final published document and continue to implement actions to support goals
- 4 Facilitate downtown projects with the use of TIF incentives when necessary
- 4 Village Marketing and Promotion Plan
- 5 Community Events and Festival Enhancement: Review, Guidelines and Direction
- 6 Working with Caputo's to assist in opening their Downtown Mount Prospect location (American Rescue Plan funds for \$1,000 employee recruitment and retention incentive)
- 7 Community Survey incorporating DEI questions.
- 8 111 E. Busse Ave – Redevelopment with consideration, Busse Ave streetscape improvements and a fountain feature on-site
- 9 Patrol and Sergeants Collective Bargaining Agreements
- 10 VMO File Vault Digitization
- 11 Planning 2023 Community Events (Block Party, Celebration of Cultures, Fridays on the Green, etc.)

12 Randhurst Village leasing and redevelopment plan

13 2022 Village Organization Annual Report.

**INITIATIVES 2023 – 2023:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2023**

DEPARTMENT: Village Administration – Village Manager's Office

Please list issues or projects that you would like for the Village to address this 2023 – 2024.

- 1 South Mount Prospect TIF: Infrastructure Improvements, generate EAV
- 2 Kopp Park Improvements: Community Needs, Report with Options, Partnership with Park District, Direction and Village Actions
- 3 Prospect Avenue District – Alfresco Dining, fill vacancies, etc.
- 4 Lions Park Improvements: Support IGA with School District 57 and Park District for TIF/CDBG funding.
- 5 West Oakton Annexation: Direction and Village Actions
- 6 Escalate platform extension with Metra and Union Pacific
- 7 Prioritize next wave of Downtown Mount Prospect revitalization projects, including Prospect Ave mixed-use businesses, Busse Flowers redevelopment, and in-fill luxury townhomes.
- 8 Advance intergovernmental support for Meadows to Melas Bridge
- 9 Determine long term citizen participation in the Village Sustainability efforts.

SECTION 4

PLAN 2023 – 2028

Village of Mount Prospect Goals 2028

**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**

Village of Mount Prospect Goals 2028 Worksheet

	IMPORTANCE	
	Personal	Team
1. EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE		
2. ENHANCING MOUNT PROSPECT CHARM/CHARACTER: HONORING HISTORY, HERITAGE, AND DIVERSITY, EQUITY AND INCLUSION		
3. TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT		
4. FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL		
5. VIBRANT COMMUNITY DESTINATIONS: DOWNTOWN, RANDHURST VILLAGE, SOUTH MOUNT PROSPECT AND OTHER COMMERCIAL CORRIDORS		
6.		
7.		
8.		
9.		
10.		

GOAL 1	EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE
---------------	---

»» Objectives		PRIORITY
Objective 1	Maintain a solid fiscal position through active stewardship of Village finances and resources	7
Objective 2	Have state-of-the-art information technology system hardware and software, and protect the Village government from cyberattacks	6
Objective 3	Maintain a financially sound Police/Fire pension system	6
Objective 4	Deliver Village services in the most efficient and cost-effective manner and exploring ways to reduce the costs of service delivery	5
Objective 5	Enhance the Village Government bond rating	4
Objective 6	Hire/develop/retain a most qualified Village workforce dedicated to serving the community and provide market-driven, competitive compensation and benefits	3
Objective 7	Maintain a Village organization culture that is professional, creative and innovative, productive and accountable	2
Objective 8	Incorporate environmental sustainability concepts and practices into Village operations and service delivery	2
Objective 9	Sustain the Village government organization capacity through increased staffing level, restoring eliminated positions in the past budget reductions	0
Objective 10		

GOAL 1	EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE
---------------	---

»» Value to Residents	PRIORITY
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	
7.	
8.	
9.	
10.	

GOAL 1	EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE
---------------	---

»» Challenges and Opportunities		PRIORITY
S	1. Delivering Village services in the most cost-effective, efficient manner with high level of customer satisfaction	7
S	2. Inflation and supply chain issues resulting in increasing cost of projects and service delivery	5
S	3. Protecting the Village government from cyberattacks securing Village information and processes	4
S	4. Hiring and retaining a most qualified Village workforce dedicated to serving the Mount Prospect community	4
S	5. Diversifying Village revenue sources	4
S	6. Maintaining sound communications with residents and businesses in a changing communications environment	4
S	7. Higher interests rates and the impacts on future Village capital projects and daily operational costs	4
S	8. Funding for Public Safety pensions	4
L	9. Potential loss of state shared revenues from the State of Illinois	3
L	10. Determining how to communicate with and involve a more diverse population in Village government and governance	3

GOAL 1	EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE
---------------	---

»» Challenges and Opportunities		PRIORITY
L	11. Potential upcoming national and global recession	3
L	12. Communicating and reaching the varied population of Mount Prospect	3
L	13. Acute care facilities with increasing requests for Fire/EMS services	3
L	14. Payment delays and property tax assessment structure in Cook County	2
L	15. Retaining top talent in Village government	2
L	16. Keeping up with technological changes to improve customer service and business efficiency	2
L	17. Federal and state government mandates and regulatory requirements	1
L	18. Balancing fiscal conservatism with funding the service needs of the community	1
L	19. Impact of current anti-law enforcement sentiment and generational differences on police recruitment and retention	1
L	20. Potential changes in State of Illinois tax rules	1

GOAL 1	EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE
---------------	---

»» Challenges and Opportunities		PRIORITY
L	21. Expectations of new, younger workforce – work-life balance, terms of employment, flexible work scheduling, time-off, etc.	1
L	22. Difficulties in labor negotiations and the split between the union negotiators and the rank-and-file employees	1
L	23. Defining the core Village services and responsibilities	1
	24. Aging demographics and the need for additional Village services	0
	25. Increasing worker’s comp cases and the tendency to quickly “lawyer up”	0

GOAL 1 EFFECTIVE VILLAGE GOVERNMENT:
FINANCIALLY SOUND, EXCEPTIONAL SERVICE

»» Actions 2023 – 2024			PRIORITY
P	1. Elk Grove Rural Fire Protection District: Joint Meeting: Shared Services Agreement with Elk Grove Township and City of Des Plaines and Village of Elk Grove with Annual Report	2023 M/VB Mgmt	7
P	2. “AAA” Bond Rating Strategy/Action Plan: Goal, Report with Options, Direction and Village Actions	M/VB	6
P	3. Village Proactive Marketing Action Plan: Draft Prepared, Endorsement, Funding and Village Actions	2023 M/VB Mgmt	4
P	4. Elected Officials Ethics Ordinance: Best Practices, Direction and Adoption	M/VB	4
P	5. Village Revenue Generation Diversification Plan: Goals, Report with Options, Direction and Village Actions	M/VB	4
P	6. Government Service Duplication Reduction Strategy/Action Plan: Goals, Legal Responsibilities, Community Needs, Report with Findings and Options, Direction and Village Actions	M/VB	4
M	7. Community Survey: Options, Direction and Completion	M/VB	MGMT
M	8. Pensions Cost Funding and Levy: Report and Direction, Legislature Proposal	M/VB Mgmt	MGMT

GOAL 1	EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE
---------------	---

»» Actions 2023 – 2024			PRIORITY
M			MGMT
9.	Fire-EMS Response Time Report: Report with Findings and Options, Direction and Village Actions	M/VB	
10.	Debt Policy: Review and Direction	M/VB	3
11.	Village Government Sustainability Plan Implementation: Prioritization of Actions and Village Actions	2023 M/VB Mgmt	2
12.	Village Sticker Final Elimination: Direction	M/VB	2
13.	Village Attorney: Review and Direction	M/VB	2
14.	Website Upgrade: Direction, Funding and Implementation	M/VB	1
15.	Cannabis Revenues (\$80,000-90,000): Analysis, Report with Findings and Direction	M/VB	1
16.	Public Works Workforce Diversity Action Plan: Report, Goals, Direction and Village Actions	M/VB	1

GOAL 1	EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE
---------------	---

»» Actions 2023 – 2024			PRIORITY
17. Major Budget Reduction Plan [\$15 million = 10%, 15%, 20%]: Development and Direction	M/VB		1
18. Video Production Enhancements: Problems, Report with Options, Direction and Funding	M/VB		0
19. Mayor/Trustee Compensation: Update Market Analysis, Report with Options, Direction and Funding	M/VB		0
20. Emergency Preparedness and Response Plan: Elected Officials Training	2023 M/VB		MIP
21. Fire and EMS Response Improvements in South Mount Prospect: Update Report	2023		MIP
22.			
23.			
24.			

GOAL 1	EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE
---------------	---

»» Management in Progress 2023 – 2024			PRIORITY
1. Annual Strategic Plan: Update	2023 MIP		
2. Standards of Coverage Report: Completion	2023 MIP		
3. File Vault Digitalization	2023 MIP		
4. Village Website Refinement: Completion	2023 MIP		
5. Network Equipment at CCC Replacement	2023 MIP		
6. Labor Negotiations and Contract: Police Officers and Sergeants, and Preparation for Fire	2023 MIP		
7. Electric Vehicles Plan Final Report: Presentation	2023 MIP		
8. Online Real Estate Transfer Tax	2023 MIP		
9. Escrow Management Software	2023 MIP		
10. Inspectors Training and Continuing Education	BISD		

**GOAL 1 EFFECTIVE VILLAGE GOVERNMENT:
FINANCIALLY SOUND, EXCEPTIONAL SERVICE**

»» Management in Progress 2023 – 2024			PRIORITY
11. Online Real Estate Transfer Tax Stamps	Finance		
12. GASB 96 “Subscription-Based Information Technology Arrangements”: Implementation	Finance		
13. Record Retention, Filing System and Office Reconfiguration	Finance		
14. Banking Relationships, Review Fees and Interest Rates and Level of Quality Services with Reduced Errors	Finance		
15. New Economic Emergency Fund	Finance		
16. AP Automation, Vendors Will Have the Ability to Sign Up with What Kind of Payment Option They Prefer, Check, Credit Card, ACH	Finance		
17. Flex Work Schedule	Finance		
18. Escrow Management Software	Finance		
19. New World Mobile Application	Finance		
20. CityBase Contract Renewal	Finance		

GOAL 1	EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE
---------------	---

»» Management in Progress 2023 – 2024			Time
21. Pre-Plans: Identifying Emergency Response Challenges of All Commercial and Multi-Family Structures	Fire		
22. South Mount Prospect Redevelopment Potentially Increasing Demand for Service	Fire		
23. Department Policies Conversion to Lexipol	Fire		
24. Electronic Knox Box Program	Fire		
25. Emergency Management App for the Community: Implementation	Fire		
26. Full-Scale Emergency Operation Center Drill in 2023: Completion	Fire		
27. Foam Response Vehicle Replacement	Fire		
28. Village Newsletter: Redesign	Comm		
29. Mount Prospect Entrepreneurs Initiative: Revival	Comm		
30. Live Closed Captioning for Meetings: Implementation	Comm		

GOAL 1 EFFECTIVE VILLAGE GOVERNMENT:
FINANCIALLY SOUND, EXCEPTIONAL SERVICE

»» Management in Progress 2023 – 2024			Time
31. Experience Mount Prospect Website and e-Newsletter: Revival	Comm		
32. Village e-Newsletter: Redesign	Comm		
33. Use of Social Media Platforms Increase	Comm		
34. Detailed Social Media Calendar: Creation	Comm		
35. Village’s Government Access Channel Playback System Replacement: Completion	Comm		
36. Mount Prospect Communicators Group with Other Taxing Bodies: Creation	Comm		
37. Departmental Social Media and Communications Group: Revival	Comm		
38. Style Guide for Consistent Grammar and Formatting for Village to Resident Communications: Creation and Implementation	Comm		
39. Mount Prospect Profiles: Creation	Comm		
40. Photo Files Organization: Completion	Comm		

GOAL 1 EFFECTIVE VILLAGE GOVERNMENT:
FINANCIALLY SOUND, EXCEPTIONAL SERVICE

»» Management in Progress 2023 – 2024			Time
41. Canva Pro (graphic design software): Implementation	Comm		
42. Mobile Site Redesign: Completion	Comm		
43. Successor Agreements with Patrol and Sergeants Bargaining Units	HR		
44. BenefitSolver to PlanSource Third Party Administrator Benefit Hub Transition: Completion	HR		
45. New Life Insurance Beneficiary Forms: Audit and Collect	HR		
46. New Flexible Spending Account Provider for 2024 Benefit Plan Year	HR		
47. Applicant Tracking System: Review and Recommend for Funding	HR		
48. DEI Transparency Page on Employee Intranet: Development	HR		
49. Office 365 – Office Applications: Rollout	ITD		
50. 022 Village Organization Annual Report	VMO		

GOAL 1	EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE
---------------	---

»» Major Projects 2023 – 2024		OTH ITD	PRIORITY
1.	EOC/Public Works Door Access System: Direction and Funding		
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			

GOAL 1	EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE
---------------	---

»» On the Horizon 2024 – 2028		PRIORITY
1. Chat Bot Service for the Village Website: Implementation	Mgmt	
2. Playback System for the Village’s Government Access Channel Replacement	Mgmt	
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		

GOAL 2	ENHANCING MOUNT PROSPECT CHARM/ CHARACTER: HONORING HISTORY, HERITAGE, AND DIVERSITY, EQUITY AND INCLUSION
---------------	---

»» Objectives		PRIORITY
Objective 1	Celebrate Mount Prospects as a welcoming and inclusive community – our cultural diversity	6
Objective 2	Have a reputation as a friendly community for all family generations	6
Objective 3	Provide human and social services responsive to the needs of our Mount Prospect residents, particularly respond to service gaps – unmet by other service providers	4
Objective 4	Be a community that is diverse, equitable and inclusive for all	3
Objective 5	Have attractive streetscapes and landscaping throughout our Mount Prospect community	2
Objective 6	Develop communications and outreach to our diverse community	3
Objective 7	Have a diverse Village workforce reflective of our Mount Prospect community	3
Objective 8	Increase public art throughout our Mount Prospect community	3
Objective 9	Preserve and celebrate the history and heritage of our Mount Prospect community	2
Objective 10	Have attractive streetscapes and landscaping throughout our Mount Prospect community	2

GOAL 2	ENHANCING MOUNT PROSPECT CHARM/ CHARACTER: HONORING HISTORY, HERITAGE, AND DIVERSITY, EQUITY AND INCLUSION
---------------	---

»» Value to Residents	PRIORITY
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	
7.	
8.	
9.	
10.	

GOAL 2	ENHANCING MOUNT PROSPECT CHARM/ CHARACTER: HONORING HISTORY, HERITAGE, AND DIVERSITY, EQUITY AND INCLUSION
---------------	---

»» Challenges and Opportunities		PRIORITY
S	1. Addressing the needs of young families moving to Mount Prospect	6
S	2. Continuing to develop effective methods for engaging the community	6
S	3. Helping residents to learn about Mount Prospect's Village government – mission, services, processes and projects	5
S	4. Informing the community with accurate information, and timely response to disinformation and misinformation	5
S	5. Expanding Community Connections Center, expanding activities and human services partnerships	4
S	6. Inadequate local transportation options making it difficult for residents to access local services	4
S	7. Implementing diversity, equity and inclusion activities	4
L	8. Having five school districts with different funding, educational priorities and quality of schools	3
L	9. Understanding and appreciating different cultures – their values, heritage and traditions	3
L	10. Pressure to address national and international issues and losing the mission and focus on community service	3

GOAL 2	ENHANCING MOUNT PROSPECT CHARM/ CHARACTER: HONORING HISTORY, HERITAGE, AND DIVERSITY, EQUITY AND INCLUSION
---------------	---

»» Challenges and Opportunities	PRIORITY
11. Supporting an "inclusive community" – one community	3
12. Disinformation on media and spread by word of mouth	3
13. Limited resources for low income/Medicaid clients requiring mental health services	3
14. Enhancing residents' ownership and pride in Mount Prospect residents and businesses	2
15. Lack of affordable housing for current residents and workforce, including high financial requirements for rental units	2
16. Becoming an “age-friendly” community as senior population grows	2
17. Intergenerational integration opportunities and activities	2
18. Fragmentation of community with separate agendas and personal threats	1
19. Significant number of “working poor” residents with a variety of human service needs	1
20. Responding to the need for subsidized senior housing	1

GOAL 2	ENHANCING MOUNT PROSPECT CHARM/ CHARACTER: HONORING HISTORY, HERITAGE, AND DIVERSITY, EQUITY AND INCLUSION
---------------	---

»» Challenges and Opportunities		PRIORITY
21.	Number of residents who have English as a second language	0
22.		
23.		
24.		
25.		
26.		
27.		
28.		
29.		
30.		

GOAL 2	ENHANCING MOUNT PROSPECT CHARM/ CHARACTER: HONORING HISTORY, HERITAGE, AND DIVERSITY, EQUITY AND INCLUSION
---------------	---

»» Actions 2022 – 2023			PRIORITY
P	1. Special Events Policy, Guidelines and Process: Development and Adoption	M/VB Mgmt	7
P	2. Diversity, Equity and Inclusion: Community Survey, Quarterly Update and Future Direction/Actions	2023 M/VB	5
P	3. Community Connections Center – Future Services/Facilities Expansion –North and South: Community Needs, Report with Options, Locations, Direction and Funding	2023 M/VB Mgmt	5
P	4. Native Garden Development: Concept, Direction and Village Actions and Village Pilot Projects	M/VB	5
P	5. Honoring Mount Prospect’s History – William Busse Founder Statue or Weber Grill Statue : Goals, Report with Options, Direction, Funding and Village Action	M/VB	4
M	6. Aging in the Community Actions Implementation: Working Groups and Direction on Specific Actions	2023	MGMT
M	7. Urban Chicken Policy: Report with Options and Direction	M/VB	MGMT
M	8. Urban Beekeeping Policy: Report with Options and Direction	M/VB	MGMT

GOAL 2	ENHANCING MOUNT PROSPECT CHARM/ CHARACTER: HONORING HISTORY, HERITAGE, AND DIVERSITY, EQUITY AND INCLUSION
---------------	---

»» Actions 2022 – 2023			PRIORITY
M	9. Block Party 2023: Event, Evaluation Report and Future Direction	M/VB Mgmt	MGMT
	10. Community Public Art Program: Direction and Village Actions	M/VB	3
	11. Food Trucks Policy/Plan: Goals, Best Practices, Report with Options, Direction and Village Actions	M/VB	3
	12. Partnership with Garden Club: Goals, Village Role, Direction and Village Actions	M/VB	2
	13. Monarch Butterfly Festival: Goals, Report with Options, Direction, Partners and Village Actions	M/VB	2
	14.		
	15.		
	16.		

GOAL 2	ENHANCING MOUNT PROSPECT CHARM/ CHARACTER: HONORING HISTORY, HERITAGE, AND DIVERSITY, EQUITY AND INCLUSION
---------------	---

»» Management in Progress 2022 – 2023			PRIORITY
1.	2 nd Civic Academy for Residents	2023	
2.	Mount Prospect Senior Appreciation Day: Creation	2023 MIP	
3.	Annual Love and Logic Parenting Classes	2023 MIP	
4.	Annual Kickin’ with Cops Summer Soccer Program	2023 MIP	
5.	Annual Five-O 5K Run	2023 MIP	
6.	Annual National Night Out	2023 MIP	
7.	Annual Community Connections Center: Youth Programs	2023 MIP	
8.	Annual Celebration of Cultures (4 th Year)	2023 MIP	
9.	Annual Citizen Police Academy	2023 MIP	
10.	First Responder Academy for Teens	2023 MIP	

GOAL 2	ENHANCING MOUNT PROSPECT CHARM/ CHARACTER: HONORING HISTORY, HERITAGE, AND DIVERSITY, EQUITY AND INCLUSION
---------------	---

»» Management in Progress 2022 – 2023			PRIORITY
11.	Community Outreach to Culturally Diverse Communities	2023 MIP	
12.	Diversity, Equity and Inclusion in Village Communications and Social Media: Implementation	Comm	
13.			
14.			
15.			
16.			
17.			
18.			
19.			
20.			

GOAL 2	ENHANCING MOUNT PROSPECT CHARM/ CHARACTER: HONORING HISTORY, HERITAGE, AND DIVERSITY, EQUITY AND INCLUSION
---------------	---

»» On the Horizon 2023 – 2027		PRIORITY
1.	Youth Engagement Strategy: Best Practices, Report with Options, Direction, Village Role, Village Actions and Funding	Mgmt
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		

GOAL 3	TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT
---------------	--

»» Objectives		PRIORITY
Objective 1	Maintain and upgrade Village infrastructure, facilities and equipment through a funded replacement schedule	7
Objective 2	Have well-designed, well-maintained stormwater management and flood control system with a dedicated funding	6
Objective 3	Have well-designed, well-maintained roads with a dedicated funding source	6
Objective 4	Have well-designed, well-maintained water and sewer system with a dedicated funding source	5
Objective 5	Secure future water supply for our Mount Prospect community	5
Objective 6	Prepare for e-vehicles within Village Government and within our Mount Prospect community	3
Objective 7	Integrate sustainability concepts into Village capital projects and facilities	2
Objective 8	Communicate with state and county highway departments to resolve troublesome intersection issues with funding mechanism for possible solutions	0
Objective 9		
Objective 10		

GOAL 3	TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT
---------------	--

»» Value to Residents	PRIORITY
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	
7.	
8.	
9.	
10.	

GOAL 3	TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT
---------------	--

»» Challenges and Opportunities		PRIORITY
S	1. Prioritizing and funding future Village buildings: Fire Station 12 and North Community Service Center/Library	6
S	2. Making Mount Prospect a more walkable, pedestrian-friendly community	5
S	3. Unanticipated events – major storms, infrastructure failures, natural disasters – impacting the Village	5
S	4. Addressing and funding for fiber gaps connecting to Public Works, Fire Station 12 and Fire Station 14	5
S	5. Understanding and managing the impacts of the Bears Stadium, including Metra ridership during a game	5
S	6. Addressing substandard infrastructure in annexed areas: assessing condition and available funding for improvements	4
S	7. Developing funding sources for maintaining existing Village infrastructure and building new infrastructure	4
S	8. Funding for large scale projects and determining fund capacity using debt and other sources	4
L	9. Unfunded Federal and State of Illinois regulations and mandates impacting Village infrastructure	3
L	10. Flooding in certain areas and defining Village role and actions	3

GOAL 3	TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT
---------------	--

»» Challenges and Opportunities	PRIORITY
11. Rising construction and maintenance costs	3
12. Rail platform extension and the traffic congestion	3
13. Maintaining and hiring of Village staff	2
14. EPA decision on lead in water system and local funding for solutions	2
15. Managing the community impacts and traffic flows of upcoming road projects during construction	2
16. Inadequate revenue for parking fund and capital projects	1
17. Working with Union Pacific Railroad	1
18. Funding for environmentally sustainable Village infrastructure	1
19. Balancing act between increased desire for sustainable/green infrastructure and higher costs/available funding	1
20. Changing residents’ recycling habits	1

GOAL 3	TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT
---------------	--

»» Challenges and Opportunities	PRIORITY
21. High interests’ rates and the impacts of Village debt issuance	1
22. Future water quality regulations	1
23. Supply chain and finding contractors delaying projects and increasing project costs	0
24. Village vehicles technology implications and funding	0
25. Looming ADA changes and trip/fall lawsuits	0
26.	
27.	
28.	
29.	
30.	

GOAL 3	TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT
---------------	--

»» Actions 2022 – 2023			PRIORITY
P	1. Wells Strategy: Final Report after Interconnect Completion, Final Report (3) and Direction	2023 M/VB Mgmt	4
P	2. Neighborhood Flooding Strategy/Program: Problem Analysis, Best Practices, Report with Findings and Options, Village Role, Direction and Funding Mechanism	M/VB	4
M	3. Stormwater Master Plan Update: Award Contract, Development, Adoption and Funding Mechanism	Mgmt	MGMT
M	4. Energy Audit/Plan: Assessment Report, Goals, Best Practices, Report with Options, Direction, Village Actions and Funding	M/VB	MGMT
M	5. Village Fleet e-Vehicles Preparation: Best Practices, Impact Analysis, Report with Options, Direction and Village Actions	M/VB	MGMT
M	6. ARPA: Update Report and Future Direction	Mgmt	MGMT
M	7. Bike Master Plan Phase 2 Update: Report, Direction and Funding	Mgmt	MGMT
M	8. Fire Station 12 Improvements/Upgrade: Project Identification, Project Priority, Direction, Funding and Timing	Mgmt	MGMT

GOAL 3	TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT
---------------	--

»» Actions 2022 – 2023			PRIORITY
9. Community e-Vehicles Preparation: Best Practices, Report with Options, Direction and Village Actions	M/VB		3
10. Major Storm Community Notification: Evaluation, Best Practices, Report with Options, Direction and Funding	M/VB		2
11. Bike Master Plan – Recognition as a “Bike-Friendly” Community Implementation: Master Plan Upgrade (Grant Funded)	2023 M/VB Mgmt		1
12. Major Storm Event Preparation: Annual Tabletop Exercise	2023 M/VB MIP		MIP
13. Melas-Meadows Pedestrian Bridge Phase 2: Grant Funding and Design [18 months] (IDOT)	2023 M/VB		MP
14. Southside Infrastructure Plan/Projects: Review, Project Priority, Funding Mechanism and Direction (including Streets, Sidewalks, etc.) a. Shared Path b. Oakton Water Main	M/VB		MP
15. Rand-Central-Mount Prospect Road Project: Completion	M/VB		MP
16. Fairview Gardens Flood Control Pilot Project/Wolf Road Gravity Connection: Completion	M/VB		MP

GOAL 3	TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT
---------------	--

»» Actions 2022 – 2023			PRIORITY
17.	Future Water Supply Policy/Strategy: Update, Direction and Village Actions	M/VB	OTH
18.			
19.			
20.			
21.			
22.			
23.			
24.			

GOAL 3	TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT
---------------	--

»» Management in Progress 2022 – 2023		PRIORITY
1. ADA Compliance Plan: Development	2023 MIP	
2. Fairview Gardens Overhead Sewer and Restoration Program/Long-Term Warranty Maintenance	BISD	
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		

GOAL 3	TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT
---------------	--

»» Major Projects 2023 – 2024			Time
1. Redundant Water Supply Project: Design and Construction (Northwest Water Commission)	2023 MP		
2. Downtown Pedestrian Crossings Projects: Bid and Construction: Central Avenue and Cathy Lane	2023 MP		
3. Public Works Facility Fence Replacement	2023 MP		
4. Village Hall Domestic Booster Pump Replacement	2023 MP		
5. Annual Neighborhood Drainage Improvement	2023 MP		
6. KBC Detention Pond 1 Rehabilitation	2023 MP		
7. Annual Street Improvement Program	2023 MP		
8. Annual Host Household Hazardous Waste Collection Event(s)	2023 MP		
9. McDonald Creek Bank Stabilization Capital Projects	2023 MP		
10. Lincoln-We Go Relief Station Rehab	2023 MP		

GOAL 3	TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT
---------------	--

»» Major Projects 2023 – 2024			Time
11.	Annual Overhead Sewer Reimbursement Program	2023 MP	
12.	Annual Public Works Vehicle Replacements	2023 MP	
13.	Annual Water Main Replacement	2023 MP	
14.	Annual Sewer Main Rehabilitation	2023 MP	
15.	Public Works Window Replacement	2023 MP	
16.	Village Hall Window Replacement	2023 MP	
17.	HVAC Upgrade Village Hall	2023 MP	
18.	Annual Streetlight LED Retrofits	2023 MP	
19.	Fairview Gardens Flood Control Initiative (Footing Tile Disconnections)	2023 MP PW	
20.	Rand/Central//Mount Prospect Road Project – Phase 3: Construction	OTH	

GOAL 3	TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT
---------------	--

»» Major Projects 2023 – 2024			Time
21.	Central Road Pedestrian Crossing Improvements Construction (Cathy)	PW	
22.	Northwest Water Commission Water Interconnect Design/Construction	PW	
23.	Public Works Window Replacement	PW	
24.	Village Hall Window Replacement	PW	
25.	HVAC Upgrade Village Hall	PW	
26.	Main Street Widening at Central Road (10 N Main)	PW	
27.	Lincoln-We Go Relief Station Rehabilitation	PW	
28.	Maple-Berkshire Relief Station Rehabilitation	PW	
29.	Central – Mt. Prospect – Rand Road Intersection Improvements	PW	
30.	Public Works Fiber Connection	PW	

GOAL 3	TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT
---------------	--

»» Major Projects 2023 – 2024			Time
31.	Kensington Business Center Detention Pond Improvements – Pond 2: Design	PW	
32.	Multi-Use Path Kensington Road at Railroad Tracks: Design and Construction	PW	
33.	Lead Service Line Replacement Program	PW	
34.			
35.			
36.			
37.			
38.			
39.			
40.			

GOAL 3	TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT
---------------	--

»» On the Horizon 2024 – 2027		
1. Oakton Water System Improvements Phase 2: Engineering and Construction	OTH	
2. Algonquin Road Pedestrian Improvements – Phase 2 and Phase 3: Study and Direction	OTH	
3. 4 th Fire Station (Linked to IGA)	OTH	
4. Walkable Community – Phase 2: Goals, Projects and Recognition as a “Walkable Community”	OTH	
5. Busse Road Expansion Project: Update and Direction	OTH	
6. Fire Hydrants for Oakton Corridor: Installation	Mgmt	
7. Fire Station 12/Fire Station 14 Fiber: Design and Funding	Mgmt	
8. Multi-Use Path Algonquin Road Phase II Engineering and ROW Acquisition	Mgmt	
9. Water Reservoir Number 4 Rehabilitation	Mgmt	
10. Busse Road Reconstruction – Multi-Use Path and Street Lighting	Mgmt	

GOAL 3	TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT
---------------	--

» On the Horizon 2024 – 2027			
11.	Non-Curb Street Drainage Improvements 800-900 Block South Elm St	Mgmt	
12.	McDonald Creek Bank Stabilization Construction	Mgmt	
13.	Fire Station 12 Roof Replacement	Mgmt	
14.	Kensington Business Center Detention Pond Improvements – Pond 6	Mgmt	
15.	Weller Creek Bank Stabilization Engineering Assessment – East of Route 83	Mgmt	
16.	Residential Street Lighting Burning Bush Lane between Euclid Avenue and Camp McDonald Road	Mgmt	
17.			
18.			
19.			
20.			

GOAL 4	FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL
---------------	--

»» Objectives		PRIORITY
Objective 1	Have well-designed and well-maintained neighborhood infrastructure – streets, sidewalks, trees, lighting	7
Objective 2	Have expanded community policing partnerships working with our residents and businesses	6
Objective 3	Have safe neighborhoods – residents feel and are safe	5
Objective 4	Have walkable, pedestrian-friendly neighborhoods that are connected to other neighborhoods and community destinations	4
Objective 5	Support neighborhood events and gatherings by providing opportunities for neighbors to meet and develop relationships with other neighbors	4
Objective 6	Continue strong partnership with the Park Districts (5) to provide access to a park and community greenspaces	3
Objective 7	Strengthen partnerships with School Districts (5) and Library to provide top-quality schools and educational programs	2
Objective 8	Have easy access to mobility options – walking, biking and public transportation	2
Objective 9	Have affordable senior and family housing for our residents	1
Objective 10	Develop strong partnership with our neighborhoods	0

GOAL 4	FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL
---------------	--

»» Value to Residents	PRIORITY
1. Protection and enhancement of property values	
2. More reasons to live in Mount Prospect	
3. Increased housing options in Mount Prospect	
4. Sense of personal safety and security	
5. Community for all family generations	
6.	
7.	
8.	
9.	
10.	

GOAL 4	FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL
---------------	--

»» Challenges and Opportunities		PRIORITY
S	1. Increasing criminal activity coming from outside our community	7
S	2. Maintaining and enhancing the safety of each neighborhood	6
S	3. Annexed areas following the Codes of Cook County and property maintenance issues and poor infrastructure needing replacement	6
S	4. Working with IDOT and their lack of sense of urgency	5
S	5. Cook County tax system and taxes impacting residential and commercial development	5
S	6. Recruitment of Police Officers and retention – fewer individuals desire law enforcement careers	4
S	7. NIMBY attitude of some residents – not interested in what is best for the entire community	4
S	8. State Attorney handling of individuals with certain crimes	4
S	9. Property maintenance in annexed areas and degree of enforcement	4
L	10. Code requirements and the impact on housing upgrades	3

GOAL 4	FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL
---------------	--

»» Challenges and Opportunities	PRIORITY
11. Upgrading older multi-family developments	3
12. Working with property owners to maintain or upgrade their properties	2
13. Increasing safety issues within multi-family housing	2
14. Defining affordable housing and the role of Village government	2
15. Addressing property maintenance issues, including seniors who are having a difficult time in maintaining their single-family homes	2
16. Aging, antiquated housing stock needing modernization or replacement	2
17. Protecting the character of each neighborhood	2
18. Increasing cybercrimes including crypto crimes	2
19. Significant increases in rents and rental financial requirements – affordability of rental housing	1
20. Helping all homeowners to upgrade their homes	0

GOAL 4	FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL
---------------	--

»» Actions 2023 – 2024			PRIORITY
P	1. Crime/Gang Activity Reduction Plan: Problem Analysis, Best Practices, Report with Options, Direction and Village Actions	M/VB	6
P	2. Forest River Annexation: Update Report, Direction and Village Actions	M/VB	4
P	3. Kopp Park Turf Fields: Lease for Data Center, Direction, Front Funding, Time, and Next Steps	2023	3
M	4. Charging Port Wiring for New Construction: Report with Options and Direction	2023 M/VB	MGMT
M	5. Public Transportation Program Report: Goals, Best Practices, Report with Options, Village Role, Direction and Funding Mechanism	M/VB	MGMT
M	6. Street Lights Program – Reduced Darkness: Report	M/VB	MGMT
M	7. Lions Park Playground Improvements: IGA Development and Approval	Mgmt	MGMT
M	8. Crime Free Housing Ordinance Update: Completion and Adoption	Mgmt	MGMT

GOAL 4	FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL
---------------	--

»» Actions 2023 – 2024			PRIORITY
M		Mgmt	MGMT
9.	State Energy Code Update: Completion and Adoption	Mgmt	
10.	Food Hall: Concept Definition, Best Practices, Report with Options, Village Role, Direction and Village Actions	M/VB	3
11.	Senior Technology Assistance: Goals, Options, Direction and Village Actions	M/VB	2
12.	Neighborhood Watch Program Expansion: Update and Direction	M/VB	1
13.	Fountain Development in Pocket Park: Report with Options, Direction and Funding	2023 M/VB	1
14.	West Oakton Annexation: Elk Grove Rural Fire District Resolution and Direction	2023	OTH
15.			
16.			

GOAL 4	FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL
---------------	--

»» Management in Progress 2023 – 2024			Time
1.	Crime-Free Housing Program	2023 MIP	
2.	Annual Sidewalk Inspection Program	2023 MIP	
3.	Annual Community Police Beat Meetings	2023 MIP	
4.	Traffic Crash Investigation Van	2023 MIP	
5.	Police Explorer/Cadet Post: Creation	2023 MIP	
6.	Local Ordinance Chapter 23: Refresh	2023 MIP	
7.	Public Transportation Initiative	2023 MIP	
8.	Mental Health Check Program (State Mandated)	2023 MIP	
9.	Major Upgrades and Maintenance – Large Rental Properties	BISD	
10.	Hoarding and Unfit Living Condition Cases	BISD	

GOAL 4	FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL
---------------	--

»» Management in Progress 2023 – 2024			Time
11. Positively Furthering Fair Housing: HUD Rule Change and Completion	ED&P		
12. Post Incident Plan – Shelter/Reunification	HS		
13. Behavioral Health Subsidy Program	HS		
14. Senior Activities Coordinator: Hire	HS		
15. Women’s Group at the CCC: Development and Facilitation	HS		
16. Additional Family Programming at the Center: Development	HS		
17. Senior Activities Expansion: Completion	HS		
18. Celebration of Cultures Community Event	HS		
19. Food Pantry Health Initiative	HS		
20. Alzheimer’s Foundation of America National Memory Screening Program	HS		

GOAL 4	FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL
---------------	--

»» Management in Progress 2023 – 2024			Time
21.	Social Media engagement on Facebook Increase	HS	
22.	Financial Wellness Workshop	HS	
23.	HS Orientation for New Police Officers: Development	HS	
24.	Public Health Nurse CPR Instructor Certification: Completion	HS	
25.	Police Officer Wellness Presentations	HS	
26.	Informational Sheet for Employees on AED Use and a CLIA-Required Procedure Manual: Creation	HS	
27.	Transportation Resource Fair: Host	HS	8/23
28.	Search and Rescue K-9: Research, Direction and Funding	Police	
29.	Mental Health Check in for All Sworn Officers: Implementation	Police	
30.	Combined Active Shooter/Rescue Task Force Training Exercise: Host	Police	

GOAL 4	FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL
---------------	--

» Management in Progress 2023 – 2024		Time
31. Local Ordinance Chapter 23 Code: Review	Police	
32. DEI Study Recommendations by Soliciting Employee Input: Implementation	Police	
33. Police Onboarding: Completion a. Administrative Commander b. Patrol Sergeant c. Training Sergeant d. Records Supervisor	Police	
34. Police Department’s BOFPC Rules and Regulations: Update	Police	
35. New Police Vehicle Purchase and Delivery	Police	
36. Sergeant to a Staff and Command Course	Police	
37. Command Staff Member Management / Leadership Course (PERF or Northwestern University)	Police	
38. Community Connections Center Network Connection	ITD	
39. Fridays on the Green	VMO	
40.		

GOAL 4	FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL
---------------	--

»» Major Projects 2023 – 2024			Time
1.	Soccer Pitch at Euclid Elementary: Design and Procurement	ED&P	
2.	License Plate Reader Cameras: Installation	Police	
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			

GOAL 4	FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL
---------------	--

»» On the Horizon 2024 – 2028		
1. Public Murals: Definition, Goals/Desired Outcomes, Best Practices, Role of Village Government, Direction, Partners, Funding and Village Actions	OTH	
2. Additional Sergeant: Direction and Funding	OTH	
3. Arts and Culture Strategy: Goals/Outcomes, Partners, Community Needs, Best Practices, Report with Options, Direction and Funding	OTH	
4.		
5.		
6.		
7.		
8.		
9.		
10.		

GOAL 5	VIBRANT COMMUNITY DESTINATIONS: DOWNTOWN, RANDHURST VILLAGE, SOUTH MOUNT PROSPECT AND OTHER COMMERCIAL CORRIDORS
---------------	---

»» Objectives		PRIORITY
Objective 1	Attract businesses and residential development projects that are appropriate for each destination following the vision and plan	7
Objective 2	Support redevelopment opportunities in South Mount Prospect	6
Objective 3	Facilitate safe and efficient traffic and pedestrian travel in each destination and support a more pedestrian-friendly Village and community	6
Objective 4	Partner with business organizations to make our commercial business districts attractive destinations	4
Objective 5	Revitalize Randhurst Village as a mixed-used activity center with residential, retail and entertainment opportunities	4
Objective 6	Redevelop Downtown as a mixed-use urban center – a destination for residents and regional guests	3
Objective 7	Retain and grow Mount Prospect businesses	3
Objective 8	Redevelop/re-purpose older strip center/commercial centers	2
Objective 9	Encourage mixed-use developments integrating residential and commercial opportunities where appropriate	1
Objective 10		

GOAL 5	VIBRANT COMMUNITY DESTINATIONS: DOWNTOWN, RANDHURST VILLAGE, SOUTH MOUNT PROSPECT AND OTHER COMMERCIAL CORRIDORS
---------------	---

»» Value to Residents and our Community	PRIORITY	
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		
8.		
9.		
10.		

**GOAL 5 VIBRANT COMMUNITY DESTINATIONS:
DOWNTOWN, RANDHURST VILLAGE, SOUTH
MOUNT PROSPECT AND OTHER COMMERCIAL
CORRIDORS**

»» Challenges and Opportunities		PRIORITY
S	1. Building Mount Prospect’s brand as a place to do business and a place to patronize businesses	6
S	2. Defining and funding the Village role in creating vibrant destinations	6
S	3. Translating Randhurst plans into reality – a viable destination for our Mount Prospect residents	5
S	4. Property owners not maintaining or investing in upgrades for their buildings	5
S	5. Having entertainment businesses and venues for all generations	5
S	6. Vacancies in and under-performing older shopping centers/commercial centers	4
S	7. Addressing the north-south transportation gaps	4
S	8. Vacant buildings and some visual blight	4
S	9. Positive reputation as a “Great Place to Have a Business”	4
L	10. Increasing interest rates and the impacts on economic development projects and business investments	2

GOAL 5	VIBRANT COMMUNITY DESTINATIONS: DOWNTOWN, RANDHURST VILLAGE, SOUTH MOUNT PROSPECT AND OTHER COMMERCIAL CORRIDORS
---------------	---

»» Challenges and Opportunities		PRIORITY
L	11. Businesses having difficulty in hiring and retaining workforce	2
L	12. Evolving retail business models with greater reliance on online sales	2
L	13. Brownfield status of properties needing remediation	2
L	14. Uncertain global, national, and state economy	2
L	15. Limited land and Village resources	2
L	16. Office vacancies and changing business model with increased working remotely	2
L	17. Maximizing parking in Downtown	2
L	18. Difficulties with supply chain and labor workforce issues for businesses	2
L	19. Aging and deteriorating commercial centers and corridors	1
L	20. Utility companies and lead time	1

GOAL 5	VIBRANT COMMUNITY DESTINATIONS: DOWNTOWN, RANDHURST VILLAGE, SOUTH MOUNT PROSPECT AND OTHER COMMERCIAL CORRIDORS
---------------	---

»» Challenges and Opportunities		PRIORITY
21.	Increasing expectations of property values and rents due to recent development successes	0
22.	Commercial tax changes impacts on business investment	0
23.	NIMBY and resistance to change to redevelopment and to new development	0
24.		
25.		
26.		
27.		
28.		
29.		
30.		

GOAL 5	VIBRANT COMMUNITY DESTINATIONS: DOWNTOWN, RANDHURST VILLAGE, SOUTH MOUNT PROSPECT AND OTHER COMMERCIAL CORRIDORS
---------------	---

»» Actions 2023 – 2024			PRIORITY
P	1. Connect South Mount Prospect Plan Implementation: Identification of Projects, Direction and Funding Mechanism	2023 M/VB	7
P	2. Downtown Prospect Avenue District Development: Businesses Openings, Façade Projects, RDA for Public Assistance for Private Projects Direction and Funding	2023 M/VB	7
P	3. Plan for New Bear’s Stadium: Goals, Research NFL Cities – Economic Opportunity Zone, Benefits for Mount Prospect, Report with Findings and Options and Direction	M/VB	5
P	4. Downtown Public Art Project: Next Steps	M/VB	4
P	5. Technology Center Marketing: Direction and Village	M/VB	4
M	6. Downtown Development: Update Report and COW	2023 M/VB Mgmt	MGMT
M	7. 111 Busse Redevelopment Project: Monitor Court Actions and Village Code Enforcement	2023 M/VB	MGMT
M	8. Cloud HQ Project: Construction and Village Monitoring and Permit Approval	2023 M/VB	MGMT

**GOAL 5 VIBRANT COMMUNITY DESTINATIONS:
DOWNTOWN, RANDHURST VILLAGE, SOUTH
MOUNT PROSPECT AND OTHER COMMERCIAL
CORRIDORS**

»» Actions 2023 – 2024			PRIORITY
9. The Prospect (20 West Market/Restaurant Development): Restaurant Opening	2023 Mgmt	MGMT	
10. Algonquin/83 Redevelopment: Construction and Opening (Dunkin Donuts Mixed Use)	2023 Mgmt	MGMT	
11. HQ Residences Development: Construction and Lease in 2024	202 Mgmt	MGMT	
12. Kohl’s Center Outlots/Vacant Parcel: Meeting and Plan to Re-Tenant Vacancies	2023 Mgmt	MGMT	
13. Kensington Center Next Project: 350 North Wolf Road Industrial Development: Permit and Construction	2023 Mgmt	MGMT	
14. Century Tile: Raising Cane’s: Construction and Opening in 2024	2023 Mgmt	MGMT	
15. Lions Row Homes: Permit and Construction	2023 Mgmt	MGMT	
16. Downtown Traffic/Parking Study: Update Report, Direction and Village Actions	M/VB	MGMT	

GOAL 5	VIBRANT COMMUNITY DESTINATIONS: DOWNTOWN, RANDHURST VILLAGE, SOUTH MOUNT PROSPECT AND OTHER COMMERCIAL CORRIDORS
---------------	---

»» Actions 2023 – 2024			PRIORITY
17.	Randhurst Village Upgrade: Village Role, Vision and Working with Owners and Major Project(s)	M/VB	3
18.	105 S. Main Redevelopment (Former Sakura Site)	Mgmt	2
19.	Metra Train Platform Extension: Direction, White Paper, Resolution on Village Position and Village Actions	M/VB	1
20.	Amphitheater at Randhurst for Live Performances: Concept, Discussion with Property Owners, Direction and Village Actions	M/VB	1
21.	Small Business Assistance Program Enhancements: Report with Options, Direction and Village Actions	M/VB	1
22.	Golf Plaza 2: Meeting and Future Redevelopment Plan	2023 Mgmt	0
23.	KBC Sports Niche Marketing: Goals, Direction and Village Actions	M/VB	0
24.	200 E. Rand Rd Re-Tenancing (Old Holiday Inn)	Mgmt	0

GOAL 5	VIBRANT COMMUNITY DESTINATIONS: DOWNTOWN, RANDHURST VILLAGE, SOUTH MOUNT PROSPECT AND OTHER COMMERCIAL CORRIDORS
---------------	---

»» Actions 2023 – 2024			PRIORITY
25.	Building Relations with Business Community: Goals, Key Issues/Problems, Direction and Village Actions	M/VB	MIP
26.			
27.			
28.			
29.			
30.			
31.			
32.			

GOAL 5	VIBRANT COMMUNITY DESTINATIONS: DOWNTOWN, RANDHURST VILLAGE, SOUTH MOUNT PROSPECT AND OTHER COMMERCIAL CORRIDORS
---------------	---

»» Management in Progress 2023 – 2024		Time
1. MPEI: Implementation	2023 Mgmt	
2. Business Visitation Program: Implementation	2023 MIP	
3. 105 Main Redevelopment: Code Enforcement and Adjudication	OTH	
4. Holiday Inn Building: Code Enforcement	OTH	
5. MSL Building D	BISD	
6. Dunkin Donuts	BISD	
7. Car Wash	BISD	
8.		
9.		
10.		

GOAL 5	VIBRANT COMMUNITY DESTINATIONS: DOWNTOWN, RANDHURST VILLAGE, SOUTH MOUNT PROSPECT AND OTHER COMMERCIAL CORRIDORS
---------------	---

»» On the Horizon 2024 – 2028		
1. 200 South Main Redevelopment	OTH	
2. Downtown Public Art Pilot Project	OTH	
3. Brewery/Distillery Attraction and Businesses Development: Goals, Direction and Village Actions	OTH	
4. 1 East Rand Road/O'Reilly Redevelopment: Meeting with Property Owners	Mgmt	
5.		
6.		
7.		
8.		
9.		
10.		

SECTION 5

ACTION AGENDA 2023 – 2024

Village of Mount Prospect Goals 2028

**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**

Definitions of Terms

POLICY –

is an issue that needs direction or a policy decision by the Board of Trustees; or needs a major funding decision by the Board of Trustees; or an issue that needs Board of Trustees leadership by the governing body in the community; or with other governmental bodies (Village government, other Village governments, state government, federal government) – questions of “WHAT: IS THE DIRECTION; IS THE GOAL; IS THE BUDGET OR RESOURCES; IS THE VILLAGE'S POLICY OF REGULATION?”

MANAGEMENT –

a management action which the Board of Trustees has set the overall direction and provided initial funding (e.g., phased project), may require further Board of Trustees action on funding; or a major management project particularly multiple years (e.g., upgrade to the information system) – questions of “HOW: DO WE ADDRESS THE ISSUE, MANAGE THE VILAGE; IMPLEMENT A DECISION OR PROGRAM; CAN WE IMPROVE THE MANAGEMENT OR ORGANIZATIONAL PROCESS?”

MANAGEMENT IN PROGRESS –

a management or organization action which Board of Trustees has set the direction, needs staff work before going to Board of Trustees for direction next year or beyond, no choice mandated by an outside governmental agency or institution, management process improvement budgeted or funded by the Board of Trustees.

MAJOR PROJECT –

a capital project funded in the CIP or by Board of Trustees action which needs design or to be constructed (e.g., Road project, Village facility project, park project, etc.).

ON THE HORIZON –

an issue or project that will not be addressed during the year by management or the Board of Trustees but should be addressed in the next five years; it could become an action item for this year if another party moves the issue or project forward – it depends on them.

Policy Agenda 2023 – 2024 Targets for Action Village of Mount Prospect

TOP PRIORITY

**Crime/Gang Activity Reduction Plan:
Problem Analysis, Best Practices, Report with Options,
Direction and Village Actions**

**Long-Term Solution for Fire and Emergency Medical Services
for Unincorporated Elk Grove Township: Identification**

**Downtown Prospect Avenue District Development:
Businesses Openings, Façade Projects,
RDA for Public Assistance for Private Projects Direction and Funding,**

**“AAA” Bond Rating Strategy/Action Plan:
Goal, Report with Options, Direction and Village Actions**

**Elected Officials Ethics Ordinance:
Best Practices, Direction and Adoption**

**Neighborhood Flooding Strategy/Program:
Problem Analysis, Best Practices, Report with Findings and Options,
Village Role, Direction and Funding Mechanism**

HIGH PRIORITY

Special Events Policy, Guidelines and Process:
Development and Adoption

Connect South Mount Prospect Plan Implementation:
Identification of Projects, Direction and Funding Mechanism

Village Proactive Marketing Plan:
Draft Prepared, Endorsement, Funding and Village Actions

Village Revenue Generation Diversification Plan:
Goals, Report with Options, Direction and Village Actions

Diversity, Equity and Inclusion:
Quarterly Update and Future Direction/Actions

Wells Strategy:
Final Report after Interconnect Completion,
Final Report (3) and Direction

Village of Mount Prospect Policy Agenda 2023 – 2024

		PRIORITY		
		Priority	Top	High
4	1. Crime/Gang Activity Reduction Plan: Problem Analysis, Best Practices, Report with Options, Direction and Village Actions	Top	6	-
1	2. Identify Long-Term Solution for Fire and Emergency Medical Services for Unincorporated Elk Grove Township	Top	5	-
5	3. Downtown Prospect Avenue District Development: Businesses Openings, Façade Projects, RDA for Public Assistance for Private Projects Direction and Funding,	Top	5	-
1	4. “AAA” Bond Rating Strategy/Action Plan: Goal, Report with Options, Direction and Village Actions	Top	4	-
1	5. Elected Officials Ethics Ordinance: Best Practices, Direction and Adoption	Top	4	-
3	6. Neighborhood Flooding Strategy/Program: Problem Analysis, Best Practices, Report with Findings and Options, Village Role, Direction and Funding Mechanism	Top	4	-
2	7. Special Events Policy, Guidelines and Process: Development and Adoption	High	2	7
5	8. Connect South Mount Prospect Plan Implementation: Identification of Projects, Direction and Funding Mechanism	High	3	6

*Number to far-left of area correlates the Goal to the Action listed

Village of Mount Prospect Policy Agenda 2023 – 2024

		PRIORITY		
		Priority	Top	High
1	9. Village Proactive Marketing Plan: Draft Prepared, Endorsement, Funding and Village Actions	High	2	5
1	10. Village Revenue Generation Diversification Plan: Goals, Report with Options, Direction and Village Actions	High	1	5
2	11. Diversity, Equity and Inclusion: Community Survey, Quarterly Update and Future Direction/Actions	High	3	4
3	12. Wells Strategy: Final Report after Interconnect Completion, Final Report (3) and Direction	High	3	4
2	13. Community Connections Center – Future Services/Facilities Expansion –North and South: Community Needs, Report with Options, Locations, Direction and Funding		2	3
1	14. Government Service Duplication Reduction Strategy/Action Plan: Goals, Legal Responsibilities, Community Needs, Report with Findings and Options, Direction and Village Actions		2	2
4	15. Forest River Annexation: Update Report, Direction and Village Actions		0	2
2	16. Native Garden Development: Concept, Direction and Village Actions and Village Pilot Projects		0	1

Village of Mount Prospect Policy Agenda 2023 – 2024

		PRIORITY		
		Priority	Top	High
2	17. Honoring Mount Prospect’s History – William Busse Founder Statue or Weber Grill Statue : Goals, Report with Options, Direction, Funding and Village Action		0	1
5	18. Plan for New Bear’s Stadium: Goals, Research NFL Cities – Economic Opportunity Zone, Benefits for Mount Prospect, Report with Findings and Options and Direction		1	1
5	19. Technology Center Marketing: Direction and Village		0	1
4	20. Kopp Park Turf Fields: Lease for Data Center, Direction, Front Funding, Time, and Next Steps		1	0
5	21. Downtown Public Art Project: Next Steps		0	0
	22.			
	23.			
	24.			

Management Agenda 2023 – 2024

Targets for Action

Village of Mount Prospect

TOP PRIORITY

Community Survey: Options, Direction and Completion

Pensions Cost Funding and Levy:
Report and Direction, Legislature Proposal

Fire-EMS Service Enhancement Report:
Report with Findings and Options, Direction and Village Actions

Stormwater Master Plan Update:
Award Contract, Development, Adoption and Funding Mechanism

Bike Master Plan Phase 2 Update: Report, Direction and Funding

Street Lights Program – Reduced Darkness: Report

Fire Station 12 Improvements/Upgrade:
Project Identification, Project Priority, Direction, Funding and Timing

Public Transportation Program Report:
Goals, Best Practices, Report with Options, Village Role,
Direction and Funding Mechanism

HIGH PRIORITY

Aging in the Community Actions Implementation:
Working Groups and Direction on Specific Actions

Energy Audit/Plan:
Assessment Report, Goals, Best Practices, Report with Options,
Direction, Village Actions and Funding

ARPA; Update Report and Future Direction

Village Fleet e-Vehicles Preparation:
Best Practices, Impact Analysis, Report with Options,
Direction and Village Actions

Crime Free Housing Ordinance Update: Completion and Adoption

Block Party 2023: Event, Evaluation Report and Future Direction

Downtown Traffic/Parking Study:
Update Report, Direction and Village Actions

Village of Mount Prospect Management Agenda 2023 – 2024

		PRIORITY		
		Priority	Top	High
1	1. Community Survey: Options, Direction and Completion	Top	7	-
1	2. Pensions Cost Funding and Levy: Report and Direction, Legislature Proposal	Top	5	-
1	3. Fire-EMS Service Enhancement Report: Report with Findings and Options, Direction and Village Actions	Top	5	-
1	4. Stormwater Master Plan Update: Award Contract, Development, Adoption and Funding Mechanism	Top	5	-
3	5. Bike Master Plan Phase 2 Update: Report, Direction and Funding	Top	5	-
4	6. Street Lights Program – Reduced Darkness: Report	Top	5	-
3	7. Fire Station 12 Improvements/Upgrade: Project Identification, Project Priority, Direction, Funding and Timing	Top	4	-
4	8. Public Transportation Program Report: Goals, Best Practices, Report with Options, Village Role, Direction and Funding Mechanism	Top	4	-

Village of Mount Prospect Management Agenda 2023 – 2024

		PRIORITY		
		Priority	Top	High
2	9. Aging in the Community Actions Implementation: Working Groups and Direction on Specific Actions	High	1	6
3	10. Energy Audit/Plan: Assessment Report, Goals, Best Practices, Report with Options, Direction, Village Actions and Funding	High	3	5
3	11. ARPA; Update Report and Future Direction	High	0	5
3	12. Village Fleet e-Vehicles Preparation: Best Practices, Impact Analysis, Report with Options, Direction and Village Actions	High	3	4
4	13. Crime Free Housing Ordinance Update: Completion and Adoption	High	3	4
2	14. Block Party 2023: Event, Evaluation Report and Future Direction	High	1	4
5	15. Downtown Traffic/Parking Study: Update Report, Direction and Village Actions	High	0	4
5	16. HQ Residences Development: Construction and Lease in 2024		2	3

Village of Mount Prospect Management Agenda 2023 – 2024

		PRIORITY		
		Priority	Top	High
2	17. Urban Chicken Policy: Report with Options and Direction		1	3
5	18. Cloud HQ Project: Construction and Village Monitoring and Permit Approval		2	2
2	19. Urban Beekeeping Policy: Report with Options and Direction		1	2
4	20. Lions Park Playground Improvements: IGA Development and Approval		1	2
4	21. Charging Port Wiring for New Construction: Report with Options and Direction		1	1
5	22. The Prospect (20 West Market/Restaurant Development): Restaurant Opening		0	1
5	23. Kohl’s Center Outlots/Vacant Parcel: Meeting and Plan to Re-Tenant Vacancies		0	1
5	24. Century Tile: Raising Cane’s: Construction and Opening in 2024		0	1

Village of Mount Prospect Management Agenda 2023 – 2024

		PRIORITY		
		Priority	Top	High
4	25. State Energy Code Update: Completion and Adoption		0	0
5	26. 111 Busse Redevelopment Project: Monitor Court Actions and Village Code Enforcement		0	0
5	27. Algonquin/83 Redevelopment: Construction and Opening (Dunkin Donuts Mixed Use)		0	0
5	28. Kensington Center Next Project: 350 North Wolf Road Industrial Development: Permit and Construction		0	0
5	29. Lions Row Homes: Permit and Construction		0	0
	30.			
	31.			
	32.			

**Village of Mount Prospect
Action Outlines 2023 – 2024**

GOAL 1	EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE
---------------	---

<p>ACTION: Long-Term Solution to Fire and Emergency Medical Services in Unincorporated Elk Grove Township: Identification</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">PRIORITY</td> </tr> <tr> <td style="text-align: center;">Policy – Top</td> </tr> </table>	PRIORITY	Policy – Top				
PRIORITY							
Policy – Top							
<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; width: 45%;"><u>Key Issues</u></th> <th style="text-align: left; width: 45%;"><u>Activities/Milestones</u></th> <th style="text-align: left; width: 10%;"><u>Time</u></th> </tr> </thead> <tbody> <tr> <td style="vertical-align: top;"> <ul style="list-style-type: none"> • Fire and EMS Service Levels • Intergovernmental Agreement • Role of Elk Grove Township • Funding Services Special Service Area/Levy • Acceptance of Responsibilities </td> <td style="vertical-align: top;"> <ol style="list-style-type: none"> 1. Revise IGA with City of Des Plaines and Elk Grove Village 2. DECISION: IGA Approval for Fire Service – Elk Grove Fire Protection District 3. Elk Grove Rural Fire District Service termination 4. Service provided under IGA </td> <td style="vertical-align: top;"> <p>5/23</p> <p>6/23</p> <p>7/23</p> <p>9/23</p> </td> </tr> </tbody> </table>	<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>	<ul style="list-style-type: none"> • Fire and EMS Service Levels • Intergovernmental Agreement • Role of Elk Grove Township • Funding Services Special Service Area/Levy • Acceptance of Responsibilities 	<ol style="list-style-type: none"> 1. Revise IGA with City of Des Plaines and Elk Grove Village 2. DECISION: IGA Approval for Fire Service – Elk Grove Fire Protection District 3. Elk Grove Rural Fire District Service termination 4. Service provided under IGA 	<p>5/23</p> <p>6/23</p> <p>7/23</p> <p>9/23</p>	
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>					
<ul style="list-style-type: none"> • Fire and EMS Service Levels • Intergovernmental Agreement • Role of Elk Grove Township • Funding Services Special Service Area/Levy • Acceptance of Responsibilities 	<ol style="list-style-type: none"> 1. Revise IGA with City of Des Plaines and Elk Grove Village 2. DECISION: IGA Approval for Fire Service – Elk Grove Fire Protection District 3. Elk Grove Rural Fire District Service termination 4. Service provided under IGA 	<p>5/23</p> <p>6/23</p> <p>7/23</p> <p>9/23</p>					
<p>Responsibility: Village Manager Mike Cassady/Fire Chief John Dolan</p>							

ACTION: “AAA” Bond Rating Strategy/Action Plan: Goal, Report with Options, Direction and Village Actions

PRIORITY
Policy – Top

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Next Bond Rating: 2025 • Fund Balance: 30% to 50% • Pension Funding Ration: 60% • Special Census: 2025 • Economic Emergency Fund Target: 2 Months Operating/\$13 Million 	<ol style="list-style-type: none"> 1. Identify actions to enhance Bond Rating 2. Prepare Report 3. REPORT: Bond Rating Enhancement Action Plan 	<p>7/23</p> <p>9/23</p> <p>10/23</p>

Responsibility: Director of Finance Amit Thakkar

ACTION: Elected Officials Ethics Ordinance: Best Practices, Direction and Adoption

PRIORITY
Policy – Top

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Scope • Best Practices • Public Perception • Compliance • Real Conflicts vs. Perceived Conflicts 	<ol style="list-style-type: none"> 1. Review “best practices” 2. Prepare Report 3. WORKSHOP: Elected Officials Ethics Ordinance Report, Discussion and Direction 4. DECISION: Elected Officials Ethics Ordinance 	<p>8/23</p> <p>8/23</p> <p>9/23</p> <p>10/23</p>

Responsibility: Village Manager Mike Cassady

ACTION: Village Proactive Marketing Plan: Draft, Prepared, Endorsement, Funding and Village Actions

PRIORITY
Policy – High

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
• Goals	1. Complete research	8/23
• Best Practices	2. Prepare draft Marketing Plan	8/23
• Options	3. Review by Management	8/23
• Marketing Brand	4. Finalize Marketing Plan	9/23
• Marketing Actions	5. COW: Marketing Plan Presentation, Discussion and Direction	9/23
• Technology Center Marketing	6. Prepare budget proposal for implementation	9/23
• Define Brand as a “Technology Center”	7. BUDGET WORKSHOP: Budget FY 24 Marketing Plan	10/23
• Costs	8. DECISION: Budget FY 24 Adoption	11/23
• Funding		
• ROI		

Responsibility : Director of Marketing and Public Relations Kylie cerk

ACTION: Village Revenue Generation Diversification Plan:
Goals, Report with Options, Direction and Village
Actions

PRIORITY
Policy – High

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
• Sales Tax Reallocation	1. Complete research	8/23
• Stormwater Utility	2. Prepare Report	9/23
• AirBNB	3. BUDGET WORKSHOP:	10/23
• Internet/Streaming	Revenue Generation	
• Penny Push Tax	Options Report	
	Presentation, Discussion	
	and Direction	

Responsibility: Director of Finance Amit Thakkar

ACTION: Government Service Duplication Reduction Strategy/
 Action Plan: Goals, Legal Responsibilities, Community
 Needs, Report with Findings and Options, Direction and
 Village Actions

PRIORITY
Policy

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
• Community Needs	1. Review services – Village and other government	8/23
• Roles/Responsibilities of Village Government	2. Review community needs	8/23
• Roles/Responsibilities of Other Governments	3. Prepare Report	9/23
• Community Organizations	4. REPORT: Government Service Duplication Report	9/23
• Funding Sources	5. BUDGET WORKSHOP: Government Service Duplication Report Presentation and Direction	10/23
• Future Needs		

Responsibility Director of Finance Amit Thakkar
 :

ACTION: Community Survey: Options, Direction and Completion

PRIORITY
Mgmt - Top

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Questions • Survey Instruments 	1. Finalize the framework	5/23
	2. Prepare contract with ETC	6/23
	3. Finalize survey instrument and questions	7/23
	4. Complete Community Survey	8/23-9/23
	5. Prepare Report	11/23
	6. REPORT: Community Survey Results and Findings	11/23
	7. COW: Community Survey Report Presentation and Discussion	

Responsibility: Assistant Village Manager Nellie Beckner

ACTION: Pensions Cost Funding and Levy: Report and Direction, Legislature Proposal

PRIORITY
Mgmt – Top

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Pension Costs • Control by the State of Illinois • Abatement Decision 	<ol style="list-style-type: none"> 1. Prepare Update Report 2. BUDGET WORKSHOP: Pension Cost and Levy Report 3. DECISION: Abatement for Pension 	<p>9/23</p> <p>10/23</p> <p>11/23</p>

Responsibility: Director of Finance Amit Thakkar

ACTION: Fire-EMS Service Enhancement Report: Report with Findings and Options, Direction and Village Actions

PRIORITY
Mgmt – Top

Key Issues

- Response Time
- Response to South Mount Prospect
- Deployment
- Stations

Activities/Milestones

1. Finalize Report
2. **COW Fire-EMS Service Enhancement Report Presentation and Discussion**
3. Prepare Update Report

Time

- 6/23
6/23
6/24

Responsibility: Fire Chief John Dolan

□□Management in Progress 2023 – 2024			TIME
1	1. Annual Strategic Plan: Update	VMO	6/23
1	2. Standards of Coverage Report: Completion	Fire	6/24
1	3. File Vault Digitalization	VMO	12/23
1	4. Village Website Refinement: New Vendor	VMO	6/24
1	5. Network Equipment at CCC Replacement	IT	12/23
1	6. Labor Negotiations and Contract: Police Officers and Sergeants, and Preparation for Fire	HR	12/23
1	7. Electric Vehicles Plan Final Report: Presentation	PW	8/23
1	8. Online Real Estate Transfer Tax	Finance	12/23
1	9. Escrow Management Software	Finance	6/24
1	10. Inspectors Training and Continuing Education	BISD	7/24
1	11. GASB 96 “Subscription-Based Information Technology Arrangements”: Implementation	Finance	12/23
1	12. Record Retention, Filing System and Office Reconfiguration	Finance	9/23
1	13. Banking Relationships, Review Fees and Interest Rates and Level of Quality Services with Reduced Errors	Finance	9/23
1	14. New Economic Emergency Fund	Finance	6/23
1	15. AP Automation, Vendors Will Have the Ability to Sign Up with What Kind of Payment Option They Prefer, Check, Credit Card, Ach	Finance	12/23
1	16. Flex Work Schedule	HR	6/23
1	17. New World Mobile Application	Finance	12/23
1	18. CityBase Contract Renewal	Finance	3/24
1	19. Pre-Plans: Identifying Emergency Response Challenges of All Commercial and Multi-Family Structures	Fire	12/23
1	20. Fire Department Policies Conversion to Lexipol	Fire	7/23
1	21. Electronic Knox Box Program	Fire	6/24
1	22. Emergency Management App for the Community: Implementation	Fire	9/23
1	23. Full-Scale Emergency Operation Center Drill in 2023: Completion	Fire	10/23
1	24. Foam Response Vehicle Replacement	Fire	12/23
1	25. Village Newsletter; Redesign	Comm	1/24
1	26. Mount Prospect Entrepreneurs Initiative: Revival	Comm	6/23
1	27. Live Closed Captioning for Meetings: Implementation	Comm	1/24
1	28. Experience Mount Prospect Website and e-Newsletter: Revival	Comm	6/23
1	29. Village e-Newsletter: Redesign	Comm	9/23

□□Management in Progress 2023 – 2024				TIME
1	30.	Use of Social Media Platforms: Quarterly Analytics Report	Comm	6/23
1	31.	Detailed Social Media Calendar: Creation	Comm	8/23
1	32.	Village's Government Access Channel Playback System Replacement: Completion	Comm	12/23
1	33.	Mount Prospect Communicators Group with Other Taxing Bodies: Creation	Comm	10/23
1	34.	Departmental Social Media and Communications Group: Revival	Comm	8/23
1	35.	Style Guide for Consistent Grammar and Formatting for Village to Resident Communications: Creation and Implementation	Comm	3/24
1	36.	Mount Prospect Profiles: Creation	Comm	1/24
1	37.	Photo Files Organization: Completion	Comm	2/24
1	38.	Canva Pro (graphic design software): Implementation	Comm	6/23
1	39.	BenefitSolver to PlanSource Third Party Administrator Benefit Hub Transition: Completion	HR	10/23
1	40.	New Life Insurance Beneficiary Forms: Audit and Collect	HR	7/23
1	41.	New Flexible Spending Account Provider for 2024 Benefit Plan Year	HR	12/23
1	42.	Applicant Tracking System: Review and Recommend for Funding	HR	9/23
1	43.	DEI Transparency Page on Employee Intranet: Development	HR	6/23
1	44.	Office 365 – Office Applications: Rollout	IT	10/23
1	45.	2022 Village Organization Annual Report	VMO	5/23
1	46.	Emergency Preparedness and Response Plan: Elected Officials Training	Fire	12/23
1	47.	Fire and EMS Response Improvements in South Mount Prospect: Update Report	Fire	6/23
1	48.	Village Government Sustainability Plan Implementation: Prioritization of Actions and Village Actions: Village Board Workshop and Budget FY 24	VMO	7/23
1	49.	Cannabis Revenues (\$80,000-90,000): Analysis, Update Report with Findings and Direction	VMO	10/23
1	50.	Village Sticker Final Elimination Board Decision on Direction	VMO	10/23

			TIME
□□Major Projects 2023 – 2024			
1	1. EOC/Public Works Door Access System: Direction and Funding (Budget FY 24)	IT	1023
1	2. Employee Gym/Shower at Village Hall Project: Completion	BISD/HR	
	a. Concept Memo		6/23
	b. Bid		8/23
	c. Design		9/23
	d. Construction		3/24

GOAL 2	ENHANCING MOUNT PROSPECT CHARM/ CHARACTER: HONORING HISTORY, HERITAGE, AND DIVERSITY, EQUITY AND INCLUSION
---------------	---

ACTION: Special Events Policy, Guidelines and Process: Development and Adoption		PRIORITY
		Policy – High
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Village Role • Village Funding • Accountability for Public Funds • Potential Partnership • Use of Police, Fire and Public Works Staffing • Costs • Funding Mechanism • Direct Costs vs Indirect Costs 	<ol style="list-style-type: none"> 1. Finalize Report 2. COW Special Events Policy Report Discussion and Direction 3. Prepare Policy Text Amendments 4. DECISION: Special Events Policy Adoption 5. Implement Policy 	<p>7/23</p> <p>8/23</p> <p>11/23</p> <p>12/23</p> <p>1/24</p>
Responsibility: Assistant Village Manager Nellie Beckner		

ACTION: Diversity, Equity and Inclusion: Quarterly Update and Future Direction/Actions

PRIORITY
Policy – High

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Progress Report 	<ol style="list-style-type: none"> 1. Promote Progress on Village Website 2. REPORT: DEI 2nd Quarter Report 	<p>6/23</p> <p>7/23</p>

Responsibility: Director of Human Resources Heidi Neu

ACTION: Community Connections Center – Future Services/
Facilities Expansion –North and South: Community
Needs, Report with Options, Locations, Direction and
Funding

PRIORITY
Policy

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Village Role • Library Needs • Community Needs – Village-Wide • Current Programs • Partners • Services • Locations 	<ol style="list-style-type: none"> 1. Prepare updated Community Needs Assessment 2. Evaluate community needs – south and north 3. Prepare Report 4. WORKSHOP: Community Connections Center Report Discussion and Direction 	<p>12/23</p> <p>5/24</p> <p>5/24</p> <p>6/24</p>

Responsibility: Director of Human Services Julie Kane

ACTION: Native Garden Pilot: Concept, Direction and Village Actions and Village Pilot Projects

PRIORITY
Policy

Key Issues

- Beta Garden – Pilot
- Promotion
- Community Education

Activities/Milestones

1. Complete planting with signs: Klehm’s Island and Euclid/Route 83
2. Develop promotional and marketing materials

Time

10/23

4/24

Responsibility: Director of Public Works Sean Dorsey

ACTION: Honoring Mount Prospect's History: Goals, Report with Options, Direction, Funding and Village Action

PRIORITY
Policy

Key Issues

- Partner with Historic Society
- Statue Options
- Location(s)
- Cost
- Design
- Funding Mechanism
- Who – A Distinguished Person

Activities/Milestones

1. Complete research
2. Seek community partners
3. Identify location(s)
4. Prepare Report
5. **COW: Honoring History Report Discussion and Direction**

Time

- 10/23
- 11/23
- 12/23
- 2/24
- 3/24

Responsibility: Director of Public Works Sean Dorsey

ACTION: Aging in the Community Actions Implementation:
Working Groups and Direction on Specific Actions

PRIORITY
Mgmt – High

Key Issues

Activities/Milestones

Time

- | | | |
|----|---|------|
| 1. | Form Working Group | 6/23 |
| 2. | Participate in Transportation
Resource Fair | 8/23 |
| 3. | Hire Senior Activities
Coordinator | 8/23 |
| 4. | Prepare Annual Update
Report | 4/24 |
| 5. | REPORT: Aging in our
Community Actions | 5/24 |

Responsibility: Director of Human Services Julie Kane

ACTION: Block Party 2023: Event, Evaluation Report and Future Direction

PRIORITY
Mgmt – High

Key Issues

Activities/Milestones

Time

- | | |
|--|-------------------------|
| <ol style="list-style-type: none"> 1. Block Party 2023 2. COW Special Events Policy Report Discussion and Direction | <p>7/23</p> <p>8/23</p> |
|--|-------------------------|

Responsibility: Assistant Village Manager Nellie Beckner

ACTION: Urban Chicken Policy: Report with Options and Direction

PRIORITY
Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|---|------|
| 1. Finalize draft policy | 6/23 |
| 2. COW: Urban Chicken Policy Discussion and Direction | 1/24 |
| 3. DECISION: Urban Chicken Policy Adoption | 2/24 |

Responsibility: Director of Building and Inspections Services Bill Schroeder
 Director of Community Development Bill Cooney

ACTION: Urban Beekeeping Policy: Report with Options and Direction

PRIORITY
Mgmt

Key Issues

Activities/Milestones

Time

- | | | |
|----|--|------|
| 1. | Finalize draft policy | 6/23 |
| 2. | COW: Urban Beekeeping Policy Discussion and Direction | 1/24 |
| 3. | DECISION: Urban Beekeeping Policy Adoption | 2/24 |

Responsibility: Director of Building and Inspections Services Bill Schroeder
 Director of Community Development Bill Cooney

□□ Management in Progress 2023 – 2024

			TIME
2.	1.	2 nd Civic Academy for Residents	Comm 12/23
2	2.	Mount Prospect Senior Appreciation Day: Creation	HS 12/23
2	3.	Annual Kickin' with Cops Summer Soccer Program	Police 7/23
2	4.	Annual Five-O 5K Run	Police 8/23
2	5.	Annual National Night Out	Police 8/23
2.	6.	Annual Community Connections Center: Youth Programs	HS Ongoing
2	7.	Annual Celebration of Cultures (4 th Year)	HS 8/23
2	8.	Annual Citizen Police Academy	Police 11/23
2	9.	First Responder Academy for Teens	Police/Fire 5/24

GOAL 3	TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT
---------------	--

<p>ACTION: Neighborhood Flooding Strategy/Program: Problem Analysis, Best Practices, Report with Findings and Options, Village Role, Direction and Funding Mechanism</p>	<table border="1"> <tr> <td>PRIORITY</td> </tr> <tr> <td>Policy – Top</td> </tr> </table>	PRIORITY	Policy – Top				
PRIORITY							
Policy – Top							
<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; border-bottom: 1px solid black;"><i>Key Issues</i></th> <th style="text-align: left; border-bottom: 1px solid black;"><i>Activities/Milestones</i></th> <th style="text-align: left; border-bottom: 1px solid black;"><i>Time</i></th> </tr> </thead> <tbody> <tr> <td style="vertical-align: top;"> <ul style="list-style-type: none"> • \$130,000 for 4-5 Sites per Year • Sites Not Meeting Criteria • 20 Sites • Surface Water </td> <td style="vertical-align: top;"> <ol style="list-style-type: none"> 1. Prepare update to 2017 Report 2. REPORT: Neighborhood Flooding </td> <td style="vertical-align: top;"> <p>6/23</p> <p>7/23</p> </td> </tr> </tbody> </table>	<i>Key Issues</i>	<i>Activities/Milestones</i>	<i>Time</i>	<ul style="list-style-type: none"> • \$130,000 for 4-5 Sites per Year • Sites Not Meeting Criteria • 20 Sites • Surface Water 	<ol style="list-style-type: none"> 1. Prepare update to 2017 Report 2. REPORT: Neighborhood Flooding 	<p>6/23</p> <p>7/23</p>	
<i>Key Issues</i>	<i>Activities/Milestones</i>	<i>Time</i>					
<ul style="list-style-type: none"> • \$130,000 for 4-5 Sites per Year • Sites Not Meeting Criteria • 20 Sites • Surface Water 	<ol style="list-style-type: none"> 1. Prepare update to 2017 Report 2. REPORT: Neighborhood Flooding 	<p>6/23</p> <p>7/23</p>					
<p>Responsibility: Director of Public Works Sean Dorsey</p>							

ACTION: Wells Strategy: Final Report after Interconnect Completion, Final Report (3) and Direction

PRIORITY
Policy – High

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
• NWMC Emergency Water Interconnect Project	1. Issue NWMC Emergency Interconnect contract	7/23
• Number of Functioning Wells	2. Complete project	5/24
• Community Future Water Needs	3. Prepare Report with Recommendations	5/24
• Water Supply Options	4. REPORT: Wells Future Strategy	6/24

Responsibility: Director of Public Works Sean Dorsey

ACTION: Stormwater Master Plan Update: Award Contract, Development, Adoption and Funding Mechanism

PRIORITY
Mgmt – Top

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Stormwater Projects • Project Costs • Stormwater Utility • Other Funding Mechanism 	<ol style="list-style-type: none"> 1. Complete Hydrological Model 2. DECISION: Award Contract for Stormwater Master Plan 3. Complete development of Stormwater Master Plan Update 4. COW: Stormwater Master Plan Update Discussion and Direction 	<p>12/23</p> <p>7/23</p> <p>4/24</p> <p>5/24</p>

Responsibility: Director of Public Works Sean Dorsey

ACTION: Bike Master Plan Phase 2 Update: Report, Direction and Funding

PRIORITY
Mgmt - Top

Key Issues

Activities/Milestones

Time

- | | | |
|----|---|------|
| 1. | Issue RFP | 6/23 |
| 2. | Award contract for Bike Master Plan Phase 2 | 8/23 |
| 3. | Complete Bike Master Plan Phase 2 Update | 4/24 |
| 4. | REPORT: Bike Master Plan Phase 2 Update | 5/24 |
| 5. | DECISION: Bike Master Plan Phase 2 Update Direction/Adoption | 6/24 |

Responsibility: Director of Public Works Sean Dorsey

ACTION: Fire Station 12 Improvements/Upgrade: Project Identification, Project Priority, Direction, Funding and Timing

PRIORITY
Mgmt – Top

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
• Station Needs	1. Identify Fire Station 12 Needs	9/23
• Costs		9/23
• Funding	2. Define scope and costs of upgrade projects	9/23
• Project Timing	3. Prepare budget proposal	9/23
	4. CIP WORKSHOP: Placeholder for Fire Station 12	10/23
	5. DECISION: CIP Budget FY 24 Fire Station 12 Projects Funding	

Responsibility: Fire Chief John Dolan

ACTION: Energy Audit/Plan: Assessment Report, Goals, Best Practices, Report with Options, Direction, Village Actions and Funding

PRIORITY
Mgmt – High

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Track Energy Use • Identify opportunities to reduce 	<ol style="list-style-type: none"> 1. Complete Energy Audit 2. Finalize Report 3. Report to Village Manager 	<p>6/23 7/23 8/23</p>

Responsibility: Director of Public Works Sean Dorsey

ACTION: ARPA: Update Report and Future Direction

PRIORITY
Mgmt – High

Key Issues

Activities/Milestones

Time

- | | |
|--|-------|
| 1. Prepare Report | 9/23 |
| 2. BUDGET WOKRSHOP:
ARPA Updated Report and
Direction | 10/23 |

Responsibility: Director of Finance Amit Thakkar

ACTION: Village Fleet e-Vehicles Preparation: Best Practices, Impact Analysis, Report with Options, Direction and Village Actions

PRIORITY
Mgmt – High

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Reducing Carbon Emissions from Village Fleet • Available EV's meeting Village needs • Cost to purchase EV and Charging Equipment • ROI 	<ol style="list-style-type: none"> 1. Prepare report 2. Presentation Finance Commission 3. REPORT: Village Fleet e-Vehicle Report Discussion and Direction 	<p>8/23</p> <p>9/23</p> <p>9/23</p>

Responsibility: Director of Public Works Sean Dorsey

Management in Progress 2023 – 2024

			TIME
3	1. ADA Compliance Plan: ROW Inspections	PW	2026
3	2. Fairview Gardens Overhead Sewer and Restoration Program/Long-Term Warranty Maintenance	PW	8/23
3	3. Major Storm Event Preparation: Annual Tabletop Exercise	Fire	10/23

□□Major Projects 2023 – 2024			TIME
3	1. Redundant Water Supply Project: Design and Construction (Northwest Water Commission)	PW	7/24
3	2. Downtown Pedestrian Crossings Projects: Bid and Construction: Central Avenue and Cathy Lane	PW	12/23
3	3. Public Works Facility Fence Replacement	PW	10/23
3	4. Village Hall Domestic Booster Pump Replacement	PW	10/23
3	5. Annual Neighborhood Drainage Improvement	PW	10/23
3	6. KBC Detention Pond 1 Rehabilitation	PW	10/23
3	7. Annual Street Improvement Program	PW	11/23
3	8. Annual Host Household Hazardous Waste Collection Event(s)	PW	9/23
3	9. Lincoln-We Go Relief Station Rehab	PW	12/23
3	10. Annual Overhead Sewer Reimbursement Program	PW	12/23
3	11. Annual Public Works Vehicle Replacements	PW	12/23
3	12. Annual Water Main Replacement	PW	12/23
3	13. Annual Sewer Main Rehabilitation	PW	12/23
3	14. Public Works Window Replacement	PW	11/24
3	15. Village Hall Window Replacement	PW	4/24
3	16. HVAC Upgrade Village Hall	2PW	4/24
3	17. Annual Streetlight LED Retrofits	PW	12/23
3	18. Rand/Central//Mount Prospect Road Project – Phase 3: Construction	PW	12/23
3	19. Central Road Pedestrian Crossing Improvements Construction	PW	12/23
3	20. Maple-Berkshire Relief Station Rehabilitation	PW	7/24
3	21. Public Works Fiber Connection	PW	10/23
3	22. Kensington Business Center Detention Pond Improvements - Pond 2: Construction	PW	2024
3	23. Multi-Use Path Kensington Road at Railroad Tracks: Design and Construction	PW	6/24
3	24. Melas-Meadows Pedestrian Bridge Phase 2: Grant Funding and Design [18 months] (IDOT)	PW	2025
3	25. Southside Infrastructure Plan/Projects: Review, Project Priority, Funding Mechanism and Direction (including Streets, Sidewalks, etc.) c. Shared Path: Design d. Oakton Water Main	PW	2024
3	26. Multi-Use Path Algonquin Road Phase II Engineering and ROW Acquisition: Design	PW	2025

GOAL 4	FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL
---------------	--

<p>ACTION: Crime/Gang Activity Reduction Plan: Problem Analysis, Best Practices, Report with Options, Direction and Village Actions</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 5px;">PRIORITY</td> </tr> <tr> <td style="padding: 5px;">Policy – Top</td> </tr> </table>	PRIORITY	Policy – Top				
PRIORITY							
Policy – Top							
<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; width: 40%;"><u>Key Issues</u></th> <th style="text-align: left; width: 30%;"><u>Activities/Milestones</u></th> <th style="text-align: left; width: 30%;"><u>Time</u></th> </tr> </thead> <tbody> <tr> <td style="vertical-align: top;"> <ul style="list-style-type: none"> • Reporting Metrics • Reporting System • Perception vs. Reality </td> <td style="vertical-align: top;"> <ol style="list-style-type: none"> 1. Prepare Report 2. REPORT: Crime/Gang Reduction Report </td> <td style="vertical-align: top;"> <p>7/23</p> <p>8/23</p> </td> </tr> </tbody> </table>	<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>	<ul style="list-style-type: none"> • Reporting Metrics • Reporting System • Perception vs. Reality 	<ol style="list-style-type: none"> 1. Prepare Report 2. REPORT: Crime/Gang Reduction Report 	<p>7/23</p> <p>8/23</p>	
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>					
<ul style="list-style-type: none"> • Reporting Metrics • Reporting System • Perception vs. Reality 	<ol style="list-style-type: none"> 1. Prepare Report 2. REPORT: Crime/Gang Reduction Report 	<p>7/23</p> <p>8/23</p>					
<p>Responsibility: Police Chief Mike Eterno</p>							

ACTION: Forest River Annexation: Update Report, Direction and Village Actions

PRIORITY
Policy

Key Issues

- Legal Strategies
- Impacts on Village
- Community Needs
- Services to Unincorporated Areas

Activities/Milestones

1. Prepare Update Report
2. **REPORT: Forest River Annexation Report Discussion and Direction**

Time

7/23

8/23

Responsibility: Director of Community Development Bill Cooney

ACTION: Kopp Park Turf Fields: Lease for Data Center, Direction, Front Funding, Time, and Next Steps

PRIORITY
Policy

Key Issues

- Early Funding
- Timing
- Costs
- Working with Mount Prospect Parks District

Activities/Milestones

1. Phase 1 Building Lease \
2. Develop Funding Strategy and IGA with Mount Prospect Park District
3. **DECISION: IGA with Mount Prospect Parks District**

Time

- 12/23
4/24
5/24

Responsibility: Village Manager Mike Cassady

ACTION: Street Lights Program – Reduced Darkness: Report

PRIORITY
Mgmt – Top

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Residential Neighborhoods • Costs • Funding • Village Role • Dark Spot and Personal Safety 	<ol style="list-style-type: none"> 1. Prepare updated Report with Accomplishments and Future Plan including CIP Impacts 2. CIP WORKSHOP: Street Lights Report Discussion and Direction 	<p>7/23</p> <p>8/23</p>

Responsibility: Director of Public Works Sean Dorsey

ACTION: Public Transportation Program Report: Goals, Best Practices, Report with Options, Village Role, Direction and Funding Mechanism

PRIORITY
Mgmt – Top

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Mobility Needs • Transportation Options • Costs • Village Role • Community Needs • Funding Mechanism 	<ol style="list-style-type: none"> 1. Meet with stakeholders and PACE 2. Prepare budget proposal 3. BUDGET WORKSHOP: Budget FY 24 Public Transportation Program Report 4. DECISION: Budget FY 24 Adoption Funding for Public Transportation Program Report 5. Issue RFP for Public Transportation Program Report 6. Award contract for Public Transportation Program Report 	<p>8/23</p> <p>8/23</p> <p>10/23</p> <p>11/23</p> <p>11/23</p> <p>1/24</p>

Responsibility: Director of Human Services Julie Kane

ACTION: Crime Free Housing Ordinance Update: Completion and Adoption

PRIORITY
Mgmt – High

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Chapter 23 Update 	<ol style="list-style-type: none"> 1. Prepare Report 2. REPORT: Crime Free Housing Ordinance Update Discussion and Direction 3. DECISION: Crime Free Housing Ordinance Update Adoption 	<p>8/23</p> <p>9/23</p> <p>10/23</p>

Responsibility: Police Chief Mike Eterno
 Director of Building and Inspections Services Bill Schroeder

ACTION: Lions Park Playground Improvements: IGA
Development and Approval

PRIORITY
Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|---|--------------------------|
| <ol style="list-style-type: none"> 1. Prepare CDBG Budget 2. DECSION: IGA on Lions Park Playground Improvement with Mount Prospect Park District | <p>8/23</p> <p>12/23</p> |
|---|--------------------------|

Responsibility: Village Manager Mike Cassady

ACTION: Charging Port Wiring for New Construction: Report with Options and Direction

PRIORITY
Mgmt

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Infrastructure for electric vehicles 	<ol style="list-style-type: none"> 1. Prepare Report 2. REPORT: Charging Port Wiring for New Construction 3. DECISION: Charging Port Wiring for New Construction Adoption 	<p>6/23</p> <p>6/23</p> <p>7/23</p>

Responsibility: Director of Building and Inspections Services Bill Schroeder

ACTION: State Energy Code Update: State Adoption

PRIORITY
Mgmt

Key Issues

- Energy Efficiency
- State Mandated

Activities/Milestones

1. State Adoption of Energy Code

Time

12/23

Responsibility: Director of Building and Inspections Services Bill Schroeder

□□Management in Progress 2023 – 2024			TIME
4	1. Annual Sidewalk Inspection Program	PW	12/23
4	2. Annual Community Police Beat Meetings	Police	Ongoing
4	3. Traffic Crash Investigation Van	Police	12/23
4	4. Police Explorer/Cadet Post: Creation	Police	8/23
4	5. Mental Health Check Program (State Mandated)	Police	12/23
4	6. Positively Furthering Fair Housing: HUD Rule Change and Completion	ED&P	9/23
4	7. Post Incident Plan – Shelter/Reunification	HS	10/23
4	8. Behavioral Health Subsidy Program	HS	Ongoing
4	9. Senior Activities Coordinator: Hire	HS	8/23
4	10. Women’s Group at the CCC: Development and Facilitation	HS	10/23
4	11. Senior Activities Expansion: Completion	HS	3/24
4	12. Celebration of Cultures Community Event	HS	8/23
4	13. Food Pantry Health Initiative	HS	Ongoing
4	14. Alzheimer’s Foundation of America National Memory Screening Program	HS	7/23
4	15. Financial Wellness Workshop	HS	10/23
4	16. HS Orientation for New Police Officers: Development	HS	8/23
4	17. Public Health Nurse CPR Instructor Certification: Completion	HS	12/23
4	18. Police Officer Wellness Presentations	HS	Ongoing
4	19. Informational Sheet for Employees on AED Use and a CLIA-Required Procedure Manual: Creation	HS	9/23
4	20. Transportation Resource Fair: Host	HS	8/23
4	21. Search and Rescue K-9: Research, Direction and Funding	Police	12/23
4	22. Combined Active Shooter/Rescue Task Force Training Exercise: Host	Police	7/23
4	23. Police Onboarding: Completion	Police	
	a. Administrative Commander		8/23
	b. Patrol Sergeant		12/23
	c. Training Sergeant		12/23
	d. Records Supervisor		12/23
4	24. Police Department’s BOFPC Rules and Regulations: Update	Police	12/23
4	25. New Police Vehicle Purchase and Delivery	Police	12/23
4	26. Sergeant to a Staff and Command Course	Police	11/23
4	27. Command Staff Member Management / Leadership Course (PERF or Northwestern University)	Police	10/23
4	28. Community Connections Center Network Connection	IT	12/23
4	29. Fridays on the Green	VMO	9/23

Major Projects 2023 – 2024

			TIME
4	1. Soccer Pitch at Euclid Elementary: Design and Completion	ED&P	11/23
4	2. License Plate Reader Cameras: Installation	Police	12/23

GOAL 5	VIBRANT COMMUNITY DESTINATIONS: DOWNTOWN, RANDHURST VILLAGE, SOUTH MOUNT PROSPECT AND OTHER COMMERCIAL CORRIDORS
---------------	---

<p>ACTION: Downtown/Prospect Avenue District Development: Businesses Openings, Façade Projects, RDA for Public Assistance for Private Projects Direction and Funding</p>	<table border="1"> <tr><td>PRIORITY</td></tr> <tr><td>Policy – Top</td></tr> </table>	PRIORITY	Policy – Top				
PRIORITY							
Policy – Top							
<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; border-bottom: 1px solid black;"><u>Key Issues</u></th> <th style="text-align: left; border-bottom: 1px solid black;"><u>Activities/Milestones</u></th> <th style="text-align: left; border-bottom: 1px solid black;"><u>Time</u></th> </tr> </thead> <tbody> <tr> <td style="vertical-align: top;"> <ul style="list-style-type: none"> • Village Incentives </td> <td style="vertical-align: top;"> <ol style="list-style-type: none"> 1. DECISION: Downtown Incentive Agreements Policy 2. Ribbon Cutting/Promotion Program </td> <td style="vertical-align: top;"> <p>9/23</p> <p>9/23</p> </td> </tr> </tbody> </table>	<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>	<ul style="list-style-type: none"> • Village Incentives 	<ol style="list-style-type: none"> 1. DECISION: Downtown Incentive Agreements Policy 2. Ribbon Cutting/Promotion Program 	<p>9/23</p> <p>9/23</p>	
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>					
<ul style="list-style-type: none"> • Village Incentives 	<ol style="list-style-type: none"> 1. DECISION: Downtown Incentive Agreements Policy 2. Ribbon Cutting/Promotion Program 	<p>9/23</p> <p>9/23</p>					
<p>Responsibility: Village Manager Mike Cassady</p>							

ACTION: Connect South Mount Prospect Plan Implementation:
 Identification of Projects, Direction and Funding
 Mechanism

PRIORITY
Policy – High

Key Issues

Activities/Milestones

Time

- | | | |
|----|--|-------|
| 1. | Meeting to review and discuss Projects | 6/23 |
| 2. | Identify Projects | 8/23 |
| 3. | Prepare budget proposal | 8/23 |
| 4. | BUDGET WORKSHOP:
Budget FY 24 South Mount Prospect Projects | 10/23 |
| 5. | DECISION: Budget FY 24 South Mount Prospect Projects Funding | 11/23 |

Responsibility Director of Community Development Bill Cooney

ACTION: Plan for New Bear's Stadium: Goals, Research NFL Cities – Economic Opportunity Zone, Benefits for Mount Prospect, Report with Findings and Options and Direction

PRIORITY
Policy

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
• Benefits for Mount Prospect	1. Research economic impacts of NFL stadiums	8/23
• Impacts to Mount Prospect	2. Prepare Report	8/23
	3. REPORT: Bear's Stadium Report	9/23

Responsibility: Village Manager Mike Cassady
 Responsibility: Director of Community Development Bill Cooney

ACTION: Technology Center Marketing: Direction and Village

PRIORITY
Policy

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Chapter within Marketing 	<ol style="list-style-type: none"> 1. Define brand as a "Technology Center" 2. Develop Marketing Program 	<p>8/23</p> <p>9/23</p>

Responsibility: Marketing Director of Marketing and Public Relations

ACTION: Downtown Public Art Project: Next Steps

PRIORITY
Policy

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Placemaking • Location (s) • Cost 	<ol style="list-style-type: none"> 1. Identify “beta” Project 2. Prepare Report 3. REPORT: Downtown Public Art Project 	<p>2/24</p> <p>2/24</p> <p>3/24</p>

Responsibility: Village Manager Mike Cassady

ACTION: Downtown Traffic/Parking Study: Update Report, Direction and Village Actions

PRIORITY
Mgmt – High

Key Issues

Activities/Milestones

Time

- | | |
|--|------|
| 1. Complete Warrant Study | 7/23 |
| 2. Decision: Management | 8/23 |
| 3. Evaluate traffic impacts and parking | 6/24 |
| 4. Prepare an Updated Report | 6/24 |
| 5. REPORT: Downtown Traffic/Parking Study | 6/24 |

Responsibility: Director of Public Works Sean Dorsey

ACTION: HQ Residences Development: Construction and Lease
in
2024

Key Issues

Activities/Milestones

1. Construction completed

PRIORITY
Mgmt

Time

7/24

Responsibility: Director of Building and Inspections Services Bill Schroeder

ACTION: Cloud HQ Project: Construction and Village Monitoring and Permit Approval

PRIORITY
Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|--|-------|
| 1. Prepare site | 10/23 |
| 2. Leasing Approval | 12/23 |
| 3. Complete construction of Building 1 | 2025 |

Responsibility: Director of Building and Inspections Services Bill Schroeder

ACTION: The Prospect (20 West Market/Restaurant Development): Restaurant Opening

PRIORITY
Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|-------------------------|-------|
| 1. Issue Liquor License | 10/23 |
| 2. Opening | 12/23 |

Responsibility: Director of Building and Inspections Services Bill Schroeder

ACTION: Kohl's Center Outlots/Vacant Parcel: Meeting and Plan to Re-Tenant Vacancies

PRIORITY
Mgmt

Key Issues

- Reactivate vacant retail spaces

Activities/Milestones

1. Occupancy of former Hobby Lobby

Time

7/24

Responsibility: Director of Building and Inspections Services Bill Schroeder

ACTION: Century Tile: Raising Cane's: Construction and Opening in 2024

Key Issues

Activities/Milestones

1. Meeting with property owner/Raising Cane's
2. Demolition
3. Opening

PRIORITY
Mgmt

Time

6/23

12/23

12/24

Responsibility: Director of Building and Inspections Services Bill Schroeder

ACTION: 111 Busse Redevelopment Project: Monitor Court Actions and Village Code Enforcement

PRIORITY
Mgmt

Key Issues

Activities/Milestones

Time

1. Court Date
2. Monitor legal actions

7/23

Ongoing

Responsibility: Village Manager Mike Cassady

ACTION: Algonquin/83 Redevelopment: Construction and Opening (Dunkin Donuts Mixed Use)

PRIORITY
Mgmt

Key Issues

Activities/Milestones

Time

1. Complete construction
2. Opening

10/23

12/23

Responsibility: Director of Building and Inspections Services Bill Schroeder

ACTION: Kensington Center Next Project: 350 North Wolf Road
Industrial Development: Permit and Construction

PRIORITY
Mgmt

Key Issues

Activities/Milestones

Time

1. Complete construction
2. Occupancy

11/23

12/23

Responsibility: Director of Building and Inspections Services Bill Schroeder

ACTION: Lions Row Homes: Permit and Construction

PRIORITY
Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|--------------------------|-------|
| 1. Issue Permit | 7/23 |
| 2. Complete construction | 9/24 |
| 3. Occupancy | 12/24 |

Responsibility: Director of Building and Inspections Services Bill Schroeder

<input type="checkbox"/> <input type="checkbox"/> Management in Progress 2023 – 2024			TIME
5	1. MPEI: Implementation	ED	6/23
5	2. Business Visitation Program: Implementation	ED	6/23
5	3. 105 Main Redevelopment: Code Enforcement and Adjudication (Sakura Site)	CD	6/23
5	4. Holiday Inn Building: Legal Strategy	BISD	6/23
5	5. MSL Building D: Occupancy	BISD	4/24
5	6. Car Wash (2)	BISD	12/23 8/24
5	7. Metra Train Platform Extension: Direction, White Paper, Resolution on Village Position and Village Actions	VMO	7/23

Policy Calendar 2023 – 2024

MONTH

June 2023

1. **COW Fire-EMS Service Enhancement Report Presentation and Discussion**
2. **REPORT: Charging Port Wiring for New Construction**

MONTH

July 2023

1. **REPORT: DEI 2nd Quarter Report**
2. **REPORT: Neighborhood Flooding**
3. **DECISION: Award Contract for Stormwater Master Plan**
4. **DECISION: Charging Port Wiring for New Construction Adoption**
5. **WORKSHOP: Village Government Sustainability Plan Implementation: Prioritization of Actions and Village Actions Presentation and Project Priority**

MONTH

August 2023

1. **COW Special Events Policy Report Discussion and Direction**
2. **CIP WORKSHOP: Placeholder for Fire Station 12**
3. **REPORT: Crime/Gang Reduction Report**
4. **REPORT: Forest River Annexation Report Discussion and Direction**
5. **CIP WORKSHOP: Street Lights Report Discussion and Direction**

MONTH

September 2023

1. **DECISION: IGA approval for Fire Service – Elk Grove Fire Protection District**

2. **WORKSHOP: Elected Officials Ethics Ordinance Report, Discussion and Direction**

3. **COW: Marketing Plan Presentation, Discussion and Direction**

4. **REPORT: Government Service Duplication Report**

5. **REPORT: Village Fleet e-Vehicle Report Discussion and Direction**

6. **REPORT: Crime Free Housing Ordinance Update Discussion and Direction**

7. **DECISION: Downtown Incentive Agreements Policy**

8. **REPORT: Bear's Stadium Report**

MONTH

October 2023

1. **BUDGET WORKSHOP: Budget FY 24**
 - a. **Marketing Plan**
 - b. **Pension Cost and Levy Report**
 - c. **South Mount Prospect Projects**
 - d. **Sustainability Projects**
 - e. **Fire Station 12 Projects CIP Funding**
 - f. **Public Transportation**

2. **REPORT: Bond Rating Enhancement Action Plan**

3. **DECISION: Elected Officials Ethics Ordinance**

4. **BUDGET WORKSHOP: Revenue Generation Options Report Presentation, Discussion and Direction**

5. **BUDGET WORKSHOP: Government Service Duplication Report Presentation and Direction**

6. **BUDGET WOKRSHOP: ARPA Updated Report and Direction**

7. **BUDGET WORKSHOP: Budget FY 24 Public Transportation Program Report**

8. **DECISION: Village Sticker Final Elimination Direction**

9. **DECISION: Crime Free Housing Ordinance Update Adoption**

MONTH

November 2023

1. **DECISION: Budget FY 24 Adoption**
2. **REPORT: Community Survey Results and Findings**
3. **COW: Community Survey Report Presentation and Discussion**
4. **DECISION: Abatement for Pension**

MONTH

December 2023

1. **DECISION: Special Events Policy Adoption**

2. **DECSION: IGA on Lions Park Playground Improvement with Mount Prospect Park District**

MONTH

January 2024

1. **COW: Urban Chicken Policy Discussion and Direction**

2. **COW: Urban Beekeeping Policy Discussion and Direction**

MONTH

February 2024

1. **DECISION: Urban Chicken Policy Adoption**

2. **DECISION: Urban Beekeeping Policy Adoption**

MONTH

March 2024

1. **COW: Honoring History Report Discussion and Direction**

2. **REPORT: Downtown Public Art Project**

MONTH

April 2024

1.

2.

MONTH

May 2024

1. **REPORT: Aging in our Community Actions**
2. **COW: Stormwater Master Plan Update Discussion and Direction**
3. **REPORT: Bike Master Plan Phase 2 Update**
4. **DECISION: IGA with Mount Prospect Parks District**

MONTH

June 2024

1. **WORKSHOP: Community Connections Center Report Discussion and Direction**
2. **REPORT: Wells Future Strategy**
3. **DECISION: Bike Master Plan Phase 2 Direction/Adoption**
4. **REPORT: Downtown Traffic/Parking Study**

SECTION 6

GOVERNANCE: OUR MAYOR – BOARD OF TRUSTEES AND VILLAGE MANAGER IN ACTION

Governance Topics

Village of Mount Prospect

Mayor and Board of Trustees

1. Coffee with the Council Expansion
2. COW – Work Sessions
3. Town Hall Meeting
4. Trustee Compensation
5. Term Limits
6. eMail Protocols
7. Event Attendance
8. Regional Involvement/Intergovernmental Relations
9. Texting
10. Representing the Village Position and Negotiating Strategy

Mayor and Board of Trustees Framework for Success and Effectiveness

► Mayor and Board of Trustees Success means . . .

1. Mayor and Village Board accomplished Village Goals, Action Agenda and Projects
2. Mayor and Village Board work together as a Team
3. Mayor and Village Board respected each other and others
4. Mayor and Village Board acted with integrity
5. Mayor and Village Board did their homework and came prepared
6. Mayor and Village Board make data-based decisions
7. Mayor and Village Board acted in the best interests of the entire Mount Prospect community
8. Mayor and Village Board assured exceptional service at a lowest cost
9. Mayor and Village Board strived for consensus
10. Mayor and Village Board acted in a financially responsible manner
11. Mayor and Village Board was leading our Mount Prospect community to the future
12. Mayor and Village Board were confident
13. Mayor and Village Board focus on the Village's agenda over a personal agenda
14. Mayor and Village Board focused on facts over emotions

15. Mayor and Village Board have supported Village staff as they implement Village Board decisions and direction – avoid attacking Village and Village staff on social media
16. Mayor and Village Board provided clear, consistent direction to Village commissions and staff

► **Mayor and Board of Trustees Desired Community Image**

1. Mayor and Village Board are fair
2. Mayor and Village Board are responsive
3. Mayor and Village Board act with confidence
4. Mayor and Village Board have compassion for others
5. Mayor and Village Board are honest and act with integrity
6. Mayor and Village Board are competent
7. Mayor and Village Board respect others
8. Mayor and Village Board listen to all residents and respond to community needs
9. Mayor and Village Board are approachable
10. Mayor and Village Board come prepared
11. Mayor and Village Board work for the best interests of the entire Mount Prospect community
12. Mayor and Village Board work together as a Team and work with the Village staff as a Team
13. Mayor and Village Board provide clear direction for the future
14. Mayor and Village Board has a strategic plan with vision, goals and action agenda
15. Mayor and Village Board debate issues, vote and move on to the next issue
16. Mayor and Village Board are open to ideas, comments, opinions and feedback
17. Mayor and Village Board are creating an equitable community for all

House Rules

Our Code of Conduct and Civility

- 1** Respect others – the individual; their ideas, experiences and opinions
- 2** Communicate in an open, truthful and direct manner
- 3** Come prepared and ready to work
- 4** Act with integrity
- 5** Represent the Village in a positive manner
- 6** Debate issue, make a decision and move on
- 7** Support the decisions and actions of the Village Board, and each other
- 8** Use data to make the best decisions for the entire Mount Prospect community
- 9** Keep each other and the Village Manager informed
- 10** Have empathy and compassion for others being sensitive to the impacts of your behavior and action on others

5/11/21: Signed by Mayor and Village Board, Village of Mount Prospect

Mayor and Board of Trustees Protocols: Operating Guidelines

Protocol 1	Simple Information –Readily Available
-------------------	--

1. Text, call or email the Village Manager
2. Share your information request including urgency and method of communications

Protocol 2	Research on a Topic
-------------------	----------------------------

1. Contact the Village Manager
2. Discuss and focus the request, parameters and time frame
3. If the request will take significant amount of time, the topic will be presented to the Village Board for direction – majority decides
4. The report on the request will go to all – Mayor and Trustees

Protocol 3	Citizen Service Request
-------------------	--------------------------------

- A. First Contact
 1. Text, email or call the Village Manager's Office
 2. Share the request and your level of involvement and follow-up
 3. Village will contact the individual within 24 hours – business day
 4. "Let me check into it" and avoid commitments
 5. Refer the resident to the Village CRM System – go to the website first and enter their request
- B. Unsatisfactory Village Actions
 1. Text, email or call the Village Manager
 2. Share your information, your expectations and your level of involvement
 3. Village Manager will report back to you on the issues and actions

Protocol 4	Agenda
-------------------	---------------

- A. Placing an Item on Agenda
 - 1. Text or email the Mayor and Village Manager
 - 2. Make the request at a Village Board Meeting or COW meeting
- B. Question on an Agenda Item
 - 1. Contact the Village Manager
 - 2. Bring up your questions early – this will allow Village staff to respond or to incorporate the answer in their presentation

Protocol 5	Urgent Information
-------------------	---------------------------

- A. Criteria
 - 1. Major event in the community – will make the news or be on social media
 - 2. School event
 - 3. Train incident
 - 4. Mass casualty event
- B. Method of Communications
 - 1. Mayor – Call or Text
 - 2. Colleen - Text
 - 3. Richard - Text
 - 4. Peggy - Text
 - 5. Augie – Call or Text
 - 6. Terri – Text or Call
 - 7. John - Call

Protocol 6	Communications: Trustee/Trustee and Trustee/Staff
-------------------	--

- 1. Board communications go through the Village Manager – avoid communicating with other Village staff
- 2. Village Manager will communicate the same information to all – Mayor and Trustee
- 3. Avoid serial conversations or polling among Mayor and Trustees
- 4. Avoid “Reply All”
- 5. Remember: All of your communications are open – FOIA
- 6. Use personal or business devices – phones or computers

Protocol 7

Employee Contact

- A. Employee Initiated
 - 1. Keep the conversation social
 - 2. Avoid directing or asking questions
 - 3. Advise the Village Manager
 - 4. Advise the Village Manager on autonomous email/communications from individuals who claim to be Village employee
- B. Trustee Initiated
 - 1. Trustees should avoid contacting Village staff

Protocol 8

Email

- 1. Use Mount Prospect email for Village business
- 2. Remember: all emails are open records/public information
- 3. Any email could be headlines – social media or print
- 4. Avoid comments/statements agreeing with the individual before you have checked into it

Protocol 9

Representative/Liaison

- 1. Represent the Village policies and Board direction
- 2. Communicate back to the Board –information, policies and actions
- 3. Avoid representing a personal opinion
- 4. If the Board has not discussed the matter, bring the topic back to the Board for discuss and direction

Protocol 10

Social Media

- 1. You are a Village Trustee and represent Village government – others may not separate your personal comments and Village/Board positions
- 2. Once shared, you lose control of your comments and use by others
- 3. Exercise caution
- 4. Notify the Village Manager of trending messages
- 5. If there is misinformation or disinformation, there may be a need for a tactical response from Village government
- 6. Avoid comments/statements agreeing with the individual before you have checked into it

Protocol 11	Community Presence
--------------------	---------------------------

1. Listen to the many voices in our community
2. Attend events and represent the Village
3. If asked to speak, "On behalf of the Mayor and Board of Trustees"
4. Relax and enjoy

Protocol 12	Village Commissions – Partners in Governance
--------------------	---

1. Provide clear direction, task assignments and policy parameters
2. Listen and consider their input and recommendations as we make a decision
3. Respect their roles and responsibilities and their contributions to the Village

ACTION AGENDA

2023 – 2024

Mayor and Village Board



Mount Prospect, Illinois
May 2023



Lyle Sumek Associates, Inc.
401 E Las Olas Blvd, Ste 130-591
Fort Lauderdale, FL 33301

Phone: (386) 246-6250
E-mail: sumekassoc@gmail.com

Definitions of Terms

POLICY –

is an issue that needs direction or a policy decision by the Board of Trustees; or needs a major funding decision by the Board of Trustees; or an issue that needs Board of Trustees leadership by the governing body in the community; or with other governmental bodies (Village government, other Village governments, state government, federal government) – questions of “WHAT: IS THE DIRECTION; IS THE GOAL; IS THE BUDGET OR RESOURCES; IS THE VILLAGE'S POLICY OF REGULATION?”

MANAGEMENT –

a management action which the Board of Trustees has set the overall direction and provided initial funding (e.g., phased project), may require further Board of Trustees action on funding; or a major management project particularly multiple years (e.g., upgrade to the information system) – questions of “HOW: DO WE ADDRESS THE ISSUE, MANAGE THE VILAGE; IMPLEMENT A DECISION OR PROGRAM; CAN WE IMPROVE THE MANAGEMENT OR ORGANIZATIONAL PROCESS?”

MANAGEMENT IN PROGRESS –

a management or organization action which Board of Trustees has set the direction, needs staff work before going to Board of Trustees for direction next year or beyond, no choice mandated by an outside governmental agency or institution, management process improvement budgeted or funded by the Board of Trustees.

MAJOR PROJECT –

a capital project funded in the CIP or by Board of Trustees action which needs design or to be constructed (e.g., Road project, Village facility project, park project, etc.).

ON THE HORIZON –

an issue or project that will not be addressed during the year by management or the Board of Trustees but should be addressed in the next five years; it could become an action item for this year if another party moves the issue or project forward – it depends on them.

Policy Agenda 2023 – 2024 Targets for Action Village of Mount Prospect

TOP PRIORITY

**Crime/Gang Activity Reduction Plan:
Problem Analysis, Best Practices, Report with Options, Direction and Village Actions**

**Long-Term Solution for Fire and Emergency Medical Services
for Unincorporated Elk Grove Township: Identification**

**Downtown Prospect Avenue District Development:
Businesses Openings, Façade Projects, RDA for Public Assistance for Private Projects,
Direction and Funding,**

**“AAA” Bond Rating Strategy/Action Plan:
Goal, Report with Options, Direction and Village Actions**

Elected Officials Ethics Ordinance: Best Practices, Direction and Adoption

**Neighborhood Flooding Strategy/Program:
Problem Analysis, Best Practices, Report with Findings and Options,
Village Role, Direction and Funding Mechanism**

HIGH PRIORITY

Special Events Policy, Guidelines and Process: Development and Adoption

Connect South Mount Prospect Plan Implementation:
Identification of Projects, Direction and Funding Mechanism

Village Proactive Marketing Plan:
Draft Prepared, Endorsement, Funding and Village Actions

Village Revenue Generation Diversification Plan:
Goals, Report with Options, Direction and Village Actions

Diversity, Equity and Inclusion: Quarterly Update and Future Direction/Actions

Wells Strategy: Final Report after Interconnect Completion, Final Report (3) and Direction

Management Agenda 2023 – 2024 Targets for Action Village of Mount Prospect

TOP PRIORITY

Community Survey: Options, Direction and Completion

Pensions Cost Funding and Levy: Report and Direction, Legislature Proposal

Fire-EMS Service Enhancement Report:
Report with Findings and Options, Direction and Village Actions

Stormwater Master Plan Update:
Award Contract, Development, Adoption and Funding Mechanism

Bike Master Plan Phase 2 Update: Report, Direction and Funding

Street Lights Program – Reduced Darkness: Report

Fire Station 12 Improvements/Upgrade:
Project Identification, Project Priority, Direction, Funding and Timing

Public Transportation Program Report:
Goals, Best Practices, Report with Options, Village Role, Direction and Funding Mechanism

HIGH PRIORITY

Aging in the Community Actions Implementation:
Working Groups and Direction on Specific Actions

Energy Audit/Plan:
Assessment Report, Goals, Best Practices, Report with Options,
Direction, Village Actions and Funding

ARPA; Update Report and Future Direction

Village Fleet e-Vehicles Preparation:
Best Practices, Impact Analysis, Report with Options, Direction and Village Actions

Crime Free Housing Ordinance Update: Completion and Adoption

Block Party 2023: Event, Evaluation Report and Future Direction

Downtown Traffic/Parking Study: Update Report, Direction and Village Actions

**Village of Mount Prospect
Action Outlines 2023 – 2024**

GOAL 1	EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE
---------------	---

<p>ACTION: Long-Term Solution to Fire and Emergency Medical Services in Unincorporated Elk Grove Township: Identification</p>	<table border="1"> <tr> <td>PRIORITY</td> </tr> <tr> <td>Policy – Top</td> </tr> </table>	PRIORITY	Policy – Top				
PRIORITY							
Policy – Top							
<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; border-bottom: 1px solid black;"><u>Key Issues</u></th> <th style="text-align: left; border-bottom: 1px solid black;"><u>Activities/Milestones</u></th> <th style="text-align: left; border-bottom: 1px solid black;"><u>Time</u></th> </tr> </thead> <tbody> <tr> <td style="vertical-align: top;"> <ul style="list-style-type: none"> • Fire and EMS Service Levels • Intergovernmental Agreement • Role of Elk Grove Township • Funding Services Special Service Area/Levy • Acceptance of Responsibilities </td> <td style="vertical-align: top;"> <ol style="list-style-type: none"> 1. Revise IGA with City of Des Plaines and Elk Grove Village 2. DECISION: IGA Approval for Fire Service – Elk Grove Fire Protection District 3. Elk Grove Rural Fire District Service termination 4. Service provided under IGA </td> <td style="vertical-align: top;"> <p>5/23</p> <p>6/23</p> <p>7/23</p> <p>9/23</p> </td> </tr> </tbody> </table>	<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>	<ul style="list-style-type: none"> • Fire and EMS Service Levels • Intergovernmental Agreement • Role of Elk Grove Township • Funding Services Special Service Area/Levy • Acceptance of Responsibilities 	<ol style="list-style-type: none"> 1. Revise IGA with City of Des Plaines and Elk Grove Village 2. DECISION: IGA Approval for Fire Service – Elk Grove Fire Protection District 3. Elk Grove Rural Fire District Service termination 4. Service provided under IGA 	<p>5/23</p> <p>6/23</p> <p>7/23</p> <p>9/23</p>	
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>					
<ul style="list-style-type: none"> • Fire and EMS Service Levels • Intergovernmental Agreement • Role of Elk Grove Township • Funding Services Special Service Area/Levy • Acceptance of Responsibilities 	<ol style="list-style-type: none"> 1. Revise IGA with City of Des Plaines and Elk Grove Village 2. DECISION: IGA Approval for Fire Service – Elk Grove Fire Protection District 3. Elk Grove Rural Fire District Service termination 4. Service provided under IGA 	<p>5/23</p> <p>6/23</p> <p>7/23</p> <p>9/23</p>					
<p>Responsibility: Village Manager Mike Cassady/Fire Chief John Dolan</p>							

**ACTION: “AAA” Bond Rating Strategy/Action Plan: Goal,
Report with Options, Direction and Village Actions**

PRIORITY
Policy – Top

Key Issues

- Next Bond Rating: 2025
- Fund Balance: 30% to 50%
- Pension Funding Ratio: 60%
- Special Census: 2025
- Economic Emergency Fund Target: 2 Months Operating/\$13 Million

Activities/Milestones

1. Identify actions to enhance Bond Rating
2. Prepare Report
3. **REPORT: Bond Rating Enhancement Action Plan**

Time

- 7/23
9/23
10/23

Responsibility: Director of Finance Amit Thakkar

ACTION: Village Marketing Plan: Draft, Prepared, Endorsement, Funding and Village Actions

PRIORITY
Policy – High

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
• Goals	1. Complete research	8/23
• Best Practices	2. Prepare draft Marketing Plan	8/23
• Options	3. Review by Management	8/23
• Marketing Brand	4. Finalize Marketing Plan	9/23
• Marketing Actions	5. COW: Marketing Plan Presentation, Discussion and Direction	9/23
• Technology Center Marketing	6. Prepare budget proposal for implementation	9/23
• Define Brand as a “Technology Center”	7. BUDGET WORKSHOP: Budget FY 24 Marketing Plan	10/23
• Costs	8. DECISION: Budget FY 24 Adoption	11/23
• Funding		
• ROI		

Responsibility : Director of Marketing and Public Relations Kylie Cerk

ACTION: Village Revenue Generation Diversification Plan:
Goals, Report with Options, Direction and Village
Actions

PRIORITY
Policy – High

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
• Sales Tax Reallocation	1. Complete research	8/23
• Stormwater Utility	2. Prepare Report	9/23
• AirBNB	3. BUDGET WORKSHOP:	10/23
• Internet/Streaming	Revenue Generation	
• Penny Push Tax	Options Report	
	Presentation, Discussion	
	and Direction	

Responsibility: Director of Finance Amit Thakkar

ACTION: Government Service Duplication Reduction Strategy/
 Action Plan: Goals, Legal Responsibilities, Community
 Needs, Report with Findings and Options, Direction and
 Village Actions

PRIORITY
Policy

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
• Community Needs	1. Review services – Village and other government	8/23
• Roles/Responsibilities of Village Government	2. Review community needs	8/23
• Roles/Responsibilities of Other Governments	3. Prepare Report	9/23
• Community Organizations	4. REPORT: Government Service Duplication Report	9/23
• Funding Sources	5. BUDGET WORKSHOP: Government Service Duplication Report Presentation and Direction	10/23
• Future Needs		

Responsibility Director of Finance Amit Thakkar
 :

ACTION: Community Survey: Options, Direction and Completion

PRIORITY
Mgmt - Top

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Questions • Survey Instruments 	1. Finalize the framework	5/23
	2. Prepare contract with ETC	6/23
	3. Finalize survey instrument and questions	7/23
	4. Complete Community Survey	8/23-9/23
	5. Prepare Report	11/23
	6. REPORT: Community Survey Results and Findings	11/23
	7. COW: Community Survey Report Presentation and Discussion	

Responsibility: Assistant Village Manager Nellie Beckner

ACTION: Pensions Cost Funding and Levy: Report and Direction,
Legislature Proposal

PRIORITY
Mgmt – Top

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Pension Costs • Control by the State of Illinois • Abatement Decision 	<ol style="list-style-type: none"> 1. Prepare Update Report 2. BUDGET WORKSHOP: Pension Cost and Levy Report 3. DECISION: Abatement for Pension 	<p>9/23</p> <p>10/23</p> <p>11/23</p>

Responsibility: Director of Finance Amit Thakkar

ACTION: Fire-EMS Service Enhancement Report: Report with Findings and Options, Direction and Village Actions

PRIORITY
Mgmt – Top

Key Issues

- Response Time
- Response to South Mount Prospect
- Deployment
- Stations

Activities/Milestones

1. Finalize Report
2. **COW Fire-EMS Service Enhancement Report Presentation and Discussion**
3. Prepare Update Report

Time

- 6/23
6/23
6/24

Responsibility: Fire Chief John Dolan

► Management in Progress 2023 – 2024			TIME
1	1. Annual Strategic Plan: Update	VMO	6/23
1	2. Standards of Coverage Report: Completion	Fire	6/24
1	3. File Vault Digitalization	VMO	12/23
1	4. Village Website Refinement: New Vendor	VMO	6/24
1	5. Network Equipment at CCC Replacement	IT	12/23
1	6. Labor Negotiations and Contract: Police Officers and Sergeants, and Preparation for Fire	HR	12/23
1	7. Electric Vehicles Plan Final Report: Presentation	PW	8/23
1	8. Online Real Estate Transfer Tax	Finance	12/23
1	9. Escrow Management Software	Finance	6/24
1	10. Inspectors Training and Continuing Education	BISD	7/24
1	11. GASB 96 “Subscription-Based Information Technology Arrangements”: Implementation	Finance	12/23
1	12. Record Retention, Filing System and Office Reconfiguration	Finance	9/23
1	13. Banking Relationships, Review Fees and Interest Rates and Level of Quality Services with Reduced Errors	Finance	9/23
1	14. New Economic Emergency Fund	Finance	6/23
1	15. AP Automation, Vendors Will Have the Ability to Sign Up with What Kind of Payment Option They Prefer, Check, Credit Card, Ach	Finance	12/23
1	16. Flex Work Schedule	HR	6/23
1	17. New World Mobile Application	Finance	12/23
1	18. CityBase Contract Renewal	Finance	3/24
1	19. Pre-Plans: Identifying Emergency Response Challenges of All Commercial and Multi-Family Structures	Fire	12/23
1	20. Fire Department Policies Conversion to Lexipol	Fire	7/23
1	21. Electronic Knox Box Program	Fire	6/24
1	22. Emergency Management App for the Community: Implementation	Fire	9/23
1	23. Full-Scale Emergency Operation Center Drill in 2023: Completion	Fire	10/23
1	24. Foam Response Vehicle Replacement	Fire	12/23
1	25. Village Newsletter; Redesign	Comm	1/24
1	26. Mount Prospect Entrepreneurs Initiative: Revival	Comm	6/23
1	27. Live Closed Captioning for Meetings: Implementation	Comm	1/24
1	28. Experience Mount Prospect Website and e-Newsletter: Revival	Comm	6/23
1	29. Village e-Newsletter: Redesign	Comm	9/23

<p>► Management in Progress 2023 – 2024</p>			TIME
1	30. Use of Social Media Platforms: Quarterly Analytics Report	Comm	6/23
1	31. Detailed Social Media Calendar: Creation	Comm	8/23
1	32. Village’s Government Access Channel Playback System Replacement: Completion	Comm	12/23
1	33. Mount Prospect Communicators Group with Other Taxing Bodies: Creation	Comm	10/23
1	34. Departmental Social Media and Communications Group: Revival	Comm	8/23
1	35. Style Guide for Consistent Grammar and Formatting for Village to Resident Communications: Creation and Implementation	Comm	3/24
1	36. Mount Prospect Profiles: Creation	Comm	1/24
1	37. Photo Files Organization: Completion	Comm	2/24
1	38. Canva Pro (graphic design software): Implementation	Comm	6/23
1	39. BenefitSolver to PlanSource Third Party Administrator Benefit Hub Transition: Completion	HR	10/23
1	40. New Life Insurance Beneficiary Forms: Audit and Collect	HR	7/23
1	41. New Flexible Spending Account Provider for 2024 Benefit Plan Year	HR	12/23
1	42. Applicant Tracking System: Review and Recommend for Funding	HR	9/23
1	43. DEI Transparency Page on Employee Intranet: Development	HR	6/23
1	44. Office 365 – Office Applications: Rollout	IT	10/23
1	45. 2022 Village Organization Annual Report	VMO	5/23
1	46. Emergency Preparedness and Response Plan: Elected Officials Training	Fire	12/23
1	47. Fire and EMS Response Improvements in South Mount Prospect: Update Report	Fire	6/23
1	48. Village Government Sustainability Plan Implementation: Prioritization of Actions and Village Actions: Village Board Workshop and Budget FY 24	VMO	7/23
1	49. Cannabis Revenues (\$80,000-90,000): Analysis, Update Report with Findings and Direction	VMO	10/23
1	50. Village Sticker Final Elimination Board Decision on Direction	VMO	10/23

			TIME
► Major Projects 2023 – 2024			
1	1. EOC/Public Works Door Access System: Direction and Funding (Budget FY 24)	IT	1023
1	2. Employee Gym/Shower at Village Hall Project: Completion	BISD/HR	
	a. Concept Memo		6/23
	b. Bid		8/23
	c. Design		9/23
	d. Construction		3/24

GOAL 2	ENHANCING MOUNT PROSPECT CHARM/ CHARACTER: HONORING HISTORY, HERITAGE, AND DIVERSITY, EQUITY AND INCLUSION
---------------	---

ACTION: Special Events Policy, Guidelines and Process: Development and Adoption		PRIORITY
		Policy – High
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Village Role • Village Funding • Accountability for Public Funds • Potential Partnership • Use of Police, Fire and Public Works Staffing • Costs • Funding Mechanism • Direct Costs vs Indirect Costs 	<ol style="list-style-type: none"> 1. Finalize Report 2. COW Special Events Policy Report Discussion and Direction 3. Prepare Policy Text Amendments 4. DECISION: Special Events Policy Adoption 5. Implement Policy 	<p style="text-align: center;">7/23</p> <p style="text-align: center;">8/23</p> <p style="text-align: center;">11/23</p> <p style="text-align: center;">12/23</p> <p style="text-align: center;">1/24</p>
Responsibility: Assistant Village Manager Nellie Beckner		

ACTION: Diversity, Equity and Inclusion: Quarterly Update and Future Direction/Actions

PRIORITY
Policy – High

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
• Progress Report	1. Promote Progress on Village Website	6/23
	2. REPORT: DEI 2nd Quarter Report	7/23

Responsibility: Director of Human Resources Heidi Neu

ACTION: Community Connections Center – Future Services/
Facilities Expansion –North and South: Community
Needs, Report with Options, Locations, Direction and
Funding

PRIORITY
Policy

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Village Role • Library Needs • Community Needs - Village-Wide • Current Programs • Partners • Services • Locations 	<ol style="list-style-type: none"> 1. Prepare updated Community Needs Assessment 2. Evaluate community needs – south and north 3. Prepare Report 4. WORKSHOP: Community Connections Center Report Discussion and Direction 	<p>12/23</p> <p>5/24</p> <p>5/24</p> <p>6/24</p>

Responsibility: Director of Human Services Julie Kane

ACTION: Native Garden Pilot: Concept, Direction and Village Actions and Village Pilot Projects

PRIORITY
Policy

Key Issues

- Beta Garden – Pilot
- Promotion
- Community Education

Activities/Milestones

1. Complete planting with signs: Klehm’s Island and Euclid/Route 83
2. Develop promotional and marketing materials

Time

10/23

4/24

Responsibility: Director of Public Works Sean Dorsey

ACTION: Honoring Mount Prospect’s History: Goals, Report with Options, Direction, Funding and Village Action

PRIORITY
Policy

Key Issues

- Partner with Historic Society
- Statue Options
- Location(s)
- Cost
- Design
- Funding Mechanism
- Who – A Distinguished Person

Activities/Milestones

1. Complete research
2. Seek community partners
3. Identify location(s)
4. Prepare Report
5. **COW: Honoring History Report Discussion and Direction**

Time

- 10/23
- 11/23
- 12/23
- 2/24
- 3/24

Responsibility: Director of Public Works Sean Dorsey

ACTION: Aging in the Community Actions Implementation:
Working Groups and Direction on Specific Actions

PRIORITY
Mgmt – High

Key Issues

Activities/Milestones

Time

- | | |
|--|------|
| 1. Form Working Group | 6/23 |
| 2. Participate in Transportation Resource Fair | 8/23 |
| 3. Hire Senior Activities Coordinator | 8/23 |
| 4. Prepare Annual Update Report | 4/24 |
| 5. REPORT: Aging in our Community Actions | 5/24 |

Responsibility: Director of Human Services Julie Kane

ACTION: Block Party 2023: Event, Evaluation Report and Future Direction

PRIORITY
Mgmt – High

Key Issues

Activities/Milestones

Time

1. Block Party 2023 7/23
2. **COW Special Events Policy Report Discussion and Direction** 8/23

Responsibility: Assistant Village Manager Nellie Beckner

ACTION: Urban Chicken Policy: Report with Options and Direction

PRIORITY
Mgmt

Key Issues

Activities/Milestones

Time

- | | | |
|----|---|------|
| 1. | Finalize draft policy | 6/23 |
| 2. | COW: Urban Chicken Policy Discussion and Direction | 1/24 |
| 3. | DECISION: Urban Chicken Policy Adoption | 2/24 |

Responsibility: Director of Building and Inspections Services Bill Schroeder
 Director of Community Development Bill Cooney

ACTION: Urban Beekeeping Policy: Report with Options and Direction

PRIORITY
Mgmt

Key Issues

Activities/Milestones

Time

- | | | |
|----|--|------|
| 1. | Finalize draft policy | 6/23 |
| 2. | COW: Urban Beekeeping Policy Discussion and Direction | 1/24 |
| 3. | DECISION: Urban Beekeeping Policy Adoption | 2/24 |

Responsibility: Director of Building and Inspections Services Bill Schroeder
 Director of Community Development Bill Cooney

► **Management in Progress 2023 – 2024**

			TIME
2.	1.	2 nd Civic Academy for Residents	Comm 12/23
2	2.	Mount Prospect Senior Appreciation Day: Creation	HS 12/23
2	3.	Annual Kickin’ with Cops Summer Soccer Program	Police 7/23
2	4.	Annual Five-O 5K Run	Police 8/23
2	5.	Annual National Night Out	Police 8/23
2.	6.	Annual Community Connections Center: Youth Programs	HS Ongoing
2	7.	Annual Celebration of Cultures (4 th Year)	HS 8/23
2	8.	Annual Citizen Police Academy	Police 11/23
2	9.	First Responder Academy for Teens	Police/Fire 5/24

GOAL 3	TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT
---------------	--

<p>ACTION: Neighborhood Flooding Strategy/Program: Problem Analysis, Best Practices, Report with Findings and Options, Village Role, Direction and Funding Mechanism</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; border-bottom: 1px solid black;"><i>Key Issues</i></th> <th style="text-align: left; border-bottom: 1px solid black;"><i>Activities/Milestones</i></th> <th style="text-align: left; border-bottom: 1px solid black;"><i>Time</i></th> </tr> </thead> <tbody> <tr> <td style="vertical-align: top;"> <ul style="list-style-type: none"> • \$130,000 for 4-5 Sites per Year • Sites Not Meeting Criteria • 20 Sites • Surface Water </td> <td style="vertical-align: top;"> <ol style="list-style-type: none"> 1. Prepare update to 2017 Report 2. REPORT: Neighborhood Flooding </td> <td style="vertical-align: top;"> <p>6/23</p> <p>7/23</p> </td> </tr> </tbody> </table>	<i>Key Issues</i>	<i>Activities/Milestones</i>	<i>Time</i>	<ul style="list-style-type: none"> • \$130,000 for 4-5 Sites per Year • Sites Not Meeting Criteria • 20 Sites • Surface Water 	<ol style="list-style-type: none"> 1. Prepare update to 2017 Report 2. REPORT: Neighborhood Flooding 	<p>6/23</p> <p>7/23</p>	<table border="1" style="margin: auto;"> <tr> <td>PRIORITY</td> </tr> <tr> <td>Policy – Top</td> </tr> </table>	PRIORITY	Policy – Top
<i>Key Issues</i>	<i>Activities/Milestones</i>	<i>Time</i>							
<ul style="list-style-type: none"> • \$130,000 for 4-5 Sites per Year • Sites Not Meeting Criteria • 20 Sites • Surface Water 	<ol style="list-style-type: none"> 1. Prepare update to 2017 Report 2. REPORT: Neighborhood Flooding 	<p>6/23</p> <p>7/23</p>							
PRIORITY									
Policy – Top									
<p>Responsibility: Director of Public Works Sean Dorsey</p>									

ACTION: Wells Strategy: Final Report after Interconnect Completion, Final Report (3) and Direction

PRIORITY
Policy – High

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • NWMC Emergency Water Interconnect project • Number of functioning Wells • Community Future Water Needs • Water Supply Options 	<ol style="list-style-type: none"> 1. Issue NWMC Emergency Interconnect contract 2. Complete project 3. Prepare Report with Recommendations 4. REPORT: Wells Future Strategy 	<p>7/23</p> <p>5/24</p> <p>5/24</p> <p>6/24</p>

Responsibility: Director of Public Works Sean Dorsey

ACTION: Stormwater Master Plan Update: Award Contract, Development, Adoption and Funding Mechanism

PRIORITY
Mgmt – Top

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Stormwater Projects • Project Costs • Stormwater Utility • Other Funding Mechanism 	<ol style="list-style-type: none"> 1. Complete Hydrological Model 2. DECISION: Award Contract for Stormwater Master Plan 3. Complete development of Stormwater Master Plan Update 4. COW: Stormwater Master Plan Update Discussion and Direction 	<p>12/23</p> <p>7/23</p> <p>4/24</p> <p>5/24</p>

Responsibility: Director of Public Works Sean Dorsey

ACTION: Bike Master Plan Phase 2 Update: Report, Direction and Funding

PRIORITY
Mgmt - Top

Key Issues

Activities/Milestones

Time

- | | | |
|----|---|------|
| 1. | Issue RFP | 6/23 |
| 2. | Award contract for Bike Master Plan Phase 2 | 8/23 |
| 3. | Complete Bike Master Plan Phase 2 Update | 4/24 |
| 4. | REPORT: Bike Master Plan Phase 2 Update | 5/24 |
| 5. | DECISION: Bike Master Plan Phase 2 Update Direction/Adoption | 6/24 |

Responsibility: Director of Public Works Sean Dorsey

ACTION: Fire Station 12 Improvements/Upgrade: Project Identification, Project Priority, Direction, Funding and Timing

PRIORITY
Mgmt – Top

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
• Station Needs	1. Identify Fire Station 12	9/23
• Costs	Needs	9/23
• Funding	2. Define scope and costs of upgrade projects	9/23
• Project Timing	3. Prepare budget proposal	9/23
	4. CIP WORKSHOP: Placeholder for Fire Station 12	10/23
	5. DECISION: CIP Budget FY 24 Fire Station 12 Projects Funding	

Responsibility: Fire Chief John Dolan

ACTION: Energy Audit/Plan: Assessment Report, Goals, Best Practices, Report with Options, Direction, Village Actions and Funding

PRIORITY
Mgmt – High

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
• Track Energy Use	1. Complete Energy Audit	6/23
• Identify opportunities to reduce	2. Finalize Report	7/23
	3. Report to Village Manager	8/23

Responsibility: Director of Public Works Sean Dorsey

ACTION: ARPA: Update Report and Future Direction

PRIORITY
Mgmt – High

Key Issues

Activities/Milestones

Time

- | | |
|--|-------|
| 1. Prepare Report | 9/23 |
| 2. BUDGET WOKRSHOP:
ARPA Updated Report and
Direction | 10/23 |

Responsibility: Director of Finance Amit Thakkar

ACTION: Village Fleet e-Vehicles Preparation: Best Practices, Impact Analysis, Report with Options, Direction and Village Actions

PRIORITY
Mgmt – High

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Reducing carbon emissions from Village Fleet • Available EV’s meeting Village needs • Cost to purchase EV and charging equipment • ROI 	<ol style="list-style-type: none"> 1. Prepare report 2. Presentation Finance Commission 3. REPORT: Village Fleet e-Vehicle Report Discussion and Direction 	<p>8/23</p> <p>9/23</p> <p>9/23</p>

Responsibility: Director of Public Works Sean Dorsey

► **Management in Progress 2023 – 2024**

			TIME
3	1. ADA Compliance Plan: ROW Inspections	PW	2026
3	2. Fairview Gardens Overhead Sewer and Restoration Program/Long-Term Warranty Maintenance	PW	8/23
3	3. Major Storm Event Preparation: Annual Tabletop Exercise	Fire	10/23

			TIME
	► Major Projects 2023 – 2024		
3	1. Redundant Water Supply Project: Design and Construction (Northwest Water Commission)	PW	7/24
3	2. Downtown Pedestrian Crossings Projects: Bid and Construction: Central Avenue and Cathy Lane	PW	12/23
3	3. Public Works Facility Fence Replacement	PW	10/23
3	4. Village Hall Domestic Booster Pump Replacement	PW	10/23
3	5. Annual Neighborhood Drainage Improvement	PW	10/23
3	6. KBC Detention Pond 1 Rehabilitation	PW	10/23
3	7. Annual Street Improvement Program	PW	11/23
3	8. Annual Host Household Hazardous Waste Collection Event(s)	PW	9/23
3	9. Lincoln-We Go Relief Station Rehab	PW	12/23
3	10. Annual Overhead Sewer Reimbursement Program	PW	12/23
3	11. Annual Public Works Vehicle Replacements	PW	12/23
3	12. Annual Water Main Replacement	PW	12/23
3	13. Annual Sewer Main Rehabilitation	PW	12/23
3	14. Public Works Window Replacement	PW	11/24
3	15. Village Hall Window Replacement	PW	4/24
3	16. HVAC Upgrade Village Hall	2PW	4/24
3	17. Annual Streetlight LED Retrofits	PW	12/23
3	18. Rand/Central//Mount Prospect Road Project – Phase 3: Construction	PW	12/23
3	19. Central Road Pedestrian Crossing Improvements Construction	PW	12/23
3	20. Maple-Berkshire Relief Station Rehabilitation	PW	7/24
3	21. Public Works Fiber Connection	PW	10/23
3	22. Kensington Business Center Detention Pond Improvements - Pond 2: Construction	PW	2024
3	23. Multi-Use Path Kensington Road at Railroad Tracks: Design and Construction	PW	6/24
3	24. Melas-Meadows Pedestrian Bridge Phase 2: Grant Funding and Design [18 months] (IDOT)	PW	2025
3	25. Southside Infrastructure Plan/Projects: Review, Project Priority, Funding Mechanism and Direction (including Streets, Sidewalks, etc.)	PW	2024
	a. Shared Path: Design		
	b. Oakton Water Main		
3	26. Multi-Use Path Algonquin Road Phase II Engineering and ROW Acquisition: Design	PW	2025

GOAL 4	FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL
---------------	--

<p>ACTION: Crime/Gang Activity Reduction Plan: Problem Analysis, Best Practices, Report with Options, Direction and Village Actions</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; border-bottom: 1px solid black;"><u>Key Issues</u></th> <th style="text-align: left; border-bottom: 1px solid black;"><u>Activities/Milestones</u></th> <th style="text-align: left; border-bottom: 1px solid black;"><u>Time</u></th> </tr> </thead> <tbody> <tr> <td style="vertical-align: top;"> <ul style="list-style-type: none"> • Reporting Metrics • Reporting System • Perception vs. Reality </td> <td style="vertical-align: top;"> <ol style="list-style-type: none"> 1. Prepare Report 2. REPORT: Crime/Gang Reduction Report </td> <td style="vertical-align: top;"> <p>7/23</p> <p>8/23</p> </td> </tr> </tbody> </table>	<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>	<ul style="list-style-type: none"> • Reporting Metrics • Reporting System • Perception vs. Reality 	<ol style="list-style-type: none"> 1. Prepare Report 2. REPORT: Crime/Gang Reduction Report 	<p>7/23</p> <p>8/23</p>	<table border="1" style="margin: auto;"> <tr> <td>PRIORITY</td> </tr> <tr> <td>Policy – Top</td> </tr> </table>	PRIORITY	Policy – Top
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>							
<ul style="list-style-type: none"> • Reporting Metrics • Reporting System • Perception vs. Reality 	<ol style="list-style-type: none"> 1. Prepare Report 2. REPORT: Crime/Gang Reduction Report 	<p>7/23</p> <p>8/23</p>							
PRIORITY									
Policy – Top									
<p>Responsibility: Police Chief Mike Eterno</p>									

ACTION: Forest River Annexation: Update Report, Direction and Village Actions

PRIORITY
Policy

Key Issues

- Legal Strategies
- Impacts on Village
- Community Needs
- Services to Unincorporated Areas

Activities/Milestones

1. Prepare Update Report
2. **REPORT: Forest River Annexation Report Discussion and Direction**

Time

7/23

8/23

Responsibility: Director of Community Development Bill Cooney

ACTION: Kopp Park Turf Fields: Lease for Data Center,
Direction,
Front Funding, Time, and Next Steps

PRIORITY
Policy

Key Issues

- Early Funding
- Timing
- Costs
- Working with Mount Prospect Parks District

Activities/Milestones

1. Phase 1 Building Lease
2. Develop Funding Strategy and IGA with Mount Prospect Park District
3. **DECISION: IGA with Mount Prospect Parks District**

Time

- 12/23
4/24
5/24

Responsibility: Village Manager Mike Cassady

ACTION: Street Lights Program – Reduced Darkness: Report

PRIORITY
Mgmt – Top

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Residential Neighborhoods • Costs • Funding • Village Role • Dark Spot and Personal Safety 	<ol style="list-style-type: none"> 1. Prepare updated Report with Accomplishments and Future Plan including CIP Impacts 2. CIP WORKSHOP: Street Lights Report Discussion and Direction 	<p>7/23</p> <p>8/23</p>

Responsibility: Director of Public Works Sean Dorsey

ACTION: Public Transportation Program Report: Goals, Best Practices, Report with Options, Village Role, Direction and Funding Mechanism

PRIORITY
Mgmt – Top

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Mobility Needs • Transportation Options • Costs • Village Role • Community Needs • Funding Mechanism 	<ol style="list-style-type: none"> 1. Meet with stakeholders and PACE 2. Prepare budget proposal 3. BUDGET WORKSHOP: Budget FY 24 Public Transportation Program Report 4. DECISION: Budget FY 24 Adoption Funding for Public Transportation Program Report 5. Issue RFP for Public Transportation Program Report 6. Award contract for Public Transportation Program Report 	<p>8/23</p> <p>8/23</p> <p>10/23</p> <p>11/23</p> <p>11/23</p> <p>1/24</p>

Responsibility: Director of Human Services Julie Kane

ACTION: Crime Free Housing Ordinance Update: Completion and Adoption

PRIORITY
Mgmt – High

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Chapter 23 Update 	<ol style="list-style-type: none"> 1. Prepare Report 2. REPORT: Crime Free Housing Ordinance Update Discussion and Direction 3. DECISION: Crime Free Housing Ordinance Update Adoption 	<p>8/23</p> <p>9/23</p> <p>10/23</p>

Responsibility: Police Chief Mike Eterno
 Director of Building and Inspections Services Bill Schroeder

ACTION: Lions Park Playground Improvements: IGA
Development and Approval

PRIORITY
Mgmt

Key Issues

Activities/Milestones

Time

1. Prepare CDBG Budget 8/23
2. **DECSION: IGA on Lions
Park Playground
Improvement with Mount
Prospect Park District** 12/23

Responsibility: Village Manager Mike Cassady

ACTION: Charging Port Wiring for New Construction: Report with Options and Direction

PRIORITY
Mgmt

Key Issues

- Infrastructure for electric vehicles

Activities/Milestones

- | | <u>Time</u> |
|--|-------------|
| 1. Prepare Report | 6/23 |
| 2. REPORT: Charging Port Wiring for New Construction | 6/23 |
| 3. DECISION: Charging Port Wiring for New Construction Adoption | 7/23 |

Responsibility: Director of Building and Inspections Services Bill Schroeder

ACTION: State Energy Code Update: State Adoption

PRIORITY
Mgmt

Key Issues

- Energy Efficiency
- State mandated

Activities/Milestones

1. State Adoption of Energy Code

Time

12/23

Responsibility: Director of Building and Inspections Services Bill Schroeder

			TIME
	► Management in Progress 2023 – 2024		
4	1. Annual Sidewalk Inspection Program	PW	12/23
4	2. Annual Community Police Beat Meetings	Police	Ongoing
4	3. Traffic Crash Investigation Van	Police	12/23
4	4. Police Explorer/Cadet Post: Creation	Police	8/23
4	5. Mental Health Check Program (State Mandated)	Police	12/23
4	6. Positively Furthering Fair Housing: HUD Rule Change and Completion	ED&P	9/23
4	7. Post Incident Plan – Shelter/Reunification	HS	10/23
4	8. Behavioral Health Subsidy Program	HS	Ongoing
4	9. Senior Activities Coordinator: Hire	HS	8/23
4	10. Women’s Group at the CCC: Development and Facilitation	HS	10/23
4	11. Senior Activities Expansion: Completion	HS	3/24
4	12. Celebration of Cultures Community Event	HS	8/23
4	13. Food Pantry Health Initiative	HS	Ongoing
4	14. Alzheimer’s Foundation of America National Memory Screening Program	HS	7/23
4	15. Financial Wellness Workshop	HS	10/23
4	16. HS Orientation for New Police Officers: Development	HS	8/23
4	17. Public Health Nurse CPR Instructor Certification: Completion	HS	12/23
4	18. Police Officer Wellness Presentations	HS	Ongoing
4	19. Informational Sheet for Employees on AED Use and a CLIA-Required Procedure Manual: Creation	HS	9/23
4	20. Transportation Resource Fair: Host	HS	8/23
4	21. Search and Rescue K-9: Research, Direction and Funding	Police	12/23
4	22. Combined Active Shooter/Rescue Task Force Training Exercise: Host	Police	7/23
4	23. Police Onboarding: Completion	Police	
	a. Administrative Commander		8/23
	b. Patrol Sergeant		12/23
	c. Training Sergeant		12/23
	d. Records Supervisor		12/23
4	24. Police Department’s BOFPC Rules and Regulations: Update	Police	12/23
4	25. New Police Vehicle Purchase and Delivery	Police	12/23
4	26. Sergeant to a Staff and Command Course	Police	11/23
4	27. Command Staff Member Management / Leadership Course (PERF or Northwestern University)	Police	10/23
4	28. Community Connections Center Network Connection	IT	12/23
4	29. Fridays on the Green	VMO	9/23

▶ **Major Projects 2023 – 2024**

			TIME
4	1. Soccer Pitch at Euclid Elementary: Design and Completion	ED&P	11/23
4	2. License Plate Reader Cameras: Installation	Police	12/23

GOAL 5	VIBRANT COMMUNITY DESTINATIONS: DOWNTOWN, RANDHURST VILLAGE, SOUTH MOUNT PROSPECT AND OTHER COMMERCIAL CORRIDORS
---------------	---

<p>ACTION: Downtown/Prospect Avenue District Development: Businesses Openings, Façade Projects, RDA for Public Assistance for Private Projects Direction and Funding</p>	<table border="1"> <tr> <td>PRIORITY</td> </tr> <tr> <td>Policy – Top</td> </tr> </table>	PRIORITY	Policy – Top				
PRIORITY							
Policy – Top							
<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; width: 35%;"><u>Key Issues</u></th> <th style="text-align: left; width: 35%;"><u>Activities/Milestones</u></th> <th style="text-align: left; width: 30%;"><u>Time</u></th> </tr> </thead> <tbody> <tr> <td style="vertical-align: top;"> <ul style="list-style-type: none"> • Village Incentives </td> <td style="vertical-align: top;"> <ol style="list-style-type: none"> 1. DECISION: Downtown Incentive Agreements Policy 2. Ribbon Cutting/Promotion Program </td> <td style="vertical-align: top;"> <p>9/23</p> <p>9/23</p> </td> </tr> </tbody> </table>	<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>	<ul style="list-style-type: none"> • Village Incentives 	<ol style="list-style-type: none"> 1. DECISION: Downtown Incentive Agreements Policy 2. Ribbon Cutting/Promotion Program 	<p>9/23</p> <p>9/23</p>	
<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>					
<ul style="list-style-type: none"> • Village Incentives 	<ol style="list-style-type: none"> 1. DECISION: Downtown Incentive Agreements Policy 2. Ribbon Cutting/Promotion Program 	<p>9/23</p> <p>9/23</p>					
<p>Responsibility: Village Manager Mike Cassady</p>							

ACTION: Connect South Mount Prospect Plan Implementation:
 Identification of Projects, Direction and Funding
 Mechanism

PRIORITY
Policy – High

Key Issues

Activities/Milestones

Time

- | | | |
|----|--|-------|
| 1. | Meeting to review and discuss Projects | 6/23 |
| 2. | Identify Projects | 8/23 |
| 3. | Prepare budget proposal | 8/23 |
| 4. | BUDGET WORKSHOP:
Budget FY 24 South Mount Prospect Projects | 10/23 |
| 5. | DECISION: Budget FY 24 South Mount Prospect Projects Funding | 11/23 |

Responsibility Director of Community Development Bill Cooney

ACTION: Plan for New Bear’s Stadium: Goals, Research NFL Cities – Economic Opportunity Zone, Benefits for Mount Prospect, Report with Findings and Options and Direction

PRIORITY
Policy

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Benefits for Mount Prospect • Impacts to Mount Prospect 	<ol style="list-style-type: none"> 1. Research economic impacts of NFL stadiums 2. Prepare Report 3. REPORT: Bear’s Stadium Report 	<p>8/23</p> <p>8/23</p> <p>9/23</p>

Responsibility: Village Manager Mike Cassady
 Responsibility: Director of Community Development Bill Cooney

ACTION: Technology Center Marketing: Direction and Village

PRIORITY
Policy

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
• Chapter within Marketing	1. Define brand as a “Technology Center”	8/23
	2. Develop Marketing Program	9/23

Responsibility: Director of Marketing and Public Relations Kylie Cerk

ACTION: Downtown Public Art Project: Next Steps

PRIORITY
Policy

Key Issues

- Placemaking
- Location (s)
- Cost

Activities/Milestones

1. Identify “beta” Project
2. Prepare Report
3. **REPORT: Downtown Public Art Project**

Time

- 2/24
2/24
3/24

Responsibility: Village Manager Mike Cassady

ACTION: Downtown Traffic/Parking Study: Update Report,
Direction and Village Actions

PRIORITY
Mgmt – High

Key Issues

Activities/Milestones

Time

- | | |
|--|------|
| 1. Complete Warrant Study | 7/23 |
| 2. Decision: Management | 8/23 |
| 3. Evaluate traffic impacts and parking | 6/24 |
| 4. Prepare an Updated Report | 6/24 |
| 5. REPORT: Downtown Traffic/Parking Study | 6/24 |

Responsibility: Director of Public Works Sean Dorsey

ACTION: HQ Residences Development: Construction and Lease
in
2024

Key Issues

Activities/Milestones

1. Construction completed

PRIORITY
Mgmt

Time

7/24

Responsibility: Director of Building and Inspections Services Bill Schroeder

ACTION: Cloud HQ Project: Construction and Village Monitoring and Permit Approval

PRIORITY
Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|--|-------|
| 1. Prepare site | 10/23 |
| 2. Leasing Approval | 12/23 |
| 3. Complete construction of Building 1 | 2025 |

Responsibility: Director of Building and Inspections Services Bill Schroeder

ACTION: The Prospect (20 West Market/Restaurant Development): Restaurant Opening

PRIORITY
Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|-------------------------|-------|
| 1. Issue Liquor License | 10/23 |
| 2. Opening | 12/23 |

Responsibility: Director of Building and Inspections Services Bill Schroeder

ACTION: Kohl’s Center Outlots/Vacant Parcel: Meeting and Plan to Re-Tenant Vacancies

PRIORITY
Mgmt

Key Issues

- Reactivate vacant retail spaces

Activities/Milestones

1. Occupancy of former Hobby Lobby

Time

7/24

Responsibility: Director of Building and Inspections Services Bill Schroeder

ACTION: Century Tile: Raising Cane’s: Construction and Opening in 2024

Key Issues

Activities/Milestones

1. Meeting with property owner/Raising Cane’s
2. Demolition
3. Opening

PRIORITY
Mgmt

Time

6/23

12/23

12/24

Responsibility: Director of Building and Inspections Services Bill Schroeder

ACTION: 111 Busse Redevelopment Project: Monitor Court
Actions and Village Code Enforcement

Key Issues

Activities/Milestones

1. Court Date
2. Monitor legal actions

PRIORITY
Mgmt

Time

7/23
Ongoing

Responsibility: Village Manager Mike Cassady

ACTION: Algonquin/83 Redevelopment: Construction and Opening (Dunkin Donuts Mixed Use)

Key Issues

Activities/Milestones

1. Complete construction
2. Opening

PRIORITY
Mgmt

Time

10/23

12/23

Responsibility: Director of Building and Inspections Services Bill Schroeder

ACTION: Kensington Center Next Project: 350 North Wolf Road
Industrial Development: Permit and Construction

PRIORITY
Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|--------------------------|-------|
| 1. Complete construction | 11/23 |
| 2. Occupancy | 12/23 |

Responsibility: Director of Building and Inspections Services Bill Schroeder

ACTION: Lions Row Homes: Permit and Construction

PRIORITY
Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|--------------------------|-------|
| 1. Issue Permit | 7/23 |
| 2. Complete construction | 9/24 |
| 3. Occupancy | 12/24 |

Responsibility: Director of Building and Inspections Services Bill Schroeder

			TIME
	► Management in Progress 2023 – 2024		
5	1. MPEI: Implementation	ED	6/23
5	2. Business Visitation Program: Implementation	ED	6/23
5	3. 105 Main Redevelopment: Code Enforcement and Adjudication (Sakura Site)	CD	6/23
5	4. Holiday Inn Building: Legal Strategy	BISD	6/23
5	5. MSL Building D: Occupancy	BISD	4/24
5	6. Car Wash (2)	BISD	12/23 8/24
5	7. Metra Train Platform Extension: Direction, White Paper, Resolution on Village Position and Village Actions	VMO	7/23

Policy Calendar 2023 – 2024

MONTH

June 2023

1. **COW Fire-EMS Service Enhancement Report Presentation and Discussion**

2. **REPORT: Charging Port Wiring for New Construction**

MONTH

July 2023

1. **REPORT: DEI 2nd Quarter Report**
2. **REPORT: Neighborhood Flooding**
3. **DECISION: Award Contract for Stormwater Master Plan**
4. **DECISION: Charging Port Wiring for New Construction Adoption**
5. **WORKSHOP: Village Government Sustainability Plan Implementation:
Prioritization of Actions and Village Actions Presentation and Project Priority**

MONTH

August 2023

1. **COW Special Events Policy Report Discussion and Direction**
2. **CIP WORKSHOP: Placeholder for Fire Station 12**
3. **REPORT: Crime/Gang Reduction Report**
4. **REPORT: Forest River Annexation Report Discussion and Direction**
5. **CIP WORKSHOP: Street Lights Report Discussion and Direction**

MONTH

September 2023

1. **DECISION: IGA approval for Fire Service – Elk Grove Fire Protection District**
2. **WORKSHOP: Elected Officials Ethics Ordinance Report, Discussion and Direction**
3. **COW: Marketing Plan Presentation, Discussion and Direction**
4. **REPORT: Government Service Duplication Report**
5. **REPORT: Village Fleet e-Vehicle Report Discussion and Direction**
6. **REPORT: Crime Free Housing Ordinance Update Discussion and Direction**
7. **DECISION: Downtown Incentive Agreements Policy**
8. **REPORT: Bear’s Stadium Report**

MONTH

October 2023

1. **BUDGET WORKSHOP: Budget FY 24**
 - a. **Marketing Plan**
 - b. **Pension Cost and Levy Report**
 - c. **South Mount Prospect Projects**
 - d. **Sustainability Projects**
 - e. **Fire Station 12 Projects CIP Funding**
 - f. **Public Transportation**

2. **REPORT: Bond Rating Enhancement Action Plan**

3. **DECISION: Elected Officials Ethics Ordinance**

4. **BUDGET WORKSHOP: Revenue Generation Options Report Presentation, Discussion and Direction**

5. **BUDGET WORKSHOP: Government Service Duplication Report Presentation and Direction**

6. **BUDGET WOKRSHOP: ARPA Updated Report and Direction**

7. **BUDGET WORKSHOP: Budget FY 24 Public Transportation Program Report**

8. **DECISION: Village Sticker Final Elimination Direction**

9. **DECISION: Crime Free Housing Ordinance Update Adoption**

MONTH

November 2023

1. **DECISION: Budget FY 24 Adoption**
2. **REPORT: Community Survey Results and Findings**
3. **COW: Community Survey Report Presentation and Discussion**
4. **DECISION: Abatement for Pension**

MONTH

December 2023

1. **DECISION: Special Events Policy Adoption**

2. **DECSION: IGA on Lions Park Playground Improvement with Mount Prospect Park District**

MONTH

January 2024

1. **COW: Urban Chicken Policy Discussion and Direction**

2. **COW: Urban Beekeeping Policy Discussion and Direction**

MONTH

February 2024

1. **DECISION: Urban Chicken Policy Adoption**

2. **DECISION: Urban Beekeeping Policy Adoption**

MONTH

March 2024

1. **COW: Honoring History Report Discussion and Direction**

2. **REPORT: Downtown Public Art Project**

MONTH

April 2024

1.

2.

MONTH

May 2024

1. **REPORT: Aging in our Community Actions**
2. **COW: Stormwater Master Plan Update Discussion and Direction**
3. **REPORT: Bike Master Plan Phase 2 Update**
4. **DECISION: IGA with Mount Prospect Parks District**

MONTH

June 2024

1. **WORKSHOP: Community Connections Center Report Discussion and Direction**
2. **REPORT: Wells Future Strategy**
3. **DECISION: Bike Master Plan Phase 2 Direction/Adoption**
4. **REPORT: Downtown Traffic/Parking Study**

Table of Contents

Strategic Plan/Implementation Guide: Model	1
Mount Prospect Vision 2037	3
Mount Prospect Village Government: Mission	9
Mount Prospect Village Government: Core Values	13
Mount Prospect Village Plan 2023 – 2028	19
Mount Prospect Village Action Agenda 2023 – 2024	44

This report and all related 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.

STRATEGIC PLAN/IMPLEMENTATION GUIDE: MODEL

Strategic Plan/Implementation Guide: Model

Value-based principles that describe the preferred future in 15 years

VISION

Destination
“You Have Arrived”

Strategic goals that focus outcome-based objectives and potential actions for 5 years

PLAN

Map
“The Right Route”

Focus for one year – a work program: policy agenda for Mayor and Board, management agenda for staff; major projects

EXECUTION

Itinerary
“The Right Direction”

Principles that define the responsibility of Village government and frame the primary services – core service businesses

MISSION

Vehicle
“The Right Bus”

Personal values that define performance standards and expectations for employees

CORE BELIEFS

Fuel
“The Right People”

***MOUNT PROSPECT
VISION 2038***

Mount Prospect Vision 2038

Mount Prospect Vision 2038

represents the

BEST OF SUBURBAN COMMUNITIES –

THRIVING, ⁽¹⁾

PROUD, ⁽²⁾

DIVERSE ⁽³⁾

and CONNECTED ⁽⁴⁾ –

having a RICH HERITAGE, ⁽⁵⁾

STRONG VALUES, ⁽⁶⁾

TIMELESS YET

CONTEMPORARY ATMOSPHERE. ⁽⁷⁾

Mount Prospect Vision 2038

PRINCIPLE 1

THRIVING

► Means

1. Growing local economy with successful Mount Prospect businesses
2. Having a robust climate for retail and restaurant businesses
3. Having residents viewing the community as thriving, overcoming misperceptions and misinformation
4. Having a low commercial vacancy rate
5. Having Mount Prospect as a regional destination
6. Having businesses investing in Mount Prospect
7. Having an active life style with amenities for all generations
8. Having opportunities for a healthy and active life style

PRINCIPLE 2

PROUD

► Means

1. Having a strong sense of community
2. Having residents and community organizations contributing to a better Mount Prospect community
3. Having a reputation as a great place to raise your children
4. Having Village managers and employees taking pride in service to the Mount Prospect community
5. Having our children return to Mount Prospect to raise their families
6. Having the Village government reaching out to all neighborhoods
7. Having a unique community identity as Mount Prospect
8. Taking pride in saying " I am from Mount Prospect"
9. Having residents enjoying their lives in Mount Prospect

PRINCIPLE 3

DIVERSE

► Means

1. Being an inclusive community that welcomes ALL – cultural backgrounds, ages and incomes
2. Having a diverse business community – types, employment opportunities, entertainment venues
3. Having residents open and accepting
4. Having a community that values and respects differences
5. Learning from others – cultures and ages
6. Having housing available for low-income families
7. Having community festivals celebrating various culture but open to all to enjoy
8. Being recognized as a "global community"
9. Having all residents feeling comfortable

PRINCIPLE 4

CONNECTED

► Means

1. Being strong advocates for the Mount Prospect community at the regional, state and federal levels of government
2. Using contemporary methods to inform residents and businesses
3. Having state-of-the-art information technology for businesses and residents
4. Having proactive communications with residents
5. Providing regional leadership on critical issues of importance
6. Having efficient traffic flow throughout the community
7. Working with other municipalities for more effective service delivery and advocacy
8. Involving the residents in the governance and policy development processes with active resident engagement on boards and commissions

PRINCIPLE 5
RICH HERITAGE

► **Means**

1. Celebrating and respecting the community's history and traditions
2. Being a family-friendly community for all generations
3. Recognizing and honoring the contributions of others to the community
4. Embracing the community's history
5. Celebrated the 100th anniversary in 2017
6. Educating new residents on the history of Mount Prospect
7. Having well-maintained public infrastructure and facilities

PRINCIPLE 6
STRONG VALUES

► **Means**

1. Being a family-oriented community
2. Providing municipal services valued by residents and delivered in the most cost-effective manner
3. Having residents working to solve problems and to create a better future
4. Having top-quality public education
5. Being a safe community – any place and any time
6. Becoming residents "hometown"
7. Being the community where you want raise your children

PRINCIPLE 7

TIMELESS YET CONTEMPORARY ATMOSPHERE

► Means

1. Having a sense of optimism about Mount Prospect's future
2. Being open to new ideas and embracing change
3. Attracting new and emerging businesses to Mount Prospect
4. Having a business-friendly reputation and Village processes
5. Having a range of housing choices for all family members
6. Attracting new residents to Mount Prospect
7. Anticipating the future needs, issues and opportunities
8. Knowing current worldwide and national trends and applying when appropriate to Mount Prospect

***MOUNT PROSPECT
VILLAGE GOVERNMENT
OUR MISSION***

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** ⁽¹⁾

through **ADAPTIVE LEADERSHIP** ⁽²⁾

and **LEADING – EDGE SERVICE DELIVERY.** ⁽³⁾

Mount Prospect Village Government

Our Mission

PRINCIPLE 1

ADVANCE OUR COMMUNITY'S COLLECTIVE QUALITY OF LIFE AND POTENTIAL

► Means

1. Listen to and understanding the needs of the community – residents and businesses
2. Providing well-designed and well-maintained Village infrastructure and facilities
3. Providing reliable, top-quality services necessary for daily life
4. Providing effective and appropriate response to calls for service – emergency and non-emergency
5. Creating a safe community – residents feeling safe and secure
6. Enhancing property values through land use and development regulations
7. Providing opportunities for an active and healthy life style

PRINCIPLE 2

ADAPTIVE LEADERSHIP

► Means

1. Creating an organization climate that encourages creative thinking and innovative actions
2. Knowing global and national trends and evaluating their impact on the Mount Prospect community
3. Developing and using the strategic plan and processes
4. Being willing to take reasonable, calculated risks
5. Having the Village government working together as a team
6. Seeking and using feedback and learning for the future
7. Understanding the community
8. Engaging the community in Village government processes

PRINCIPLE 3

LEADING-EDGE SERVICE DELIVERY

► Means

1. Evaluating Village services and exploring ways to improve
2. Providing basic services that are responsive to the community needs
3. Having a professional, top-quality Village workforce dedicated to serving the Mount Prospect community
4. Knowing "best practices" in municipal services and their possible application to Village government
5. Delivering Village services in the most efficient, cost-effective manner
6. Exploring opportunities for regional service collaboration

***MOUNT PROSPECT
VILLAGE GOVERNMENT:
CORE VALUES***

Mount Prospect Village Government Core Values

MOUNT PROSPECT VILLAGE GOVERNMENT: CORE VALUES

RESPECT ⁽¹⁾

LISTEN ⁽²⁾

ETHICAL ⁽³⁾

POSITIVE AND OPTIMISTIC ⁽⁴⁾

COMMITMENT TO SERVICE ⁽⁵⁾

SOUND ANALYSIS AND DECISION MAKING ⁽⁶⁾

CONSENSUS ⁽⁷⁾

Mount Prospect Village Government Core Values – Definition

VALUE 1

RESPECT

► Means

1. Taking responsibility for your decisions and actions
2. Respecting the Village government and officials – the institution
3. Communicating in an honest and straightforward manner
4. Delivering on your promises and commitments
5. Being nice – courteous and gracious
6. Acting with compassion
7. Welcoming all – employees and customers
8. Taking pride in serving others

VALUE 2

LISTEN

► Means

1. Understanding the context of the situation
2. Listening and understanding where people are coming from
3. Providing a complete, direct response to a question
4. Listening and understanding before responding
5. Being open to communications from others
6. Keeping others informed – avoid last minute surprises
7. Encouraging others to communicate in an open manner

VALUE 3

ETHICAL

► Means

1. Acting in an ethical manner – beyond question
2. Doing the right thing when no one is looking
3. Acting in a professional manner – meeting and exceeding standards
4. Acting in a legal manner – following the law
5. Knowing and applying ethical standards
6. Working for the best interest of the Village – no personal agendas

VALUE 4

POSITIVE AND OPTIMISTIC

► Means

1. Demonstrating a positive attitude
2. Looking for ways to say “yes”
3. If you must say “no”, taking the time to explain your decisions and actions
4. Present a positive image for the Village
5. Being open to new ideas and change
6. Looking for better ways to serve the community
7. Going the extra mile
8. Being willing to help others to be successful in serving the community
9. Bringing energy to the team

VALUE 5

COMMITMENT TO SERVICE

► Means

1. Acting with a sense of urgency
2. Going beyond what is expected
3. Doing your job to the best of your abilities – giving your best effort
4. Developing skills and proficiencies
5. Taking pride in serving others – willing to put name on the final product
6. If you cannot serve the customer, personally linking the customer to the individual who can help them
7. Developing your knowledge and skills
8. Using the Village team and outside resources when necessary

VALUE 6

SOUND ANALYSIS AND DECISION MAKING

► Means

1. Presenting complete staff reports and data-based recommendations
2. Using the Village's Strategic Plan in decision making and service delivery
3. Defining and evaluating the problem before taking action
4. Developing a plan to implement changes
5. Providing thoughtful recommendations
6. Understanding the big picture
7. Setting achievable goals and expectations
8. Taking time to evaluate outcomes and consequences
9. Seeking and using feedback to improve

VALUE 7

CONSENSUS

► Means

1. Working as part of the Village team
2. Supporting the decision and direction
3. Collaborating with others to find consensus and new ideas
4. Building consensus in the community
5. Working with others to find common goals or direction
6. Being willing to compromise for the greater good

VILLAGE OF MOUNT PROSPECT PLAN 2023 – 2028

Goals 2028

**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**

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. Maintain a financially sound Police/Fire pension system
4. Deliver Village services in the most efficient and cost-effective manner and exploring ways to reduce the costs of service delivery
5. Enhance the Village Government bond rating

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

SHORT-TERM CHALLENGES AND OPPORTUNITIES

1. Delivering Village services in the most cost-effective, efficient manner with high level of customer satisfaction
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. Diversifying Village revenue sources
6. Maintaining sound communications with residents and businesses in a changing communications environment
7. Higher interests rates and the impacts on future Village capital projects and daily operational costs
8. Funding for Public Safety pensions

LONG-TERM-CHALLENGES AND OPPORTUNITIES

1. Potential loss of state shared revenues from the State of Illinois
2. Determining how to communicate with and involve a more diverse population in Village government and governance
3. Potential upcoming national and global recession
4. Communicating and reaching the varied population of Mount Prospect

LONG-TERM-CHALLENGES AND OPPORTUNITIES

5. Acute care facilities with increasing requests for Fire/EMS services
6. Payment delays and property tax assessment structure in Cook County
7. Retaining top talent in Village government
8. Keeping up with technological changes to improve customer service and business efficiency
9. Federal and state government mandates and regulatory requirements
10. Balancing fiscal conservatism with funding the service needs of the community
11. Impact of current anti-law enforcement sentiment and generational differences on police recruitment and retention
12. Potential changes in State of Illinois tax rules
13. Expectations of new, younger workforce – work-life balance, terms of employment, flexible work scheduling, time-off, etc.
14. Difficulties in labor negotiations and the split between the union negotiators and the rank-and-file employees
15. Defining the core Village services and responsibilities
16. Aging demographics and the need for additional Village services
17. Increasing worker’s comp cases and the tendency to quickly “lawyer up”

POLICY ACTIONS 2023 – 2024

1. Long-Term Solution for Fire and Emergency Medical Services for Unincorporated Elk Grove Township: Identification Top
2. “AAA” Bond Rating Strategy/Action Plan: Goal, Report with Options, Direction and Village Actions Top
3. Elected Officials Ethics Ordinance: Best Practices, Direction and Adoption Top
4. Village Proactive Marketing Plan: Draft Prepared, Endorsement, Funding and Village Actions High
5. Village Revenue Generation Diversification Plan: Goals, Report with Options, Direction and Village Actions High
6. Government Service Duplication Reduction Strategy/Action Plan: Goals, Legal Responsibilities, Community Needs, Report with Findings and Options, Direction and Village Actions

MANAGEMENT ACTIONS 2023 – 2024

1. Community Survey: Options, Direction and Completion Top
2. Pensions Cost Funding and Levy: Report and Direction, Legislature Proposal Top
3. Fire-EMS Response Service Enhancement Report: Report with Findings and Options, Direction and Village Actions Top

MANAGEMENT IN PROGRESS 2023 – 2024

1. Annual Strategic Plan: Update
2. Standards of Coverage Report: Completion
3. File Vault Digitalization
4. Village Website Refinement: New Vendor
5. Network Equipment at CCC Replacement
6. Labor Negotiations and Contract: Police Officers and Sergeants, and Preparation for Fire
7. Electric Vehicles Plan Final Report: Presentation
8. Online Real Estate Transfer Tax
9. Escrow Management Software
10. Inspectors Training and Continuing Education
11. GASB 96 “Subscription-Based Information Technology Arrangements”: Implementation
12. Record Retention, Filing System and Office Reconfiguration
13. Banking Relationships, Review Fees and Interest Rates and Level of Quality Services with Reduced Errors
14. New Economic Emergency Fund
15. AP Automation, Vendors Will Have the Ability to Sign Up with What Kind of Payment Option They Prefer, Check, Credit Card, Ach
16. Flex Work Schedule
17. New World Mobile Application
18. CityBase Contract Renewal
19. Pre-Plans: Identifying Emergency Response Challenges of All Commercial and Multi-Family Structures
20. Fire Department Policies Conversion to Lexipol
21. Electronic Knox Box Program

MANAGEMENT IN PROGRESS 2023 – 2024

22. Emergency Management App for the Community: Implementation
23. Full-Scale Emergency Operation Center Drill in 2023: Completion
24. Foam Response Vehicle Replacement
25. Village Newsletter; Redesign
26. Mount Prospect Entrepreneurs Initiative: Revival
27. Live Closed Captioning for Meetings: Implementation
28. Experience Mount Prospect Website and e-Newsletter: Revival
29. Village e-Newsletter: Redesign
30. Use of Social Media Platforms: Quarterly Analytics Report
31. Detailed Social Media Calendar: Creation
32. Village’s Government Access Channel Playback System Replacement: Completion
33. Mount Prospect Communicators Group with Other Taxing Bodies: Creation
34. Departmental Social Media and Communications Group: Revival
35. Style Guide for Consistent Grammar and Formatting for Village to Resident Communications: Creation and Implementation
36. Mount Prospect Profiles: Creation
37. Photo Files Organization: Completion
38. Canva Pro (graphic design software): Implementation
39. BenefitSolver to PlanSource Third Party Administrator Benefit Hub Transition: Completion
40. New Life Insurance Beneficiary Forms: Audit and Collect

MANAGEMENT IN PROGRESS 2023 – 2024

41. New Flexible Spending Account Provider for 2024 Benefit Plan Year
42. Applicant Tracking System: Review and Recommend for Funding
43. DEI Transparency Page on Employee Intranet: Development
44. Office 365 – Office Applications: Rollout
45. 2022 Village Organization Annual Report
46. Emergency Preparedness and Response Plan: Elected Officials Training
47. Fire and EMS Response Improvements in South Mount Prospect: Update Report
48. Village Government Sustainability Plan Implementation: Prioritization of Actions and Village Actions: Workshop and Budget FY 24
49. Cannabis Revenues (\$80,000-90,000): Analysis, Update Report with Findings and Direction
50. Village Sticker Final Elimination Direction

MAJOR PROJECTS 2023 – 2024

1. EOC/Public Works Door Access System: Direction and Funding
2. Employee Gym/Shower at Village Hall Project: Completion
 - a. Concept Memo
 - b. Bid
 - c. Design
 - d. Construction

ON THE HORIZON 2024 – 2028

1. Chat Bot Service for the Village Website: Implementation
2. Playback System for the Village’s Government Access Channel Replacement
3. Debt Policy: Review and Direction
4. Village Attorney: Review and Direction
5. Public Works Workforce Diversity Action Plan: Report, Goals, Direction and Village Actions
6. Video Production Enhancements: Problems, Report with Options, Direction and Funding
7. Mayor/Trustee Compensation: Update Market Analysis, Report with Options, Direction and Funding

GOAL 2

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

OBJECTIVES

1. Celebrate Mount Prospects as a welcoming and inclusive community – our cultural diversity
2. Have a reputation as a friendly community for all family generations
3. Provide human and social services responsive to the needs of our Mount Prospect residents, particularly respond to service gaps – unmet by other service providers
4. Be a community that is diverse, equitable and inclusive for all
5. Have attractive streetscapes and landscaping throughout our Mount Prospect community

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

SHORT-TERM CHALLENGES AND OPPORTUNITIES

1. Addressing the needs of young families moving to Mount Prospect
2. Continuing to develop effective methods for engaging the community
3. Helping residents to learn about Mount Prospect's Village government – mission, services, processes and projects
4. Informing the community with accurate information, and timely response to disinformation and misinformation
5. Expanding Community Connections Center, expanding activities and human services partnerships
6. Inadequate local transportation options making it difficult for residents to access local services
7. Implementing diversity, equity and inclusion activities

LONG-TERM CHALLENGES AND OPPORTUNITIES

1. Having five school districts with different funding, educational priorities and quality of schools
2. Understanding and appreciating different cultures – their values, heritage and traditions
3. Pressure to address national and international issues and losing the mission and focus on community service
4. Supporting an "inclusive community" – one community
5. Disinformation on media and spread by word of mouth
6. Limited resources for low income/Medicaid clients requiring mental health services
7. Enhancing residents' ownership and pride in Mount Prospect residents and businesses
8. Lack of affordable housing for current residents and workforce, including high financial requirements for rental units
9. Becoming an “age-friendly” community as senior population grows
10. Intergenerational integration opportunities and activities
11. Fragmentation of community with separate agendas and personal threats
12. Significant number of “working poor” residents with a variety of human service needs
13. Responding to the need for subsidized senior housing
14. Number of residents who have English as a second language

POLICY ACTIONS 2023 – 2024

1. Special Events Policy, Guidelines and Process: Development and Adoption High
2. Diversity, Equity and Inclusion: Quarterly Update and Future Direction/Actions High
3. Community Connections Center – Future Services/Facilities Expansion –North and South: Community Needs, Report with Options, Locations, Direction and Funding
4. Native Garden Pilot: Concept, Direction and Village Actions and Village Pilot Projects
5. Honoring Mount Prospect’s History: Goals, Report with Options, Direction, Funding and Village Action

MANAGEMENT ACTIONS 2023 – 2024

1. Aging in the Community Actions Implementation: Working Groups and Direction on Specific Actions High
2. Block Party 2023: Event, Evaluation Report and Future Direction
3. Urban Chicken Policy: Report with Options and Direction
4. Urban Beekeeping Policy: Report with Options and Direction

MANAGEMENT IN PROGRESS 2023 – 2024

1. 2nd Civic Academy for Residents
2. Mount Prospect Senior Appreciation Day: Creation
3. Annual Kickin’ with Cops Summer Soccer Program
4. Annual Five-O 5K Run
5. Annual National Night Out
6. Annual Community Connections Center: Youth Programs
7. Annual Celebration of Cultures (4th Year)
8. Annual Citizen Police Academy
9. First Responder Academy for Teens

ON THE HORIZON 2024 – 2028

1. Youth Engagement Strategy: Best Practices, Report with Options, Direction, Village Role, Village Actions and Funding
2. Community Public Art Program: Direction and Village Actions
3. Food Trucks Policy/Plan: Goals, Best Practices, Report with Options, Direction and Village Actions
4. Partnership with Garden Club: Goals, Village Role, Direction and Village Actions
5. Monarch Butterfly Festival: Goals, Report with Options, Direction, Partners and Village Actions

GOAL 3

TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT

OBJECTIVES

1. Maintain and upgrade Village infrastructure, facilities and equipment through a funded replacement schedule
2. Have well-designed, well-maintained stormwater management and flood control system with a dedicated funding
3. Have well-designed, well-maintained roads with a dedicated funding source
4. Have well-designed, well-maintained water and sewer system with a dedicated funding source
5. Secure future water supply for our Mount Prospect community

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

SHORT-TERM CHALLENGES AND OPPORTUNITIES

1. Prioritizing and funding future Village buildings: Fire Station 12 and North Community Service Center/Library
2. Making Mount Prospect a more walkable, pedestrian-friendly community
3. Unanticipated events – major storms, infrastructure failures, natural disasters – impacting the Village
4. Addressing and funding for fiber gaps connecting to Public Works, Fire Station 12 and Fire Station 14
5. Understanding and managing the impacts of the Bears Stadium, including Metra ridership during a game
6. Addressing substandard infrastructure in annexed areas: assessing condition and available funding for improvements
7. Developing funding sources for maintaining existing Village infrastructure and building new infrastructure
8. Funding for large scale projects and determining fund capacity using debt and other sources

LONG-TERM CHALLENGES AND OPPORTUNITIES

1. Unfunded Federal and State of Illinois regulations and mandates impacting Village infrastructure
2. Flooding in certain areas and defining Village role and actions
3. Rising construction and maintenance costs
4. Rail platform extension and the traffic congestion
5. Maintaining and hiring of Village staff
6. EPA decision on lead in water system and local funding for solutions
7. Managing the community impacts and traffic flows of upcoming road projects during construction
8. Inadequate revenue for parking fund and capital projects
9. Working with Union Pacific Railroad
10. Funding for environmentally sustainable Village infrastructure
11. Balancing act between increased desire for sustainable/green infrastructure and higher costs/available funding
12. Changing residents' recycling habits
13. High interests rates and the impacts of Village debt issuance
14. Future water quality regulations
15. Supply chain and finding contractors delaying projects and increasing project costs
16. Village vehicles technology implications and funding
17. Looming ADA changes and trip/fall lawsuits

POLICY ACTIONS 2023 – 2024

1. Neighborhood Flooding Strategy/Program: Problem Analysis, Best Practices, Report with Findings and Options, Village Role, Direction and Funding Mechanism Top
2. Wells Strategy: Final Report after Interconnect Completion, Final Report (3) and Direction High

MANAGEMENT ACTIONS 2023 – 2024

1. Stormwater Master Plan Update: Award Contract, Development, Adoption and Funding Mechanism Top
2. Bike Master Plan Phase 2 Update: Report, Direction and Funding Top
3. Fire Station 12 Improvements/Upgrade: Project Identification, Project Priority, Direction, Funding and Timing Top
4. Energy Audit/Plan: Assessment Report, Goals, Best Practices, Report with Options, Direction, Village Actions and Funding High
5. ARPA; Update Report and Future Direction High
6. Village Fleet e-Vehicles Preparation: Best Practices, Impact Analysis, Report with Options, Direction and Village Actions High

MANAGEMENT IN PROGRESS 2023 – 2024

1. ADA Compliance Plan: Development
2. Fairview Gardens Overhead Sewer and Restoration Program/Long-Term Warranty Maintenance
3. Major Storm Event Preparation: Annual Tabletop Exercise

MAJOR PROJECTS 2023 – 2024

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. Annual Neighborhood Drainage Improvement
6. KBC Detention Pond 1 Rehabilitation
7. Annual Street Improvement Program
8. Annual Host Household Hazardous Waste Collection Event(s)
9. Lincoln-We Go Relief Station Rehab
10. Annual Overhead Sewer Reimbursement Program
11. Annual Public Works Vehicle Replacements
12. Annual Water Main Replacement
13. Annual Sewer Main Rehabilitation
14. Public Works Window Replacement
15. Village Hall Window Replacement

MAJOR PROJECTS 2023 – 2024

16. HVAC Upgrade Village Hall
17. Annual Streetlight LED Retrofits
18. Rand/Central//Mount Prospect Road Project – Phase 3: Construction
19. Central Road Pedestrian Crossing Improvements Construction (Cathy)
20. Maple-Berkshire Relief Station Rehabilitation
21. Public Works Fiber Connection
22. Kensington Business Center Detention Pond Improvements – Pond 2: Construction
23. Multi-Use Path Kensington Road at Railroad Tracks: Design and Construction
24. Melas-Meadows Pedestrian Bridge Phase 2: Grant Funding and Design [18 months] (IDOT)
25. Southside Infrastructure Plan/Projects: Review, Project Priority, Funding Mechanism and Direction (including Streets, Sidewalks, etc.)
 - a. Shared Path: Design
 - b. Oakton Water Main
26. Multi-Use Path Algonquin Road Phase II Engineering and ROW Acquisition: Design

ON THE HORIZON 2024 – 2028

1. Oakton Water System Improvements Phase 2: Engineering and Construction
2. 4th Fire Station (Linked to IGA)
3. Walkable Community – Phase 2: Goals, Projects and Recognition as a “Walkable Community”
4. Busse Road Expansion Project: Update and Direction
5. Fire Hydrants for Oakton Corridor: Installation
6. Fire Station 12/Fire Station 14 Fiber: Design and Funding

ON THE HORIZON 2024 – 2028

7. Water Reservoir Number 4 Rehabilitation
8. Busse Road Reconstruction – Multi-Use Path and Street Lighting
9. Non-Curb Street Drainage Improvements 800-900 Block South Elm St
10. McDonald Creek Bank Stabilization Construction
11. Kensington Business Center Detention Pond Improvements – Pond 6
12. Weller Creek Bank Stabilization Engineering Assessment – East of Route 83
13. Residential Street Lighting Burning Bush Lane between Euclid Avenue and Camp McDonald Road
14. Community e-Vehicles Preparation: Best Practices, Report with Options, Direction and Village Actions
15. Major Storm Community Notification: Evaluation, Best Practices, Report with Options, Direction and Funding

GOAL 4

FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

OBJECTIVES

1. Have well-designed and well-maintained neighborhood infrastructure – streets, sidewalks, trees, lighting
2. Have expanded community policing partnerships working with our residents and businesses
3. Have safe neighborhoods – residents feel and are safe
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

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. Sense of personal safety and security
5. Community for all family generations

SHORT-TERM CHALLENGES AND OPPORTUNITIES

1. Increasing criminal activity coming from outside our community
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. Working with IDOT and their lack of sense of urgency
5. Cook County tax system and taxes impacting residential and commercial development
6. Recruitment of Police Officers and retention – fewer individuals desire law enforcement careers
7. NIMBY attitude of some residents – not interested in what is best for the entire community
8. State Attorney handling of individuals with certain crimes
9. Property maintenance in annexed areas and degree of enforcement

LONG-TERM CHALLENGES AND OPPORTUNITIES

1. Code requirements and the impact on housing upgrades
2. Upgrading older multi-family developments
3. Working with property owners to maintain or upgrade their properties
4. Increasing safety issues within multi-family housing
5. Defining affordable housing and the role of Village government
6. Addressing property maintenance issues, including seniors who are having a difficult time in maintaining their single-family homes
7. Aging, antiquated housing stock needing modernization or replacement
8. Protecting the character of each neighborhood
9. Increasing cybercrimes including crypto crimes
10. Significant increases in rents and rental financial requirements – affordability of rental housing
11. Helping all homeowners to upgrade their homes

POLICY ACTIONS 2023 – 2024

1. Crime/Gang Activity Reduction Plan: Top
Problem Analysis, Best Practices, Report with Options, Direction and Village Actions
2. Forest River Annexation: Update Report, Direction and Village Actions
3. Kopp Park Turf Fields: Lease for Data Center, Direction, Front Funding, Time, and Next Steps

MANAGEMENT ACTIONS 2023 – 2024

1. Street Lights Program – Reduced Darkness: Top
Report
2. Public Transportation Program Report: Top
Goals, Best Practices, Report with Options, Village Role, Direction and Funding Mechanism
3. Crime Free Housing Ordinance Update: High
Completion and Adoption
4. Lions Park Playground Improvements: IGA Development and Approval
5. Charging Port Wiring for New Construction: Report with Options and Direction
6. State Energy Code Update: State Adoption

MANAGEMENT IN PROGRESS 2023 – 2024

1. Annual Sidewalk Inspection Program
2. Annual Community Police Beat Meetings
3. Traffic Crash Investigation Van
4. Police Explorer/Cadet Post: Creation
5. Mental Health Check Program (State Mandated)
6. Positively Furthering Fair Housing: HUD Rule Change and Completion
7. Post Incident Plan – Shelter/Reunification
8. Behavioral Health Subsidy Program
9. Senior Activities Coordinator: Hire
10. Women’s Group at the CCC: Development and Facilitation
11. Senior Activities Expansion: Completion
12. Celebration of Cultures Community Event
13. Food Pantry Health Initiative
14. Alzheimer’s Foundation of America National Memory Screening Program
15. Financial Wellness Workshop
16. HS Orientation for New Police Officers: Development
17. Public Health Nurse CPR Instructor Certification: Completion
18. Police Officer Wellness Presentations
19. Informational Sheet for Employees on AED Use and a CLIA-Required Procedure Manual: Creation
20. Transportation Resource Fair: Host
21. Search and Rescue K-9: Research, Direction and Funding
22. Combined Active Shooter/Rescue Task Force Training Exercise: Host

MANAGEMENT IN PROGRESS 2023 – 2024

23. Police Onboarding: Completion
 - a. Administrative Commander
 - b. Patrol Sergeant
 - c. Training Sergeant
 - d. Records Supervisor
24. Police Department’s BOFPC Rules and Regulations: Update
25. New Police Vehicle Purchase and Delivery
26. Sergeant to a Staff and Command Course
27. Command Staff Member Management / Leadership Course (PERF or Northwestern University)
28. Community Connections Center Network Connection
29. Fridays on the Green

MAJOR PROJECTS 2023 – 2024

1. Soccer Pitch at Euclid Elementary: Design and Procurement
2. License Plate Reader Cameras: Installation

ON THE HORIZON 2024 – 2028

1. Public Murals: Definition, Goals/Desired Outcomes, Best Practices, Role of Village Government, Direction, Partners, Funding and Village Actions
2. Additional Sergeant: Direction and Funding
3. Arts and Culture Strategy: Goals/Outcomes, Partners, Community Needs, Best Practices, Report with Options, Direction and Funding
4. Food Hall: Concept Definition, Best Practices, Report with Options, Village Role, Direction and Village Actions
5. Senior Technology Assistance: Goals, Options, Direction and Village Actions
6. Neighborhood Watch Program Expansion: Update and Direction
7. Fountain Development in Pocket Park: Report with Options, Direction and Funding
8. West Oakton Annexation: Elk Grove Rural Fire District Resolution and Direction

GOAL 5

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

OBJECTIVES

1. Attract businesses and residential development projects that are appropriate for each destination following the vision and plan
2. Support redevelop opportunities in South Mount Prospect
3. Facilitate safe and efficient traffic and pedestrian travel in each destination and support a more pedestrian-friendly Village and community
4. Partner with business organizations to make our commercial business districts attractive destinations
5. Revitalize Randhurst Village as a mixed-used activity center

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

SHORT-TERM CHALLENGES AND OPPORTUNITIES

1. Building Mount Prospect’s brand as a place to do business and a place to patronize businesses
2. Defining and funding the Village role in creating vibrant destinations
3. Translating Randhurst plans into reality – a viable destination for our Mount Prospect residents
4. Property owners not maintaining or investing in upgrades for their buildings
5. Having entertainment businesses and venues for all generations
6. Vacancies in and under-performing older shopping centers/commercial centers
7. Addressing the north-south transportation gaps
8. Vacant buildings and some visual blight
9. Positive reputation as a “Great Place to Have a Business”

LONG-TERM CHALLENGES AND OPPORTUNITIES

1. Increasing interest rates and the impacts on economic development projects and business investments
2. Businesses having difficulty in hiring and retaining workforce
3. Evolving retail business models with greater reliance on online sales
4. Brownfield status of properties needing remediation
5. Uncertain global, national, and state economy
6. Limited land and Village resources
7. Office vacancies and changing business model with increased working remotely
8. Maximizing parking in Downtown
9. Difficulties with supply chain and labor workforce issues for businesses
10. Aging and deteriorating commercial centers and corridors
11. Utility companies and lead time
12. Increasing expectations of property values and rents due to recent development successes
13. Commercial tax changes impacts on business investment
14. NIMBY and resistance to change, to redevelopment and to new development

POLICY ACTIONS 2023 – 2024

1. Downtown/Prospect Avenue District Development: Businesses Openings, Façade Projects, RDA for Public Assistance for Private Projects Direction and Funding, Top
2. Connect South Mount Prospect Plan Implementation: Identification of Projects, Direction and Funding Mechanism High
3. Plan for New Bear’s Stadium: Goals, Research NFL Cities – Economic Opportunity Zone, Benefits for Mount Prospect, Report with Findings and Options and Direction
4. Technology Center Marketing: Direction and Village
5. Downtown Public Art Project: Next Steps

MANAGEMENT ACTIONS 2023 – 2024

1. Downtown Traffic/Parking Study: Update Report, Direction and Village Actions High
2. HQ Residences Development: Construction and Lease in 2024
3. Cloud HQ Project: Construction and Village Monitoring and Permit Approval
4. The Prospect (20 West Market/Restaurant Development): Restaurant Opening
5. Kohl’s Center Outlots/Vacant Parcel: Meeting and Plan to Re-Tenant Vacancies
6. Century Tile: Raising Cane’s: Construction and Opening in 2024
7. 111 Busse Redevelopment Project: Monitor Court Actions and Village Code Enforcement
8. Algonquin/83 Redevelopment: Construction and Opening (Dunkin Donuts Mixed Use)
9. Kensington Center Next Project: 350 North Wolf Road Industrial Development: Permit and Construction
10. Lions Row Homes: Permit and Construction

MANAGEMENT IN PROGRESS 2023 – 2024

1. MPEI: Implementation
2. Business Visitation Program: Implementation
3. 105 Main Redevelopment: Code Enforcement and Adjudication (Sakura Site)
4. Holiday Inn Building: Legal Strategy
5. MSL Building D: Occupancy
6. Car Wash (2)
7. Metra Train Platform Extension: Direction, White Paper, Resolution on Village Position and Village Actions

ON THE HORIZON 2024 – 2028

1. 200 South Main Redevelopment
2. Brewery/Distillery Attraction and Businesses Development: Goals, Direction and Village Actions
3. 1 East Rand Road/O'Reilly Redevelopment: Meeting with Property Owners
4. Randhurst Village Upgrade: Village Role, Vision and Working with Owners and Major Project(s)
5. Amphitheater at Randhurst for Live Performances: Concept, Discussion with Property Owners, Direction and Village Actions
6. Small Business Assistance Program Enhancements: Report with Options, Direction and Village Actions
7. Golf Plaza 2: Meeting and Future Redevelopment Plan
8. 200 E. Rand Rd Re-Tenanting (Old Holiday Inn)

ACTION AGENDA 2023 – 2024 VILLAGE OF MOUNT PROSPECT

Policy Agenda 2023 – 2024

Village of Mount Prospect

TOP PRIORITY

Crime/Gang Activity Reduction Plan:

Problem Analysis, Best Practices, Report with Options, Direction and Village Actions

Long-Term Solution for Fire and Emergency Medical Services for Unincorporated Elk Grove Township:
Identification

Downtown Prospect Avenue District Development:

Businesses Openings, Façade Projects, RDA for Public Assistance for Private Projects Direction and Funding,

“AAA” Bond Rating Strategy/Action Plan:

Goal, Report with Options, Direction and Village Actions

Elected Officials Ethics Ordinance: Best Practices, Direction and Adoption

Neighborhood Flooding Strategy/Program:

Problem Analysis, Best Practices, Report with Findings and Options,
Village Role, Direction and Funding Mechanism

HIGH PRIORITY

Special Events Policy, Guidelines and Process: Development and Adoption

Connect South Mount Prospect Plan Implementation:
Identification of Projects, Direction and Funding Mechanism

Village Proactive Marketing Plan:
Draft Prepared, Endorsement, Funding and Village Actions

Village Revenue Generation Diversification Plan:
Goals, Report with Options, Direction and Village Actions

Diversity, Equity and Inclusion:
Community Survey, Quarterly Update and Future Direction/Actions

Wells Strategy: Final Report after Interconnect Completion, Final Report (3) and Direction

Management Agenda 2023 – 2024

Village of Mount Prospect

TOP PRIORITY

Community Survey: Options, Direction and Completion

Pensions Cost Funding and Levy: Report and Direction, Legislature Proposal

Fire-EMS Service Enhancement Report:

Report with Findings and Options, Direction and Village Actions

Stormwater Master Plan Update:

Award Contract, Development, Adoption and Funding Mechanism

Bike Master Plan Phase 2 Update: Report, Direction and Funding

Street Lights Program – Reduced Darkness: Report

Fire Station 12 Improvements/Upgrade:

Project Identification, Project Priority, Direction, Funding and Timing

Public Transportation Program Report:

Goals, Best Practices, Report with Options, Village Role, Direction and Funding Mechanism

HIGH PRIORITY

Aging in the Community Actions Implementation:
Working Groups and Direction on Specific Actions

Energy Audit/Plan:
Assessment Report, Goals, Best Practices, Report with Options,
Direction, Village Actions and Funding

ARPA; Update Report and Future Direction

Village Fleet e-Vehicles Preparation:
Best Practices, Impact Analysis, Report with Options, Direction and Village Actions

Crime Free Housing Ordinance Update: Completion and Adoption

Block Party 2023: Event, Evaluation Report and Future Direction

Downtown Traffic/Parking Study: Update Report, Direction and Village Actions

Management in Progress 2023 – 2024

Village of Mount Prospect

Annual Strategic Plan: Update

Standards of Coverage Report: Completion

File Vault Digitalization

Village Website Refinement: New Vendor

Network Equipment at CCC Replacement

Labor Negotiations and Contract: Police Officers and Sergeants, and Preparation for Fire

Electric Vehicles Plan Final Report: Presentation

Online Real Estate Transfer Tax

Escrow Management Software

Inspectors Training and Continuing Education

GASB 96 “Subscription-Based Information Technology Arrangements”: Implementation

Record Retention, Filing System and Office Reconfiguration

Banking Relationships, Review Fees and Interest Rates and Level of Quality Services with Reduced Errors

New Economic Emergency Fund

AP Automation, Vendors Will Have the Ability to Sign Up with What Kind of Payment Option They Prefer, Check, Credit Card, Ach

Flex Work Schedule

New World Mobile Application

CityBase Contract Renewal

Pre-Plans: Identifying Emergency Response Challenges of All Commercial and Multi-Family Structures

Fire Department Policies Conversion to Lexipol

Electronic Knox Box Program

Emergency Management App for the Community: Implementation

Full-Scale Emergency Operation Center Drill in 2023: Completion

Foam Response Vehicle Replacement

Village Newsletter; Redesign

Mount Prospect Entrepreneurs Initiative: Revival

Live Closed Captioning for Meetings: Implementation

Experience Mount Prospect Website and e-Newsletter: Revival

Village e-Newsletter: Redesign

Use of Social Media Platforms: Quarterly Analytics Report

Detailed Social Media Calendar: Creation

Village's Government Access Channel Playback System Replacement: Completion

Mount Prospect Communicators Group with Other Taxing Bodies: Creation

Departmental Social Media and Communications Group: Revival

Style Guide for Consistent Grammar and Formatting for Village to Resident Communications: Creation and Implementation

Mount Prospect Profiles: Creation

Photo Files Organization: Completion

Canva Pro (graphic design software): Implementation

BenefitSolver to PlanSource Third Party Administrator Benefit Hub Transition: Completion

New Life Insurance Beneficiary Forms: Audit and Collect

New Flexible Spending Account Provider for 2024 Benefit Plan Year

Applicant Tracking System: Review and Recommend for Funding

DEI Transparency Page on Employee Intranet: Development

Office 365 – Office Applications: Rollout

2022 Village Organization Annual Report

Emergency Preparedness and Response Plan: Elected Officials Training

Fire and EMS Response Improvements in South Mount Prospect: Update Report

Village Government Sustainability Plan Implementation: Prioritization of Actions and Village Actions: Workshop and Budget FY 24

Cannabis Revenues (\$80,000-90,000): Analysis, Update Report with Findings and Direction

Village Sticker Final Elimination Direction

2nd Civic Academy for Residents

Mount Prospect Senior Appreciation Day: Creation

Annual Kickin' with Cops Summer Soccer Program

Annual Five-O 5K Run

Annual National Night Out

Annual Community Connections Center: Youth Programs

Annual Celebration of Cultures (4th Year)

Annual Citizen Police Academy

First Responder Academy for Teens

ADA Compliance Plan: ROW Inspections

Fairview Gardens Overhead Sewer and Restoration Program/Long-Term Warranty Maintenance

Major Storm Event Preparation: Annual Tabletop Exercise

Annual Sidewalk Inspection Program

Annual Community Police Beat Meetings

Traffic Crash Investigation Van

Police Explorer/Cadet Post: Creation

Mental Health Check Program (State Mandated)

Positively Furthering Fair Housing: HUD Rule Change and Completion

Post Incident Plan – Shelter/Reunification

Behavioral Health Subsidy Program

Senior Activities Coordinator: Hire

Women’s Group at the CCC: Development and Facilitation

Senior Activities Expansion: Completion

Celebration of Cultures Community Event

Food Pantry Health Initiative

Alzheimer’s Foundation of America National Memory Screening Program

Financial Wellness Workshop

HS Orientation for New Police Officers: Development

Public Health Nurse CPR Instructor Certification: Completion

Police Officer Wellness Presentations

Informational Sheet for Employees on AED Use and a CLIA-Required Procedure Manual: Creation

Transportation Resource Fair: Host

Search and Rescue K-9: Research, Direction and Funding

Combined Active Shooter/Rescue Task Force Training Exercise: Host

Police Onboarding: Completion: Administrative Commander; Patrol Sergeant; Training Sergeant; Records Supervisor

Police Department’s BOFPC Rules and Regulations: Update

New Police Vehicle Purchase and Delivery

Sergeant to a Staff and Command Course

Command Staff Member Management / Leadership Course (PERF or Northwestern University)

Community Connections Center Network Connection

Fridays on the Green

MPEI: Implementation

Business Visitation Program: Implementation

105 Main Redevelopment: Code Enforcement and Adjudication (Sakura Site)

Holiday Inn Building: Legal Strategy

MSL Building D: Occupancy

Car Wash (2)

Metra Train Platform Extension: Direction, White Paper, Resolution on Village Position and Village Actions

Major Projects 2023 – 2024

Village of Mount Prospect

EOC/Public Works Door Access System: Direction and Funding (Budget FY 24)

Employee Gym/Shower at Village Hall Project: Completion: Concept Memo; Bid; Design; Construction

Redundant Water Supply Project: Design and Construction (Northwest Water Commission)

Downtown Pedestrian Crossings Projects: Bid and Construction: Central Avenue and Cathy Lane

Public Works Facility Fence Replacement

Village Hall Domestic Booster Pump Replacement

Annual Neighborhood Drainage Improvement

KBC Detention Pond 1 Rehabilitation

Annual Street Improvement Program

Annual Host Household Hazardous Waste Collection Event(s)

Lincoln-We Go Relief Station Rehab

Annual Overhead Sewer Reimbursement Program

Annual Public Works Vehicle Replacements

Annual Water Main Replacement

Annual Sewer Main Rehabilitation

Public Works Window Replacement

Village Hall Window Replacement

HVAC Upgrade Village Hall

Annual Streetlight LED Retrofits

Rand/Central//Mount Prospect Road Project – Phase 3: Construction

Central Road Pedestrian Crossing Improvements Construction (Cathy)

Maple-Berkshire Relief Station Rehabilitation

Public Works Fiber Connection

Kensington Business Center Detention Pond Improvements - Pond 2: Construction

Multi-Use Path Kensington Road at Railroad Tracks: Design and Construction

Melas-Meadows Pedestrian Bridge Phase 2: Grant Funding and Design [18 months] (IDOT)

Southside Infrastructure Plan/Projects:

Review, Project Priority, Funding Mechanism and Direction (including Streets, Sidewalks, etc.) – Shared Path: Design; Oakton Water Main

Multi-Use Path Algonquin Road Phase II Engineering and ROW Acquisition: Design

Soccer Pitch at Euclid Elementary: Design and Completion

License Plate Reader Cameras: Installation

PERFORMANCE REPORT 2022 – 2023

Mayor and Village Board



Mount Prospect, Illinois
May 2023



Lyle Sumek Associates, Inc.
401 E Las Olas Blvd, Ste 130-591
Fort Lauderdale, FL 33301

Phone: (386) 246-6250
E-mail: sumekassoc@gmail.com

+

A

Performance Rating for 2022 – 2023

Performance Rating for 2022 – 2023 Mayor and Village Board of Trustees

8.9

Rationale for Rating

1. Economic Development Projects – Significant Progress
2. Funding for Police and Fire Staffing
3. Strong Financial Position of Village Government
4. COW on the Road: Community Outreach
5. Community Engagement, including 1st Civic Academy
6. Strong Village Leadership on Major Issues
7. Increase in Home Values
8. Maintained a Safe Community – a Top Priority for Mayor and Trustees
9. Potential for Future Development
10. South Mount Prospect TIF – Foundation for the Future
11. Randhurst Village: Some Progress and Need Much More
12. Village Infrastructure Improvement Project: Underway and Completed
13. DEI and Sustainability Significant Progress
14. Village Government Could Always Do Better

Performance Rating for 2022 – 2023 Management Team

8.7

Rationale for Rating

1. Village Government Financial and Operational Excellence
2. Positive Momentum for the Future – Major Developments Completed and in the Works
3. Retention and Hiring Top-Quality Village Staff in a Challenging Employment Market
4. Major Development Projects- Maple Street Lofts, Prospect Place, Grocery Store
5. Community Outreach by Village Government – Successful Civic Academy, Increased Communications to Residents
6. Village Employee Engagement and Outreach
7. \$20+ Million in Grants for Village Projects
8. Working with Property Owners: Randhurst Village, Golf Plaza 2 and Kohl's
9. Support from the Mayor and Board of Trustees
10. Strategic Plan and Action Agenda 2023 – 80+% Completion and Producing Results that Benefit our Mount Prospect Community
11. Special Response Team – Addressing Gangs and Violent Criminal Activities
12. Sustainability Plan Approved and Implementation Actions
13. Progress in Enhancing Mount Prospect as a Diverse, Equitable and Inclusive Community
14. Difficulty in Addressing Issues Beyond our Control or Influence: Chamber, Elk Grove Rural Fire, 11 E. Busse

B

Performance Report 2022 – 2023

Importance of the Performance Report

BOTTOM LINE: Leaders being accountable for their decisions and actions

1. LEADERSHIP WITH INTENTIONS

- Acting with a sense of purpose and direction
- Defining a vision, setting goals, using them to guide decisions
- Establishing criteria to judge success
- Demonstrating an institutionalized strategic planning process
- Instilling confidence in financial institutions, customers

2. CONNECTION WITH CUSTOMER'S LIVES

- Providing services that add MEANS to the customers' lives
- Linking decisions and actions to improved services
- Linking decisions and actions to lower cost of service delivery
- Demonstrating the personal relevance of decisions and actions

3. CAPTURE OTHERS' ATTENTION

- Telling a story with a message
- Painting a picture
- Getting others to see it, to feel it
- Distinctive separating from the barrage of information

4. CELEBRATE – CREATE A MEMORY

- Developing a celebration that is unique-a standout experience
- Giving others a memento representing the success
- Saying "Thank You" to contributors to the success
- Demonstrating the significance of the achievement

5. PERSONAL CONTACT WITH A TAILORED MESSAGE

- Developing a message based upon the audience
- Making a few relevant points
- Reaching out to a variety of groups
- Delivering the message personally by you as a leader

**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**

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**

**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**

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
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
16. Annual Love and Logic Parenting Classes
17. Annual Kickin' with Cops Summer Soccer Program
18. Annual Five-O 5K Run
19. Annual National Night Out
20. Annual Community Connections Center: Youth Programs
21. Annual Celebration of Cultures (4th Year)
22. Annual Citizen Police Academy
23. Mount Prospect Senior Appreciation Day: Creation
24. Annual Police Teen Academy
25. Downtown Block Party: Planning in 2023
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
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
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)

Successes for 2022 – 2023

Mayor and Village Board of Trustees

Village of Mount Prospect

1. Grocery Store in Downtown – Positive Feedback from the Community
2. Village Sticker Gone
3. Overall Downtown Development and Businesses
4. Sustainability Report, Ad Hoc Committee and Implementation Guide
5. Cloud HQ Development Project: Kick-off
6. Mayor-Board of Trustees Teamwork and Leadership
7. Great Village Services to our Mount Prospect Community
8. COW On the Road – Outreach to our Mount Prospect Community
9. Increased Police and Fire Staffing with More Diverse Workforce
10. Civic Academy – 1st Class: Better Understanding Village Government and Services
11. Overall Village Government Financial Status with Better Collections from the State of Illinois
12. DEI Continued Progress with Quarterly Reports
13. Online Bill Payment – Ease for our Residents
14. Public Works Accreditation: Completed
15. 0% Tax Rate Increase
16. Prospect Place Development and 1st Floor Leases

17. Major Intersection Improvement Projects
 - a. Mount Prospect-Rand –Central
 - b. Rand-Kensington-Highway 83
18. Leveraging Village Resources through Grants
19. Hiring/Retaining a Top-Quality Village Workforce Dedicated to Serving Out Community
20. Strategic Plan and Action Agenda 2022-2023: Keeping the Focus and Producing Resulted for our Community

C

Department Performance 2022 – 2023

DEPARTMENTAL SUCCESSES 2022 – 2023

Mount Prospect, IL

May 2023

DEPARTMENT: Community Development – Building and Inspection Services Division

Please list your department’s most important achievements that were completed during 2022 – 2023 under “Success.” Under “Impacts”, please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success: Recruiting and promoting from within the Village.

Impacts: Providing opportunity for employees to grow their career while continuing to build valuable relationships with contractors, residents, and members of the community.

Success: Further accommodating resident and contractor needs with even earlier appointments starting at 6 a.m..****

Impacts: The building department effectively utilizes an early AM inspection window. Often times this allows resident to be available for inspections without impacting their own work schedule. Contractor feedback for providing early inspections is often met with praise as this helps keep projects moving forward without interruption.

Success: Crime Free Housing public outreach events

Impacts: Police, Human Services, and CD-BIS set up and attended a number of public events at various apartment complexes around the Village to promote the roll of the Village in the Crime Free process. Staff interacts with adults and kids with information packets and small toy giveaways to promote the relationship between the Village and residents. In turn, the Village receives timely feedback and awareness of issues in the long term.

Success: Completion of site demolition at the new Could HQ data center project

Impacts: With demolition of all existing buildings and underground structures being completed in late 2022, the project has moved into the site preparations and storm water utility phases of the project to be completed before end of 2023. These two enabling projects will allow for the main building construction to commence in late 2023 or early 2024. Staff spent significant time working with job site staff and local residents promoting communication and safety in the area.

Success: Prospect Place construction progress

Impacts: Through daily staff interactions with the general contractor the project is on track for completion in 2023. After many months of delays and safety issues on site, Village Staff has shepherded this project along over 18 months to a point where the building is fully enclosed, rough construction is complete, and the project is installing drywall and finished materials. The completed project will provide 80 residential rental units, two restaurants, and an office/retail storefront.

Success: Completion of Caputo’s downtown prototype grocery store in the MSL building

Impacts: Staff worked seamlessly with the owner of Caputo’s and contractors to complete the buildout of the grocery store retail space at Maple Street Lofts. Building Inspectors and other staff met several times a week with ownership and contractors to ensure all modifications were code compliant as the prototype construction and design was an evolving process with changes to the original concepts almost daily. Staff’s flexibility and knowledge helped the ownership to stay on track for a spring 2023 opening. The downtown community has been asking for a grocery store for years and it is finally here.

Success: Permits issued for major projects throughout the Village with construction commencing

Impacts: The Village has issued permits for a new mixed use residential/commercial project with a Dunkin Donuts, two car washes on opposite ends of the Village, two new mixed use residential mid-rise buildings in the downtown, a light industrial building to backfill a long vacant Comcast office building site on the eastern border, new rental townhomes in the southeastern corner of downtown, several restaurants and retail in the Randhurst Village, and a number of medical/dental facilities throughout the Village. Mount Prospect has remained an attractive location for business and residential growth through the efforts of the entire Village Team.

Success: Coordinating restoration of Fairview Gardens homes in conjunction with Overhead Sewer Program being managed by Public Works****

Impacts: Due to MWRD restrictions in the area, the neighborhood of Fairview Gardens requires significant changes to many of the homes to avoid sewer backups and flooding. Public Works and CD-BIS have teamed up to install overhead sewers and sump pump systems in each home, and to fully restore the impacted homes at no cost to the owners. Work generally includes new ejector pumps, new sump pumps, electrical service upgrades, bathroom restorations, flooring restorations, lawn and shrub restorations. Each home requires several consultation meetings with each owner, meetings with plumbing contractors, and meetings with restoration contractors, negotiations of restoration contracts, building inspections for plumbing, electric, and building/structural work, and warranty coordination and general problem solving. In turn, the Village is helping to avoid flooding and sewer backups for many of the residents.

Success: Resolution of multiple lighting complaints throughout Village
Impacts: The Village is a dark sky community, meaning all private lighting is required to only shine straight down and not face out or up at neighboring properties. Multiple complaints were received and addressed for commercial, residential, and multiple family locations.

Success: Maintained nearly an 80% online permitting via Citizenserve portal****
Impacts: Provide equitable access for remote applications, seniors, businesses, and contractors who are unable to appear in person to apply for a permit.

Success: Hazardous Structure Staff Committee working together to solve increasing cases of hoarding situations, residential deterioration, and social challenges.
Impacts: Strong committee that works well together to provide service to residents/community members that may have social/mental/physical challenges at their housing unit.

Success: Developed new employees by encouraging certifications, frequent training and mentoring.
Impacts: Develop knowledgeable and approachable employees that will last into long term team members. Certifications achieved this year: International Residential Inspector, Residential Electric Inspector, Residential Mechanical Inspector.

Success: Building & Fire Code Updates
Impacts: Maintain Building Code effectiveness rating with ISO, life safety, and solar code standards. Updated Building code amendments allow code compliance options to ensure obsolete housing stock is updated (6 teardowns)

DEPARTMENTAL SUCCESSES 2022 – 2023

Mount Prospect, IL

May 2023

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

Please list your department’s most important achievements that were completed during 2022 – 2023 under “Success.” Under “Impacts”, please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success: South Mount Prospect TIF was adopted by the Village Board on May 3, 2022****

Impacts: This TIF District will serve as an economic development tool and promote the revitalization of land in the southern portion of the Village.

Success: 1200 E Algonquin Rd / Cloud HQ broke ground August 23, 2022.****

Impacts: This data center development is planned to be one of the largest in Illinois. Construction is underway on a new \$2.5 billion, 1.5 million sq. ft. hyperscale data center campus creating over thousand construction jobs and a new ComEd substation.

Success: Angel Caputo’s Fresh Market Build Out and Grand Opening

Impacts: Residents have ranked the desire to locate a grocery store in downtown Mount Prospect as a top priority for decades. Angelo Caputo’s Fresh Market will operate a neighborhood market in this new retail space bringing their fresh produce, a prepared food bar, coffee bar, imported deli items and more to the downtown and our community.

Success: Opening of F45 Training at 201 S Main Street

Impacts: Reactivates a vacant building within the downtown.

Success: HQ Residents Development – Construction
(88 residential units and 3,200 sq ft of retail)

Impacts: The Public Safety Building at 112 E Northwest Highway was demolished and vertical construction started this year. Sale proceeds will fund \$2.0 M in future redevelopment investments.

Success: Golf Plaza 2 New Ownership

Impacts: New owners are interested in continuing to pursue improvements started by prior owner and future reinvestment.

Success: Whiskey Hill Brewing Company Redevelopment Agreement / Recruit a brewpub tenant for the downtown district.

Impacts: Salerno’s Pizza and the Whiskey Hill Brewing Company will both locate businesses in the Prospect Place commercial space. The two restaurants would generate approximately \$100,000 annually to the Village in sales and food and beverage taxes. In addition, the restaurants would employ approximately 35 staff generating over \$1 million in payroll. Plus, the addition of a pizzeria and brewpub will bring new dining and entertainment amenities to the downtown district.

Success: Maple Street Lofts & Construction starts on “The Dawson”

Impacts: Construction started on the second apartment building named “The Dawson” at the Maple Street Lofts mixed-use transit-oriented development. The project consists of 15,000 square feet of retail space, 257 rental units and 56 rowhomes located on a 6-acre parcel at the SE corner of Prospect Avenue and Maple Street. The 192-unit Lofts apartment building is fully leased and all 56 rowhomes have been sold.

Success: 2240 S Busse Road Industrial Warehouse Development - Completed

Impacts: Located on the west side of Busse Rd., adjacent to the I-90 Tollway. World Courier has already signed a lease for 25,000 square feet of the 80,000 square foot facility and interest has been strong for the remaining space.

Success: Green Buildings Grant Program

Impacts: Grants are available of up to 50% of the project cost, or \$10,000, whichever is less, to qualifying businesses and commercial and industrial property owners, with a fund total of \$150,000 to be utilized in 2022 and 2023. Projects must be designed to decrease the net total energy consumption of the property. One grant has been awarded as of March 2023.

Success: Website Improvement Grant Program
Impacts: Dispersing grants of up to \$5,000 to qualifying businesses with a fund total of \$75,000 to be utilized in 2022 and 2023. Funding will be given to businesses looking to improve their digital footprint through website upgrades. As of March 2023, 10 grants have been awarded.

Success: New Tenants at Randhurst Village: Mr. Kimchi, Surfs Up, Poke Bowls, Golf Factory
Impacts: Provides new restaurant and entertainment options at Randhurst Village further improving the area’s regional draw creating foot traffic to benefit the entire site. Plus, generating sales and food and beverage taxes.

Success: Village Board approval 6b tax incentives.
Impacts: 350 N. Wolf Rd – 150 temporary construction jobs, over \$1 0 million investment, 35 full time employees once facility is open. 431 Kingston Ct – Andrews Products, designer and manufacturer of high-quality motorsports performance products employs 50 full time staff. 3001 Malmo Dr – House of Doolittle, manufactures dated goods for office products, such as planners, calendars, maps and others, employees 30 full time employees, and has sold over \$100 million worth of products since taking occupancy in 2013. 1500 Bishop Ct – Atlas Material, conducts durability testing for a variety of different markets, has 83 employees with approximately 50 new employees expected to be hired after improvements and renovations.

Success: Completed spending of CDBG-CV funds totaling \$458,594
Impacts: This program benefitted 25 local small businesses and 797 low- and moderate-income residents

Success: Partnered with a local resident and River Trails School District 26 to secure \$150,000 in CDBG funds to construct a mini-soccer pitch at Euclid Elementary School****
Impacts: This project is designed with the mission of connecting communities through the sport of soccer. The pitch would be owned and maintained by Euclid Elementary School and would be available to the student body during school hours and to the neighborhood during non-school hours, at no cost.

Success: Adoption of Aging in Community Action Plan in partnership with the Human Services Department
Impacts: The plan identifies goals and objectives to create a livable community for all in Mount Prospect. Five priority areas were chosen by the task force out of 11 community assessment themes: housing, transportation, social engagement, information/communication, and health/wellness.

Success: 320 S School St / Lions Park Rowhomes final PUD approval from the Village Board
Impacts: Construct 29 rowhomes at the current National Catholic Society of Foresters property in the downtown. The project features market-rate rental rowhomes with 2-car garages, rooftop decks, and a pavilion and open space area in the center of the site.

Success: Stotan Industrial, LLC / 350 N. Wolf Rd. - Village Board approved to rezone the property from B-1 Office to I-1 Limited Industrial
Impacts: Redevelops the former Comcast property with a new 100,000 square foot industrial warehouse.

Success: Navigated entitlement of 1791 Wall St Conditional Use to construct a luxury, express car wash on a vacant site
Impacts: Development of a vacant site.

Success: 500 W Central Rd – Village Board approved zoning amendment that provides the conversion of an under-utilized industrial office building to residential rental units****
Impacts: 20 market rate apartment units with a mix of 1-bedroom and 2- bedroom floor plan designs. Expands the green space on the property, upgrades the existing façade on all sides, and provides enhanced streetscape along Central Road..

Success: Navigated entitlement of 915 E Rand Rd Conditional Use for Raising Canes Restaurant drive thru on vacant Century Tile site
Impacts: Replaces an underutilized and blighted site, former Century Tile & Carpet, with a use / restaurant found to be in high demand for Mount Prospect and the surrounding communities.

Success: Passage of text amendments regarding tobacco and vape uses
Impacts: Created the opportunity for reactivating a vacant storefront in the downtown with a upscale retail tobacco lounge with the emphasis on the sale of cigars and cigar lounge.

Success: Passage of text amendments regarding electric vehicle charging stations****

Impacts: Establishes rules and regulations for electric vehicle charging stations that were absent for the Village Code. This is the first step in preparing the Village for adapting to greater electric vehicle ownership and use.

Success: Navigated entitlement of 2040 W Algonquin Rd final PUD to construct 53 units of affordable senior housing****

Impacts: Expanded affordable housing options for seniors (55+ years old) in the Village

Success: Village Board approve the ordinance creating a PACE area and establishing the Illinois Finance Authority C-PACE program

Impacts: Additional economic development tool that the Village can utilize to incentivize investment in the community and encourage private owners to pursue energy efficient improvements.

DEPARTMENTAL SUCCESSES 2022 – 2023

Mount Prospect, IL

May 2023

DEPARTMENT: Finance

Please list your department’s most important achievements that were completed during 2022 – 2023 under “Success.” Under “Impacts”, please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success: Local Gov tax collection software implementation.

Impacts: Municipal taxes may now be paid online by businesses; currently a 45% adoption rate.

Success: Standard Operating Processes were reviewed and revised as needed. This allows for staff to understand how to do certain aspects of their jobs on a daily basis

Impacts: Continuity of operations, in case of emergency. Staff have trained backups to their jobs in case they are out of office. SOP is a step by step overall guiding principles that defines controls in place.

Success: Customer service standards were finalized. This gives a framework on how to treat and serve customers equally and fairly.

Impacts: Guidance and definite standards for serving customers. All customers can expect to be treated equally and fairly in all situations. The standards are defined from a customer’s perspective.

Success: Became a GFOA Triple Crown winner for the first time. One of 370 municipalities selected.

Impacts: Shows the community that our accounting division meets high standards and integrity levels. The Village won awards for ACFR, PAFR and Budget.

Success: Suspended vehicle stickers due to revenue growth from sales and income taxes out-performing projections****

Impacts: Households saved an average of \$90 by not needing to purchase the sticker.

Success: Healthy Fiscal Position****
Impacts: Village is holding 50% in fund balance, which allows for great liquidity and flexibility with budget.

Success: Credit Rating Affirmation of AA+ Stable Outlook****
Impacts: Lower interest rates on bond issuances reducing interest payments on debt/bond issuances reducing impact to the debt service levy/property tax bills.

Success: Successfully completed advance refunding of the 2013 bonds.
Impacts: Saved taxpayers \$450,000 in interest costs by locking in a lower interest rate prior to the call date of the bond.

Success: Restoring/increasing staffing levels within departments
Impacts: All of the newly added positions will allow the Village to improve its customer service levels and is a step towards the Village regaining some of its lost capacity from 2008-2010.

Success: Electric utility rate increase for highest tier users****
Impacts: Potential to collect \$2.5 million in additional utility tax without impacting lower tier users such as residences and small business.

Success: Established South Mount Prospect TIF.
Impacts: Provides crucial financial support for infrastructure improvements in this area creating opportunity for private investment that will create growth for the Village's Equalized Assessed Value (EAV).

Success: Established pension stabilization fund.
Impacts: Allows greater pension abatements in the future or as needed providing property tax relief. The Village deployed \$750,000 in abatements in 2022 using the pension stabilization fund.

Success: Proactively invested excess funds with the Village's Asset Management and Investment Advisor – PMA Financial Network.
Impacts: Supports diversifying Village revenue streams with higher interest income. The Village earned over \$1.1 million in investment income in Q1-2023.

Success: Provided \$750,000 in pension abatements and provided \$1,400,000 for Police Headquarters and Fire Station 13 debt abatement from general fund due to higher sales tax revenue.
Impacts: Saved average homeowner \$41 for pensions and \$77 for debt service on their property tax bill.

Success: Funded interconnect with American Rescue Plan funding.
Impacts: The Village will now have an emergency Lake Michigan water interconnect with Northwest Water Commission. The Village used \$5.3 million from the American Rescue Plan.

Success: Funded \$3.7 million development incentive for HQ Residents from the general fund. This will allow for 88 townhome/apartment units and retail space to be built at the old police and fire station.
Impacts: TIF will not need to issue bonds, provided interest expense savings of over \$1,000,000.

DEPARTMENTAL SUCCESSES 2022 – 2023

Mount Prospect, IL

May 2023

DEPARTMENT: Fire

Please list your department's most important achievements that were completed during 2022 – 2023 under "Success." Under "Impacts", please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success: Revised and updated BOFPC and Paid On Call (POC) Rules and Regulations

Impacts: Attract a larger and more diverse group. Increased POC membership.

Success: Hosted a D214 Internship Program

Impacts: Strengthens collaboration with D214 to garner interest in the fire service and improve recruitment efforts

Success: Completed Station 12 kitchen and training room renovations

Impacts: More efficient use of space for additional personnel

Success: Purchased and placed new Squad 13 in service****

Impacts: Improved HazMat and fire suppression response. Saved the Village \$265,000 by finding a used vehicle

Success: Designed and ordered a new Tower Ladder Truck

Impacts: Replaces critical rescue apparatus

Success: Conducted a new hire exam****

Impacts: Established a diverse list of future Mount Prospect Firefighters

Success: Launched the First Responder Academy for Teens****
Impacts: Strengthens collaboration with D214 to garner interest in the fire service and improve recruitment efforts

Success: Added six Community Emergency Response Team members and two Paid On Call Firefighters
Impacts: Strengthens our department/community support groups

Success: Hired an Emergency Management Assistant
Impacts: Emergency Management Division is fully staffed. Establishes succession plan.

Success: Took delivery of/placed in services, an Engine and Ambulance
Impacts: Updates fleet and enhances service

Success: Completed 360 pre-plans, over 300 plan reviews and over 2,000 inspections****
Impacts: Improved community development/customer relations and Fire Prevention efforts

Success: Installed over 70 smoke detectors homes of senior citizens through the IFSA grant****
Impacts: Improved safety in homes with elderly residents

Success: Successfully guided two non-affiliated paramedic students through their field internship
Impacts: Strengthens partnerships with NWCH and helps foster growth of future paramedics

Success: Promoted Mike Murphy to Lieutenant and appointed Joe Vena to Battalion Chief
Impacts: Successfully filled shift commander/Lieutenant positions and reinforced succession plan

Success: Placed a Technical Rescue trailer in service
Impacts: Improved efficiency and delivery of technical rescue equipment to an incident scene

Success: Successfully navigated audits by OSHA, ISO and OSFM
Impacts: On-going efforts to maintain regulatory compliance

Success: Updated multiple Standard Operating Guidelines, converting them to an internet based platform
Impacts: Continually updates operating guidelines, keeping up with changing legislation and improving document access

Success: Hosted successful Food and Toy drives
Impacts: Creates strong community partnerships through community support and enhances Human Services resources

Success: Finalized Emergency Response Plans for unincorporated areas****
Impacts: Developed the long- and short-term goals for servicing the southern part of the Village

Success: Achieved approval of the Village’s Emergency Operations Plan and submitted Continuity of Operations Plan to Cook County****
Impacts: Village has established EOP recognized by FEMA

Success: Secured an AFG Grant for purchase of a Breathing Air Compressor
Impacts: Enables apparatus to stay in district south of the railroad tracks

Success: Implemented a mental health assessment and added new Peer Support members
Impacts: Creates a solid core of support and resources for our members

Success: Firefighters obtained 42 new OSFM certifications
Impacts: Increases skill, knowledge, and professional development

Success: Re-licensed 17 paramedics for a term of 4 years
Impacts: Increases skills and Paramedic knowledge

Success: Conducted Emergency Operations tabletop exercise with Village leadership and Community Partners.
Impacts: Improves Preparedness for large-scale response

Success: Hosted a citizens Emergency Management Open House
Impacts: Community outreach for disaster preparedness

Success: Adopted new fire code IFC 2021 and updated the fire prevention ordinance
Impacts: Keeps Fire Code current

Success: Hired six new Firefighters/Paramedics including two female candidates****
Impacts: Enhanced Emergency Services in south Mount Prospect

DEPARTMENTAL SUCCESSES 2022 – 2023

Mount Prospect, IL

May 2023

DEPARTMENT: Human Services

Please list your department’s most important achievements that were completed during 2022 – 2023 under “Success.” Under “Impacts”, please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success: Community Connections Center Staff (Human Services and Mount Prospect Public Library) attended Emergency Response in service facilitated by Fire and Police Department.
Impacts: Ensures all staff are up to date on safety protocols and how to handle emergencies that may arise. This training also ensures visitors of the Center are also kept safe should there be an emergency.

Success: Implemented Behavioral Health Subsidy Program
Impacts: Provides timely access to mental health services for residents in need of support who are uninsured/underinsured and low income.

Success: Filled five department position vacancies of which four (4) are bilingual****
Impacts: <ul style="list-style-type: none">• Internal promotion to Officer Manager• Hired a new Police Social Worker which expands services provided at police department and created new schedule with evening hours to support evening PD shift• Community Social Worker position added at CCC to replace Casework position due to a vacancy. This allowed for the expansion of clinical services provided at the Center.

Success: Aging in Community Initiative****
Impacts: Age-Friendly Task Force completed action plan and presentation given to the Village Board. The action plan will be finalized and submitted to AARP for final approval.

Success: Community Connections Center Facebook page rebranded to Human Services Department and implemented plan to increase social media presence.
Impacts: Highlighting all services, programs and events offered by department will expand marketing reach and increase community awareness of services available to residents.

Success: Return of in person Mental Health Matters Event in collaboration with the Mount Prospect Public Library.
Impacts: Event offers a mental health provider resource fair and presentations. Program facilitates linkage and awareness of services in the community and educates, reduces stigma, and increases awareness around mental health.

Success: Developed partnership with North Suburban Legal Aid Clinic – offered a Know Your Rights Presentation in Spanish and implemented a free monthly legal clinic.
Impacts: Increase access to legal services to low-income residents who may have been victims of domestic violence, fair housing violations and those seeking immigration related assistance.

Success: Client Track Software data improvements
Impacts: Improved features with Client Track to reduce human error in entering services and to allow for additional data collection on services provided.

Success: Volunteer Program processes review and update.
Impacts: Reviews and updates resulted in a better understanding of volunteer needs and resources. Additional volunteers added to the program to help support the food pantry operation.

Success: Human Services Needs Assessment report completed.
Impacts: Assessment process resulted in operational and service improvements within the department.

Success: Senior Newsletter updated with more current look and format.
Impacts: Better aligned with Village branding, more streamlined and easier to read.

Success: Human Service webpages updates
Impacts: Better aligned with Village branding and easier to find information.

Success: Received Aging in a Changing Region Grant
Impacts: Grant allowed for two workshops facilitated by an expert in planning and aging. Both community stakeholders and residents engaged in process which provided additional input and data for the Age-Friendly Action Plan development.

Success: Food pantry operations/schedule adjustments and improvements.
Impacts: Hours and days of distribution expanded to meet increasing needs. Utilization of additional space for operations.

Success: Increased participation in community engagement events (i.e., safety socials with Police Department, Fire Department open house, etc.)
Impacts: Expands reach of information about the Human Services Department and services provided to the community.

Success: Expanded in person social work coverage at Mount Prospect Police Department****
Impacts: Provides increased opportunity for immediate assistance to officers and walk in traffic needing social service assistance.

Success: Police Social Workers provided shift trainings at the Police Department on mental health, autism and domestic violence.
Impacts: Continuing education for officers on social service-related topics that they encounter in the course of their job.

Success: Police Social Worker provided domestic violence presentation as part of a Police Department presentation to the community.
Impacts: Raising awareness of topic and resources for community members.

Success: Mental Health First Aid training coordinated for Village employees.
Impacts: Training for lay persons to provide basic knowledge for addressing situations involving mental health issues.

Success: Public Health Nurse completed training for Designated Infection Control Officer role.

Impacts: Public Health Nurse will support the Police Department and other departments needing assistance in the event of employee exposures requiring medical consultation and direction. Training ensures proper compliance with OSHA requirements.

Success: Therapy dog in training is now a certified therapy dog!

Impacts: Therapy dog is used for employee visits, community engagement and crisis support work.

Success: Holiday Program distribution improved in collaboration with the Fire Department and Community Emergency Response Team.

Impacts: Greater efficiency for both residents and staff by combining the HS and FD distributions into one event.

Success: Public Health Nurse applied and was approved for the Alzheimer’s Foundation of America National Memory Screening Program.

Impacts: The Public Health Nurse and the Village will serve as screener/screening site for the detection of memory problems which may indicate a need for further evaluation. Public Health Nurse applied and was approved for the Alzheimer’s Foundation of America National Memory Screening Program.

Success: Celebrations of Cultures returned to South Mount Prospect with the partnership of the Mount Prospect Park District (RecPlex).

Impacts: Promotes diversity and inclusion in Mount Prospect

DEPARTMENTAL SUCCESSES 2022 – 2023

Mount Prospect, IL

May 2023

DEPARTMENT: Police

Please list your department’s most important achievements that were completed during 2022 – 2023 under “Success.” Under “Impacts”, please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success: Increased the number of police officers from 83 to 86****
Impacts: Additional officers on the street and more opportunities for our officers
Success: Created a Community Relations Officer position****
Impacts: Increased community relations and engagement opportunities with the community.
Success: Implemented National Incident Based Reporting System (NIBRS)
Impacts: Improve the overall quality of crime data collected by law enforcement
Success: Achieved reaccreditation with the Illinois Law Enforcement Accreditation Program (ILEAP)****
Impacts: Maintain best practices to perform professional policing
Success: Conducted a new recruit exam for police officers
Impacts: Hired three (3) new police officers from testing process. Created Special Response Team to address increase in violent crimes.
Success: Conducted a lateral transfer hiring process
Impacts: Hired two (2) new police officers utilizing this program

Success: A Deputy Chief attended and graduated from the FBI’s National Academy

Impacts: Enhance the Department’s network and receive high level management training

Success: Implemented new public facing FOIA software

Impacts: Streamlined the process of obtaining public records and enhanced the level of transparency of the Department

Success: A Sergeant was appointed to serve as the Director of the Major Case Assistance Team (MCAT)

Impacts: Enhanced our networking with regional suburban agencies and showcased the professionalism of our personnel

Success: Implemented a new electronic crash reporting software

Impacts: Improve traffic accident reporting and transmit crash data to the Illinois Department of Transportation more efficiently

Success: Hired a new Police Records Supervisor

Impacts: Reorganized the Records Section and enhanced Department efficiencies

Success: Collaborated with the Fire Department to provide a First Responders Academy for Teens****

Impacts: Introduce area teenagers to careers in policing and the fire service

Success: Conducted six (6) “Safety Socials” within the Mount Prospect rental communities

Impacts: Provide inclusive engagement to all residents and promoted a variety of Village services

Success: Two (2) Commanders attended senior management level courses; one attended the Senior Management Institute for Police program hosted by the Police Executive Research Forum and the second attended Northwestern University’s Center for Public Safety’s Executive Management Program

Impacts: Enhance the Department’s network and receive high level management training

Success: Hired and onboarded a new Management Analyst

Impacts: Helps maintain accountability for professional policing

Success: A Sergeant attended Northwestern University’s Center for Public Safety’s School of Police Staff and Command

Impacts: Enhance the Department’s network and receive high level management training

Success: Trained all Records Division personnel as FOIA Officers

Impacts: Enabled all records personnel to respond to public FOIA request.

DEPARTMENTAL SUCCESSES 2022 – 2023

Mount Prospect, IL

May 2023

DEPARTMENT: Public Works

Please list your department’s most important achievements that were completed during 2022 – 2023 under “Success.” Under “Impacts”, please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success: Residential Street lighting – Seminole Lane

Impacts: Installation of streetlights along Seminole Lane between western Village limits and River Road.

Success: Kensington Business Center Detention Pond 1 Rehab

Impacts: Dredging of pond and reestablishment of bank. Work improves the capacity and operation of the storm water system.

Success: Deep Well Rehab Well 17

Impacts: Completed rehabilitation of deep Well 17. Well 17 is utilized as an emergency water supply. Work included rehab of pump and motor, removal of column piping.

Success: Street Improvement Program****

Impacts: Completed resurfacing of approximately 8.0 miles of roadway. Facilitate strategic transportation goals by maintaining streets in good condition and avoiding more substantive costs of street reconstruction.

Success: Construction of Neighborhood Drainage Improvements

Impacts: Constructed four private property drainage improvements utilizing rain gardens addressing the Village Boards desire to implement green infrastructure. Projects address private property yard flooding and protect structures from future flooding.

Success: Sidewalk inspection and maintenance program
Impacts: Using various repair strategies successfully replaced over 52,608 linear feet of sidewalk and inspected approximately 50 miles of sidewalk in the Village’s sidewalk network. Increase pedestrian safety and reduce claims.

Success: Water Main Replacement
Impacts: Completed replacement of approximately 8,000 linear feet of aging water main.

Success: Village Hall Domestic Booster Pump Replacement
Impacts: Replacement of domestic water booster pump. Replaced original pump.

Success: Overhead Sewer Rebate Program
Impacts: Completed second year of overhead sewer reimbursement program. Five properties completed overhead sewer conversions totaling \$37,500 in reimbursements.

Success: Separate and Combined Sanitary Sewer Improvements
Impacts: Completed necessary spot repairs and lining of 15,000 linear feet of separate and combined sanitary sewers. Project minimizes potential of surcharging and basement backups

Success: Tree City USA Award
Impacts: Received Tree City USA Award for 38th year. Recognition of Village’s commitment to the sustainability of the urban forest.

Success: Host Household Hazardous Waste Collection Events
Impacts: Conducted two one day collection events for materials banned from landfills. Over 800 cars participated in the events.

Success: Streetlight LED Retrofits
Impacts: Conversion of existing Village owned streetlights (186) from HPS/mercury vapor to LED lights. LED lamps are more energy efficient and low maintenance reducing costs.

Success: Tree Planting Program
Impacts: Planted 614 trees of various species creating a diversified urban forest. Supports the Village’s green initiatives.

Success: Completion of Public Works Strategic Plan
Impacts: Increased transparency of Public Works’ activities with residents, businesses and personnel. Provides clear road map and goals of the department. Increased resident satisfaction with public works’ services.

Success: ADA Transition Plan
Impacts: Completed ADA Transition plan designed to identify existing programs, services, facilities, policies and procedures that require changes, and outlines the steps necessary to become accessible.

Success: Federal Infrastructure Funding: Guidelines Review, Projects, Prioritization and Direction
Impacts: Village Board was updated on American Rescue Plan Act projects during 2023 budget process. Infrastructure Investment and Jobs Act projects and plans are delineated in written report submitted to Village Manager’s Office (VMO). Per VMO, written report will be shared with Village Board in lieu of presentation.

Success: Recycling Program Enhancements – Styrofoam Recycling
Impacts: Received \$55,000 in grant funds to purchase a foam densifier to facilitate Styrofoam recycling drop off.

Success: American Public Works Association Accreditation****
Impacts: Completed the American Public Works Association accreditation process becoming the 8 th agency in Illinois to become accredited.

Success: Major Storm Event Preparation: Review of Emergency Management Policies and Plans
Impacts: Completed updates to flood response, levee operation, snow operation, and wind storm response plans. All plans are NIMS compliant.

Success: Grant Funding****

Impacts: The Department successfully secured over \$13.5 million in grant funding for various capital improvements including Rand-Kensington-Elmhurst intersection, Rand-Central-Mt. Prospect Road intersection, Kensington bike path, Central Rd resurfacing, Schoenbeck Rd resurfacing, arterial bike network study.

DEPARTMENTAL SUCCESSES 2022 – 2023

Mount Prospect, IL

May 2023

DEPARTMENT: Village Administration - Communications Division

Please list your department’s most important achievements that were completed during 2022 – 2023 under “Success.” Under “Impacts”, please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success: Held an eight-week Citizens Civics Academy Class****
Impacts: Gave residents an inside look at the inner workings of municipal government
Success: Created a Village Podcast, called MountPodcast, highlighting interviews with prominent people in the Mount Prospect community****
Impacts: Gives the Village an outlet to explore issues and individuals in an in-depth manner, not appropriate for social media and other visual outlets
Success: Held additional training on Everbridge alert system with staff and made sure more alerts go out for press releases and meeting notifications. Pushed sign up efforts****
Impacts: Able to reach more residents in a short amount of time. More consistent messaging from the Village to residents
Success: Finalized the Mount Prospect Video Archive on DVDs. Every meeting and program from 1986 to 2021 has been archived
Impacts: This is the video history of the Village of Mount Prospect
Success: DVDs have a limited shelf life. Staff began ripping DVDs to digital files and archiving digital files to the Cloud. Newly created HD programming is also archived to the cloud.
Impacts: No longer a need to archive to DVDs and improved long-term storage of Village programming

Success: Created and filled a Director of Marketing & Public Relations position to enhance the Village’s communication efforts****
Impacts: Increase in communications of services, economic development, etc.

Success: Rebranded the Facebook Page for the Human Services Department
Impacts: An increase in followers, reach, and engagement allowing Human Services to market themselves to more effectively

Success: Transitioned the Village e-newsletter to weekly
Impacts: Residents receive more timely information. With increased frequency, the Village is able to share information on more services and events

Success: Began posting holiday greetings from different cultures and religions, began communicating DEI-related proclamations made by the Board, and began sharing news about new female employees and female employee accomplishments
Impacts: Supporting the Village’s Diversity, Equity, and Inclusion initiatives

Success: Director of Marketing and Public Relations became staff liaison to the Special Events Commission
Impacts: Streamlining Commission business, improving communication between the Commission, staff, and the public, and recruiting new members

Success: Increased posting on social media platforms that could be utilized further, including the Village’s Instagram, the Village’s LinkedIn, and the Experience Mount Prospect Facebook.
Impacts: Expanding outreach to the community through social media

DEPARTMENTAL SUCCESSES 2022 – 2023

Mount Prospect, IL

May 2023

DEPARTMENT: Administration – Human Resources Division

Please list your department’s most important achievements that were completed during 2022 – 2023 under “Success.” Under “Impacts”, please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success: Drove DEI Initiatives in support of this top priority in our Policy Agenda 2/22-2/23****
Impacts: Key objectives accomplished were: <ul style="list-style-type: none">➤ Partnership with DEI consultant.➤ Focus group and interview participation equal to 28% among employees and 100% with the Board and Mayor.➤ Review of Village policies, processes and initiatives already implemented➤ Delivery of a report identifying opportunities for improvement in our current practices/policies➤ Recommendations for actions the Village should consider implementing➤ Presentation of findings to the Village’s Leadership Team (done 09/21/22) and the Village Board (12/13/22)• Received a grant from IRMA in the amount of \$2,500 in recognition of DEI efforts with consultant.• Restructured HR Division duties to support DEI and recruiting initiatives.• Updated employee survey to include recommendations from DEI Consultant

Success: Revised Village policies to enhance part-time employee benefits (paid time off, longevity, holiday pay, etc.)****
Impacts: <ul style="list-style-type: none">• Improved benefit and compensation parity between part-time and full-time employees.• Better positioned the Village to attract and retain talent in a tight labor market.

Success: Partnered with Public Works and Village Administration to negotiate Local 150 successor agreement****
Impacts: <ul style="list-style-type: none">• Better positioned the Village for benefit cost containment by moving PW Union employee population from more expensive and unsustainable union health plan to Village’s plan.• Raised compensation to place wages in a competitive rank among comparable communities.

Success: Implemented a new Employee Assistance Program (EAP) and published a mental wellbeing resource page for employee intranet****
Impacts: <ul style="list-style-type: none">• Supported the Strategic Goal of Employee Mental Wellbeing.• Enhanced EAP offers more robust “clinically appropriate” benefit• Raised mental health awareness among employees.• Provides confidential “one-stop” access to a variety of support resources.

Success: Completed an I-9 audit of over 400 records****
Impacts: <ul style="list-style-type: none">• Maintained compliance with USCIS.• Reduced financial exposure for incorrect or missing I-9 forms; fees range from \$252 - \$2,507 per form.

Success: Achieved a biometric screening participation rate of 80.4%
Impacts: <ul style="list-style-type: none">• Received \$136,800 in our IPBC reserve account. This is an increase of \$5,600 over 2021 and was the HIGHEST reimbursement in the IPBC. Reserves can be used at the Village’s discretion.• Supported employee health and wellbeing which improves engagement and attendance and lowers insurance premiums.

Success: Updated the Classification and Compensation Plan and Executed Market Analysis
Impacts: <ul style="list-style-type: none">• Reduced turnover to 7.35% (2022) from 8.33% (in 2021)• Ensured positions were competitively placed within the plan to attract and retain talent.• Retained at least three (3) employees who had been considering employment in a neighboring community.

Success: Supported the Village and Fire Department through EEOC claims, long-term grievance process, and settlement of a claim.
Impacts: The outcome of settlement reduced the Village’s risk of financial exposure by tens of thousands of dollars in legal expense and in employees’ time.

Success: Identified and closed a non-compliant 401(a) plan
Impacts: <ul style="list-style-type: none">• Protects the Village in the case of an audit.• Eliminated confusion and room for error in enrollment.• Reduces the fees paid by the Village for plan maintenance.

Success: Facilitated the recruitment and placement of a new Director of Marketing and Public Relations
Impacts: Supported this top priority on the Policy Agenda 2-22-23 which will improve the Villages communications and marketing strategy.

Success: Executed an RHS plan amendment
Impacts: Brought the Village into compliance with CBAs and updated positions in Classification and Compensation Plan

Success: Delivered FMLA training in conjunction with worker’s compensation training provided by Finance
Impacts: Educated Leadership on response procedures for workplace illness or injury and how leave interplays with FMLA.

DEPARTMENTAL SUCCESSES 2022 – 2023

Mount Prospect, IL

May 2023

DEPARTMENT: Village Administration – Information Technology Division

Please list your department’s most important achievements that were completed during 2022 – 2023 under “Success.” Under “Impacts”, please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success: MFA (Multi-Factor Authentication) rollout****
Impacts: Secures logins for workstations, email and other applications. Helps protect against cyber-attacks by preventing unauthorized access. Essential tool for IT security and cyber insurance coverage.
Success: New World ERP – Move to Cloud****
Impacts: Sensitive data moved to Tyler cloud. Reduced number of onsite servers and storage/backup requirements. Improved high availability and disaster recovery capabilities for critical ERP application.
Success: Email – Move to Office 365****
Impacts: Wide range of benefits including disaster recovery, high availability, security, and zero-day patching. 99.9% uptime Service Level Agreement plus a full suite of services including business-grade email, Office suite, and Teams for enhanced communication and collaboration.
Success: Emergency Operations Center – Switch Replacement
Impacts: Consolidated five aging switches down to one

DEPARTMENTAL SUCCESSES 2022 – 2023

Mount Prospect, IL

May 2023

DEPARTMENT: Village Administration – Village Manager’s Office

Please list your department’s most important achievements that were completed during 2022 – 2023 under “Success.” Under “Impacts”, please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success: Completed the Village’s first Citizen Summit
Impacts: Mindful of the Village’s commitment to Diversity, Equity and Inclusion, each member of the Village Board was asked to invite seven (7) members of the Mount Prospect community to join them in deliberative, intentional discussions regarding the Village’s Strategic Plan and vision for the future.

Success: Launched an Ad Hoc Sustainability Committee to help in the review of the sustainability plan report and prioritize goals for the next five years.
Impacts: Created a report document that defines sustainability and outlines past progress. This is the first time the Village has a comprehensive document on sustainability that can be shared to communicate the Village’s efforts. Policy priorities were recommended by the Ad Hoc Committee in the Implementation guide with staff and committee members providing opportunities for the future

Success: Created a Director of Marketing and Public Relation Position and hired to fill the role.
Impacts: The Director of Marketing and Public Relations started in December 2022. The position has worked to improve proactive communication with increasing social media outreach and working with departments on project specific communication improvements. The Village is now pushing out positive content on all media platforms on a regular basis.

Success: Sustaining Downtown Development and Business Momentum

Impacts: Recruited and approved a redevelopment Agreement Salerno's Pizza and Whiskey Hill Brewing Co. at the Prospect Place development. New Lady Dahlia restaurant concept and wine bar to the west of Prospect Place.
F45 Training opening downtown in a building that has been vacant for a few years.
Caputo's Fresh Market opening soon.
HQ Residences, MSL "The Dawson", Prospect Place developments in progress
20W Restaurant announcing it's opening of The Prospect, a two-story restaurant marrying both casual and fine dining. The pipeline includes an expansion of Mia's Cantina and the redevelopment of the former Busse Flowers building.

Success: Village Code Chapter 11 – Text Amendment Approvals****

Impacts: Reviewed outdated Village Code Chapters 10 and 11 to standardize the business license process, making it clear and easy to follow, and for the code to reflect today's business environment regards to regulations and fees. Eliminated obsolete terms and uses.

Success: Elk Grove Rural Fire Protection District (EGRFPD) – Establish Special Service Area 1

Impacts: This funding tool will assist in providing Village Fire and EMS to unincorporated areas currently service by EGRFPD. Allows for consolidation of services agreement with Des Plains and Elk Grove.

Success: Village is responsive to new business models and trends regarding the Liquor Code****

Impacts: Caputo's Fresh Market operating an European beverage station allowing the option for customers to have beer, wine, or cocktails while shopping.
Golf Factory, a golf experience with top-of-the-line golf simulators, having small lounge area of ten seats will be available where food and drinks can be ordered. This a new business and entertainment option for the community.

Success: Village Government Organization Capacity Rebuilding****

Impacts: All the newly added positions will allow the Village to improve its customer service levels.
Police Department regained some of its lost capacity from 2008-2010 and added a Community Relations Officer and Special Response Team to address increase in violent crimes.
Fire Department recruited six new Firefighter-Paramedics including two female candidates. Additional personnel will assist with operating a 4th front line ambulance at Station 12 to better service South Mount Prospect.
Human Services' additional Police Social Worker providing additional coverage on the afternoon shift.
Public Works added maintenance workers to add capacity as their workload has increased since 2008-2010.

Success: Completed Diversity, Equity and Inclusion Audit Report

Impacts: Provided the Village Board and the community a report identifying opportunities for improvement in Village practices and policies. Staff created next steps actions based on this audit and have made significant progress internally and externally.