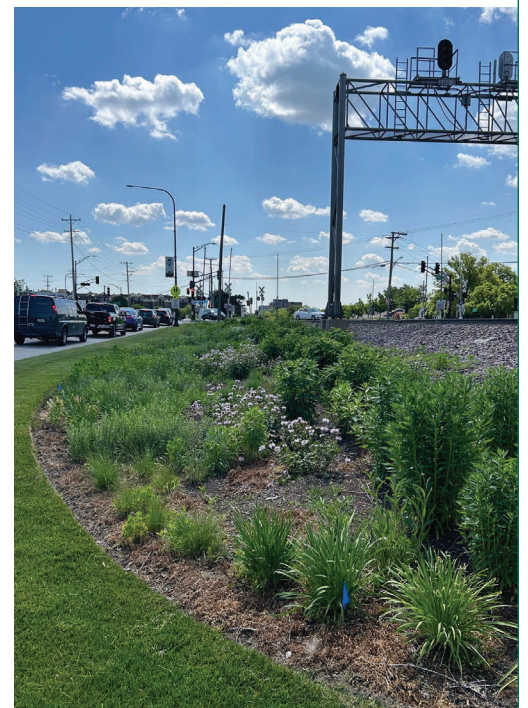




MAYOR & VILLAGE BOARD **FINAL REPORT** **LEADERSHIP GUIDE**

MAY 2024 | MOUNT PROSPECT | ILLINOIS





Village of Mount Prospect: Strategic Plan Implementation Guide 2024 – 2025

VISION 2039

Mount Prospect Vision 2039
represents the
BEST OF SUBURBAN COMMUNITIES –
THRIVING,
PROUD,
DIVERSE
and CONNECTED –
having a RICH HERITAGE,
STRONG VALUES,
TIMELESS YET
CONTEMPORARY ATMOSPHERE.

GOALS 2029

**EFFECTIVE VILLAGE GOVERNMENT:
FINANCIALLY SOUND, EXCEPTIONAL SERVICE**
**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**
**ENHANCING MOUNT PROSPECT CHARM/CHARACTER:
HONORING HISTORY, HERITAGE, AND DIVERSITY,
EQUITY AND INCLUSION**

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.*

CORE VALUEs

**MOUNT PROSPECT VILLAGE GOVERNMENT: CORE
VALUES**
RESPECT
LISTEN
ETHICAL
POSITIVE AND OPTIMISTIC
COMMITMENT TO SERVICE
SOUND ANALYSIS AND DECISION MAKING
CONSENSUS

POLICY AGENDA 2024 – 2025

Top Priority

**Elected Officials Ethics Ordinance:
COW Presentation, Review Current Practice and Direction**
**Community Connections Center:
Future Direction, Space Needs Assessment/Service
Needs Assessment, Duplication of Service
with Township and Future Direction**
**Stormwater Master Plan Update/Neighborhood Flooding Strategy:
Award Contract, Development, Adoption and Funding Mechanism**
**Community Policing Expansion:
Report with Options, Direction and Action Plan (Increasing Police
Visibility and Relationships with Community Members)**
**111 Busse Redevelopment Project:
Monitor Court Actions and Village Code Enforcement**
South Mount Prospect Development – Two Projects Goal
**Events Policy, Guidelines and Process:
Development and Adoption and Funding**

High Priority

**Neighborhood Lighting:
Evaluation Report, Direction and Funding**
**State Legislative Agenda and Advocacy:
Critical Issues, Monitoring and Lobbying Actions (Budget FY 25)**
Technology for Public Safety, Public Works and Human Services
**Oakton Annexation:
Completion, Water Main, and TIF Amendment**
Melas-Meadows Pedestrian Bridge Project: Design and Funding
**Downtown Traffic/Parking Study:
Update Report, Direction, Village Actions and Valet Parking
Future Direction**
Prospect Avenue Alfresco Plan (Main Street to Pine)

Moderate Priority

Sustainability Plan Action Plan: Direction and Next Steps
Southside TIF Amendment: Decision

**MANAGEMENT AGENDA
2024 – 2025**

Top Priority

**“AAA” Bond Rating Strategy/Action Plan:
Report with Options, Direction and Village Actions**
**Village Proactive Marketing Plan Implementation:
Village Actions**
**Fire-EMS Response Service Enhancement Report:
COW Presentation – Response Metrics**
**Sales Tax Strategy and Action Plan:
Monitor State Actions and Direction**
**Fire Contract:
Negotiations and Approval**
**Cloud HQ Project:
Legislative Action/Advocacy and Construction**

High Priority

**Intergovernmental Collaboration:
Park District, School Districts,
and Library and State/State Representatives**
**Elk Grove Rural Fire Protection District Transition:
Governor Sign Billing, Final Payments for Liability,
Cook County Approval, and Access Fund Balance**
**Crime Free Housing Ordinance Update:
Completion and Adoption**
Mt. Prospect Park District on Lions Park: Village Contribution
**Kohl’s Center Outlots/Vacant Parcel:
Meeting and Plan to Re-Tenant Vacancies**
Fairview Garden Sewer Improvements: Allocation Funds
Special Events Commission: Mission Review

Moderate Priority

**Bike Master Plan Phase 2 Update:
Report, Direction and Funding**
Comprehensive Plan Update: Direction
**Village’s Classification and Compensation Plan:
RFQ, Vendor Section, Completion and Direction**

MAJOR PROJECTS 2024 – 2025

EOC/Public Works Door Access System: Direction and Funding
 Employee Gym/Shower at Village Hall Project: Completion
 Village Hall Gym Buildout
 Redundant Water Supply Project: Design and Construction (Northwest Water Commission)
 Public Works Facility Fence Replacement
 Annual Neighborhood Drainage Improvement
 Annual Street Improvement Program
 Annual Host Household Hazardous Waste Collection Event(s)
 Annual Overhead Sewer Reimbursement Program
 Annual Public Works Vehicle Replacements
 Annual Water Main Replacement
 Annual Sewer Main Rehabilitation
 Annual Streetlight LED Retrofits

Rand/Central/Mount Prospect Road Project – Phase 3: Construction
 Maple-Berkshire Relief Station Rehabilitation
 Kensington Business Center Detention Pond Improvements – Pond 2: Construction
 Multi-Use Path Kensington Road at Railroad Tracks: Design and Construction
 Multi-Use Path Algonquin Road Phase II Engineering and ROW Acquisition: Design
 Water Reservoir Number 4 Rehabilitation
 Main Street (IL 83) and Busse Avenue Pedestrian Crossing
 Schoenbeck Road Resurfacing
 Oakton Water System Expansion
 Non-Curb Street Drainage Improvements 800-900 Block South Elm St
 Rand-Elmhurst-Kensington Road Intersection Improvements Phase III Construction
 Weller Creek Bank Stabilization Engineering Assessment – East of Main Street (IL 83)
 Algonquin Road Path Phase III Construction

MANAGEMENT IN PROGRESS 2024 – 2025

Annual Strategic Plan: Update	Dishn' Out Mount Prospect: Reboot of Restaurant Show
Standards of Coverage Report: Completion	Standard Operating Procedures for Ribbon Cuttings (Marketing Plan): Creation
Village Website Assessment: New Vendor	Lobby Screen System: Evaluation and Restructuring
Online Real Estate Transfer Tax	Onboarding Users on Canva for Teams
Record Retention, Filing System and Office Reconfiguration	Initiatives in Aging In Community Work Group (Marketing Plan): Completion
AP Automation, Vendors Will Have the Ability to Sign Up with What Kind of Payment Option They Prefer, Check, Credit Card, Ach	Street Banners and Maintenance of Banner Schedule (Marketing Plan): Update
New World Mobile Application	Internal Communications through MPCT
Pre-Plans:	Community Ambassador Program Creation and Launch (Marketing Plan)
Identifying Emergency Response Challenges of All Commercial and Multi-Family Structures	Procurement of Translation Services (Marketing Plan)
Fire Department Policies Conversion to Lexipol	Photo File Reorganization
Full-Scale Emergency Operation Center Drill in 2025: Completion	Internal Policy for Use of Copyrighted Materials
Foam Response Vehicle (Wagon 12) Replacement	Village Revenue Generation Diversification Plan: Update at Budget Workshops
Village Newsletter: Redesign	Emergency Fund: Additional Funding
Live Closed Captioning for Meetings: Implementation	Sewer Line Repair Policy: Review and Direction (Resident Incentives/Insurance)
Experience Mount Prospect Brand Re-Assessment	ADA Compliance Plan: Development
Style Guide for Consistent Grammar and Formatting for Village to Resident Communications: Creation and Implementation	Major Storm Event Preparation: Annual Tabletop Exercise
Mount Prospect Profiles: Creation	Fire Station 12 Improvements/Upgrade:
Photo Files Organization: Completion	Project Identification, Project Priority, Direction, Funding and Timing
2024 Village Organization Annual Report	Public Transportation Program Report:
Emergency Preparedness and Response Plan: Elected Officials Training	Goals, Best Practices, Report with Options, Village Role, Direction and Funding Mechanism
Fire and EMS Response Improvements in South Mount Prospect: Update Report	Annual Sidewalk Inspection Program
2 nd Installment of Economic Emergency Fund: Funding	Annual Community Police Beat Meetings
SAFER Grant 2024	Traffic Crash Investigation Van: Evaluation
Finance COOP Plan: Completion and Testing	Senior Activities Expansion: Completion
Cyber Security/Data Security Training for Finance Employees	Financial Wellness Workshop
Rural Legislation Dissolution and Collecting Excess Funds	Human Services Orientation for New Police Officers: Development
Credit Card Fee Policy	Public Health Nurse CPR Instructor Certification: Completion
ARP (American Rescue Plan) Compliance	Police Officer Wellness Presentations
New Ambulance into Service	Fridays on the Green
Post Incident Reunification Plan	Building Code 2025 Updates
Transit Study	Crime Free/Rental Licensing Updates
Mental Health Matters Community Event	Prestige Feed Compliance/Litigation
Alzheimer's Foundation of America National Memory Screening Program	Hoarding Task Force: Monitoring and Addressing When Needed
Annual Celebration of Cultures	Current Zoning Regulations to Promote Single-Family Residential Neighborhoods: Evaluation
Informational Sheet on AED Use and CLIA Required Procedure Manual	License Plate Reader Cameras: Installation
Aging in Community Action Plan Goals by Work Groups: Implementation	Visibility of Police Patrol Officers in Residential and Commercial Areas
Community Connections Center 15-Year Anniversary Celebration	Crime Prevention Activities Enhancement
Beast/Lynx Server Replacement	Two (2) Outdoor Neighborhood Meetings as a Pilot Program
Comcast Fiber – Station 11	Kopp Park: Splash Pads at Rec Plex, Direction, Front Funding, Time, and Next Steps
EOC/Public Works – Fiber Connection	MPEI: Implementation
Fire Station 11 – Network Connection/Door Access/Setup	Business Visitation Program: Implementation
Desk Phone Replacements – All Fire Stations	105 Main Redevelopment: Code Enforcement and Adjudication (Sakura Site)
Laserfiche to Cloud – Feasibility Study	Holiday Inn Building Vacancy: Legal Strategy
High Risk Vehicle Stops Scenario Training: Completion	Car Wash (2): Ever Clean – Open; Spot Wash – Permit and Construction
New E-Locker Asset Management System: Implementation	Economic Development Technology Improvements and Implementation
New Frontline Software Program	100 E. NW Highway – Busse Flowers Construction and Tenant
Host Bicycle Safety Courses (Collaborate with Local Partners)	The Dawson Construction and Tenant
BOFPC Rules and Regulations: Update	Golf Plaza II Vacancy, Outlot, + Site Improvements
Mental Health Check-In Program for Sworn Personnel	500 West Central: Permit and Construction
Search and Rescue K-9	1780 Wall Street: Entitlement and Permitting
Police Explorer Cadet Post: Creation	310 NW Highway: Acquisition, NFR, Clean Up, Central Plaza Design
New Recruit Testing Process	Khepri Café: Development Agreement, TIF Incentive, Liquor License
New Police Vehicle Purchases (8)	HQ Residences Development: Construction Incentive and Lease in 2024, Restaurant Incentive
Two (2) Sergeants to a Staff and Command Course	200 South Main: Zoning Approval, Development Agreement, TIF
One (1) Command Staff Member to a Management/ Leadership Course	3 rd Civic Academy for Residents
Police Department's Webpage Reorganization	Annual Mount Prospect Senior Appreciation Day: Creation
HR Assistant Training	Annual Kickin' with Cops Summer Soccer Program
IMRF Website	Annual Five-O 5K Run
Applicant Tracking System (ATS): Implementation	Annual National Night Out
CGFA Reporting	Annual Community Connections Center: Youth Programs
Video Switcher in the TV Services Control Room	Annual Celebration of Cultures (5 th Year)
Video Screens and Projectors in the Village Board Room	Annual Citizen Police Academy
New Field Cameras Upgrade: Purchase	First Responder Academy for Teens
Live Closed Captioning of Village Board Meetings	Aging in the Community Actions Implementation:
	Working Groups and Direction on Specific Actions
	Diversity, Equity and Inclusion: Quarterly Update

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SECTION 1

SHARED LEADERSHIP – A MAJOR INGREDIENT TO EFFECTIVE GOVERNANCE

SHARED LEADERSHIP – A MAJOR INGREDIENT TO EFFECTIVE GOVERNANCE, TO ENHANCE VILLAGE PERFORMANCE AND TO BUILDING THEIR COMMUNITIES FOR THE FUTURE

Over the years I have come to the realization that shared leadership between the Mayor & Village Council and Village Administrator & Management Team is critical for long-term success, for creating a sustainable organization culture and for delivering results that benefit the community. For villages, 2024 is looking as a year of great turbulence for villages and a time for effective shared leadership. When the governance process and the management process are effective and working, there is an overlap requiring a partnership between the processes. The Mayor is the governance leader; the Village Administrator is the management leader. Shared leadership has Mayor & Village Council and the Village Administrator & Management Team all acting as leaders based upon their defined roles and responsibilities.

A. TURBULENT FORCES CHALLENGING LEADERS AND COMMUNITIES

For shared leadership of the Mayor & Village Council and Village Administrator & Management Team to work in today's complex and turbulent world, it is important for them to understand, to discuss and to develop realistic approaches to address these forces that are affecting every village and community.

1. POLITICAL PARTIES AND PARTISANISM

A basic underlining pillar of the “good government” movement that lead to create the council-manager form of government was nonpartisan elections removing political parties from the electoral process. During the late 1800's and early 1900's, many local governments operated under the political party. They experienced political graft and corruption, hiring based upon party affiliation not competency or merit, and focused on political agendas over community benefits. In nonpartisan elections, residents were running to serve the community, to be stewards of community resources and to guide the community to the future. Today, both political parties are applying pressure on state legislatures to abandon nonpartisan elections by requiring candidates to identify a party affiliation on the ballot or have full-blown partisan elections with party primaries. Both political parties are also pressuring local candidates to accept their endorsement and donations, to focus on national and societal issues over serving the community and to endorse political party position on issues. When unsuccessful, the political parties seek out candidates to support their agendas. An unintended consequence is that the costs of elections and running for office have increased significantly. In addition, state-wide PACs are investing money in local elections and attempting to link national issues to local elections. Another facet of these partisan efforts is the abandonment of the council-manager form of government to the strong mayor-weak council form.

2. EXPANDING VOCAL NEGATIVE 20% - NEVER SATISFIED

In every community we can divide the residents into four groups: 20% positive, engaged and supportive of the village government; 20% negative who are against everything and will be never satisfied, 20% that can lean either to the positive or negative; and 40% who are satisfied with village services and programs, have other priorities in life than to become engaged in village

government or civic affairs. Within the negative 20%, there are a hard core 5% who are extremely vocal, are anti-government, who use social media to intentionally share disinformation, who make personal attacks and accusation about the village leaders, managers, employees and their families/relatives; who have no vision, no goals, and do not accept the mission of village government; and who will never be satisfied with village services, projects, programs or performance. The negative 20% are craving and enjoying their attention and personal recognition. Their presence is magnified through social media. Many local leaders are fearful that if they confront or stand up to these individuals there will be negative personal consequences.

3. SOCIETAL LOSS OF CONFIDENCE IN GOVERNMENT AND DEMOCRACY

Today, residents see chaos in the federal government with an inability of Congress to govern, to make decisions and to work together across party lines. In a recent Gallup Poll, 83% did not believe that the current Congress had the ability to govern. Increasing attention focuses on the upcoming Presidential Election in that our democracy is under attack and that the future of the country is in doubt. The nightly news gives us daily examples of the undermining the confidence in democratic institutions. Surveys indicate a growing loss of confidence of all level of governments – the leaders, the officials, the institutions; 60% desire to seek compromise during governance. This perspective is creeping down to local governments. Residents are making the choice to become less engaged and are reluctant to run for elected office. Mayors and Council Members are questioned by family members and friends: “why are you running, why are you involved, and are you crazy.” However, when community surveys are taken, the result reinforce the belief that local government can be trusted and a high satisfaction level with village services.

4. RESIDENT’S LACK OF CIVIC EDUCATION AND UNDERSTANDING

Since the 1970’s, local school systems have greatly reduced or no longer offer basic civic education nor teach responsibilities of citizenship in a democratic society. As a result, a generation of residents have no idea that we live in a republic in which we elect representatives to represent us in a legislative body which has the responsibility to define the direction, to enact legislation, to set tax rates and determine the allocation of resources. Residents do not understand county and village governments, the relationship to village-county governments, the tax structure and fees and who provide what services. They do not understand the council-manager form of village government – the underlying principles, how it operates, the roles and responsibilities of Mayor-Village Council and Village Administrator. They pressure villages to address school issues and problems, to provide services that are the responsibility of other governments and to resolve societal issues. In fact, it is not uncommon for a Village Administrator to be asked by residents, when are you going to run for mayor and get a salary increase. When they run and get elected, they have no experience serving on a board of directors and have a tendency to micro-manage the village operations. Increasingly, villages are seeing the need to becoming proactive civic educators through citizen academies, greater involvement in schools, work study programs. Unfortunately, they are only able to reach a small number of residents.

5. SOCIAL MEDIA AND OUR WORLD OF DISINFORMATION

Today, we live in a world dominated by social media. The world attention lives here since that is where many residents, particularly younger ones, get their information. Many residents assume if the information is on social media the information is true. Our attention span has shortened with information shared in an easy to understand and brief snippets with no background, little supporting evidence and no in-depth analysis. There are few venues for public dialog or debate, or presentation of complex reports for review and refinement. On NEXT DOOR and similar social media forums, one finds residents have opportunities to complain about the village, to share misinformation based upon falsehoods, to generate

momentum and mobilize support and to have “public dialog” on community issues based on myths while excluding local government presence. Misinformation and disinformation is quickly spread throughout the community and the world on social media. Today, there is minimal local media coverage of the village. Village governments have been slow in taking responsibility to share information on local projects and issues, and in defining their role and actions in this social media realm.

In the past, local government have not valued or funded proactive strategic communications and made the choice not to correct or respond to misinformation/disinformation.

6. DESIRE FOR LOWEST TAXES AND FEES/NO DEBT OVER FISCAL RESPONSIBILITY

Residents in most communities want lower taxes and fees while having the expectation of superb municipal services, outstanding facilities and great customer service. They do not think about how services are paid for and the relationship between taxes and services. Many local leaders have a “goal” of having the lowest taxes in their area and take pride in saying “we are the lowest.” In addition, residents saying that the local government should have no debt or reduce the current debt level – minimal borrowing for current and future capital needs. Today villages struggle with increasing costs of projects, increasing cost of equipment, increasing costs of service delivery and increasing employee compensation and benefits. Cheap, no debt government is not effective government or leaders acting in a fiscally responsible manner. Fiscally responsible leaders may increase taxes supporting defined services and service levels, use debt to fund major capital projects that respond to the communities needs today and prepare the community for the future. A reality is that if residents believe that they are receiving valued services from the local government they will support a tax increase and vote for major bond issues.

7. FINDING THE NEXT GENERATION: LEADERS, MANAGERS AND EMPLOYEES

A major question today is where are the next generation of public servants – where are leaders, managers and employees going to come from. In today’s governmental turbulence, it is hard to find a person to run for elected office, to serve on a village board, commission or task force, to manage a village or department or to work in local government. Schools are not educating their students about career opportunities in government. Villages are struggling to retain and hire employees. The Village’s workforce is getting older. For example, many villages have utility plant operators who are in their 60’s, retiring or ready to retire and are struggling to find replacements.

Villages find it difficult to find a police officer, firefighter, engineer, IT staff in very competitive markets. Some villages are now offering bonuses, relocation allowances and other incentives to attract quality candidates, which is resulting in significant salary compression. Villages are developing succession programs and plans to address this issue. The question remains: where are leaders, managers and employees going to come from and how we develop them.

8. “FLAME THROWERS” – ELECTED OFFICIALS WHO’S GOAL IS TO BRING CHAOS TO GOVERNANCE

In the past, there has been a tradition that residents running for office have learned about the local government and the governance process by serving on a board or commission. Many share the local government’s vision, understand the government mission and have a desire to serve the community. They have taken pride in serving the village, served as cheerleaders for the village and the community, valued governance based on civility and adopted protocols, and have seen the importance of teamwork and collaboration. Here is an emerging group of elected officials who are running from a different mindset

based upon bringing chaos to the local government and to the governance process. They will not agree to or follow a code of conduct-based civility or protocols which provide a framework for how the council-manager government should operate, or the defined roles and responsibilities under the council-manager form of government. They react to or create short-term issues and reject ongoing strategic planning and master planning. Their behaviors are disruptive, they personally attack their colleagues, staff and family members, they question and reject data-driven reports presented by staffs and consultants and intentionally spread disinformation about the government and local officials. Their behaviors and actions drive people away from becoming involved or becoming a positive force in the community. In reality, the “flame thrower” will not change – you can only minimize the damage. The support of a unified voice to the community to support major projects, significant actions on issues and ballot measures for community consideration.

9. POLITICS OVER GOVERNANCE

Politics focuses on getting elected; governance is the responsibility of determining the direction of the government. More and more today, politics is dominating the governance process. We have done a poor job preparing elected officials to govern. Newly elected officials today arrive with little orientation and training or experiences of participating in the governance process. Many newly elected officials think that their job is a few hours per week – regular formal meetings each month, may be a work session. They are caught off guard when they come to realize that the job is 24/7 with responsibilities to represent the local government to regional/state bodies, to have a community presence and attend events, to listen and handle residents’ complaints any day and any time of day, to prepare and study for meetings including regular meetings and special meetings, individual meetings with the Village Administrator and the list can go on. For the politically inclined, they focus more on personal agenda, personal power and making decisions that support them to run for another political office. They are not driven by what is best for community. Their desire is to please others to gain their political support or survive the moment, and not to serve the community.

10. LOSS OF FOCUS ON THE VILLAGE GOVERNMENT'S PRIMARY MISSION

The charters and state law outline the general mission of village governments. The mission of county governments is more clearly defined as agents of state government. On the other hand, villages have much looser defined responsibilities based on the community that they serve. For each village government, the mission responsibilities should be conceptualized as a house. The first floor are services that are required by law (you go to jail if not provided); the second floor are core basic services for necessary for daily life (public safety, utilities); the third floor are services that define the quality of life in the community (land use planning, park & recreation, library)

and the roof are community add-ons that enrich the lives in the community (community events). The foundation of the house are basic elements needed to provide the services (facilities, infrastructure, human resources, financial resources and information technology). If the roof gets too large the village will collapse; if the foundation crumbles, the house collapses. Elected leaders have the responsibility to continually evaluate and redefine the mission, especially through a balanced budget and policy deliberation. Today, local governments are facing significant pressure to address societal issues (acceptable books, gender issues, world peace and global issues) which they have no ability to influence, expand community events and festivals going beyond the direct benefit to the community, and to add community services that go beyond the true mission. Mayor and Village Councils have the ultimate responsibility to define the village's mission.

11. STATE GOVERNMENTS FORCING VILLAGES TO "FEND" FOR THEMSELVES

During the past several years, state governors and legislatures have had a full-blown attack on home rule and the ability of village governments to determine their direction and destiny. They have enacted laws that have reduced revenue options and imposed restrictions on taxes and fees, reduced the local government's ability to regulate for community benefit, reduced funding for major projects, imposed additional regulations and mandates without providing funding options and have proposed legislation that threatens the future of the council-manager form of local government. The bottom-line reality is that village governments are on their own. Village governments have hired lobbyists as frontline defenders with the purposes to monitor proposed legislation, to propose alternative legislative proposals, to be an advocate on issues to protect the interests of the community and village government. Mayor and Council Members have been asked to build relations with their state representative, to develop and adopt a legislative agenda, to maintain ongoing communications with other governmental leaders, to educate other elected officials about local issues, challenges and responsibilities. While the legislature is in session, there is a significant time requirement. This hyper-attentiveness dilutes the village's focus on strategic initiatives and the delivery of core services.

12. CRUMBLING VILLAGE FACILITIES AND INFRASTRUCTURE

Villages are faced with aging village facilities and infrastructure needing upgrades or replacement. Many village facilities are beyond their life cycle and are still being used by residents. Many villages have been slow to invest in upgrading their facilities and infrastructure. An example is aging municipal pools requiring significant annual investment and maintenance while a new aquatic complex is cost prohibitive. An option is the creation of multiple splash pad

which provide interactive aquatic experience. In addition, villages have underground pipes from the 1990's that are at the end of their life years before the advertised life cycle and have deteriorated more rapidly than older infrastructure. Villages are also struggling with securing future water supply. For villages that are faced with growth, the challenge is balancing by taking care of and maintaining the current village facilities and infrastructure while building new village facilities and infrastructure to support growth and development. In addition, villages are having difficulty in hiring certified plant operators. Mayors and Village Councils have the responsibility to determine the balance by determining project priorities and to determine funding mechanisms.

BOTTOM LINE: SHARED LEADERSHIP REQUIRES TO EFFECTIVELY RESPOND TO THESE FORCES OF TURBULENCE AND TO CREATE THE BEST POSSIBLE FUTURE FOR THE RESIDENTS, THE COMMUNITY AND THE VILLAGE.

B. KEYS TO SHARED LEADERSHIP SUCCESS

Effective shared leadership requires all leaders to understand, to practice and live by these ten keys of leadership success.

1. CHARACTER COUNTS – Village leaders demonstrate their true character by:

- Being truthful and honest
- Consistency of words and actions
- Acting in an ethical manner – above question or beyond reproach
- Defining and knowing your personal core values
- Practicing their core values every day
- Having high moral standards without hypocrisy
- Keeping/delivering on their commitments/promises
- Acting with integrity
- Acting in an equitable manner
- Having open minds
- Communicating in an honest manner
- Acting in trustworthy manner
- Leading by example
- Relying on data and fact – avoid creating a reality based upon misinformation, disinformation or fabricated reality – “be careful of believing in your own ‘bs’”
- Acting with a sense of purpose
- Being personally vulnerable and “real” in the appropriate circumstances

2. PUTTING COMMUNITY FIRST – Village leaders place the community and public service above self by:

- Acting with a public purpose in mind
- Demonstrating a genuine love for the community – a true passion for the community
- Caring about the community

- Knowing and understanding our community – our history and traditions, our community demographics, our strengths and areas for improvement, our challenges and opportunities, what makes our community special
- Having a community presence – visible to our residents
- Being a community “cheerleader”
- Making decisions that benefit the entire community
- Focusing on adding value to the lives of your residents
- Listening to and striving to understand the whole community – “not just the vocal”
- Knowing and partnering with businesses, community institutions and organizations
- Participating and enhancing community events – big and little that bring our residents together
- Giving to the community
- Guiding the community to a better future
- Responding to community needs
- Helping the community to define the future
- Working with other governments to benefit the community

3. PLAYING MUSIC AS AN “ORCHESTRA” – Village leaders build the capavillage of the Mayor and Village Council to perform as a highly effective Governing Team by:

- Mutually defining the roles and responsibilities under Council-Manager form of government and the Village Charter
- Developing the musical score with the Village Council to establish the framework for effective governance by defining success and effectiveness for the Mayor-Village Council, by establishing house rules – a code of conduct and establishing operating protocols for daily activities
- Knowing and facilitating the “musical scores
- Helping the Village Council to learn how to work together, to negotiate and resolve conflicts and communicate in an open manner
- Recognizing the importance of practice –the practice of working together
- Maximizing the skillset and potential of each orchestra member/Village Council
- Putting others where they will succeed
- Letting the orchestra play the music
- Coaching and advising other team members
- Understanding the roles and contributions of others
- Inspiring others to achieve more
- Keeping open lines of communication with others
- Changing the tempo when necessary
- Determining who needs to be on the Stage – in the Workshop
- Calling on the right people at the right time
- Awakenning and expanding the best in others
- Inspiring others to positive outcomes for the community and for future generations
- Being a motivator
- Developing the next generation of community leaders – the next Mayor, the next Council members and the next Village Administrator – leadership succession preparation

- Determining how the council will spend its time and process to govern... different council have different operating styles
- Structured meeting focusing on attention on short term actions...leaving little time for strategic discussions and responsible decision making

4. PERSONAL CONNECTION WITH OTHERS – Village leaders establish effective personal and working relationships by:

- Reaching out on a personal level with Village Council members
- Getting to know others – their goals, their values, their issues, their opportunities, their concerns, their personal agendas, their operating styles and the issues, their priorities or actions that “set them off”
- Finding a personal connection – common interest, common issues, common values
- Taking time for others
- Listening to and striving to truly understand others
- Listening to the entire community
- Building and working to sustain an effective work relationship
- Seeking input from others
- Respecting diverse opinions and ideas
- Acting with civility
- Reaching out to partners, community organizations
- Finding something in common with other persons
- Responding to requests for help or assistance
- Helping Council members with their issues in context of the Village mission and work program
- Being a “therapist” for Council Members or each other
- Providing advice when asked
- Recognizing that at times it is necessary to agree to disagree respectfully
- Reaching out to diverse elements of the community

5. STRATEGIC THINKING AND TACTICAL ACTIONS THAT PRODUCE A BETTER COMMUNITY – Village leaders develop and facilitate strategic process that transform ideas and dreams into actions by:

- Understanding the governmental institution responsibilities and processes
- Making things happen that might not otherwise happen, and preventing things from happening that ordinarily might happen.
- Establishing and institutionalizing a well-defined and ongoing strategic planning processes with regular updates
- Recognizing the importance/valuing an ongoing and consistent strategic planning process
- Defining the vision – the preferred future for our community
- Defining the Village government’s mission – the responsibilities for village government
- Defining the Village government’s core values – the performance expectations and standards for every Village employee
- Establishing outcome-based five-year goals
- Linking strategic plan to budget and capital planning

- Eliminating unnecessary services, programs, projects and processes
- Having a fiscally responsible tax rate driven by services and service levels
- Investing in the community's future
- Having an ongoing capital planning and funding process – facilities and infrastructure
- Focusing on defined services – core for daily life and quality of life
- Developing an annual action agenda with defined priorities – a work program for policy and management
- Developing tactical and action plans – who is responsible; what is going to be done – activities and milestones, when will things be completed
- Monitoring and reporting on action progress
- Focusing on future outcomes for the community
- Developing tactical plans and responses to emerging issues and challenges
- Being nimble and agile and adapting to an ever-changing operating context/environment
- Taking time to evaluate results and outcomes
- Seeking feedback from the community – service satisfaction and adding value
- Preparing data-based reports, evaluating community options and outlining policy options
- Avoiding pressure to let short-term issues derail the long-term strategic process or projects

6. COLLABORATION FOR RESULTS: Village leaders frame issues and facilitate the negotiating process by:

- Recognizing that no closure – decision or plan is perfect – it may be adjusted or modified over time
- Determining the appropriate/best time to address the issues
- Identifying what will happen if no action is taken
- Defining the sources and types of conflicts
- Preparing for negotiation
- Negotiating with others who have differing opinions or ideas
- Listening to and striving to understand each individual Council Member – their goals, their views on critical issues, their legacy, their views on the community, their operating style
- Facilitating the negotiating process
- Striving for win-win resolutions owned by all
- Looking for compromises – acceptable middle grounds
- Representing the interests of the community
- Evaluating, learning and making timing adjustments
- Working with community partners
- Bringing up difficult issues
- Avoiding hyperbole and “strawman” arguments
- Testing the resolution
- Avoid denying or giving in to order to avoid addressing the issue
- Supporting creative thinking
- Supporting innovative actions and taking calculated risks
- Willing to take time for the process, but must get to a result
- Encouraging winning with grace and losing with grace

7. COURAGE TO DECIDE – Village leaders have the backbone to make difficult decisions for the Village government and community by:

- Knowing when the time is right to address the issue and make the decision
- Having the courage and supporting Village Council to address issues no matter how controversial in the community
- Focusing on critical issues and what is important
- Taking time upfront to define the underlying issue(s) or problem(s) and to establish parameters to guide research and investigation
- Using data and input from others to make decisions
- Understanding the risk and potential consequences
- Finding a personal balance among Village staff input, community input and personal beliefs and preference
- Knowing the initial position of each Council member
- Linking decisions to strategic framework, community outcomes and benefit
- Involving others, particularly critical partners and managers/staff, who have responsibility for implementation
- Going into the field to experience this issue or problem first hand
- Recognizing that there are no perfect decisions – best decision based upon currently available data and research
- Allowing each Council member an opportunity to speak, to ask questions and to state opinions
- Understanding best practices used by others to address similar issue/problems and evaluate the potential application to your government
- Using Workshops for detailed discussions and negotiations
- Suggesting alternatives – that may lead to a consensus or viable compromise
- Seeking timely closure on issues
- Recognizing that every – decision, re-decision and non-decision is a decision and a building block for the community's future
- Making the tough call
- Before the final decision is made, summarizing and testing decisions
- Addressing value-based issues once –avoiding the recycling of issues
- Standing up to the negative forces in the community
- Rallying the community and Village Council behind the decisions
- Representing the decisions to others
- Use pilots to test decisions before full implementation when possible
- Allow staff to take calculated risks
- Council majority decides
- Supporting the decision of the majority

8. CLARITY OF DIRECTION AND OUTCOMES – Village leaders strive to have everyone on the “same page” – a common understanding that empowers staff to implement by:

- Understanding the expectations of others
- Working with others to define the community's future – desired outcomes
- Working with others to establishing goals – five years

- Having a clear vision –long-term community outcomes
- Having everyone with the same understanding
- Summarizing and testing Village Council directions and expectations
- Rallying the community behind the goals, actions and direction
- Seeking community partners to work on the goals
- Monitoring and reporting on progress
- Ongoing report to and marketing to the community – we are taking actions and are producing results that add value to residents and our community
- Communicating in a succinct, clear and creative manner with the community
- Building momentum through small and incremental successes
- Translating dreams into realistic outcome-based goals
- Having goals that inspire others
- Looking for partners to achieve goals
- Keeping the focus on outcomes for the community
- Mobilizing the resources to achieve goals
- Integrating goals into budget, CIP
- Evaluating the results of the actions – are we achieving or moving closer to outcomes
- Having a “can do” attitude
- Building and sustaining momentum
- Achieving community’s potential
- Providing the necessary resources to provide defined services and service levels and to complete a capital project
- Avoiding micro-managing service delivery and project management
- Trusting staff to provide the defined service
- Respecting roles and responsibilities

9. CULTIVATING OPTIMISM – Village leaders project a positive, “can do” attitude by:

- Having a positive outlook
- Having a sense of positive realism
- Encouraging others
- Supporting others
- Helping others to achieve their goals
- Celebrating community successes
- Building positive momentum through early successes
- Recognizing the importance of realistic positive mindsets even in light of crisis – the power of positive thinking
- Sending the positive message: “things are working in the village”
- Providing hope for a better future
- Providing support during difficult times
- Looking for ways to get to “yes”
- Recognizing realities of the situation
- Conquering setback, obstacles and difficulties
- Exploring options
- Having patience

- Avoid focusing on blaming who is responsible for setbacks
- Keeping a cool head
- Avoiding defensiveness
- Encouraging the Village Administrator to bring “bad news” to the Village Council
- Encouraging the Village Administrator to bring “new ideas” to the Village Council

10. CREATIVE THINKING AND INNOVATIVE ACTIONS – Village leaders encourage out-of-the-box thinking by:

- Develop processes for creative thinking – expect it and institutionalize it
- Analyzing the difficulty, setback and obstacles
- Learning from others – what worked and what was tried and did not work
- Learning from the situation and apply to similar situations
- Addressing the difficulty long term
- Supporting creative thinking
- Supporting innovative actions and taking calculated risks
- Encouraging and supporting others
- Learning from setbacks
- Applying best practices to your village when appropriate
- Creating an organizational culture that supports creativity
- Identifying and evaluating options

These Ten Keys to Leadership are the foundation to developing and sustaining an effective governance process and to developing and sustaining a village that delivers value to the community today and creates a better for all in the future. In addition, these Ten Keys to Leadership can also help Mayors & Village Councils and Village Administrators & Management Team lead and guide their villages in the today's turbulent world.

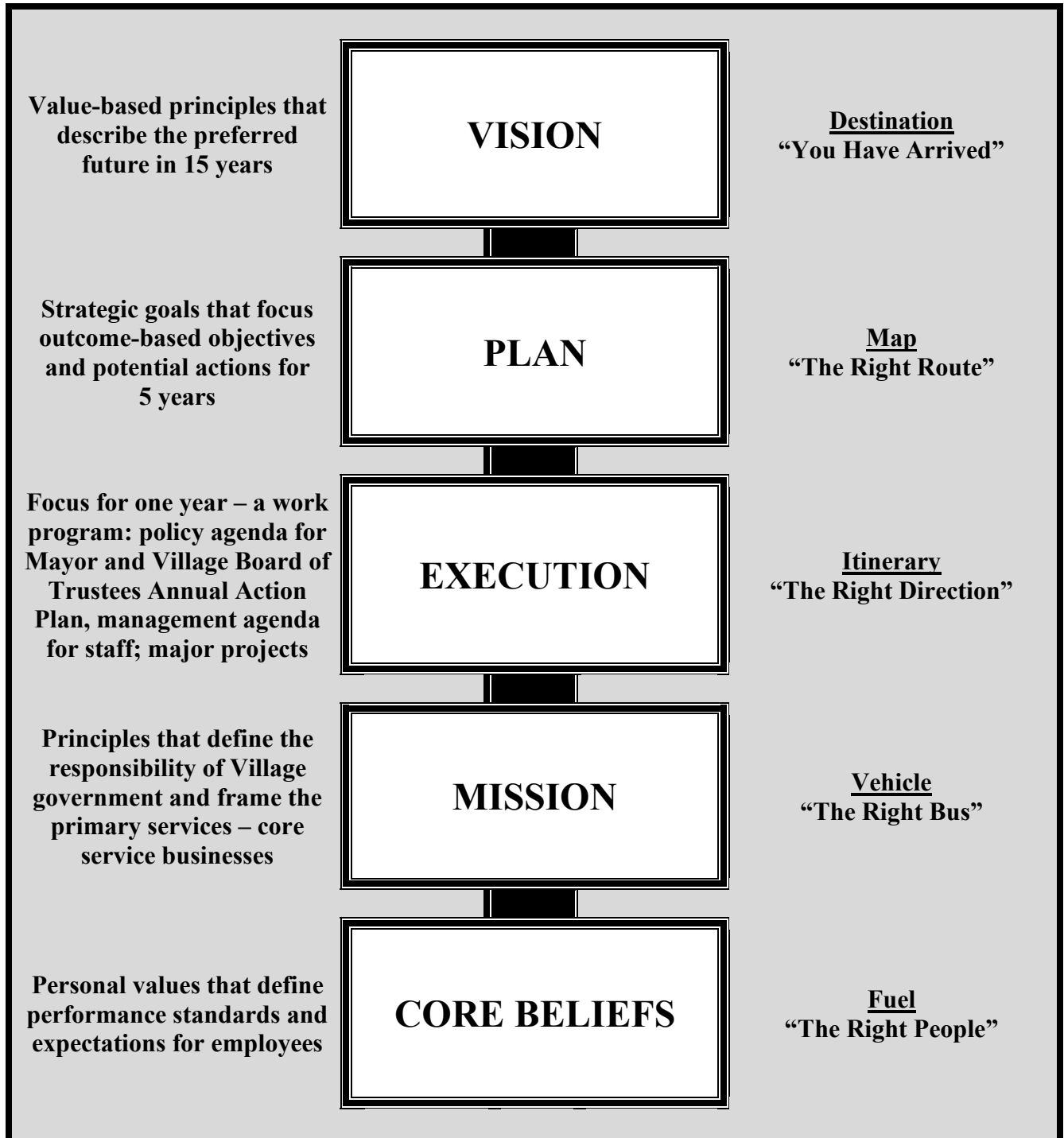
Effective shared leadership has delivered results. Their villages were guided by a long-term vision – a preferred future for the community; followed their village's defined mission; developed and implemented 5-year outcome-based strategies, developed and regularly monitored an annual action agenda (a work program with policy actions for Mayor-Village Council and management actions for the Village Administrator and Management Team); were nimble and agile with the ability to take advantage of opportunities and respond to challenges and setbacks, made courageous decisions; acted as financial stewards and made fiscally responsible decisions; invested consistently in the community's future; developed and institutionalized an ongoing strategic planning process; and developed the capacity of the entire village team to produce results. The community, both residents and businesses, were able to see and experience the benefits from this shared leadership.

In conclusion, Shared Leadership makes a difference in re-imagining the communities that results in adding value to the lives of residents and guests.

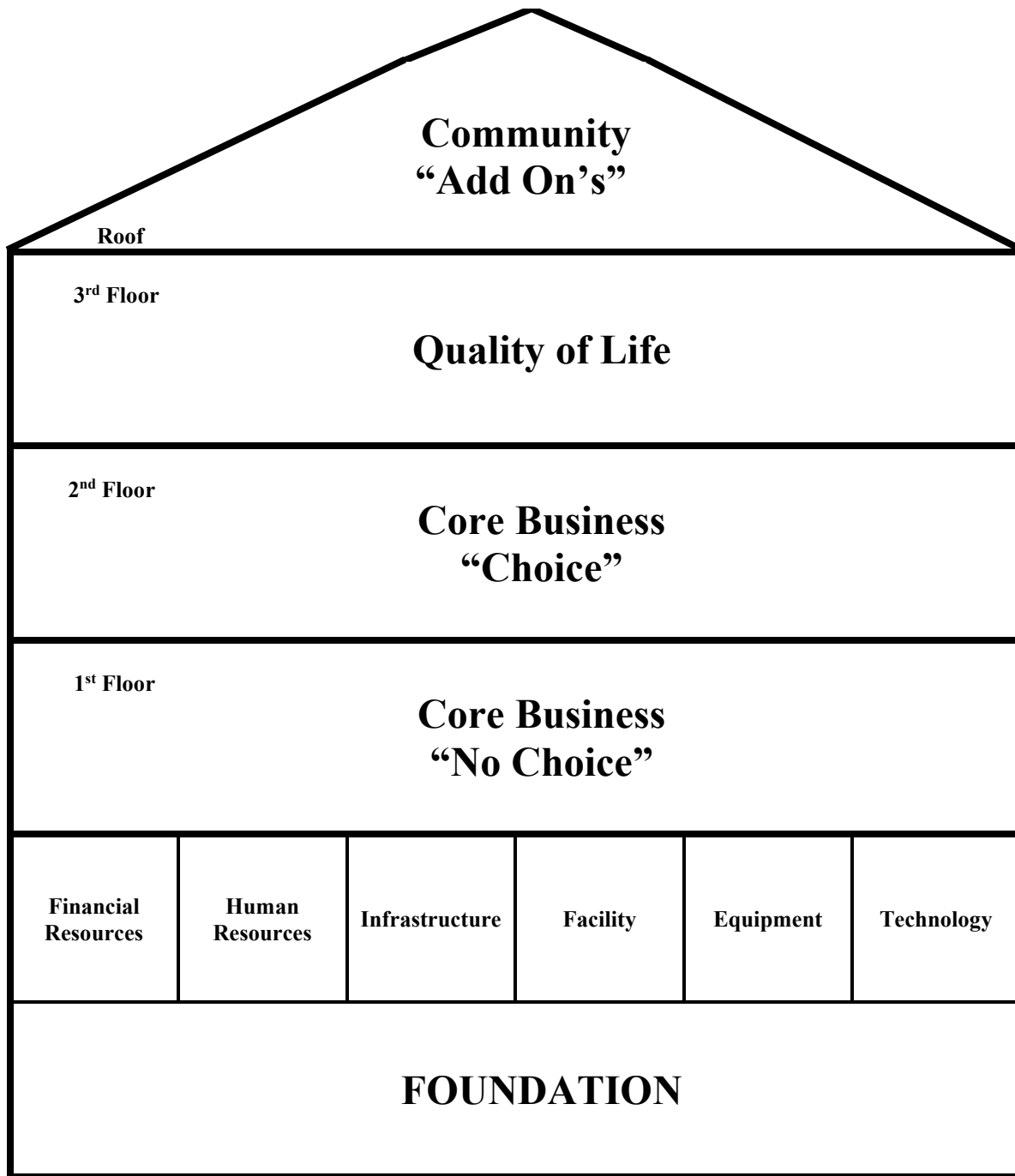
SECTION 2

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

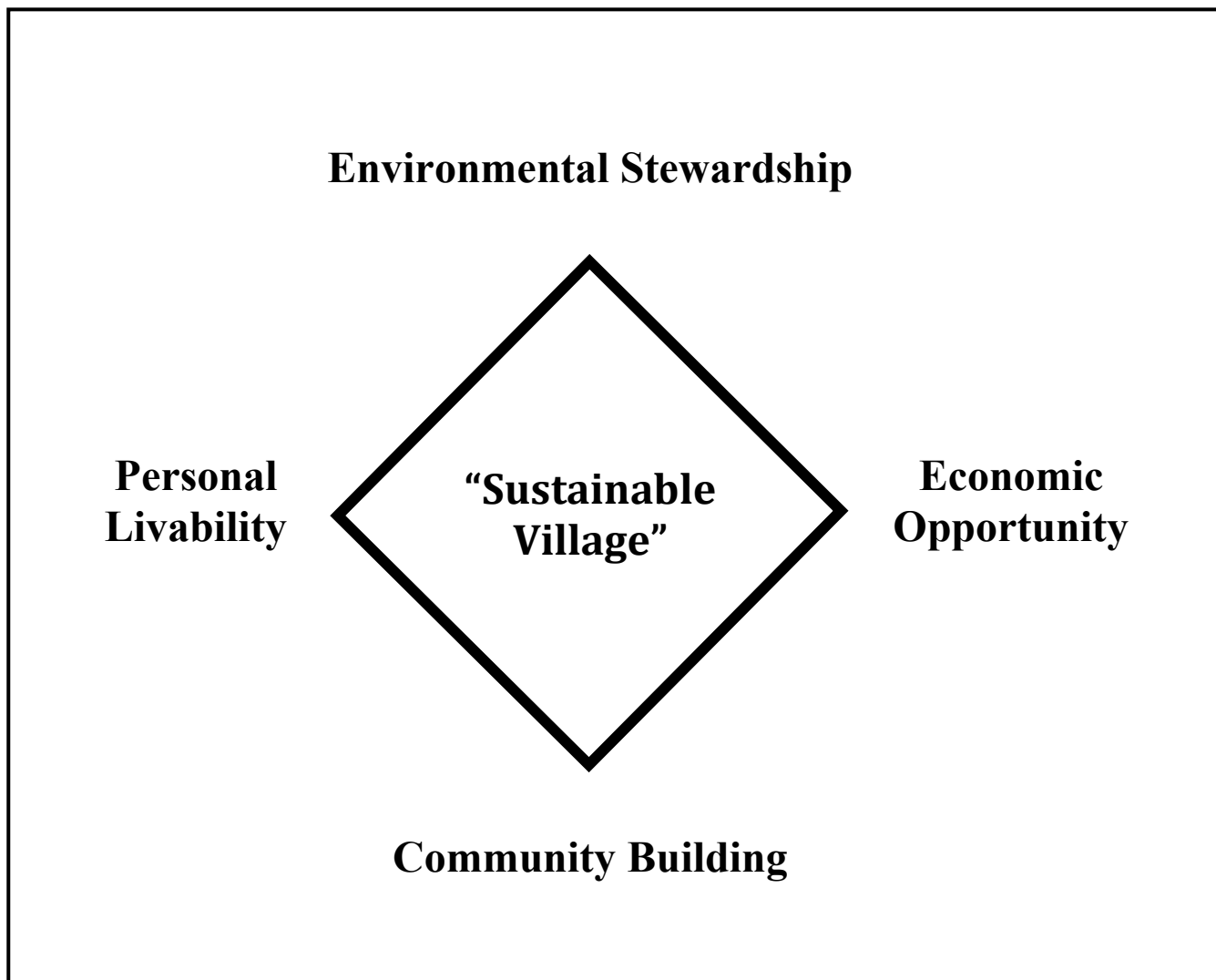
3rd FLOOR - QUALITY OF LIVING

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

Village of Mount Prospect Success in 2029

MAYOR PAUL HOEFERT

1. Randhurst Village Thriving with Residential Development
2. Add New Housing Village-Wide
3. More Sports Center Activities
4. NW Highway Corridor Revitalization
5. Sustainable Development
6. Cloud HQ Done

TRUSTEE TERRI GENS

1. Sustainability Position: Created and Funded
2. Entertainment and Walking Promenade
3. Arterial Bike and Pedestrian Plan: Developed
4. Southside Developments
5. Increase in Affordable Housing
6. Diverse Boards/Commissions Memberships
7. Maker Space Available
8. Randhurst Roads Improvement – Better Flow

TRUSTEE AUGIE FILIPPONE

1. No More than 20% from One Sales Tax Source
2. Cloud HQ Two Buildings
3. Southside Development and Road Improvements

TRUSTEE COLLEEN SACCOTELLI

1. AAA Bond Rating
2. Diverse Boards/Commissions
3. New Community Connections Center
4. Randhurst Village: More Retail and Restaurants
5. Neighborhood Branding
6. Recognition: “Best Place for Families to Live”
7. Southside Development
8. More Sales Tax Diversity

TRUSTEE VINCE DANTE

1. Southside Development
2. Cloud HQ – One Done
3. Technology Used to Better Serve Our Community
4. Music Venue Bringing People to Mount Prospect
5. Diverse Sales Tax Diversity

TRUSTEE JOHN MATUSZAK

1. Southside Annexations Completed
2. Applying Technology to Village Operations
3. Street Lights
4. Housing Ordinance – Changes
5. Downtown TIF Completed

TRUSTEE BILL GROSSI

1. Downtown TIF Completed
2. Cloud HQ One Completed; Two Underway
3. Randhurst Village Thriving – More Retail, Restaurants and Entertainment
4. More Sales Tax Diversity
5. Annexations: Completed

My Actions Ideas for 2024 -2025

Village of Mount Prospect

MAYOR PAUL HOEFERT

1. Block 56 Redevelopment Project
2. Infill Projects Village-Wide
3. Property Maintenance: Commercial and Residential
4. Empty Buildings/Properties Occupied (CVS)
5. Technology for Police and Fire
6. AAA Bond Rating

TRUSTEE TERRI GENS

1. Sustainability Plan Implementation: Next Steps
2. Experiment with Downtown Street Closings
3. Annexations: Completion
4. Sunrise Breakfast Re-Initiated: Collaboration with Park District and School Districts
5. Library and Community Connections Center Expansion
6. Bike Master Plan: Completed and Actions Initiated
7. Preparation for Electric Vehicles – Village and Community

TRUSTEE AUGIE FILIPPONE

1. COW on the Road
2. Downtown Parking: Direction and Requirements
3. Food Truck Policy
4. Ethics Ordinance for Village Employees and Elected Officials
5. Bidding Policy and Process Including Emergencies
6. Improved Relations with Community Organizations
7. Grants Funding Increase

TRUSTEE COLLEEN SACCOTELLI

1. Melas-Meadows Pedestrian Bridge
2. Ethics Ordinance: Adoption
3. Cloud HQ Development
4. Cannabis Business: Revenue Evaluation, Location and Direction
5. Fire Station 11: Completion
6. Sustainability Plan Implementation: Actions
7. Police Staffing: Direction and Funding
8. Downtown Pedestrian Policy: Review
9. Charging Stations for Electric Vehicles
10. Economic Development Awards
11. Sunrise Breakfast Re-Initiated

TRUSTEE VINCE DANTE

1. Ethics Ordinance: Adoption
2. Special Events Policy: Adoption
3. Cloud HQ Development
4. Street Lights: Criteria and Qualifications Simplification and Community Information
5. Emergency Fund: Funding
6. Traffic Signals Timing Downtown Traffic Flow Improvements
7. Community Connections Center: Study Duplication of Services with Township

TRUSTEE JOHN MATUSZAK

1. AAA Bond Rating
2. Street Lights
3. Ethics Ordinance: Adoption
4. Block 56 Redevelopment
5. Fire Station 11: Completion, Equipment and Staffing
6. Bike Master Plan: Completion
7. Events Policy

TRUSTEE BILL GROSSI

1. Ethics Ordinance: Adoption before September 2024
2. Special Events Policy: Adoption
3. Elk Grove District: Wrap-Up
4. Rand-Central Project: Done
5. AI Study and Direction for Village Government
6. Street Lights
7. Village Advocacy Strategy and Actions
8. Police and Fire Staffing

**Mount Prospect
Vision 2039**

Mount Prospect Vision 2039

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 2029

**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**

Messages from Our Community

Village of Mount Prospect

1. Positive feedback on Village services and projects
2. Love Downtown development and sense of excitement – new restaurants; now parking concerns
3. What is going on at Randhurst Center?
4. Concern about inflation
5. Concern about affordable housing and senior housing
6. Concerns about conflict with Chamber of Commerce
7. Concern about the potential crime coming to Mount Prospect from Chicago
8. Positive business climate and reputation
9. Businesses excited about people coming to our Mount Prospect Downtown
10. What is going on with old Chase Bank building?
11. Concern about Village favoritism toward Downtown
12. What is going on with vacant and deteriorating old commercial centers and businesses
13. Perception: lack of code enforcement
14. Positive community spirit and growing pride in Mount Prospect community
15. Village government responsive to residents and businesses
16. Pleased that the vehicle sticker has been eliminated
17. Concerns about politics over governance

Village of Mount Prospect 2024 – 2025 Strengths – Weaknesses Threats – Opportunities

»» Strengths

1. Downtown
2. Village services
3. Mayor and Board leadership and teamwork
4. Strong Village Manager and Management teams
5. Strong Village government financial position and fiscal stewardship
6. Residents' confidence in Village government
7. TIFs – a helpful tool for Village government
8. Cloud HQ data center
9. Location
10. Safe community – any place and any time of day
11. Reputation as a great place to have ab business and for businesses to invest
12. Quality residential options
13. Diverse and welcoming community
14. Place where you can be comfortable
15. Quality Village infrastructure and facilities
16. Village government responsiveness to residents and businesses

17. Timely emergency response from Police and Fire Departments
18. Human services responsive to our residents and community
19. Beginning to address community sustainability
20. Major road projects in progress

»» **Areas for Improvement**

1. Expanding communications and outreach to our Mount Prospect community
2. Relations with the Chamber of Commerce
3. Limited progress on diversity, equity and inclusion
4. Addressing cannabis businesses – no revenues
5. Dark neighborhoods needing street lights
6. Plan reviews by Village government
7. North-South transportation
8. Improving sidewalks
9. Empty commercial buildings
10. Addressing the Old Chase building
11. Randhurst Village expanded retail and road design
12. Responding to anti-government attitudes

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

1. Legislative Actions by the State of Illinois impact Village finance, services and home rule, Food Sales tax legislation
2. IDOT permitting, regulations, slow response
3. Homeless in South Mount Prospect
4. Constant threat of cyberattacks
5. Randhurst Village lack of progress
6. Crime coming from Chicago
7. Crime Free Housing legislation
8. National politics and the impacts of Presidential campaign and election
9. Federal government actions impacting cities, including loss of ARPA dollars
10. State of Illinois anti-business climate and reputation
11. Negative attitude toward Police
12. Perception of high taxes, including Cook County, Park District, and School Districts
13. Migration crisis
14. Loss of fiscal discipline and Village government salaries/compensation
15. Potential economic downturn and uncertain global economy
16. Conflicts with the Chamber of Commerce
17. Cook County Courts and position on license plate readers

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

1. Randhurst Village
2. Southside Development
3. Sustainable Actions
4. Business Relations
5. Arts and Culture Expansion
6. Public Art
7. Marketing Mount Prospect
8. Annexation
9. Walkable and Bikeable Mount Prospect Community
10. Downtown: Next Steps for the Village

Actions for 2024 – 2025

Mayor and Village Trustees Interviews

Village of Mount Prospect

1. Sustainability Plan Action Plan: Direction and Next Steps
2. Village Marketing Plan: Development, Direction and Actions
3. Elk Grove Fire District: Wrap Up
4. Southside TIF: Update Report and Next Steps
5. Melas-Meadows Pedestrian Bridge Project: Completion
6. Business Outreach by Village Government: Outcomes, Report with Options, Direction and Village Actions
7. Ethics Ordinance: Finalization of Draft and Adoption
8. Civic Academy Enhancement: Evaluation and Refinements
9. Public Art Policy and Program: Review, Direction and Next Steps
10. Proactive Property Maintenance Policy and Program: Report with Options, Direction and Village Actions
11. Community Policing Expansion: Report with Options, Direction and Action Plan (Increasing Police Visibility and Relationships with Residents and Businesses)
12. Valet Parking Pilot Program: Monitoring and Evaluation Report
13. Sales Tax Strategy and Action Plan: Monitor State Actions, Contingency Plan Development, Direction and Village Actions
14. Community Cameras: Update Report and Direction

15. Human Services Refinement: Community Needs, Gap Analysis, Report with Findings and Recommendations, Direction and Village Actions
16. Old Chase Building/Block 56: Monitoring, Update Report, Direction and Village Actions
17. Outdoor Dining Opportunities Expansion: Outcomes, Report with Options, Direction and Village Actions
18. Community Events Policy: Review, Best Practices, Report with Options, Direction and Village Actions
19. Relationship with Chamber of Commerce: Outcomes, Direction and Village Actions
20. Cannabis Business: Analysis, Report, Direction and Village Actions
21. Village Marketing – Showcase 111
22. Well Strategy: Update Report, Direction and Village Actions
23. AAA Bond Rating Strategy: Update and Village Actions
24. Empty Commercial Space Strategy: Update and Village Actions
25. Neighborhood Lighting: Evaluation Report, Direction and Village Action
26. Sidewalk Upgrade and Maintenance: Update Report, Direction, Funding and Village Actions
27. Annexation Action Plan: Update, Direction and Village Actions
28. Randhurst Village: Update, Direction and Village Actions
29. Cloud HQ Expansion: Update, Direction and Village Actions
30. Diversity, Equity and Inclusion: Update Report , Direction and Village Actions
31. Crime Free Housing: Update, Direction and Actions
32. Urban Chickens Regulation: Update, Direction and Village Actions
33. Bees Regulation: Update, Direction and Village Actions

34. Bike Master Plan: Review and Next Steps
35. Succession Planning and Program: Update Report and Direction
36. Fire Station 11: Update
37. Road Resurfacing: Update, Direction and Funding Level
38. Major Road Project (2): Completion
39. Pension Strategy: Update Report, Direction and Village Actions
40. Manager and Employee Salaries: Market Analysis, Report with Findings and Recommendation, Direction and Funding
41. Impact Fees: Review and Direction (Parks)
42. Finance Plan – Revenues and Expenditure: Review, Update and Direction
43. Butterflies Festival: Concept, Report and Direction
44. Cultural Festival: Concept, Report and Direction
45. Lilac Festival: Concept, Report and Direction
46. Community Town Hall Meeting: Concept, Report and Direction
47. Block Party Policy: Review and Direction
48. NE Neglected Neighborhoods: Focusing Concerns, Report with Options, Direction and Village Action
49. Landscaping Regulations: Review and Direction
50. Civic Academy Curriculum for Youth: Development of Concept, Report with Options, Direction and Village Actions
51. Sewer Line Policy: Review and Direction

Top “10” Strategic Priorities for 2024 – 2025

EXECUTIVE PERSPECTIVE

- 1. Oakton Annexation: Completion, Water Main and TIF Amendment**
- 2. 111 E. Busse Redevelopment: Decision**
- 3. Elk Grove Rural Fire: Wrap-Up**
- 4. Melas-Meadows Pedestrian Bridge: Funding**
- 5. Park District Aquatic and Community Center: Village Contribution**
- 6. Community Policing Expansion: Staffing and Vehicles**
- 7. Prospect Avenue Alfresco Plan (Main Street to Pine)**
- 8. Downtown Parking and Valet Program: Direction**
- 9. Sustainability Action Plan: Implementation**
- 10. Elected Officials Ethics Ordinance: Adoption**
- 11. State Legislative Advocacy: Critical Issues and Lobbying**
- 12. South Mount Prospect Development – Two Development Projects**

**Looking to Mount Prospect's Future
Departmental View**

MAJOR CHALLENGES

Mount Prospect, IL

May 2024

DEPARTMENT: CDBIS

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

- Adopting the new FDA Food code in 2025, training staff on the new code, updating state standard formats.
- Adopting the updated International Code Council and NFPA codes
- Increase the use of more technology in inspections.
- Increased hoarding cases
- Increased animal nuisance cases (i.e. cats)
- Assist with build out of work out area in basement
- Training new hires, retaining next generation of team members, upcoming retirements
- Crime free and rental licensing ordinance under attack from the State
- Increased state mandates; excessive energy code requirements.
- Resident mental health issues
- Neighbor v. neighbor conflicts

**MANAGEMENT IN PROGRESS 2024 – 2025
PROJECTS AND ISSUES
Mount Prospect, IL
May 2024**

DEPARTMENT: CDBIS

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

- 1 ~~Chase Bank~~/111 E Busse building issues and maintenance
- 2 Prestige Feed compliance/litigation
- 3 Cloud HQ startup/development
- 4 Hoarding issues (possible demolition)
- 5 200 E Rand building issues
- 6 Working with State Representatives on value of Crime Free Housing program. Oppose pending legislation abolishing the crime free housing program.

**INITIATIVES 2024 – 2024:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2024**

DEPARTMENT: CDBIS

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

- 1 Building code updates in 2025
- 2 Crime free/rental licensing updates

MAJOR CHALLENGES

Mount Prospect, IL

May 2024

DEPARTMENT: Finance

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

- Cyber Security/Data Security
- Limitations of Current AP System
- Inflation
- Rising Pension Costs
- Legislative mandates from State Legislature
- Increased Workers Comp Claims
- Keeping up with Changing Technologies
- Blending of TIF Increments by Cook County
- Elk Grove Rural Fire District Dissolution by Legislation
- Senior Friendly Technology
- Reducing Use of Paper and Green Initiatives
- AAA Credit Rating
- Shrinking Real Estate Transfer Tax
- High Interest Rate Environment for New Bonds
- Grocery Tax Elimination

- Legislative Changes Regarding Sales Tax
- Legislative Pension Sweeteners
- CIP Funding

**MANAGEMENT IN PROGRESS 2024 – 2025
PROJECTS AND ISSUES
Mount Prospect, IL
May 2024**

DEPARTMENT: Finance

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

- 1 Online Real Estate Transfer Tax
- 2 Funding 2nd Installment of Economic Emergency Fund
- 3 Triage Program for Workers Comp
- 4 E-payment Systems for Accounts Payable
- 5 Better Control over Workers' Compensation Claims
- 6 Village Hall Gym Buildout
- 7 SAFER Grant 2024
- 8 Joint Effort with Community Development for Business Visitation
- 9 Reduce Paper Usage
- 10 Tracking Inflation for the Village Expenditures
- 11 Senior Friendly Technology and Work with MPPL for Training
- 12 Saving Current Revenue Sources from Current Legislative Changes
- 13 100% CIP Funding
- 14 Completing and Testing Finance COOP Plan

- 15 Reconfigure Space for Customer Service Division
- 16 Cyber Security/Data Security Training for Finance Employees
- 17 Pension and Debt Service Abatements-2024 Levy
- 18 Oakton Annexation Execution
- 19 Rural Legislation Dissolution and Collecting Excess Funds
- 20 Credit Card Fee Policy
- 21 Clean Audit and 100% Regulatory Compliance
- 22 Actions for AAA Credit Rating
- 23 New World Mobile Application

**INITIATIVES 2024 – 2025:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2024**

DEPARTMENT: Finance

Please list issues or projects that you would like for the Village to address this 2024 – 2025.

- 1 Inflation
- 2 Legislative Changes (Grocery Tax/Pension Sweeteners)
- 3 Real Estate Transfer Tax Revenue (Low Housing Supply)
- 4 High Interest Rates for New Bonds
- 5 ARP (American Rescue Plan) Compliance
- 6 Elk Grove Rural Fire District Dissolutions

MAJOR CHALLENGES

Mount Prospect, IL

May 2024

DEPARTMENT: Fire

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

- Recruitment and hiring
- Lithium-Ion battery fires- training, response, and public education
- Aging Population Needs and Response
- Preparing for high-risk, low-frequency events (Active Shooter, Tank Farm)
- Collective Bargaining Agreement Negotiation Process
- Generational Shift in the Fire Service Culture: Work & Life Balance, Communication, fewer tradespeople entering fire service
- Mobile Integrated Healthcare
- Firefighter Mental Health
- OSHA Legislation
- Fire Prevention/Education in Unincorporated Areas
- Office of the State Fire Marshal Recertifications

**MANAGEMENT IN PROGRESS 2024 – 2025
PROJECTS AND ISSUES
Mount Prospect, IL
May 2024**

DEPARTMENT: Fire

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

- 1 Station 11
- 2 Station 12 Renovation
- 3 Emergency Operations Center Upgrade
- 4 Emergency Operations Center Full-Scale Drill
- 5 AFG Grant Funding for Extrication Equipment/SAFER Grant for Hiring 3 FF/PM
- 6 Four-District Response Plan
- 7 Rural District Response Training
- 8 Hose Wagon Design/Build
- 9 Department Policy Conversion to Lexipol

**INITIATIVES 2024 – 2024:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2024**

DEPARTMENT: Fire

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

- 1 Station 12 Renovation
- 2 Install Hydrants in south
- 3 Collective Bargaining Agreement
- 4 Place New Ambulance into Service

MAJOR CHALLENGES

Mount Prospect, IL

May 2024

DEPARTMENT: Human Services

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

- Increasing housing costs, both rental and ownership, creating barriers and housing instability for families.
- Increase in number and complexity of mental health cases
- 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 shortage of shelter beds.
- 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 2024 – 2025
PROJECTS AND ISSUES
Mount Prospect, IL
May 2024**

DEPARTMENT: Human Services

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

- 1 Post incident reunification plan
- 2 CCC Needs Assessment
- 3 Transit Study
- 4 Broaden food pantry donation sources
- 5 Mental Health Matters community event
- 6 Alzheimer's Foundation of America National Memory Screening program
- 7 Aging in Community work groups
- 8 Expansion of senior activities
- 9 Celebration of Cultures
- 10 Create informational sheet on AED use and CLIA required procedure manual

**INITIATIVES 2024 – 2024:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2024**

DEPARTMENT: Human Services

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

- 1 Identify programs to be funded by opioid settlement funds.
- 2 Complete transit study
- 3 Complete CCC needs assessment.
- 4 Ongoing implementation of Aging in Community action plan goals by work groups.
- 5 Community Connections Center 15-year anniversary celebration

MAJOR CHALLENGES
Mount Prospect, IL
May 2024

DEPARTMENT: Information Technology

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

- Cybersecurity/Ransomware
- Competitive Job Market

**MANAGEMENT IN PROGRESS 2024 – 2025
PROJECTS AND ISSUES
Mount Prospect, IL
May 2024**

DEPARTMENT: Information Technology

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

- 1 Beast/Lynx Server Replacement
- 2 Comcast Fiber – Station 11
- 3 EOC/Public Works – Fiber Connection

**INITIATIVES 2024 – 2024:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2024**

DEPARTMENT: Information Technology

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

- 1 EOC/Public Works Door Access System
- 2 Fire Station 11 – Network Connection/Door Access/Setup
- 3 Desk Phone Replacements – All Fire Stations
- 4 Laserfiche to Cloud – Investigate feasibility

MAJOR CHALLENGES

Mount Prospect, IL

May 2024

DEPARTMENT: Community Development – Planning and ED

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

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

**MANAGEMENT IN PROGRESS 2024 – 2025
PROJECTS AND ISSUES
Mount Prospect, IL
May 2024**

DEPARTMENT: Community Development – Planning and ED

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

- 1 Undertake the next Comprehensive Plan update
- 2 Implementation of the Aging in Community Action Plan
- 3 Policy on bees and chickens in residential neighborhoods
- 4 MPEI / Economic Development site updates and implementation
- 5 Work with the Mount Prospect Park District on Lion's Park and Rec Plex improvements
- 6 Economic Development technology improvements and implementation (GIS, Marketing, etc.)
- 7 Pilot downtown parking improvements for desired businesses (valet, parklets, strategic reduced time restrictions)
- 8 Affirmatively Furthering Fair Housing: HUD rule change and completion of Assessment of Fair Housing to stay in compliance
9. Evaluate current zoning regulations to promote investment in single family residential neighborhoods.
- 10 Identify redevelopment opportunities in Downtown Mount Prospect

**INITIATIVES 2024 – 2024:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2024**

DEPARTMENT: Community Development – Planning and ED

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

- 1 Cloud HQ construction
- 2 Revitalize Randhurst Village
- 3 Development of 111 E Busse
- 4 The Dawson construction and tenant
- 5 Busse Flowers construction and tenant
- 6 Former Holiday Inn vacancy
- 7 Kohl's shopping center out-lot + infill
- 8 Golf Plaza II vacancy, out-lot, + site improvements
- 9 HQ Residences construction and occupancy
- 10 Implementation of the South Mount Prospect Plan
- 11 Former CVS / O'Reilly's Auto Parts vacancy
- 12 Redevelop 200 E. Rand
- 13 Redevelopment of 105 S. Main
- 14 Redevelopment of 200 S. Main

MAJOR CHALLENGES

Mount Prospect, IL

May 2024

DEPARTMENT: Police

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

- Recruitment and retention
- Increase in transient and gang related crimes moving into the area
- Purchase of new vehicles is still increasingly difficult due to supply chain.
- Incorrect information being disseminated on social media
- Officer wellness and morale
- Complying with State of Illinois mandates
- Our ever-growing list of technology projects and keeping them running (CAD, body worn cameras, electronic ticketing and crash reporting).
- Low public turnout to beat meetings
- The loss of experienced department members through retirements

**MANAGEMENT IN PROGRESS 2024 – 2025
PROJECTS AND ISSUES
Mount Prospect, IL
May 2024**

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 Research and discuss the viability of implementing a mental health check-in program for sworn personnel.
- 5 Implement new software program, which will assist in accepting external compliments and complaints from the public and manage the internal tracking of pursuits, use of force incidents, and internal investigations
- 6 Implement new e-locker asset management system
- 7 Conduct high risk vehicle stops scenario training, satisfying the State mandate requirement
- 8 Onboard two new Deputy Chiefs
- 9 Onboard new Administrative Commander
- 10 Onboard new Training Sergeant
- 11 Collaborate with local partners to host bicycle safety courses
- 12 Update the BOFPC Rules and Regulations

- 13 Conduct Local Ordinance Chapter 23 code review
- 14 Continue to support current DEI initiatives, while looking to develop additional ones within the PD
- 15 Create welcome/new resident info flyer explaining some of the services and resources offered by the Police Department

**INITIATIVES 2024 – 2024:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2024**

DEPARTMENT: Police

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

- 1 Conduct two (2) outdoor neighborhood meetings as a pilot program
- 2 New vehicle purchases, but limited supply from manufacturers.
- 3 Conduct a new recruit testing process
- 4 Assign two (2) sergeants to a Staff and Command course
- 5 Assign one (1) Command Staff member to a management / leadership course
- 6 Hire and onboard four (4) new police officers to fill current vacancies
- 7 Reorganize the Police Department's webpage on the Village website
8. Study options to enhance visibility of Police Patrol Officers in residential and commercial areas
9. Enhance crime prevention activities.

MAJOR CHALLENGES

Mount Prospect, IL

May 2024

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
- Leadership development
- Sidewalks (looming ADA changes and trip/fall lawsuits).
- Increasing shared use of roadways between pedestrians and vehicles
- Balancing act between increase desire for sustainable/green infrastructure and higher costs/available funding.
- Increasing expectations from residents / Changing expectation to solve private issues / Meeting service expectations
- Deficient infrastructure associated with annexations.
- EPA decision on lead in water system / replace private service lines / budget implications
- Reduction in Lake Michigan water allocation / decreased water sales.
- Inadequate source of revenue for street improvement construction fund.

- Inadequate source of revenue for flood control construction fund.
- Inadequate source of revenue for capital improvements fund.
- Inadequate source of revenue for parking fund.
- Deficient infrastructure associated with annexations.
- Changing vehicle technology (electric vehicles, hydrogen, natural gas, etc) implications for budget, infrastructure and technician skillset.
- Increasing public involvement in public works efforts
- Training / employee development / succession plan.
- Changing people's recycling habits. Empty, Clean and Dry. Emphasis on quality recycling
- Curbside leaf collection program (obsolescence of Ford 710s).
- Impact of inflation on construction bids
- Recruitment. Lack of qualified candidates
- Changing weather. More severe events
- Availability of vehicles, lack thereof

**MANAGEMENT IN PROGRESS 2024 – 2025
PROJECTS AND ISSUES
Mount Prospect, IL
May 2024**

DEPARTMENT: Public Works

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

- 1 Stormwater Master Plan
- 2 Arterial Bike Network Feasibility Study
- 3 Fairview Gardens Gravity Sewer Connection
- 4 Oakton Water System Expansion
- 5 Detention Pond Improvements - Pond 2
- 6 Non-Curb Street Drainage Improvements 800-900 Block South Elm St
- 7 Melas/Meadows Pedestrian Bridge Phase II Engineering
- 8 Water Reservoir Number 4 Rehabilitation
- 9 Multi-use path Algonquin Road Phase II Engineering and ROW acquisition
- 10 Main Street (IL 83) & Busse Avenue Pedestrian Crossing
- 11 Schoenbeck Road Resurfacing

**INITIATIVES 2024 – 2024:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2024**

DEPARTMENT: Public Works

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

- 1 Rand-Elmhurst-Kensington Road Intersection Improvements Phase III Construction
- 2 Street Improvement Program
- 3 Water Main Replacement
- 4 Sewer Main Rehabilitation
- 5 Weller Creek Bank Stabilization Engineering Assessment – East of Main Street (IL 83)
- 6 Algonquin Road Phase III Construction
- 7 Central Road Railroad Crossing Study
- 8 Central Road Pedestrian Crossing Improvements – Weller Lane
- 9 Corridor Street Lighting - Rand Road - Wedgewood Lane to Camp McDonald Road
- 10 New Sidewalk – Wolf Rd from Euclid Av to Prospect Heights Train Station
- 11 Storm Sewer Rehabilitation
- 12 Residential Street Lighting – Burning Bush Lane
- 13 Melas/Meadows Pedestrian Bridge Phase III Construction (2025)
- 14 Busse Road Reconstruction – Village Responsible for Lighting and Path (2025)

- 15 McDonald Creek Improvements – Removal of Weir (2025)
- 16 Bridge Improvements – Sediment Removal Wolf Rd, Burning Bush Ln, Briarwood (2025)
- 17 Bridge Improvements – Business Center Drive (2025)
- 18 Deep Well 16 Rehabilitation (2025)

MAJOR CHALLENGES

Mount Prospect, IL

May 2024

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?

- Economic Uncertainty: Inflation, stock market correction, global events
- Maintaining good employee morale
- Mental health within the organization and community
- Scope creep of the role of local government & addressing larger societal issues
- Attracting and retaining top talent (also see other departmental worksheets for those impacted)
- Cyber threats to regional infrastructure directly affecting Village operations or residents
- Cyber threats to the Village – also noted in IT worksheets
- State of Illinois: legislation impact on pensions, tax increment financing, Village revenues, limiting home-rule authority, unfunded mandates, Local Government Distributive Fund, elimination of grocery tax, etc.
- Illinois Department of Transportation continual bureaucracy and delays impacting major infrastructure and development projects
- City of Chicago water rates to the Joint Water Action Agency
- Private reinvestment and new uses in vacant retail and office spaces
- Cost of construction and interest rates limiting development and reinvestment in properties
- File Vault Digitalization

- Incorrect information being disseminated on social media / Dissemination of information
- Increasing requests to open video gaming (gambling) cafes.

**MANAGEMENT IN PROGRESS 2024 – 2025
PROJECTS AND ISSUES
Mount Prospect, IL
May 2024**

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 Elk Grove Rural Fire Protection District (EGRFPD) wind down and close out including resolving special legislation
- 2 Tracking proposed state legislation that would negatively impact the Village and informing legislators of the impact (Crime Free Housing, Teir 2 Pension Benefits, etc.)
- 3 Facilitate projects and infrastructure improvements with the use of TIF incentives, when necessary, in the Prospect and Main and South Mount Prospect TIF districts.
- 4 “AAA” Bond Rating – 2025 Next Bond Rating
- 5 Monitoring 111 Busse legal actions. Consider redevelopment options.
- 6 Sustainability Ad Hoc Committee – Host informational tables at community events, provide ideas on how to help increase awareness, and offer programs/solutions for staff to evaluate for implementation.
- 7 Sustaining business momentum throughout the community.
- 8 Succession of Assistant Village Manager position
- 9 Onboard new Assistant to the Village Manager
- 10 Annual Strategic Plan, progress reports and tracking metrics
- 11 Mount Prospect Entrepreneurs Initiative: Create content & host events

**INITIATIVES 2024 – 2025:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2024**

DEPARTMENT: Village Administration – Village Manager's Office

Please list issues or projects that you would like for the Village to address this 2024 – 2025.

- 1 "AAA" Bond Rating – 2025 Next Bond Rating
- 2 Sustaining business momentum throughout the community.
- 3 Facilitate projects and infrastructure improvements with the use of TIF incentives, when necessary, in the Prospect and Main and South Mount Prospect TIF districts.
- 4 Fire Union Negotiations for a successor CBA (2025 - ?)
- 5 Evaluate a website refresh
- 6 Annual Strategic Plan, progress reports and tracking metrics
- 7 Renovation of Fire Station 11 to be operational July 1, 2024
- 8 Redevelopment of 111 E. Busse
- 9 Redevelopment of 105 S. Main
- 10 Redevelopment of 200 S. Main
- 11 Complete pedestrian crossing at Busse Ave and Main St.
- 12 Complete redevelopment and streetscape improvements at 104 E. Northwest Hwy.
- 13 Acquire 310 W. Northwest Hwy and seek NFR and complete park design.
- 14 Recruit high quality restaurant at HQ Residences.

- 15 Progress on Village Marketing Plan implementation.
- 16 Complete Oakton annexation and watermain improvement project.
- 17 Complete wind-down of Elk Grove Rural, complete dissolution through special legislation and receive Resolution of dissolution from Cook County Board of Commissioners.
- 18 Amend SMP TIF to include newly annexed properties and other contiguous parcels.
- 19 On-board new Assistant Village Manager and Assistant to the Village Manager.
- 20 Pilot new parking innovations in DTMP, including valet and expanded café areas.
- 21 Seek Village Board approval of an events policy.
- 22 Manage rebranded 2024 Block Party.

MAJOR CHALLENGES

Mount Prospect, IL

May 2024

DEPARTMENT: VMO – Communications (Marketing & PR)

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

- Increased demand for new content that needs to be modified for different platforms
- Effectively reaching an aging population
- Effectively reaching non-English speaking populations
- Maintenance and accuracy of a high-quality online event calendar that includes both Village events and general community events
- Navigating and investigating new and existing social media platforms to determine value
- Connecting north and south side from a community engagement perspective
- Increased use of free graphic design programs (such as Canva) by employees without proper training on brand usage and guidelines

**MANAGEMENT IN PROGRESS 2024 – 2025
PROJECTS AND ISSUES
Mount Prospect, IL
May 2024**

DEPARTMENT: VMO – Communications (Marketing & PR)

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

- 1 Creation of new standard operating procedures for ribbon cuttings (Marketing Plan)
- 2 Evaluation and restructuring of lobby screen system
- 3 Research and procurement of market research software/location analytics platform (Marketing Plan)
- 4 Research and creation of public art policy
- 5 Update of Special Events Commission mission and strategic planning document
- 6 Onboarding users on Canva for Teams
- 7 Completion of initiatives in Aging In Community work group (Marketing Plan)
- 8 Updates to street banners and maintenance of banner schedule (Marketing Plan)
- 9 Continued work on internal communications through MPCT

**INITIATIVES 2024 – 2024:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2024**

DEPARTMENT: VMO – Communications (Marketing & PR)

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

- 1 Community Ambassador Program creation and launch (Marketing Plan)
- 2 Print newsletter redesign (Marketing Plan)
- 3 Procurement of translation services (Marketing Plan)
- 4 Photo file reorganization
- 5 Evaluation of Experience Mount Prospect brand (Marketing Plan)
- 6 Internal policy for use of copyrighted materials

MAJOR CHALLENGES

Mount Prospect, IL

May 2024

DEPARTMENT: VMO – Digital Communications/TV Services

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 get more people to view programming on our government access channel, MPDC, in an era of residents continuing to cut the cord on cable television.
- Changing social media platforms and their rules toward governmental agencies.
- The desire of residents for more transparency and ease of access to information.
- Dealing with 1st amendment issues on social media platforms.
- Dealing with copyright issues on stock footage on Village media platforms.

**MANAGEMENT IN PROGRESS 2024 – 2025
PROJECTS AND ISSUES
Mount Prospect, IL
May 2024**

DEPARTMENT: VMO – Digital Communications/TV Services

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

- 1 Upgrade and purchase of new field cameras
- 2 Implementation of live closed captioning of Village Board Meetings
- 3 Reboot of restaurant show – Dishn' Out Mount Prospect

**INITIATIVES 2024 – 2024:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2024**

DEPARTMENT: VMO – Digital Communications/TV Services

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

- 1 Replace and upgrade video switcher in the TV Services control room.
- 2 Replace Video Screens and projectors in the village board room.

MAJOR CHALLENGES
Mount Prospect, IL
May 2024

DEPARTMENT: **VMO – Administration – Human Resources**
Division

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

- Attracting and retaining top talent
- Wage compression
- Keeping employee morale up when the actions of a few outside the organization create negative impact.
- Continuing to build trust between Administration and the unions.

**MANAGEMENT IN PROGRESS 2024 – 2025
PROJECTS AND ISSUES
Mount Prospect, IL
May 2024**

DEPARTMENT: **VMO – Administration – Human Resources
Division**

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

- 1 Implement and train users on Applicant Tracking System (ATS).
- 2 Close out UHC flex plan
- 3 Manage through conversion and build utilization knowledge of IMRF website.
- 4 Train new HR Assistant
- 5 Implement new EAP plan

**INITIATIVES 2024 – 2024:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2024**

DEPARTMENT: **VMO – Administration – Human Resources
Division**

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

- 1 Transition recruiting process fully to Applicant Tracking System (ATS) and archive recruiting files.
- 2 Complete RFQ for evaluation of the Village's Classification and Compensation Plan and select vendor to conduct benchmarking analysis
- 3 Partner with Fire Department and Assistant Village Manager on Fire Union successor agreement.
- 4 Complete CGFA reporting

SECTION 4

PLAN 2024 – 2029

Village of Mount Prospect Goals 2029

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

**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**

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

Village of Mount Prospect Goals 2029 Worksheet

	IMPORTANCE	
	Personal	Team
1. EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE	7	1
2. QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT	19	2
3. FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL	20	3
4. VIBRANT COMMUNITY DESTINATIONS: DOWNTOWN, RANDHURST VILLAGE, SOUTH MOUNT PROSPECT AND OTHER COMMERCIAL CORRIDORS	27	4
5. ENHANCING MOUNT PROSPECT CHARM/CHARACTER: HONORING HISTORY, HERITAGE, AND DIVERSITY, EQUITY AND INCLUSION	32	5
6.		
7.		
8.		
9.		
10.		

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

»» Objectives

Objective 1 Maintain a solid fiscal position through active stewardship of Village finances and resources

Objective 2 Have state-of-the-art information technology system hardware and software, and protect the Village government from cyberattacks

Objective 3 Maintain a financially sound Police/Fire pension system

Objective 4 Deliver Village services in the most efficient and cost-effective manner and exploring ways to reduce the costs of service delivery

Objective 5 Enhance the Village Government bond rating

Objective 6 Maintain residents' "high satisfaction level" with Village services

Objective 7 Attract and retain a top-quality Village workforce dedicated to serving our Mount Prospect community

Objective 8 Protect and expand Village revenue sources

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

»» 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

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

»» Challenges and Opportunities		PRIORITY
S	1. Achieving a AAA-bond rating	6
S	2. Protecting the Village government from cyberattacks securing Village information and processes	5
S	3. Diversifying Village revenue sources	5
S	4. Delivering Village services in the most cost-effective, efficient manner with high level of customer satisfaction	4
S	5. Higher interests rates and the impacts on future Village capital projects and daily operational costs	4
S	6. Funding for Public Safety pensions	4
S	7. Potential loss of state shared revenues from the State of Illinois	4
S	8. Balancing fiscal conservatism with funding the service needs of the community	4
S	9. Actions by the State of Illinois impacting Home Rule, pensions, revenues, projects, and future developments	4
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. Federal and state government mandates and regulatory requirements	3
L	12. Communicating and reaching the varied population of Mount Prospect	2
L	13. Keeping up with technological changes to improve customer service and business efficiency	2
L	14. Potential changes in State of Illinois tax rules	2
L	15. Expectations of new, younger workforce – work-life balance, terms of employment, flexible work scheduling, time-off, etc.	2
L	16. Difficulties in labor negotiations and the split between the union negotiators and the rank-and-file employees	2
L	17. Inflation and supply chain issues resulting in increasing cost of projects and service delivery	2
L	18. Hiring and retaining a most qualified Village workforce dedicated to serving the Mount Prospect community	2
L	19. Increasing worker’s comp cases and the tendency to quickly “lawyer up”	1
L	20. Increasing disinformation about Village government and services	

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

»» Challenges and Opportunities		PRIORITY
L	21. Tapping the potential of AI to enhance Village service delivery	1
	22. Retaining top talent in Village government	0
	23. Defining the core Village services and responsibilities	0
	24. Aging demographics and the need for additional Village services	0
	25. Legislation impacted by anti-law enforcement sentiment	0
	26. Cook County Court System impacting worker comp cases	0
	27. Potential upcoming national and global recession	0
	28. Acute care facilities with increasing requests for Fire/EMS services	0
	29. Maintaining sound communications with residents and businesses in a changing communications environment	0
	30.	

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

»» Actions 2024 – 2025			PRIORITY
P	1. Elected Officials Ethics Ordinance: COW Practice, Direction and Adoption	Policy Top M/VB	7
P	2. State Legislative Agenda and Advocacy: Critical Issues, Monitoring and Lobbying Actions (Budget FY 25)	M/VB	6
P	3. Technology for Public Safety	M/VB	4
P	4. Community Connections Center: Future Direction, Space Needs Assessment/Service Needs Assessment, Duplication of Service with Township	M/VB	4
P	5. Emergency Fund: Additional Funding	M/VB	4
M	6. Intergovernmental Collaboration: Park District, School Districts, and Library and State Representatives	M/VB	MGMT
M	7. Elk Grove Fire Transition: Governor Sign Billing, Final Payments for Liability, Cook County Approval, and Access Fund Balance	Policy Top M/VB	MGMT
M	8. “AAA” Bond Rating Strategy/Action Plan: Report with Options, Direction and Village Actions	Policy Top M/VB	MGMT

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

»» Actions 2024 – 2025			PRIORITY
M	9. Village Proactive Marketing Plan Implementation: Village Actions	Policy High M/VB	MGMT
M	10. Village Revenue Generation Diversification Plan: Update at Budget Workshops	Policy High M/VB	MGMT
M	11. Fire-EMS Response Service Enhancement Report: COW Presentation – Response Metrics	Mgmt Top	MGMT
M	12. Sales Tax Strategy and Action Plan: Monitor State Actions, Contingency Plan Development, Direction and Village Actions	M/VB	MGMT
M	13. Fire Contract: Negotiations and Approval	Mgmt	MGMT
M	14. Village’s Classification and Compensation Plan: RFQ, Vendor Section, Completion and Direction	Mgmt M/VB	MGMT
	15. Succession Planning and Program: Update Report and Direction	M/VB	2
	16. AI Study and Direction for Village Government	M/VB	2

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

»» Actions 2024 – 2025			PRIORITY
17. Impact Fees: Review and Direction (Parks)	M/VB		1
18. Preparation for Electric Vehicles – Village and Community: Update Report and Direction	M/VB		1
19. Cannabis Business: Revenue Evaluation, Location and Direction	M/VB		1
20. Bidding Policy and Process including Emergencies	M/VB		1
21.			
22.			
23.			
24.			

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

»» Management in Progress 2024 – 2025		DATE
1. Annual Strategic Plan: Update	VMO	
2. Standards of Coverage Report: Completion	Fire	
3. Village Website Assessment: New Vendor	Marketing & PR	
4. Online Real Estate Transfer Tax	Finance	
5. Record Retention, Filing System and Office Reconfiguration		
6. AP Automation, Vendors Will Have the Ability to Sign Up with What Kind of Payment Option They Prefer, Check, Credit Card, Ach		
7. New World Mobile Application		
8. Pre-Plans: Identifying Emergency Response Challenges of All Commercial and Multi-Family Structures		
9. Fire Department Policies Conversion to Lexipol		
10. Full-Scale Emergency Operation Center Drill in 2024: Completion		

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

»» Management in Progress 2024 – 2025	DATE
11. Foam Response Vehicle Replacement	
12. Village Newsletter; Redesign	
13. Live Closed Captioning for Meetings: Implementation	
14. Experience Mount Prospect Website Re-Assessment	
15. Style Guide for Consistent Grammar and Formatting for Village to Resident Communications: Creation and Implementation	
16. Mount Prospect Profiles: Creation	
17. Photo Files Organization: Completion	
18. 2024 Village Organization Annual Report	
19. Emergency Preparedness and Response Plan: Elected Officials Training	
20. Fire and EMS Response Improvements in South Mount Prospect: Update Report	

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

»» Management in Progress 2024 – 2025		DATE
21.	2 nd Installment of Economic Emergency Fund: Funding	Finance
22.	E-Payment Systems for Accounts Payable	Finance
23.	Village Hall Gym Buildout	Finance
24.	SAFER Grant 2024	Finance
25.	Finance COOP Plan: Completion and Testing	Finance
26.	Cyber Security/Data Security Training for Finance Employees	Finance
27.	Rural Legislation Dissolution and Collecting Excess Funds	Finance
28.	Credit Card Fee Policy	Finance
29.	ARP (American Rescue Plan) Compliance	Finance
30.	Emergency Operations Center Full-Scale Drill	Fire

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

»» Management in Progress 2024 – 2025		DATE
31. Rural District Response Training	Fire	
32. Hose Wagon Design/Build	Fire	
33. Fire Department Policy Conversion to Lexipol	Fire	
34. New Ambulance into Service	Fire	
35. Post Incident Reunification Plan	Human Services	
36. Transit Study	Human Services	
37. Mental Health Matters Community Event	Human Services	
38. Alzheimer’s Foundation of America National Memory Screening Program	Human Services	
39. Annual Celebration of Cultures	Human Services	
40. Informational Sheet on AED Use and CLIA Required Procedure Manual	Human Services	

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

»» Management in Progress 2024 – 2025			DATE
41. Aging in Community Action Plan Goals by Work Groups: Implementation	Human Services		
42. Community Connections Center 15-year Anniversary Celebration	Human Services		
43. Beast/Lynx Server Replacement	IT		
44. Comcast Fiber – Station 11	IT		
45. EOC/Public Works – Fiber Connection	IT		
46. EOC/Public Works Door Access System	IT		
47. Fire Station 11 – Network Connection/Door Access/Setup	IT		
48. Desk Phone Replacements – All Fire Stations	IT		
49. Laserfiche to Cloud – Feasibility Study	IT		
50. High Risk Vehicle Stops Scenario Training: Completion	Police		

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

»» Management in Progress 2024 – 2025			DATE
51. New E-Locker Asset Management System: Implementation	Police		
52. New Frontline Software Program	Police		
53. Host Bicycle Safety Courses (Collaborate with local partners)	Police		
54. BOFPC Rules and Regulations: Update	Police		
55. Mental Health Check-in Program for Sworn Personnel	Police		
56. Search and Rescue K-9	Police		
57. Police Explorer Cadet Post: Creation	Police		
58. New Recruit Testing Process	Police		
59. New Police Vehicle Purchases (8)	Police		
60. Two (2) Sergeants to a Staff and Command Course	Police		

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

»» Management in Progress 2024 – 2025		DATE
61. One (1) Command Staff Member to a Management / Leadership Course	Police	
62. Police Department's Webpage Reorganization	Police	
63. HR Assistant Training	Human Resources	
64. IMRF Website	Human Resources	
65. Applicant Tracking System (ATS): Implementation	Human Resources	
66. CGFA Reporting	Human Resources	
67. Video Switcher in the TV Services Control Room	Digital Com	
68. Video Screens and Projectors in the Village Board Room	Digital Com	
69. New Field Cameras Upgrade: Purchase	Digital Com	
70. Live Closed Captioning of Village Board Meetings	Digital Com	

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

»» Management in Progress 2024 – 2025			DATE
71.	Dishn’ Out Mount Prospect: Reboot of Restaurant Show	Digital Com	
72.	Standard Operating Procedures for Ribbon Cuttings (Marketing Plan): Creation	Marketing & PR	
73.	Lobby Screen System: Evaluation and Restructuring	Marketing & PR	
74.	Onboarding Users on Canva for Teams	Marketing & PR	
75.	Initiatives in Aging In Community Work Group (Marketing Plan): Completion	Marketing & PR	
76.	Street Banners and Maintenance of Banner Schedule (Marketing Plan): Update	Marketing & PR	
77.	Internal Communications through MPCT	Marketing & PR	
78.	Community Ambassador Program Creation and Launch (Marketing Plan)	Marketing & PR	
79.	Newsletter Redesign (Marketing Plan): Print	Marketing & PR	
80.	Procurement of Translation Services (Marketing Plan)	Marketing & PR	

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

»» Management in Progress 2024 – 2025		DATE
81.	Photo File Reorganization	Marketing & PR
82.	Evaluation of Experience Mount Prospect Brand (Marketing Plan)	Marketing & PR
83.	Internal Policy for Use of Copyrighted Materials	Marketing & PR
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**GOAL 1 EFFECTIVE VILLAGE GOVERNMENT:
FINANCIALLY SOUND, EXCEPTIONAL SERVICE**

»» Major Projects 2024 – 2025			DATE
1. EOC/Public Works Door Access System: Direction and Funding	Public Work		
2. Employee Gym/Shower at Village Hall Project: Completion a. Concept Memo b. Bid c. Design d. Construction	Public Work		
3. Customer Service Division: Reconfiguration of Space	Finance		
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**GOAL 1 EFFECTIVE VILLAGE GOVERNMENT:
FINANCIALLY SOUND, EXCEPTIONAL SERVICE**

»» On the Horizon 2025 – 2029

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| 1. Pensions Cost Funding and Levy Strategy: Report and Direction | Mgmt
Top
M/VB |
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**GOAL 2 TOP-QUALITY VILLAGE INFRASTRUCTURE:
BALANCED AND PROACTIVE COMMUNITY
INVESTMENT**

»» Objectives

Objective 1 Maintain and upgrade Village infrastructure, facilities and equipment through a funded replacement schedule

Objective 2 Have well-designed, well-maintained stormwater management and flood control system with a dedicated funding

Objective 3 Have well-designed, well-maintained roads with a dedicated funding source

Objective 4 Have well-designed, well-maintained water and sewer system with a dedicated funding source

Objective 5 Secure future water supply for our Mount Prospect community

Objective 6 Develop Mount Prospect's bike/pedestrian infrastructure

**GOAL 2 TOP-QUALITY VILLAGE INFRASTRUCTURE:
BALANCED AND PROACTIVE COMMUNITY
INVESTMENT**

»» Value to Residents

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

**GOAL 2 TOP-QUALITY VILLAGE INFRASTRUCTURE:
BALANCED AND PROACTIVE COMMUNITY
INVESTMENT**

»» Challenges and Opportunities		PRIORITY
S	1. Unanticipated events – major storms, infrastructure failures, natural disasters – impacting the Village	6
S	2. Addressing substandard infrastructure in annexed areas: assessing condition and available funding for improvements	6
S	3. Unfunded Federal and State of Illinois regulations and mandates impacting Village infrastructure	6
S	4. Securing grant funding for Village projects, programs, and services	5
S	5. Developing funding sources for maintaining existing Village infrastructure and building new infrastructure	5
S	6. Flooding in certain areas and defining Village role and actions	5
S	7. High interests rates and the impacts of Village debt issuance	5
S	8. Making Mount Prospect a more walkable, pedestrian-friendly community	4
S	9. Funding for large scale projects and determining fund capacity using debt and other sources	4
L	10. Rising construction and maintenance costs	3

**GOAL 2 TOP-QUALITY VILLAGE INFRASTRUCTURE:
BALANCED AND PROACTIVE COMMUNITY
INVESTMENT**

»» Challenges and Opportunities		PRIORITY
L	11. Maintaining and hiring of Village staff	3
L	12. Prioritizing and funding future Village buildings: Fire Station 12	2
L	13. Managing the community impacts and traffic flows of upcoming road projects during construction	2
L	14. Funding for environmentally sustainable Village infrastructure	2
L	15. Balancing act between increased desire for sustainable/green infrastructure and higher costs/available funding	2
L	16. Changing residents’ recycling habits	1
L	17. Inadequate revenue for parking fund and capital projects	1
L	18. Loan costs and finding contractors resulting in project delays and increasing project costs	1
L	19. Village vehicles technology implications and funding	1
L	20. Understanding and managing the impacts of the Bears Stadium, including Metra ridership during a game	1

**GOAL 2 TOP-QUALITY VILLAGE INFRASTRUCTURE:
BALANCED AND PROACTIVE COMMUNITY
INVESTMENT**

»» Challenges and Opportunities	PRIORITY
21. Future water quality regulations	
22. Looming ADA changes and trip/fall lawsuits	
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**GOAL 2 TOP-QUALITY VILLAGE INFRASTRUCTURE:
BALANCED AND PROACTIVE COMMUNITY
INVESTMENT**

»» Actions 2024 – 2025			PRIORITY
P	1. Stormwater Master Plan Update/Neighborhood Flooding Strategy: Award Contract, Development, Adoption and Funding Mechanism	Mgmt Top M/VB	7
P	2. Neighborhood Lighting: Evaluation Report, Direction and Funding	M/VB	6
P	3. Corridor Lighting: Evaluation Report, Direction and Funding	M/VB	5
P	4. Fire Station 12 Improvements/Upgrade: Project Identification, Project Priority, Direction, Funding and Timing	Mgmt Top M/VB	4
P	5. Melas-Meadows Pedestrian Bridge Project: Design and Funding	M/VB Mgmt	4
M	6. Wells Strategy: Final Report after Interconnect Completion, Final Report (3) and Direction	Policy High M/VB	MGMT
M	7. Bike Master Plan Phase 2 Update: Report, Direction and Funding	Mgmt Top M/VB	MGMT
M	8. Fairview Garden Sewer Allocation Funds		MGMT

**GOAL 2 TOP-QUALITY VILLAGE INFRASTRUCTURE:
BALANCED AND PROACTIVE COMMUNITY
INVESTMENT**

»» Actions 2024 – 2025			PRIORITY
9. Sewer Line Repair Policy: Review and Direction (Resident Incentives/Insurance)	M/VB		3
10. Village Fleet E-Vehicles Preparation	Mgmt High M/VB		0
11. Sidewalk Upgrade and Maintenance: Update Report, Direction and Funding	M/VB		0
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**GOAL 2 TOP-QUALITY VILLAGE INFRASTRUCTURE:
BALANCED AND PROACTIVE COMMUNITY
INVESTMENT**

»» Management in Progress 2024 – 2025			DATE
1.	ADA Compliance Plan: Development	Public Works	
2.	Major Storm Event Preparation: Annual Tabletop Exercise	Fire	
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**GOAL 2 TOP-QUALITY VILLAGE INFRASTRUCTURE:
BALANCED AND PROACTIVE COMMUNITY
INVESTMENT**

»» Major Projects 2024 – 2025			DATE	
1.	Redundant Water Supply Project: Design and Construction (Northwest Water Commission)	Public Works		
2.	Public Works Facility Fence Replacement	Public Works		
3.	Annual Neighborhood Drainage Improvement	Public Works		
4.	Annual Street Improvement Program	Public Works		
5.	Annual Host Household Hazardous Waste Collection Event(s)	Public Works		
6.	Annual Overhead Sewer Reimbursement Program	Public Works		
7.	Annual Public Works Vehicle Replacements	Public Works		
8.	Annual Water Main Replacement	Public Works		
9.	Annual Sewer Main Rehabilitation	Public Works		
10.	Annual Streetlight LED Retrofits	Public Works		

**GOAL 2 TOP-QUALITY VILLAGE INFRASTRUCTURE:
BALANCED AND PROACTIVE COMMUNITY
INVESTMENT**

»» Major Projects 2024 – 2025			DATE	
11.	Rand/Central//Mount Prospect Road Project – Phase 3: Construction	Public Works		
12.	Maple-Berkshire Relief Station Rehabilitation	Public Works		
13.	Kensington Business Center Detention Pond Improvements - Pond 2: Construction	Public Works		
14.	Multi-Use Path Kensington Road at Railroad Tracks: Design and Construction	Public Works		
15.	Southside Infrastructure Plan/Projects: Review, Project Priority, Funding Mechanism and Direction (including Streets, Sidewalks, etc.) a. Shared Path: Design b. Oakton Water Main	Public Works		
16.	Multi-Use Path Algonquin Road Phase II Engineering and ROW Acquisition: Design	Public Works		
17.	Water Reservoir Number 4 Rehabilitation	Public Works		
18.	Main Street (IL 83) & Busse Avenue Pedestrian Crossing	Public Works		
19.	Schoenbeck Road Resurfacing	Public Works		
20.	Oakton Water System Expansion	Public Works		

**GOAL 2 TOP-QUALITY VILLAGE INFRASTRUCTURE:
BALANCED AND PROACTIVE COMMUNITY
INVESTMENT**

» Major Projects 2024 – 2025			DATE	
21.	Non-Curb Street Drainage Improvements 800-900 Block South Elm St	Public Works		
22.	Rand-Elmhurst-Kensington Road Intersection Improvements Phase III Construction	Public Works		
23.	Weller Creek Bank Stabilization Engineering Assessment – East of Route 83	Public Works		
24.	Algonquin Road Phase III Construction	Public Works		
25.	Central Road Railroad Crossing Study	Public Works		
26.	Central Road Pedestrian Crossing Improvements – Weller Lane	Public Works		
27.	Corridor Street Lighting - Rand Road - Wedgewood Lane to Camp McDonald Road	Public Works		
28.	New Sidewalk – Wolf Rd from Euclid Av to Prospect Heights Train Station	Public Works		
29.	Storm Sewer Rehabilitation	Public Works		
30.	Residential Street Lighting – Burning Bush Lane	Public Works		

**GOAL 2 TOP-QUALITY VILLAGE INFRASTRUCTURE:
BALANCED AND PROACTIVE COMMUNITY
INVESTMENT**

»» Major Projects 2024 – 2025			DATE	
31.	Busse Road Reconstruction – Village Responsible for Lighting and Path (2025)	Public Works		
32.	McDonald Creek Improvements – Removal of Weir (2025)	Public Works		
33.	Bridge Improvements – Sediment Removal Wolf Rd, Burning Bush Ln, Briarwood (2025)	Public Works		
34.	Bridge Improvements – Business Center Drive (2025)	Public Works		
35.	Deep Well 16 Rehabilitation (2025)	Public Works		
36.	Fire Station 11: Completion	M/VB		
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**GOAL 2 TOP-QUALITY VILLAGE INFRASTRUCTURE:
BALANCED AND PROACTIVE COMMUNITY
INVESTMENT**

» On the Horizon 2025 – 2029

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GOAL 3 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

»» Objectives

Objective 1 Have well-designed and well-maintained neighborhood infrastructure – streets, sidewalks, trees, lighting

Objective 2 Have expanded community policing partnerships working with our residents and businesses

Objective 3 Have safe neighborhoods – residents feel and are safe

Objective 4 Have walkable, pedestrian-friendly neighborhoods that are connected to other neighborhoods and community destinations

Objective 6 Support neighborhood events and gatherings by providing opportunities for neighbors to meet and develop relationships with other neighbors

GOAL 3 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

»» 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

GOAL 3 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

»» Challenges and Opportunities		PRIORITY
S	1. Addressing property maintenance issues, including seniors who are having a difficult time in maintaining their single-family homes	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. Residents sharing responsibility for neighborhood safety by locking their vehicles, locking their homes, and shutting garage doors	5
S	5. Increasing criminal activity coming from outside our community	4
S	6. Cook County tax system and taxes impacting residential and commercial development	4
S	7. Aging, antiquated housing stock needing modernization or replacement	4
S	8. Increasing cybercrimes including crypto crimes	4
S	9. Working with IDOT and their lack of sense of urgency	4
L	10. Recruitment of Police Officers and retention – fewer individuals desire law enforcement careers	3

GOAL 3 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

»» Challenges and Opportunities		PRIORITY
L	11. Working with property owners to maintain or upgrade their properties	3
L	12. Increasing safety issues within multi-family housing	3
L	13. Code requirements and the impact on housing upgrades	2
L	14. Significant increases in rents and rental financial requirements – affordability of rental housing	2
L	15. Protecting the character of each neighborhood	2
L	16. Residents weaponizing property maintenance – residents’ reluctance to address issues with their neighbors	1
L	17. Increasing personal false and home safety service calls	1
L	18. NIMBY attitude of some residents – not interested in what is best for the entire community	1
L	19. State Attorney handling of individuals with certain crimes	1
	20. Helping all homeowners to upgrade their homes	0

GOAL 3 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

»» Challenges and Opportunities	PRIORITY
21. Upgrading older multi-family developments	0
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GOAL 3 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

»» Actions 2024 – 2025			DATE
P	1. Oakton Annexation: Completion, Water Main, and TIF Amendment	M/VB	7
P	2. Community Policing Expansion: Report with Options, Direction and Action Plan (increasing Police visibility and relationships with residents and businesses)	M/VB	6
P	3. Southside TIF Amendment: Decision	M/VB	6
P	4. Proactive Property Maintenance Policy and Program:: Report with Options, Direction and Village Actions	M/VB	5
P	5. Sustainability Plan Action Plan: Direction and Next Steps	M/VB	4
M	6. Public Transportation Program Report: Goals, Best Practices, Report with Options, Village Role, Direction and Funding Mechanism	Mgmt Top	MGMT
M	7. Crime Free Housing Ordinance Update: Completion and Adoption	Mgmt High M/VB	MGMT
M	8. Mount Prospect Park District on Lion’s Park: Village Contribution	Mgmt	MGMT

GOAL 3 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

»» Actions 2024 – 2025			DATE
M		Mgmt	MGMT
9.	Comprehensive Plan Update: Direction	Mgmt	
10.	Infill Projects Village-Wide: Identified Opportunities and Report	M/VB	3
11.	Public Art Policy and Program: Review, Direction and Next Steps	M/VB Mgmt	2
12.	Kopp Park: Splash Pads at Rec Plex, Direction, Front Funding, Time, and Next Steps	Policy	0
13.	Neighborhood Branding Program: Outcomes, Report with Options, Village Role, Direction and Village Actions	M/VB	0
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GOAL 3 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

»» Management in Progress 2024 – 2025			DATE
1. Annual Sidewalk Inspection Program	Public Works		
2. Annual Community Police Beat Meetings	Police		
3. Traffic Crash Investigation Van	Police		
4. Post Incident Plan – Shelter/Reunification	Human Services		
5. Senior Activities Expansion: Completion	Human Service		
6. Annual Celebration of Cultures Community Event	Human Services		
7. Alzheimer’s Foundation of America National Memory Screening Program	Human Services		
8. Financial Wellness Workshop	Human Services		
9. Human Services Orientation for New Police Officers: Development	Human Services		
10. Public Health Nurse CPR Instructor Certification: Completion	Human Services		

GOAL 3 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

»» Management in Progress 2024 – 2025			DATE
11.	Police Officer Wellness Presentations	Human Services	
12.	Informational Sheet for Employees on AED Use and a CLIA-Required Procedure Manual: Creation	Human Services	
13.	Fridays on the Green	VMO	
14.	Building Code 2025 Updates	Com Dev	
15.	Crime Free/Rental Licensing Updates	Com Dev Police	
16.	Prestige Feed Compliance/Litigation	Com Dev	
17.	Hoarding Task Force: Monitoring and Addressing When Needed	Com Dev	
18.	Current Zoning Regulations to Promote Single-family Residential Neighborhoods: Evaluation	Com Dev	
19.	License Plate Reader Cameras: Installation	Police	
20.	Visibility of Police Patrol Officers in Residential and Commercial Areas	Police	

GOAL 3 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

»» Management in Progress 2024 – 2025			DATE
21.	Crime Prevention Activities Enhancement	Police	
22.	Two (2) Outdoor Neighborhood Meetings as a Pilot Program	Police	
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GOAL 3 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

» Major Projects 2024 – 2025		DATE
1. Soccer Pitch at Euclid Elementary: Design and Procurement	Com Plan	
2. License Plate Reader Cameras: Installation	Policy	
3. Lions Park Playground Improvements: Construction	Mgmt	
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GOAL 3 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

»» On the Horizon 2025 – 2029

1. Forest River Annexation: Update Report, Direction and Policy
Village Actions

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**GOAL 4 VIBRANT COMMUNITY DESTINATIONS:
DOWNTOWN, RANDHURST VILLAGE, SOUTH
MOUNT PROSPECT AND OTHER COMMERCIAL
CORRIDORS**

»» **Objectives**

Objective 1

Attract businesses and residential development projects that are appropriate for each destination following the vision and plan

Objective 2

Redevelop in South Mount Prospect

Objective 3

Facilitate safe and efficient traffic and pedestrian travel in each destination and support a more pedestrian-friendly Village and community

Objective 4

Partner with business organizations to make our commercial business districts attractive destinations

Objective 5

Revitalize and beautify Randhurst Village as a mixed-used activity center

Objective 6

Maintain and enhance Downtown vibrancy – a sense of place

**GOAL 4 VIBRANT COMMUNITY DESTINATIONS:
DOWNTOWN, RANDHURST VILLAGE, SOUTH
MOUNT PROSPECT AND OTHER COMMERCIAL
CORRIDORS**

»» 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

**GOAL 4 VIBRANT COMMUNITY DESTINATIONS:
DOWNTOWN, RANDHURST VILLAGE, SOUTH
MOUNT PROSPECT AND OTHER COMMERCIAL
CORRIDORS**

»» Challenges and Opportunities		PRIORITY
S	1. Maintaining Mount Prospect’s brand as a great place to do business and a place to patronize businesses	7
S	2. Translating Randhurst Village plans into reality – a viable destination for our Mount Prospect residents	5
S	3. Having entertainment businesses and venues for all generations	5
S	4. Defining and funding the Village role in creating vibrant destinations	4
S	5. Addressing the north-south transportation gaps	4
S	6. Vacant buildings and some visual blight	4
S	7. Increasing interest rates and the impacts on economic development projects and business investments	4
S	8. Limited land and Village resources	4
S	9. Maximizing parking in Downtown and educating the community	4
L	10. Vacancies in and under-performing older shopping centers/commercial centers	3

**GOAL 4 VIBRANT COMMUNITY DESTINATIONS:
DOWNTOWN, RANDHURST VILLAGE, SOUTH
MOUNT PROSPECT AND OTHER COMMERCIAL
CORRIDORS**

»» Challenges and Opportunities		PRIORITY
L	11. Evolving retail business models with greater reliance on online sales	3
L	12. Businesses having difficulty in hiring and retaining workforce	3
L	13. Educating residents and guests about Downtown parking options	3
L	14. NIMBY and resistance to change, to redevelopment and to new development	3
L	15. Office vacancies and changing business model with increased working remotely	2
L	16. Aging and deteriorating commercial centers and corridors	2
L	17. Increasing expectations of property values and rents due to recent development successes	2
L	18. Commercial tax changes impacts on business investment	1
L	19. Uncertain global, national, and state economy	1
	20. Property owners not maintaining or investing in upgrades for their buildings	0

**GOAL 4 VIBRANT COMMUNITY DESTINATIONS:
DOWNTOWN, RANDHURST VILLAGE, SOUTH
MOUNT PROSPECT AND OTHER COMMERCIAL
CORRIDORS**

»» Challenges and Opportunities	PRIORITY
21. Difficulties with supply chain and labor workforce issues for businesses	0
22. Utility companies and lead time	0
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**GOAL 4 VIBRANT COMMUNITY DESTINATIONS:
DOWNTOWN, RANDHURST VILLAGE, SOUTH
MOUNT PROSPECT AND OTHER COMMERCIAL
CORRIDORS**

»» Actions 2024 – 2025			PRIORITY
P	1. Downtown Traffic/Parking Study: Update Report, Direction and Village Actions [including Valet Program Future Direction]	Mgmt High M/VB	6
P	2. 111 Busse Redevelopment Project: Monitor Court Actions and Village Code Enforcement	Mgmt M/VB	6
P	3. South Mount Prospect Development – Two Projects	Mgmt	6
P	4. Randhurst Revitalization: Monitoring/Advocacy for New Lease	M/VB	4
P	5. Prospect Avenue Alfresco Plan [Highway 83 to Pine]	Mgmt	4
P	6. Downtown/Prospect Avenue District Development: Businesses Openings, Façade Projects, RDA for Public Assistance for Private Projects Direction and Funding,	Policy Top	3
M	7. 310 NW Highway: Acquisition, NFR, Clean Up, Central Plaza Design	Mgmt	MGMT
M	8. The Prospect (20 West Market/Restaurant Development): Restaurant Opening	Mgmt	MGMT

**GOAL 4 VIBRANT COMMUNITY DESTINATIONS:
DOWNTOWN, RANDHURST VILLAGE, SOUTH
MOUNT PROSPECT AND OTHER COMMERCIAL
CORRIDORS**

»» Actions 2024 – 2025			PRIORITY
M	9. Kohl’s Center Outlots/Vacant Parcel: Meeting and Plan to Re-Tenant Vacancies	Mgmt	MGMT
M	10. Century Tile: Raising Cane’s: Construction and Opening in 2024	Mgmt	MGMT
M	11. Algonquin/83 Redevelopment: Construction and Opening (Dunkin Donuts Mixed Use)	Mgmt	MGMT
M	12. Kensington Center Next Project: 350 North Wolf Road Industrial Development: Permit and Construction	Mgmt	MGMT
M	13. Lions Row Homes: Permit and Construction	Mgmt	MGMT
M	14. Valet Parking Pilot Program: Monitoring, Evaluation Report, and Future Direction	M/VB	MGMT
M	15. Cloud HQ Project: Legislative Action/Advocacy, Construction	Mgmt M/VB	MGMT
	16. Downtown Traffic/Signal Study: Completion and Direction	M/VB	3

**GOAL 4 VIBRANT COMMUNITY DESTINATIONS:
DOWNTOWN, RANDHURST VILLAGE, SOUTH
MOUNT PROSPECT AND OTHER COMMERCIAL
CORRIDORS**

»» Actions 2024 – 2025			PRIORITY
17. Relationship with Chamber of Commerce: Outcomes, Direction and Village Actions	M/VB		1
18. Cannabis Business: Analysis, Report, Direction and Village Actions	M/VB		1
19. Food Truck Policy	M/VB		1
20. Khepri Café: Development Agreement, TIF Incentive, Liquor License	Mgmt		1
21. HQ Residences Development: Construction Incentive and Lease in 2024, Restaurant Incentive	Mgmt		0
22. Empty Commercial Space Strategy: Update and Village Actions (including CVS / O’Reilly’s Auto Parts)	M/VB Mgmt		0
23. Music Venue Bringing People to Mount Prospect (Randhurst Village)	M/VB		0
24. 200 South Main: Zoning Approval, Development Agreement, TIF Incentive	Mgmt		0

**GOAL 4 VIBRANT COMMUNITY DESTINATIONS:
DOWNTOWN, RANDHURST VILLAGE, SOUTH
MOUNT PROSPECT AND OTHER COMMERCIAL
CORRIDORS**

»» Management in Progress 2024 – 2025		DATE
1. MPEI: Implementation	VM	
2. Business Visitation Program: Implementation (Incorporate Trustee)	Com Dev	
3. 105 Main Redevelopment: Code Enforcement and Adjudication (Sakura Site)	Com Dev	
4. Holiday Inn Building Vacancy: Legal Strategy	Com Dev	
5. Car Wash (2): Ever Clean – Open; Spot Wash – Permit and Construction	Com Dev	
6. Economic Development Technology Improvements and Implementation	Com Dev	
7. 100 E. NW Highway – Busse Flowers Construction and Tenant	Com Dev	
8. The Dawson Construction and Tenant	Com Dev	
9. Golf Plaza II Vacancy, Out-lot, + Site improvements	Com Dev	
10. 500 West Central: Permit and Construction	Com Dev	

**GOAL 4 VIBRANT COMMUNITY DESTINATIONS:
DOWNTOWN, RANDHURST VILLAGE, SOUTH
MOUNT PROSPECT AND OTHER COMMERCIAL
CORRIDORS**

»» Major Projects 2024 – 2025	DATE
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**GOAL 4 VIBRANT COMMUNITY DESTINATIONS:
DOWNTOWN, RANDHURST VILLAGE, SOUTH
MOUNT PROSPECT AND OTHER COMMERCIAL
CORRIDORS**

» On the Horizon 2025 – 2029

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

2. Downtown Public Art Project: Next Steps Policy

3.

4.

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**GOAL 5 ENHANCING MOUNT PROSPECT CHARM/
CHARACTER: HONORING HISTORY, HERITAGE,
AND DIVERSITY, EQUITY AND INCLUSION**

»» **Objectives**

Objective 1

Celebrate Mount Prospects as a welcoming and inclusive community – our cultural diversity

Objective 2

Have a reputation as a friendly community for all family generations

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

Objective 4

Be a community that is diverse, equitable and inclusive for all

Objective 5

Have attractive streetscapes and landscaping throughout our Mount Prospect community

**GOAL 5 ENHANCING MOUNT PROSPECT CHARM/
CHARACTER: HONORING HISTORY, HERITAGE,
AND DIVERSITY, EQUITY AND INCLUSION**

»» 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

**GOAL 5 ENHANCING MOUNT PROSPECT CHARM/
CHARACTER: HONORING HISTORY, HERITAGE,
AND DIVERSITY, EQUITY AND INCLUSION**

»» Challenges and Opportunities		PRIORITY
S	1. Continuing to develop effective methods for engaging the community	6
S	2. Connecting residents with mental health challenges to ongoing programs and services	6
S	3. Informing the community with accurate information, and timely response to disinformation and misinformation	5
S	4. Addressing the needs of young families moving to Mount Prospect	4
S	5. Helping residents to learn about Mount Prospect's Village government – mission, services, processes and projects	4
S	6. Expanding Community Connections Center, evaluating and supporting human services partnerships	4
S	7. Enhancing residents' ownership and pride in Mount Prospect residents and businesses	4
S	8. Addressing the homeless issues and residents’ concerns	4
L	9. Supporting an "inclusive community" – one community	3
L	10. Disinformation on media and spread by word of mouth	3

**GOAL 5 ENHANCING MOUNT PROSPECT CHARM/
CHARACTER: HONORING HISTORY, HERITAGE,
AND DIVERSITY, EQUITY AND INCLUSION**

»» Challenges and Opportunities		PRIORITY
L	11. Ending of ARPA funding 2024 for human services positions and services	3
L	12. Inadequate local transportation options making it difficult for residents to access local services	2
L	13. Limited resources for low income/Medicaid clients requiring mental health services	2
L	14. Implementing diversity, equity and inclusion activities	2
L	15. Having five school districts with different funding, educational priorities and quality of schools	2
L	16. Understanding and appreciating different cultures – their values, heritage and traditions	2
L	17. Becoming an “age-friendly” community as senior population grows	2
L	18. Vocal small segment of the community with separate personal and political agendas, and personal threats toward Village officials	2
L	19. “Working poor” residents with a variety of significant human service needs	2
L	20. Lack of affordable housing for current residents and workforce, including high financial requirements for rental units	1

**GOAL 5 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. Responding to the need for subsidized senior housing	0
23. Some residents not wanting to honor and celebrate Mount Prospect's history and heritage	0
24. NIMBY attitudes among residents	0
25. Conflicts between immigrant and homeless populations	0
26. Pressure to address national and international issues and losing the mission and focus on community service	0
27. Intergenerational integration opportunities and activities	0
28.	
29.	
30.	

**GOAL 5 ENHANCING MOUNT PROSPECT CHARM/
CHARACTER: HONORING HISTORY, HERITAGE,
AND DIVERSITY, EQUITY AND INCLUSION**

»» Actions 2024 – 2025			PRIORITY
P	1. Civic Academy Curriculum for Youth: Development of Concept, Report with Options, Direction and Village Actions	M/VB	7
P	2. Policy, Guidelines and Process: Development, Adoption and Funding	Policy High M/VB	6
P	3. Community Connections Center – Future Services/Facilities Expansion: Community Needs, Report with Options, Locations, Direction and Funding	Policy M/VB	6
P	4. Recognition: “Best Place for Families to Live”	M/VB	6
M	5. Special Events Commission: Mission Review	Mgmt	MGMT
M	6. Diversity, Equity and Inclusion: Quarterly Update	Policy High M/VB	MGMT
	7. All America Cities		2
	8. Urban Chicken Policy: Report with Options and Direction	Mgmt M/VB	0

**GOAL 5 ENHANCING MOUNT PROSPECT CHARM/
CHARACTER: HONORING HISTORY, HERITAGE,
AND DIVERSITY, EQUITY AND INCLUSION**

»» Actions 2024 – 2025			PRIORITY
9. Urban Beekeeping Policy: Report with Options and Direction	Mgmt M/VB		0
10. Butterflies Festival: Concept, Report and Direction	M/VB		0
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**GOAL 5 ENHANCING MOUNT PROSPECT CHARM/
CHARACTER: HONORING HISTORY, HERITAGE,
AND DIVERSITY, EQUITY AND INCLUSION**

»» Management in Progress 2024 – 2025			DATE	
1.	3 rd Civic Academy for Residents	Digital Com		
2.	Annual Mount Prospect Senior Appreciation Day: Creation	Human Services		
3.	Annual Kickin’ with Cops Summer Soccer Program	Police		
4.	Annual Five-O 5K Run	Police		
5.	Annual National Night Out	Police		
6.	Annual Community Connections Center: Youth Programs	Human Services		
7.	Annual Celebration of Cultures (5 th Year)	Human Services		
8.	Annual Citizen Police Academy	Police		
9.	First Responder Academy for Teens	Police		
10.	Aging in the Community Actions Implementation: Working Groups and Direction on Specific Actions	Mgmt High		

**GOAL 5 ENHANCING MOUNT PROSPECT CHARM/
CHARACTER: HONORING HISTORY, HERITAGE,
AND DIVERSITY, EQUITY AND INCLUSION**

»» Major Projects 2024 – 2025	DATE
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**GOAL 5 ENHANCING MOUNT PROSPECT CHARM/
CHARACTER: HONORING HISTORY, HERITAGE,
AND DIVERSITY, EQUITY AND INCLUSION**

» On the Horizon 2025 – 2029

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SECTION 5

ACTION AGENDA 2024 – 2025

Village of Mount Prospect Goals 2029

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

**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**

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

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 VILLAGE; 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 2024 – 2025 Targets for Action Village of Mount Prospect

TOP PRIORITY

**Elected Officials Ethics Ordinance:
COW Presentation and Direction**

**Community Connections Center:
Future Direction, Space Needs Assessment/Service
Needs Assessment, Duplication of Service
with Township, Future Direction**

**Stormwater Master Plan Update/Neighborhood Flooding Strategy:
Award Contract, Development, Adoption and Funding Mechanism**

**Community Policing Expansion:
Report with Options, Direction and Action Plan (Increasing Police
Visibility and Relationships with Community Members)**

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

South Mount Prospect Development – Two Projects Goal

**Events Policy, Guidelines and Process:
Development and Adoption and Funding**

HIGH PRIORITY

Neighborhood Lighting: Evaluation Report, Direction and Funding

**State Legislative Agenda and Advocacy:
Critical Issues, Monitoring and Lobbying Actions (Budget FY 25)**

Technology for Public Safety, Public Works and Human Services

**Oakton Annexation:
Completion, Water Main, and TIF Amendment**

Melas-Meadows Pedestrian Bridge Project: Design and Funding

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

Prospect Avenue Alfresco Plan (Main Street to Pine)

MODERATE PRIORITY

Sustainability Plan Action Plan: Direction and Next Steps

Southside TIF Amendment: Decision

Village of Mount Prospect Policy Agenda 2024 – 2025

		PRIORITY		
		Priority	Top	High
1	1. Elected Officials Ethics Ordinance: COW Practice, Direction	Top	7	-
1	2. Community Connections Center: Future Direction, Space Needs Assessment/Service Needs Assessment, Duplication of Service with Township	Top	4	-
2	3. Stormwater Master Plan Update/Neighborhood Flooding Strategy: Award Contract, Development, Adoption and Funding Mechanism	Top	4	-
3	4. Community Policing Expansion: Report with Options, Direction and Action Plan (Increasing Police Visibility and Relationships with Residents and Businesses)	Top	4	-
4	5. 111 Busse Redevelopment Project: Monitor Court Actions and Village Code Enforcement	Top	4	0
4	6. South Mount Prospect Development – Two Projects	Top	4	0
5	7. Events Policy, Guidelines and Process: Development and Adoption and Funding	Top	4	-
2	8. Neighborhood Lighting: Evaluation Report, Direction and Funding	High	2	5

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

Village of Mount Prospect Policy Agenda 2024 – 2025

		PRIORITY		
		Priority	Top	High
1	9. State Legislative Agenda and Advocacy: Critical Issues, Monitoring and Lobbying Actions (Budget FY 25)	High	3	4
1	10. Technology for Public Safety	High	3	4
3	11. Oakton Annexation: Completion, Water Main, and TIF Amendment	High	3	4
2	12. Melas-Meadows Pedestrian Bridge Project: Design and Funding	High	2	4
4	13. Downtown Traffic/Parking Study: Update Report, Direction, Village Actions and Valet Parking Future Direction	High	1	4
4	14. Prospect Avenue Alfresco Plan [Highway 83 to Pine)	High	0	4
3	15. Sustainability Plan Action Plan: Direction and Next Steps	Mod	1	3
3	16. Southside TIF Amendment: Decision	Mod	0	1

Village of Mount Prospect Policy Agenda 2024 – 2025

		PRIORITY		
		Priority	Top	High
5	17. Recognition: “Best Place for Families to Live”		2	3
4	18. Randhurst Revitalization: Monitoring/Advocacy for New Lease		1	3
4	19. Downtown/Prospect Avenue District Development: Businesses Openings, Façade Projects, RDA for Public Assistance for Private Projects Direction and Funding,		1	2
2	20. Corridor Lighting: Evaluation Report, Direction and Funding		0	2
2	21. Fire Station 12 Improvements/Upgrade: Project Identification, Project Priority, Direction, Funding and Timing		0	2
5	22. Civic Academy Curriculum for Youth: Development of Concept, Report with Options, Direction and Village Actions		0	2
3	23. Proactive Property Maintenance Policy and Program: Report with Options, Direction and Village Actions		0	1
1	24. Emergency Fund: Additional Funding		0	0

**Management Agenda 2024 – 2025
Targets for Action
Village of Mount Prospect**

TOP PRIORITY

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

**Village Proactive Marketing Plan Implementation:
Village Actions**

**Fire-EMS Response Service Enhancement Report:
COW Presentation – Response Metrics**

**Sales Tax Strategy and Action Plan:
Monitor State Actions and Direction**

**Fire Contract:
Negotiations and Approval**

**Cloud HQ Project:
Legislative Action/Advocacy and Construction**

HIGH PRIORITY

**Intergovernmental Collaboration:
Park District, School Districts,
and Library and State/State Representatives**

**Elk Grove Rural Fire Protection District Transition:
Governor Sign Billing, Final Payments for Liability,
Cook County Approval, and Access Fund Balance**

Crime Free Housing Ordinance Update: Completion and Adoption

Mt. Prospect Park District on Lions Park: Village Contribution

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

Fairview Garden Sewer Improvements: Allocation Funds

Special Events Commission: Mission Review

MODERATE PRIORITY

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

Comprehensive Plan Update: Direction

**Village's Classification and Compensation Plan:
RFQ, Vendor Section, Completion and Direction**

Village of Mount Prospect Management Agenda 2024 – 2025

		PRIORITY		
		Priority	Top	High
1	1. “AAA” Bond Rating Strategy/Action Plan: Report with Options, Direction and Village Actions	Top	5	-
1	2. Village Proactive Marketing Plan Implementation: Village Actions	Top	4	-
1	3. Fire-EMS Response Service Enhancement Report: COW Presentation – Response Metrics	Top	4	-
1	4. Sales Tax Strategy and Action Plan: Monitor State Actions, Contingency Plan Development, Direction and Village Actions	Top v	4	-
1	5. Fire Contract: Negotiations and Approval	Top	4	-
4	6. Cloud HQ Project: Legislative Action/Advocacy, Construction	Top	4	-
1	7. Intergovernmental Collaboration: Park District, School Districts, and Library and State Representatives	High	3	7
1	8. Elk Grove Fire Transition: Governor Sign Billing, Final Payments for Liability, Cook County Approval, and Access Fund Balance	High	3	6

Village of Mount Prospect Management Agenda 2024 – 2025

		PRIORITY		
		Priority	Top	High
3	9. Crime Free Housing Ordinance Update: Completion and Adoption	High	3	5
3	10. Mt. Prospect Park District on Lion’s Park: Village Contribution	High	2	5
4	11. Kohl’s Center Outlots/Vacant Parcel: Meeting and Plan to Re-Tenant Vacancies	High	0	5
2	12. Fairview Garden Sewer Allocation Funds	High	2	4
5	13. Special Events Commission: Mission Review	High	2	4
2	14. Bike Master Plan Phase 2 Update: Report, Direction and Funding	Mod	1	2
3	15. Comprehensive Plan Update: Direction	Mod	0	2
1	16. Village’s Classification and Compensation Plan: RFQ, Vendor Section, Completion and Direction	Mod	1	1

Village of Mount Prospect Management Agenda 2024 – 2025

		PRIORITY		
		Priority	Top	High
4	17. 310 NW Highway: Acquisition, NFR, Clean Up, Central Plaza Design		2	3
2	18. Public Transportation Program Report: Goals, Best Practices, Report with Options, Village Role, Direction and Funding Mechanism		1	3
2	19. Wells Strategy: Final Report after Interconnect Completion, Final Report (3) and Direction		2	1
1	20. Village Revenue Generation Diversification Plan: Update at Budget Workshops		1	1
4	21. Valet Parking Pilot Program: Monitoring, Evaluation Report, and Future Direction		0	0
5	22. Diversity, Equity and Inclusion: Quarterly Update		0	0
	23.			
	24.			

**Village of Mount Prospect
Action Outlines 2024 – 2025**

GOAL 1	EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE
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ACTION: Elected Officials Ethics Ordinance: COW Presentation and Direction

PRIORITY
Top Policy

Key Issues

- Purposes
- Current Legal Framework
- Gaps
- Best Practices
- Draft Ordinance (if necessary)

Activities/Milestones

- | | <u>Time</u> |
|-----------------------------------------------------------------------------------------------------------------------|-------------|
| 1. INDIVIDUAL TRUSTEE MEETINGS: Definition, Topics and Expectations (We Have Each Board Member's Expectations) | 5/24 |
| 2. Research existing ethics-related ordinances and policies; best practices by other municipalities | 6/24 |
| 3. Prepare Report with Options | 6/24 |
| 4. COW: Presentation, Discussion and Direction | 7/24 |
| 5. Prepare final ordinance (if necessary) | 8/24 |
| 6. DECISION: Ethics Ordinance Adoption (If necessary) | |

Responsibility: Village Clerk Karen Agoranos /Village Attorney Lance Malina

ACTION: Community Connections Center: Future Direction,
Space Needs Assessment/Service Needs Assessment,
Duplication of Service with Township, Future Direction

PRIORITY
Top Policy

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Services • Space Needs • Property Inventory • Locations • Collaboration with Other Governments and agencies • Facility Design • Timing • Funding • Duplication of Services 	<ol style="list-style-type: none"> 1. Recommend consultant 2. DECISION: Award Contract Community Connections Center for Space Needs Study 3. Identify potential locations 4. Prepare initial draft Report 5. Finalize Report 6. DECISION: Community Connections Center Report Acceptance and Direction 	<p>6/24</p> <p>7/24</p> <p>10/24</p> <p>10/24</p> <p>12/24</p> <p>1/25</p>

Responsibility: Director of Human Services Julie Kane
Director of Community Development Jason Shallcross

ACTION: State Legislative Agenda and Advocacy: Critical Issues, Monitoring and Lobbying Actions

PRIORITY
High Policy

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Crime-Free Housing • BIPA • Sales Tax • Property Tax • Pensions • LGDF 	<ol style="list-style-type: none"> 1. Retain lobbyist 2. Amend contract 3. DECISION: Budget FY 25 Approval of Funding 4. DECISION: Award Contract for Lobbying Services for 2025 5. Monitoring Legislative Activities 6. UPDATES 	<p>Completed</p> <p>11/24</p> <p>11/24</p> <p>12/24</p> <p>Ongoing</p> <p>TBD</p>

Responsibility: Village Manager Mike Cassady

ACTION: Technology for Public Safety, Public Works and Human Services

PRIORITY
High Policy

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Response Metrics • Software • Imaging 	<ol style="list-style-type: none"> 1. Review current technology 2. Research “best practices” and emerging technology 3. Prepare Report 4. CONFIDENCE REPORT TO VILLAGE BOARD 	<p>10/24</p> <p>10/24</p> <p>11/24</p> <p>12/24</p>

Responsibility: Assistant Village Manager Alex Bertolucci
 Police Chief Mike Eterno
 Fire Chief John Dolan
 Director of Director of Public Works Sean Dorsey
 Director of Human Services Julie Kane

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

PRIORITY
Top Mgmt

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Future Project Identification • Timing • Bond Issuance 	<ol style="list-style-type: none"> 1. Prepare report on bond issuance options and potential project(s) 2. BUDGET WORKSHOP: Bond Issuance Report Discussion and Initial Direction 3. DECISION: Project and Bond Issuance 	<p>9/24</p> <p>10/24</p> <p>5/25</p>

Responsibility: Director of Finance Amit Thakkar

ACTION: Village Proactive Marketing Plan Implementation:
Village Actions

PRIORITY
Top Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|---------------------------------------------|-------|
| 1. Prepare update report | 11/24 |
| 2. COW: Marketing Plan Update Report | 12/24 |

Responsibility: Director of Marketing and Public Relations Kylie Cerk

**ACTION: Fire-EMS Response Service Enhancement Report: COW
Presentation – Response Metrics**

PRIORITY
Top Mgmt

Key Issues

- Response Metrics
- 4 District Response Plan

Activities/Milestones

1. **COW: Fire-EMS Response Plan Presentation and Discussion**
2. Update Report to Elk Grove Township

Time

6/24

2/25

Responsibility: Fire Chief John Dolan

ACTION: Sales Tax Strategy and Action Plan: Monitor State Actions and Direction

PRIORITY
Top Mgmt

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none">• State Action on Grocery Sales Tax• Village Revenue Options• Village Revenues Monitoring	<ol style="list-style-type: none">1. Prepare Revenue Report2. BUDGET WOKRSHOP: Revenue Report Presentation	<p>9/24 10/24</p>

Responsibility: Director of Finance Amit Thakkar

ACTION: Fire Contract: Negotiations and Approval

PRIORITY
Top Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|
| <ol style="list-style-type: none"> 1. Kick-off negotiations with Union 2. Complete negotiations on new labor contract 3. DECISION: Fire Contract Approval | <p>5/24</p> <p>11/24</p> <p>12/24</p> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|

Responsibility: Fire Chief John Dolan
 Director of Human Resources Heidi Neu

ACTION: Intergovernmental Collaboration: Park District, School Districts, and Library and State/Federal Representatives

PRIORITY
High Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|----------------------------------------------------------------------------------------|--------------|
| 1. Meet with Directors,
Superintendents, Community
Leaders and Elected Officials | 7/24
2/25 |
| 2. INTERGOVERNMENTAL
MEETING | |

Responsibility: Village Manager Mike Cassady

ACTION: Elk Grove Rural Fire Protection District Transition:
Governor Sign Billing, Final Payments for Liability,
Cook County Approval, and Access Fund Balance

PRIORITY
High Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|
| <ol style="list-style-type: none"> 1. Complete Final Financial Reconciliation 2. Governor signs bill on Fire District Dissolution 3. Cook County: Resolution of Transfer Approval 4. Receive cash allocation to the Village of Mount Prospect 5. Rural Record Management | <p>6/24</p> <p>6/24</p> <p>8/24</p> <p>9/24</p> <p>10/24</p> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|

Responsibility: Village Manager Mike Cassady

ACTION: Village Classification and Compensation Plan: RFQ, Vendor Section, Completion and Direction

PRIORITY
Mod Mgmt

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Market • Competition for Municipal Employees • Finding the Next Generation of Public Employees 	<ol style="list-style-type: none"> 1. Issue RFQ 2. Review responses and select vendor 3. CONFIDENCE REPORT 4. Prepare budget proposal 5. BUDGET WORKSHOP: Budget FY 26 Direction 6. DECISION: Budget FY 26 Funding Approval 	<p>5/24</p> <p>7/24</p> <p>10/24</p> <p>10/25</p> <p>12/25</p>

Responsibility: Director of Human Resources Heidi Neu

□ Management in Progress 2024 – 2025			TIME
1	1. Annual Strategic Plan: Update	VMO	6/24
1	2. Standards of Coverage Report: Completion	Fire	6/2
1	3. Village Website Assessment: New Vendor	Marketing	4/25
1	4. Online Real Estate Transfer Tax	Finance	7/24
1	5. Record Retention, Filing System and Office Reconfiguration	Finance	Ongoing
1	6. AP Automation, Vendors Will Have the Ability to Sign Up with What Kind of Payment Option They Prefer, Check, Credit Card, Ach	Finance	12/24
1	7. New World Mobile Application	Finance	3/25
1	8. Pre-Plans: Identifying Emergency Response Challenges of All Commercial and Multi-Family Structures	Fire	5/25
1	9. Fire Department Policies Conversion to Lexipol	Fire	12/24
1	10. Full-Scale Emergency Operation Center Drill in 2025: Completion	Fire	10/25
1	11. Foam Response Vehicle (Wagon 12) Replacement	Fire	6/25
1	12. Village Newsletter: Redesign	Marketing	1/25
1	13. Live Closed Captioning for Meetings: Implementation	Digital Comms	1/25
1	14. Experience Mount Prospect Brand Re-Assessment	Marketing	3/25
1	15. Style Guide for Consistent Grammar and Formatting for Village to Resident Communications: Creation and Implementation	Marketing	4/25
1	16. Mount Prospect Profiles: Creation	Marketing	1/25
1	17. Photo Files Organization: Completion	Marketing	3/25
1	18. 2024 Village Organization Annual Report	Marketing	5/25
1	19. Emergency Preparedness and Response Plan: Elected Officials Training	Fire	11/24
1	20. Fire and EMS Response Improvements in South Mount Prospect: Update Report	Fire	6/24
1	21. 2 nd Installment of Economic Emergency Fund: Funding	Finance	7/24
1	22. SAFER Grant 2024	Fire	10/24
1	23. Finance COOP Plan: Completion and Testing	Finance	12/24
1	24. Cyber Security/Data Security Training for Finance Employees	Finance	12/24
1	25. Rural Legislation Dissolution and Collecting Excess Funds	Finance	10/24
1	26. Credit Card Fee Policy	Finance	9/24
1	27. ARP (American Rescue Plan) Compliance	Finance	4/25
1	28. New Ambulance into Service	Fire	7/24

Management in Progress 2024 – 2025			TIME
1	29. Post Incident Reunification Plan	Human Services	11/24
1	30. Transit Study	Human Services	2/25
1	31. Mental Health Matters Community Event	Human Services	6/24
1	32. Alzheimer's Foundation of America National Memory Screening Program	Human Services	10/24
1	33. Annual Celebration of Cultures	Human Services	8/24
1	34. Informational Sheet on AED Use and CLIA Required Procedure Manual	Human Services	7/24
1	35. Aging in Community Action Plan Goals by Work Groups: Implementation	Human Services	Ongoing 2026
1	36. Community Connections Center 15-Year Anniversary Celebration	Human Services	8/24
1	37. Beast/Lynx Server Replacement	IT	12/24
1	38. Comcast Fiber – Station 11	IT	6/24
1	39. EOC/Public Works – Fiber Connection	IT	12/24
1	40. Fire Station 11 – Network Connection/Door Access/Setup	IT	7/24
1	41. Desk Phone Replacements – All Fire Stations	IT	7/24
1	42. Laserfiche to Cloud – Feasibility Study	IT	9/24
1	43. High Risk Vehicle Stops Scenario Training: Completion	Police	9/24
1	44. New E-Locker Asset Management System: Implementation	Police	9/24
1	45. New Frontline Software Program	Police	10/24
1	46. Host Bicycle Safety Courses (Collaborate with Local Partners)	Police	9/24
1	47. BOFPC Rules and Regulations: Update	Police	7/24
1	48. Mental Health Check-In Program for Sworn Personnel	Police	3/25
1	49. Search and Rescue K-9	Police	12/24
1	50. Police Explorer Cadet Post: Creation	Police	6/24
1	51. New Recruit Testing Process	Police	9/24
1	52. New Police Vehicle Purchases (8)	Police	12/24
1	53. Two (2) Sergeants to a Staff and Command Course	Police	11/24
1	54. One (1) Command Staff Member to a Management/Leadership Course	Police	9/24
1	55. Police Department's Webpage Reorganization	Police	5/25

Management in Progress 2024 – 2025 (continued)			TIME
1	56. HR Assistant Training	Human Resources	3/25
1	57. IMRF Website	Human Resources	12/24
1	58. Applicant Tracking System (ATS): Implementation	Human Resources	12/24
1	59. CGFA Reporting	Human Resources	9/24
1	60. Video Switcher in the TV Services Control Room	Digital Com	5/25
1	61. Video Screens and Projectors in the Village Board Room	Digital Com	7/25
1	62. New Field Cameras Upgrade: Purchase	Digital Com	9/24
1	63. Live Closed Captioning of Village Board Meetings	Digital Com	1/25
1	64. Dishn’ Out Mount Prospect: Reboot of Restaurant Show	Digital Com	6/24
1	65. Standard Operating Procedures for Ribbon Cuttings (Marketing Plan): Creation	Marketing	9/24
1	66. Lobby Screen System: Evaluation and Restructuring	Digital Com	7/24
1	67. Onboarding Users on Canva for Teams	Marketing & PR	1/25
1	68. Initiatives in Aging In Community Work Group (Marketing Plan): Completion	Marketing & PR	9/25
1	69. Street Banners and Maintenance of Banner Schedule (Marketing Plan): Update	Marketing & PR	12/24
1	70. Internal Communications through MPCT	Marketing & PR	Ongoing
1	71. Community Ambassador Program Creation and Launch (Marketing Plan)	Marketing & PR	1/25
1	72. Procurement of Translation Services (Marketing Plan)	Marketing & PR	3/25
1	73. Photo File Reorganization	Marketing & PR	4/25

Management in Progress 2024 – 2025 (continued)			TIME
1	74. Internal Policy for Use of Copyrighted Materials	Marketing & PR	2/25
1	75. Village Revenue Generation Diversification Plan: Update at Budget Workshops	Finance	10/24
1	76. Emergency Fund: Additional Funding		Ongoing
1	77. Sewer Line Repair Policy: Review and Direction (Resident Incentives/Insurance)		Ongoing

Major Projects 2024 – 2025			TIME
1	1. EOC/Public Works Door Access System: Direction and Funding	Public Work	12/24
1	2. Employee Gym/Shower at Village Hall Project: Completion	Public Work	1/25
1	3. Village Hall Gym Buildout	Public Works	1/25

GOAL 2	TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT
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ACTION: Stormwater Master Plan Update/Neighborhood Flooding Strategy: Award Contract, Development, Adoption and Funding Mechanism

PRIORITY
Top Policy

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none">• Projects• Funding	<ol style="list-style-type: none">1. Complete Master Plan update2. COW: Stormwater Master Plan Update Discussion and Direction	<p>7/25 8/25</p>

Responsibility: Director of Public Works Sean Dorsey

ACTION: Melas-Meadows Pedestrian Bridge Project: Design and Funding

PRIORITY
High Policy

Key Issues

Activities/Milestones

Time

- | | |
|------------------------------|-------|
| 1. Complete Design – Phase 2 | 12/25 |
| 2. Construction | 2026 |

Responsibility: Director of Public Works Sean Dorsey

ACTION: Fairview Garden Sewer Improvements Allocation Funds

PRIORITY
High Mgmt

Key Issues

Activities/Milestones

Time

- | | | |
|----|-------------------------------------------------------------------------------------------------|-------|
| 1. | Prepare budget proposal | 9/24 |
| 2. | BUDGET WORKSHOP:
Budget FY 2025 Fairview
Property Impacts (95
homes) Funding | 10/24 |
| 3. | DECISION: Budget FY 25
Funding for Fairview
Garden Sewer Allocation
Funds | 12/24 |

Responsibility: Director of Public Works Sean Dorsey

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

PRIORITY
Mod Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|-------------------------------------------------------|------|
| 1. Complete report | 6/25 |
| 2. COW: Bike Master Plan Phase 2 Update Report | 7/25 |

Responsibility: Director of Public Works Sean Dorsey

			TIME
Management in Progress 2024 – 2025			
2.	1. ADA Compliance Plan: Development	Public Works	8/25
2	2. Major Storm Event Preparation: Annual Tabletop Exercise	Fire	12/24
2	3. Fire Station 12 Improvements/Upgrade: Project Identification, Project Priority, Direction, Funding and Timing	Fire	Ongoing
2	4. Public Transportation Program Report: Goals, Best Practices, Report with Options, Village Role, Direction and Funding Mechanism	[]	Ongoing

			TIME
Major Projects 2024 – 2025			
2.	1. Redundant Water Supply Project: Design and Construction (Northwest Water Commission)	Public Works	12/24
2	2. Public Works Facility Fence Replacement	Public Works	10/24
2	3. Annual Neighborhood Drainage Improvement	Public Works	10/24
2	4. Annual Street Improvement Program	Public Works	10/24
2	5. Annual Host Household Hazardous Waste Collection Event(s)	Public Works	9/24
2.	6. Annual Overhead Sewer Reimbursement Program	Public Works	12/24
2	7. Annual Public Works Vehicle Replacements	Public Works	12/24
2	8. Annual Water Main Replacement	Public Works	10/24
2	9. Annual Sewer Main Rehabilitation	Public Works	7/24
2	10. Annual Streetlight LED Retrofits	Public Works	10/24
2	11. Rand/Central//Mount Prospect Road Project – Phase 3: Construction	Public Works	7/24
2	12. Maple-Berkshire Relief Station Rehabilitation	Public Works	12/24
2	13. Kensington Business Center Detention Pond Improvements – Pond 2: Construction	Public Works	10/24

□Major Projects 2024 – 2025 (continued)			TIME
2	14. Multi-Use Path Kensington Road at Railroad Tracks: Design and Construction	Public Works	10/24
2.	15. Multi-Use Path Algonquin Road Phase II Engineering and ROW Acquisition: Design	Public Works	10/25
2	16. Water Reservoir Number 4 Rehabilitation	Public Works	7/25
2	17. Main Street (IL 83) and Busse Avenue Pedestrian Crossing	Public Works	10/24
2	18. Schoenbeck Road Resurfacing	Public Works	10/25
2	19. Oakton Water System Expansion	Public Works	6/25
2.	20. Non-Curb Street Drainage Improvements 800-900 Block South Elm St	Public Works	10/24
2	21. Rand-Elmhurst-Kensington Road Intersection Improvements Phase III Construction	Public Works	12/27
2	22. Weller Creek Bank Stabilization Engineering Assessment – East of Main Street (IL 83)	Public Works	11/24
2	23. Algonquin Road Path Phase III Construction	Public Works	10/26
2	24. Central Road Railroad Crossing Study	Public Works	6/25
2.	25. Central Road Pedestrian Crossing Improvements – Weller Lane	Public Works	10/25
2	26. Corridor Street Lighting – Rand Road – Wedgewood Lane to Camp McDonald Road	Public Works	10/25
2	27. New Sidewalk – Wolf Rd from Euclid Ave to Prospect Heights Train Station	Public Works	12/24
2	28. Storm Sewer Rehabilitation	Public Works	6/25
2	29. Residential Street Lighting – Burning Bush Lane	Public Works	6/25
2.	30. Busse Road Reconstruction – Village Responsible for Lighting and Path (2025)	Public Works	12/25
2	31. McDonald Creek Improvements – Removal of Weir (2025)	Public Works	10/25
2	32. Bridge Improvements – Sediment Removal Wolf Rd, Burning Bush Ln, Briarwood (2025)	Public Works	10/25
2	33. Bridge Improvements – Business Center Drive (2025)	Public Works	10/25

□ Major Projects 2024 – 2025 (continued)

2 34. Deep Well 16 Rehabilitation (2025)

Public
Works

TIME
10/25
7/24

2 35. Fire Station 11: Completion

Public
Works

GOAL 3	FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL
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ACTION: Community Policing Expansion: Report with Options, Direction and Action Plan (Increasing Police Visibility and Relationships with Community Members)

PRIORITY
Top Policy

Key Issues

- Outcomes
- Best Practices
- Visibility in the Community
- Building Relationships with Residents and Businesses

Activities/Milestones

1. Prepare Confidential Report
2. **CONFIDENTIAL REPORT: Community Policing Expansion**

Time

- 4/25
5/25

Responsibility: Police Chief Mike Eterno

ACTION: Oakton Annexation: Completion and Water Main

PRIORITY
High Policy

Key Issues

Activities/Milestones

Time

- | | |
|------------------------------------------------|-------|
| 1. DECISION: Complete Design Adoption | 6/24 |
| 2. Watermain Construction Engineering + Design | 10/24 |
| 3. Issue Bid | 3/25 |
| 4. DECISION: Award Contract | 4/25 |
| 5. Completion | 9/25 |

Responsibility: Director of Finance Amit Thakkar
 Director of Public Works Sean Dorsey

ACTION: Sustainability Plan Action Plan: Direction and Next Steps

PRIORITY
Mod Policy

Key Issues

Activities/Milestones

Time

1. Develop a Sustainability Guide 10/24
2. **BOARD UPDATE: Sustainability Achievements and Actions for 2025** 12/24

Responsibility: Assistant to the Village Manager Josh Allain

ACTION: Southside TIF Amendment: Decision

PRIORITY
Mod Policy

Key Issues

Activities/Milestones

Time

- | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|
| <ol style="list-style-type: none"> 1. Contract for Consultant for Sub-Area Study 2. Complete Study 3. PRESENTATION: Sub-Area Study 4. DECISION: TIF Amendment | <p>6/24</p> <p>8/24</p> <p>9/24</p> <p>12/24</p> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|

Responsibility: Director of Community Development Jason Shallcross

ACTION: Crime Free Housing Ordinance Update: Completion and Adoption

PRIORITY
High Mgmt

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Re-Branding • State Legislation • Enhancements • Marketing • Advocacy 	<ol style="list-style-type: none"> 1. Monitor State of Illinois actions 2. Prepare Confidential Report 3. CONFIDENTIAL REPORT: Crime Free Housing 4. Revise ordinance 5. DECISION: Crime Free Housing Ordinance Update 	<p>Ongoing</p> <p>7/25</p> <p>8/25</p> <p>9/25</p> <p>10/25</p>

Responsibility: Police Chief Mike Eterno

ACTION: Mt. Prospect Park District on Lions Park: Village Contribution

PRIORITY
High Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|----------------------------------------------------------------------------------|-------|
| 1. Referendum Election | 11/24 |
| 2. Prepare IGA | 1/25 |
| 3. DECISION:
Intergovernmental Agreement Approval – Lion's Park | 2/25 |

Responsibility: Village Manager Mike Cassady

ACTION: Comprehensive Plan Update: Direction

PRIORITY
Mod Mgmt

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Scope • Public Outreach 	<ol style="list-style-type: none"> 1. Kick-off the process 2. CONFIDENTIAL REPORT: Planning Process 3. Complete Comprehensive Plan Update 	<p>1/25</p> <p>1/25</p> <p>6/26</p>

Responsibility: Director of Community Development Jason Shallcross

Management in Progress 2024 – 2025			TIME
3	1. Annual Sidewalk Inspection Program	Public Works	10/24
3	2. Annual Community Police Beat Meetings	Police	10/24
3	3. Traffic Crash Investigation Van: Evaluation	Police	12/24
3	4. Senior Activities Expansion: Completion	Human Service	5/25
3	5. Financial Wellness Workshop	Human Services	10/24
3	6. Human Services Orientation for New Police Officers: Development	Human Services	Ongoing
3	7. Public Health Nurse CPR Instructor Certification: Completion	Human Services	12/24
3	8. Police Officer Wellness Presentations	Human Services	Ongoing
3	9. Fridays on the Green	VMO	9/24
3	10. Building Code 2025 Updates	Com Dev	5/25
3	11. Crime Free/Rental Licensing Updates	Com Dev Police	9/24
3	12. Prestige Feed Compliance/Litigation	Com Dev	12/24
3	13. Hoarding Task Force: Monitoring and Addressing When Needed	Com Dev	12/24
3	14. Current Zoning Regulations to Promote Single-Family Residential Neighborhoods: Evaluation	Com Dev	1/25
3	15. License Plate Reader Cameras: Installation	Police	5/25
3	16. Visibility of Police Patrol Officers in Residential and Commercial Areas	Police	3/25
3	17. Crime Prevention Activities Enhancement	Police	12/24
3	18. Two (2) Outdoor Neighborhood Meetings as a Pilot Program	Police	6/24
3	19. Kopp Park: Splash Pads at Rec Plex, Direction, Front Funding, Time, and Next Steps	[]	Ongoing

Major Projects 2024 – 2025			TIME
3	1. Soccer Pitch at Euclid Elementary: Design and Procurement	Com Dev	7/24
3	2. Lions Park Playground CDBG Improvements: Construction	Com Dev	10/24

GOAL 4	VIBRANT COMMUNITY DESTINATIONS: DOWNTOWN, RANDHURST VILLAGE, SOUTH MOUNT PROSPECT AND OTHER COMMERCIAL CORRIDORS
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ACTION: 111 Busse Redevelopment Project: Monitor Court
Actions and Village Code Enforcement

PRIORITY
Top Policy

Key Issues

Activities/Milestones

Time

- | | |
|-----------------------------------------------------------------------------------|-------|
| 1. Prepare Confidential Report | 11/24 |
| 2. CONFIDENTIAL
REPORT: 111 Busse
Redevelopment Project
Update | 12/24 |

Responsibility: Village Manager Mike Cassady

ACTION: South Mount Prospect Development – Two Projects
Goal

PRIORITY
Top Policy

Key Issues

Activities/Milestones

Time

- 1. UPDATE REPORT: 1780
Wall Street**

12/24

Responsibility: Director of Community Development Jason Shallcross

ACTION: Prospect Avenue Alfresco Plan (Main Street to Pine)

PRIORITY
High Policy

Key Issues

Activities/Milestones

Time

- | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|
| <ol style="list-style-type: none"> 1. DECISION: Pilot Project Approval 2. Prepare budget proposal 3. BUDGET WORKSHOP: Budget FY 25 Funding for Study 4. DECSION: Budget FY 25 for Alfresco Study 5. Issue RFP for Phase 1 6. DECISION: Award Contract for Alfresco Study 7. Complete Alfresco Study – Phase 1 | <p>6/24</p> <p>8/24</p> <p>12/24</p> <p>12/24</p> <p>10/24</p> <p>11/24</p> <p>6/25</p> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|

Responsibility: Director of Community Development Jason Shallcross
 Director of Public Works Sean Dorsey

ACTION: Downtown Parking Study Update: Update Report, Direction and Village Actions (Including Valet Program Future Direction)

PRIORITY
High Policy

Key Issues

Activities/Milestones

Time

- | | |
|-------------------------------------------|------|
| 1. Update KOLA Study: retain consultant | 3/25 |
| 2. Complete Downtown Parking Study Update | 9/25 |

Responsibility: Director of Public Works Sean Dorsey

ACTION: Cloud HQ Project: Legislative Action/Advocacy, and Construction

PRIORITY
Top Mgmt

Key Issues

- Cloud Leasing
- State Actions

Activities/Milestones

1. Complete Substation construction
2. Monitor State of Illinois actions
3. Groundbreaking

Time

- 6/25
- Ongoing
- 10/25

Responsibility: Village Manager Mike Cassady

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

PRIORITY
High Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|----------------------------------------------------|-------|
| 1. Schedule Meeting | 7/24 |
| 2. Prepare update report | 11/24 |
| 3. UPDATE REPORT:
Development Agreement | 12/24 |

Responsibility: Director of Community Development Jason Shallcross

Management in Progress 2024 – 2025			TIME
4	1. MPEI: Implementation	VMO	7/24
4	2. Business Visitation Program: Implementation	Com Dev	7/24
4	3. 105 Main Redevelopment: Code Enforcement and Adjudication (Sakura Site)	Com Dev	9/24
4	4. Holiday Inn Building Vacancy: Legal Strategy	Com Dev	12/24
4	5. Car Wash (2): Ever Clean – Open; Spot Wash – Permit and Construction	Com Dev	12/25
4	6. Economic Development Technology Improvements and Implementation	Com Dev	2/25
4	7. 100 E. NW Highway – Busse Flowers Construction and Tenant	Com Dev	5/25
4	8. The Dawson Construction and Tenant	Com Dev	9/24
4	9. Golf Plaza II Vacancy, Outlot, + Site Improvements	Com Dev	4/25
4	10. 500 West Central: Permit and Construction	Com Dev	9/24
4	11. 1780 Wall Street: Entitlement and Permitting	Com Dev	11/24
4	12. 310 NW Highway: Acquisition, NFR, Clean Up, Central Plaza Design	[]	Ongoing
4	13. Khepri Café: Development Agreement, TIF Incentive, Liquor License	[]	Ongoing
4	14. HQ Residences Development: Construction Incentive and Lease in 2024, Restaurant Incentive	[]	Ongoing
4	15. 200 South Main: Zoning Approval, Development Agreement, TIF	[]	Ongoing

GOAL 5	ENHANCING MOUNT PROSPECT CHARM/ CHARACTER: HONORING HISTORY, HERITAGE, AND DIVERSITY, EQUITY AND INCLUSION
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ACTION: Events Policy, Guidelines and Process: Development and Adoption and Funding

PRIORITY
Top Policy

Key Issues

- Village Role
- Event Policy
- Event Guidelines
- Funding

Activities/Milestones

1. Review current events and events policies
2. Prepare report
3. **COW: Events Policy and Guidelines Discussion and Direction**

Time

- 7/24
- 8/24
- 9/24

Responsibility: Assistant Village Manager Alex Bertolucci
 Director of Community Development Jason Shallcross

ACTION: Special Events Commission: Mission Review

PRIORITY
High Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|-------------------------------------------------|-------|
| 1. Prepare Annual Calendar | 12/24 |
| 2. Review mission for Special Events Commission | 12/24 |
| 3. Prepare Text Amendments | 12/24 |
| 4. DECISION: Text Amendments | 1/25 |

Responsibility: Director of Marketing and Public Relations Kylie Cerk

			TIME
Management in Progress 2024 – 2025			
5	1. 3 rd Civic Academy for Residents	Digital Com	5/24
5	2. Annual Mount Prospect Senior Appreciation Day: Creation	Human Services	12/24
5	3. Annual Kickin' with Cops Summer Soccer Program	Police	8/24
5	4. Annual Five-O 5K Run	Police	9/24
5	5. Annual National Night Out	Police	8/24
5	6. Annual Community Connections Center: Youth Programs	Human Services	Ongoing
5	7. Annual Celebration of Cultures (5 th Year)	[]	Ongoing
5	8. Annual Citizen Police Academy	Police	12/24
5	9. First Responder Academy for Teens	Police	5/24
5	10. Aging in the Community Actions Implementation: Working Groups and Direction on Specific Actions	[]	Ongoing
5	11. Diversity, Equity and Inclusion: Quarterly Update	Human Resources	Ongoing

Policy Calendar 2024 – 2025

MONTH

May 2024

1. **INDIVIDUAL TRUSTEE MEETINGS: Ethics Ordinance for Elected Officials
Definition, Topics and Expectations**

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3.

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10.

MONTH

June 2024

1. **COW: Ethics for Elected Officials Presentation, Discussion and Direction**

2. **COW: Fire-EMS Response Plan Presentation and Discussion / Neighborhood COW on the Road**

3. **DECISION: Oakton Annexation Water Main Complete Design Adoption**

4. **DECISION: Valet Pilot Project Approval**

5. **DECISION: South Mount Prospect TIF New Subarea Evaluation: Approve Consulting Services**

- 6.

- 7.

- 8.

- 9.

- 10.

MONTH

July 2024

1. **DECISION: Award Contract Community Connections Center for Space Needs Study**

2. **COW: Bike Master Plan Phase 2 Update Report**

3. **DECISION: Class and Compensation Update: Approve Consulting Services**

- 4.

- 5.

- 6.

- 7.

- 8.

- 9.

- 10.

MONTH

August 2024

1. **DECISION: Ethics Ordinance Adoption (If necessary)**

2. **COW: Stormwater Master Plan Update Discussion and Direction**

- 3.

- 4.

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- 10.

MONTH

September 2024

1. **PRESENTATION: South Mount Prospect TIF Sub-Area Study**

2. **COW: Events Policy and Guidelines Discussion and Direction**

- 3.

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- 9.

- 10.

MONTH

October 2024

1. **BUDGET WORKSHOP: Bond Issuance Report Discussion and Initial Direction**

2. **BUDGET WOKRSHOP: Revenue Report Presentation**

3. **CONFIDENTIAL REPORT: Employee Class and Compensation Report**

4. **BUDGET WORKSHOP: Budget FY 25**
 - a. **Lobbying Services**
 - b. **Neighborhood Lighting Report with Options Discussion and Direction**
 - c. **Prospect Avenue Alfresco Plan**

5. **BUDGET WORKSHOP: Budget FY 2025 Fairview Property Impacts (95 homes) Funding**

- 6.

- 7.

- 8.

- 9.

MONTH

November 2024

1. **DECISION: Budget FY 25 Approval of Funding**

2. **DECISION: Award Contract for Alfresco Study**

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MONTH

December 2024

1. **DECISION: Award Contract for Lobbying Services for 2025**
2. **CONFIDENCE REPORT TO VILLAGE BOARD: Technology for Public Safety**
3. **COW: Marketing Plan Update Report**
4. **DECISION: Fire Contract Approval**
5. **BOARD UPDATE: Sustainability Achievements and Actions for 2025**
6. **DECISION: Southside TIF Amendment**
7. **CONFIDENTIAL REPORT: 111 Busse Redevelopment Project Update**
8. **UPDATE REPORT: South Mount Prospect Development 1780 Wall Street**
9. **UPDATE REPORT: Kohl's Center Outlots Development Agreement**
10. **REPORT: Share Fire/EMS Response Metrics with Elk Grove Township**

MONTH

January 2025

1. **DECISION: Community Connections Center Report Acceptance and Direction**

2. **CONFIDENTIAL REPORT: Comprehensive Plan Update Planning Process**

3. **DECISION: Special Events Commission Text Amendments**

- 4.

- 5.

- 6.

- 7.

- 8.

- 9.

- 10.

MONTH

February 2025

1. **INTERGOVERNMENTAL MEETING**

2. **DECISION: Park District Intergovernmental Agreement Approval – Lion's Park**

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- 4.

- 5.

- 6.

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- 8.

- 9.

- 10.

MONTH

March 2025

1.

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MONTH

April 2025

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10.

MONTH

May 2025

1. **DECISION: Project and Bond Issuance (AAA Bond Rating)**

2. **CONFIDENTIAL REPORT: Community Policing Expansion**

- 3.

- 4.

- 5.

- 6.

- 7.

- 8.

- 9.

- 10.

ACTION AGENDA

2024 – 2025

Mayor and Village Board



Mount Prospect, Illinois
May 2024



Lyle Sumek Associates, Inc.
411 N. New River Drive, E502
Fort Lauderdale, FL 33301

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

Village of Mount Prospect Goals 2029

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

**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**

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

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 VILLAGE; 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 2024 – 2025 Targets for Action Village of Mount Prospect

TOP PRIORITY

**Elected Officials Ethics Ordinance:
COW Presentation and Direction**

**Community Connections Center:
Space Needs Assessment/Service
Needs Assessment, Duplication of Service
with Township, Future Direction**

**Stormwater Master Plan Update/Neighborhood Flooding Strategy:
Award Contract, Development, Adoption and Funding Mechanism**

**Community Policing Expansion:
Report with Options, Direction and Action Plan (Increasing Police
Visibility and Relationships with Community Members)**

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

South Mount Prospect Development – Two Projects Goal

**Events Policy, Guidelines and Process:
Development and Adoption and Funding**

HIGH PRIORITY

Neighborhood Lighting: Evaluation Report, Direction and Funding

**State Legislative Agenda and Advocacy:
Critical Issues, Monitoring and Lobbying Actions (Budget FY 25)**

Technology for Public Safety, Public Works and Human Services

**Oakton Annexation:
Completion, Water Main, and TIF Amendment**

Melas-Meadows Pedestrian Bridge Project: Design and Funding

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

Prospect Avenue Alfresco Plan (Main Street to Pine)

MODERATE PRIORITY

Sustainability Plan Action Plan: Direction and Next Steps

Southside TIF Amendment: Decision

**Management Agenda 2024 – 2025
Targets for Action
Village of Mount Prospect**

TOP PRIORITY

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

**Village Proactive Marketing Plan Implementation:
Village Actions**

**Fire-EMS Response Service Enhancement Report:
COW Presentation – Response Metrics**

**Sales Tax Strategy and Action Plan:
Monitor State Actions and Direction**

**Fire Contract:
Negotiations and Approval**

**Cloud HQ Project:
Legislative Action/Advocacy and Construction**

HIGH PRIORITY

**Intergovernmental Collaboration:
Park District, School Districts,
and Library and State/Federal Representatives**

**Elk Grove Rural Fire Protection District Transition:
Governor Sign Billing, Final Payments for Liability,
Cook County Approval, and Access Fund Balance**

Crime Free Housing Ordinance Update: Completion and Adoption

Mt. Prospect Park District on Lions Park: Village Contribution

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

Fairview Garden Sewer Improvements: Allocation Funds

Special Events Commission: Mission Review

MODERATE PRIORITY

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

Comprehensive Plan Update: Direction

**Village's Classification and Compensation Plan:
RFQ, Vendor Section, Completion and Direction**

**Village of Mount Prospect
Action Outlines 2024 – 2025**

GOAL 1	EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE
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ACTION: Elected Officials Ethics Ordinance: COW Presentation and Direction

PRIORITY
Top Policy

Key Issues

- Purposes
- Current Legal Framework
- Gaps
- Best Practices
- Draft Ordinance (if necessary)

Activities/Milestones

- | | <u>Time</u> |
|-----------------------------------------------------------------------------------------------------------------------|-------------|
| 1. INDIVIDUAL TRUSTEE MEETINGS: Definition, Topics and Expectations (We Have Each Board Member’s Expectations) | 5/24 |
| 2. Research existing ethics-related ordinances and policies; best practices by other municipalities | 6/24 |
| 3. Prepare Report with Options | 6/24 |
| 4. COW: Presentation, Discussion and Direction | 7/24 |
| 5. Prepare final ordinance (if necessary) | 8/24 |
| 6. DECISION: Ethics Ordinance Adoption (If necessary) | |

Responsibility: Village Clerk Karen Agoranos /Village Attorney Lance Malina

ACTION: Community Connections Center:
 Space Needs Assessment/Service Needs Assessment,
 Duplication of Service with Township, Future Direction

PRIORITY
Top Policy

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Services • Space Needs • Property Inventory • Locations • Collaboration with Other Governments and agencies • Facility Design • Timing • Funding • Duplication of Services 	<ol style="list-style-type: none"> 1. Recommend consultant 2. DECISION: Award Contract Community Connections Center for Space Needs Study 3. Identify potential locations 4. Prepare initial draft Report 5. Finalize Report 6. DECISION: Community Connections Center Report Acceptance and Direction 	<p>6/24</p> <p>7/24</p> <p>10/24</p> <p>10/24</p> <p>12/24</p> <p>1/25</p>

Responsibility: Director of Human Services Julie Kane
 Director of Community Development Jason Shallcross

ACTION: State Legislative Agenda and Advocacy: Critical Issues, Monitoring and Lobbying Actions

PRIORITY
High Policy

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Crime-Free Housing • BIPA • Sales Tax • Property Tax • Pensions • LGDF 	<ol style="list-style-type: none"> 1. Retain lobbyist 2. Amend contract 3. DECISION: Budget FY 25 Approval of Funding 4. DECISION: Award Contract for Lobbying Services for 2025 5. Monitoring Legislative Activities 6. UPDATES 	<p>Completed</p> <p>11/24</p> <p>11/24</p> <p>12/24</p> <p>Ongoing</p> <p>TBD</p>

Responsibility: Village Manager Mike Cassady

ACTION: Technology for Public Safety, Public Works and Human Services

PRIORITY
High Policy

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Response Metrics • Software • Imaging 	<ol style="list-style-type: none"> 1. Review current technology 2. Research “best practices” and emerging technology 3. Prepare Report 4. CONFIDENCE REPORT TO VILLAGE BOARD 	<p>10/24</p> <p>10/24</p> <p>11/24</p> <p>12/24</p>

Responsibility: Assistant Village Manager Alex Bertolucci
 Police Chief Mike Eterno
 Fire Chief John Dolan
 Director of Director of Public Works Sean Dorsey
 Director of Human Services Julie Kane

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

PRIORITY
Top Mgmt

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Future Project Identification • Timing • Bond Issuance 	<ol style="list-style-type: none"> 1. Prepare report on bond issuance options and potential project(s) 2. BUDGET WORKSHOP: Bond Issuance Report Discussion and Initial Direction 3. DECISION: Project and Bond Issuance 	<p>9/24</p> <p>10/24</p> <p>5/25</p>

Responsibility: Director of Finance Amit Thakkar

ACTION: Village Proactive Marketing Plan Implementation:
Village Actions

PRIORITY
Top Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|---------------------------------------------|-------|
| 1. Prepare update report | 11/24 |
| 2. COW: Marketing Plan Update Report | 12/24 |

Responsibility: Director of Marketing and Public Relations Kylie Cerk

**ACTION: Fire-EMS Response Service Enhancement Report: COW
Presentation – Response Metrics**

PRIORITY
Top Mgmt

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Response Metrics • 4 District Response Plan 	<ol style="list-style-type: none"> 1. COW: Fire-EMS Response Plan Presentation and Discussion 2. Update Report to Elk Grove Township 	<p>6/24</p> <p>2/25</p>

Responsibility: Fire Chief John Dolan

ACTION: Sales Tax Strategy and Action Plan: Monitor State Actions and Direction

PRIORITY
Top Mgmt

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none">• State Action on Grocery Sales Tax• Village Revenue Options• Village Revenues Monitoring	<ol style="list-style-type: none">1. Prepare Revenue Report2. BUDGET WOKRSHOP: Revenue Report Presentation	<p>9/24 10/24</p>

Responsibility: Director of Finance Amit Thakkar

ACTION: Fire Contract: Negotiations and Approval

PRIORITY
Top Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|------------------------------------------------|-------|
| 1. Kick-off negotiations with Union | 5/24 |
| 2. Complete negotiations on new labor contract | 11/24 |
| 3. DECISION: Fire Contract Approval | 12/24 |

Responsibility: Fire Chief John Dolan
Director of Human Resources Heidi Neu

ACTION: Intergovernmental Collaboration: Park District, School Districts, and Library and State/Federal Representatives

PRIORITY
High Mgmt

Key Issues

Activities/Milestones

Time

1. Meet with Directors, Superintendents, Community Leaders and Elected Officials
 2. **INTERGOVERNMENTAL MEETING**
- 7/24
2/25

Responsibility: Village Manager Mike Cassady

ACTION: Elk Grove Rural Fire Protection District Transition:
Governor Sign Billing, Final Payments for Liability,
Cook County Approval, and Access Fund Balance

PRIORITY
High Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|-------------------------------------------------------------|-------|
| 1. Complete Final Financial Reconciliation | 6/24 |
| 2. Governor signs bill on Fire District Dissolution | 6/24 |
| 3. Cook County: Resolution of Transfer Approval | 8/24 |
| 4. Receive cash allocation to the Village of Mount Prospect | 9/24 |
| 5. Rural Record Management | 10/24 |

Responsibility: Village Manager Mike Cassady

ACTION: Village Classification and Compensation Plan: RFQ, Vendor Section, Completion and Direction

PRIORITY
Mod Mgmt

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Market • Competition for Municipal Employees • Finding the Next Generation of Public Employees 	<ol style="list-style-type: none"> 1. Issue RFQ 2. Review responses and select vendor 3. CONFIDENCE REPORT 4. Prepare budget proposal 5. BUDGET WORKSHOP: Budget FY 26 Direction 6. DECISION: Budget FY 26 Funding Approval 	<p>5/24</p> <p>7/24</p> <p>10/24</p> <p>10/25</p> <p>12/25</p>

Responsibility: Director of Human Resources Heidi Neu

► Management in Progress 2024 – 2025			TIME
1	1. Annual Strategic Plan: Update	VMO	6/24
1	2. Standards of Coverage Report: Completion	Fire	6/2
1	3. Village Website Assessment: New Vendor	Marketing	4/25
1	4. Online Real Estate Transfer Tax	Finance	7/24
1	5. Record Retention, Filing System and Office Reconfiguration	Finance	Ongoing
1	6. AP Automation, Vendors Will Have the Ability to Sign Up with What Kind of Payment Option They Prefer, Check, Credit Card, Ach	Finance	12/24
1	7. New World Mobile Application	Finance	3/25
1	8. Pre-Plans: Identifying Emergency Response Challenges of All Commercial and Multi-Family Structures	Fire	5/25
1	9. Fire Department Policies Conversion to Lexipol	Fire	12/24
1	10. Full-Scale Emergency Operation Center Drill in 2025: Completion	Fire	10/25
1	11. Foam Response Vehicle (Wagon 12) Replacement	Fire	6/25
1	12. Village Newsletter: Redesign	Marketing	1/25
1	13. Live Closed Captioning for Meetings: Implementation	Digital Comms	1/25
1	14. Experience Mount Prospect Brand Re-Assessment	Marketing	3/25
1	15. Style Guide for Consistent Grammar and Formatting for Village to Resident Communications: Creation and Implementation	Marketing	4/25
1	16. Mount Prospect Profiles: Creation	Marketing	1/25
1	17. Photo Files Organization: Completion	Marketing	3/25
1	18. 2024 Village Organization Annual Report	Marketing	5/25
1	19. Emergency Preparedness and Response Plan: Elected Officials Training	Fire	11/24
1	20. Fire and EMS Response Improvements in South Mount Prospect: Update Report	Fire	6/24
1	21. 2 nd Installment of Economic Emergency Fund: Funding	Finance	7/24
1	22. SAFER Grant 2024	Fire	10/24
1	23. Finance COOP Plan: Completion and Testing	Finance	12/24
1	24. Cyber Security/Data Security Training for Finance Employees	Finance	12/24
1	25. Rural Legislation Dissolution and Collecting Excess Funds	Finance	10/24
1	26. Credit Card Fee Policy	Finance	9/24
1	27. ARP (American Rescue Plan) Compliance	Finance	4/25
1	28. New Ambulance into Service	Fire	7/24

► Management in Progress 2024 – 2025			TIME
1	29. Post Incident Reunification Plan	Human Services	11/24
1	30. Transit Study	Human Services	2/25
1	31. Mental Health Matters Community Event	Human Services	6/24
1	32. Alzheimer’s Foundation of America National Memory Screening Program	Human Services	10/24
1	33. Annual Celebration of Cultures	Human Services	8/24
1	34. Informational Sheet on AED Use and CLIA Required Procedure Manual	Human Services	7/24
1	35. Aging in Community Action Plan Goals by Work Groups: Implementation	Human Services	Ongoing 2026
1	36. Community Connections Center 15-Year Anniversary Celebration	Human Services	8/24
1	37. Beast/Lynx Server Replacement	IT	12/24
1	38. Comcast Fiber – Station 11	IT	6/24
1	39. EOC/Public Works – Fiber Connection	IT	12/24
1	40. Fire Station 11 – Network Connection/Door Access/Setup	IT	7/24
1	41. Desk Phone Replacements – All Fire Stations	IT	7/24
1	42. Laserfiche to Cloud – Feasibility Study	IT	9/24
1	43. High Risk Vehicle Stops Scenario Training: Completion	Police	9/24
1	44. New E-Locker Asset Management System: Implementation	Police	9/24
1	45. New Frontline Software Program	Police	10/24
1	46. Host Bicycle Safety Courses (Collaborate with Local Partners)	Police	9/24
1	47. BOFPC Rules and Regulations: Update	Police	7/24
1	48. Mental Health Check-In Program for Sworn Personnel	Police	3/25
1	49. Search and Rescue K-9	Police	12/24
1	50. Police Explorer Cadet Post: Creation	Police	6/24
1	51. New Recruit Testing Process	Police	9/24
1	52. New Police Vehicle Purchases (8)	Police	12/24
1	53. Two (2) Sergeants to a Staff and Command Course	Police	11/24
1	54. One (1) Command Staff Member to a Management/Leadership Course	Police	9/24
1	55. Police Department’s Webpage Reorganization	Police	5/25

► Management in Progress 2024 – 2025 (continued)			TIME
1	56. HR Assistant Training	Human Resources	3/25
1	57. IMRF Website	Human Resources	12/24
1	58. Applicant Tracking System (ATS): Implementation	Human Resources	12/24
1	59. CGFA Reporting	Human Resources	9/24
1	60. Video Switcher in the TV Services Control Room	Digital Com	5/25
1	61. Video Screens and Projectors in the Village Board Room	Digital Com	7/25
1	62. New Field Cameras Upgrade: Purchase	Digital Com	9/24
1	63. Live Closed Captioning of Village Board Meetings	Digital Com	1/25
1	64. Dishn’ Out Mount Prospect: Reboot of Restaurant Show	Digital Com	6/24
1	65. Standard Operating Procedures for Ribbon Cuttings (Marketing Plan): Creation	Marketing	9/24
1	66. Lobby Screen System: Evaluation and Restructuring	Digital Com	7/24
1	67. Onboarding Users on Canva for Teams	Marketing & PR	1/25
1	68. Initiatives in Aging In Community Work Group (Marketing Plan): Completion	Marketing & PR	9/25
1	69. Street Banners and Maintenance of Banner Schedule (Marketing Plan): Update	Marketing & PR	12/24
1	70. Internal Communications through MPCT	Marketing & PR	Ongoing
1	71. Community Ambassador Program Creation and Launch (Marketing Plan)	Marketing & PR	1/25
1	72. Procurement of Translation Services (Marketing Plan)	Marketing & PR	3/25
1	73. Photo File Reorganization	Marketing & PR	4/25

► Management in Progress 2024 – 2025 (continued)			TIME
1	74. Internal Policy for Use of Copyrighted Materials	Marketing & PR	2/25
1	75. Village Revenue Generation Diversification Plan: Update at Budget Workshops	Finance	10/24
1	76. Emergency Fund: Additional Funding		Ongoing
1	77. Sewer Line Repair Policy: Review and Direction (Resident Incentives/Insurance)		Ongoing

► Major Projects 2024 – 2025			TIME
1	1. EOC/Public Works Door Access System: Direction and Funding	Public Work	12/24
1	2. Employee Gym/Shower at Village Hall Project: Completion	Public Work	1/25
1	3. Village Hall Gym Buildout	Public Works	1/25

GOAL 2	TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT
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ACTION: Stormwater Master Plan Update/Neighborhood Flooding Strategy: Award Contract, Development, Adoption and Funding Mechanism

PRIORITY
Top Policy

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Projects • Funding 	<ol style="list-style-type: none"> 1. Complete Master Plan update 2. COW: Stormwater Master Plan Update Discussion and Direction 	<p>7/25</p> <p>8/25</p>

Responsibility: Director of Public Works Sean Dorsey

ACTION: Neighborhood Lighting: Evaluation Report, Direction and Funding

PRIORITY
High Policy

Key Issues

- Neighborhood Survey
- New Lights
- Funding

Activities/Milestones

- | | <u>Time</u> |
|----------------------------------------------------------------------------------------------------------------------------|-------------|
| 1. Prepare report | 9/24 |
| 2. BUDGET WORKSHOP:
Budget FY 25
Neighborhood Lighting
Report with Options
Discussion and Direction | 10/24 |
| 3. DECISION: Budget FY 25
Funding for Neighborhood
Lighting | 12/24 |

Responsibility: Director of Public Works Sean Dorsey

ACTION: Melas-Meadows Pedestrian Bridge Project: Design and Funding

PRIORITY
High Policy

Key Issues

Activities/Milestones

Time

- | | |
|------------------------------|-------|
| 1. Complete Design – Phase 2 | 12/25 |
| 2. Construction | 2026 |

Responsibility: Director of Public Works Sean Dorsey

ACTION: Fairview Garden Sewer Improvements Allocation Funds

PRIORITY
High Mgmt

Key Issues

Activities/Milestones

Time

- | | | |
|----|-------------------------------------------------------------------------------------------------|-------|
| 1. | Prepare budget proposal | 9/24 |
| 2. | BUDGET WORKSHOP:
Budget FY 2025 Fairview
Property Impacts (95
homes) Funding | 10/24 |
| 3. | DECISION: Budget FY 25
Funding for Fairview
Garden Sewer Allocation
Funds | 12/24 |

Responsibility: Director of Public Works Sean Dorsey

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

PRIORITY
Mod Mgmt

Key Issues

Activities/Milestones

Time

1. Complete report 6/25
2. **COW: Bike Master Plan Phase 2 Update Report** 7/25

Responsibility: Director of Public Works Sean Dorsey

► Management in Progress 2024 – 2025			TIME
2.	1. ADA Compliance Plan: Development	Public Works	8/25
2	2. Major Storm Event Preparation: Annual Tabletop Exercise	Fire	12/24
2	3. Fire Station 12 Improvements/Upgrade: Project Identification, Project Priority, Direction, Funding and Timing	Fire	Ongoing
2	4. Public Transportation Program Report: Goals, Best Practices, Report with Options, Village Role, Direction and Funding Mechanism	[]	Ongoing

► Major Projects 2024 – 2025			TIME
2.	1. Redundant Water Supply Project: Design and Construction (Northwest Water Commission)	Public Works	12/24
2	2. Public Works Facility Fence Replacement	Public Works	10/24
2	3. Annual Neighborhood Drainage Improvement	Public Works	10/24
2	4. Annual Street Improvement Program	Public Works	10/24
2	5. Annual Host Household Hazardous Waste Collection Event(s)	Public Works	9/24
2.	6. Annual Overhead Sewer Reimbursement Program	Public Works	12/24
2	7. Annual Public Works Vehicle Replacements	Public Works	12/24
2	8. Annual Water Main Replacement	Public Works	10/24
2	9. Annual Sewer Main Rehabilitation	Public Works	7/24
2	10. Annual Streetlight LED Retrofits	Public Works	10/24
2	11. Rand/Central//Mount Prospect Road Project – Phase 3: Construction	Public Works	7/24
2	12. Maple-Berkshire Relief Station Rehabilitation	Public Works	12/24
2	13. Kensington Business Center Detention Pond Improvements – Pond 2: Construction	Public Works	10/24

► Major Projects 2024 – 2025 (continued)			TIME
2	14. Multi-Use Path Kensington Road at Railroad Tracks: Design and Construction	Public Works	10/24
2.	15. Multi-Use Path Algonquin Road Phase II Engineering and ROW Acquisition: Design	Public Works	10/25
2	16. Water Reservoir Number 4 Rehabilitation	Public Works	7/25
2	17. Main Street (IL 83) and Busse Avenue Pedestrian Crossing	Public Works	10/24
2	18. Schoenbeck Road Resurfacing	Public Works	10/25
2	19. Oakton Water System Expansion	Public Works	6/25
2.	20. Non-Curb Street Drainage Improvements 800-900 Block South Elm St	Public Works	10/24
2	21. Rand-Elmhurst-Kensington Road Intersection Improvements Phase III Construction	Public Works	12/27
2	22. Weller Creek Bank Stabilization Engineering Assessment – East of Main Street (IL 83)	Public Works	11/24
2	23. Algonquin Road Path Phase III Construction	Public Works	10/26
2	24. Central Road Railroad Crossing Study	Public Works	6/25
2.	25. Central Road Pedestrian Crossing Improvements – Weller Lane	Public Works	10/25
2	26. Corridor Street Lighting – Rand Road – Wedgewood Lane to Camp McDonald Road	Public Works	10/25
2	27. New Sidewalk – Wolf Rd from Euclid Ave to Prospect Heights Train Station	Public Works	12/24
2	28. Storm Sewer Rehabilitation	Public Works	6/25
2	29. Residential Street Lighting – Burning Bush Lane	Public Works	6/25
2.	30. Busse Road Reconstruction – Village Responsible for Lighting and Path (2025)	Public Works	12/25
2	31. McDonald Creek Improvements – Removal of Weir (2025)	Public Works	10/25
2	32. Bridge Improvements – Sediment Removal Wolf Rd, Burning Bush Ln, Briarwood (2025)	Public Works	10/25
2	33. Bridge Improvements – Business Center Drive (2025)	Public Works	10/25

► **Major Projects 2024 – 2025 (continued)**

2 34. Deep Well 16 Rehabilitation (2025)

Public
Works

TIME
10/25
7/24

2 35. Fire Station 11: Completion

Public
Works

GOAL 3	FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL
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ACTION: Community Policing Expansion: Report with Options, Direction and Action Plan (Increasing Police Visibility and Relationships with Community Members)

PRIORITY
Top Policy

Key Issues

- Outcomes
- Best Practices
- Visibility in the Community
- Building Relationships with Residents and Businesses

Activities/Milestones

1. Prepare Confidential Report
2. **CONFIDENTIAL**
REPORT: Community Policing Expansion

Time

- 4/25
5/25

Responsibility: Police Chief Mike Eterno

ACTION: Oakton Annexation: Completion and Water Main

PRIORITY
High Policy

Key Issues

Activities/Milestones

Time

- | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|
| <ol style="list-style-type: none"> 1. DECISION: Complete Design Adoption 2. Watermain Construction Engineering + Design 3. Issue Bid 4. DECISION: Award Contract 5. Completion | <p>6/24</p> <p>10/24</p> <p>3/25</p> <p>4/25</p> <p>9/25</p> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|

Responsibility: Director of Finance Amit Thakkar
 Director of Public Works Sean Dorsey

ACTION: Sustainability Plan Action Plan: Direction and Next Steps

PRIORITY
Mod Policy

Key Issues

Activities/Milestones

Time

1. Develop a Sustainability Guide 10/24
2. **BOARD UPDATE: Sustainability Achievements and Actions for 2025** 12/24

Responsibility: Assistant to the Village Manager Josh Allain

ACTION: Southside TIF Amendment: Decision

PRIORITY
Mod Policy

Key Issues

Activities/Milestones

Time

- | | |
|-----------------------------------------------|-------|
| 1. Contract for Consultant for Sub-Area Study | 6/24 |
| 2. Complete Study | 8/24 |
| 3. PRESENTATION: Sub-Area Study | 9/24 |
| 4. DECISION: TIF Amendment | 12/24 |

Responsibility: Director of Community Development Jason Shallcross

ACTION: Crime Free Housing Ordinance Update: Completion and Adoption

PRIORITY
High Mgmt

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none"> • Re-Branding • State Legislation • Enhancements • Marketing • Advocacy 	<ol style="list-style-type: none"> 1. Monitor State of Illinois actions 2. Prepare Confidential Report 3. CONFIDENTIAL REPORT: Crime Free Housing 4. Revise ordinance 5. DECISION: Crime Free Housing Ordinance Update 	<p>Ongoing</p> <p>7/25</p> <p>8/25</p> <p>9/25</p> <p>10/25</p>

Responsibility: Police Chief Mike Eterno

ACTION: Mt. Prospect Park District on Lions Park: Village Contribution

PRIORITY
High Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|----------------------------------------------------------------------------------|-------|
| 1. Referendum Election | 11/24 |
| 2. Prepare IGA | 1/25 |
| 3. DECISION:
Intergovernmental Agreement Approval – Lion’s Park | 2/25 |

Responsibility: Village Manager Mike Cassady

ACTION: Comprehensive Plan Update: Direction

PRIORITY
Mod Mgmt

<u>Key Issues</u>	<u>Activities/Milestones</u>	<u>Time</u>
<ul style="list-style-type: none">• Scope• Public Outreach	<ol style="list-style-type: none">1. Kick-off the process2. CONFIDENTIAL REPORT: Planning Process3. Complete Comprehensive Plan Update	<p>1/25 1/25 6/26</p>

Responsibility: Director of Community Development Jason Shallcross

► Management in Progress 2024 – 2025			TIME
3	1. Annual Sidewalk Inspection Program	Public Works	10/24
3	2. Annual Community Police Beat Meetings	Police	10/24
3	3. Traffic Crash Investigation Van: Evaluation	Police	12/24
3	4. Senior Activities Expansion: Completion	Human Service	5/25
3	5. Financial Wellness Workshop	Human Services	10/24
3	6. Human Services Orientation for New Police Officers: Development	Human Services	Ongoing
3	7. Public Health Nurse CPR Instructor Certification: Completion	Human Services	12/24
3	8. Police Officer Wellness Presentations	Human Services	Ongoing
3	9. Fridays on the Green	VMO	9/24
3	10. Building Code 2025 Updates	Com Dev	5/25
3	11. Crime Free/Rental Licensing Updates	Com Dev Police	9/24
3	12. Prestige Feed Compliance/Litigation	Com Dev	12/24
3	13. Hoarding Task Force: Monitoring and Addressing When Needed	Com Dev	12/24
3	14. Current Zoning Regulations to Promote Single-Family Residential Neighborhoods: Evaluation	Com Dev	1/25
3	15. License Plate Reader Cameras: Installation	Police	5/25
3	16. Visibility of Police Patrol Officers in Residential and Commercial Areas	Police	3/25
3	17. Crime Prevention Activities Enhancement	Police	12/24
3	18. Two (2) Outdoor Neighborhood Meetings as a Pilot Program	Police	6/24
3	19. Kopp Park: Splash Pads at Rec Plex, Direction, Front Funding, Time, and Next Steps	[]	Ongoing

► Major Projects 2024 – 2025			TIME
3	1. Soccer Pitch at Euclid Elementary: Design and Procurement	Com Dev	7/24
3	2. Lions Park Playground CDBG Improvements: Construction	Com Dev	10/24

GOAL 4	VIBRANT COMMUNITY DESTINATIONS: DOWNTOWN, RANDHURST VILLAGE, SOUTH MOUNT PROSPECT AND OTHER COMMERCIAL CORRIDORS
---------------	-------------------------------------------------------------------------------------------------------------------------------------

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

PRIORITY
Top Policy

Key Issues

Activities/Milestones

Time

- | | |
|-----------------------------------------------------------------------------------------------------|-------|
| 1. Prepare Confidential Report | 11/24 |
| 2. CONFIDENTIAL
REPORT: 111 Busse
Redevelopment Project
Update | 12/24 |

Responsibility: Village Manager Mike Cassady

ACTION: South Mount Prospect Development – Two Projects
Goal

PRIORITY
Top Policy

Key Issues

Activities/Milestones

Time

- 1. UPDATE REPORT: 1780
Wall Street**

12/24

Responsibility: Director of Community Development Jason Shallcross

ACTION: Prospect Avenue Alfresco Plan (Main Street to Pine)

PRIORITY
High Policy

Key Issues

Activities/Milestones

Time

- | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|
| <ol style="list-style-type: none"> 1. DECISION: Pilot Project Approval 2. Prepare budget proposal 3. BUDGET WORKSHOP: Budget FY 25 Funding for Study 4. DECSION: Budget FY 25 for Alfresco Study 5. Issue RFP for Phase 1 6. DECISION: Award Contract for Alfresco Study 7. Complete Alfresco Study – Phase 1 | <p>6/24</p> <p>8/24</p> <p>12/24</p> <p>12/24</p> <p>10/24</p> <p>11/24</p> <p>6/25</p> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|

Responsibility: Director of Community Development Jason Shallcross
 Director of Public Works Sean Dorsey

ACTION: Downtown Parking Study Update: Update Report, Direction and Village Actions (Including Valet Program Future Direction)

PRIORITY
High Policy

Key Issues

Activities/Milestones

Time

- | | |
|-------------------------------------------|------|
| 1. Update KOLA Study: retain consultant | 3/25 |
| 2. Complete Downtown Parking Study Update | 9/25 |

Responsibility: Director of Public Works Sean Dorsey

ACTION: Cloud HQ Project: Legislative Action/Advocacy, and Construction

PRIORITY
Top Mgmt

Key Issues

- Cloud Leasing
- State Actions

Activities/Milestones

1. Complete Substation construction
2. Monitor State of Illinois actions
3. Groundbreaking

Time

- 6/25
- Ongoing
- 10/25

Responsibility: Village Manager Mike Cassidy

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

PRIORITY
High Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|----------------------------------------------------------|-------|
| 1. Schedule Meeting | 7/24 |
| 2. Prepare update report | 11/24 |
| 3. UPDATE REPORT:
Development Agreement | 12/24 |

Responsibility: Director of Community Development Jason Shallcross

► Management in Progress 2024 – 2025			TIME
4	1. MPEI: Implementation	VMO	7/24
4	2. Business Visitation Program: Implementation	Com Dev	7/24
4	3. 105 Main Redevelopment: Code Enforcement and Adjudication (Sakura Site)	Com Dev	9/24
4	4. Holiday Inn Building Vacancy: Legal Strategy	Com Dev	12/24
4	5. Car Wash (2): Ever Clean – Open; Spot Wash – Permit and Construction	Com Dev	12/25
4	6. Economic Development Technology Improvements and Implementation	Com Dev	2/25
4	7. 100 E. NW Highway – Busse Flowers Construction and Tenant	Com Dev	5/25
4	8. The Dawson Construction and Tenant	Com Dev	9/24
4	9. Golf Plaza II Vacancy, Outlot, + Site Improvements	Com Dev	4/25
4	10. 500 West Central: Permit and Construction	Com Dev	9/24
4	11. 1780 Wall Street: Entitlement and Permitting	Com Dev	11/24
4	12. 310 NW Highway: Acquisition, NFR, Clean Up, Central Plaza Design	[]	Ongoing
4	13. Khepri Café: Development Agreement, TIF Incentive, Liquor License	[]	Ongoing
4	14. HQ Residences Development: Construction Incentive and Lease in 2024, Restaurant Incentive	[]	Ongoing
4	15. 200 South Main: Zoning Approval, Development Agreement, TIF	[]	Ongoing

GOAL 5	ENHANCING MOUNT PROSPECT CHARM/ CHARACTER: HONORING HISTORY, HERITAGE, AND DIVERSITY, EQUITY AND INCLUSION
---------------	---------------------------------------------------------------------------------------------------------------------------

ACTION: Events Policy, Guidelines and Process: Development and Adoption and Funding

PRIORITY
Top Policy

Key Issues

- Village Role
- Event Policy
- Event Guidelines
- Funding

Activities/Milestones

1. Review current events and events policies
2. Prepare report
3. **COW: Events Policy and Guidelines Discussion and Direction**

Time

- 7/24
- 8/24
- 9/24

Responsibility: Assistant Village Manager Alex Bertolucci
 Director of Community Development Jason Shallcross

ACTION: Special Events Commission: Mission Review

PRIORITY
High Mgmt

Key Issues

Activities/Milestones

Time

- | | |
|-------------------------------------------------|-------|
| 1. Prepare Annual Calendar | 12/24 |
| 2. Review mission for Special Events Commission | 12/24 |
| 3. Prepare Text Amendments | 12/24 |
| 4. DECISION: Text Amendments | 1/25 |

Responsibility: Director of Marketing and Public Relations Kylie Cerk

			TIME
	► Management in Progress 2024 – 2025		
5	1. 3 rd Civic Academy for Residents	Digital Com	5/24
5	2. Annual Mount Prospect Senior Appreciation Day: Creation	Human Services	12/24
5	3. Annual Kickin’ with Cops Summer Soccer Program	Police	8/24
5	4. Annual Five-O 5K Run	Police	9/24
5	5. Annual National Night Out	Police	8/24
5	6. Annual Community Connections Center: Youth Programs	Human Services	Ongoing
5	7. Annual Celebration of Cultures (5 th Year)	[]	Ongoing
5	8. Annual Citizen Police Academy	Police	12/24
5	9. First Responder Academy for Teens	Police	5/24
5	10. Aging in the Community Actions Implementation: Working Groups and Direction on Specific Actions	[]	Ongoing
5	11. Diversity, Equity and Inclusion: Quarterly Update	Human Resources	Ongoing

Policy Calendar 2024 – 2025

MONTH

May 2024

1. **INDIVIDUAL TRUSTEE MEETINGS: Ethics Ordinance for Elected Officials
Definition, Topics and Expectations**

2.

3.

4.

5.

6.

7.

8.

9.

10.

MONTH

June 2024

1. **COW: Ethics for Elected Officials Presentation, Discussion and Direction**

2. **COW: Fire-EMS Response Plan Presentation and Discussion / Neighborhood COW on the Road**

3. **DECISION: Oakton Annexation Water Main Complete Design Adoption**

4. **DECISION: Valet Pilot Project Approval**

5. **DECISION: South Mount Prospect TIF New Subarea Evaluation: Approve Consulting Services**

- 6.

- 7.

- 8.

- 9.

- 10.

MONTH

July 2024

1. **DECISION: Award Contract Community Connections Center for Space Needs Study**

2. **COW: Bike Master Plan Phase 2 Update Report**

3. **DECISION: Class and Compensation Update: Approve Consulting Services**

- 4.

- 5.

- 6.

- 7.

- 8.

- 9.

- 10.

MONTH

August 2024

1. **DECISION: Ethics Ordinance Adoption (If necessary)**

2. **COW: Stormwater Master Plan Update Discussion and Direction**

- 3.

- 4.

- 5.

- 6.

- 7.

- 8.

- 9.

- 10.

MONTH

September 2024

1. **PRESENTATION: South Mount Prospect TIF Sub-Area Study**

2. **COW: Events Policy and Guidelines Discussion and Direction**

- 3.

- 4.

- 5.

- 6.

- 7.

- 8.

- 9.

- 10.

MONTH

October 2024

1. **BUDGET WORKSHOP: Bond Issuance Report Discussion and Initial Direction**

2. **BUDGET WOKRSHOP: Revenue Report Presentation**

3. **CONFIDENTIAL REPORT: Employee Class and Compensation Report**

4. **BUDGET WORKSHOP: Budget FY 25**
 - a. **Lobbying Services**
 - b. **Neighborhood Lighting Report with Options Discussion and Direction**
 - c. **Prospect Avenue Alfresco Plan**

5. **BUDGET WORKSHOP: Budget FY 2025 Fairview Property Impacts (95 homes) Funding**

- 6.

- 7.

- 8.

- 9.

MONTH

November 2024

1. **DECISION: Budget FY 25 Approval of Funding**

2. **DECISION: Award Contract for Alfresco Study**

3.

4.

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9.

10.

MONTH

December 2024

1. **DECISION: Award Contract for Lobbying Services for 2025**
2. **CONFIDENCE REPORT TO VILLAGE BOARD: Technology for Public Safety**
3. **COW: Marketing Plan Update Report**
4. **DECISION: Fire Contract Approval**
5. **BOARD UPDATE: Sustainability Achievements and Actions for 2025**
6. **DECISION: Southside TIF Amendment**
7. **CONFIDENTIAL REPORT: 111 Busse Redevelopment Project Update**
8. **UPDATE REPORT: South Mount Prospect Development 1780 Wall Street**
9. **UPDATE REPORT: Kohl's Center Outlots Development Agreement**
10. **REPORT: Share Fire/EMS Response Metrics with Elk Grove Township**

MONTH

January 2025

1. **DECISION: Community Connections Center Report Acceptance and Direction**

2. **CONFIDENTIAL REPORT: Comprehensive Plan Update Planning Process**

3. **DECISION: Special Events Commission Text Amendments**

- 4.

- 5.

- 6.

- 7.

- 8.

- 9.

- 10.

MONTH

February 2025

1. **INTERGOVERNMENTAL MEETING**

2. **DECISION: Park District Intergovernmental Agreement Approval – Lion’s Park**

- 3.

- 4.

- 5.

- 6.

- 7.

- 8.

- 9.

- 10.

MONTH

March 2025

1.

2.

3.

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10.

MONTH

April 2025

1.

2.

3.

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8.

9.

10.

MONTH

May 2025

1. **DECISION: Project and Bond Issuance (AAA Bond Rating)**

2. **CONFIDENTIAL REPORT: Community Policing Expansion**

- 3.

- 4.

- 5.

- 6.

- 7.

- 8.

- 9.

- 10.

STRATEGIC PLAN 2024 → 2029 → 2039



Mount Prospect, Illinois
May 2024

Lyle Sumek Associates, Inc.
411 N. New River Drive, E502
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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 2039

Mount Prospect Vision 2039

Mount Prospect Vision 2039

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 2039

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 trend 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 2024 – 2029

Goals 2029

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

**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**

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

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 explore ways to reduce the costs of service delivery
5. Enhance the Village Government bond rating
6. Maintain residents’ “high satisfaction level” with Village services
7. Attract and retain a top-quality Village workforce dedicated to serving our Mount Prospect community
8. Protect and expand Village revenue sources

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. Achieving a AAA-bond rating
2. Protecting the Village government from cyberattacks securing Village information and processes
3. Diversifying Village revenue sources
4. Delivering Village services in the most cost-effective and efficient manner with high level of customer satisfaction
5. Higher interests rates impacting future Village capital projects and daily operational costs
6. Funding for Public Safety pensions
7. Potential loss of State shared revenues from the State of Illinois
8. Balancing fiscal conservatism with funding the service needs of the community
9. Actions by the State of Illinois impacting Home Rule, pensions, revenues, projects, and future developments

LONG-TERM-CHALLENGES AND OPPORTUNITIES

1. Determining how to communicate with and involve a more diverse population in Village government and governance
2. Federal and State government mandates and regulatory requirements
3. Communicating and reaching the varied population of Mount Prospect
4. Keeping up with technological changes to improve customer service and business efficiency
5. Potential changes in State of Illinois tax rules
6. Expectations of new, younger workforce – work-life balance, terms of employment, flexible work scheduling, time-off, etc.
7. Difficulties in labor negotiations and the split between the union negotiators and the rank-and-file employees
8. Inflation and supply chain issues resulting in increasing cost of projects and service delivery
9. Hiring and retaining a most qualified Village workforce dedicated to serving the Mount Prospect community
10. Increasing worker’s comp cases and the tendency to quickly “lawyer up”
11. Increasing disinformation about Village government and services
12. Tapping the potential of AI to enhance Village service delivery

POLICY ACTIONS 2024 – 2025

1. Elected Officials Ethics Ordinance: COW Presentation and Direction Top Priority
2. Community Connections Center: Space Needs Assessment/Service Needs Assessment, Duplication of Service with Township, Future Direction Top Priority
3. State Legislative Agenda and Advocacy: Critical Issues, Monitoring and Lobbying Actions High Priority
4. Technology for Public Safety, Public Works and Human Services High Priority

MANAGEMENT ACTIONS 2024 – 2025

1. “AAA” Bond Rating Strategy/Action Plan: Report with Options, Direction and Village Actions Top Priority
2. Village Proactive Marketing Plan Implementation: Village Actions Top Priority
3. Fire-EMS Response Service Enhancement Report: COW Presentation – Response Metrics Top Priority
4. Sales Tax Strategy and Action Plan: Monitor State Actions and Direction Top Priority
5. Fire Contract: Negotiations and Approval Top Priority
6. Intergovernmental Collaboration: Park District, School Districts, and Library and State/Federal Representatives High Priority
7. Elk Grove Rural Fire Protection District Transition: Governor Sign Billing, Final Payments for Liability, Cook County Approval, and Access Fund Balance High Priority
8. Village Classification and Compensation Plan: RFQ, Vendor Section, Completion and Direction Moderate Priority

MANAGEMENT IN PROGRESS 2024 – 2025

1. Annual Strategic Plan: Update
2. Standards of Coverage Report: Completion
3. Village Website Assessment: New Vendor
4. Online Real Estate Transfer Tax
5. Record Retention, Filing System and Office Reconfiguration
6. AP Automation, Vendors Will Have the Ability to Sign Up with What Kind of Payment Option They Prefer, Check, Credit Card, Ach
7. New World Mobile Application
8. Pre-Plans: Identifying Emergency Response Challenges of All Commercial and Multi-Family Structures
9. Fire Department Policies Conversion to Lexipol
10. Full-Scale Emergency Operation Center Drill in 2024: Completion
11. Foam Response Vehicle (Wagon 12) Replacement
12. Village Newsletter; Redesign
13. Live Closed Captioning for Meetings: Implementation
14. Experience Mount Prospect Website Re-Assessment
15. Style Guide for Consistent Grammar and Formatting for Village to Resident Communications: Creation and Implementation
16. Mount Prospect Profiles: Creation
17. Photo Files Organization: Completion
18. 2024 Village Organization Annual Report
19. Emergency Preparedness and Response Plan: Elected Officials Training
20. Fire and EMS Response Improvements in South Mount Prospect: Update Report

MANAGEMENT IN PROGRESS 2024 – 2025 (continued)

21. 2nd Installment of Economic Emergency Fund: Funding
22. SAFER Grant 2024
23. Finance COOP Plan: Completion and Testing
24. Cyber Security/Data Security Training for Finance Employees
25. Rural Legislation Dissolution and Collecting Excess Funds
26. Credit Card Fee Policy
27. ARP (American Rescue Plan) Compliance
28. New Ambulance into Service
29. Post Incident Reunification Plan
30. Transit Study
31. Mental Health Matters Community Event
32. Alzheimer’s Foundation of America National Memory Screening Program
33. Annual Celebration of Cultures
34. Informational Sheet on AED Use and CLIA Required Procedure Manual
35. Aging in Community Action Plan Goals by Work Groups: Implementation
36. Community Connections Center 15-Year Anniversary Celebration
37. Beast/Lynx Server Replacement
38. Comcast Fiber – Station 11
39. EOC/Public Works – Fiber Connection
40. Fire Station 11 – Network Connection/Door Access/Setup
41. Desk Phone Replacements – All Fire Stations
42. Laserfiche to Cloud – Feasibility Study
43. High Risk Vehicle Stops Scenario Training: Completion

**MANAGEMENT IN PROGRESS 2024 – 2025
(continued)**

- 44. New E-Locker Asset Management System: Implementation
- 45. New Frontline Software Program
- 46. Host Bicycle Safety Courses (Collaborate with Local Partners)
- 47. BOFPC Rules and Regulations: Update
- 48. Mental Health Check-In Program for Sworn Personnel
- 49. Search and Rescue K-9
- 50. Police Explorer Cadet Post: Creation
- 51. New Recruit Testing Process
- 52. New Police Vehicle Purchases (8)
- 53. Two (2) Sergeants to a Staff and Command Course
- 54. One (1) Command Staff Member to a Management/Leadership Course
- 55. Police Department’s Webpage Reorganization
- 56. HR Assistant Training
- 57. IMRF Website
- 58. Applicant Tracking System (ATS): Implementation
- 59. CGFA Reporting
- 60. Video Switcher in the TV Services Control Room
- 61. Video Screens and Projectors in the Village Board Room
- 62. New Field Cameras Upgrade: Purchase
- 63. Live Closed Captioning of Village Board Meetings

**MANAGEMENT IN PROGRESS 2024 – 2025
(continued)**

- 65. Dishn’ Out Mount Prospect: Reboot of Restaurant Show
- 66. Standard Operating Procedures for Ribbon Cuttings (Marketing Plan): Creation
- 67. Lobby Screen System: Evaluation and Restructuring
- 68. Onboarding Users on Canva for Teams
- 69. Initiatives in Aging In Community Work Group (Marketing Plan): Completion
- 70. Street Banners and Maintenance of Banner Schedule (Marketing Plan): Update
- 71. Internal Communications through MPCT
- 72. Community Ambassador Program Creation and Launch (Marketing Plan)
- 73. Procurement of Translation Services (Marketing Plan)
- 74. Photo File Reorganization
- 75. Internal Policy for Use of Copyrighted Materials
- 76. Village Revenue Generation Diversification Plan: Update at Budget Workshops
- 77. Emergency Fund: Additional Funding
- 78. Sewer Line Repair Policy: Review and Direction (Resident Incentives/Insurance)

MAJOR PROJECTS 2024 – 2025

1. EOC/Public Works Door Access System: Direction and Funding
2. Employee Gym/Shower at Village Hall Project: Completion

ON THE HORIZON 2025 – 2029

1. Pensions Cost Funding and Levy Strategy: Report and Direction
2. Village Fleet E-Vehicles Preparation
3. Sidewalk Upgrade and Maintenance: Update Report, Direction and Funding

GOAL 2

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
6. Develop Mount Prospect’s bike/pedestrian infrastructure

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. Unanticipated events – major storms, infrastructure failures, natural disasters – impacting the Village
2. Addressing substandard infrastructure in annexed areas: assessing condition and available funding for improvements
3. Unfunded Federal and State of Illinois regulations and mandates impacting Village infrastructure
4. Securing grant funding for Village projects, programs, and services
5. Developing funding sources for maintaining existing Village infrastructure and building new infrastructure
6. Flooding in certain areas and defining Village role and actions
7. High interests rates and the impacts of Village debt issuance
8. Making Mount Prospect a more walkable, pedestrian-friendly community
9. Funding for large scale projects and determining fund capacity using debt and other sources

LONG-TERM CHALLENGES AND OPPORTUNITIES

1. Rising construction and maintenance costs
2. Maintaining and hiring of Village staff
3. Prioritizing and funding future Village buildings: Fire Station 12
4. Managing the community impacts and traffic flows of upcoming road projects during construction
5. Funding for environmentally sustainable Village infrastructure
6. Balancing act between increased desire for sustainable/green infrastructure and higher costs/available funding
7. Changing residents’ recycling habits
8. Inadequate revenue for parking fund and capital projects
9. Loan costs and finding contractors resulting in project delays and increasing project costs
10. Village vehicles technology implications and funding
11. Understanding and managing the impacts of the Bears Stadium, including Metra ridership during a game
12. Future water quality regulations
13. Trip and fall lawsuits

POLICY ACTIONS 2024 – 2025

1. Stormwater Master Plan Update/Neighborhood Flooding Strategy: Award Contract, Development, Adoption and Funding Mechanism
2. Neighborhood Lighting: Evaluation Report, Direction and Funding
3. Melas-Meadows Pedestrian Bridge Project: Design and Funding

Top Priority

High Priority

High Priority

MANAGEMENT ACTIONS 2024 – 2025

1. Fairview Garden Sewer Improvements Allocation Funds
2. Bike Master Plan Phase 2 Update: Report, Direction and Funding

High Priority

Moderate Priority

MANAGEMENT IN PROGRESS 2024 – 2025

1. ADA Compliance Plan: Development
2. Major Storm Event Preparation: Annual Tabletop Exercise

MAJOR PROJECTS 2024 – 2025

1. Redundant Water Supply Project: Design and Construction (Northwest Water Commission)
2. Public Works Facility Fence Replacement
3. Annual Neighborhood Drainage Improvement
4. Annual Street Improvement Program
5. Annual Host Household Hazardous Waste Collection Event(s)
6. Annual Overhead Sewer Reimbursement Program
7. Annual Public Works Vehicle Replacements
8. Annual Water Main Replacement
9. Annual Sewer Main Rehabilitation
10. Annual Streetlight LED Retrofits
11. Rand/Central//Mount Prospect Road Project – Phase 3: Construction
12. Maple-Berkshire Relief Station Rehabilitation
13. Kensington Business Center Detention Pond Improvements – Pond 2: Construction
14. Multi-Use Path Kensington Road at Railroad Tracks: Design and Construction
15. Multi-Use Path Algonquin Road Phase II Engineering and ROW Acquisition: Design

MAJOR PROJECTS 2024 – 2025 (continued)

16. Water Reservoir Number 4 Rehabilitation
17. Main Street (IL 83) & Busse Avenue Pedestrian Crossing
18. Schoenbeck Road Resurfacing
19. Oakton Water System Expansion
20. Non-Curb Street Drainage Improvements 800-900 Block South Elm St
21. Rand-Elmhurst-Kensington Road Intersection Improvements Phase III Construction
22. Weller Creek Bank Stabilization Engineering Assessment – East of Main Street (IL 83)
23. Algonquin Road Phase III Construction
24. Central Road Railroad Crossing Study
25. Central Road Pedestrian Crossing Improvements – Weller Lane
26. Corridor Street Lighting – Rand Road – Wedgewood Lane to Camp McDonald Road
27. New Sidewalk – Wolf Rd from Euclid Av to Prospect Heights Train Station
28. Storm Sewer Rehabilitation
29. Residential Street Lighting – Burning Bush Lane
30. Busse Road Reconstruction – Village Responsible for Lighting and Path (2025)
31. McDonald Creek Improvements – Removal of Weir (2025)
32. Bridge Improvements – Sediment Removal Wolf Rd, Burning Bush Ln, Briarwood (2025)
33. Bridge Improvements – Business Center Drive (2025)

**MAJOR PROJECTS 2024 – 2025
(continued)**

34. Deep Well 16 Rehabilitation (2025)
35. Fire Station 11: Completion
36. Fire Station 12 Improvements/Upgrade: Project Identification, Project Priority, Direction, Funding and Timing
37. Public Transportation Program Report: Goals, Best Practices, Report with Options, Village Role, Direction and Funding Mechanism

ON THE HORIZON 2025 – 2029

1. Corridor Lighting: Evaluation Report, Direction and Funding
2. Wells Strategy: Final Report after Interconnect Completion, Final Report (3) and Direction

GOAL 3

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. Addressing property maintenance issues, including seniors who are having a difficult time in maintaining their single-family homes
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. Residents sharing responsibility for neighborhood safety by locking their vehicles, locking their homes, and shutting garage doors
5. Increasing criminal activity coming from outside our community
6. Cook County tax system and taxes impacting residential and commercial development
7. Aging, antiquated housing stock needing modernization or replacement
8. Increasing cybercrimes including crypto crimes
9. Working with IDOT and their lack of sense of urgency

LONG-TERM CHALLENGES AND OPPORTUNITIES

1. Recruitment of Police Officers and retention – fewer individuals desire law enforcement careers
2. Working with property owners to maintain or upgrade their properties
3. Increasing safety issues within multi-family housing
4. Code requirements and the impact on housing upgrades
5. Significant increases in rents and rental financial requirements – affordability of rental housing
6. Protecting the character of each neighborhood
7. Residents weaponizing property maintenance – residents’ reluctance to address issues with their neighbors
8. Increasing personal false and home safety service calls
9. NIMBY attitude of some residents – not interested in what is best for the entire community
10. State Attorney handling of individuals with certain crimes

POLICY ACTIONS 2024 – 2025

1. Community Policing Expansion: Report with Options, Direction and Action Plan (Increasing Police Visibility and Relationships with Community Members)
Top Priority
2. Oakton Annexation: Completion and Water Main
High Priority
3. Sustainability Plan Action Plan: Direction and Next Steps
Moderate Priority
4. Southside TIF Amendment: Decision
Moderate Priority

MANAGEMENT ACTIONS 2024 – 2025

1. Crime Free Housing Ordinance Update: Completion and Adoption
High Priority
2. Mt. Prospect Park District on Lion’s Park: Village Contribution
High Priority
3. Comprehensive Plan Update: Direction
Moderate Priority

MANAGEMENT IN PROGRESS 2024 – 2025

1. Annual Sidewalk Inspection Program
2. Annual Community Police Beat Meetings
3. Traffic Crash Investigation Van: Evaluation
4. Post Incident Plan – Shelter/Reunification
5. Financial Wellness Workshop
6. Human Services Orientation for New Police Officers: Development
7. Public Health Nurse CPR Instructor Certification: Completion
8. Police Officer Wellness Presentations
9. Fridays on the Green
10. Building Code 2025 Updates
11. Crime Free/Rental Licensing Updates
12. Prestige Feed Compliance/Litigation
13. Hoarding Task Force: Monitoring and Addressing When Needed
14. Current Zoning Regulations to Promote Single-Family Residential Neighborhoods: Evaluation
15. License Plate Reader Cameras: Installation
16. Visibility of Police Patrol Officers in Residential and Commercial Areas
17. Crime Prevention Activities Enhancement
18. Two (2) Outdoor Neighborhood Meetings as a Pilot Program
19. Kopp Park: Splash Pads at Rec Plex, Direction, Front Funding, Time, and Next Steps

MAJOR PROJECTS 2024 – 2025

1. Soccer Pitch at Euclid Elementary: Design and Procurement
2. Lions Park CDBG Playground Improvements: Construction

ON THE HORIZON 2025 – 2029

1. Forest River Annexation: Update Report, Direction and Village Actions
2. Proactive Property Maintenance Policy and Program: Report with Options, Direction and Village Actions
3. Infill Projects Village-Wide: Identified Opportunities and Report
4. Public Art Policy and Program: Review, Direction and Next Steps
5. Neighborhood Branding Program: Outcomes, Report with Options, Village Role, Direction and Village Actions

GOAL 4

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. Redevelop 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 and beautify Randhurst Village as a mixed-used activity center
6. Maintain and enhance Downtown vibrancy – a sense of place

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. Maintaining Mount Prospect’s brand as a great place to do business and a place to patronize businesses
2. Translating Randhurst Village plans into reality – a viable destination for our Mount Prospect residents
3. Having entertainment businesses and venues for all generations
4. Defining and funding the Village role in creating vibrant destinations
5. Addressing the north-south transportation gaps
6. Vacant buildings and some visual blight
7. Increasing interest rates and the impacts on economic development projects and business investments
8. Limited land and Village resources
9. Maximizing parking in Downtown and educating the community

LONG-TERM CHALLENGES AND OPPORTUNITIES

1. Vacancies in and under-performing older shopping centers/commercial centers
2. Evolving retail business models with greater reliance on online sales
3. Businesses having difficulty in hiring and retaining workforce
4. Educating residents and guests about Downtown parking options
5. NIMBY resistance to change, redevelopment, and new development
6. Office vacancies and changing business model with increased remote workers
7. Aging and deteriorating commercial centers and corridors
8. Increasing expectations of property values and rents due to recent development successes
9. Commercial tax changes impacts on business investment
10. Uncertain global, national, and state economy

POLICY ACTIONS 2024 – 2025

1. 111 Busse Redevelopment Project: Monitor Court Actions and Village Code Enforcement Top Priority
2. South Mount Prospect Development – Two Projects Goal Top Priority
3. Prospect Avenue Alfresco Plan [Main Street to Pine] High Priority
4. Downtown Parking Study: Update Report, Direction and Village Actions (Including Valet Parking Future Direction) High Priority

MANAGEMENT ACTIONS 2024 – 2025

1. Cloud HQ Project: Legislative Action/Advocacy, Construction Top Priority
2. Kohl’s Center Outlots/Vacant Parcel: Meeting and Plan to Re-Tenant Vacancies High Priority

MANAGEMENT IN PROGRESS 2024 – 2025

1. MPEI: Implementation
2. Business Visitation Program: Implementation (Incorporate Trustee)
3. 105 Main Redevelopment: Code Enforcement and Adjudication (Sakura Site)
4. Holiday Inn Building Vacancy: Legal Strategy
5. Car Wash (2): Ever Clean – Open; Spot Wash – Permit and Construction
6. Economic Development Technology Improvements and Implementation
7. 100 E. NW Highway – Busse Flowers Construction and Tenant
8. The Dawson Construction and Tenant
9. Golf Plaza II Vacancy, Outlot, + Site Improvements
10. 500 West Central: Permit and Construction
11. 1780 Wall Street: Entitlement and Permitting
12. 310 NW Highway: Acquisition, NFR, Clean Up, Central Plaza Design
13. Khepri Café: Development Agreement, TIF Incentive, Liquor License
14. HQ Residences Development: Construction Incentive and Lease in 2024, Restaurant Incentive
15. 200 South Main: Zoning Approval, Development Agreement, TIF

ON THE HORIZON 2025 – 2029

1. Plan for New Bear’s Stadium: Goals, Research NFL Cities – Economic Opportunity Zone, Benefits for Mount Prospect, Report with Findings and Options and Direction
2. Downtown Public Art Project: Next Steps
3. Randhurst Revitalization: Monitoring/Advocacy for New Lease
4. Downtown/Prospect Avenue District Development: Businesses Openings, Façade Projects, RDA for Public Assistance for Private Projects Direction and Funding,
5. Downtown Traffic/Signal Study: Completion and Direction
6. Relationship with Chamber of Commerce: Outcomes, Direction and Village Actions
7. Cannabis Business: Analysis, Report, Direction and Village Actions
8. Food Truck Policy
9. Empty Commercial Space Strategy: Update and Village Actions (including CVS / O’Reilly’s Auto Parts)
10. Music Venue Bringing People to Mount Prospect (Randhurst Village)

GOAL 5

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 the Mount Prospect community

VALUE TO RESIDENTS

1. Everyone welcome in Mount Prospect
2. Understanding, appreciating and learning from different cultures and ages
3. 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. Continuing to develop effective methods for engaging the community
2. Connecting residents with mental health challenges to ongoing programs and services
3. Informing the community with accurate information and timely responses to disinformation and misinformation
4. Addressing the needs of young families moving to Mount Prospect
5. Helping residents to learn about Mount Prospect's Village government – mission, services, processes and projects
6. Expanding Community Connections Center, evaluating and supporting human services partnerships
7. Enhancing residents' ownership and pride in Mount Prospect residents and businesses
8. Addressing the homeless issues and residents' concerns

LONG-TERM CHALLENGES AND OPPORTUNITIES

1. Supporting an "inclusive community" – one community
2. Disinformation on media and spread by word of mouth
3. Ending of ARPA funding 2024 for human services positions and services
4. Inadequate local transportation options making it difficult for residents to access local services
5. Limited resources for low income/Medicaid clients requiring mental health services
6. Implementing diversity, equity and inclusion activities
7. Having five school districts with different funding, educational priorities and quality of schools
8. Understanding and appreciating different cultures – their values, heritage and traditions
9. Becoming an "age-friendly" community as senior population grows
10. Vocal small segment of the community with separate personal and political agendas, and personal threats toward Village officials
11. "Working poor" residents with a variety of significant human service needs
12. Lack of affordable housing for current residents and workforce, including high financial requirements for rental units

POLICY ACTIONS 2024 – 2025

1. Events Policy, Guidelines and Process:
Development and Adoption and Funding

Top Priority

MANAGEMENT ACTIONS 2024 – 2025

1. Special Events Commission: Mission Review

High Priority

MANAGEMENT IN PROGRESS 2024 – 2025

1. 3rd Civic Academy for Residents
2. Annual 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 (5th Year)
8. Annual Citizen Police Academy
9. First Responder Academy for Teens
10. Aging in the Community Actions Implementation: Working Groups and Direction on Specific Actions
11. Diversity, Equity and Inclusion: Quarterly Update

ON THE HORIZON 2025 – 2029

1. Recognition: “Best Place for Families to Live”
2. Civic Academy Curriculum for Youth: Development of Concept, Report with Options, Direction and Village Actions
3. All America Cities Award
4. Butterflies Festival: Concept, Report and Direction

ACTION AGENDA 2024 – 2025 VILLAGE OF MOUNT PROSPECT

Policy Agenda 2024 – 2025 Village of Mount Prospect

TOP PRIORITY

**Elected Officials Ethics Ordinance:
COW Presentation, Review Current Practice and Direction**

**Community Connections Center:
Space Needs Assessment/Service Needs Assessment,
Duplication of Service with Township, and Future Direction**

**Stormwater Master Plan Update/Neighborhood Flooding Strategy:
Award Contract, Development, Adoption and Funding Mechanism**

**Community Policing Expansion:
Report with Options, Direction and Action Plan
(Increasing Police Visibility and Relationships with Community Members)**

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

South Mount Prospect Development – Two Projects Goal

**Events Policy, Guidelines and Process:
Development, Adoption and Funding**

HIGH PRIORITY

Neighborhood Lighting: Evaluation Report, Direction and Funding

**State Legislative Agenda and Advocacy:
Critical Issues, Monitoring and Lobbying Actions (Budget FY 25)**

Technology for Public Safety, Public Works and Human Services

Oakton Annexation: Completion and Water Main

Melas-Meadows Pedestrian Bridge Project: Design and Funding

**Downtown Parking Study:
Update Report, Direction, Village Actions and Valet Parking Future Direction**

Prospect Avenue Alfresco Plan [Main Street to Pine]

MODERATE PRIORITY

Sustainability Plan Action Plan: Direction and Next Steps

Southside TIF Amendment: Decision

Management Agenda 2024 – 2025

Village of Mount Prospect

TOP PRIORITY

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

**Village Proactive Marketing Plan Implementation:
Village Actions**

**Fire-EMS Response Service Enhancement Report:
COW Presentation – Response Metrics**

**Sales Tax Strategy and Action Plan:
Monitor State Actions and Direction**

**Fire Contract:
Negotiations and Approval**

**Cloud HQ Project:
Legislative Action/Advocacy and Construction**

HIGH PRIORITY

**Intergovernmental Collaboration:
Park District, School Districts, and Library and State/Federal Representatives**

**Elk Grove Rural Fire Protection District Transition:
Governor Sign Billing, Final Payments for Liability,
Cook County Approval, and Access Fund Balance**

Crime Free Housing Ordinance Update: Completion and Adoption

Mt. Prospect Park District on Lions Park: Village Contribution

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

Fairview Garden Sewer Improvements: Allocation Funds

Special Events Commission: Mission Review

MODERATE PRIORITY

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

**Comprehensive Plan Update:
Direction**

**Village’s Classification and Compensation Plan:
RFQ, Vendor Section, Completion and Direction**

Management in Progress 2024 – 2025 Village of Mount Prospect

Annual Strategic Plan: Update

Standards of Coverage Report: Completion

Village Website Assessment: New Vendor

Online Real Estate Transfer Tax

Record Retention, Filing System and Office Reconfiguration

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

New World Mobile Application

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

Fire Department Policies Conversion to Lexipol

Full-Scale Emergency Operation Center Drill in 2024: Completion

Foam Response Vehicle (Wagon 12) Replacement

Village Newsletter: Redesign

Live Closed Captioning for Meetings: Implementation

Experience Mount Prospect Website Re-Assessment

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

Mount Prospect Profiles: Creation

Photo Files Organization: Completion

2024 Village Organization Annual Report

Emergency Preparedness and Response Plan: Elected Officials Training

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

2nd Installment of Economic Emergency Fund: Funding

SAFER Grant 2024

Finance COOP Plan: Completion and Testing

Cyber Security/Data Security Training for Finance Employees

Rural Legislation Dissolution and Collecting Excess Funds

Credit Card Fee Policy

ARP (American Rescue Plan) Compliance

New Ambulance into Service

Post Incident Reunification Plan

Transit Study

Mental Health Matters Community Event

Alzheimer’s Foundation of America National Memory Screening Program

Annual Celebration of Cultures

Informational Sheet on AED Use and CLIA Required Procedure Manual

Aging in Community Action Plan Goals by Work Groups: Implementation

Community Connections Center 15-Year Anniversary Celebration

Beast/Lynx Server Replacement

Comcast Fiber – Station 11

EOC/Public Works – Fiber Connection

Fire Station 11 – Network Connection/Door Access/Setup

Desk Phone Replacements – All Fire Stations

Laserfiche to Cloud – Feasibility Study

High Risk Vehicle Stops Scenario Training: Completion

New E-Locker Asset Management System: Implementation

New Frontline Software Program

Host Bicycle Safety Courses (Collaborate with Local Partners)

BOFPC Rules and Regulations: Update

Mental Health Check-in Program for Sworn Personnel

Search and Rescue K-9

Police Explorer Cadet Post: Creation

- New Recruit Testing Process
- New Police Vehicle Purchases (8)
- Two (2) Sergeants to a Staff and Command Course
- One (1) Command Staff Member to a Management/Leadership Course
 - Police Department’s Webpage Reorganization
 - HR Assistant Training
 - IMRF Website
- Applicant Tracking System (ATS): Implementation
- CGFA Reporting
- Video Switcher in the TV Services Control Room
- Video Screens and Projectors in the Village Board Room
 - New Field Cameras Upgrade: Purchase
 - Live Closed Captioning of Village Board Meetings
- Dishn’ Out Mount Prospect: Reboot of Restaurant Show
- Standard Operating Procedures for Ribbon Cuttings (Marketing Plan): Creation
 - Lobby Screen System: Evaluation and Restructuring
 - Onboarding Users on Canva for Teams
- Initiatives in Aging In Community Work Group (Marketing Plan): Completion

Street Banners and Maintenance of Banner Schedule (Marketing Plan): Update

Internal Communications through MPCT

Community Ambassador Program Creation and Launch (Marketing Plan)

Procurement of Translation Services (Marketing Plan)

Photo File Reorganization

Internal Policy for Use of Copyrighted Materials

Village Revenue Generation Diversification Plan: Update at Budget Workshops

Emergency Fund: Additional Funding

Sewer Line Repair Policy: Review and Direction (Resident Incentives/Insurance

ADA Compliance Plan: Development

Major Storm Event Preparation: Annual Tabletop Exercise

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

Annual Sidewalk Inspection Program

Annual Community Police Beat Meetings

Traffic Crash Investigation Van: Evaluation

Senior Activities Expansion: Completion

Financial Wellness Workshop

- Human Services Orientation for New Police Officers: Development
 - Public Health Nurse CPR Instructor Certification: Completion
 - Police Officer Wellness Presentations
 - Fridays on the Green
 - Building Code 2025 Updates
 - Crime Free/Rental Licensing Updates
 - Prestige Feed Compliance/Litigation
 - Hoarding Task Force: Monitoring and Addressing When Needed
- Current Zoning Regulations to Promote Single-Family Residential Neighborhoods: Evaluation
 - License Plate Reader Cameras: Installation
- Visibility of Police Patrol Officers in Residential and Commercial Areas
 - Crime Prevention Activities Enhancement
 - Two (2) Outdoor Neighborhood Meetings as a Pilot Program
- Kopp Park: Splash Pads at Rec Plex, Direction, Front Funding, Time, and Next Steps
 - MPEI: Implementation
 - Business Visitation Program: Implementation
- 105 Main Redevelopment: Code Enforcement and Adjudication (Sakura Site)
 - Holiday Inn Building Vacancy: Legal Strategy

- Car Wash (2): Ever Clean – Open; Spot Wash – Permit and Construction
- Economic Development Technology Improvements and Implementation
 - 100 E. NW Highway – Busse Flowers Construction and Tenant
 - The Dawson Construction and Tenant
 - Golf Plaza II Vacancy, Outlot, + Site Improvements
 - 500 West Central: Permit and Construction
 - 1780 Wall Street: Entitlement and Permitting
 - 310 NW Highway: Acquisition, NFR, Clean Up, Central Plaza Design
 - Khepri Café: Development Agreement, TIF Incentive, Liquor License
- HQ Residences Development: Construction Incentive and Lease in 2024, Restaurant Incentive
 - 200 South Main: Zoning Approval, Development Agreement, TIF
 - 3rd Civic Academy for Residents
 - Annual 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 (5th Year)

Annual Citizen Police Academy

First Responder Academy for Teens

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

Diversity, Equity and Inclusion: Quarterly Update

Major Projects 2024 – 2025 Village of Mount Prospect

EOC/Public Works Door Access System: Direction and Funding

Employee Gym/Shower at Village Hall Project: Completion

Village Hall Gym Buildout

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

Public Works Facility Fence Replacement

Annual Neighborhood Drainage Improvement

Annual Street Improvement Program

Annual Host Household Hazardous Waste Collection Event(s)

Annual Overhead Sewer Reimbursement Program

Annual Public Works Vehicle Replacements

Annual Water Main Replacement

Annual Sewer Main Rehabilitation

Annual Streetlight LED Retrofits

- Rand/Central//Mount Prospect Road Project – Phase 3: Construction
 - Maple-Berkshire Relief Station Rehabilitation
- Kensington Business Center Detention Pond Improvements – Pond 2: Construction
 - Multi-Use Path Kensington Road at Railroad Tracks: Design and Construction
 - Multi-Use Path Algonquin Road Phase II Engineering and ROW Acquisition: Design
 - Water Reservoir Number 4 Rehabilitation
 - Main Street (IL 83) and Busse Avenue Pedestrian Crossing
 - Schoenbeck Road Resurfacing
 - Oakton Water System Expansion
 - Non-Curb Street Drainage Improvements 800-900 Block South Elm St
- Rand-Elmhurst-Kensington Road Intersection Improvements Phase III Construction
- Weller Creek Bank Stabilization Engineering Assessment – East of Main Street (IL 83)
 - Algonquin Road Path Phase III Construction
 - Central Road Railroad Crossing Study
 - Central Road Pedestrian Crossing Improvements – Weller Lane
- Corridor Street Lighting – Rand Road – Wedgewood Lane to Camp McDonald Road
 - New Sidewalk – Wolf Rd from Euclid Ave to Prospect Heights Train Station

Storm Sewer Rehabilitation

Residential Street Lighting – Burning Bush Lane

Busse Road Reconstruction – Village Responsible for Lighting and Path (2025)

McDonald Creek Improvements – Removal of Weir (2025)

Bridge Improvements – Sediment Removal Wolf Rd, Burning Bush Ln, Briarwood (2025)

Bridge Improvements – Business Center Drive (2025)

Deep Well 16 Rehabilitation (2025)

Fire Station 11: Completion

Soccer Pitch at Euclid Elementary: Design and Procurement

Lions Park Playground CDBG Improvements: Construction

PERFORMANCE REPORT 2023 – 2024

Mayor and Village Board



Mount Prospect, Illinois
May 2024



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A

**Performance Rating for
2023 – 2024**

Performance Rating for 2023 – 2024 Mayor and Board of Trustees

8.4

Rationale for Rating

1. Community Survey with Positive Feedback from the Community; Concern about Methodology
2. Sound Financial Position with Additional Fund Balance
3. Budget with Lower Tax Rate
4. Downtown Development – Becoming a Vibrant Place to Live and Come to
5. Elk Grove Fire: Village Leadership and Resolution
6. Vehicle Sticker Elimination
7. Village Sustainability Plan: Developed
8. Water Connection Project Underway
9. Road Intersection Project: Near Completion
10. More Opportunities for Engaging Residents/Stakeholders Walking Away
11. Southside TIF and Development
12. Problems with Bidding Process – Fire Station
13. No Ethics Ordinance – A Priority for 2023 – 2024
14. Emergency/”Rainy Day” Fund: Funded
15. Major Public Works Projects Done
16. No Major Infrastructure Failure

Performance Rating for 2023 – 2024 Management Team

9.1

Rationale for Rating

1. High-Quality, Customer-Friendly Village Services
2. Development and Building Community – Positive Reputation
3. City Teamwork: Adjusting to Changing Environment – Agility
4. Downtown Development: Restaurants (8), Residential Development, Safe Place
5. Elk Grove Fire: Major Progress
6. Village Survey: Positive Feedback
7. Village Financial Condition: Large Surplus
8. Village Employees: Low Turnover
9. Adding Personnel to Public Safety
10. Positive Climate at Board Meetings – Board Leadership and Collaboration
11. Aging Resident Initiative
12. Emergency Fund: Funded
13. Budget with Lower Property Tax
14. Funded CIP: \$35.4 Million
15. EAV Growth: \$325 Million (17.6%)
16. Major City Projects: Progress and Completion
17. Opportunities to Engage Our Community and Our Residents
18. Talented Leadership Team

B

Performance Report 2023 – 2024

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 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.**

**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 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 Policy Agenda 2023 – 2024 Targets for Action

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

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

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 in Progress 2023 – 2024

► 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
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

► **Management in Progress 2023 – 2024 (Continued)**

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
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: **Village Board Workshop** and Budget FY 24
49. Cannabis Revenues (\$80,000-90,000): Analysis, Update Report with Findings and Direction
50. Village Sticker Final Elimination **Board Decision** on Direction
51. 2nd Civic Academy for Residents
52. Mount Prospect Senior Appreciation Day: Creation
53. Annual Kickin’ with Cops Summer Soccer Program
54. Annual Five-O 5K Run
55. Annual National Night Out
56. Annual Community Connections Center: Youth Programs
57. Annual Celebration of Cultures (4th Year)
58. Annual Citizen Police Academy

► **Management in Progress 2023 – 2024** *(Continued)*

59. First Responder Academy for Teens
60. ADA Compliance Plan: Development
61. Fairview Gardens Overhead Sewer and Restoration Program/Long-Term Warranty Maintenance
62. Major Storm Event Preparation: Annual Tabletop Exercise
63. Annual Sidewalk Inspection Program
64. Annual Community Police Beat Meetings
65. Traffic Crash Investigation Van
66. Police Explorer/Cadet Post: Creation
67. Mental Health Check Program (State Mandated)
68. Positively Furthering Fair Housing: HUD Rule Change and Completion
69. Post Incident Plan – Shelter/Reunification
70. Behavioral Health Subsidy Program
71. Senior Activities Coordinator: Hire
72. Women’s Group at the CCC: Development and Facilitation
73. Senior Activities Expansion: Completion
74. Celebration of Cultures Community Event
75. Food Pantry Health Initiative
76. Alzheimer’s Foundation of America National Memory Screening Program
77. Financial Wellness Workshop
78. HS Orientation for New Police Officers: Development
79. Public Health Nurse CPR Instructor Certification: Completion
80. Police Officer Wellness Presentations
81. Informational Sheet for Employees on AED Use and a CLIA-Required Procedure Manual: Creation
82. Transportation Resource Fair: Host
83. Search and Rescue K-9: Research, Direction and Funding
84. Combined Active Shooter/Rescue Task Force Training Exercise: Host
85. Police Onboarding: Completion
 - a. Administrative Commander
 - b. Patrol Sergeant
 - c. Training Sergeant
 - d. Records Supervisor
86. Police Department’s BOFPC Rules and Regulations: Update
87. New Police Vehicle Purchase and Delivery
88. Sergeant to a Staff and Command Course
89. Command Staff Member Management / Leadership Course (PERF or Northwestern University)
90. Community Connections Center Network Connection

► **Management in Progress 2023 – 2024** *(Continued)*

91. Fridays on the Green
92. MPEI: Implementation
93. Business Visitation Program: Implementation
94. 105 Main Redevelopment: Code Enforcement and Adjudication (Sakura Site)
95. Holiday Inn Building: Legal Strategy
96. MSL Building D: Occupancy
97. Car Wash (2)
98. Metra Train Platform Extension: Direction, White Paper, Resolution on Village Position and Village Actions

Village of Mount Prospect Major Projects 2023 – 2024

► 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
3. Redundant Water Supply Project: Design and Construction (Northwest Water Commission)
4. Downtown Pedestrian Crossings Projects: Bid and Construction: Central Avenue and Cathy Lane
5. Public Works Facility Fence Replacement
6. Village Hall Domestic Booster Pump Replacement
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. Lincoln-We Go Relief Station Rehab
12. Annual Overhead Sewer Reimbursement Program
13. Annual Public Works Vehicle Replacements
14. Annual Water Main Replacement
15. Annual Sewer Main Rehabilitation
16. Public Works Window Replacement
17. Village Hall Window Replacement
18. HVAC Upgrade Village Hall
19. Annual Streetlight LED Retrofits
20. Rand/Central//Mount Prospect Road Project – Phase 3: Construction
21. Central Road Pedestrian Crossing Improvements Construction (Cathy)
22. Maple-Berkshire Relief Station Rehabilitation
23. Public Works Fiber Connection

► **Major Projects 2023 – 2024 (continued)**

24. Kensington Business Center Detention Pond Improvements – Pond 2: Construction
25. Multi-Use Path Kensington Road at Railroad Tracks: Design and Construction
26. Melas-Meadows Pedestrian Bridge Phase 2: Grant Funding and Design [18 months] (IDOT)
27. Southside Infrastructure Plan/Projects: Review, Project Priority, Funding Mechanism and Direction (including Streets, Sidewalks, etc.)
 - a. Shared Path: Design
 - b. Oakton Water Main
28. Multi-Use Path Algonquin Road Phase II Engineering and ROW Acquisition: Design
29. Soccer Pitch at Euclid Elementary: Design and Procurement
30. License Plate Reader Cameras: Installation

Village Successes for 2023 – 2024

Mayor and Board of Trustees

Village of Mount Prospect

1. Elk Grove Rural Fire District: Significant Progress
2. Downtown New Businesses: Opening
3. Fire Station 11 Projects
4. Fairview Garden Stormwater Management/Reduced Flooding
5. Overall Village Government Financial Condition and Pension Contributions
6. Budget without a Tax Increase
7. Police Special Units
8. Strong Human Services
9. Sustainability Committee
10. Village Becoming More Pedestrian and Bike Friendly
11. Community Survey with Positive Feedback from Our Residents
12. Village Sticker Permanent Elimination
13. Infrastructure Project: Progress
14. Sales Tax Revenues Up
15. Valet Parking Pilot Program
16. Lower Crime Rate
17. Migrant Crisis: Dodge It
18. Southside TIF: Progress

19. Camera System Initiated
20. Enhanced Communications with our Mount Prospect Community
21. Strong Police and Fire Service
22. Randhurst New Retail
23. Management Performance for the Past Year
24. Cloud HQ: Continued Progress
25. Annexation South to Tollway/Interstate

C

Department Performance 2023 – 2024

DEPARTMENTAL SUCCESSES 2023 – 2024

Mount Prospect, IL

May 2024

DEPARTMENT: CDBIS

Please list your department’s most important achievements that were completed during 2023 – 2024 under “Success.” Under “Impacts”, please explain what the benefits to the Village and to a resident were as a result of each achievement.

***Success:** Averaged the entire year at 75-80% of the building permits applied online via our online portal; approximately 80% of the licenses are paid online.

Impacts: 24/7 hour and 365-day access online to permit applications, equitable access for remote workers/increasing accessibility access via virtual meetings.

***Success:** Hoarding/Deteriorated structure department committee. Great cross-department support to provide cleaner/more equitable/improved quality of housing to the community.

Impacts: Hoarding and deteriorated structure cases increased 10% over the last year, the hoarding cases remain to be a large staff time consumption as they are taking more time to resolve from the previous years.

***Success:** Rental license and Crime-Free programs to continue to be recognize within the state as a solid and well-managed program. We resolved numerous code enforcement cases such as with Algonquin Trails/Brownstone; those properties were purchased by new owners.

Impacts: We believe that the rental licensing program and crime free programs help all residents have equitable access to clean and fair housing that is inclusive. We spoke at the mayor’s caucus to explain the benefits of the program. The rental program helps maintenance standards and helps have safer neighborhoods where the residents feel and are safe. We are advocates for the residents and community standards while serving with compassion.

Success: We are active in the Aging-in Community work groups by working with District 214 on their new property in town to include Universal design standards (accessible design) into the new home. In additions, we are working on policy initiatives with Planning and are looking at ways to recommend accessible design concepts.

Impacts: Supports Aging in the Community Action Implementation

Success: Community Engagement
Impacts: We make every attempt to attend every CWC meeting, Village Board/COW meetings, Senior events, Coffee Talk & Construction events, Safety Social Events, Farmer’s Market, Block Party, Oktober Fest, and Cultural events. This provides our Team an opportunity to engage and connect with seniors, residents, contractors, and other community stakeholders.

Success: Expedited plan reviews and Inspections.
Impacts: The Development Plan Review Team has assisted with expedite plan reviews and inspections for projects such as : HQ Residences, The Prospect, Prospect Plane, Century Tile/Raising Canes, The Dawson, Salerno’s, Whiskey Hill, Patina Wine Bar, Maple Street/Caputo’s, and Lion’s Row Homes. Even prearranged inspections as early as 6am for residents if they schedule.

Success: Construction site consultations/development meetings
Impacts: Connect with architects and engineers early in the design process to help with early design and code questions.

*Success: Code Enforcement activities including court/adjudication fly dumping, hoarding, lighting complaints, cheese smells, and list can go on....
Impacts: Improve the code quality of the housing and commercial buildings; ensures equitable access to clean, safe, and fair housing for the community.

Success: Restaurant/sanitation complaints
Impacts: Provide for a safe, quality restaurant and food experience in the community.

Success: Updated our local code to add future capability for electric vehicle charging in garages and single -family home construction.
Impacts: Provide for green-vehicle charging access with a fair-reasonable response.

Success: Volunteering in the community; deliver food, hoarding situations, residential wellness visits, shovel snow, cut grass, change the occasional tire, and neighbor vs/ neighbor issues.

Impacts: Engage the community and show compassion in our community.

Success: Cross trained additional staff to ensure continuity of business when/if team members retire or leave the organization.

Impacts: A new Senior Environmental Health Inspector was hired and a new Compliance Inspector position has been budgeted and requested.

DEPARTMENTAL SUCCESSES 2023 – 2024

Mount Prospect, IL

May 2024

DEPARTMENT: Finance

Please list your department’s most important achievements that were completed during 2023 – 2024 under “Success.” Under “Impacts”, please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success: Procurement Authority Raised to \$50,000 for the Village Manager.
Impacts: Streamlined delays in purchasing process and reduced administrative burden
*Success: 2022 Audit Reflected \$13.4 Million Surplus for the General Fund (reported in 2023 \$14 Million).
Impacts: Stronger financial health for the Village.
*Success: Revised the Fund Balance Policy for the General Fund from 20-30% to 30-50%.
Impacts: Stronger financial health for the Village and possible AAA credit ratings for the Village.
Success: Clean Audit Opinion.
Impacts: Indicates strong internal controls for the Village.
*Success: Started Economic Emergency Fund from the 2022 Surplus with \$6.5 Million.
Impacts: Now the Village has one-month worth of operating cash set aside for emergencies. This step also helps with AAA credit ratings down the road.
*Success: Pension Stabilization Fund was Funded with \$2 Million from the 2022 Surplus.
Impacts: Reduced the 2023 property tax levy for the pensions by \$2.0 million This resulted in a \$112 savings per household.

*Success: Debt Service Abatement of \$2.4 Million.
Impacts: Reduced the 2023 property tax levy for the debt service by \$2.4 million This resulted in a \$134 savings per household.

*Success: Received Audit, Budget, and PAFR awards, Making us a Triple Crown Community for the 2 nd Year.
Impacts: Demonstrates accurate, meaningful, and on-time financial reporting for the Village financials.

Success: Outperforming TIF Increments.
Impacts: Prospect and Main TIF outperform by \$1.5 million and South Mount Prospect by \$1.8 million.

*Success: Outperforming State Revenues.
Impacts: Sales tax increased by 12% and collected \$34.8 million. Income tax outperformed by 20% compared to the budget and collected \$9.1 million.

Success: Outperforming Interest Income.
Impacts: Collected \$5.6 million in interest income against the original budget of \$275,000.

Success: 100% compliance with all rules and regulations.
Impacts: The Village is 100 percent compliant with all Federal, State, and Local compliances.

Success: Renewed a five-year contract with CityBase for the online payment and kiosk services.
Impacts: The new contract will provide savings of \$130,000 over five years compared to the previous contracted amount (due to increased volume fees) and will allow the Village to execute up to 110,000 transactions per year. The transaction threshold is sufficient to move the existing 2,400 monthly transactions from old legacy system to the new one.

*Success: Fire Station 11 Renovations were Funded by Outperforming Interest Income.
Impacts: The Village funded Fire Station 11 improvements totaling \$1.75 million without impacting funding for any existing project and without increasing property tax burden.

***Success:** Elimination of vehicle stickers.

Impacts: Average of \$90 savings per household.

Success: CIP Funding of \$35.4 million.

Impacts: Funded all the critical projects proposed for the year 2023.

DEPARTMENTAL SUCCESSES 2023 – 2024

Mount Prospect, IL

May 2024

DEPARTMENT: Fire

Please list your department’s most important achievements that were completed during 2023 – 2024 under “Success.” Under “Impacts”, please explain what the benefits to the Village and to a resident were as a result of each achievement.

*Success: Placed a 4 th ambulance in service full-time
Impacts: Enhanced Emergency Services in south Mount Prospect
Success: Hosted a D214 Internship Program with 7 interns in the past 12 months. Also hosted a successful First Responder Academy for Teens in conjunction with police
Impacts: Strengthens collaboration with D214 to garner interest in the fire service and improve recruitment efforts
*Success: Hosted a Disaster Preparedness Expo
Impacts: Provides community outreach for disaster preparedness
Success: Hosted a Fire Department Open House at Randhurst Village
Impacts: Strengthens community outreach
Success: Promoted Phil Wnek to the rank of Lieutenant
Impacts: Successfully filled Lieutenant position and reinforced succession plan
Success: Added two Paid-On-Call Firefighters
Impacts: Strengthens our department/community support groups

*Success: Completed 100 pre-plans and over 3,000 inspections
Impacts: Improved community development/customer relations and Fire Prevention efforts
Success: Installed over 155 smoke detectors
Impacts: Improved safety in homes with elderly residents (high risk)
Success: Hosted successful Food, Coat and Toy drives
Impacts: Creates strong community partnerships through community support and enhances Human Services resources
Success: Firefighters obtained 46 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: Implemented an Emergency Management App for the community
Impacts: Enhances community outreach
Success: Three paramedic students became licensed paramedics
Impacts: Increases skills and Paramedic knowledge
*Success: Hired a new EMS Administrative Officer
Impacts: Increases support and EMS resources for members
*Success: Began remodel of Station 11
Impacts: Part of enhancing services
Success: Placed Tender 11 in service
Impacts: Enhanced Emergency Services in south Mount Prospect (manufactured homes)

Success: Started the Lieutenant Promotional Process
Impacts: Reinforces succession planning

Success: Deputy Chief Wang Completed his Chief Fire Officer coursework
Impacts: Enhances knowledge and resources for our members

Success: Michele Kowalczyk, Sarah Gonet, and Laurie Moran obtained Peer Support Certifications
Impacts: Enhances core support and resources for our members

Success: Assistant Chief Loomis completed coursework from the Midwest Leadership Institute
Impacts: Enhances knowledge and resources for our members

Success: Sarah Gonet and Laurie Moran completed coursework for their Fire Service Administrative Support Personnel Certification
Impacts: Enhances knowledge and resources for our members

Success: Took over emergency services for the Elk Grove Rural Fire Protection District
Impacts: Enhances service to south Mount Prospect

Success: Completed a mass casualty/active shooter training with police
Impacts: Enhances interdepartmental collaboration

DEPARTMENTAL SUCCESSES 2023 – 2024

Mount Prospect, IL

May 2024

DEPARTMENT: Human Services

Please list your department’s most important achievements that were completed during 2023 – 2024 under “Success.” Under “Impacts”, please explain what the benefits to the Village and to a resident were as a result of each achievement.

***Success:** Aging in Community work groups launched and working on action plan goals and objectives.

Impacts: Addressing priority areas for seniors identified in the Aging in Community Action Plan.

Success: Senior Buzz newsletter outreach to increase the number of seniors receiving newsletter.

Impacts: The number of seniors registered to receive the newsletter has increased by

Success: Transportation event for seniors held in August at the library and at Centennial senior apartments in March.

Impacts: Raising awareness of the various transportation options for seniors that are currently available.

***Success:** Hosted a mental health summit facilitated by a mental health attorney for HS, PD and FD.

Impacts: Provided education on laws regarding response and transport of individuals suffering from a mental health crisis. Increased collaboration between Village departments and Northwest Community Hospital.

***Success:** Launched a collaborative monthly meeting to discuss Mental Health community issues with HS, PD and FD personnel.

Impacts: Improved communication, collaboration and problem solving around difficult cases and issues. Lead to PD/FD Improvements

Success: Hosted (5 th) annual Celebration of Cultures with estimated attendance of
Impacts: DEI-Celebrating the communities diversity.

Success: Hosted 4 th annual Mental Health Matters event.
Impacts: Raise awareness about mental health and address stigma associated with mental illness.

*Success: Human Services website re-designed.
Impacts: A more organized look resulting in a more seamless process to locate information.

Success: Volunteer appreciation breakfast held at local restaurant for department volunteers that assist with food pantry and farmers market operations.
Impacts: Recognizing community members that give of their time to support our programs.

Success: Created Pathway Forward program which will be led by a volunteer.
Impacts: Opportunity for residents who are referred by a department social worker to work one on one with a mentor on job and career exploration and goals.

Success: Developed Transient Guidelines and Protocol due to increase in number of homeless individuals presenting in community and at the police department.
Impacts: A coordinated and consistent approach to assessing and linking individuals to the appropriate agencies and resources who are funded to serve the homeless.

*Success: Identified additional opportunities for food donations and purchases for the food pantry.
Impacts: Additional sources needed to address increasing number of residents applying for food pantry assistance.

Success: Police social workers presented at MPPD beat meetings on services available through the Human Services Department.
Impacts: Raise awareness of services available.

Success: DISC assessment team project.
Impacts: Strengthening cohesiveness of department through better understanding of how we work individually and as a team.

Success: Women’s group launched at the Community Connections Center.
Impacts: Increased support to community members with a focus on education and information on social service topics.

Success: Launched legal aid clinic at the CCC in partnership with North Suburban Legal Aid.
Impacts: Offers low-income residents access to free legal consultation on issues related to domestic violence, immigration and landlord tenant problems.

Success: Offered Power of Attorney clinic at CCC in Spanish in partnership with North Suburban Legal Aid.
Impacts: Low-income Spanish speaking residents received assistance at no charge in executing POA’s.

Success: Behavioral Health Subsidy program increased marketing in Village Newsletter, press release and social media.
Impacts: Has resulted in greater awareness and participation in the program.

*Success: Mental Health presentation to the board.
Impacts: Increased awareness of services offered by the Human Services Department that support both mental health and social determinants to health.

Success: Holiday program with new partnerships with D26 and D214 schools held at FD station 14 in collaboration with MPFD.
Impacts: All families participating in program were clients of either Human Services EAP food pantry program or families identified by school districts as low income and in need of support.

Success: MPFD and MPPD were guests at CCC Play and Learn program.
Impacts: Introduced fire safety and calling 911 in an emergency to children ages 2-5 and their parents.

Success: School supply program included a presentation for parents on college financial assistance programs which was given by staff from Harper Community College.
Impacts: Increased knowledge to help low-income families with financial readiness for college.

Success: Re-launch of senior exercise programs which resulted in weekly classes with increased variety of programs.
Impacts: Increased senior engagement and participation in this program.

Success: Increased Public Health Nurse engagement with school aged children in the community around health and safety.
Impacts: Outreach and engagement of Public Health Nursing has expanded to a broader age demographic.

Success: Public Health Nurse hosted senior health month in October offering a number of presentations to seniors on health-related topics.
Impacts: Providing educational and information opportunities for seniors in the community.

Success: Launched the Nurses health corner in the food pantry which highlights new healthy foods and benefits to health on a monthly basis.
Impacts: Provides health education to low-income residents who rely on food pantry's and provides information on healthier choices available within the pantry.

Success: Public Health Nurse launched A1C testing as a result of community feedback.
Impacts: Provides greater accessibility to testing for both preventing and monitoring purposes.

Success: Increased outreach to seniors who have fallen in their home to offer senior assessments and other community resources.
Impacts: Increased intervention with safety issue affecting older adults in community.

Success: Community social workers presented at schools and civic organizations to increase awareness of donation needs for food pantry program.

Impacts: Increase in food pantry donations due to community engagement raising awareness and resulting in food drives.

DEPARTMENTAL SUCCESSES 2023 – 2024

Mount Prospect, IL

May 2024

DEPARTMENT: Information Technology

Please list your department’s most important achievements that were completed during 2023 – 2024 under “Success.” Under “Impacts”, please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success: Office 365 – Office Applications Rollout
Impacts: Upgrade for Office Suite and Teams application

Success: CCC Network Connection
Impacts: New fiber network connection through Comcast. No more reliance on service and equipment from other public entity.

*Success: Pocket Park – Internet/Switch/Cameras
Impacts: Worked with Public Works team to get Internet and network equipment plus cameras setup for the park.

*Success: No Cyber Incident
Impacts: Protecting Village information.

DEPARTMENTAL SUCCESSES 2023 – 2024

Mount Prospect, IL

May 2024

DEPARTMENT: Community Development – Planning and ED

Please list your department’s most important achievements that were completed during 2023 – 2024 under “Success.” Under “Impacts”, please explain what the benefits to the Village and to a resident were as a result of each achievement.

***Success:** Spent ARPA funds totaling \$43,069.50, benefiting 7 local small businesses making website and green building improvements.

Impacts:

***Success:** Successful completion of SD26 soccer pitch.

Impacts:

***Success:** Dedicated \$250,000 towards new walking trails in Lion’s Park as part of Phase I improvements (CDBG @ \$190,000; \$60,000 in TIF-funds).

Impacts:

***Success:** Navigated RDA negotiations for 139-143 W. Prospect Avenue to allow for an expansion of Mia’s Cantina and the construction of new apartments (\$160,000 in TIF funds).

Impacts:

Success: Navigated entitlement of 2400 E. Oakton to allow the construction of a contractor’s yard and many area stormwater improvements at a vacant site in south Mount Prospect.

Impacts:

Success: Navigated RDA negotiations for Lady Dahlia + Patina Wine Bar (\$280,000 in TIF funds).

Impacts:

Success: Passage of text amendments regarding extended stay hotels, signage lighting, and industrial building heights.

Impacts:

DEPARTMENTAL SUCCESSES 2023 – 2024

Mount Prospect, IL

May 2024

DEPARTMENT: Police

Please list your department’s most important achievements that were completed during 2023 – 2024 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 86 to 89
Impacts: Additional officers on the street and more opportunities for officers
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: Expose area teenagers to careers in policing and the fire service
Success: Conducted a new recruit exam for police officers
Impacts: We were able to hire 3 new police officers from this eligibility list
Success: Conducted a lateral transfer hiring process
Impacts: We were able to hire 3 new police officers utilizing this program
Success: Conducted a Sergeants promotional process exam
Impacts: So far, we have promoted 4 officers off of the current eligibility list
Success: Conducted a Commanders promotional process
Impacts: Two Sergeants were promoted to the rank of Commander as a result of this process

Success: Conducted four (4) “Safety Socials” with the Mount Prospect rental communities
Impacts: Provide inclusive engagement to all residents and promoted a variety of Village Services

Success: Two Commanders 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: Introduction of “Charlie”, the Department’s Comfort Dog
Impacts: Enhance well-being of department members and enhance community engagement

Success: Implemented the State’s new Pretrial Fairness Act procedures
Impacts: Provided easy to follow procedures for department members, to ensure compliance with State statute.

Success: Collaborated with the Fire Department to conduct Active Threat training
Impacts: Ensure first responders are properly trained and prepared to address active threat events

Success: Developed and deployed a new department Police Patch
Impacts: Provide sense of identity to department members and increase morale

Success: Purchased and deployed 30 new Conducted Energy Weapons (Tasers)
Impacts: Updated our inventory of Tasers, which provided our officers with current technology

Success: Hosted a Citizens Police Academy
Impacts: Create positive relationships with community members and teach them about department operations

Success: Hosted Active Threat training for the community
Impacts: Helped train and prepare our community, should they find themselves in an active threat incident

*Success: Implemented Special Response Team (SRT)
Impacts: Created a specialized and dedicated unit, which could focus in on high profile incidents occurring within the community – high profile issues

Success: As part of our DEI initiatives, created the Women of MPPD group
Impacts: Foster a positive environment amongst our female team members, while helping those team members enhance their career opportunities

*Success: Patrol Officers Collective Bargaining Agreement was ratified
Impacts: Provide a more competitive salary and benefits package to help retain our current officers while also assisting in efforts to recruit new officers

*Success: Sergeants Collective Bargaining Agreement was ratified
Impacts: Provide a competitive salary, while paying our supervisors for the additional work they are being asked to complete

Success: One 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

DEPARTMENTAL SUCCESSES 2023 – 2024

Mount Prospect, IL

May 2024

DEPARTMENT: Public Works

Please list your department’s most important achievements that were completed during 2023 – 2024 under “Success.” Under “Impacts”, please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success: Fire Station 11 Rehabilitation/Remodel
Impacts: Completed the rehabilitation of recently acquired Fire Station 11. The remodel allows the effective operation of an ambulance and engine. Collaborative effort between the Fire Department and Public Works.
Success: Water Main Replacement
Impacts: Completed replacement of approximately 11,000 linear feet of aging water main.
Success: Street Improvement Program
Impacts: Completed resurfacing of approximately 9.0 miles of roadway. Facilitate strategic transportation goals by maintaining streets in good condition and avoiding more substantive costs of street reconstruction.
Success: Residential Street lighting – Schoenbeck Road
Impacts: Installation of streetlights along Schoenbeck Rd between Rand Rd and Camp McDonald Rd.
Success: Kensington Business Center Detention Pond 2 Rehab
Impacts: Dredging of pond and reestablishment of bank. Work improves the capacity and operation of the storm water system.

Success: Updated Neighborhood Traffic Calming Program

Impacts: Completed a review and update to the Village’s neighborhood traffic calming program. Updates to program enable more streets to be eligible for traffic calming enhancements. Creating greater pedestrian safety.

Success: Separate and Combined Sanitary Sewer Improvements

Impacts: Completed necessary spot repairs and lining of 20,000 linear feet of separate and combined sanitary sewers. Project minimizes potential of surcharging and basement backups

***Success:** Rand-Central-Mt Prospect Rd Intersection Improvements

Impacts: Completed improvements to intersection improving traffic flow, pedestrian access and safety.

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: 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 52,000 linear feet of sidewalk and inspected approximately 50 miles of sidewalk in the Village’s sidewalk network. Increase pedestrian safety and reduce claims.

***Success:** Central Road Pedestrian Crossing Improvements – Cathy Lane

Impacts: Completed pedestrian crossing includes a refuge island and flashing beacons. Improved pedestrian access and pedestrian safety.

*Success: Northwest Water Commission Interconnect
Impacts: Completed construction of interconnect with Northwest Water Commission. Provides a fully redundant water supply in case of disruption to primary water source.

Success: Tree City USA Award
Impacts: Received Tree City USA Award for 39th year. Recognition of Village’s commitment to the sustainability of the urban forest.

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: Public Works Window Replacement
Impacts: Completed replacement of all exterior windows. Greater efficiency reducing heating and cooling needs reducing energy consumption.

Success: Village Hall Window Replacement
Impacts: Completed replacement of all exterior windows. Greater efficiency reducing heating and cooling needs reducing energy consumption.

Success: HVAC Upgrade Village Hall
Impacts: Replaced all five roof top units. New units are more efficient reducing energy consumption.

Success: Maple-Berkshire Relief Station Rehabilitation
Impacts: Rehabilitation of existing flood control facility. Mitigates basement backups.

DEPARTMENTAL SUCCESSES 2023 – 2024

Mount Prospect, IL

May 2024

DEPARTMENT: Village Administration – Village Manager’s Office

Please list your department’s most important achievements that were completed during 2023 – 2024 under “Success.” Under “Impacts”, please explain what the benefits to the Village and to a resident were as a result of each achievement.

*Success: Intergovernmental Agreement between the Village, Elk Grove Township and the Elk Grove Rural Fire Protection District, Approval of Special Service Area to fund Fire and EMS services
Impacts: Completed key steps towards a long-term solution to provide fire and emergency medical services in unincorporated Elk Grove Township that were previously served by the Elk Grove Rural Fire Protection District.

Success: Angelo Caputo’s Fresh Markets Opening Downtown
Impacts: The opening of a downtown grocery store fills a long-standing request of community members. Also, their prepared food area and café adds dining options for breakfast, lunch, and dinner.

*Success: Completed 2023 Community Survey with very positive results
Impacts: Confirms excellent performance over the past three years and provides insight for future initiatives. Implemented recommendation from Diversity, Equity, and Inclusion report to ask specific DEI questions.

Success: Eliminated the Vehicle Sticker Program
Impacts: Eliminates a fee paid by residents and businesses. Average of \$90 savings per household.

Success: 2022 Annual Report – Village of Mount Prospect
Impacts: Compiles year-long accomplishments, statistics, noteworthy challenges, and achievements for each Village department. It also provides an overview of the Village and the Board of Trustees

Success: Negotiated successor Patrol and Sergeant Union Collective Bargaining Agreements
Impacts: Provide a more competitive salary and benefits, opportunity to work on management-employee relations.

Success: Pilot Valet Parking Program
Impacts: Testing a parking solution to assist restaurants in the small triangle since their site adjacent parking is limited and are bordered by two state 4 lane highways. May lead to additional economic development related opportunities.

*Success: Sustaining Downtown Development and Business Momentum
Impacts: - Restaurants opened this Strategic Planning year - Lady Dahlia, Patina Wine Bar, Mount Prospect Public House, and Salerno’s Pizza - Projects Under Construction are MSL “Dawson”, Lions Park Row Townhomes, 104 E. Northwest Highway redevelopment, Whiskey Hill, The Prospect, Khepri Cafe and Mia’s Cantina expansion.

Success: The 2024 Shining Stars Celebration was held at banquet hall in town.
Impacts: An event celebrating the residents and community members is held in town.

*Success: The overall Village Levy reduced 4.8 percent or \$992,791 over the 2022 extended taxes payable in 2023. In addition, the Village deployed \$2 million for pension abatements and \$2.4 million in debt service abatements.
Impacts: The Average household will see a reduction of \$53 in their annual property tax bill of the Village’s portion only.

DEPARTMENTAL SUCCESSES 2023 – 2024

Mount Prospect, IL

May 2024

DEPARTMENT: VMO – Communications (Marketing & PR)

Please list your department’s most important achievements that were completed during 2023 – 2024 under “Success.” Under “Impacts”, please explain what the benefits to the Village and to a resident were as a result of each achievement.

*Success: Drafted a strategic Marketing Plan for the Village and presented to Village Board and stakeholders
Impacts: To enhance the Village’s competitive reputation and build a vibrant sense of place

*Success: Formed Mount Prospect Communications Team (MPCT) with key staff from each Village Department
Impacts: To improve communication between Departments and to the public; to present as a more unified organization in communications

*Success: Oversaw rebranding of Downtown Mount Prospect Block Party and redesigned website and promotional materials
Impacts: To accurately represent the event as a fun and modern outing, which could in turn result in higher attendance

Success: Designed and assisted with Mayor Hoefert’s 2023-24 State of the Village Address
Impacts: To showcase the fantastic work accomplished by the Village over the past year and inform/educate the public

Success: Improved operations and flow of communication with the Special Events Commission; oversaw creation of successful new event (Halloween Decorating Contest)
Impacts: To lessen the burden on Village staff who assist with the events and to provide fun and meaningful events for the public

Success: Created and implemented plan for proper procurement of stock photos and copyrighted material
Impacts: To ensure all Departments have easy and legal access to images and stock content needed to promote their services to the public

*Success: Participated in kickoff event/relaunch of Mount Prospect Entrepreneurs Initiative
Impacts: To offer small businesses and potential small business owners' free resources and drive economic growth

Success: Updated form for ribbon cuttings and created online form for accessibility
Impacts: To improve the flow and timing of ribbon cuttings and make it easier for businesses to hold a ribbon cutting

Success: Trained, advised, and assisted Human Services Department on full refresh of website pages
Impacts: To more accurately display the Department and its services so residents may utilize them; to teach staff how to use the website and best practices so they may maintain their progress

Success: Procured Canva for Teams account and began training Human Services staff on graphic design practices and Canva usage
Impacts: To allow each Department access to create their own graphics and content with an account administrator who can easily review, monitor, and enforce branding

Success: Participated in creation of 2023 annual report
Impacts: To display the Village's progress in a visually appealing and easy-to-understand way

Success: Assisted with Human Services' "Mental Health Services" presentation and designed a PowerPoint template for the Department.
Impacts: To highlight the Department's progress and services that the public may be unaware of; to allow the Department to recreate presentations that follow a consistent brand

Success: Oversaw creation of new officer recruitment videos with Police Department
Impacts: To promote the benefits of the Department and increase recruitment efforts for first-time officers in a new way than before

Success: Redesigned covers for budget and annual comprehensive financial report
Impacts: To brand the reports in a way that is modern, professional, and consistent with other Village communications, potentially increasing readership and recognition

*Success: Increased usage, reach, views, and engagement on Meta accounts – increase percentages ranging from 45.5%-250%.
Impacts: To build community engagement and increase effectiveness of platforms, which are used to educate about services, events, and Village news

Success: Expanded internal communications by sending press releases and e-newsletters to all Village staff
Impacts: To allow all staff members the opportunity to stay informed with accurate and timely information

DEPARTMENTAL SUCCESSES 2023 – 2024

Mount Prospect, IL

May 2024

DEPARTMENT: VMO – Digital Communications/TV Services

Please list your department’s most important achievements that were completed during 2023 – 2024 under “Success.” Under “Impacts”, please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success: Converted the TV Services Editing Computers from an AVID platform to an Adobe Premier Pro platform. Purchased new editing computers, began using Adobe software we already paid for and received training on the new software.
Impacts: Converting to Adobe Premier Pro allows us to better use the Adobe Creative Suite of products and integrate them into our video productions in a seamless way. Editing efficiency is improved greatly and time spent rendering effects is dramatically reduced.
*Success: Created a Village Podcast, called MountPodcast, highlighting interviews with prominent people in the Mount Prospect community.
Impacts: Gives us an outlet to explore issues and individuals in an in-depth manner, not appropriate for social media and other visual outlets.
*Success: Purchased and implemented Adobe Stock for teams as a universal source for stock footage for all departments.
Impacts: This stock footage collection will help the Village avoid copyright issues with photos, graphics and video footage on our website, social media and other graphic platforms.
Success: Purchased and installed a new video playback system for the Village’s government access channel, MPDC.
Impacts: Allows the government access channel to continue cablecasting, using updated video file formats, and improved visual quality.

***Success:** Rented a 17' x 10' Jumbotron video screen for the 2023 Village Block Party. Used 4 remote cameras and a production switcher to feed the screen when bands were performing on the stage. Showed Platinum sponsors logos between bands.

Impacts: Enhanced the viewing experience for festival attendees. Was able to give Platinum level sponsors more exposure for their money.

DEPARTMENTAL SUCCESSES 2023 – 2024

Mount Prospect, IL

May 2024

DEPARTMENT: **VMO – Administration – Human Resources Division**

Please list your department’s most important achievements that were completed during 2023 – 2024 under “Success.” Under “Impacts”, please explain what the benefits to the Village and to a resident were as a result of each achievement.

***Success:** Successfully executed the transition of PW union employees from Local 150 insurance plan to the Village’s Insurance Plans – collaboration with Public Works.

Impacts: Achieved successful transfer of data to Village carriers with minimal impact to covered employees. Built benefit plans and executed special open enrollment for employees in NWS system to ensure timely and accurate enrollment for premium payment \$170,400 savings – 84.7% participation

Success: Partnered with Police Chiefs and Village Admin to execute successor agreements with Patrol and Sergeants bargaining units.

Impacts: Completed this management in progress strat plan item for 2023-2024. Retained more flexible cost containment language for health insurance plans.

Success: Managed a successful conversion of our third-party benefit management system from BusinessSolver to PlanSource.

Impacts: This was a management in progress strat plan item for 2023-2024. The conversion involved hours of testing and data scrubbing thousands of records. The system is required for enrollment and maintenance of employee benefit plans. Without accurate transfer data, we would not have had a mechanism to communicate benefits to the insurance carriers.

Success: Revised tuition, bereavement, and dress code policies.

Impacts: Improved the tuition reimbursement policy by increasing the amount to IRS allowable level, adding eligibility for part-time employees, and improving the process for both the applicant and for budgeting purposes. Updating the bereavement, and dress code policies to maintain legal compliance and support a more inclusive Village culture.

Success: With Village Clerk and Municipal Attorney, drafted Ordinance for Village to exercise home rule authority regarding paid time off for employees,

Impacts: Brought the Village into compliance with Illinois Paid Leave for All Workers Act.

***Success:** Developed and maintained quarterly DEI data for transparency page on Village website

Impacts: This was a Strat Plan High Priority Policy Agenda item for 2023-2024. Reports with employee demographic data and departmental initiatives were provided to the Village Manager and data posted on the Village's Transparency page

Success: Managed conversion of Life Insurance and EAP providers including audit of beneficiary forms.

Impacts: This was a required benefits conversion through the IPBC and a management in progress strat plan item for 2023-2024. The beneficiary forms audit was an excellent opportunity for us to obtain updated beneficiary information from all of our employees.

Success: Executed move to new Flex Vendor for 2024 plan year, Added mass transit and parking benefits

Impacts: Changing flex vendors was needed to improve services and administrative process. It was a management in progress strat plan item for 2023-2024. The addition of commuter benefits brought us into compliance with the IL Transportation Program Benefits Act.

***Success:** Acquired an applicant tracking system

Impacts: Researched, selected and initiated buildout of an applicant tracking system to help streamline recruiting and support DEI initiatives by collecting and analyzing applicant data.

Success: Developed and conducted Performance Evaluation Training for supervisors in all departments.

Impacts: Educated new supervisors on the best practices and pitfalls of conducting employee reviews. Supports consistency and accuracy in feedback across Village departments. Saved the Village an estimated \$4,000.

Success: Hosted the second annual intern appreciation luncheon
Impacts: Brought interns from all Village departments together. Provided a fun atmosphere to show our appreciation and encourage interns to return in future years. Positive feedback was received.

Success: Identified discrepancies in EEO4 Functions in New World system and made corrections in time for biannual EEO4 reporting.
Impacts: Satisfied the federal reporting requirement and improves accuracy of the data.

Success: In collaboration with Finance and PW, passed a MOE funds union audit with zero (0) findings.
Impacts: Proved to the funds that the Village has been compliant with Local 150 CBA terms and provisions of the union’s insurance. Avoided potential expense to the Village.

*Success: Created and implemented a flexible workplace policy.
Impacts: Improves recruiting and retention. Was a management in progress strat plan item for 2023-2024.

Success: Partnered with PW and Village Admin to execute a successor agreement with Local 150
Impacts: This was a management in progress strat plan item for 2023-2024. Over the course of the contract, cost savings are projected to reach up to \$500,000. The raises will position the union members among the top of our comparable communities which aids in recruitment and retention of employees.

Success: Added a ROTH 457(b) option to our retirement plans in anticipation of SECURE Act 2.0.
Impacts: Satisfied the federal reporting requirement and improves accuracy of the data.
Impacts: Provides an after-tax deferred compensation option which will be a requirement of the SECURE Act beginning in 2025.

Success: Expanded the Village’s use of the KnowBe4 training platform.
Impacts: Used for Anti-Harassment Training. Expected cost savings of at least \$5,000 per year.

Success: Updated the Classification and Compensation Plan. Conducted multiple market compensation studies

Impacts: Ensured positions were competitively placed within the plan. Supports

Success: Achieved a biometric screening participation rate of 84.69%

Impacts: Village received an incentive in the amount of \$170,400. This is an increase of \$33,600 over 2022 and the highest reimbursement in the IPBC wellness program for a second year in a row

