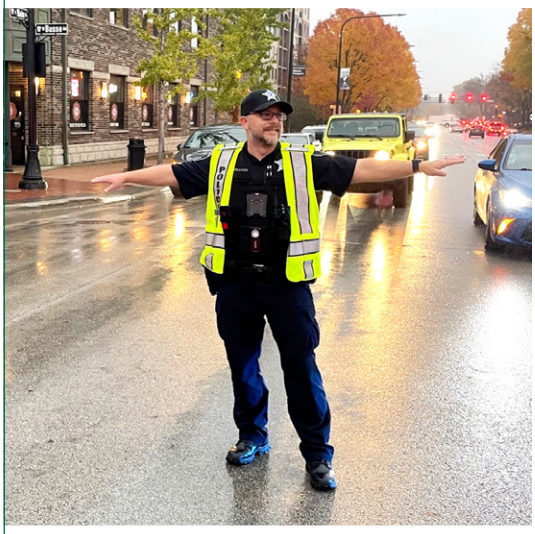












MAYOR & VILLAGE BOARD

FINAL REPORT
LEADERSHIP GUIDE

MOUNT PROSPECT | ILLINOIS

MAY 2025

LYLE SUMEK ASSOCIATES, INC. | 401 E LAS OLAS BLVD | STE 130-591 | FORT LAUDERDALE | FL 33301 | **P** 386.246.6250 | **E** SUMEKASSOC@GMAIL.COM

Village of Mount Prospect: Strategic Plan Implementation Guide 2025 – 2026

VISION 2040

Mount Prospect Vision 2040
represents the
BEST OF SUBURBAN COMMUNITIES –
THRIVING,
PROUD,
DIVERSE
and CONNECTED –
having a RICH HERITAGE,
STRONG VALUES,
TIMELESS YET
CONTEMPORARY ATMOSPHERE.

MOUNT PROSPECT VILLAGE GOVERNMENT: OUR MISSION

The Mission of Mount Prospect Village Government
is to **ADVANCE OUR COMMUNITY'S COLLECTIVE QUALITY OF LIFE AND POTENTIAL**
through **ADAPTIVE LEADERSHIP**
and **LEADING – EDGE SERVICE DELIVERY.**

POLICY AGENDA 2025 – 2026

Top Priority

"AAA" Bond Rating Strategy/Bond Issuance:
Report with Options, Direction and Village Actions

Local Grocery Sales Tax:
Discussion and Direction

Public Safety Pension Funding Strategy: Direction

Community Engagement Strategy/Action Plan:
Goals/Outcomes, Report and Annual Engagement Plan

111 E. Busse Redevelopment Project

Fire Station 12 Renovation/Replacement:
Report, Direction and Funding Mechanism

Neighborhood Lighting: Neighborhoods:
Identification/Analysis, Report with Recommendations, Direction,
Funding Mechanism and Village Actions

High Priority

St. Mark's Church: Direction and Village Actions

Traffic Safety – Laws, Enforcement and Compliance:
Report with Options, Direction and Village Actions

Public Protests Events:
Legal Report, Direction and Village Actions

Crime Free Housing Ordinance Update: Report

Micro-Mobility Regulations/Enforcement Report:
Problem Analysis, Municipal Experiences, Report with Findings and Recommendations,
Direction and Village Actions

Revenue Diversification Report:
Direction and Village Actions

Downtown Parking Policy and Enforcement:
Analysis, Report with Findings and Recommendations,
Direction and Village Actions

GOALS 2030

EFFECTIVE VILLAGE GOVERNMENT:
FINANCIALLY SOUND,
EXCEPTIONAL SERVICE

FAMILY-FRIENDLY NEIGHBORHOODS:
SAFE AND LIVABLE FOR ALL

TOP-QUALITY VILLAGE INFRASTRUCTURE:
BALANCED AND PROACTIVE COMMUNITY INVESTMENT

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

CORE VALUEs

MOUNT PROSPECT VILLAGE GOVERNMENT:
CORE VALUES

RESPECT

LISTEN

ETHICAL

POSITIVE AND OPTIMISTIC

COMMITMENT TO SERVICE

SOUND ANALYSIS AND DECISION MAKING

CONSENSUS

MANAGEMENT AGENDA 2025 – 2026

Top Priority

Police Negotiations and Contract: Approval

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

Prestige Feed Lawsuit: Final Resolution

Mt. Prospect Park District on Lion's Park: IGA Approval

Melas-Meadows Pedestrian Bridge Project: Bid and Construction

Cloud HQ Project:
PUD Amendments and Construction Monitoring

200 S. Main Redevelopment (Fat Pour Tapwork)

High Priority

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

Kohl's Center Outlots/Vacant Parcel:
Incentive, Direction, and Village Actions

Transit Study: Direction and Implementation Actions

Technology for Public Safety, Public Works and Human Services

Zoning Approvals: Lincoln Middle School and Lions Park

Central Gateway Development: Construction

Community Information Portal Update: Report

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MANAGEMENT IN PROGRESS 2025 – 2026

Live Closed Captioning for Meetings: Implementation

Video Screens and Projectors Replacement in the Village Board Room

4th Civic Academy for Residents: Completion

Civics Events Sign Replacement: Completion

Village Website Development: Completion

Field Cameras for TV Services Replacement: Completion.

Credit Card Fee Policy: Completion

Record Retention, Filing System and Office Reconfiguration: Completion

Police Ticketing/Enforcement System: Completion

Internal Controls Review: Completion

Payroll Processes and Practices Review: Completion

Utility Billing Printing RFP: Completion

Audit RFP: Completion

Bond Issuance: Completion

Village Financial Policies and Plan Update: Update Report,

Fire Department Staffing and Overtime Reduction: Funding Decision

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

Fire Department Policies Conversion to Lexipol

Full-Scale Emergency Operation Center Drill in 2025: Completion

Foam Response Vehicle (Wagon 12) Replacement: In Service

Emergency Preparedness and Response Plan: Elected Officials Training

Hose Wagon Buildout: Completion

Tablet Command Software: Completion

New Tower: In Service

Standards of Coverage Report: Completion

Security Upgrades at Fire Stations: Completion

Smoke Alarm Program for Manufactured Homes Implementation: Completion

Fire Report to Township Board: Completion

Fire Hydrants in South Mount Prospect Installation: Completion

Ambulance in 2028 Order: Completed

Fire Apparatus Replacement Plan: CIP DECISION

Diversity, Equity, and Inclusion: Update Report

Dependent Audit – Ensures Dependents on the Health Insurance Plan are Eligible: Completion

PlanSource Increased Use of Features Available: Completion

HMO Blue Advantage Network Transition: Completion

EEO-4 Reporting: Completion

CGFA Reporting

Employee Handbook Update: Completion

Transition Open Enrollment to Self-Service Portal through PlanSource: Completion

Paylocity Applicant Tracking System Expansion: Completion

Post Incident Reunification Plan

Mental Health Matters Community Event: Completion

Annual Celebration of Cultures: Completion

Aging in Community Action Plan Goals by Work Groups: Implementation

Opioid Settlement Fund Programming: Completion

Financial Literacy Program Development: Completion

Pathway Forward Program Development: Completion

Substance Abuse Prevention Community Event: Completion

Older Adult Social Engagement Expo: Completion

Senior Activities Expansion: Completion

Homelessness Prevention Grant Funding for Individuals on the Verge of Homeless Program: Completion

Annual Mount Prospect Senior Appreciation Day: Creation

Windows 11 Upgrades to All Staff PCs (~275): Completion

Office 2024 Rollout to Shared Staff PCs (~80): Completion

Firewall Replacement: Completion

Server Upgrades for Operating System 2016 and Below (~15): Completion

Police with Axon Implementation: Completion

Comcast Fiber Options for Fire Station 12 & Fire Station 14 Review: Completion

Adobe Acrobat Upgrades (~50): Completion

Artificial Intelligence: Board Report

2025 Village Organization Annual Report

Ribbon Cuttings Website Update: Completion

Onboarding Users on Canva for Teams

Language Line Procurement of Translation Services (Marketing Plan): Completion

Photo File Reorganization

Village Newsletter Refresh: Completion

Method for Printing and Mailing Senior Buzz Newsletters Update: Completion

Senior Hub Redesign: Completion

Marketing-Related Website Pages Refresh: Completion

Contract Photographer and Drone Photographer to Take New Stock Images of Key Locations in Mount Prospect: Completion

PUD Maps Update: Completion

Village Economic Incentives for Small Businesses: Board Report

Police Department's Webpage Reorganization: Completion

Annual Kickin' with Cops Summer Soccer Program: Completion

Annual Five-O 5K Run: Completion

Annual National Night Out: Completion

Annual Citizen Police Academy

First Responder Academy for Teens

Performance Evaluation Forms Utilized for Sworn Officers Update: Completion

One (1) New Part-Time Police Officer (Who Will Be Assigned to the Community Connections Center) Hire and Onboard: Completion

New Police Vehicles Purchase for 2026: Completion

Drone Program – Additional Operators and Equipment Expansion: Completion

Crime Mapping Program for Internal and External Purposes: Completion

Patrol Rifles Replacement: Completion

Outdoor Beat Meeting Program Expansion: Completion

Conduct Active Threat Training Exercise with the Fire Department Completion

License Plate Readers Installation: Completion

Certify Officer Roe and K9 Nova through the National Police Bloodhound Association: Completion

Hire and Onboard Four (4) New Police Officers to Fill Current Vacancies:

Peer Support Family Day: Completion

Axon Body Worn Cameras, In-Car Cameras, and Digital Evidence Management System Deployment and Implementation: Completion

Send a Sergeant to a Staff and Command Course: Completion

Police Command Staff Member to a Management/Leadership Course: Completion

Sewer Line Repair (Resident Incentives/Insurance): Board Report

Annual Strategic Plan: Update

Succession Planning Update: Board Report

Senior Activities Expansion: Completion

Financial Wellness Workshop: Completion

Common Residential Zoning Conflicts (Accessory Structures, Driveways, Relief Process, Etc.) Text Amendments: Board Decision

Monotony for New Detached Single-Family Residential Policy: Board Decision

Affirmatively Furthering Fair Housing HUD Rule Change and Completion of Assessment of Fair Housing: Completion

CDBG Consolidated Plan (2025 – 2029): Development and Board Decision

Current Zoning Regulations to Promote Single-Family Residential Neighborhoods: Completion

Visibility of Police Patrol Officers in Residential and Commercial Areas: Board Report

Annual Sidewalk Inspection Program

Kopp Park: Splash Pads at RecreationPlex: Board Report

Fridays on the Green

Special Events Commission Code Change: Board Decision

Special Event Application and Ordinance: Board Decision

Major Storm Event Preparation Annual Tabletop Exercise: Completion

ADA Compliance Plan: Development

Arterial Bike Network Feasibility Study: Completion

MPEI: Implementation

Annual Business Visitation Program: Completion

Holiday Inn Building Vacancy: Marketing

104 East NW Highway – Busse Flowers Construction and Tenant: Completion

The Dawson Tenant: Completion

Golf Plaza II Site Improvements

West Central Project: Completion

1 East Rand Contact Owners and Direction

Golf Plaza II Revitalization

Former Holiday Inn Vacancy Revitalization

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MAJOR PROJECTS 2025 – 2026

EOC/Public Works Door Access System: Direction and Funding
Employee Gym/Shower at Village Hall Project: Completion
Finance Customer Service Area Remodeling
Oakton Annexation Water Main Replacement: Completion 3
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
Multi-Use Path Kensington Road at Railroad Tracks: Completion
Multi-Use Path Algonquin Road Phase II: Completion
Water Reservoir Number 4 Rehabilitation
Schoenbeck Road Resurfacing: Completion
Oakton Water System Expansion: Completion
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 Road from Euclid Avenue to Prospect Heights Train Station: Completion
Storm Sewer Rehabilitation: Completion
Residential Street Lighting – Burning Bush Lane: Completion 7
Busse Road Reconstruction – Village Responsible for Lighting and Path: Completion
McDonald Creek Improvements – Removal of Weir: Completion
Bridge Improvements – Sediment Removal Wolf Road, Burning Bush Lane, Briarwood
Bridge Improvements – Business Center Drive: Completion
Deep Well 16 Rehabilitation
KBC Detention Pond 6 Rehabilitation: Completion
Crumley Detention Basin Repairs: Completion
Bridge Improvements – Business Center Drive: Completion
Wolf Road Rehabilitation – Phase I Engineering: Completion
Parking Lot Improvements – Public Works Back Lot: Completion
Kensington Road Left Turn Lane at Police Station: Completion

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SECTION 1

SHARED LEADERSHIP – A MAJOR INGREDIENT TO EFFECTIVE GOVERNANCE

GOVERNANCE VS. POLITICS: A SIMPLE VIEW

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

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

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

Governance is taking responsibility;
Politics is making promises.

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

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

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

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

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

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

TODAY'S CRISIS: Politics dominating Governance

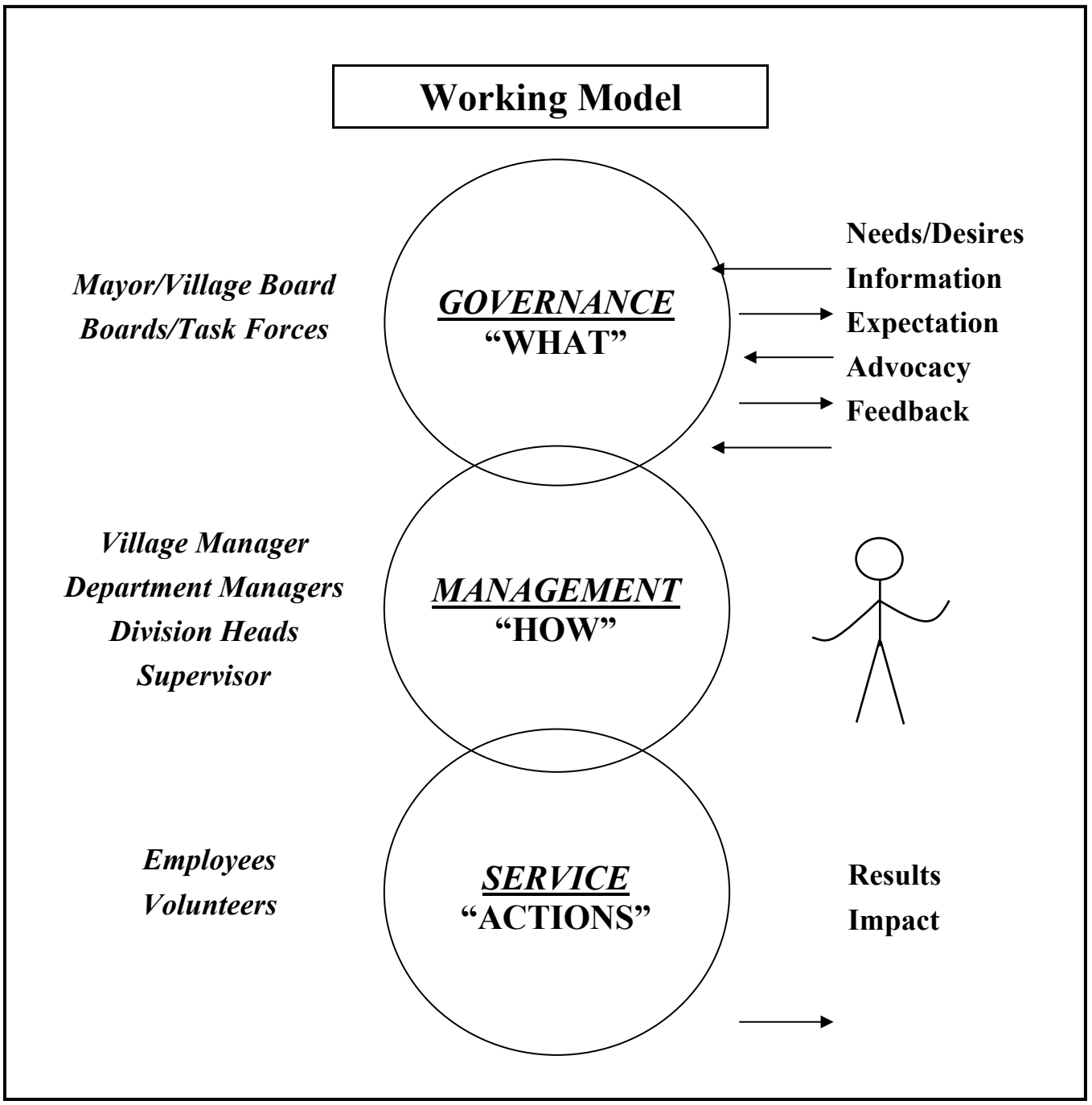
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Board – Manager Form of Village Government

BASIC PREMISES

* **Power in the Board: Board of Directors**
* **Professional Management and Service Delivery**
* **Village Manager as the Chief Executive Officer**
* **Focus on Community as a Whole**
* **Board Responsible for Policy**
* **Minimize Personal Political Influence**
* **Citizens Involved in Governance**
* **Nonpartisan**
* **Competency and Merit**

Board – Manager Model



The Village

GOVERNANCE means . . .

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

MANAGEMENT means . . .

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

SERVICE DELIVERY means . . .

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

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Board of Directors Responsibilities

OVERVIEW

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

Effective Teams Model

Effective TEAMS Are:

Goals

"Unifying Purpose and Goals"

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

Roles

"Individual Contribution"

- **Valuing Individuality**
- **Responsibilities Defined**
- **Practicing Teamwork**

Execute

"Produce Results through Actions"

- **Analyze → Decide**
- **Act → Impact**
- **Evaluate → Adjust**

Attitude

"Willingness to Work Together"

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

Trust

"Commitments Becomes Reality"

- **Learning from Setbacks**
- **Guidelines**
- **Support Each Other**

Winning Teams

LOSER	***COMPETITIVE***
Conflict Turmoil	**Okay**
No Hope for Future	**Short Term**
Internal Fighting	**Compete, but Do Not Win**
Personal	
SUSTAINING →	
WINNER	***CHAMPION***
Achieve a Goal	**Refocus Direction and Goals**
Claim Success	**Share Successes**
A Leader	**Many Leaders**
Game Plan	**Strategy**
Guided by Achievement	**Guided by Outcomes**

Winners Versus True Champions *Comparison*

Winners	Champions
Keep the Focus	**Refine Goals**
Share Responsibility as Leaders	**Look For and Develop Leaders**
Use a Game Plan	**Prepare for New Challenges**
Build Teams	**Develop Teams**
Listen to Citizens	**Reach Out to Citizens**
Have Agendas	**Take on a New Project**
Celebrate Successes	**Market Success**

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

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12 Points of an Effective Mayor and Village Board

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

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

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

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

5. **Treat Others with Respect**
   - Be courteous, polite and trustworthy – avoid personal attacks
   - Deliver on your commitments
   - Act within your defined roles
   - Value the contributions of others

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

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

8. **Have a Community Presence**
    - Be accessible to the citizens and community
    - Go into the community beyond your political supporters
    - Take time to develop effective working relationships with community partners
    - Be a positive advocate for the Village

9. **Act as a Board of Directors**
    - Know your community – view it as the "market place"
    - Focus on providing policy direction
    - Delegate clear responsibility to the Village Manager as the C.E.O.
    - Avoid micromanaging and the daily operations

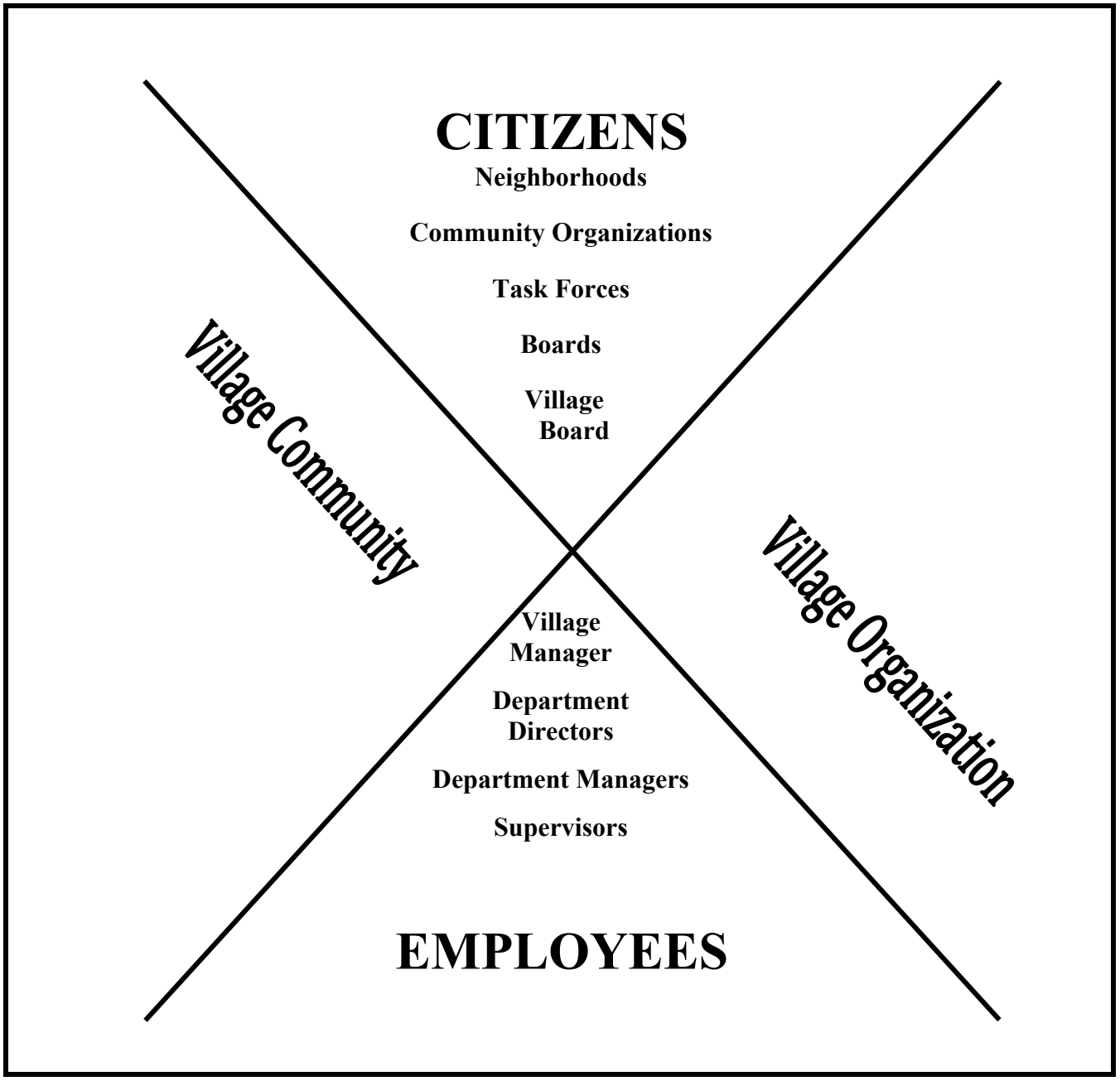
10. **Think Strategically**
    - Institutionalize the goal setting process
    - Identify key partners who can bring resources to the table
    - Define alternative routes and steps to destination – the vision
    - Keep the "big" picture in mind

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

12. **Share Success and Celebrate**
    - Communicate "Our Village Success" in terms that the average citizen will understand
    - Use celebrations that create a positive memory – value that the Village has added to people's lives
    - Recognize others who have contributed to the Village's success
    - Remember people want to be associated with "winners"

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Community-Based Village Government



SHARED LEADERSHIP – A MAJOR INGREDIENT TO EFFECTIVE GOVERNANCE, TO ENHANCED 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 Board and Village Manager & Management Team is critical for long-term success, for creating a sustainable organization culture and for delivering results that benefit the community. For cities, 2025 is looking as a year of great turbulence for cities 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 Manager is the management leader. Shared leadership has Mayor & Village Board and the Village Manager & 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 Board and Village Manager & 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 Board-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 Board-manager form of government to the strong mayor-weak Board 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 DEMOCRARY

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 Board 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 Village governments, the relationship to Village governments, the tax structure and fees and who provide what services. They do not understand the Board-manager form of Village government – the underlying principles, how it operates, the roles and

responsibilities of Mayor-Village Board and Village Manager. They pressure cities 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 Manager 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, cities 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 cities 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, Board 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. Cities are struggling to retain and hire employees. The Village's workforce is getting older. For example, many cities have utility plant operators who are in their 60's, retiring or ready to retire and are struggling to find replacements. Cities find it difficult to find a police officer, firefighter, engineer, IT staff in very competitive markets. Some cities are now offering bonuses, relocation allowances and other incentives to attract quality candidates, which is resulting in significant salary compression. Cities are developing succession programs and plans to address this issue. The question remains: where are leaders, managers and employee 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 Board. 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 Board-manager government should operate, or the defined roles and responsibilities under the Board-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 Manager 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 village governments is more clearly defined as agents of state government. On the other hand, cities 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 Boards have the ultimate responsibility to define the Village's mission.

11. STATE GOVERNMENTS FORCING CITIES 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 Board-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 Board 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

Cities 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 cities 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, cities 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. Cities are also struggling with securing future water supply. For cities 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, cities are having difficulty in hiring certified plant operators. Mayors and Village Boards 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 Board to perform as a highly effective Governing Team by**:

- Mutually defining the roles and responsibilities under Board-Manager form of government and the Village Charter
- Developing the musical score with the Village Board to establish the framework for effective governance by defining success and effectiveness for the Mayor-Village Board, by establishing house rules – a code of conduct and establishing operating protocols for daily activities
- Knowing and facilitating the "musical scores
- Helping the Village Board 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 Board
- 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
- Awakening 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 Board members and the next Village Manager – leadership succession preparation
- Determining how the Board will spend its time and process to govern… different Board 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 Board 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 Board members with their issues in context of the Village mission and work program
- Being a "therapist" for Board 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

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- 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. <u>COLLABORATION FOR RESULTS: Village leaders frame issues and facilitate the negotiating process by:</u>

- 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 Board 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 Board 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 Board 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 Board 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 Board behind the decisions
- Representing the decisions to others
- Use pilots to test decisions before full implementation when possible
- Allow staff to take calculated risks
- Board majority decides
- Supporting the decision of the majority

8. <u>CLARITY OF DIRECTION AND OUTCOMES – Village leaders strive to have everyone on the "same page" – a common understanding that empowers staff to implement by:</u>

- 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 Board 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. <u>CULTIVATING OPTIMISTISM – Village leaders project a positive, can do attitude by:</u>

- 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 Manager to bring "bad news" to the Village Board
- Encouraging the Village Manager to bring "new ideas" to the Village Board

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

- 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 Boards and Village Managers & Management Team lead and guide their cities in the today's turbulent world.

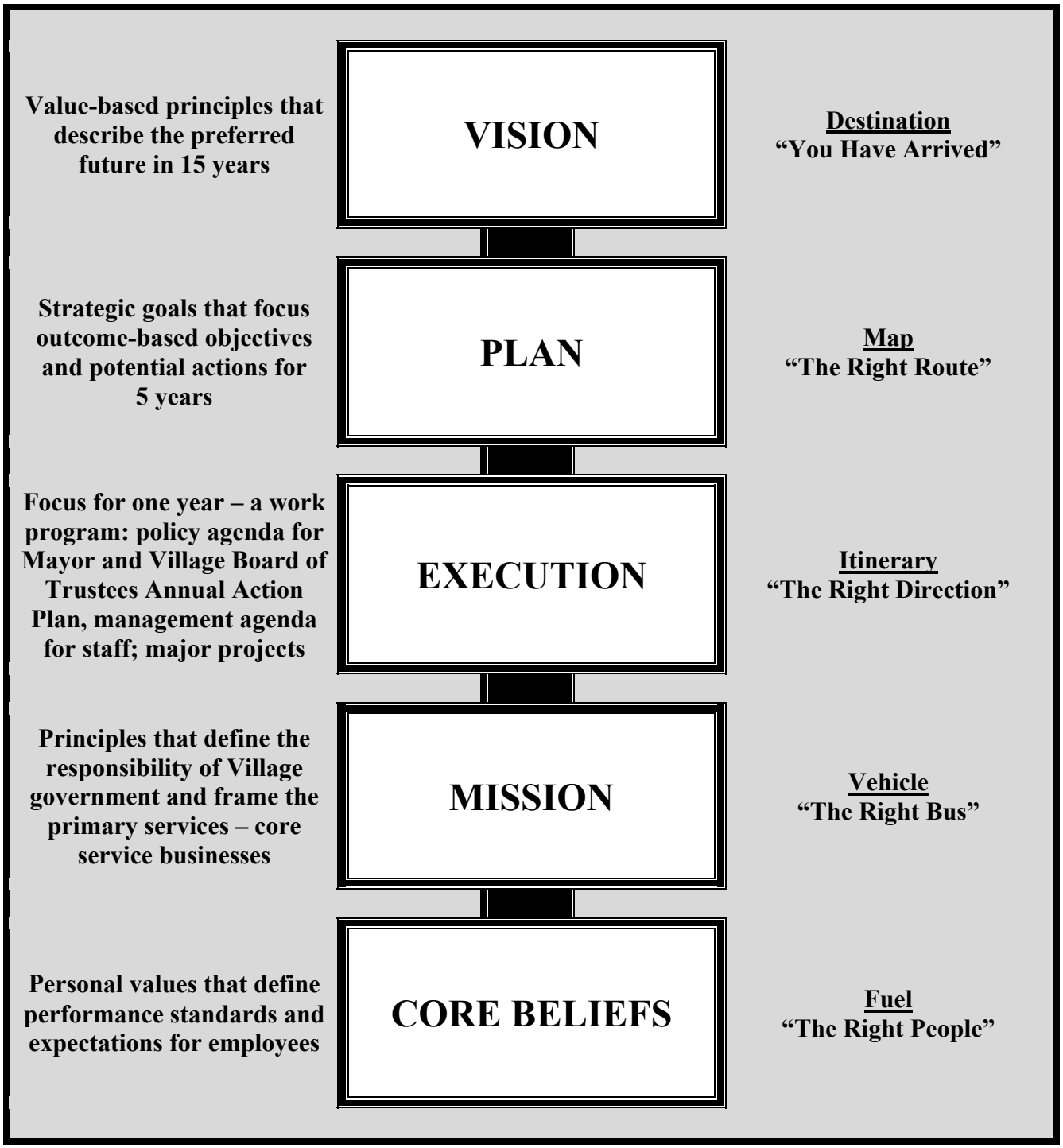
Effective shared leadership has delivered results. Their cities were guided by a long-term vision – a preferred future for the community; followed their Village's defined mission; developed and implemented 5-year outcome-based strategies, developed and regularly monitored an annual action agenda (a work program with policy actions for Mayor-Village Board and management actions for the Village Manager 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 capaVillage 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.

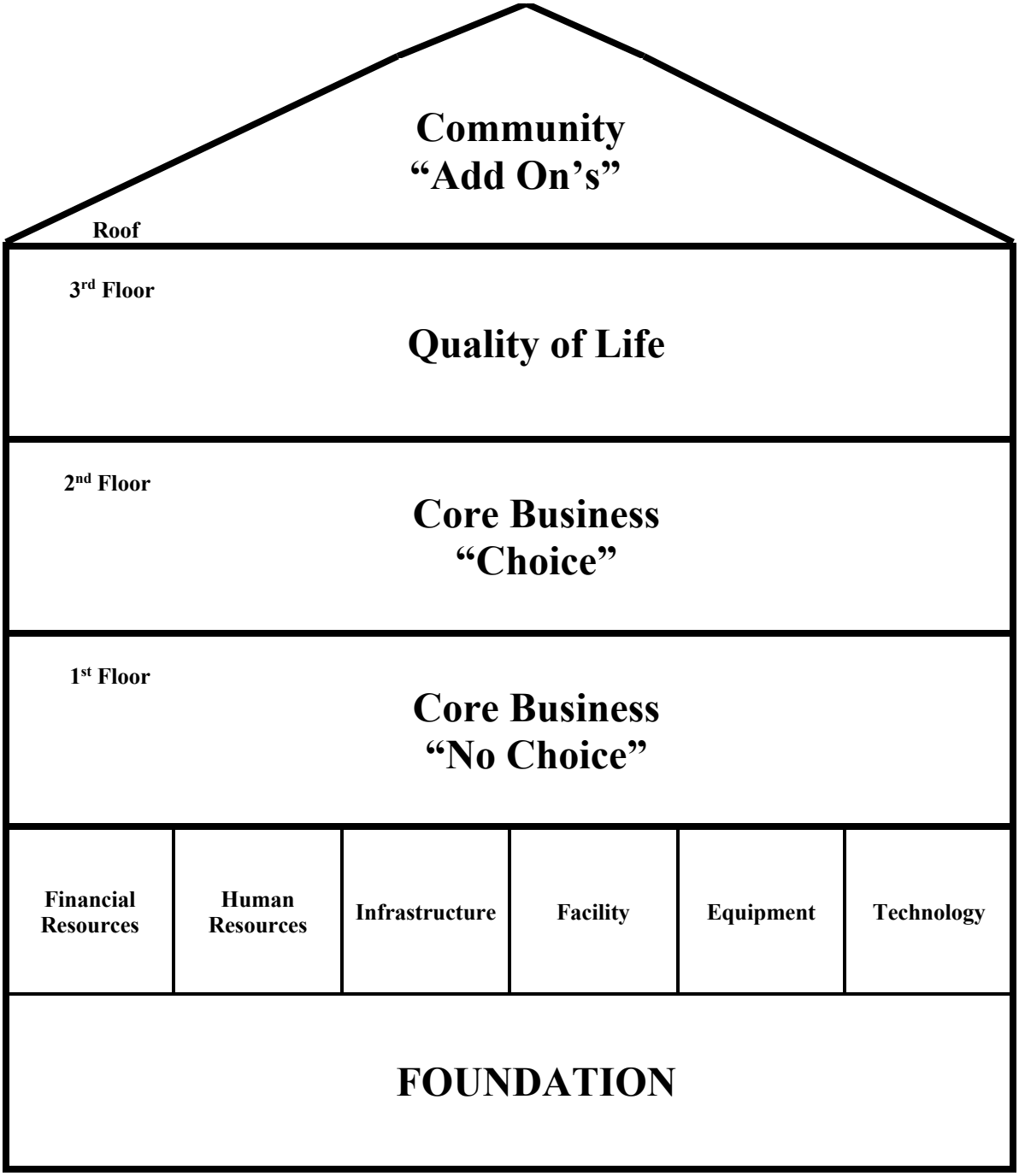
SECTION 2

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

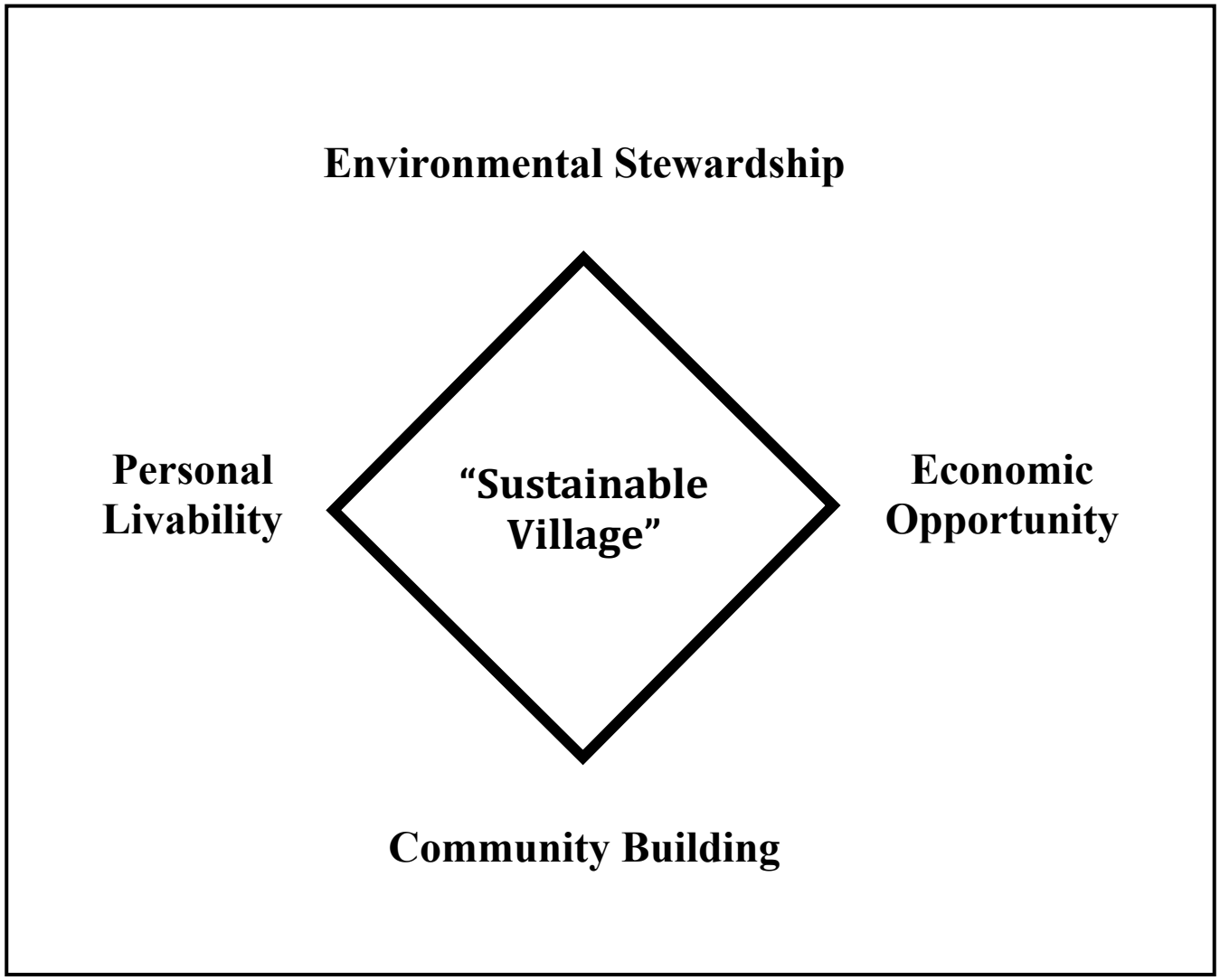
3rd FLOOR - QUALITY OF LIVING

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 entrepreneurism
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

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SECTION 3

MOUNT PROSPECT VISION 2040
[Final Draft 6/10/25]

Mount Prospect
Vision 2040

Mount Prospect Vision 2040

represents the

BEST OF SUBURBAN COMMUNITIES –

THRIVING, (1)

PROUD, (2)

DIVERSE (3)

and CONNECTED (4) –

having a RICH HERITAGE, (5)

STRONG VALUES, (6)

RESILENT COMMNITY AND VILLAGE GOVERNMENT. (7)

Vision 2040
Guiding Principles

PRINCIPLE 1	THRIVING

- **Means**

1. Growing local economy with successful Mount Prospect businesses including data centers, warehousing, technology-based businesses
2. Having a robust climate for retail, restaurant and experience-based businesses located in Downtown, Randhurst, and South Mount Prospect
3. Having Mount Prospect Downtown as a destination for our residents and region guests for events, eating, retail shopping and hanging out with convenient access and parking
4. South Mount Prospect developed as a business and industrial center with additional residential development
5. Having an active life style with amenities for all generations
6. Randhurst as a premier regional shopping center – a destination for eating and experiences with mixed-use residential opportunities
7. Having affordable and quality housing options for all generations and income levels

PRINCIPLE 2	PROUD

- **Means**

1. Having residents and community organizations contributing to a better Mount Prospect community
2. Having a unique community identity as Mount Prospect
3. Having a strong sense of community
4. Having a reputation as a great place for a lifetime
5. Having Village managers and employees taking pride in serving the Mount Prospect community
6. Beautiful community from our distinctive entrances to our attractive, well-maintained homes and neighborhoods
7. Taking pride in saying " I am from Mount Prospect"
8. Mount Prospect businesses involved and contributing to a better Mount Prospect community

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. Residents treating others with respect
4. Having a community that values and respects differences
5. Having opportunities for people of all income levels to live in Mount Prospect
6. Having housing available for all generations
7. 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. Having Community Connection Center facility(ies) serving the needs of all generations
3. Using contemporary methods to communicate, inform and listen to residents and businesse
4. Engaging Mount Prospect residents in the governance process to serve on our boards, commissions and committees, in planning for the future and in policy development
5. Having state-of-the-art information technology for businesses and residents
6. Greenspaces throughout Mount Prospect for residents to enjoy and hangout
7. Community-focused events bringing our residents and community together

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 Mount Prospect community
4. Embracing the Mount Prospect community history
5. Village government leadership serving in a non-partisan manner and focusing on serving the Mount Prospect community
6. Educating new residents on the history of Mount Prospect
7. Mount Prospect recognized as a "Best place to live for a lifetime"

PRINCIPLE 6	STRONG VALUES

▶ **Means**

1. Being a safe community – any place and any time
2. Leaders using data and input from the community to make decisions that are best for the entire Mount Prospect community
3. Having an ethical Village government
4. Leaders taking responsibility and being accountable for their decisions and actions
5. Being open to new ideas and embracing change
6. Being a family-oriented community
7. Acting with integrity and honesty
8. Having a sense of optimism about Mount Prospect's future

PRINCIPLE 7	RESILENT COMMUNITY AND VILLAGE GOVERNMENT

▶ **Means**

1. Fiscally sound Village government with a responsible tax rate, strong financial reserves and a "AAA" bond rating
2. Village government providing excellent municipal services responsive to and valued by our Mount Prospect community
3. Village government having well-designed and well-maintained infrastructure and facilities through continual investments
4. Village being prepared for, capable of responding to and recovery from a disaster or emergency situation
5. Village government institutionalized a strategic planning process with a focused vision, outcome-based goals and an annual action agenda which results in adding value to our Mount Prospect residents
6. Village securing long-term water supply
7. Village government as an employer of choice with competitive compensation and benefits, talent development programs and employees committed to serving our Mount Prospect community
8. Knowing current worldwide and national trends and applying when appropriate to Mount Prospect

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SECTION 3

MOUNT PROSPECT VISION 2040
[Summary 5/14/25]

Mount Prospect
Vision 2040

Mount Prospect Vision 2040

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Vision 2040
Guiding Principles

PRINCIPLE 1	THRIVING

▶ Means		PRIORITY
1.	Growing local economy with successful Mount Prospect businesses including data centers, warehousing, technology-based businesses	7
2.	Having a robust climate for retail, restaurant and experience-based businesses in Downtown, Randhurst and South Mount Prospect	6
3.	Having Mount Prospect Downtown as a destination for our residents and the region for events, eating, retail shopping and hanging out with convenient access and parking	5
4.	South Mount Prospect developed as a business and industrial center and additional residential development	5
5.	Having an active life style with amenities for all generations	4
6.	Randhurst as a premier regional shopping, eating and experiencing destination, including mixed-use residential opportunities	4
7.	Having affordable and quality housing options for all generations and income levels	4
8.	Having businesses investing in and coming to Mount Prospect	3
9.	Having efficient traffic flow throughout the community	3
10.	Effective transportation which includes a variety of transportation modes – public transit, micro-mobility	2

PRINCIPLE 1	THRIVING

▶ Means	PRIORITY
11. Having a performing arts venue for performances, concerts and community programs	2
12. Having opportunities to start and grow a business in Mount Prospect	2
13. Having opportunities for a healthy and active life style	1
14. Having a low commercial vacancy rate	0
15.	
16.	
17.	
18.	
19.	
20.	

PRINCIPLE 2	PROUD

▶ Means		PRIORITY
1.	Having residents and community organizations contributing to a better Mount Prospect community	7
2.	Having a unique community identity as Mount Prospect	6
3.	Having a strong sense of community	5
4.	Having a reputation as a great place for a lifetime	5
5.	Having Village managers and employees taking pride in serving the Mount Prospect community	5
6.	Beautiful community from our distinctive entrances to our attractive, well-maintained homes and neighborhoods	5
7.	Taking pride in saying " I am from Mount Prospect"	4
8.	Mount Prospect businesses involve and contributing to a better Mount Prospect community	4
9.	Having the Village government reaching out to all neighborhoods	3
10.	Having residents enjoying their lives in Mount Prospect	3

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PRINCIPLE 2	PROUD

▶ Means	PRIORITY
11. Public art throughout our Mount Prospect community	3
12. Residents taking responsibility in contributing to our community through volunteering and serving our community	3
13. Neighbors knowing and helping neighbors, including neighborhood events	3
14. Having our children return to Mount Prospect to raise their families	1
15.	
16.	
17.	
18.	
19.	
20.	

PRINCIPLE 3	DIVERSE

▶ Means	PRIORITY
1. Being an inclusive community that welcomes ALL – cultural backgrounds, ages and incomes	7
2. Having a diverse business community – types, employment opportunities, entertainment venues	7
3. Residents treating other with respect	7
4. Having a community that values and respects differences	6
5. Having opportunities for all income levels to live in Mount Prospect	6
6. Having housing available all family generations	4
7. Having all residents feeling comfortable	4
8. Having community festivals celebrating various cultures but open to all to enjoy	3
9. Having opportunities to learning from residents– cultures and ages	2
10. Village government communicating with residents through a variety of language responsive to our Mount Prospect community	2

PRINCIPLE 3	DIVERSE

▶ Means	PRIORITY
11. Having residents open and accepting	1
12. Being recognized as a "global community"	0
13.	
14.	
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PRINCIPLE 4	CONNECTED

▶ Means		PRIORITY
1.	Being strong advocates for the Mount Prospect community at the regional, state and federal levels of government	7
2.	Having Community Connection Center facility(ies) serving the needs of all family generations	7
3.	Using contemporary methods to communicate and listen to inform residents and businesses	6
4.	Engaging our Mount Prospect residents in the governance process in serving our boards, commissions and committees, in planning for the future and in policy development	6
5.	Having state-of-the-art information technology for businesses and residents	5
6.	Greenspaces throughout Mount Prospect for residents to enjoy and hangout	5
7.	Community-focused events bringing our residents together	4
8.	Providing regional leadership on critical issues of importance	3
9.	Community organizations serving our Mount Prospect community	3
10.	Having Village government proactively communicating with residents with simple and easily accessible messages	2

PRINCIPLE 4	CONNECTED

▶ Means	PRIORITY
11. Working with other municipalities for more effective service delivery and advocacy	2
12. Collaborating with our school districts to support quality schools and educational programs	2
13. Collaborating with the park district to provide parks and leisure services responsive to our resident needs	2
14. Having a library as a community destination for books and community resources	2
15.	
16.	
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PRINCIPLE 5	RICH HERITAGE

▶ Means	PRIORITY
1. Celebrating and respecting the community's history and traditions	7
2. Being a family-friendly community for all generations	7
3. Recognizing and honoring the contributions of others to the community	7
4. Embracing the Mount Prospect community's history	7
5. Village government leadership serving in a non-partisan manner and focusing on serving our Mount Prospect community	7
6. Educating new residents on the history of Mount Prospect	7
7. Recognized as a best place to live for a lifetime	7
8.	
9.	
10.	

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PRINCIPLE 6	STRONG VALUES

▶ Means	PRIORITY
1. Being a safe community – any place and any time	7
2. Leaders using data and input from the community to make decisions that are best for the entire Mount Prospect community	5
3. Having an ethical Village government	5
4. Leaders taking responsibility and being accountable for their decisions and actions	5
5. Being open to new ideas and embracing change	5
6. Being a family-oriented community	4
7. Acting with integrity and honesty	4
8. Having a sense of optimism about Mount Prospect's future	4
9. Community leaders demonstrating and exhibiting character	3
10. Being the community where you want raise your children	3

PRINCIPLE 6	STRONG VALUES

▶ **Means**

	PRIORITY
11. Having residents working to solve problems and to create a better future	2
12. Having top-quality public education	1
13. Becoming residents' "hometown"	1
14.	
15.	
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PRINCIPLE 7	RESILENT COMMUNITY AND VILLAGE GOVERNMENT

▶ Means		PRIORITY
1.	Fiscally sound Village government with a responsible tax rate, strong financial reserves and a "AAA" bond rating	7
2.	Village government providing excellent municipal services responsive to and valued by our Mount Prospect community	7
3.	Village government having well-designed and well-maintained infrastructure and facilities through continual investments	7
4.	Village being prepared for, capable of responding to and recovery from a disaster or emergency situation	6
5.	Village government institutionalized a strategic planning process with a focused vision, outcome-based goals and an annual action agenda which results in adding value to our Mount Prospect residents	5
6.	Village securing long-term water supply	5
7.	Village government as an employer of choice with competitive compensation and benefits, talent development programs and employees committed to serving our Mount Prospect community	4
8.	Knowing current worldwide and national trends and applying when appropriate to Mount Prospect	4
9.	Best sustainability practices used by the Village government in projects and in daily operations	2
10.	Village organization culture driven by core values	1

PRINCIPLE 7	RESILENT COMMUNITY AND VILLAGE GOVERNMENT

▶ **Means**	PRIORITY
11. Best sustainability practices and programs serving our Mount Prospect community	1
12. Village government and the community prepared for and responding to climate changes	0
13. Village having proactive water conservation programs with residents making wise water use choices	0
14. Expanded use of renewal energy throughout our community and by Village government	0
15.	
16.	
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20.	

SECTION 4

LOOKING TO MOUNT PROSPECT'S FUTURE
[Updated: 5/13/25]

Mount Prospect Vision 2040

WHEN I RETURN IN 15 YEARS, I WOULD LIKE TO SEE IN MOUNT PROSPECT/ WHAT IS MY LEGACY:

MAYOR PAUL HOEFERT

1. Village government non-partisan and off the property tax
2. South Mount Prospect with data center, industrial development and residential options
3. Old homes well-maintained and modernized – keeping the character of our neighborhoods

TRUSTEE TERI GENS

1. Pedestrian and bike friendly Downtown - place to shop, play, eat and live
2. Business hub for business start and grow; quantum computing businesses
3. Suburb with quality infrastructure, energy conservation and urban agriculture

TRUSTEE JOHN MATUSZAK

1. Diverse housing for all ages – historic, modern updated
2. Art Center and arts programming , public art throughout the community
3. Urban ecology with sustainability practices throughout the community (e.g. Minnetonka)

TRUSTEE BILL GROSSI

1. Recognition as the best suburb – diverse, safe and best infrastructure
2, Randhurst as entertainment, music, performances with high-end retail businesses
3, South Mount Prospect with high education campus and diverse housing

TRUSTEE COLLEEN SACCOTELLI

1. Inclusive community
2. Beautiful Downtown – sense of place; Destination Outdoor Recreation Area (DORA)
3. Upscale Randhurst

TRUSTEE VINCE DANTE

1. Financial strong Village government
2. South Mount Prospect with warehouses, CCC facility – a nice entry to Mount Prospect
3. Unique place that draws people to Mount Prospect – greenspace, restaurants, re-used buildings

TRUSTEE BETH DIPRIMA

1. Upscale Randhurst
2. Industrial businesses with trade/vocational educational opportunities
3. Hometown/community feeling – beautiful, small events, partnering with businesses

Mount Prospect Success in 2030

WHAT I WANT TO ACCOMPLISH IN 5 YEARS –
OUTCOMES FOR MOUNT PROSPECT:

MAYOR PAUL HOEFERT

1. Mount Prospect Downtown with retail and housing opportunities
2. South Mount Prospect with new industry and residential opportunities
3. Pedestrian Bridge completed

TRUSTEE TERI GENS

1. Comprehensive housing plan/strategy for all with affordable senior opportunities
2. Secured "AAA" bond rating
3. Non-partisan Village government with active community engagement

TRUSTEE JOHN MATUSZAK

1. Downtown TIF ended
2. Arts and Culture Plan
3. Expanded retail businesses in Mount Prospect

TRUSTEE BILL GROSSI

1. Highway 83/Rand Road/Highway 12 intersection project completed
2, Cloud HQ with 2-3 buildings completed
3, CVS/O'Reilly Auto property redevelopment completed

TRUSTEE COLLEEN SACCOTELLI

1. Beautiful Downtown
2. North Mount Prospect Plan developed
3. South Mount Prospect Plan implemented

TRUSTEE VINCE DANTE

1. Fiscally responsible Village government
2. Lower property tax rate
3. South Mount Prospect Plan moving forward

TRUSTEE BETH DIPRIMA

1. Beautiful community with murals, public art and greenspaces
2. Downtown north-south crossing at Maple
3. Safe neighborhood with street lighting and drivers obeying stop signs

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My Actions Ideas for 2025 – 2026
Village of Mount Prospect

MY MOST IMPORTANT PRIORITIES FOR THE NEXT YEAR

MAYOR PAUL HOEFERT

1. 111 E. Busse Plan and underway
2. Enhanced and expanded community engagement
3. Gateway Monument in place

TRUSTEE TERI GENS

1. Slow Down Safety Program developed and implemented
2. Sustainability Committee becoming a Commission with dedicated Village staff
3. Unique cultural art thing

TRUSTEE JOHN MATUSZAK

1. Prestige Litigation final resolution
2. Street Lighting a priority with COW and community dialog
3. 111 E. Busse Plan

TRUSTEE BILL GROSSI

1. Gateway Park completed
2, 111 E. Busse Plan completed
3, Prestige Litigation final resolution completed

TRUSTEE COLLEEN SACCOTELLI

1. Pedestrian crossings
2. Securing "AAA" bond rating
3. CCC Plan for the future

TRUSTEE VINCE DANTE

1. Lower property tax rate
2. Cloud HQ development
3. South Mount Prospect moving forward

TRUSTEE BETH DIPRIMA

1. Sustainable native planting at Gateway Park
2. Downtown parking issues addressed – short-term and long-term
3. Improved village public education and transparency

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Mount Prospect Vision 2040

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)

Village of Mount Prospect
Goals 2030

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

Messages from Our Community
Village of Mount Prospect

Residents are saying:

1. High level of satisfaction with Village services to our Mount Prospect community
2. Trust in Village government: Mayor and Village Trustees; Village Management
3. Need more diverse restaurant in Downtown
4. Enhance the vitality of Randhurst: more retail shops and restaurants
5. Redevelopment 111 Busse (old Chase Building)
6. Question: what are going to be the impacts of the Bears moving to Arlington Height?
7. No more apartments
8. Need more green spaces
9. Use more native trees and plants
10. Enforce Downtown parking limits – write tickets!
11. Be more transparent and seek more residents input prior to a decision
12. Management is driving the Village not the Mayor and Board of Trustees – they just ratify management actions without any discussion
13. Question: What is Village government doing to implement the Sustainability Plan?
14. Desire rain gardens
15. Concerns about crime, especially youth criminal activities
16. Looking forward to the Pedestrian Bridge

17. Concerns about traffic congestion and volume
18. Love community events and festivals
19. Preferential treatment to the Lions Club
20. Village officials are corrupt and operate in an unethical manner

Messages from Our Community
Village of Mount Prospect

Businesses are saying:

1. Question: why do some Downtown businesses get special treatment from Village government"
2. Address the impacts of protests on businesses in Mount Prospect
3. Help us – we are facing uncertain economic times with unknown and negative impacts of tariffs
4. Rents are too high
5. Unequal treatment from Village government: valet parking; use of sidewalks, , lose revenues during protests

Mount Prospect
Strengths – Weaknesses
Threats – Opportunities

» Strengths

1. Mayor and Village Board leadership, teamwork and focus on bettering our Mount Prospect community
2. Village Manager and Management Team: leadership, commitment to serving our Mount Prospect community
3. Fiscally responsible Village Government with strong reserves
4. Vibrant Downtown with restaurants and housing opportunities
5. Excellent Municipal services – Police, Fire, Water, Wastewater
6. South Mount Prospect: Building Momentum
7. Happy residents
8. Police, Fire and Public Works Department
9. Strong bond rating

» Areas for Improvement

1. More housing options for Seniors
2. Prestige needing resolution
3. More affordable housing opportunities
4. More communications with Mount Prospect residents
5. More opportunities for residents to become engaged in Village government
6. Ineffective traffic signals and management
7. Lack of street lights in some neighborhoods
8. Randhurst redevelopment
9. Perception: Village government is closed and lacks transparency

» Threats to Mount Prospect's Future

1. Actions by the State of Illinois
2. Costs and ordering time for Fire apparatus
3. Immigration enforcement
4. Unexpected event or disaster
5. Uncertain national and global economy
6. Climate Change and its Impact on the Village – community and governmental operations
7. Reduction in Federal funding and grants opportunities
8. Partisan politics into local elections and governance
9. Lack of Downtown Grocery Store
10. "Not in my Backyard": NIMBY ism in Mount Prospect

» Opportunities for Mount Prospect's Future

1. Downtown: 111 Busse, Restaurant Diversification, Retail Business Growth
2. Randhurst New Businesses
3. South Mount Prospect Development/Redevelopment
4. Lighting Neighborhoods
5. Sustainability Plan Implementation
6. Grocery Sale Tax
7. Diversifying Population
8. Diversifying Village Revenues
9. AAA Bond Rating
10. Neighborhood Pocket Parks Development
11. Native Trees and Plants
12. Community Connection Facilities: South and North
13. More Effective Traffic Management
14. Pedestrian Bridge
15. Village Expenditure Reduction
16. Enhancing Mount Prospect's Image and Reputation
17. Youth Crime Reduction
18. Additional Senior Housing Options/Developments
19. Partnering with Schools District and Parks District

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Actions for 2025 – 2026
Mayor and Board Interviews
Village of Mount Prospect

1. AAA Bond Rating Strategy/Action Plan: Development, Direction and Village Actions

2. Block 56 Redevelopment: Vision, Development Agreement, Direction and Village Actions

3. Pocket Parks: Definition, Location, Village Role/Park District Role, Direction and Village Actions

4. Community Connection Facilities Development: Direction, Funding and Village Actions
    a. South Mount Prospect
    b. North Mount Prospect

5. Old Industrial Buildings in Downtown: Report on Options, Direction, Funding and Village Action

6. Cloud HQ; Update Report, Direction and Village Action

7. Oakton Avenue Development – Village Infrastructure: Report on Needs and Options, Direction, Funding Mechanism and Village Actions

8. St. Mark's Church: Property Acquisition, Direction and Village Actions

9. Dark Neighborhoods: Identification/Analysis, Report with Recommendations, Direction, Funding Mechanism and Village Actions

10. Prestige Ford Lawsuit: Final Resolution

11. Downtown Restaurant Diversification Action Plan: Goals/Measure of Success, Direction, Village Actions and Incentive Funding

12. Traffic Management and Control: Performance Evaluation, Problem Analysis, Report with Findings and Options, Direction, Funding and Village Actions

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13. Downtown Retail Businesses Diversification Action Plan: Goals/Measure of Success, Direction, Village Actions and Incentive Funding

14. Fire Apparatus Replacement Plan: Needs, Order Timing, Funding Timeline and Direction

15. Police Substation in South Mount Prospect: Needs, Location, Design, Funding and Direction

16. Trustee Compensation: Market Analysis, Timing, Direction and Funding

17. Randhurst Revitalization Strategy/Action Plan: Meeting with Owners, Direction Performance Measures, and Village Actions

18. South Mount Prospect TIF: Update Report, Direction and Next Village Actions

19. Budget Reduction Plan – Reduced Expenditures: Economic Projections, Report with Recommendations – 5%, 10%, 15 % and 20%, Direction and Short-Term Village Actions

20. Immigration Enforcement: Village Responsibility, Direction and Village Actions

21. Sustainability Plan Implementation: Update Report, Direction and Next Village Actions

22. Village Recognition of Excellence/Best Awards Strategy Actions: Identification of Opportunities, Direction, Funding and Village Actions

23. Village Government Accountability: Definition, Report with Recommendations, Direction and Village Actions

24. Community Events beyond Downtown: Identifications, Additional Event Opportunities, Locations, Direction, Village Role, Village Funding, and Village Actions

25. Dashboard for Village Projects Development: Direction, Funding and Implementation

26. Sakura Property Redevelopment: Update Report, Direction and Village Actions

27. Pedestrian Bridge Project: Final Decision, Direction and Village Actions

28. Downtown Businesses Use of ROW Policy: Review, Fee for Use, Direction and Village Actions

29. Backyard Chickens Policy: Update Report, Direction and City Actions

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30. Rain Garden Policy: Update Report, Direction and City Actions

31. Use of Pilot Program Policy: Update Report, Direction and City Actions

32. Public Protests Events: Analysis, Report with Findings and Recommendations, Direction and Village Actions

33. Downtown Parking Policy and Enforcement: Analysis, Report with Findings and Recommendations, Direction and Village Actions

34. Village Policy Book Development: Concept (City of Minnetonka), Applications to Village of Mount Prospect, Report with Options, Direction, Funding and Village Actions

35. Data Center Attraction Strategy/Action Plan: Goals, Direction and Village Actions

36. Commercial Development in South Mount Prospect Strategy/Action Plan: Goals, Direction and Village Actions

37. Climate Change Action Plan: Impacts Analysis and Projections, Report with Recommendations, Direction, Funding and Village Actions

38. Proactive Community Communications: Goals/Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions

39. Community Engagement Strategy/Action Plan: Goals/Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions

40. Food Hall Development: Concept, Best Practices Applications to Village of Mount Prospect, Report with Options, Direction, Funding and Village Actions

41. Business Incubator Space Development: Concept, Best Practices Applications to Village of Mount Prospect, Report with Options, Direction, Funding and Village Actions

42. Mount Prospect Becoming a Regional Destination Strategy/Action Plan: Goals/Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions

43. "The Bears" Strategy/Action Plan: Goals/Outcomes, Potential Impacts/Opportunities, Report with Options and Recommendations, Direction, Funding and Village Actions

44. North Mount Prospect Development/Redevelopment Plan Development: Scope; Methodology, Funding, Direction and Village Actions

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45. Youth Civic Academy Development: Goals/Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions

46. Kensington Business Center Name/Development: Update Report, Rebranding Direction and Village Actions

47. Local Sewer Line Replacement: Update Report, Direction and Village Actions

48. Local Public Transportation Development: Community Needs, Research Best Practices and Options, Report with Findings, Direction and Village Actions

49. Micro-Mobility Regulations/Enforcement (scooters, ebikes, golf cart, etc.): Problem Analysis, Best Practices, Report with Findings and Recommendations, Direction and Village Actions

50. Sidewalk Policy: Conditions Village-wide, Report with Recommendations, Direction, Funding and Village Actions

51. Mount Prospect Branding and Marketing: Update Report, Direction and Next Village Actions

52. Succession Planning: : Update Report, Direction and Next Village Actions

53. Kid-friendly Business Attraction for Downtown: Goals/Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions

54. Local Grocery Sales Tax: Discussion and Direction

55. State Lobbying and Advocacy: Key Issues, Meeting with Legislative Delegation, Direction and Advocacy Actions

56. Greenspace Protection and Development: Goals/Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions

57. Vape and Dispensary Policy: Direction and Village Actions

58. Performing Arts/Music Venue Development: Goals/Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions

59. Special Events Policy: Review, Analysis of Impacts and Benefits, Report with Recommendations, Direction and Village Actions

60. Revenue Diversification Study: Best Practices in Illinois, Complete Study, Direction and Village Actions

61. Chamber of Commerce Working Relationship: Goals/Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions
62. Resource Equity in the Community: Definition, Study Completion, Direction and Village Actions
63. Senior Housing Development Expansion: Community Needs, Goals, Locations, Village Role, Direction and Village Actions
64. Youth Crime Reduction; Problem Analysis, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions
65. "DEI" Policy: Update Report, Direction and Village Actions
66. Native Trees and Plants Policy and Regulations – Village Government and Community: Goals/Desired Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions
67. Rain Garden Policy and Practice: Update Report, Direction and Village Actions
68. Pickle Ball Courts Development: Village Role, Update Report, Direction and Village Actions
69. Gateway Park Development: Update Report, Landscape Design and Plant Selections, Direction and Village Actions
70. Affordable Housing Policy: Goals/Desired Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions
71. Emergency Plan – Active Shooter and Weather Event: Update Report, Direction and Village Actions
72. Lions Funding Policy Review/Refinement: Problem Analysis/ Impacts, Report Direction and Village Actions
73. Bike Master Plan: Update Report, Direction and Village Actions
74. Comprehensive Parking Study: Goals/Desired Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions
75. Village Subsidy of Local Businesses: Definition of Issue; Goals/Desired Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions
76. Village Financial Policies and Plan Update: Update Report, Direction and Village Actions

77. Village Electronic Signs: Cost Analysis, Village Role, Report with Best Practices and Options, Direction and Village Actions

78. Clock: Cost Analysis, Village Role, Report with Best Practices and Options, Direction and Village Actions

79. Transparency Portal Update: Update Report, Direction and Village Actions (Goal: Real Time)

80. Residents Survey: Update Report, Direction and Village Actions

81. Village Wants vs Needs: Definition, Service Inventory and Analysis, Service Level Direction, Funding and Village Actions

82. Village Wasteful Spending Report: Definition of Wasteful, Research and Evaluation of Village Operations and Processes, Report with Findings and Recommendations, Direction and Village Actions

83. UP Parking Lots: Problem Analysis, Village Role, Report with Findings and Options, Direction and Village Actions

84. Downtown Pedestrian Crossings: Review, Problem Analysis, Update Report, Direction and Village Actions

85. Police Community Services Officer Program: Goals/Desired Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions

86. Detailed Budget Services, Service Levels, Expenditures and Revenues Review: Direction and Village Actions

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Top "13"
Strategic Priorities for 2025 – 2026

EXECUTIVE PERSPECTIVE

1. **Grocery Sales Tax: Direction**
2. **111 E. Busse Redevelopment**
3. **200 S. Main Redevelopment**
4. **Community Service Needs Study: Direction and Implementation Actions**
5. **Transit Study: Direction and Implementation Actions**
6. **Cloud HQ PUD Amendments**
7. **IGA with Parks District on Lions Park**
8. **Zoning Approvals: Lincoln Middle School and Lions Park**
9. **Public Safety Pension Funding Strategy: Direction**
10. **Tyler ERP: Direction and Funding**
11. **Sustainability Plan: Implementation Actions**
12. **Prestige Feed Resolution**
13. **St. Mary's Church: Direction**

Looking to Mount Prospect's Future
Departmental View

MAJOR CHALLENGES
Mount Prospect, IL
May 2025

DEPARTMENT: CD Building & Inspection Services

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

- Ongoing court cases including cheese/feed, hoarding, and cat case.
- Increasing numbers and complexity of code enforcement cases and neighbor v. neighbor issues. People and businesses are cooperating less and less with any code enforcement and taking longer to compliance.
- Increased market pressures on restaurants to perform; witnessing more rodents, insects, and day to day maintenance issues. Some reports of food borne and work without permits.
- Code enforcement cases are seeing an increase of hoarding, feces, drugs, unstable situations/residents, neighbor v. neighbor (v. neighbor), bed bug/insect cases. For staff and scene safety, we are working with the Police Department to have more Officer assist and visits to adjudication court.
- Variable and unpredictable regulatory laws/code mandates in Illinois
- Increase in retirements; increased staff up-training and cross training

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MANAGEMENT IN PROGRESS 2025 – 2026 PROJECTS AND ISSUES
Mount Prospect, IL
May 2025

DEPARTMENT: CD Building & Inspection Services

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

1 International Building Code updates planned by 2026.

2 Rental Housing code updates planned by 2026.

3 Working with Police Department on Crime Free code updates by 2026.

4 Court case management

5 Staff cross training and up-training to ensure service to the community in the future.

INITIATIVES 2025 – 2026:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2025

DEPARTMENT: CD Building & Inspection Services

Please list issues or projects that you would like for the Village to address this 2025 – 2026.

1 Staff cross training and up-training to ensure service to the community in the future.

2 International Building Code updates planned by 2026.

3 Rental Housing code updates planned by 2026.

4 Working with Police Department on Crime Free code updates by 2026.

5 Court case management

MAJOR CHALLENGES
Mount Prospect, IL
May 2025

DEPARTMENT: VMO – Digital Communications/TV Services

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

- Getting the Village website ready for ADA compliance.
- 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.
- The desire of residents for more transparency and ease of access to information.
- Dealing with 1st amendment issues on social media platforms.
- Changing social media platforms and their rules toward governmental agencies.
- Dealing with misinformation in the news and social media

MANAGEMENT IN PROGRESS 2025 – 2026
PROJECTS AND ISSUES
Mount Prospect, IL
May 2025

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 control room switcher

2 Upgrade projector screens in the Village Board Room

3 Replace Civics Events Sign

INITIATIVES 2025 – 2026:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2025

DEPARTMENT: VMO – Digital Communications/TV Services

Please list issues or projects that you would like for the Village to address this 2025 – 2026.

1 Redo Village Website

2 Implement live closed captioning of Village Board Meetings

3 Replace Field Cameras for TV Services

MAJOR CHALLENGES
Mount Prospect, IL
May 2025

DEPARTMENT: Finance

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

- Cook County Property Tax System
- Deteriorating Support from Tyler New World
- Sales Tax Diversification
- Inflation
- Blending of increments in the TIF District
- State Legislative Changes
- Steep Pension Levy Increases
- Tax Increases by Other Taxing Bodies
- Increasing Workers Comp and GL Claims
- Increases in Vehicle Replacement Costs
- Pension Obligation Bonds
- Cybersecurity/Data Security
- S&P Credit Rating Criteria
- Police Ticketing/enforcement System
- Grocery Tax Elimination
- Village-wide Wage Compression

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MANAGEMENT IN PROGRESS 2025 – 2026 PROJECTS AND ISSUES
Mount Prospect, IL
May 2025

DEPARTMENT: Finance

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

1 Pension Obligation Bonds Opportunity Exploration

2 Munis ERP Evaluation

3 Customer Service Area Remodeling

4 State Legislative Advocacy

5 Federal/State/Local Reporting and Compliance

6 Comp/Class Study

7 Police Ticketing/Enforcement System

8 AAA Credit Rating Strategies

9 Grocery Tax Evaluation

10 Review of Internal Controls

11 111 Busse and Other TIF Projects

12 Interdepartmental Backup Training

13 Review of Payroll Processes and Practices

14 Utility Billing Printing RFP

15 Property Tax Levy and Abatements 2025

16 Revenue Diversification and Optimization

17 Water/Sewer Bond Issuance

18 Bond Issuance for TIF/Governmental Projects

19 Transfer of Elk Grove Rural Liquid Assets to the Village

20 Optimization of Fire Department Personnel and Reduction of Overtime

21 Possible Addition of Fire Squad at Station 13

INITIATIVES 2025 – 2026:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2025

DEPARTMENT: Finance

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

1 Tier 2 Pension Strategy

2 Pension Obligation Bonds Evaluation

3 AAA Credit Ratings and Strategies

4 New ERP

5 Melas Meadows Bridge Funding Gap

6 Risk Management Reserve

7 Audit RFP

8 Review of Internal Controls

MAJOR CHALLENGES
Mount Prospect, IL
May 2025

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)
- Generational Shift in the Fire Service Culture: Work & Life Balance, Communication, fewer tradespeople entering fire service
- Firefighter Mental Health
- Uncertainty of Government Funding
- Fire Prevention/Education in Unincorporated Areas
- Office of the State Fire Marshal Recertifications
- Increasing call volume
- Vehicle maintenance and replacement

MANAGEMENT IN PROGRESS 2025 – 2026 PROJECTS AND ISSUES
Mount Prospect, IL
May 2025

DEPARTMENT: Fire

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

1 Standards of Coverage/Community Risk Reduction/Accreditation

2 Station 12 Renovation/Replacement

3 Code enforcement in annexed and unincorporated areas

4 Building & Fire Code Updates

5 Hose Wagon Buildout

6 Tablet Command Software

7 Placing new Tower in service

8 Security upgrades at stations

9 Partner with Elk Grove Township to implement a smoke alarm program for manufactured homes

10 Department Policy Conversion to Lexipol

11 Complete staffing analysis to address/minimize overtime

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INITIATIVES 2025 – 2026:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2025

DEPARTMENT: Fire

Please list issues or projects that you would like for the Village to address this 2025 – 2026.

1 Station 12 Renovation/Replacement

2 Install Hydrants in south Mount Prospect

3 Order an ambulance in 2026 for delivery in 2028

4 Pre-plan software upgrade

MAJOR CHALLENGES
Mount Prospect, IL
May 2025

DEPARTMENT: Human Services

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

- Potential cuts by Federal and State government to social service programs. (i.e. Medicaid, SNAP)
- Loss of local mental health inpatient beds due to closure of NCH inpatient unit.
- Increase in need for food pantry assistance due to rising costs of food and other living expenses and challenge of keeping pantry stocked through donations.
- Funding of Emergency Assistance Program due to the end of American Rescue Act funding.
- Rising costs of rent and home ownership not keeping pace with wages.
- Systemic issues that prohibit fully addressing complex mental health cases.
- Aging demographics will continue to shift needs in the community.
- Limited resources for connecting residents who are uninsured or have Medicaid to ongoing care.
- Communicating with and providing services to our diverse population.
- Addressing Public Health Issues and their impact on the health of residents in the community.
- Lack of sufficient resources to assist homeless individuals who present in our community.
- Cost of services not covered by insurance to support our aging population. (i.e. memory care facilities, at home caregiving)
- Needs or residents who are ineligible for existing social services.

MANAGEMENT IN PROGRESS 2025 – 2026 PROJECTS AND ISSUES
Mount Prospect, IL
May 2025

DEPARTMENT: Human Services

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

1 Opioid Settlement fund programming

2 Transit Study

3 CCC Needs Assessment

4 Celebration of Cultures Event

5 Aging in Community Action Plan implementation

6 Expansion of senior activities.

7 Financial Literacy program

8 Pathway Forward Program

9 Substance Abuse Prevention community event.

10 Older adult social engagement expo

11 Homelessness prevention

INITIATIVES 2025 – 2026:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2025

DEPARTMENT: Human Services

Please list issues or projects that you would like for the Village to address this 2025 – 2026.

1 Transit study

2 CCC Needs Assessment

MAJOR CHALLENGES
Mount Prospect, IL
May 2025

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
- Changing political landscape

MANAGEMENT IN PROGRESS 2025 – 2026
PROJECTS AND ISSUES
Mount Prospect, IL
May 2025

DEPARTMENT: Information Technology

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

1 Adobe Acrobat Upgrades (~50)

2 Windows 11 Upgrades to all PCs (~275)

3 Office 2024 rollout to shared PCs (~80)

INITIATIVES 2025 – 2026:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2025

DEPARTMENT: Information Technology

Please list issues or projects that you would like for the Village to address this 2025 – 2026.

1 Assist with Public Works/EOC Door Access System

2 Firewall Replacement

3 Server Upgrades for operating system 2016 and below (~15)

4 Assist Police with Axon implementation

5 Assist Public Works with well houses door access and cameras

6 Review Comcast fiber options for Station 12 & 14

MAJOR CHALLENGES
Mount Prospect, IL
May 2025

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
- Coordination of addressing and PINs internally with Cook County, USPS, NW Dispatch
- Adapting to new dining and entertainment concepts (food trucks, amusement and alcohol concepts, al fresco dining)
- Facilitating transition to green energy for residential and commercial uses while technology is in nascent stages
- 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 a nationwide housing shortage.
- The I-1 Limited Industrial District is increasingly less industrial and more mixed-use.
- Metra is facing a 'financial cliff' that could impact public transit available to the village
- Walkability, bike and pedestrian connections
- Aging infrastructure and flooding

- Aging shopping centers, filling key vacancies at Randhurst Village
- Uncertainties surrounding state and federal funding

MANAGEMENT IN PROGRESS 2025 – 2026 PROJECTS AND ISSUES

Mount Prospect, IL

May 2025

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 Comprehensive Plan update

2 Implementation of the Aging in Community Action Plan – Transit Study

3 Policy on common residential zoning conflicts (accessory structures, driveways, relief process, etc.)

4 Policy on monotony for new detached single family residential

5 MPEI / Economic Development site updates and implementation

6 Work with the Mount Prospect Park District on Lion's Park and Rec Plex improvements

7 Work with SD57 on new Lincoln Middle School and Westbrook school improvements

8 Economic Development technology implementation (GIS, Marketing, Placer.ai, etc.)

9 Pilot downtown parking improvements for desired businesses (valets, parklets, strategic reduced time restrictions)

10 Affirmatively Furthering Fair Housing: HUD rule change and completion of Assessment of Fair Housing to stay in compliance.

11 Handoff gateway signage project to Public Works as the project will move from the design phase to construction.

12 Develop CDBG Consolidated Plan (2025 – 2029)

13 Business license registration for 2024 annexed properties south of Oakton.

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14 Provide support of the CCC's space needs study.

15 Working with PW/GIS Consultant to create updated PUD maps, with the goal of creating a "PUD" layer.

INITIATIVES 2025 – 2026:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2025

DEPARTMENT: Community Development – Planning and ED

Please list issues or projects that you would like for the Village to address this 2025 – 2026.

1. Cloud HQ entitlement and construction
2. Revitalize Randhurst Village (Outback Steakhouse, Steak N Shake, Bed Bath spaces)
3. Redevelopment of 111 E. Busse
4. Busse Flowers construction and tenant
5. Former Holiday Inn vacancy
6. Kohl's shopping center out-lot + infill
7. Golf Plaza II vacancies, out-lot, + site improvements
8. Implementation of the South Mount Prospect Plan
9. Former CVS / O'Reilly's Auto Parts vacancy
10. Filling key downtown vacancies (The Dawson commercial space, Dave's Specialty, FA Skates)
11. MPPD zoning entitlements for referendum project
12. SD57 zoning entitlements for referendum project
13. Policy direction on Food Trucks

MAJOR CHALLENGES
Mount Prospect, IL
May 2025

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
- FOIA's - Expansion of commercial FOIA requests
- Purchase of new vehicles is still a little difficult
- 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).
- The loss of experienced department members through retirements

MANAGEMENT IN PROGRESS 2025 – 2026 PROJECTS AND ISSUES
Mount Prospect, IL
May 2025

DEPARTMENT: Police

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

1 Reorganize & update the Police Department's webpage on the Village website

2 Update the performance evaluation forms utilized for sworn officers

3 Hire and onboard one (1) new part-time police officer who will be assigned to the Community Connections Center

4 New vehicle purchases in 2026

5 Contract negotiations for both Collective Bargaining Units (patrol officers and sergeants)

6 Work with Public Works to create crime mapping program, for internal and external purposes

7 Expand Drone Program – additional operators and equipment

8 Purchase replacement Patrol Rifles

9 Expand the Outdoor Beat Meeting program

10 Conduct Active Threat Training Exercise with the Fire Department

11 Installation of License Plate Readers

12 Obtain certification for Officer Roe and K9 Nova through the National Police Bloodhound Association

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INITIATIVES 2025 – 2026:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2025

DEPARTMENT: Police

Please list issues or projects that you would like for the Village to address this 2025 – 2026.

1 Hire and onboard four (4) new police officers to fill current vacancies

2 Hire and onboard one (1) new part-time police officer who will be assigned to the CCC

3 Peer Support Family Day

4 Assign two (2) sergeants to a Staff and Command course

5 Assign one (1) commander to an Executive Management Program course

6 Hire and onboard one (1) Administrative Assistant to fill upcoming vacancy

7 Hire and onboard one (1) CSO to fill current vacancy

8 Deploy and implement Axon body worn cameras, in-car cameras, and digital evidence management system

9 Assign one (1) Sergeant to a Staff and Command course

10 Assign one (1) Command Staff member to a management / leadership course

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MAJOR CHALLENGES
Mount Prospect, IL
May 2025

DEPARTMENT: Public Works

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

- Aging infrastructure
- Current Economic Environment (tariffs) and impact on capital improvement projects.
- Increasing expectations from residents / Changing expectation to solve private issues / Meeting service expectations
- Leadership development
- Dissemination of information / mass communication.
- Deficient infrastructure associated with annexations.
- Implementing diversity, equity and inclusion efforts as related to recruitment, succession planning.
- Diversity, equity and inclusion as a component of capital improvement planning
- Sidewalks (looming ADA changes and trip/fall lawsuits).
- Balancing act between increase desire for sustainable/green infrastructure and higher costs/available funding.
- Reduction in Lake Michigan water allocation / decreased water sales.
- Adequate revenues (CIP, water, flood control, street improvement, and parking funds) to sustain capital improvement projects.
- Increasing public involvement in public works efforts
- Training / employee development / succession plan.

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- Changing vehicle technology (electric vehicles, hydrogen, natural gas, etc.) implications for budget, infrastructure and technician skillset.
- Curbside leaf collection program (obsolescence of Ford 710s).
- Changing people's recycling habits. Empty, Clean and Dry. Emphasis on quality recycling
- Recruitment. Lack of qualified candidates
- Changing weather. More severe events
- Changing and complex regulatory landscape, including environmental regulations and safety standards.
- Increasing Repair Costs**.** The cost of repairing and maintaining infrastructure is rising, straining budgets.
- Lack of coordination or cooperation between different agencies (IDOT) leading to significant delays in projects and increased cost.
- Cybersecurity threats to water system.
- Sustainability and Resiliency. Incorporating sustainable practices and resilient infrastructure design to address climate change and other challenges.

MANAGEMENT IN PROGRESS 2025 – 2026 PROJECTS AND ISSUES

Mount Prospect, IL

May 2025

DEPARTMENT: Public Works

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

1 Arterial Bike Network Feasibility Study

2 Stormwater Master Plan

3 Schoenbeck Road Resurfacing

4 Rand/Kensington/Elmhurst Rd Intersection Improvements Phase II Design and ROW Acquisition.

5 Multi-use path Algonquin Road Phase II Engineering and ROW acquisition

6 Oakton Water System Expansion

7 KBC Detention Pond 6 Rehabilitation

8 Melas/Meadows Pedestrian Bridge Phase II Engineering

9 Water Reservoir Number 4 Rehabilitation

10 Weller Creek Bank Stabilization Engineering Assessment – East of Route 83

11 Central Road Railroad Crossing Study

12 Central Road Pedestrian Crossing Improvements – Weller Lane

13 Storm Sewer Rehabilitation

14 Deep Well 16 Rehabilitation

15 Reservoir 4 Rehabilitation

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16 New Sidewalk – Wolf Rd from Euclid Av to Prospect Heights Train Station

17 Northwest Hwy & Central Road Gateway

INITIATIVES 2025 – 2026:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2025

DEPARTMENT: Public Works

Please list issues or projects that you would like for the Village to address this 2025 – 2026.

1 Rand-Elmhurst-Kensington Road Intersection Improvements Phase III Construction

2 Busse Road Reconstruction – Village Responsible for Lighting and Path

3 Melas/Meadows Pedestrian Bridge Phase III Construction

4 Algonquin Road Phase III Construction

5 Street Improvement Program

6 Water Main Replacement

7 Sewer Main Rehabilitation

8 Corridor Street Lighting - Rand Road - Wedgewood Lane to Camp McDonald Road

9 Storm Sewer Rehabilitation

10 McDonald Creek Improvements – Removal of Weir

11 Kensington Road Multiuse Path Construction - Burning Bush Ln to railroad tracks

12 Kensington Road Multiuse Patch Construction at railroad tracks (2026)

13 Crumley Detention Basin Repairs

14 Bridge Improvements Sediment Removal – Wolf Rd, Burning Bush Ln, Briarwood Dr W South Bridge

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15 Bridge Improvements - Business Center Drive

16 Wolf Road Rehabilitation – Phase I Engineering (2026)

17 Parking Lot Improvements - Public Works Back Lot (2026)

18 Kensington Road Left Turn Lane at Police Station

MAJOR CHALLENGES
Mount Prospect, IL
May 2025

DEPARTMENT: Village Manager's Office

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

- National Economic Future: tariffs, stock market correction, geopolitical events
- Maintaining positive employee morale
- Mental health within the organization and community
- The scope creep for local government to address larger societal issues
- Attracting and retaining top talent (also see other departmental worksheets for impacts)
- Cyber threats to regional infrastructure and public service providers including the Village.
- 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 higher interest rates limiting development and reinvestment in properties
- Incorrect information or misinformation shared on social media platform
- Increasing requests to open video gaming (gambling) cafes
- Adding services or tasks without sunsetting any impacts staff bandwidth to complete services/tasks

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MANAGEMENT IN PROGRESS 2025 – 2026 PROJECTS AND ISSUES
Mount Prospect, IL
May 2025

DEPARTMENT: Village Manager's Office

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

1. Tracking proposed state legislation that could negatively impact the Village and informing legislators of the impact (Tier 2 Pension Benefits, Crime Free Housing, etc.)
2. Facilitate development projects and infrastructure improvements with the use of tax increment financing incentives (Prospect and Main TIF District and South Mount Prospect TIF District)
3. Prestige Feed Products, LLC Litigation
4. 111 E. Busse Ave Redevelopment (Closing, and Request for Proposals Process)
5. Central Gateway and seek IEPA no further remediation letters for environmental contamination on the site (310 W. Northwest Hwy.)
6. Redevelopment and streetscape improvements at 104 E. Northwest Hwy.
7. Preparing the Village of Mount Prospect to be in the best position to achieve a "AAA" bond rating
8. Technology Report for Public Safety, Public Works, and Human Services
9. Implementation of Village's Marketing Plan: Update Report (Marketing and PR)
10. Implementation of Sustainability Implementation Guide: Update Report
11. Fridays on the Green Concert Series
12. Special Event Application and Ordinance
13. Special Event Commission: Code Change (Re: Calendar Revision – Minor) (Marketing and PR)

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INITIATIVES 2025 – 2026:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2025

DEPARTMENT: Village Manager's Office

Please list issues or projects that you would like for the Village to address this 2025 – 2026.

1 Prestige Feed Products, LLC Litigation

2 111 E. Busse Ave Redevelopment: Complete RFP Process, select proposal

3 Complete Central Gateway project

4 Complete streetscape improvements at 104 E. Northwest Hwy

5 Redevelopment of 105 S. Main

6 Redevelopment of 200 S. Main

7 Annual Strategic Plan, progress reports and tracking metrics

8 Website ADA compliance to meet Web Content Accessibility Guidelines Version 2.1, Level AA. Deadline - April 24, 2026.

9 Achieving a "AAA" Bond Rating at next bond rating.

10 Sustaining business momentum throughout the community

11 Facilitate projects and infrastructure improvements with the use of TIF incentives, when necessary, in the Project and Main and South Mount Prospect TIF districts.

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MAJOR CHALLENGES
Mount Prospect, IL
May 2025

DEPARTMENT: Communications (Marketing & Public Relations)

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

- Addressing the spread of misinformation in a proactive manner
- Maintaining quality and timeliness of communications with the ever-increasing demand for new content, which needs to be modified for different platforms
- Effectively reaching an aging population
- Effectively reaching non-English speaking populations
- Maintaining brand consistency across departments with the increased use of free graphic design programs and ai
- Navigating unreliable nature of postal delivery times

MANAGEMENT IN PROGRESS 2025 – 2026 PROJECTS AND ISSUES
Mount Prospect, IL
May 2025

DEPARTMENT: Communications (Marketing & Public Relations)

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

1 Continue implementation of marketing plan

2 Onboard users on Canva for Teams

3 Organize new staff training on Language Line and implement written content translation feature

4 Update method for printing and mailing Senior Buzz newsletters to lessen burden on staff and keep the initiative cost effective

5 Implement recurring Communications & Marketing Check-In meetings with individual departments

6 Refresh of "Ribbon Cuttings" website page, including tips for hosting an effective ribbon cutting

7 Redesign of Senior Hub, including new signage and ways to improve how materials are displayed

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INITIATIVES 2025 – 2026:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2025

DEPARTMENT: Communications (Marketing & Public Relations)

Please list issues or projects that you would like for the Village to address this 2025 – 2026.

1 Photo reorganization and creation of centralized location

2 Refresh of marketing-related website pages

3 Contract photographer and drone photographer to take new stock images of key locations in Mount Prospect

MAJOR CHALLENGES
Mount Prospect, IL
May 2025

DEPARTMENT: Administration – Human Resources Division

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

- Increase in health insurance premiums due to GLP-1 drugs
- Remaining competitive in the job market
- Recruiting and retaining top talent

MANAGEMENT IN PROGRESS 2025 – 2026 PROJECTS AND ISSUES
Mount Prospect, IL
May 2025

DEPARTMENT: Administration – Human Resources Division

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

1 Dependent Audit-ensures dependents on the health insurance plan are eligible

2 Classification and compensation study- A strong compensation plan will ensure fair and equitable pay to employees that aligns with market standards and will help in attracting and retaining top talent while improving employee satisfaction and fostering a culture of transparency and trust.

3 Increase use of features available through PlanSource, the Village's cloud-based benefit administration solution through IPBC, including COBRA administration and ACA services

4 Advocate medical group is leaving the HMOI network, transitioning the Village away from 2 different HMOI health insurances to 1 HMO Blue Advantage network to best meet the needs of the employees.

5 Police Patrol Collective Bargaining Agreement, MAP, Chapter #84 negotiations

6 Police Sergeants Collective Bargaining Agreement, MAP, Chapter #85 negotiations

7 EEO-4 Reporting

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INITIATIVES 2025 – 2026:
SHORT-TERM ISSUES AND PROJECTS
Mount Prospect, IL
May 2025

DEPARTMENT: Administration – Human Resources Division

Please list issues or projects that you would like for the Village to address this 2025 – 2026.

1 Update Employee Handbook

2 Transition open enrollment to self-service portal through PlanSource

3 Expand Village's use of Paylocity, applicant tracking system

SECTION 5

PLAN 2025 – 2030
[Final Summary: 5/14/25]

Village of Mount Prospect
Goals 2030

EFFECTIVE VILLAGE GOVERNMENT:
FINANCIALLY SOUND, EXCEPTIONAL SERVICE

FAMILY-FRIENDLY NEIGHBORHOODS:
SAFE AND LIVABLE FOR ALL

TOP-QUALITY VILLAGE INFRASTRUCTURE:
BALANCED AND PROACTIVE COMMUNITY INVESTMENT

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

Village of Mount Prospect
Goals 2030 Worksheet

	IMPORTANCE		
	Personal	Team	
1. **EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE**	**7**	**1**	
2. **FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL**	**21**	**2**	
3. **TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT**	**19**	**3**	
4. **VIBRANT COMMUNITY DESTINATIONS: DOWNTOWN, RANDHURST VILLAGE, SOUTH MOUNT PROSPECT AND OTHER COMMERCIAL CORRIDORS**	**25**	**4**	
5. **ENHANCING MOUNT PROSPECT CHARM/CHARACTER: HONORING HISTORY, HERITAGE, AND DIVERSITY, EQUITY AND INCLUSION**	**33**	**5**	
6.			
7.			
8.			
9.			
10.			

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GOAL 1 EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE

» Objectives		PRIORITY
Objective 1	Maintain a solid fiscal position through active stewardship of Village finances and resources	7
Objective 2	Have state-of-the-art information technology system hardware and software, and protect the Village government from cyberattacks	3
Objective 3	Maintain a financially sound Police/Fire pension system	4
Objective 4	Deliver Village services in the most efficient and cost-effective manner and explore ways to reduce the costs of service delivery and to add value to the community	4
Objective 5	Enhance the Village Government bond rating	5
Objective 6	Maintain residents' "high satisfaction level" with Village services	5
Objective 7	Protect and expand Village revenue sources	3
Objective 8		
Objective 9		
Objective 10		

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GOAL 1 EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE

» Value to Residents	PRIORITY
1. Service value for taxes and fees	
2. Village services responsive to resident and business needs	
3. Opportunities to become engaged in the Village governance and planning processes	
4. Convenient, easy access to Village information and services	
5. Village services delivered in the most cost-effective, economical manner	
6. Timely response for a service request – emergency and non-emergency	
7.	
8.	
9.	
10.	

GOAL 1 EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE

	» Challenges and Opportunities	PRIORITY
S	1. Achieving a AAA-bond rating	5
S	2. Funding for Public Safety pensions and postpone changes by the State of Illinois ($5 Million Increase)	5
S	3. Federal and State government mandates and regulatory requirements, including reducing local grants	5
S	4. Hiring, developing and retaining a most qualified Village workforce dedicated to serving the Mount Prospect community	5
S	5. Increasing amount of disinformation about Village government and services	5
S	6. Diversifying Village revenue sources	4
S	7. Actions by the State of Illinois impacting Home Rule, revenues, projects, and future developments	4
S	8. Keeping up with technological changes to improve customer service and business efficiency	4
S	9. Diversity of sales tax	4
L	10. Potential loss of State shared revenues from the State of Illinois	3

GOAL 1 EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE

» Challenges and Opportunities		PRIORITY
L	11. Actions by Federal government impacting Village government	3
L	12. Delivering Village services in the most cost-effective and efficient manner with high level of customer satisfaction	2
L	13. Higher interest rates impacting future Village capital projects and daily operational costs	2
L	14. Difficulties in labor negotiations and the split between the union negotiators and the rank-and-file employees	2
L	15. Inflation and supply chain issues resulting in increasing cost of projects and service delivery	2
L	16. Significant increases in "Freedom of Information" requests	2
L	17. Protecting the Village government from cyberattacks securing Village information and processes	1
L	18. Increases by other taxing agencies	1
L	19. Significant increase in replacement costs	1
L	20. Getting the Village website ready for ADA compliance.	1

GOAL 1 EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE

» Challenges and Opportunities	PRIORITY
L 21. Evolving bond credit rating criteria	1
22. Balancing fiscal conservatism with funding the service needs of the community	0
23. Determining how to communicate with and involve a more diverse population in Village government and governance	0
24. Communicating and reaching the varied population of Mount Prospect	0
25. Potential changes in State of Illinois tax rules	0
26. Expectations of new, younger workforce – work-life balance, terms of employment, flexible work scheduling, time-off, etc.	0
27. Increasing worker's comp cases and the tendency to quickly "lawyer up"	0
28. Tapping the potential of AI to enhance Village service delivery	0
29. Cook County tax system	0
30.	

GOAL 1 EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE

» Actions 2025 – 2026			PRIORITY
P	1. "AAA" Bond Rating Strategy/Action Plan: Report with Options, Direction and Village Actions	Mgmt M/VB	7
P	2. Local Grocery Sales Tax: Discussion and Direction****	M/VB Mgmt	6
P	3. **Public Safety Pension Funding Strategy: Direction****	Mgmt	6
P	4. Intergovernmental Collaboration: Park District, School Districts, and Library and State/Federal Representatives	Mgmt M/VB	4
P	5. Public Protests Events: Analysis, Report with Findings and Recommendations, Direction and Village Actions	M/VB	4
P	6. Community Engagement Strategy/Action Plan: Goals/Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions	M/VB	4
P	7. Revenue Diversification Study: Best Practices in Illinois, Complete Study, Direction and Village Actions	M/VB	4
P	8. Village Subsidy of Local Businesses: Definition of Issue; Goals/Desired Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions	M/VB	4

GOAL 1 EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE

» Actions 2025 – 2026				PRIORITY
M	9.	Community Connections Center: Space Needs Assessment/Service Needs Assessment, Duplication of Service with Township, Future Direction****	Policy M/VB Mgmt	MGMT
M	10.	Technology for Public Safety, Public Works and Human Services	Policy High	MGMT
M	11.	Sales Tax Strategy and Action Plan: Monitor State Actions and Direction	Mgmt	MGMT
M	12.	Village Classification and Compensation Plan: Direction and Funding	Mgmt	MGMT
M	13.	Succession Planning: Update Report, Direction and Next Village Actions	M/VB	MGMT
M	14.	Community Information Portal Update: Update Report, Direction and Village Actions (Goal: Real Time)	M/VB	MGMT
M	15.	**Tyler ERP: Direction and Funding****	Mgmt	MGMT
M	16.	Risk Management Reserve Policy: Report with Options and Direction	Mgmt	MGMT

GOAL 1 EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE

» Actions 2025 – 2026			PRIORITY
M	17. Artificial Intelligence (AI) Policy: Development		MGMT
M	18. Police Negotiations and Contract: Approval		MGMT
	19. Trustee Compensation: Market Analysis, Timing, Direction and Funding	M/VB	3
	20. Village Recognition of Excellence/Best Awards Strategy Actions: Identification of Opportunities, Direction, Funding and Village Actions	M/VB	3
	21. Village Website Redo: Direction and Funding	Mgmt	3
	22. Proactive Community Communications: Goals/Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions	M/VB	2
	23. Youth Civic Academy Development: Goals/Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions	M/VB	2
	24. Mount Prospect Branding and Marketing: Update Report, Direction and Next Village Actions	M/VB	2

GOAL 1 EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE

» Actions 2025 – 2026		PRIORITY
25. "DEI" Policy: Update Report, Direction and Village Actions	M/VB	2
26. Use of Pilot Program Policy: Update Report, Direction and City Actions	M/VB	1
27. Village Policy Book Development: Concept (City of Minnetonka), Applications to Village of Mount Prospect, Report with Options, Direction, Funding and Village Actions	M/VB	1
28. State Legislative Agenda and Advocacy: Critical Issues, Monitoring and Lobbying Actions	Policy M/VB	0
29. Budget Reduction Plan – Reduced Expenditures: Economic Projections, Report with Recommendations – 5%, 10%, 15 % and 20%, Direction and Short-Term Village Actions	M/VB	0
30. Village Government Accountability: Definition, Report with Recommendations, Direction and Village Actions	M/VB	0
31. Residents Survey: Update Report, Direction and Village Actions	M/VB	OTH
32.		

GOAL 1 EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE

» Management in Progress 2025 – 2026		DATE
1. Fire Apparatus Replacement Plan: Needs, Order Timing, Funding Timeline and Direction	M/VB	
2. Village Financial Policies and Plan Update: Update Report, Direction and Village Actions	M/VB	
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GOAL 1 EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE

» Major Projects 2025 – 2026	DATE
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GOAL 1 EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE

» On the Horizon 2026 – 2030	DATE
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GOAL 2 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

» Objectives		PRIORITY
Objective 1	Have well-designed and well-maintained neighborhood infrastructure – streets, sidewalks, trees, lighting	7
Objective 2	Have safe community and neighborhoods – residents feel and are safe	7
Objective 3	Have walkable, pedestrian-friendly neighborhoods that are connected to other neighborhoods and community destinations	6
Objective 4	Support neighborhood events and gatherings by providing opportunities for neighbors to meet and develop relationships with other neighbors	5
Objective 5	Have a resilient, sustainable community and neighborhoods	5
Objective 6	Have a more attractive, beautiful community and neighborhoods	4
Objective 7	Have expanded community policing partnerships working with our residents and businesses	3
Objective 8	Have diverse, affordable housing options for all	1
Objective 9		
Objective 10		

GOAL 2 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

» Value to Residents	PRIORITY
1. Protection and enhancement of property values	
2. More reasons to live in Mount Prospect	
3. Increased housing options in Mount Prospect	
4. Sense of personal safety and security	
5. Community for all family generations	
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GOAL 2 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

» Challenges and Opportunities		PRIORITY
S	1. Annexed areas following the Codes of Cook County and property maintenance issues and poor infrastructure needing replacement	7
S	2. Increasing criminal activity coming from outside our community	7
S	3. Addressing property maintenance issues, including seniors who are having a difficult time in maintaining their single-family homes	4
S	4. Maintaining and enhancing the safety of each neighborhood	4
S	5. Residents sharing responsibility for neighborhood safety by locking their vehicles, locking their homes, and shutting garage doors	4
S	6. Working with IDOT and their lack of sense of urgency	4
S	7. Misinformation distributed on social media about neighborhoods	4
S	8. Gaps in sidewalks and infrastructure related to walkability	4
L	9. Fraud crimes on seniors	4
L	10. Cook County tax system and taxes impacting residential and commercial development	3

GOAL 2 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

» Challenges and Opportunities		PRIORITY	
L	11. Aging, antiquated housing stock needing modernization or replacement	3	
L	12. Neighbors helping to address neighborhood issues	3	
L	13. Increasing cybercrimes including crypto crimes	2	
L	14. Recruitment of Police Officers and retention – fewer individuals desire law enforcement careers	2	
L	15. Working with property owners to maintain or upgrade their properties	2	
L	16. State Attorney handling of individuals with certain crimes	2	
L	17. Absentee, irresponsible property owners	2	
L	18. Code requirements and the impact on housing upgrades	1	
L	19. NIMBY attitude of some residents – not interested in what is best for the entire community	1	
L	20. Upward pressure on housing prices (average sales price)	1	

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GOAL 2 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

» Challenges and Opportunities		PRIORITY
L	21. Making Mount Prospect a more bikeable community	1
L	22. Addressing the homeless and responding their needs	1
	23. Significant increases in rents and rental financial requirements – affordability of rental housing	0
	24. Protecting the character of each neighborhood	0
	25. Residents weaponizing property maintenance – residents' reluctance to address issues with their neighbors	0
	26. Addressing challenges with Cook County, Post Office, and NW Dispatch	0
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GOAL 2 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

» Actions 2025 – 2026				PRIORITY
P	1.	Comprehensive Housing Strategy Development: Community Needs, Best Practices, Strategy Development, Direction and Village Actions	M/VB	7
P	2.	Crime Free Housing Ordinance Update: Completion and Adoption	Mgmt 2025	6
P	3.	Sustainability Plan Action Plan Implementation: Direction Update Report, and Next Steps****	Policy M/VB Mgmt	5
P	4.	Slow Down Program Development: Goals, Best Practices, Report with Options, Direction, Funding and Village Actions	M/VB	5
P	5.	Performing Arts/Music Venue Development: Goals/Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions	M/VB	4
P	6.	Micro-Mobility Regulations/Enforcement (Scooters, eBikes, Golf Cart, etc.): Problem Analysis, Best Practices, Report with Findings and Recommendations, Direction and Village Actions	M/VB	4
P	7.	Public Art Policy: Goals/Desired Outcomes, Bets Practices, Report with Options and Direction	M/VB	4
M	8.	Mt. Prospect Park District on Lion's Park: IGA Approval	Mgmt 2025	MGMT

GOAL 2 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

» Actions 2025 – 2026				PRIORITY
M	9.	Comprehensive Plan Update: Direction	Mgmt 2025	MGMT
M	10.	Immigration Enforcement: Impact on Community Policing Report	M/VB	MGMT
M	11.	**Transit Study: Direction and Implementation Actions******	Mgmt	MGMT
M	12.	**Zoning Approvals: Lincoln Middle School and Lions Park******	Mgmt	MGMT
M	13.	International Building Code Updates: Adoption	Mgmt	MGMT
M	14.	Rental Housing Code Updates: Adoption	Mgmt	MGMT
M	15.	Crime Free Code Updates	Mgmt	MGMT
M	16.	LPR: Direction and Funding	Mgmt	MGMT

GOAL 2 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

» Actions 2025 – 2026		PRIORITY
17. Rain Garden Policy: Update Report, Direction and City Actions	M/VB	3
18. Community Events beyond Downtown: Identifications, Additional Event Opportunities, Locations, Direction, Village Role, Village Funding, and Village Actions	M/VB	2
19. Greenspace Protection and Development: Goals/Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions (Including Pocket Park)	M/VB	2
20. Backyard Chickens Policy: Update Report, Direction and City Actions	M/VB	1
21. Vape and Dispensary Policy: Revenue Generation and Report	M/VB	1
22. Native Trees and Plants Policy and Regulations – Village Government and Community: Goals/Desired Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions	M/VB	1
23. Arts and Culture Master Plan: Goals/Desired Outcomes, Best Practices, Report with Options, Village Role, Direction and Funding Mechanisms	M/VB	1
24. Climate Change Action Plan: Impacts Analysis and Projections, Report with Recommendations, Direction, Funding and Village Actions	M/VB	0

GOAL 2 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

» Actions 2025 – 2026		PRIORITY
25. North Mount Prospect Connection Plan Development: Scope; Methodology, Funding, Direction and Village Actions	M/VB	0
26. Homeless Village Policy, Shelter and Programs: Report with Options, Village Role, Direction and Funding Mechanism	Mgmt	0
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GOAL 2 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

» Management in Progress 2025 – 2026		DATE
1. Oakton Annexation: Water Main	Policy 2025	
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GOAL 2 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

» Major Projects 2025 – 2026	DATE
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GOAL 2 FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

» On the Horizon 2026 – 2030	DATE
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GOAL 3 TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT

» Objectives		PRIORITY
Objective 1	Maintain and upgrade Village infrastructure, facilities and equipment through a funded replacement schedule	
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	
Objective 7	Have a well-lighted community – corridors and neighborhoods	
Objective 8		
Objective 9		
Objective 10		

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

» Value to Residents	PRIORITY
1. Protection from flooding	
2. Quality Village streets for efficient travel	
3. Reliable quality utilities services necessary for suburban living	
4. More bikeable, pedestrian friendly community	
5. Convenient access to the Chicago metro area	
6. Protection of property values	
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GOAL 3 TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT

» Challenges and Opportunities		PRIORITY
S	1. Making Mount Prospect a more walkable, pedestrian-friendly community	6
S	2. Unanticipated events – major storms, infrastructure failures, natural disasters – impacting the Village	5
S	3. Funding for large scale projects and determining fund capacity using debt and other sources	5
S	4. Rising construction and maintenance costs	5
S	5. Prioritizing and funding future Village buildings: Fire Station 12	5
S	6. Little control over traffic flow and management – responsibility of IDOT	5
S	7. Addressing substandard infrastructure in annexed areas: assessing condition and available funding for improvements	4
S	8. Unfunded Federal and State of Illinois regulations and mandates impacting Village infrastructure	4
S	9. Securing grant funding for Village projects, programs, and services	4
L	10. Maintaining, developing, and hiring of Village staff	3

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

» Challenges and Opportunities		PRIORITY
L	11. Managing the community impacts and traffic flows of upcoming road projects during construction	3
L	12. Balancing between increased desire for sustainable/green infrastructure and higher costs/available funding	3
L	13. Changing residents' recycling habits	3
L	14. Flooding in certain areas and defining Village role and actions	2
L	15. Inadequate revenue for parking fund and capital projects	2
L	16. Understanding and managing the impacts of the Bears Stadium, including Metra ridership during a game	2
L	17. Developing funding sources for maintaining existing Village infrastructure and building new infrastructure	1
L	18. Future water quality regulations	1
	19. High interest rates and the impacts of Village debt issuance	0
	20. Trip and fall lawsuits	0

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

» Challenges and Opportunities	PRIORITY
21. Funding for stormwater projects	0
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GOAL 3 TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT

» Actions 2025 – 2026				PRIORITY
P	1.	Fire Station 12 Renovation/Replacement: Report, Direction and Funding Mechanism	Mgmt	7
P	2.	Stormwater Master Plan Update/Neighborhood Flooding Strategy: Award Contract, Development, Adoption and Funding Mechanism	Policy	6
P	3.	Neighborhood Lighting: Neighborhoods: Identification/ Analysis, Report with Recommendations, Direction, Funding Mechanism and Village Actions	Policy M/VB	6
P	4.	Downtown Pedestrian Crossings: Review, Problem Analysis, Update Report, Direction and Village Actions (Including Maple Crossings)	M/VB	5
M	5.	Melas-Meadows Pedestrian Bridge Project: Bid and Construction	Policy M/VB	MGMT
M	6.	Sidewalk Policy: Conditions Village-Wide, Report with Recommendations, Direction, Funding and Village Actions	M/VB	MGMT
M	7.	Oakton Avenue Development – Village Infrastructure: Report on Needs and Options, Direction, Funding Mechanism and Village Actions	M/VB	MGMT
M	8.	Gateway Park and Monument Development: Construction	M/VB	MGMT

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

» Actions 2025 – 2026		PRIORITY
9. Bike Master Plan Phase 2 Update: Report, Direction and Funding	Mgmt M/VB	1
10. Local Sewer Line Replacement: Update Report, Direction, Village Actions, and Loan Program	M/VB	1
11. Traffic Management and Control: Performance Evaluation, Problem Analysis, Report with Findings and Options, Direction, Funding and Village Actions (Including Metra Crossings)	M/VB	0
12. Community Connection Facilities Development: Direction, Funding and Village Actions a. South Mount Prospect b. North Mount Prospect	M/VB	OTH
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GOAL 3 TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT

» Actions 2025 – 2026	PRIORITY
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GOAL 3 TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT

» Management in Progress 2025 – 2026	DATE
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GOAL 3 TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT

» Major Projects 2025 – 2026	DATE
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GOAL 3 TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT

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

» Objectives		PRIORITY
Objective 1	Redevelop in South Mount Prospect	7
Objective 2	Facilitate safe and efficient traffic and pedestrian travel in each destination and support a more pedestrian-friendly Village and community	7
Objective 3	Maintain and enhance Downtown vibrancy – a sense of place	6
Objective 4	Revitalize and beautify Randhurst Village as a mixed-used activity center	5
Objective 5	Partner with business organizations to make our commercial business districts attractive destinations	4
Objective 6	Attract data centers in South Mount Prospect	4
Objective 7	Attract businesses and residential development projects that are appropriate for each destination following the vision and plan	3
Objective 8	Redevelop commercial offices with low occupancy rates	3
Objective 9	Increase experience-based retail and entertainment	2
Objective 10	Attract retail and diverse restaurants to Downtown	1

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

» Objectives	PRIORITY
Objective 11 Create more attractive gateways	0
Objective 12	
Objective 13	
Objective 14	
Objective 15	
Objective 16	
Objective 17	
Objective 18	
Objective 19	
Objective 20	

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

» Value to Residents	PRIORITY
1. Convenient and quality places to eat and shop	
2. Acceptable, predictable travel times within Mount Prospect	
3. More reasons to go Downtown	
4. Opportunities to start and grow a business in Mount Prospect	
5. More pedestrian friendly community	
6. Opportunities to live near work	
7. Protection of property values	
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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. Design of Randhurst with poor connectivity and vacant outlots	6
S	3. Addressing the north-south transportation gaps	5
S	4. Aging and deteriorating commercial centers and corridors	5
S	5. Adapting to new dining and entertainment trends – al fresco, food trucks, food hall, etc.	5
S	6. Maximizing parking in Downtown and educating the community	4
S	7. Educating residents and guests about Downtown parking options	4
S	8. Increasing expectations of property values and rents due to recent development successes	4
L	9. Translating Randhurst Village plans into reality – a viable destination for our Mount Prospect residents	3
L	10. Having entertainment businesses and venues for all generations	3

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

» Challenges and Opportunities		PRIORITY
L	11. Vacant buildings and some visual blight	3
L	12. Increasing interest rates and the impacts on economic development projects and business investments	3
L	13. Evolving retail business models with greater reliance on online sales	3
L	14. Vacancies in and under-performing older shopping centers/commercial centers	2
L	15. Businesses having difficulty in hiring and retaining workforce	2
L	16. Uncertain global, national, and state economy	2
L	17. Defining and funding the Village role in creating vibrant destinations	1
L	18. Rise in interest rate impacting business investment	1
	19. Limited land and Village resources	0
	20. NIMBY resistance to change, redevelopment, and new development	0

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

» Challenges and Opportunities	PRIORITY
21. Office vacancies and changing business model with increased remote workers	0
22. Commercial tax changes impact on business investment	0
23. Future of movie theater and evolving movie industry	0
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GOAL 4 VIBRANT COMMUNITY DESTINATIONS: DOWNTOWN, RANDHURST VILLAGE, SOUTH MOUNT PROSPECT AND OTHER COMMERCIAL CORRIDORS

» Actions 2025 – 2025				PRIORITY
P	1.	111 E. Busse Redevelopment Project****	Policy M/VB	7
P	2.	South Mount Prospect Development – Two Projects Goal	Policy M/VB	7
P	3.	St. Mark's Church: Property Direction and Village Actions****	M/VB Mgmt	6
P	4.	Randhurst Revitalization Strategy/Action Plan: Meeting with Owners, Direction Performance Measures, and Village Actions	M/VB	4
P	5.	Downtown Parking Policy and Enforcement: Analysis, Report with Findings and Recommendations, Direction and Village Actions	M/VB	4
P	6.	Food Hall Development: Concept, Best Practices Applications to Village of Mount Prospect, Report with Options, Direction, Funding and Village Actions	M/VB	4
M	7.	Downtown Parking Study: Update Report, Direction and Village Actions (Including Valet Parking Future Direction)	Policy M/VB	MGMT
M	8.	Cloud HQ Project: PUD Amendments and Construction Monitoring****	Mgmt M/VB	MGMT

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

» Actions 2025 – 2026				PRIORITY
M	9.	Kohl's Center Outlots/Vacant Parcel: Incentive, Direction, and Village Actions	Mgmt M/VB	MGMT
M	10.	Prestige Feed Lawsuit: Final Resolution****	M/VB	MGMT
M	11.	**200 S. Main Redevelopment****** (Fat Pour Tapwork)	Mgmt	MGMT
	12.	105 S. Main Property Redevelopment: Update Report, Direction and Village Actions	M/VB	3
	13.	Mount Prospect Becoming a Regional Destination Strategy/Action Plan: Goals/Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions	M/VB	3
	14.	Food Truck Policy: Development, Direction and Village Actions	Mgmt	3
	15.	Former CVS/O'Reilly's Auto Parts Redevelopment: Options, Direction and Village Actions	M/VB Mgmt	2
	16.	Downtown Restaurant Diversification Action Plan: Goals/Measure of Success, Direction, Village Actions and Incentive Funding	M/VB	1

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

» Actions 2025 – 2026

			PRIORITY
17.	Downtown Retail Businesses Diversification Action Plan: Goals/Measure of Success, Direction, Village Actions and Incentive Funding	M/VB	1
18.	Downtown Businesses Use of ROW Policy: Review, Fee for Use, Direction and Village Actions	M/VB	1
19.	Data Center Attraction Strategy/Action Plan: Goals, Direction and Village Actions	M/VB	1
20.	Commercial Development in South Mount Prospect Strategy/Action Plan: Goals, Direction and Village Actions	M/VB	1
21.	Business Incubator Space Development: Concept, Best Practices Applications to Village of Mount Prospect, Report with Options, Direction, Funding and Village Actions	M/VB	1
22.	Golf Plaza II Revitalization:	Mgmt	1
23.	Old Industrial Buildings in Downtown: Report on Options, Direction, Funding and Village Action	M/VB	0
24.	"The Bears" Strategy/Action Plan: Goals/Outcomes, Potential Impacts/Opportunities, Report with Options and Recommendations, Direction, Funding and Village Actions	M/VB	0

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

» Actions 2025 – 2026		PRIORITY
25. Kid-Friendly Business Attraction for Downtown: Goals/Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions	M/VB	0
26. Former Holiday Inn Vacancy Revitalization	Mgmt	0
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GOAL 4 VIBRANT COMMUNITY DESTINATIONS: DOWNTOWN, RANDHURST VILLAGE, SOUTH MOUNT PROSPECT AND OTHER COMMERCIAL CORRIDORS

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

» Major Projects 2025 – 2026	DATE
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GOAL 4 VIBRANT COMMUNITY DESTINATIONS: DOWNTOWN, RANDHURST VILLAGE, SOUTH MOUNT PROSPECT AND OTHER COMMERCIAL CORRIDORS

» On the Horizon 2026 – 2030	DATE
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SECTION 6

ACTION AGENDA 2025 – 2026
[Summary: 5/16/25]

Village of Mount Prospect
Goals 2030

EFFECTIVE VILLAGE GOVERNMENT:
FINANCIALLY SOUND, EXCEPTIONAL SERVICE

FAMILY-FRIENDLY NEIGHBORHOODS:
SAFE AND LIVABLE FOR ALL

TOP-QUALITY VILLAGE INFRASTRUCTURE:
BALANCED AND PROACTIVE COMMUNITY INVESTMENT

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

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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 2025 – 2026
Targets for Action
Village of Mount Prospect

TOP PRIORITY

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

Local Grocery Sales Tax: Discussion and Direction

Public Safety Pension Funding Strategy: Direction

Community Engagement Strategy/Action Plan:
Goals/Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions

111 E. Busse Redevelopment Project

Fire Station 12 Renovation/Replacement:
Report, Direction and Funding Mechanism

Neighborhood Lighting: Neighborhoods:
Identification/ Analysis, Report with Recommendations, Direction, Funding Mechanism and Village Actions

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HIGH PRIORITY

St. Mark's Church: Property Direction and Village Actions

Slow Down Program Development:
Goals, Best Practices, Report with Options,
Direction, Funding and Village Actions

Public Protests Events:
Analysis, Report with Findings and Recommendations,
Direction and Village Actions

Crime Free Housing Ordinance Update: Completion and Adoption

Micro-Mobility Regulations/Enforcement:
Problem Analysis, Best Practices, Report with Findings and Recommendations,
Direction and Village Actions

Revenue Diversification Study:
Best Practices in Illinois, Complete Study,
Direction and Village Actions

Downtown Parking Policy and Enforcement:
Analysis, Report with Findings and Recommendations,
Direction and Village Actions

Village of Mount Prospect
Policy Agenda 2025 – 2026

			PRIORITY	
		Priority	Top	High
1	1. "AAA" Bond Rating Strategy/Action Plan: Report with Options, Direction and Village Actions	Top	6	-
1	2. Local Grocery Sales Tax: Discussion and Direction****	Top	6	
1	3. **Public Safety Pension Funding Strategy: Direction****	Top	5	
1	4. Community Engagement Strategy/Action Plan: Goals/Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions	Top	5	-
4	5. 111 E. Busse Redevelopment Project****	Top	5	-
3	6. Fire Station 12 Renovation/Replacement: Report, Direction and Funding Mechanism	Top	4	-
3	7. Neighborhood Lighting: Neighborhoods: Identification/ Analysis, Report with Recommendations, Direction, Funding Mechanism and Village Actions	Top	4	-
4	8. St. Mark's Church: Property Direction and Village Actions****	High	3	6

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

Village of Mount Prospect
Policy Agenda 2025 – 2026

				PRIORITY	
			Priority	Top	High
2	9.	Slow Down Program Development: Goals, Best Practices, Report with Options, Direction, Funding and Village Actions	High	3	4
1	10.	Public Protests Events: Analysis, Report with Findings and Recommendations, Direction and Village Actions	High	2	4
2	11.	Crime Free Housing Ordinance Update: Completion and Adoption	High	2	4
2	12.	Micro-Mobility Regulations/Enforcement (Scooters, eBikes, Golf Cart, etc.): Problem Analysis, Best Practices, Report with Findings and Recommendations, Direction and Village Actions	High	2	4
1	13.	Revenue Diversification Study: Best Practices in Illinois, Complete Study, Direction and Village Actions	High	1	4
4	14.	Downtown Parking Policy and Enforcement: Analysis, Report with Findings and Recommendations, Direction and Village Actions	High	1	4
3	15.	Stormwater Master Plan Update/Neighborhood Flooding Strategy: Award Contract, Development, Adoption and Funding Mechanism		1	3
4	16.	Randhurst Revitalization Strategy/Action Plan: Meeting with Owners, Direction Performance Measures, and Village Actions		0	3

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Village of Mount Prospect
Policy Agenda 2025 – 2026

			PRIORITY		
			Priority	Top	High
4	17.	South Mount Prospect Development – Two Projects Goal		2	2
2	18.	Sustainability Plan Action Plan Implementation: Direction Update Report, and Next Steps****		1	2
2	19.	Performing Arts/Music Venue Development: Goals/Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions		1	2
3	20.	Downtown Pedestrian Crossings: Review, Problem Analysis, Update Report, Direction and Village Actions (Including Maple Crossings)		1	2
4	21.	Food Hall Development: Concept, Best Practices Applications to Village of Mount Prospect, Report with Options, Direction, Funding and Village Actions		1	2
2	22.	Public Art Policy: Goals/Desired Outcomes, Bets Practices, Report with Options and Direction		0	2
2	23.	Comprehensive Housing Strategy Development: Community Needs, Best Practices, Strategy Development, Direction and Village Actions		0	1
1	24.	Intergovernmental Collaboration: Park District, School Districts, and Library and State/Federal Representatives		0	0

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Village of Mount Prospect
Policy Agenda 2025 – 2026

				PRIORITY	
			Priority	Top	High
1	25.	Village Subsidy of Local Businesses: Definition of Issue; Goals/Desired Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions		0	0
	26.				
	27.				
	28.				
	29.				
	30.				
	31.				
	32.				

Management Agenda 2025 – 2026
Targets for Action
Village of Mount Prospect

TOP PRIORITY

Police Negotiations and Contract: Approval

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

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

Prestige Feed Lawsuit: Final Resolution

Mt. Prospect Park District on Lion's Park: IGA Approval

Melas-Meadows Pedestrian Bridge Project: Bid and Construction

Oakton Avenue Development – Village Infrastructure:
Report on Needs and Options, Direction,
Funding Mechanism and Village Actions

Cloud HQ Project:
PUD Amendments and Construction Monitoring

200 S. Main Redevelopment (Fat Pour Tapwork)

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HIGH PRIORITY

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

Crime Free Code Updates

Kohl's Center Outlots/Vacant Parcel:
Incentive, Direction, and Village Actions

Transit Study: Direction and Implementation Actions

Technology for Public Safety, Public Works and Human Services

Zoning Approvals: Lincoln Middle School and Lions Park

Gateway Park and Monument Development: Construction

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Village of Mount Prospect
Management Agenda 2025 – 2026

			PRIORITY	
		Priority	Top	High
1	1. Police Negotiations and Contract: Approval	Top	6	
1	2. Community Connections Center: Space Needs Assessment/Service Needs Assessment, Duplication of Service with Township, Future Direction****	Top	5	-
4	3. Downtown Parking Study: Update Report, Direction and Village Actions (Including Valet Parking Future Direction)	Top	5	-
4	4. Prestige Feed Lawsuit: Final Resolution****	Top	5	-
2	5. Mt. Prospect Park District on Lion's Park: IGA Approval	Top	4	-
3	6. Melas-Meadows Pedestrian Bridge Project: Bid and Construction	Top	4	0
3	7. Oakton Avenue Development – Village Infrastructure: Report on Needs and Options, Direction, Funding Mechanism and Village Actions	Top	4	-
4	8. Cloud HQ Project: PUD Amendments and Construction Monitoring****	Top	4	-

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Village of Mount Prospect
Management Agenda 2025 – 2026

			PRIORITY		
			Priority	Top	High
4	9.	200 S. Main Redevelopment**** (Fat Pour Tapwork)	Top	4	-
1	10.	Sales Tax Strategy and Action Plan: Monitor State Actions and Direction	High	3	7
2	11.	Crime Free Code Updates	High	2	6
4	12.	Kohl's Center Outlots/Vacant Parcel: Incentive, Direction, and Village Actions	High	1	6
2	13.	Transit Study: Direction and Implementation Actions****	High	3	5
1	14.	Technology for Public Safety, Public Works and Human Services	High	1	5
2	15.	Zoning Approvals: Lincoln Middle School and Lions Park****	High	2	4
3	16.	Gateway Park and Monument Development: Construction	High	1	4

Village of Mount Prospect
Management Agenda 2025 – 2026

			PRIORITY		
			Priority	Top	High	
1	17.	Community Information Portal Update: Update Report, Direction and Village Actions (Goal: Real Time)	High	3	3	
1	18.	Succession Planning: : Update Report, Direction and Next Village Actions		2	3	
1	19.	Tyler ERP: Direction and Funding****		2	2	
1	20.	Artificial Intelligence (AI) Policy: Development		1	2	
1	21.	Village Classification and Compensation Plan: Direction and Funding		0	2	
3	22.	Sidewalk Policy: Conditions Village-Wide, Report with Recommendations, Direction, Funding and Village Actions		0	2	
1	23.	Risk Management Reserve Policy: Report with Options and Direction		0	1	
2	24.	Comprehensive Plan Update: Direction		1	1	

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Village of Mount Prospect
Management Agenda 2025 – 2026

			PRIORITY	
		Priority	Top	High
2	25. Immigration Enforcement: Impact on Community Policing Report		0	1
2	26. International Building Code Updates: Adoption		0	0
2	27. Rental Housing Code Updates: Adoption		0	0
	28.			
	29.			
	30.			
	31.			
	32.			

Village of Mount Prospect
Action Outlines 2025 – 2026

GOAL 1	EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE

ACTION: "AAA" Bond Rating Strategy/Bond Issuance: Report, Direction and Village Actions

PRIORITY
Policy – Top

Key Issues	*Activities/Milestones*	*Time*
• Future Project Identification • Timing • Bond Issuance • AAA Bond Rating Criteria	1. Prepare Report on Bond Issuance options and potential projects; relationship to "AAA" bond rating	8/25
	2. DECISION: Projects Approval and Bond Issuance Direction	12/25
	3. Credit Rating Call	2/26
	4. DECISION: Bond Issuance	4/26

Responsibility: Director of Finance Amit Thakkar

ACTION: Local Grocery Sales Tax: Discussion and Direction

PRIORITY
Policy – Top

Key Issues	*Activities/Milestones*	*Time*
• Local Grocery Sales Tax – Yes or No	1. Present Report to Finance Commission	5/25
	2. COW: Local Grocery Sales Tax Discussion and Direction	8/25
	3. DECISION: Local Grocery Sales Tax Ordinance	9/25

Responsibility: Director of Finance Amit Thakkar

ACTION: Public Safety Pension Funding Strategy: Direction Direction

PRIORITY
Policy – Top

Key Issues	*Activities/Milestones*	*Time*
• Annual Pension Stabilization Funding • Funding Optional Concept	1. Complete Actuarial Analysis	Completed
	2. Prepare Report	6/25
	3. COW: Actuarial Report Presentation, Discussion and Direction	7/25
	4. **DECISION: Public Safety Funding Direction**	10/25

Responsibility: Director of Finance Amit Thakkar

ACTION: Community Engagement Strategy/Action Plan: Goals/ Outcomes, Report and Annual Engagement Plan

PRIORITY
Policy – Top

Key Issues	*Activities/Milestones*	*Time*
• Desire: Informal Setting Making Residents Feel Comfortable • Outreach to the Community – beyond the regular attendees • Coffee with the Council Modifications/Day of the Week/Time • Comprehensive Plan Community Input Meetings • Beat Meetings • COW on the Road • Topical Meetings • Resident Surveying • Library Engagement	1. Receive from each department an inventory of community engagement activities, including purposes, type of meeting, number in attendance	6/25
	2. Prepare Report	7/25
	3. REPORT: Community Engagement Report Presentation, Discussion and Direction	8/25
	4. Prepare Annual Engagement Plan, including a Community Summit 2026 prior to Strategic Planning	12/25
	5. PRESENTATION: Annual Engagement Plan 2026	1/26

Responsibility: Director of Marketing and Public Relations Kylie Cerk; Assistant Village Manager Alex Bertolucci

ACTION: Public Protests Events: Legal Report, Direction and Village Actions

PRIORITY
Policy – High

Key Issues	*Activities/Milestones*	*Time*
• Legal Framework • Village Role • Village Actions • Permit Requirement	1. Prepare a Report by Village Attorney	7/25
	2. DECISION: Public Protest Events Direction	8/25

Responsibility: Village Attorney Lance Malina; Village Manager Mike Cassady

ACTION: Revenue Diversification Report: Direction and Village Actions

PRIORITY
Policy – High

Key Issues	*Activities/Milestones*	*Time*
• Revenue Options	1. Prepare a Report	9/25
	2. BUDGET WORKSHOP: Revenue Diversification Report Presentation, Discussion and Direction	10/25

Responsibility: Director of Finance Amit Thakkar

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

PRIORITY
Policy

Key Issues	*Activities/Milestones*	*Time*
	1. Library After Hours for Elected Officials – Mayor and Trustees Attendance	5/25
	2. **Quarterly Meeting of Elected Officials**	7/25 10/25 1/26 4/26

Responsibility: Village Manager's Office

ACTION: Police Negotiations and Contracts: Approval

PRIORITY
Mgmt – Top

Key Issues

- Salaries
- Contract

Activities/Milestones	*Time*
1. Initiate labor negotiations with Police Officer	10/25
2. Finalize labor contract	1/26
3. DECISION: Police Officers Labor Contract Approvals	2/26
4. Initiate labor negotiations with Police Sergeants	3/26
5. Finalize labor contract	5/26
6. DECISION: Police Sergeant Labor Contract Approval	6/26

Responsibility: Police Chief Mike Eterno; Assistant Village Manager Alex Bertolucci; Director of Human Resources Patti Anderson

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

PRIORITY
Mgmt – Top

Key Issues

- DEADLINE: May 2027
- Services
- Space Needs
- Property Inventory
- Location(s)
- Collaboration with Other Governments – Joint Venture with Library
- Facility Size 10,000 sq ft and Design
- Timing
- Costs
- Funding Options
- Bond Issuance
- Building Adaptive Reuse

Activities/Milestones	*Time*
1. Finalize Report	6/25
2. PRESENTATION: Community Connections Center Report Acceptance and Direction	7/25
3. CIP WORKSHOP: CCC Facility Discussion and Direction	8/25
4. BUDGET DECSION: FY 26 Budget Funding	11/25

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

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

PRIORITY
Mgmt – High

Key Issues	*Activities/Milestones*	*Time*
• Sales Tax Legal Framework • Relationship to Property Tax Rate	1. Prepare Report including actions by the State of Illinois	9/25
	2. BUDGET WORKSHOP: Sales Tax Report Presentation, Discussion and Direction	10/25

Responsibility: Director of Finance Amit Thakkar

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

PRIORITY
Mgmt – High

Key Issues

- Current Needs
- Future Needs
- Cost Funding
- Software
- Response Metrics
- Imaging
- Artificial Intelligence

Activities/Milestones	*Time*
1. Prepare Update Report	6/25
2. CONFIDENTIAL REPORT	6/25
3. Prepare Report on Future Needs	11/25
4. REPORT: Report on Future Needs	11/25

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

ACTION: Community Information Portal: Update Report

PRIORITY
Mgmt – High

Key Issues

- Real Time Information
- Easy Access to Village Information

Activities/Milestones	*Time*
1. Change name to Community Information Portal	6/25
2. Review current information	7/25
3. REPORT: Community Information Portal Update	8/25

Responsibility: Assistant Village Manager Alex Bertolucci

ACTION: Tyler ERP: Direction and Funding

PRIORITY
Mgmt

Key Issues

- Village-wide Modules
- ERP Updates
- Cost Funding

Activities/Milestones	*Time*
1. Explore options with Tyler	8/25
2. REPORT: Tyler ERP	9/25
3. BUDGET WORKSHOP: FY 26 Budget Tyler ERP Discussion and Direction	10/25
4. **DECISION: FY 26 Budget Adoption Funding**	11/25

Responsibility: Director of Finance Amit Thakkar

ACTION: Village Classification and Compensation Plan: Direction and Funding

PRIORITY
Mgmt

Key Issues	*Activities/Milestones*	*Time*
• Market Analysis • Compression	1. Award contract for updating the Classification and Compensation Plan	9/25
	2. Complete final Report updating the Classification and Compensation Plan	3/26

Responsibility: Director of Human Resources Patti Anderson

ACTION: Risk Management Reserve Policy: Report with Options and Direction

PRIORITY
Mgmt

Key Issues	*Activities/Milestones*	*Time*
	1. Prepare recommendations	10/25
	2. DECISION: FY 26 Budget Adoption	11/25

Responsibility: Director of Finance Amit Thakkar

		Management in Progress 2025 – 2026		**TIME**	
1	1.	Live Closed Captioning for Meetings: Implementation	Digital Comms	1/26	
1	2.	Video Screens and Projectors Replacement in the Village Board Room	Digital Comms	2/26	
1	3.	4th Civic Academy for Residents: Completion	Digital Comms	5/24	
1	4.	Civics Events Sign Replacement: Completion	Digital Comms	6/25	
1	5.	Village Website Development: Completion	Digital Comms Marketing	4/26	
1	6.	Field Cameras for TV Services Replacement: Completion	Digital Comms	6/26	
1	7.	Credit Card Fee Policy: Completion	Finance	10/25	
1	8.	Record Retention, Filing System and Office Reconfiguration: Completion	Finance	12/25	
1	9.	Police Ticketing/Enforcement System: Completion a. Award Contract Decision b. Installation	Finance	 8/25 1/26	
1	10.	Internal Controls Review: Completion	Finance	12/25	
1	11.	Payroll Processes and Practices Review: Completion	Finance	9/25	
1	12.	Utility Billing Printing RFP: Completion	Finance	9/25	
1	13.	Audit RFP: Completion	Finance	6/26	
1	14.	Bond Issuance: Completion	Finance	10/25	
1	15.	Village Financial Policies and Plan Update: Update Report	Finance	10/25	
1	16.	Fire Staffing and Overtime Reduction: Funding Decision	Finance Fire	8/25	
1	17.	Pre-Plans: Identifying Emergency Response Challenges of All Commercial and Multi-Family Structures: Completion	Fire	3/26	
1	18.	Fire Department Policies Conversion to Lexipol	Fire	12/26	
1	19.	Full-Scale Emergency Operation Center Drill in 2025: Completion	Fire	4/26	
1	20.	Foam Response Vehicle (Wagon 12) Replacement: In Service	Fire	12/25	
1	21.	Emergency Preparedness and Response Plan: Elected Officials Training	Fire	10/25	
1	22.	Hose Wagon Buildout: Completion	Fire	12/25	
1	23.	Tablet Command Software: Completion	Fire	10/25	
1	24.	New Tower: In Service	Fire	2/26	
1	25.	Standards of Coverage Report: Completion	Fire	9/26	

		□**Management in Progress 2025– 2026 (continued)**		**TIME**	
1	26.	Security Upgrades at Fire Stations: Completion	Fire	12/25	
1	27.	Smoke Alarm Program for Manufactured Homes Implementation: Completion	Fire	10/25	
1	28.	Fire Report to Township Board: Completion	Fire	7/25	
1	29.	Fire Hydrants in South Mount Prospect Installation: Completion	Fire Public Works	12/25	
1	30.	Ambulance in 2028 Order: Completed	Fire	9/26	
1	31.	Fire Apparatus Replacement Plan: **CIP DECISION**	Fire	10/25	
1	32.	Diversity, Equity, and Inclusion: Update Report	Human Resources	Quarterly	
1	33.	Dependent Audit – Ensures Dependents on the Health Insurance Plan are Eligible: Completion	Human Resources	9/25	
1	34.	PlanSource Increased Use of Features Available: Completion	Human Resources	1/26	
1	35.	HMO Blue Advantage Network Transition: Completion	Human Resources	7/25	
1	36.	EEO-4 Reporting: Completion	Human Resources	10/25	
1	37.	CGFA Reporting	Human Resources	9/26	
1	38.	Employee Handbook Update: Completion	Human Resources	6/26	
1	39.	Transition Open Enrollment to Self-Service Portal through PlanSource: Completion	Human Resources	9/26	
1	40.	Paylocity Applicant Tracking System Expansion: Completion	Human Resources	3/26	
1	41.	Post Incident Reunification Plan	Human Services	12/25	
1	42.	Mental Health Matters Community Event: Completion	Human Services	6/25	
1	43.	Annual Celebration of Cultures: Completion	Human Services	8/25	
1	44.	Aging in Community Action Plan Goals by Work Groups: Implementation	Human Services	12/26	
1	45.	Opioid Settlement Fund Programming: Completion	Human Services	10/25	

		Management in Progress 2025– 2026 (continued)		**TIME**	
1	46.	Financial Literacy Program Development: Completion	Human Services	10/25	
1	47.	Pathway Forward Program Development: Completion	Human Services	7/25	
1	48.	Substance Abuse Prevention Community Event: Completion	Human Services	10/25	
1	49.	Older Adult Social Engagement Expo: Completion	Human Services	12/25	
1	50.	Senior Activities Expansion: Completion	Human Services	12/25	
1	51.	Homelessness Prevention Grant Funding for Individuals on the Verge of Homeless Program: Completion	Human Services	12/25	
1	52.	Annual Mount Prospect Senior Appreciation Day: Creation	Human Services	5/26	
1	53.	Windows 11 Upgrades to All Staff PCs (~275): Completion	IT	11/25	
1	54.	Office 2024 Rollout to Shared Staff PCs (~80): Completion	IT	10/25	
1	55.	Firewall Replacement: Completion	IT	10/25	
1	56.	Server Upgrades for Operating System 2016 and Below (~15): Completion	IT	11/25	
1	57.	Police with Axon Implementation: Completion	IT	7/25	
1	58.	Comcast Fiber Options for Fire Station 12 & Fire Station 14 Review: Completion	IT	7/25	
1	59.	Adobe Acrobat Upgrades (~50): Completion	IT	10/25	
1	60.	Artificial Intelligence: Board Report	IT	7/25	
1	61.	2025 Village Organization Annual Report	Marketing & PR	1/26	
1	62.	Ribbon Cuttings Website Update: Completion	Marketing& PR	6/25	
1	63.	Onboarding Users on Canva for Teams	Marketing & PR	8/25	
1	64.	Language Line Procurement of Translation Services (Marketing Plan): Completion	Marketing & PR	8/25	
1	65.	Photo File Reorganization	Marketing & PR	4/26	
1	66.	Village Newsletter Refresh: Completion	Marketing & PR	12/25	

		Management in Progress 2025– 2026 (continued)		**TIME**	
1	67.	Method for Printing and Mailing Senior Buzz Newsletters Update: Completion	Marketing & PR	6/25	
1	68.	Senior Hub Redesign: Completion	Marketing & PR	8/25	
1	69.	Marketing-Related Website Pages Refresh: Completion	Marketing & PR	9/25	
1	70.	Contract Photographer and Drone Photographer to Take New Stock Images of Key Locations in Mount Prospect: Completion	Marketing & PR	4/26	
1	71.	PUD Maps Update: Completion	Planning	12/26	
1	72.	Village Economic Incentives for Small Businesses: Board Report	Planning	7/25	
1	73.	Police Department's Webpage Reorganization: Completion	Police	12/25	
1	74.	Annual Kickin' with Cops Summer Soccer Program: Completion	Police	8/25	
1	75.	Annual Five-O 5K Run: Completion	Police	9/25	
1	76.	Annual National Night Out: Completion	Police	8/25	
1	77.	Annual Citizen Police Academy	Police	12/25	
1	78.	First Responder Academy for Teens	Police	5/26	
1	79.	Performance Evaluation Forms Utilized for Sworn Officers Update: Completion	Police	10/25	
1	80.	One (1) New Part-time Police Officer (Who Will Be Assigned to the Community Connections Center) Hire and Onboard: Completion	Police	3/26	
1	81.	New Police Vehicles Purchase for 2026: Completion	Police	6/26	
1	82.	Drone Program – Additional Operators and Equipment Expansion: Completion	Police	1/26	
1	83.	Crime Mapping Program for Internal and External Purposes: Completion	Police	12/25	
1	84.	Patrol Rifles Replacement: Completion	Police	8/25	
1	85.	Outdoor Beat Meeting Program Expansion: Completion	Police	10/25	
1	86.	Conduct Active Threat Training Exercise with the Fire Department Completion	Police	6/25	
1	87.	License Plate Readers Installation: Completion	Police	12/26	
1	88.	Certify Officer Roe and K9 Nova through the National Police Bloodhound Association: Completion	Police	8/25	

		Management in Progress 2025– 2026 (continued)		**TIME**
1	89.	Hire and Onboard Four (4) New Police Officers to Fill Current Vacancies	Police	9/25
1	90.	Peer Support Family Day: Completion	Police	5/25
1	91.	Axon Body Worn Cameras, In-Car Cameras, and Digital Evidence Management System Deployment and Implementation: Completion	Police	7/25
1	92.	Send a Sergeant to a Staff and Command Course: Completion	Police	12/25
1	93.	Police Command Staff Member to a Management/ Leadership Course: Completion	Police	10/25
1	94.	Sewer Line Repair (Resident Incentives/Insurance): Board Report	Public Works	Ongoing
1	95.	Annual Strategic Plan: Update	VMO	6/25
1	96.	Succession Planning Update: Board Report	VMO	7/25

		Major Projects 2025 – 2026		**TIME**
1	1.	EOC/Public Works Door Access System: Direction and Funding	Public Works	12/25
1	2.	Employee Gym/Shower at Village Hall Project: Completion	Public Works	6/25
1	3.	Finance Customer Service Area Remodeling	Finance	12/25

GOAL 2	FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

ACTION: Traffic Safety – Laws, Enforcement and Compliance: Report with Options, Direction and Village Actions

PRIORITY
Policy – High

Key Issues
• Stop Sign Running
• Speeding
• Not Obeying Traffic Laws
• Enforcement
• Speed Trailers
• Concept: Slow Down Program

Activities/Milestones	*Time*
1. Review current activities and programs	8/25
2. Prepare Report on Traffic Safety – Laws, Enforcement and Compliance	9/25
3. Present Report to the Traffic Safety Commission	10/25
4. REPORT: Traffic Safety – Laws, Enforcement and Compliance	12/25

Responsibility: Police Chief Mike Eterno

ACTION: Crime Free Housing Ordinance Update: Report

PRIORITY
Policy – High

Key Issues	*Activities/Milestones*	*Time*
• Changes in State Legal Framework	1. Monitor actions by the State of Illinois	5/25
	2. Prepare Update Report	6/25
	3. REPORT: Crime Free Housing	6/25

Responsibility: Police Chief Mike Eterno

ACTION: Micro-Mobility Regulations/Enforcement Report Problem Analysis, Municipal Experiences and Practices, Report with Findings and Recommendations, Direction and Village Actions

PRIORITY
Policy – High

Key Issues	*Activities/Milestones*	*Time*
• Scooter • eBikes • Golf Cart	1. Review State of Illinois legal framework and the role of Village government	6/25
	2. Research the approaches and experiences of other municipal government	7/25
	3. Prepare Report	8/25
	4. REPORT: Micro-Mobility	9/25

Responsibility: Police Chief Mike Eterno

ACTION: Sustainability Plan Action Plan Implementation: Direction Update Report, and Next Steps

PRIORITY
Policy

Key Issues

- Native Planting
- Village Energy Conservation
- Energy Savings

Activities/Milestones	*Time*
1. Develop Game Plan	6/25
2. Establish Team	10/25
3. Prepare Report	11/25
4. REPORT: Sustainability Plan Update Report	12/25
5. REPORT: Energy Savings	2/26

Responsibility:

ACTION: Performing Arts/Music Venue Development: Goals/ Outcomes, Municipal Experiences, Report with Options and Recommendations, Direction, Funding and Village Actions

PRIORITY
Policy

Key Issues	*Activities/Milestones*	*Time*
	1. Define concept	9/25
	2. Research actions and experiences of other municipal governments	12/25
	3. Prepare Report	2/26
	4. REPORT: Performing Arts Venue	3/26

Responsibility: Director of Community Development Jason Shallcross

ACTION: Mt. Prospect Park District on Lion's Park: IGA Approval

PRIORITY
Mgmt – Top

Key Issues	*Activities/Milestones*	*Time*
	1. Finalize IGA	8/25
	2. DECISION: IGA with Mount Prospect Park District on Lion's Park	9/25

Responsibility: Director of Community Development Jason Shallcross

ACTION: Transit Study: Direction and Implementation Actions

PRIORITY
Mgmt – High

Key Issues	*Activities/Milestones*	*Time*
	1. Finalize Study	7/25
	2. COW: Transit Study Presentation, Discussion and Direction	8/25
	3. Develop Implementation Plan	10/25
	4. PRESENTATION: Transit Study Implementation Plan	1/26

Responsibility: Director of Human Services Julie Kane

ACTION: Zoning Approvals: Lincoln Middle School and Lion's Park

PRIORITY
Mgmt – High

Key Issues

- Rezoning: Lion's Park
- Rezoning: Lincoln Middle School

Activities/Milestones	*Time*
A. Lion's Park Zoning	
1. Finalize rezoning request	6/25
2. Presentation: P & Z	7/25
3. DECISION: Lion's Park Zoning Approval	9/25
B. Lincoln Middle School	
1. Finalize rezoning request	7/25
2. Presentation: P & Z	8/25
3. DECISION: Lincoln Middle School Zoning Approval	9/25

Responsibility: Director of Community Development Jason Shallcross

ACTION: Comprehensive Plan Update: Completion

PRIORITY
Mgmt

Key Issues

- Housing
- Randhurst Center
- South Mount Prospect
- Mount Prospect Downtown
- Aging Commercial Center

Activities/Milestones	*Time*
1. Memo: Existing Conditions	6/25
2. Public Kick-Off	6/25
3. Meetings: Public Involvement and Input Opportunities	6/25-9/25
4. Memo: Recommendation of Plan	9/25
5. Prepare Final Draft Comprehensive Plan	2/26
6. Presentation: Final Draft Comprehensive Plan to P & Z	4/26
7. DECISION: Final Draft Comprehensive Plan	5/26

Responsibility: Director of Community Development Jason Shallcross

ACTION: International Building Code Updates: Adoption

PRIORITY
Mgmt

Key Issues	*Activities/Milestones*	*Time*
	1. Finalize Code Updates	5/26
	2. DECISION: International Building Code Update Adoption	6/26

Responsibility: Director of Building and Inspection Services Bill Schroeder

ACTION: Rental Housing Code Updates: Adoption

PRIORITY
Mgmt

Key Issues	*Activities/Milestones*	*Time*
	1. Finalize Code Updates	5/26
	2. **DECISION: Rental Housing Code Update Adoption**	6/26

Responsibility: Fire Chief John Dolan

ACTION: LPR: Direction and Funding

PRIORITY
Mgmt

Key Issues	*Activities/Milestones*	*Time*
	1. Prepare update Report	6/25
	2. DECISION: Contract Renewal	8/25
	3. County/IDOT Approval	TBD
	4. Complete installation	TBD

Responsibility: Police Chief Mike Eterno

	Management in Progress 2025 – 2026		**TIME**
2	1. Senior Activities Expansion: Completion	Human Service	5/26
2	2. Financial Wellness Workshop: Completion	Human Services	5/26
2	3. Common Residential Zoning Conflicts (Accessory Structures, Driveways, Relief Process, Etc.) Text Amendments: Board Decision	Planning	1/26
2	4. Monotony for New Detached Single-Family Residential Policy: Board Decision	Planning	1/26
2	5. Affirmatively Furthering Fair Housing HUD Rule Change and Completion of Assessment of Fair Housing: Completion	Planning	2/26
2	6. CDBG Consolidated Plan (2025 – 2029): Development and Board Decision	Planning	8/25
2	7. Current Zoning Regulations to Promote Single-Family Residential Neighborhoods: Completion	Planning	10/25
2	8. Visibility of Police Patrol Officers in Residential and Commercial Areas: Board Report	Police	7/25
2	9. Annual Sidewalk Inspection Program	Public Works	10/25
2	10. Kopp Park: Splash Pads at RecreationPlex: Board Report	VMO	10/25
2	11. Fridays on the Green	VMO	9/25
2	12. Special Events Commission Code Change: Board Decision	VMO	8/25
2	13. Special Event Application and Ordinance: Board Decision	VMO	5/25

	Major Projects 2025 – 2026		**TIME**
2	1. Oakton Annexation Water Main Replacement: Completion	Public Works	12/25

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

ACTION: Fire Station 12 Renovation/Replacement: Report and Funding Mechanism

PRIORITY
Policy – Top

Key Issues	*Activities/Milestones*	*Time*
	1. Review Report and prepare recommendations	6/25
	2. Incorporate recommendation in CIP Budget	6/25
	3. CIP WORKSHOP: FY 26 CIP Budget	8/25
	4. Complete final design	10/25
	5. DECISION: FY 26 CIP Budget Adoption	11/25

Responsibility: Fire Chief John Dolan

ACTION: Neighborhood Lighting: Neighborhoods Identification/ Analysis, Report with Recommendations, Direction, Funding Mechanism and Village Actions

PRIORITY
Policy – Top

Key Issues	*Activities/Milestones*	*Time*
• Arterial Lighting • Residential Lighting	**1. CIP BUDGET WORKSHOP: Neighborhood Lighting Discussion and Direction**	8/25
	2. DECISION: FY 26 CIP Budget Adoption and Funding	11/25

Responsibility: Director of Public Works Sean Dorsey

ACTION: Stormwater Master Plan Update/Neighborhood Flooding Strategy: Development, Adoption and Funding Mechanism

PRIORITY
Policy

Key Issues	*Activities/Milestones*	*Time*
• Funding Source • Stormwater Utility • Stormwater Projects • Water Ponding on Private Property	1. Prepare Status Report 2. Prepare Final Report **3. DECISION: Stormwater Direction and Funding Mechanism; Direction for FY 27 Budget**	6/25 12/25 2/26

Responsibility: Director of Public Works Sean Dorsey

ACTION: Downtown Pedestrian Crossings: Review, Problem Analysis, Update Report, Direction and Village Actions (Including Maple Crossings)

PRIORITY
Policy

Key Issues	*Activities/Milestones*	*Time*
• Full Pedestrian Crossing: Maple • Working with Railroad • Central/Prospect/NW Highway Phase 1 Crossing	1. Prepare Summary Memo – Gaps, Process for Full Crossing	3/26
	2. REPORT: Summary Memo –Gaps, Process for Full Crossing	4/26

Responsibility: Director of Public Works Sean Dorsey

ACTION: Melas-Meadows Pedestrian Bridge Project: Bid and Construction

PRIORITY
Mgmt- Top

Key Issues	*Activities/Milestones*	*Time*
	1. IDOT Award Agreement	TBD
	2. DECISION: Bid Pedestrian Bridge Project	2/26
	3. Complete of Pedestrian Bridge Project	3/27

Responsibility: Director of Public Works Sean Dorsey

ACTION: Central Gateway Development: Construction

PRIORITY
Mgmt – High

Key Issues	*Activities/Milestones*	*Time*
	1. DECISION: Award Contract for Demolition	6/25
	2. Complete Landscape and Hardscape Plan	11/25

Responsibility: Director of Public Works Sean Dorsey

	Management in Progress 2025– 2026		**TIME**
3	1. Major Storm Event Preparation: Annual Tabletop Exercise	Fire	4/26
3	2. ADA Compliance Plan: Development	Public Works	12/26
4	3. Arterial Bike Network Feasibility Study	Public Works	Ongoing

	Major Projects 2025 – 2026		**TIME**
3	1. Annual Neighborhood Drainage Improvement	Public Works	10/25
3	2. Annual Street Improvement Program	Public Works	10/25
3	3. Annual Host Household Hazardous Waste Collection Event(s)	Public Works	9/25
3	4. Annual Overhead Sewer Reimbursement Program	Public Works	12/25
3	5. Annual Public Works Vehicle Replacements	Public Works	12/25
3	6. Annual Water Main Replacement	Public Works	10/25
3	7. Annual Sewer Main Rehabilitation	Public Works	10/25
3	8. Annual Streetlight LED Retrofits	Public Works	10/25
3	9. Multi-Use Path Kensington Road at Railroad Tracks: Completion	Public Works	12/26
3	10. Multi-Use Path Algonquin Road Phase II: Completion a. Design b. Construction	Public Works	 12/25 12/26
3	11. Water Reservoir Number 4 Rehabilitation	Public Works	12/25
3	12. Schoenbeck Road Resurfacing: Completion	Public Works	12/26
3	13. Oakton Water System Expansion: Completion	Public Works	12/25
3	14. Rand-Elmhurst-Kensington Road Intersection Improvements Phase III Construction	Public Works	12/27
3	15. Weller Creek Bank Stabilization Engineering Assessment – East of Main Street (IL 83)	Public Works	11/25
3	16. Algonquin Road Path Phase III Construction	Public Works	10/26
3	17. Central Road Railroad Crossing Study	Public Works	12/25
3	18. Central Road Pedestrian Crossing Improvements – Weller Lane	Public Works	10/25
3	19. Corridor Street Lighting – Rand Road – Wedgewood Lane to Camp McDonald Road	Public Works	10/25

		Major Projects 2025 – 2026 (continued)		**TIME**	
3.	20.	New Sidewalk – Wolf Road from Euclid Avenue to Prospect Heights Train Station: Completion	Public Works	10/25	
3	21.	Storm Sewer Rehabilitation: Completion	Public Works	10/25	
3	22.	Residential Street Lighting – Burning Bush Lane: Completion	Public Works	6/25	
3	23.	Busse Road Reconstruction – Village Responsible for Lighting and Path: Completion	Public Works	12/26	
3	24.	McDonald Creek Improvements – Removal of Weir: Completion	Public Works	10/26	
3	25.	Bridge Improvements – Sediment Removal Wolf Road, Burning Bush Lane, Briarwood	Public Works	10/25	
3	26.	Bridge Improvements – Business Center Drive: Completion	Public Works	10/25	
3	27.	Deep Well 16 Rehabilitation (2025)	Public Works	10/25	
3	28.	KBC Detention Pond 6 Rehabilitation: Completion	Public Works	12/25	
3	29.	Crumley Detention Basin Repairs: Completion	Public Works	12/25	
3.	30.	Bridge Improvements – Business Center Drive: Completion	Public Works	10/26	
3	31.	Wolf Road Rehabilitation – Phase I Engineering: Completion	Public Works	12/26	
3	32.	Parking Lot Improvements – Public Works Back Lot: Completion	Public Works	10/26	
3	33.	Kensington Road Left Turn Lane at Police Station: Completion	Public Works	12/26	

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

ACTION: 111 E. Busse Redevelopment Project

PRIORITY
Policy – Top

Key Issues	*Activities/Milestones*	*Time*
• Public Space • Event Space • Street Design	1. Complete Property Closing	5/25
	2. Issue RFP for developer	6/25
	3. Review responses and recommend developers	9/25
	4. DECISION: 111 E. Busse Developer Selection	10/25
	5. Finalize Redevelopment Agreement	4/26
	6. Zoning Review by P & Z	4/26
	7. DECISION: 111 E. Busse Redevelopment Agreement and Zoning	5/26

Responsibility: Village Manager Mike Cassady; Director of Community Development Jason Shallcross

ACTION: St. Mark's Church: Direction and Village Actions

PRIORITY
Policy – High

Key Issues	*Activities/Milestones*	*Time*
	1. Prepare Report	5/25
	2. REPORT: St. Mark's Church Project	6/25

Responsibility: Village Manager Mike Cassady

ACTION: Downtown Parking Policy and Enforcement: Analysis, Report with Findings and Recommendations, Direction and Village Actions

PRIORITY
Policy – High

Key Issues	*Activities/Milestones*	*Time*
• Parking Data • Parking Enforcement	1. Complete Parking Modifications on Pine	6/25
	2. Gather parking data	7/25
	3. Complete study and prepare Report	10/25
	4. REPORT: Downtown Parking Study and Enforcement Update	11/25

Responsibility: Director of Public Works Sean Dorsey; Police Chief Mike Eterno

ACTION: Randhurst Revitalization Strategy/Action Plan: Meeting with Owners, Direction, Performance Measures, and Village Actions

PRIORITY
Policy

Key Issues	*Activities/Milestones*	*Time*
• Retail Expansion • Restaurant Expansion • Experience-based Attraction	1. Attend International Council of Shopping Center (ICSC) Las Vegas	5/25
	2. Attend ICSC	11/25
	3. REPORT: Outcomes and Plans for 2026	1/26

Responsibility: Director of Community Development Jason Shallcross

ACTION: South Mount Prospect Development Projects

PRIORITY
Policy

Key Issues	*Activities/Milestones*	*Time*
	1. 1305 E. Algonquin Spec Warehouse: Completion	11/25
	2. 500 Algonquin Occupancy	11/25
	3. O'Reilly: Opening	11/25
	4. Starbucks	
	a. P & Z PUD	11/25
	b. DECISION: PUD	12/25

Responsibility: Director of Community Development Jason Shallcross

ACTION: Prestige Feed Lawsuit: Final Resolution

PRIORITY
Mgmt – Top

Key Issues	*Activities/Milestones*	*Time*
	1. Complete Litigation Resolution	TBD

Responsibility: Village Manager Mike Cassady

ACTION: Cloud HQ Project: PUD Amendments and Construction Monitoring

PRIORITY
Mgmt – Top

Key Issues	*Activities/Milestones*	*Time*
	1. P & Z PUD review	6/25
	2. **DECISION: Cloud HQ Project PUD Approval**	7/25

Responsibility: Director of Community Development Jason Shallcross

ACTION: 200 S. Main Redevelopment (Fat Pour Tapwork)

PRIORITY
Mgmt – High

Key Issues	*Activities/Milestones*	*Time*
• Plan • Parking	1. P & Z PUD review	10/25
	2. **DECISION: 200 S. Main Redevelopment Project PUD Approval**	12/25

Responsibility: Director of Community Development Jason Shallcross

ACTION: Kohl's Center Outlots/Vacant Parcel: Incentive, Direction, and Village Actions

PRIORITY
Mgmt – High

Key Issues	*Activities/Milestones*	*Time*
	1. P & Z PUD review	1/26
	2. **DECISION: 200 S. Main Redevelopment Project PUD Approval**	3/26

Responsibility: Director of Community Development Jason Shallcross

	Management in Progress 2025 – 2026		**TIME**
4	1. MPEI: Implementation	VMO	2/26
4	2. Annual Business Visitation Program: Completion	Community Development	12/25
4	3. Holiday Inn Building Vacancy: Marketing	Community Development	Ongoing
4	4. 104 East NW Highway – Busse Flowers Construction and Tenant: Completion	Community Development	9/25
4	5. Dawson Creek Tenant: Completion	Community Development	12/25
4	6. Golf Plaza II Site Improvements	Community Development	4/26
4	7. 500 West Central Project: Completion a. Permit b. Construction	Community Development	 6/25 12/26
4	8. 1 East Rand Contact Owners and Direction	Community Development	6/25
4	9. Golf Plaza II Revitalization	Community Development	Ongoing
4	10. Former Holiday Inn Vacancy Revitalization	Community Development	Ongoing

Policy Calendar 2025 – 2026

MONTH

May 2025

1. **Library After Hours for Elected Officials – Mayor and Trustees Attendance**

2. **DECISION: Special Event Application and Ordinance:**

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MONTH

June 2025

1. **CONFIDENTIAL REPORT: Technology for Public Safety**

2. **REPORT: Crime Free Housing**

3. **DECISION: Award Contract for Central Gateway Demolition**

4. **REPORT: St. Mark's Church Project**

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MONTH

July 2025

1. **COW: Actuarial Report Presentation, Discussion and Direction**

2. **Quarterly Meeting of Elected Officials**

3. **PRESENTATION: Community Connections Center Report Acceptance and Direction**

4. **REPORT: Artificial Intelligence**

5. **REPORT: Village Economic Incentives for Small Businesses**

6. **REPORT: Succession Planning Update**

7. **REPORT: Visibility of Police Patrol Officers in Residential and Commercial Areas**

8. **DECISION: Cloud HQ Project PUD Approval**

9.

10.

MONTH

August 2025

1. **COW: Local Grocery Sales Tax Discussion and Direction**

2. **REPORT: Community Engagement Report Presentation, Discussion and Direction**

3. **DECISION: Public Protest Events Direction**

4. **CIP WORKSHOP: Discussion and Direction**
   a. **CCC Facility**
   b. **Fire Station 12 Renovation/Replacement**
   c. **Neighborhood Lighting**

5. **REPORT: Community Information Portal Update**

6. **DECISION: Award Contract for Police Ticketing/Enforcement System**

7. **DECISION : Funding for Fire Staffing and Overtime Reduction**

8. **COW: Transit Study Presentation, Discussion and Direction**

9. **DECISION: Contract Renewal for LPR**

10. **DECISION: CDBG Consolidated Plan (2025 – 2029):**

MONTH

August 2025

11. **DECISION: Special Events Commission Code Change**

12.

13.

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20.

MONTH

September 2025

1. **DECISION: Local Grocery Sales Tax Ordinance**

2. **REPORT: Tyler ERP**

3. **REPORT: Micro-Mobility**

4. **DECISION: IGA with Mount Prospect Park District on Lion's Park**

5. **DECISION: Lion's Park Zoning Approval**

6. **DECISION: Lincoln Middle School Zoning Approval**

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MONTH

October 2025

1. **DECISION: Public Safety Funding Direction**

2. **BUDGET WORKSHOP: Revenue Diversification Report Presentation, Discussion and Direction**

3. **Quarterly Meeting of Elected Officials**

4. **BUDGET WORKSHOP: Sales Tax Report Presentation, Discussion and Direction**

5. **BUDGET WORKSHOP: FY 26 Budget Discussion and Direction**
    a. **Tyler ERP**

6. **CIP DECISION: Fire Apparatus Replacement Plan**

7. **DECISION: Current Zoning Regulations to Promote Single-Family Residential Neighborhoods**

8. **REPORT: Kopp Park: Splash Pads at RecreationPlex**

9. **DECISION: 111 E. Busse Developer Selection**

10.

MONTH

November 2025

1. **BUDGET DECSION: FY 26 Budget Funding**

2. **REPORT: Report on Public Safety Technology Future Needs**

3. **DECISION: FY 26 Risk Management Reserve Policy Adoption**

4. **REPORT: Downtown Parking Study and Enforcement Update**

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MONTH

December 2025

1. **DECISION: Projects Approval and Bond Issuance Direction**

2. **REPORT: Traffic Safety – Laws, Enforcement and Compliance**

3. **REPORT: Sustainability Plan Update Report**

4. **DECISION: PUD for Starbucks**

5. **DECISION: 200 S. Main Redevelopment Project PUD Approval**

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MONTH

January 2026

1. **PRESENTATION: Annual Engagement Plan 2026**

2. **Quarterly Meeting of Elected Officials**

3. **PRESENTATION: Transit Study Implementation Plan**

4. **DECISION: Common Residential Zoning Conflicts**

5. **DECISION: Monotony for New Detached Single Family Residential Policy**

6. **REPORT: Randhurst Revitalization Outcomes and Plans for 2026**

7.

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10.

MONTH

February 2026

1. **DECISION: Police Officers Labor Contract Approvals**

2. **REPORT: Energy Savings**

3. **DECISION: Stormwater Direction and Funding Mechanism; Direction for FY 27 Budget**

4. **DECISION: Bid Pedestrian Bridge Project**

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MONTH

March 2026

1. **REPORT: Performing Arts Venue**

2. **DECISION: KPHL'S CENTER OUTLOTS INCENTIVES**

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10.

MONTH

April 2026

1. **DECISION: Bond Issuance**

2. **Quarterly Meeting of Elected Officials**

3. **REPORT: Downtown Pedestrian Crossings Summary Memo –Gaps, Process for Full Crossing**

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ACTION AGENDA 2025 – 2026

Mayor and Village Board

Mount Prospect, Illinois
May 2025

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

Phone: (386) 246-6250
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Village of Mount Prospect
Goals 2030

EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE

FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT

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

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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.

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Policy Agenda 2025 – 2026
Targets for Action
Village of Mount Prospect

TOP PRIORITY

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

Local Grocery Sales Tax: Discussion and Direction

Public Safety Pension Funding Strategy: Direction

Community Engagement Strategy/Action Plan:
Goals/Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions

111 E. Busse Redevelopment Project

Fire Station 12 Renovation/Replacement:
Report, Direction and Funding Mechanism

Neighborhood Lighting: Neighborhoods:
Identification/ Analysis, Report with Recommendations, Direction, Funding Mechanism and Village Actions

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HIGH PRIORITY

St. Mark's Church: Property Direction and Village Actions

Slow Down Program Development:
Goals, Best Practices, Report with Options,
Direction, Funding and Village Actions

Public Protests Events:
Analysis, Report with Findings and Recommendations,
Direction and Village Actions

Crime Free Housing Ordinance Update: Completion and Adoption

Micro-Mobility Regulations/Enforcement:
Problem Analysis, Best Practices, Report with Findings and Recommendations,
Direction and Village Actions

Revenue Diversification Study:
Best Practices in Illinois, Complete Study,
Direction and Village Actions

Downtown Parking Policy and Enforcement:
Analysis, Report with Findings and Recommendations,
Direction and Village Actions

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Management Agenda 2025 – 2026
Targets for Action
Village of Mount Prospect

TOP PRIORITY

Police Negotiations and Contract: Approval

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

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

Prestige Feed Lawsuit: Final Resolution

Mt. Prospect Park District on Lion's Park: IGA Approval

Melas-Meadows Pedestrian Bridge Project: Bid and Construction

Oakton Avenue Development – Village Infrastructure:
Report on Needs and Options, Direction,
Funding Mechanism and Village Actions

Cloud HQ Project:
PUD Amendments and Construction Monitoring

200 S. Main Redevelopment (Fat Pour Tapwork)

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HIGH PRIORITY

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

Crime Free Code Updates

Kohl's Center Outlots/Vacant Parcel:
Incentive, Direction, and Village Actions

Transit Study: Direction and Implementation Actions

Technology for Public Safety, Public Works and Human Services

Zoning Approvals: Lincoln Middle School and Lions Park

Gateway Park and Monument Development: Construction

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Village of Mount Prospect
Action Outlines 2025 – 2026

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GOAL 1	EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE

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ACTION: "AAA" Bond Rating Strategy/Bond Issuance: Report, Direction and Village Actions

PRIORITY
Policy – Top

Key Issues	*Activities/Milestones*	*Time*
• Future Project Identification • Timing • Bond Issuance • AAA Bond Rating Criteria	1. Prepare Report on Bond Issuance options and potential projects; relationship to "AAA" bond rating	8/25
	2. DECISION: Projects Approval and Bond Issuance Direction	12/25
	3. Credit Rating Call	2/26
	4. DECISION: Bond Issuance	4/26

Responsibility: Director of Finance Amit Thakkar

ACTION: Local Grocery Sales Tax: Discussion and Direction

PRIORITY
Policy – Top

Key Issues	*Activities/Milestones*	*Time*
• Local Grocery Sales Tax – Yes or No	1. Present Report to Finance Commission	5/25
	2. COW: Local Grocery Sales Tax Discussion and Direction	8/25
	3. DECISION: Local Grocery Sales Tax Ordinance	9/25

Responsibility: Director of Finance Amit Thakkar

ACTION: Public Safety Pension Funding Strategy: Direction Direction

PRIORITY
Policy – Top

Key Issues	*Activities/Milestones*	*Time*
• Annual Pension Stabilization Funding • Funding Optional Concept	1. Complete Actuarial Analysis	Completed
	2. Prepare Report	6/25
	3. COW: Actuarial Report Presentation, Discussion and Direction	7/25
	4. **DECISION: Public Safety Funding Direction**	10/25

Responsibility: Director of Finance Amit Thakkar

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ACTION: Community Engagement Strategy/Action Plan: Goals/ Outcomes, Report and Annual Engagement Plan

PRIORITY
Policy – Top

Key Issues	*Activities/Milestones*	*Time*
• Desire: Informal Setting Making Residents Feel Comfortable • Outreach to the Community – beyond the regular attendees • Coffee with the Council Modifications/Day of the Week/Time • Comprehensive Plan Community Input Meetings • Beat Meetings • COW on the Road • Topical Meetings • Resident Surveying • Library Engagement	1. Receive from each department an inventory of community engagement activities, including purposes, type of meeting, number in attendance	6/25
	2. Prepare Report	7/25
	3. REPORT: Community Engagement Report Presentation, Discussion and Direction	8/25
	4. Prepare Annual Engagement Plan, including a Community Summit 2026 prior to Strategic Planning	12/25
	5. PRESENTATION: Annual Engagement Plan 2026	1/26

Responsibility: Director of Marketing and Public Relations Kylie Cerk; Assistant Village Manager Alex Bertolucci

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ACTION: Public Protests Events: Legal Report, Direction and Village Actions

PRIORITY
Policy – High

Key Issues	*Activities/Milestones*	*Time*
• Legal Framework • Village Role • Village Actions • Permit Requirement	1. Prepare a Report by Village Attorney	7/25
	2. DECISION: Public Protest Events Direction	8/25

Responsibility: Village Attorney Lance Malina; Village Manager Mike Cassady

ACTION: Revenue Diversification Report: Direction and Village Actions

PRIORITY
Policy – High

Key Issues	*Activities/Milestones*	*Time*
• Revenue Options	1. Prepare a Report	9/25
	2. BUDGET WORKSHOP: Revenue Diversification Report Presentation, Discussion and Direction	10/25

Responsibility: Director of Finance Amit Thakkar

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

PRIORITY
Policy

Key Issues	*Activities/Milestones*	*Time*
	1. Library After Hours for Elected Officials – Mayor and Trustees Attendance	5/25
	2. **Quarterly Meeting of Elected Officials**	7/25 10/25 1/26 4/26

Responsibility: Village Manager's Office

ACTION: Police Negotiations and Contracts: Approval

PRIORITY
Mgmt – Top

Key Issues

- Salaries
- Contract

Activities/Milestones	*Time*
1. Initiate labor negotiations with Police Officer	10/25
2. Finalize labor contract	1/26
3. DECISION: Police Officers Labor Contract Approvals	2/26
4. Initiate labor negotiations with Police Sergeants	3/26
5. Finalize labor contract	5/26
6. DECISION: Police Sergeant Labor Contract Approval	6/26

Responsibility: Police Chief Mike Eterno; Assistant Village Manager Alex Bertolucci; Director of Human Resources Patti Anderson

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

PRIORITY
Mgmt – Top

Key Issues

- DEADLINE: May 2027
- Services
- Space Needs
- Property Inventory
- Location(s)
- Collaboration with Other Governments – Joint Venture with Library
- Facility Size 10,000 sq ft and Design
- Timing
- Costs
- Funding Options
- Bond Issuance
- Building Adaptive Reuse

Activities/Milestones	*Time*
1. Finalize Report	6/25
2. PRESENTATION: Community Connections Center Report Acceptance and Direction	7/25
3. CIP WORKSHOP: CCC Facility Discussion and Direction	8/25
4. BUDGET DECSION: FY 26 Budget Funding	11/25

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

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

PRIORITY
Mgmt – High

Key Issues	*Activities/Milestones*	*Time*
• Sales Tax Legal Framework • Relationship to Property Tax Rate	1. Prepare Report including actions by the State of Illinois	9/25
	2. BUDGET WORKSHOP: Sales Tax Report Presentation, Discussion and Direction	10/25

Responsibility: Director of Finance Amit Thakkar

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

PRIORITY
Mgmt – High

Key Issues

- Current Needs
- Future Needs
- Cost Funding
- Software
- Response Metrics
- Imaging
- Artificial Intelligence

Activities/Milestones	*Time*
1. Prepare Update Report	6/25
2. CONFIDENTIAL REPORT	6/25
3. Prepare Report on Future Needs	11/25
4. REPORT: Report on Future Needs	11/25

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

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ACTION: Community Information Portal: Update Report

PRIORITY
Mgmt – High

Key Issues	*Activities/Milestones*	*Time*
• Real Time Information • Easy Access to Village Information	1. Change name to Community Information Portal	6/25
	2. Review current information	7/25
	3. REPORT: Community Information Portal Update	8/25

Responsibility: Assistant Village Manager Alex Bertolucci

ACTION: Tyler ERP: Direction and Funding

PRIORITY
Mgmt

Key Issues

- Village-wide Modules
- ERP Updates
- Cost Funding

Activities/Milestones	*Time*
1. Explore options with Tyler	8/25
2. REPORT: Tyler ERP	9/25
3. BUDGET WORKSHOP: FY 26 Budget Tyler ERP Discussion and Direction	10/25
4. **DECISION: FY 26 Budget Adoption Funding**	11/25

Responsibility: Director of Finance Amit Thakkar

ACTION: Village Classification and Compensation Plan: Direction and Funding

PRIORITY
Mgmt

Key Issues	*Activities/Milestones*	*Time*
• Market Analysis • Compression	1. Award contract for updating the Classification and Compensation Plan	9/25
	2. Complete final Report updating the Classification and Compensation Plan	3/26

Responsibility: Director of Human Resources Patti Anderson

ACTION: Risk Management Reserve Policy: Report with Options and Direction

PRIORITY
Mgmt

Key Issues	*Activities/Milestones*	*Time*
	1. Prepare recommendations	10/25
	2. DECISION: FY 26 Budget Adoption	11/25

Responsibility: Director of Finance Amit Thakkar

	Management in Progress 2025 – 2026		**TIME**	
1	1. Live Closed Captioning for Meetings: Implementation	Digital Comms	1/26	
1	2. Video Screens and Projectors Replacement in the Village Board Room	Digital Comms	2/26	
1	3. 4th Civic Academy for Residents: Completion	Digital Comms	5/24	
1	4. Civics Events Sign Replacement: Completion	Digital Comms	6/25	
1	5. Village Website Development: Completion	Digital Comms Marketing	4/26	
1	6. Field Cameras for TV Services Replacement: Completion	Digital Comms	6/26	
1	7. Credit Card Fee Policy: Completion	Finance	10/25	
1	8. Record Retention, Filing System and Office Reconfiguration: Completion	Finance	12/25	
1	9. Police Ticketing/Enforcement System: Completion a. Award Contract Decision b. Installation	Finance	 8/25 1/26	
1	10. Internal Controls Review: Completion	Finance	12/25	
1	11. Payroll Processes and Practices Review: Completion	Finance	9/25	
1	12. Utility Billing Printing RFP: Completion	Finance	9/25	
1	13. Audit RFP: Completion	Finance	6/26	
1	14. Bond Issuance: Completion	Finance	10/25	
1	15. Village Financial Policies and Plan Update: Update Report	Finance	10/25	
1	16. Fire Staffing and Overtime Reduction: Funding Decision	Finance Fire	8/25	
1	17. Pre-Plans: Identifying Emergency Response Challenges of All Commercial and Multi-Family Structures: Completion	Fire	3/26	
1	18. Fire Department Policies Conversion to Lexipol	Fire	12/26	
1	19. Full-Scale Emergency Operation Center Drill in 2025: Completion	Fire	4/26	
1	20. Foam Response Vehicle (Wagon 12) Replacement: In Service	Fire	12/25	
1	21. Emergency Preparedness and Response Plan: Elected Officials Training	Fire	10/25	
1	22. Hose Wagon Buildout: Completion	Fire	12/25	
1	23. Tablet Command Software: Completion	Fire	10/25	
1	24. New Tower: In Service	Fire	2/26	
1	25. Standards of Coverage Report: Completion	Fire	9/26	

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		Management in Progress 2025– 2026 (continued)		**TIME**	
1	26.	Security Upgrades at Fire Stations: Completion	Fire	12/25	
1	27.	Smoke Alarm Program for Manufactured Homes Implementation: Completion	Fire	10/25	
1	28.	Fire Report to Township Board: Completion	Fire	7/25	
1	29.	Fire Hydrants in South Mount Prospect Installation: Completion	Fire Public Works	12/25	
1	30.	Ambulance in 2028 Order: Completed	Fire	9/26	
1	31.	Fire Apparatus Replacement Plan: **CIP DECISION**	Fire	10/25	
1	32.	Diversity, Equity, and Inclusion: Update Report	Human Resources	Quarterly	
1	33.	Dependent Audit – Ensures Dependents on the Health Insurance Plan are Eligible: Completion	Human Resources	9/25	
1	34.	PlanSource Increased Use of Features Available: Completion	Human Resources	1/26	
1	35.	HMO Blue Advantage Network Transition: Completion	Human Resources	7/25	
1	36.	EEO-4 Reporting: Completion	Human Resources	10/25	
1	37.	CGFA Reporting	Human Resources	9/26	
1	38.	Employee Handbook Update: Completion	Human Resources	6/26	
1	39.	Transition Open Enrollment to Self-Service Portal through PlanSource: Completion	Human Resources	9/26	
1	40.	Paylocity Applicant Tracking System Expansion: Completion	Human Resources	3/26	
1	41.	Post Incident Reunification Plan	Human Services	12/25	
1	42.	Mental Health Matters Community Event: Completion	Human Services	6/25	
1	43.	Annual Celebration of Cultures: Completion	Human Services	8/25	
1	44.	Aging in Community Action Plan Goals by Work Groups: Implementation	Human Services	12/26	
1	45.	Opioid Settlement Fund Programming: Completion	Human Services	10/25	

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		□Management in Progress 2025– 2026 (continued)		TIME	
1	46.	Financial Literacy Program Development: Completion	Human Services	10/25	
1	47.	Pathway Forward Program Development: Completion	Human Services	7/25	
1	48.	Substance Abuse Prevention Community Event: Completion	Human Services	10/25	
1	49.	Older Adult Social Engagement Expo: Completion	Human Services	12/25	
1	50.	Senior Activities Expansion: Completion	Human Services	12/25	
1	51.	Homelessness Prevention Grant Funding for Individuals on the Verge of Homeless Program: Completion	Human Services	12/25	
1	52.	Annual Mount Prospect Senior Appreciation Day: Creation	Human Services	5/26	
1	53.	Windows 11 Upgrades to All Staff PCs (~275): Completion	IT	11/25	
1	54.	Office 2024 Rollout to Shared Staff PCs (~80): Completion	IT	10/25	
1	55.	Firewall Replacement: Completion	IT	10/25	
1	56.	Server Upgrades for Operating System 2016 and Below (~15): Completion	IT	11/25	
1	57.	Police with Axon Implementation: Completion	IT	7/25	
1	58.	Comcast Fiber Options for Fire Station 12 & Fire Station 14 Review: Completion	IT	7/25	
1	59.	Adobe Acrobat Upgrades (~50): Completion	IT	10/25	
1	60.	Artificial Intelligence: Board Report	IT	7/25	
1	61.	2025 Village Organization Annual Report	Marketing & PR	1/26	
1	62.	Ribbon Cuttings Website Update: Completion	Marketing& PR	6/25	
1	63.	Onboarding Users on Canva for Teams	Marketing & PR	8/25	
1	64.	Language Line Procurement of Translation Services (Marketing Plan): Completion	Marketing & PR	8/25	
1	65.	Photo File Reorganization	Marketing & PR	4/26	
1	66.	Village Newsletter Refresh: Completion	Marketing & PR	12/25	

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		□Management in Progress 2025– 2026 (continued)		TIME	
1	67.	Method for Printing and Mailing Senior Buzz Newsletters Update: Completion	Marketing & PR	6/25	
1	68.	Senior Hub Redesign: Completion	Marketing & PR	8/25	
1	69.	Marketing-Related Website Pages Refresh: Completion	Marketing & PR	9/25	
1	70.	Contract Photographer and Drone Photographer to Take New Stock Images of Key Locations in Mount Prospect: Completion	Marketing & PR	4/26	
1	71.	PUD Maps Update: Completion	Planning	12/26	
1	72.	Village Economic Incentives for Small Businesses: Board Report	Planning	7/25	
1	73.	Police Department's Webpage Reorganization: Completion	Police	12/25	
1	74.	Annual Kickin' with Cops Summer Soccer Program: Completion	Police	8/25	
1	75.	Annual Five-O 5K Run: Completion	Police	9/25	
1	76.	Annual National Night Out: Completion	Police	8/25	
1	77.	Annual Citizen Police Academy	Police	12/25	
1	78.	First Responder Academy for Teens	Police	5/26	
1	79.	Performance Evaluation Forms Utilized for Sworn Officers Update: Completion	Police	10/25	
1	80.	One (1) New Part-time Police Officer (Who Will Be Assigned to the Community Connections Center) Hire and Onboard: Completion	Police	3/26	
1	81.	New Police Vehicles Purchase for 2026: Completion	Police	6/26	
1	82.	Drone Program – Additional Operators and Equipment Expansion: Completion	Police	1/26	
1	83.	Crime Mapping Program for Internal and External Purposes: Completion	Police	12/25	
1	84.	Patrol Rifles Replacement: Completion	Police	8/25	
1	85.	Outdoor Beat Meeting Program Expansion: Completion	Police	10/25	
1	86.	Conduct Active Threat Training Exercise with the Fire Department Completion	Police	6/25	
1	87.	License Plate Readers Installation: Completion	Police	12/26	
1	88.	Certify Officer Roe and K9 Nova through the National Police Bloodhound Association: Completion	Police	8/25	

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		□Management in Progress 2025– 2026 (continued)		TIME
1	89.	Hire and Onboard Four (4) New Police Officers to Fill Current Vacancies	Police	9/25
1	90.	Peer Support Family Day: Completion	Police	5/25
1	91.	Axon Body Worn Cameras, In-Car Cameras, and Digital Evidence Management System Deployment and Implementation: Completion	Police	7/25
1	92.	Send a Sergeant to a Staff and Command Course: Completion	Police	12/25
1	93.	Police Command Staff Member to a Management/ Leadership Course: Completion	Police	10/25
1	94.	Sewer Line Repair (Resident Incentives/Insurance): Board Report	Public Works	Ongoing
1	95.	Annual Strategic Plan: Update	VMO	6/25
1	96.	Succession Planning Update: Board Report	VMO	7/25

		□Major Projects 2025 – 2026		TIME
1	1.	EOC/Public Works Door Access System: Direction and Funding	Public Works	12/25
1	2.	Employee Gym/Shower at Village Hall Project: Completion	Public Works	6/25
1	3.	Finance Customer Service Area Remodeling	Finance	12/25

GOAL 2	**FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL**

ACTION: Traffic Safety – Laws, Enforcement and Compliance: Report with Options, Direction and Village Actions

PRIORITY
Policy – High

Key Issues

- Stop Sign Running
- Speeding
- Not Obeying Traffic Laws
- Enforcement
- Speed Trailers
- Concept: Slow Down Program

Activities/Milestones	*Time*
1. Review current activities and programs	8/25
2. Prepare Report on Traffic Safety – Laws, Enforcement and Compliance	9/25
3. Present Report to the Traffic Safety Commission	10/25
4. REPORT: Traffic Safety – Laws, Enforcement and Compliance	12/25

Responsibility: Police Chief Mike Eterno

ACTION: Crime Free Housing Ordinance Update: Report

PRIORITY
Policy – High

Key Issues	*Activities/Milestones*	*Time*
• Changes in State Legal Framework	1. Monitor actions by the State of Illinois	5/25
	2. Prepare Update Report	6/25
	3. REPORT: Crime Free Housing	6/25

Responsibility: Police Chief Mike Eterno

ACTION: Micro-Mobility Regulations/Enforcement Report Problem Analysis, Municipal Experiences and Practices, Report with Findings and Recommendations, Direction and Village Actions

PRIORITY
Policy – High

Key Issues	*Activities/Milestones*	*Time*
• Scooter • eBikes • Golf Cart	1. Review State of Illinois legal framework and the role of Village government	6/25
	2. Research the approaches and experiences of other municipal government	7/25
	3. Prepare Report	8/25
	4. REPORT: Micro-Mobility	9/25

Responsibility: Police Chief Mike Eterno

ACTION: Sustainability Plan Action Plan Implementation: Direction Update Report, and Next Steps

PRIORITY
Policy

Key Issues	*Activities/Milestones*	*Time*
• Native Planting • Village Energy Conservation • Energy Savings	1. Develop Game Plan 2. Establish Team 3. Prepare Report **4. REPORT: Sustainability Plan Update Report** **5. REPORT: Energy Savings**	6/25 10/25 11/25 12/25 2/26

Responsibility:

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ACTION: Performing Arts/Music Venue Development: Goals/ Outcomes, Municipal Experiences, Report with Options and Recommendations, Direction, Funding and Village Actions

PRIORITY
Policy

Key Issues	*Activities/Milestones*	*Time*
	1. Define concept	9/25
	2. Research actions and experiences of other municipal governments	12/25
	3. Prepare Report	2/26
	4. REPORT: Performing Arts Venue	3/26

Responsibility: Director of Community Development Jason Shallcross

ACTION: Mt. Prospect Park District on Lion's Park: IGA Approval

PRIORITY
Mgmt – Top

Key Issues	*Activities/Milestones*	*Time*
	1. Finalize IGA	8/25
	2. DECISION: IGA with Mount Prospect Park District on Lion's Park	9/25

Responsibility: Director of Community Development Jason Shallcross

ACTION: Transit Study: Direction and Implementation Actions

PRIORITY
Mgmt – High

Key Issues	*Activities/Milestones*	*Time*
	1. Finalize Study	7/25
	2. COW: Transit Study Presentation, Discussion and Direction	8/25
	3. Develop Implementation Plan	10/25
	4. PRESENTATION: Transit Study Implementation Plan	1/26

Responsibility: Director of Human Services Julie Kane

ACTION: Zoning Approvals: Lincoln Middle School and Lion's Park

PRIORITY
Mgmt – High

Key Issues

- Rezoning: Lion's Park
- Rezoning: Lincoln Middle School

Activities/Milestones	*Time*
A. Lion's Park Zoning	
1. Finalize rezoning request	6/25
2. Presentation: P & Z	7/25
3. DECISION: Lion's Park Zoning Approval	9/25
B. Lincoln Middle School	
1. Finalize rezoning request	7/25
2. Presentation: P & Z	8/25
3. DECISION: Lincoln Middle School Zoning Approval	9/25

Responsibility: Director of Community Development Jason Shallcross

ACTION: Comprehensive Plan Update: Completion

PRIORITY
Mgmt

Key Issues

- Housing
- Randhurst Center
- South Mount Prospect
- Mount Prospect Downtown
- Aging Commercial Center

Activities/Milestones	*Time*
1. Memo: Existing Conditions	6/25
2. Public Kick-Off	6/25
3. Meetings: Public Involvement and Input Opportunities	6/25-9/25
4. Memo: Recommendation of Plan	9/25
5. Prepare Final Draft Comprehensive Plan	2/26
6. Presentation: Final Draft Comprehensive Plan to P & Z	4/26
7. DECISION: Final Draft Comprehensive Plan	5/26

Responsibility: Director of Community Development Jason Shallcross

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ACTION: International Building Code Updates: Adoption

PRIORITY
Mgmt

Key Issues	*Activities/Milestones*	*Time*
	1. Finalize Code Updates	5/26
	2. DECISION: International Building Code Update Adoption	6/26

Responsibility: Director of Building and Inspection Services Bill Schroeder

ACTION: Rental Housing Code Updates: Adoption

PRIORITY
Mgmt

Key Issues	*Activities/Milestones*	*Time*
	1. Finalize Code Updates	5/26
	2. **DECISION: Rental Housing Code Update Adoption**	6/26

Responsibility: Fire Chief John Dolan

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ACTION: LPR: Direction and Funding

PRIORITY
Mgmt

Key Issues	*Activities/Milestones*	*Time*
	1. Prepare update Report	6/25
	2. DECISION: Contract Renewal	8/25
	3. County/IDOT Approval	TBD
	4. Complete installation	TBD

Responsibility: Police Chief Mike Eterno

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	Management in Progress 2025 – 2026		**TIME**
2	1. Senior Activities Expansion: Completion	Human Service	5/26
2	2. Financial Wellness Workshop: Completion	Human Services	5/26
2	3. Common Residential Zoning Conflicts (Accessory Structures, Driveways, Relief Process, Etc.) Text Amendments: Board Decision	Planning	1/26
2	4. Monotony for New Detached Single-Family Residential Policy: Board Decision	Planning	1/26
2	5. Affirmatively Furthering Fair Housing HUD Rule Change and Completion of Assessment of Fair Housing: Completion	Planning	2/26
2	6. CDBG Consolidated Plan (2025 – 2029): Development and Board Decision	Planning	8/25
2	7. Current Zoning Regulations to Promote Single-Family Residential Neighborhoods: Completion	Planning	10/25
2	8. Visibility of Police Patrol Officers in Residential and Commercial Areas: Board Report	Police	7/25
2	9. Annual Sidewalk Inspection Program	Public Works	10/25
2	10. Kopp Park: Splash Pads at RecreationPlex: Board Report	VMO	10/25
2	11. Fridays on the Green	VMO	9/25
2	12. Special Events Commission Code Change: Board Decision	VMO	8/25
2	13. Special Event Application and Ordinance: Board Decision	VMO	5/25

	Major Projects 2025 – 2026		**TIME**
2	1. Oakton Annexation Water Main Replacement: Completion	Public Works	12/25

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

ACTION: Fire Station 12 Renovation/Replacement: Report and Funding Mechanism

PRIORITY
Policy – Top

Key Issues	*Activities/Milestones*	*Time*
	1. Review Report and prepare recommendations	6/25
	2. Incorporate recommendation in CIP Budget	6/25
	3. CIP WORKSHOP: FY 26 CIP Budget	8/25
	4. Complete final design	10/25
	5. DECISION: FY 26 CIP Budget Adoption	11/25

Responsibility: Fire Chief John Dolan

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ACTION: Neighborhood Lighting: Neighborhoods Identification/ Analysis, Report with Recommendations, Direction, Funding Mechanism and Village Actions

PRIORITY
Policy – Top

Key Issues	*Activities/Milestones*	*Time*
• Arterial Lighting • Residential Lighting	**1. CIP BUDGET WORKSHOP: Neighborhood Lighting Discussion and Direction**	8/25
	2. DECISION: FY 26 CIP Budget Adoption and Funding	11/25

Responsibility: Director of Public Works Sean Dorsey

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ACTION: Stormwater Master Plan Update/Neighborhood Flooding Strategy: Development, Adoption and Funding Mechanism

PRIORITY
Policy

Key Issues	*Activities/Milestones*	*Time*
• Funding Source • Stormwater Utility • Stormwater Projects • Water Ponding on Private Property	1. Prepare Status Report 2. Prepare Final Report **3. DECISION: Stormwater Direction and Funding Mechanism; Direction for FY 27 Budget**	6/25 12/25 2/26

Responsibility: Director of Public Works Sean Dorsey

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ACTION: Downtown Pedestrian Crossings: Review, Problem Analysis, Update Report, Direction and Village Actions (Including Maple Crossings)

PRIORITY
Policy

Key Issues	*Activities/Milestones*	*Time*
• Full Pedestrian Crossing: Maple • Working with Railroad • Central/Prospect/NW Highway Phase 1 Crossing	1. Prepare Summary Memo – Gaps, Process for Full Crossing	3/26
	2. REPORT: Summary Memo –Gaps, Process for Full Crossing	4/26

Responsibility: Director of Public Works Sean Dorsey

ACTION: Melas-Meadows Pedestrian Bridge Project: Bid and Construction

PRIORITY
Mgmt- Top

Key Issues	*Activities/Milestones*	*Time*
	1. IDOT Award Agreement	TBD
	2. DECISION: Bid Pedestrian Bridge Project	2/26
	3. Complete of Pedestrian Bridge Project	3/27

Responsibility: Director of Public Works Sean Dorsey

ACTION: Central Gateway Development: Construction

PRIORITY
Mgmt – High

Key Issues	*Activities/Milestones*	*Time*
	1. DECISION: Award Contract for Demolition	6/25
	2. Complete Landscape and Hardscape Plan	11/25

Responsibility: Director of Public Works Sean Dorsey

	Management in Progress 2025– 2026		**TIME**
3	1. Major Storm Event Preparation: Annual Tabletop Exercise	Fire	4/26
3	2. ADA Compliance Plan: Development	Public Works	12/26
4	3. Arterial Bike Network Feasibility Study	Public Works	Ongoing

	Major Projects 2025 – 2026		**TIME**
3	1. Annual Neighborhood Drainage Improvement	Public Works	10/25
3	2. Annual Street Improvement Program	Public Works	10/25
3	3. Annual Host Household Hazardous Waste Collection Event(s)	Public Works	9/25
3	4. Annual Overhead Sewer Reimbursement Program	Public Works	12/25
3	5. Annual Public Works Vehicle Replacements	Public Works	12/25
3	6. Annual Water Main Replacement	Public Works	10/25
3	7. Annual Sewer Main Rehabilitation	Public Works	10/25
3	8. Annual Streetlight LED Retrofits	Public Works	10/25
3	9. Multi-Use Path Kensington Road at Railroad Tracks: Completion	Public Works	12/26
3	10. Multi-Use Path Algonquin Road Phase II: Completion a. Design b. Construction	Public Works	 12/25 12/26
3	11. Water Reservoir Number 4 Rehabilitation	Public Works	12/25
3	12. Schoenbeck Road Resurfacing: Completion	Public Works	12/26
3	13. Oakton Water System Expansion: Completion	Public Works	12/25
3	14. Rand-Elmhurst-Kensington Road Intersection Improvements Phase III Construction	Public Works	12/27
3	15. Weller Creek Bank Stabilization Engineering Assessment – East of Main Street (IL 83)	Public Works	11/25
3	16. Algonquin Road Path Phase III Construction	Public Works	10/26
3	17. Central Road Railroad Crossing Study	Public Works	12/25
3	18. Central Road Pedestrian Crossing Improvements – Weller Lane	Public Works	10/25
3	19. Corridor Street Lighting – Rand Road – Wedgewood Lane to Camp McDonald Road	Public Works	10/25

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		Major Projects 2025 – 2026 (continued)		**TIME**	
3.	20.	New Sidewalk – Wolf Road from Euclid Avenue to Prospect Heights Train Station: Completion	Public Works	10/25	
3	21.	Storm Sewer Rehabilitation: Completion	Public Works	10/25	
3	22.	Residential Street Lighting – Burning Bush Lane: Completion	Public Works	6/25	
3	23.	Busse Road Reconstruction – Village Responsible for Lighting and Path: Completion	Public Works	12/26	
3	24.	McDonald Creek Improvements – Removal of Weir: Completion	Public Works	10/26	
3	25.	Bridge Improvements – Sediment Removal Wolf Road, Burning Bush Lane, Briarwood	Public Works	10/25	
3	26.	Bridge Improvements – Business Center Drive: Completion	Public Works	10/25	
3	27.	Deep Well 16 Rehabilitation (2025)	Public Works	10/25	
3	28.	KBC Detention Pond 6 Rehabilitation: Completion	Public Works	12/25	
3	29.	Crumley Detention Basin Repairs: Completion	Public Works	12/25	
3.	30.	Bridge Improvements – Business Center Drive: Completion	Public Works	10/26	
3	31.	Wolf Road Rehabilitation – Phase I Engineering: Completion	Public Works	12/26	
3	32.	Parking Lot Improvements – Public Works Back Lot: Completion	Public Works	10/26	
3	33.	Kensington Road Left Turn Lane at Police Station: Completion	Public Works	12/26	

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

ACTION: 111 E. Busse Redevelopment Project

PRIORITY
Policy – Top

Key Issues	*Activities/Milestones*	*Time*
• Public Space • Event Space • Street Design	1. Complete Property Closing	5/25
	2. Issue RFP for developer	6/25
	3. Review responses and recommend developers	9/25
	4. DECISION: 111 E. Busse Developer Selection	10/25
	5. Finalize Redevelopment Agreement	4/26
	6. Zoning Review by P & Z	4/26
	7. DECISION: 111 E. Busse Redevelopment Agreement and Zoning	5/26

Responsibility: Village Manager Mike Cassady; Director of Community Development Jason Shallcross

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ACTION: St. Mark's Church: Direction and Village Actions

PRIORITY
Policy – High

Key Issues	*Activities/Milestones*	*Time*
	1. Prepare Report	5/25
	2. REPORT: St. Mark's Church Project	6/25

Responsibility: Village Manager Mike Cassady

ACTION: Downtown Parking Policy and Enforcement: Analysis, Report with Findings and Recommendations, Direction and Village Actions

PRIORITY
Policy – High

Key Issues	*Activities/Milestones*	*Time*
• Parking Data • Parking Enforcement	1. Complete Parking Modifications on Pine	6/25
	2. Gather parking data	7/25
	3. Complete study and prepare Report	10/25
	4. REPORT: Downtown Parking Study and Enforcement Update	11/25

Responsibility: Director of Public Works Sean Dorsey; Police Chief Mike Eterno

ACTION: Randhurst Revitalization Strategy/Action Plan: Meeting with Owners, Direction, Performance Measures, and Village Actions

PRIORITY
Policy

Key Issues	*Activities/Milestones*	*Time*
• Retail Expansion • Restaurant Expansion • Experience-based Attraction	1. Attend International Council of Shopping Center (ICSC) Las Vegas	5/25
	2. Attend ICSC	11/25
	3. REPORT: Outcomes and Plans for 2026	1/26

Responsibility: Director of Community Development Jason Shallcross

ACTION: South Mount Prospect Development Projects

PRIORITY
Policy

Key Issues	*Activities/Milestones*	*Time*
	1. 1305 E. Algonquin Spec Warehouse: Completion	11/25
	2. 500 Algonquin Occupancy	11/25
	3. O'Reilly: Opening	11/25
	4. Starbucks	
	a. P & Z PUD	11/25
	b. DECISION: PUD	12/25

Responsibility: Director of Community Development Jason Shallcross

ACTION: Prestige Feed Lawsuit: Final Resolution

PRIORITY
Mgmt – Top

Key Issues	*Activities/Milestones*	*Time*
	1. Complete Litigation Resolution	TBD

Responsibility: Village Manager Mike Cassady

ACTION: Cloud HQ Project: PUD Amendments and Construction Monitoring

PRIORITY
Mgmt – Top

Key Issues	*Activities/Milestones*	*Time*
	1. P & Z PUD review	6/25
	2. **DECISION: Cloud HQ Project PUD Approval**	7/25

Responsibility: Director of Community Development Jason Shallcross

ACTION: 200 S. Main Redevelopment (Fat Pour Tapwork)

PRIORITY
Mgmt – High

Key Issues	*Activities/Milestones*	*Time*
• Plan • Parking	1. P & Z PUD review	10/25
	2. **DECISION: 200 S. Main Redevelopment Project PUD Approval**	12/25

Responsibility: Director of Community Development Jason Shallcross

ACTION: Kohl's Center Outlots/Vacant Parcel: Incentive, Direction, and Village Actions

PRIORITY
Mgmt – High

Key Issues	*Activities/Milestones*	*Time*
	1. P & Z PUD review	1/26
	2. **DECISION: 200 S. Main Redevelopment Project PUD Approval**	3/26

Responsibility: Director of Community Development Jason Shallcross

	Management in Progress 2025 – 2026		**TIME**
4	1. MPEI: Implementation	VMO	2/26
4	2. Annual Business Visitation Program: Completion	Community Development	12/25
4	3. Holiday Inn Building Vacancy: Marketing	Community Development	Ongoing
4	4. 104 East NW Highway – Busse Flowers Construction and Tenant: Completion	Community Development	9/25
4	5. Dawson Creek Tenant: Completion	Community Development	12/25
4	6. Golf Plaza II Site Improvements	Community Development	4/26
4	7. 500 West Central Project: Completion a. Permit b. Construction	Community Development	 6/25 12/26
4	8. 1 East Rand Contact Owners and Direction	Community Development	6/25
4	9. Golf Plaza II Revitalization	Community Development	Ongoing
4	10. Former Holiday Inn Vacancy Revitalization	Community Development	Ongoing

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Policy Calendar 2025 – 2026

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MONTH

May 2025

1. **Library After Hours for Elected Officials – Mayor and Trustees Attendance**

2. **DECISION: Special Event Application and Ordinance:**

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MONTH

June 2025

1. **CONFIDENTIAL REPORT: Technology for Public Safety**

2. **REPORT: Crime Free Housing**

3. **DECISION: Award Contract for Central Gateway Demolition**

4. **REPORT: St. Mark's Church Project**

5.

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MONTH

July 2025

1. **COW: Actuarial Report Presentation, Discussion and Direction**

2. **Quarterly Meeting of Elected Officials**

3. **PRESENTATION: Community Connections Center Report Acceptance and Direction**

4. **REPORT: Artificial Intelligence**

5. **REPORT: Village Economic Incentives for Small Businesses**

6. **REPORT: Succession Planning Update**

7. **REPORT: Visibility of Police Patrol Officers in Residential and Commercial Areas**

8. **DECISION: Cloud HQ Project PUD Approval**

9.

10.

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MONTH

August 2025

1. **COW: Local Grocery Sales Tax Discussion and Direction**

2. **REPORT: Community Engagement Report Presentation, Discussion and Direction**

3. **DECISION: Public Protest Events Direction**

4. **CIP WORKSHOP: Discussion and Direction**
   a. **CCC Facility**
   b. **Fire Station 12 Renovation/Replacement**
   c. **Neighborhood Lighting**

5. **REPORT: Community Information Portal Update**

6. **DECISION: Award Contract for Police Ticketing/Enforcement System**

7. **DECISION : Funding for Fire Staffing and Overtime Reduction**

8. **COW: Transit Study Presentation, Discussion and Direction**

9. **DECISION: Contract Renewal for LPR**

10. **DECISION: CDBG Consolidated Plan (2025 – 2029):**

MONTH

August 2025

11. **DECISION: Special Events Commission Code Change**

12.

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MONTH

September 2025

1. **DECISION: Local Grocery Sales Tax Ordinance**

2. **REPORT: Tyler ERP**

3. **REPORT: Micro-Mobility**

4. **DECISION: IGA with Mount Prospect Park District on Lion's Park**

5. **DECISION: Lion's Park Zoning Approval**

6. **DECISION: Lincoln Middle School Zoning Approval**

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MONTH

October 2025

1. **DECISION: Public Safety Funding Direction**

2. **BUDGET WORKSHOP: Revenue Diversification Report Presentation, Discussion and Direction**

3. **Quarterly Meeting of Elected Officials**

4. **BUDGET WORKSHOP: Sales Tax Report Presentation, Discussion and Direction**

5. **BUDGET WORKSHOP: FY 26 Budget Discussion and Direction**
    a. **Tyler ERP**

6. **CIP DECISION: Fire Apparatus Replacement Plan**

7. **DECISION: Current Zoning Regulations to Promote Single-Family Residential Neighborhoods**

8. **REPORT: Kopp Park: Splash Pads at RecreationPlex**

9. **DECISION: 111 E. Busse Developer Selection**

10.

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MONTH

November 2025

1. **BUDGET DECSION: FY 26 Budget Funding**

2. **REPORT: Report on Public Safety Technology Future Needs**

3. **DECISION: FY 26 Risk Management Reserve Policy Adoption**

4. **REPORT: Downtown Parking Study and Enforcement Update**

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MONTH

December 2025

1. **DECISION: Projects Approval and Bond Issuance Direction**

2. **REPORT: Traffic Safety – Laws, Enforcement and Compliance**

3. **REPORT: Sustainability Plan Update Report**

4. **DECISION: PUD for Starbucks**

5. **DECISION: 200 S. Main Redevelopment Project PUD Approval**

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MONTH

January 2026

1. **PRESENTATION: Annual Engagement Plan 2026**

2. **Quarterly Meeting of Elected Officials**

3. **PRESENTATION: Transit Study Implementation Plan**

4. **DECISION: Common Residential Zoning Conflicts**

5. **DECISION: Monotony for New Detached Single Family Residential Policy**

6. **REPORT: Randhurst Revitalization Outcomes and Plans for 2026**

7.

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MONTH

February 2026

1. **DECISION: Police Officers Labor Contract Approvals**

2. **REPORT: Energy Savings**

3. **DECISION: Stormwater Direction and Funding Mechanism; Direction for FY 27 Budget**

4. **DECISION: Bid Pedestrian Bridge Project**

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MONTH

March 2026

1. **REPORT: Performing Arts Venue**

2. **DECISION: KPHL'S CENTER OUTLOTS INCENTIVES**

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MONTH

April 2026

1. **DECISION: Bond Issuance**

2. **Quarterly Meeting of Elected Officials**

3. **REPORT: Downtown Pedestrian Crossings Summary Memo –Gaps, Process for Full Crossing**

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STRATEGIC PLAN
2025 → 2030 → 2040

Mount Prospect, Illinois
May 2025

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STRATEGIC PLAN/IMPLEMENTATION GUIDE: MODEL

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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"**

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MOUNT PROSPECT VISION 2040

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Mount Prospect Vision 2040

Mount Prospect Vision 2040

represents the

BEST OF SUBURBAN COMMUNITIES –

THRIVING, (1)

PROUD, (2)

DIVERSE (3)

and CONNECTED (4) –

having a RICH HERITAGE, (5)

STRONG VALUES, (6)

RESILENT COMMNITY AND VILLAGE GOVERNMENT. (7)

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Mount Prospect Vision 2040

PRINCIPLE 1

THRIVING

- **Means**

1. Growing local economy with successful Mount Prospect businesses including data centers, warehousing, technology-based businesses
2. Having a robust climate for retail, restaurant and experience-based businesses located in Downtown, Randhurst, and South Mount Prospect
3. Having Mount Prospect Downtown as a destination for our residents and region guests for events, eating, retail shopping and hanging out with convenient access and parking
4. South Mount Prospect developed as a business and industrial center with additional residential development
5. Having an active life style with amenities for all generations
6. Randhurst as a premier regional shopping center – a destination for eating and experiences with mixed-use residential opportunities
7. Having affordable and quality housing options for all generations and income levels

PRINCIPLE 2

PROUD

- **Means**

1. Having residents and community organizations contributing to a better Mount Prospect community
2. Having a unique community identity as Mount Prospect
3. Having a strong sense of community
4. Having a reputation as a great place for a lifetime
5. Having Village managers and employees taking pride in serving the Mount Prospect community
6. Beautiful community from our distinctive entrances to our attractive, well-maintained homes and neighborhoods
7. Taking pride in saying " I am from Mount Prospect"
8. Mount Prospect businesses involved and contributing to a better Mount Prospect community

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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. Residents treating others with respect
4. Having a community that values and respects differences
5. Having opportunities for people of all income levels to live in Mount Prospect
6. Having housing available for all generations
7. 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. Having Community Connection Center facility(ies) serving the needs of all generations
3. Using contemporary methods to communicate, inform and listen to residents and businesses
4. Engaging Mount Prospect residents in the governance process to serve on our boards, commissions and committees, in planning for the future and in policy development
5. Having state-of-the-art information technology for businesses and residents
6. Greenspaces throughout Mount Prospect for residents to enjoy and hangout
7. Community-focused events bringing our residents and community together

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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 Mount Prospect community
  4. Embracing the Mount Prospect community history
  5. Village government leadership serving in a non-partisan manner and focusing on serving the Mount Prospect community
  6. Educating new residents on the history of Mount Prospect
  7. Mount Prospect recognized as a “Best place to live for a lifetime”

PRINCIPLE 6

STRONG VALUES

- **Means**
  1. Being a safe community – any place and any time
  2. Leaders using data and input from the community to make decisions that are best for the entire Mount Prospect community
  3. Having an ethical Village government
  4. Leaders taking responsibility and being accountable for their decisions and actions
  5. Being open to new ideas and embracing change
  6. Being a family-oriented community
  7. Acting with integrity and honesty
  8. Having a sense of optimism about Mount Prospect's future

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PRINCIPLE 6

RESILENT COMMNITY AND VILLAGE GOVERNMENT

▶ Means

1. Fiscally sound Village government with a responsible tax rate, strong financial reserves and a "AAA" bond rating
2. Village government providing excellent municipal services responsive to and valued by our Mount Prospect community
3. Village government having well-designed and well-maintained infrastructure and facilities through continual investments
4. Village being prepared for, capable of responding to and recovery from a disaster or emergency situation
5. Village government institutionalized a strategic planning process with a focused vision, outcome-based goals and an annual action agenda which results in adding value to our Mount Prospect residents
6. Village securing long-term water supply
7. Village government as an employer of choice with competitive compensation and benefits, talent development programs and employees committed to serving our Mount Prospect community
8. Knowing current worldwide and national trends and applying when appropriate to Mount Prospect

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MOUNT PROSPECT VILLAGE GOVERNMENT OUR MISSION

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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)**

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

PRINCIPLE 2

ADAPTIVE LEADERSHIP

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

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PRINCIPLE 3

LEADING-EDGE SERVICE DELIVERY

▶ Means

1. Evaluating Village services and exploring ways to improve
2. Providing basic services that are responsive to 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

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MOUNT PROSPECT VILLAGE GOVERNMENT: CORE VALUES

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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)

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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

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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

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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 your 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

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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

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VILLAGE OF MOUNT PROSPECT
PLAN 2025 – 2030

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Goals 2030

EFFECTIVE VILLAGE GOVERNMENT: FINANCIALLY SOUND, EXCEPTIONAL SERVICE

FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

TOP-QUALITY VILLAGE INFRASTRUCTURE: BALANCED AND PROACTIVE COMMUNITY INVESTMENT

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

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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 and to add value to the community
5. Enhance the Village Government bond rating
6. Maintain residents' "high satisfaction level" with Village services

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

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SHORT-TERM CHALLENGES AND OPPORTUNITIES

1. Achieving a AAA-bond rating
2. Funding for Public Safety pensions and proposed changes by the State of Illinois ($5 Million Increase)
3. Federal and State government mandates and regulatory requirements, including the reduced number of local grant opportunities
4. Hiring, developing, and retaining the most qualified Village workforce dedicated to serving the Mount Prospect community
5. Increasing amount of disinformation about Village government and services
6. Diversifying Village revenue sources
7. Actions by the State of Illinois impacting Home Rule, revenues, projects, and future developments
8. Keeping up with technological changes to improve customer service and business efficiency
9. Diversity of sales tax
10. Getting the Village website ready for ADA compliance

LONG-TERM-CHALLENGES AND OPPORTUNITIES

1. Potential loss of State shared revenues
2. Actions by Federal government impacting Village government
3. Delivering Village services in the most cost-effective and efficient manner with high levels of customer satisfaction
4. Higher interest rates impacting future Village capital projects and daily operational costs
5. Difficulties in labor negotiations and the split between union negotiators and the rank-and-file employees
6. Inflation and supply chain issues resulting in increasing cost of projects and service delivery
7. Significant increases in the number of “Freedom of Information” (FOIA) requests
8. Protecting the Village government from cyberattacks and securing Village information and processes
9. Tax increases by other taxing agencies
10. Significant increases in replacement costs
11. Evolving bond credit rating criteria

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POLICY ACTIONS 2025 – 2026

	Priority
1. "AAA" Bond Rating Strategy/Bond Issuance: Report, Direction and Village Actions	*Top Priority*
2. Local Grocery Sales Tax: Discussion and Direction	*Top Priority*
3. Public Safety Pension Funding Strategy: Direction	*Top Priority*
4. Community Engagement Strategy/Action Plan: Goals/Outcomes, Report and Annual Engagement Plan	*Top Priority*
5. Public Protests Events: Legal Report, Direction and Village Actions	*High Priority*
6. Revenue Diversification Report: Direction and Village Actions	*High Priority*
7. Intergovernmental Collaboration: Park District, School Districts, and Library and State/Federal Representatives	

MANAGEMENT ACTIONS 2025 – 2026

	Priority
1. Police Negotiations and Contract: Approval	*Top Priority*
2. Community Connections Center: Space Needs Assessment/Service Needs Assessment, Duplication of Service with Township, Future Direction	*Top Priority*
3. Sales Tax Strategy and Action Plan: Monitor State Actions and Direction	*High Priority*
4. Technology for Public Safety, Public Works and Human Services	*High Priority*
5. Community Information Portal: Update Report	*High Priority*
6. Tyler ERP: Direction and Funding	
7. Village Classification and Compensation Plan: Direction and Funding	
8. Risk Management Reserve Policy: Report with Options and Direction	

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MANAGEMENT IN PROGRESS 2025 – 2026

1. Live Closed Captioning for Meetings: Implementation
2. Video Screens and Projectors Replacement in the Village Board Room
3. 4th Civic Academy for Residents: Completion
4. Civics Events Sign Replacement: Completion
5. Village Website Development: Completion
6. Field Cameras for TV Services Replacement: Completion
7. Credit Card Fee Policy: Completion
8. Record Retention, Filing System and Office Reconfiguration: Completion
9. Police Ticketing/Enforcement System: Completion
10. Internal Controls Review: Completion
11. Payroll Processes and Practices Review: Completion
12. Utility Billing Printing RFP: Completion
13. Audit RFP: Completion
14. Bond Issuance: Completion
15. Village Financial Policies and Plan Update: Update Report
16. Fire Department Staffing and Overtime Reduction: Funding Decision
17. Pre-Plans: Identifying Emergency Response Challenges of All Commercial and Multi-Family Structures: Completion
18. Fire Department Policies Conversion to Lexipol
19. Full-Scale Emergency Operation Center Drill in 2025: Completion

MANAGEMENT IN PROGRESS 2025 – 2026 (continued)

20. Foam Response Vehicle (Wagon 12) Replacement: In Service
21. Emergency Preparedness and Response Plan: Elected Officials Training
22. Hose Wagon Buildout: Completion
23. Tablet Command Software: Completion
24. New Tower: In Service
25. Standards of Coverage Report: Completion
26. Security Upgrades at Fire Stations: Completion
27. Smoke Alarm Program for Manufactured Homes Implementation: Completion
28. Fire Report to Township Board: Completion
29. Fire Hydrants in South Mount Prospect Installation: Completion
30. Ambulance in 2028 Order: Completed
31. Fire Apparatus Replacement Plan: CIP Decision
32. Diversity, Equity, and Inclusion: Update Report
33. Dependent Audit – Ensures Dependents on the Health Insurance Plan are Eligible: Completion
34. PlanSource Increased Use of Features Available: Completion
35. HMO Blue Advantage Network Transition: Completion
36. EEO-4 Reporting: Completion

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MANAGEMENT IN PROGRESS 2025 – 2026 (continued)

37. CGFA Reporting
38. Employee Handbook Update: Completion
39. Transition Open Enrollment to Self-Service Portal through PlanSource: Completion
40. Paylocity Applicant Tracking System Expansion: Completion
41. Post Incident Reunification Plan
42. Mental Health Matters Community Event: Completion
43. Annual Celebration of Cultures: Completion
44. Aging in Community Action Plan Goals by Work Groups: Implementation
45. Opioid Settlement Fund Programming: Completion
46. Financial Literacy Program Development: Completion
47. Pathway Forward Program Development: Completion
48. Substance Abuse Prevention Community Event: Completion
49. Older Adult Social Engagement Expo: Completion
50. Senior Activities Expansion: Completion
51. Homelessness Prevention Grant Funding for Individuals on the Verge of Homeless Program: Completion
52. Annual Mount Prospect Senior Appreciation Day: Creation
53. Windows 11 Upgrades to All Staff PCs (~275): Completion
54. Office 2024 Rollout to Shared Staff PCs (~80): Completion
55. Firewall Replacement: Completion

MANAGEMENT IN PROGRESS 2025 – 2026 (continued)

56. Server Upgrades for Operating System 2016 and Below (~15): Completion
57. Police with Axon Implementation: Completion
58. Comcast Fiber Options for Fire Station 12 & Fire Station 14 Review: Completion
59. Adobe Acrobat Upgrades (~50): Completion
60. Artificial Intelligence: Board Report
61. 2025 Village Organization Annual Report
62. Ribbon Cuttings Website Update: Completion
63. Onboarding Users on Canva for Teams
64. Language Line Procurement of Translation Services (Marketing Plan): Completion
65. Photo File Reorganization
66. Village Newsletter Refresh: Completion
67. Method for Printing and Mailing Senior Buzz Newsletters Update: Completion
68. Senior Hub Redesign: Completion
69. Marketing-Related Website Pages Refresh: Completion
70. Contract Photographer and Drone Photographer to Take New Stock Images of Key Locations in Mount Prospect: Completion
71. PUD Maps Update: Completion
72. Village Economic Incentives for Small Businesses: Board Report
73. Police Department’s Webpage Reorganization: Completion

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MANAGEMENT IN PROGRESS 2025 – 2026 (continued)

74. Annual Kickin' with Cops Summer Soccer Program: Completion
75. Annual Five-O 5K Run: Completion
76. Annual National Night Out: Completion
77. Annual Citizen Police Academy
78. First Responder Academy for Teens
79. Performance Evaluation Forms Utilized for Sworn Officers Update: Completion
80. One (1) New Part-Time Police Officer (Who Will Be Assigned to the Community Connections Center) Hire and Onboard: Completion
81. New Police Vehicles Purchase for 2026: Completion
82. Drone Program – Additional Operators and Equipment Expansion: Completion
83. Crime Mapping Program for Internal and External Purposes: Completion
84. Patrol Rifles Replacement: Completion
85. Outdoor Beat Meeting Program Expansion: Completion
86. Conduct Active Threat Training Exercise with the Fire Department Completion
87. License Plate Readers Installation: Completion

MANAGEMENT IN PROGRESS 2025 – 2026 (continued)

88. Certify Officer Roe and K9 Nova through the National Police Bloodhound Association: Completion
89. Hire and Onboard Four (4) New Police Officers to Fill Current Vacancies:
90. Peer Support Family Day: Completion
91. Axon Body Worn Cameras, In-Car Cameras, and Digital Evidence Management System Deployment and Implementation: Completion
92. Send a Sergeant to a Staff and Command Course: Completion
93. Police Command Staff Member to a Management/ Leadership Course: Completion
94. Sewer Line Repair (Resident Incentives/Insurance): Board Report
95. Annual Strategic Plan: Update
96. Succession Planning Update: Board Report

MAJOR PROJECTS 2025 – 2026

1. EOC/Public Works Door Access System: Direction and Funding
2. Employee Gym/Shower at Village Hall Project: Completion
3. Finance Customer Service Area Remodeling

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ON THE HORIZON 2026 – 2030

1. Trustee Compensation: Market Analysis, Timing, Direction and Funding
2. Village Recognition of Excellence/Best Awards Strategy Actions: Identification of Opportunities, Direction, Funding and Village Actions
3. Village Website Refresh and Design: Direction and Funding
4. Proactive Community Communications: Goals/Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions
5. Youth Civic Academy Development: Goals/Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions
6. Mount Prospect Branding and Marketing: Update Report, Direction and Next Village Actions
7. "DEI" Policy: Update Report, Direction and Village Actions

ON THE HORIZON 2026 – 2030

8. Use of Pilot Program Policy: Update Report, Direction and City Actions
9. Village Policy Book Development: Concept (City of Minnetonka), Applications to Village of Mount Prospect, Report with Options, Direction, Funding and Village Actions
10. State Legislative Agenda and Advocacy: Critical Issues, Monitoring and Lobbying Actions
11. Budget Reduction Plan – Reduced Expenditures: Economic Projections, Report with Recommendations – 5%, 10%, 15 % and 20%, Direction and Short-Term Village Actions
12. Village Government Accountability: Definition, Report with Recommendations, Direction and Village Actions
13. Residents Survey: Update Report, Direction and Village Actions

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GOAL 2
FAMILY-FRIENDLY NEIGHBORHOODS: SAFE AND LIVABLE FOR ALL

OBJECTIVES

1. Have well-designed and well-maintained neighborhood infrastructure – streets, sidewalks, trees, lighting
2. Have safe community and neighborhoods – residents feel and are safe
3. Have walkable, pedestrian-friendly neighborhoods that are connected to other neighborhoods and community destinations
4. Support neighborhood events and gatherings by providing opportunities for neighbors to meet and develop relationships with other neighbors
5. Have a resilient, sustainable community and neighborhoods
6. Have a more attractive, beautiful community and neighborhoods

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

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SHORT-TERM CHALLENGES AND OPPORTUNITIES

1. Annexed areas following the Codes of Cook County and property maintenance issues and poor infrastructure needing replacement
2. Increasing criminal activity coming from outside our community
3. Addressing property maintenance issues, including seniors who are having a difficult time in maintaining their single-family homes
4. Maintaining and enhancing the safety of each neighborhood
5. Residents sharing responsibility for neighborhood safety by locking their vehicles, locking their homes, and shutting garage doors
6. Working with IDOT and their lack of sense of urgency
7. Misinformation distributed on social media about neighborhoods
8. Gaps in sidewalks and infrastructure related to walkability

LONG-TERM CHALLENGES AND OPPORTUNITIES

1. Fraud crimes on seniors
2. Cook County tax system and taxes impacting residential and commercial development
3. Aging, antiquated housing stock needing modernization or replacement
4. Neighbors helping to address neighborhood issues
5. Increasing cybercrimes including crypto crimes
6. Working with property owners to maintain or upgrade their properties
7. State Attorney handling of individuals with certain crimes
8. Absentee, irresponsible property owners
9. Code requirements and the impact on housing upgrades
10. NIMBY attitude of some residents – not interested in what is best for the entire community
11. Upward pressure on housing prices (average sales price)
12. Making Mount Prospect a more bikeable community
13. Addressing the homeless and responding to their needs

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POLICY ACTIONS 2025 – 2026

	Priority
1. Traffic Safety – Laws, Enforcement and Compliance: Report with Options, Direction and Village Actions	*High Priority*
2. Crime Free Housing Ordinance Update: Report	*High Priority*
3. Micro-Mobility Regulations/Enforcement Problem Analysis, Municipal Experiences and Practices, Report with Findings and Recommendations, Direction and Village Actions	*High Priority*
4. Sustainability Plan Action Plan Implementation: Direction, Update Report, and Next Steps	
5. Performing Arts/Music Venue Development: Goals/Outcomes, Municipal Experiences, Report with Options and Recommendations, Direction, Funding and Village Actions	

MANAGEMENT ACTIONS 2025 – 2026

	Priority
1. Mt. Prospect Park District on Lion's Park: IGA Approval	*Top Priority*
2. Transit Study: Direction and Implementation Actions	*High Priority*
3. Zoning Approvals: Lincoln Middle School and Lions Park	*High Priority*
4. Comprehensive Plan Update: Completion	
5. International Building Code Updates: Adoption	
6. Rental Housing Code Updates: Adoption	
7. LPR: Direction and Funding	

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MANAGEMENT IN PROGRESS 2025 – 2026

1. Senior Activities Expansion: Completion
2. Financial Wellness Workshop: Completion
3. Common Residential Zoning Conflicts (Accessory Structures, Driveways, Relief Process, Etc.) Text Amendments: Board Decision
4. Monotony for New Detached Single-Family Residential Policy: Board Decision
5. Affirmatively Furthering Fair Housing HUD Rule Change and Completion of Assessment of Fair Housing: Completion
6. CDBG Consolidated Plan (2025 – 2029): Development and Board Decision
7. Current Zoning Regulations to Promote Single-Family Residential Neighborhoods: Completion
8. Visibility of Police Patrol Officers in Residential and Commercial Areas: Board Report
9. Annual Sidewalk Inspection Program
10. Kopp Park: Splash Pads at RecreationPlex: Board Report
11. Fridays on the Green
12. Special Events Commission Code Change: Board Decision
13. Special Event Application and Ordinance: Board Decision

MAJOR PROJECTS 2025 – 2026

1. Oakton Annexation Water Main Replacement: Completion

ON THE HORIZON 2026 – 2030

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

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

OBJECTIVES

1. Maintain and upgrade Village infrastructure, facilities and equipment through a funded replacement schedule
2. Have well-designed, well-maintained stormwater management and flood control system with 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
7. Have a well-lighted community – corridors and neighborhoods

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

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SHORT-TERM CHALLENGES AND OPPORTUNITIES

1. Making Mount Prospect a more walkable, pedestrian-friendly community
2. Unanticipated events – major storms, infrastructure failures, natural disasters – impacting the Village
3. Funding for large scale projects, and determining fund capacity using debt and other sources
4. Rising construction and maintenance costs
5. Prioritizing and funding future Village buildings: Fire Station 12
6. Little control over traffic flow and management – responsibility of IDOT
7. Addressing substandard infrastructure in annexed areas: assessing condition and available funding for improvements
8. Unfunded Federal and State of Illinois regulations and mandates impacting Village infrastructure
9. Securing grant funding for Village projects, programs, and services

LONG-TERM CHALLENGES AND OPPORTUNITIES

1. Maintaining, developing, and hiring of Village staff
2. Managing the community impacts and traffic flows of upcoming road projects during construction
3. Balancing between increased desire for sustainable/green infrastructure and higher costs/available funding
4. Changing residents' recycling habits
5. Flooding in certain areas and defining Village role and actions
6. Inadequate revenue for parking fund and capital projects
7. Understanding and managing the impacts of the Bears Stadium, including Metra ridership during a game
8. Developing funding sources for maintaining existing Village infrastructure and building new infrastructure
9. Future water quality regulations

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POLICY ACTIONS 2025 – 2026

	Priority
1. Fire Station 12 Renovation/Replacement: Report and Funding Mechanism	*Top Priority*
3. Neighborhood Lighting: Neighborhood Identification/Analysis, Report with Recommendations, Direction, Funding Mechanism and Village Actions	*Top Priority*
2. Stormwater Master Plan Update/Neighborhood Flooding Strategy: Development, Adoption and Funding Mechanism	
4. Downtown Pedestrian Crossings: Review, Problem Analysis, Update Report, Direction and Village Actions (Including Maple Crossings)	

MANAGEMENT ACTIONS 2025 – 2026

	Priority
1. Melas-Meadows Pedestrian Bridge Project: Bid and Construction	*Top Priority*
2. Central Gateway Development: Construction	*High Priority*

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MANAGEMENT IN PROGRESS 2025 – 2026

1. Major Storm Event Preparation Annual Tabletop Exercise
2. ADA Compliance Plan: Development
3. Arterial Bike Network Feasibility Study

MAJOR PROJECTS 2025 – 2026

1. Annual Neighborhood Drainage Improvement
2. Annual Street Improvement Program
3. Annual Host Household Hazardous Waste Collection Event(s)
4. Annual Overhead Sewer Reimbursement Program
5. Annual Public Works Vehicle Replacements
6. Annual Water Main Replacement
7. Annual Sewer Main Rehabilitation
8. Annual Streetlight LED Retrofits
9. Multi-Use Path Kensington Road at Railroad Tracks: Completion
10. Multi-Use Path Algonquin Road Phase II: Completion
11. Water Reservoir Number 4 Rehabilitation
12. Schoenbeck Road Resurfacing: Completion
13. Oakton Water System Expansion: Completion

MAJOR PROJECTS 2025 – 2026 (continued)

14. Rand-Elmhurst-Kensington Road Intersection Improvements Phase III Construction
15. Weller Creek Bank Stabilization Engineering Assessment – East of Main Street (IL 83)
16. Algonquin Road Path Phase III Construction
17. Central Road Railroad Crossing Study
18. Central Road Pedestrian Crossing Improvements – Weller Lane
19. Corridor Street Lighting – Rand Road – Wedgewood Lane to Camp McDonald Road
20. New Sidewalk – Wolf Road from Euclid Avenue to Prospect Heights Train Station: Completion
21. Storm Sewer Rehabilitation: Completion
22. Residential Street Lighting – Burning Bush Lane: Completion
23. Busse Road Reconstruction – Village Responsible for Lighting and Path: Completion
24. McDonald Creek Improvements – Removal of Weir: Completion
25. Bridge Improvements – Sediment Removal Wolf Road, Burning Bush Lane, Briarwood
26. Bridge Improvements – Business Center Drive: Completion

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MAJOR PROJECTS 2025 – 2026 (continued)

27. Deep Well 16 Rehabilitation (2025)
28. KBC Detention Pond 6 Rehabilitation: Completion
29. Crumley Detention Basin Repairs: Completion
30. Bridge Improvements – Business Center Drive: Completion
31. Wolf Road Rehabilitation – Phase I Engineering: Completion
32. Parking Lot Improvements – Public Works Back Lot: Completion
33. Kensington Road Left Turn Lane at Police Station: Completion

ON THE HORIZON 2026 – 2030

1. Bike Master Plan Phase 2 Update: Report, Direction and Funding
2. Local Sewer Line Replacement: Update Report, Direction, Village Action, and Loan Program
3. Traffic Management and Control: Performance Evaluation, Problem Analysis, Report with Findings and Options, Direction, Funding and Village Actions (Including Metra Crossings)
4. Community Connection Facilities Development: Direction, Funding and Village Actions
    a. South Mount Prospect
    b. North Mount Prospect

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

OBJECTIVES

1. Redevelop in South Mount Prospect
2. Facilitate safe and efficient traffic and pedestrian travel in each destination and support a more pedestrian-friendly Village and community
3. Maintain and enhance Downtown vibrancy – a sense of place
4. Revitalize and beautify Randhurst Village as a mixed-used activity center
5. Partner with business organizations to make our commercial business districts attractive destinations
6. Attract data centers in South Mount Prospect

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

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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. Design of Randhurst with poor connectivity and vacant outlots
3. Addressing the north-south transportation gaps
4. Aging and deteriorating commercial centers and corridors
5. Adapting to new dining and entertainment trends – al fresco, food trucks, food hall, etc.
6. Maximizing parking in Downtown and educating the community
7. Educating residents and guests about Downtown parking options
8. Increasing expectations of property values and rents due to recent development successes

LONG-TERM CHALLENGES AND OPPORTUNITIES

1. Translating Randhurst Village plans into reality – a viable destination for our Mount Prospect residents
2. Having entertainment businesses and venues for all generations
3. Vacant buildings and some visual blight
4. Increasing interest rates and the impacts on economic development projects and business investments
5. Evolving retail business models with greater reliance on online sales
6. Vacancies in and under-performing older shopping centers/commercial centers
7. Businesses having difficulty in hiring and retaining workforce
8. Uncertain global, national, and state economy
9. Defining and funding the Village role in creating vibrant destinations
10. Rise in interest rate impacting business investment

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POLICY ACTIONS 2025 – 2026

	Priority
1. 111 E. Busse Redevelopment Project	*Top Priority*
2. St. Mark's Church: Direction and Village Actions	*High Priority*
3. Downtown Parking Policy and Enforcement: Analysis, Report with Findings and Recommendations, Direction and Village Actions	*High Priority*
4. Randhurst Revitalization Strategy/Action Plan: Meeting with Owners, Direction, Performance Measures, and Village Actions	
5. South Mount Prospect Development Projects	

MANAGEMENT ACTIONS 2025 – 2026

	Priority
1. Prestige Feed Lawsuit: Final Resolution	*Top Priority*
2. Cloud HQ Project: PUD Amendments and Construction Monitoring	*Top Priority*
3. 200 S. Main Redevelopment (Fat Pour Tapwork)	*High Priority*
4. Kohl's Center Outlots/Vacant Parcel: Incentive, Direction, and Village Actions	*High Priority*

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MANAGEMENT IN PROGRESS 2025 – 2026

1. MPEI: Implementation
2. Annual Business Visitation Program: Completion
3. Holiday Inn Building Vacancy: Marketing
4. 104 East NW Highway – Busse Flowers Construction and Tenant: Completion
5. Dawson Creek Tenant: Completion
6. Golf Plaza II Site Improvements
7. 500 West Central Project: Completion
8. 1 East Rand Contact Owners and Direction
9. Golf Plaza II Revitalization
10. Former Holiday Inn Vacancy Revitalization

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ON THE HORIZON 2026 – 2030

1. 105 S. Main Property Redevelopment: Update Report, Direction and Village Actions
2. Mount Prospect Becoming a Regional Destination Strategy/Action Plan: Goals/Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions
3. Food Truck Policy: Development, Direction and Village Actions
4. Former CVS/O'Reilly's Auto Parts Redevelopment: Options, Direction and Village Actions
5. Downtown Restaurant Diversification Action Plan: Goals/Measure of Success, Direction, Village Actions and Incentive Funding
6. Downtown Retail Businesses Diversification Action Plan: Goals/Measure of Success, Direction, Village Actions and Incentive Funding
7. Downtown Businesses Use of ROW Policy: Review, Fee for Use, Direction and Village Actions

ON THE HORIZON 2026 – 2030

8. Data Center Attraction Strategy/Action Plan: Goals, Direction and Village Actions
9. Commercial Development in South Mount Prospect Strategy/Action Plan: Goals, Direction and Village Actions
10. Business Incubator Space Development: Concept, Best Practices Applications to Village of Mount Prospect, Report with Options, Direction, Funding and Village Actions
11. Old Industrial Buildings in Downtown: Report on Options, Direction, Funding and Village Action
12. "The Bears" Strategy/Action Plan: Goals/Outcomes, Potential Impacts/Opportunities, Report with Options and Recommendations, Direction, Funding and Village Actions
13. Kid-Friendly Business Attraction for Downtown: Goals/Outcomes, Best Practices, Report with Options and Recommendations, Direction, Funding and Village Actions
14. Food Hall Development: Concept, Best Practices Applications to Village of Mount Prospect, Report with Options, Direction, Funding and Village Actions

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ACTION AGENDA 2025 – 2026
VILLAGE OF MOUNT PROSPECT

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Policy Agenda 2025 – 2026
Village of Mount Prospect

TOP PRIORITY

"AAA" Bond Rating Strategy/Bond Issuance:
Report with Options, Direction and Village Actions

Local Grocery Sales Tax:
Discussion and Direction

Public Safety Pension Funding Strategy:
Direction

Community Engagement Strategy/Action Plan:
Goals/Outcomes, Report and Annual Engagement Plan

111 E. Busse Redevelopment Project

Fire Station 12 Renovation/Replacement:
Report, Direction and Funding Mechanism

Neighborhood Lighting: Neighborhoods:
Identification/Analysis, Report with Recommendations,
Direction, Funding Mechanism and Village Actions

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HIGH PRIORITY

St. Mark's Church: Direction and Village Actions

Traffic Safety – Laws, Enforcement and Compliance:
Report with Options, Direction and Village Actions

Public Protests Events:
Legal Report, Direction and Village Actions

Crime Free Housing Ordinance Update: Report

Micro-Mobility Regulations/Enforcement Report:
Problem Analysis, Municipal Experiences, Report with Findings and Recommendations,
Direction and Village Actions

Revenue Diversification Report:
Direction and Village Actions

Downtown Parking Policy and Enforcement:
Analysis, Report with Findings and Recommendations,
Direction and Village Actions

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Management Agenda 2025 – 2026
Village of Mount Prospect

TOP PRIORITY

Police Negotiations and Contract: Approval

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

Prestige Feed Lawsuit: Final Resolution

Mt. Prospect Park District on Lion's Park: IGA Approval

Melas-Meadows Pedestrian Bridge Project: Bid and Construction

Cloud HQ Project:
PUD Amendments and Construction Monitoring

200 S. Main Redevelopment (Fat Pour Tapwork)

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HIGH PRIORITY

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

Kohl's Center Outlots/Vacant Parcel:
Incentive, Direction, and Village Actions

Transit Study: Direction and Implementation Actions

Technology for Public Safety, Public Works and Human Services

Zoning Approvals: Lincoln Middle School and Lions Park

Central Gateway Development: Construction

Community Information Portal Update: Report

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Management in Progress 2025 – 2026
Village of Mount Prospect

Live Closed Captioning for Meetings: Implementation

Video Screens and Projectors Replacement in the Village Board Room

4th Civic Academy for Residents: Completion

Civics Events Sign Replacement: Completion

Village Website Development: Completion

Field Cameras for TV Services Replacement: Completion.

Credit Card Fee Policy: Completion

Record Retention, Filing System and Office Reconfiguration: Completion

Police Ticketing/Enforcement System: Completion

Internal Controls Review: Completion

Payroll Processes and Practices Review: Completion

Utility Billing Printing RFP: Completion

Audit RFP: Completion

Bond Issuance: Completion

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Village Financial Policies and Plan Update: Update Report,

Fire Department Staffing and Overtime Reduction: Funding Decision

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

Fire Department Policies Conversion to Lexipol

Full-Scale Emergency Operation Center Drill in 2025: Completion

Foam Response Vehicle (Wagon 12) Replacement: In Service

Emergency Preparedness and Response Plan: Elected Officials Training

Hose Wagon Buildout: Completion

Tablet Command Software: Completion

New Tower: In Service

Standards of Coverage Report: Completion

Security Upgrades at Fire Stations: Completion

Smoke Alarm Program for Manufactured Homes Implementation: Completion

Fire Report to Township Board: Completion

Fire Hydrants in South Mount Prospect Installation: Completion

Ambulance in 2028 Order: Completed

Fire Apparatus Replacement Plan: CIP DECISION

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Diversity, Equity, and Inclusion: Update Report

Dependent Audit – Ensures Dependents on the Health Insurance Plan are Eligible: Completion

PlanSource Increased Use of Features Available: Completion

HMO Blue Advantage Network Transition: Completion

EEO-4 Reporting: Completion

CGFA Reporting

Employee Handbook Update: Completion

Transition Open Enrollment to Self-Service Portal through PlanSource: Completion

Paylocity Applicant Tracking System Expansion: Completion

Post Incident Reunification Plan

Mental Health Matters Community Event: Completion

Annual Celebration of Cultures: Completion

Aging in Community Action Plan Goals by Work Groups: Implementation

Opioid Settlement Fund Programming: Completion

Financial Literacy Program Development: Completion

Pathway Forward Program Development: Completion

Substance Abuse Prevention Community Event: Completion

Older Adult Social Engagement Expo: Completion

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Senior Activities Expansion: Completion

Homelessness Prevention Grant Funding for Individuals on the Verge of Homeless Program: Completion

Annual Mount Prospect Senior Appreciation Day: Creation

Windows 11 Upgrades to All Staff PCs (~275): Completion

Office 2024 Rollout to Shared Staff PCs (~80): Completion

Firewall Replacement: Completion

Server Upgrades for Operating System 2016 and Below (~15): Completion

Police with Axon Implementation: Completion

Comcast Fiber Options for Fire Station 12 & Fire Station 14 Review: Completion

Adobe Acrobat Upgrades (~50): Completion

Artificial Intelligence: Board Report

2025 Village Organization Annual Report

Ribbon Cuttings Website Update: Completion

Onboarding Users on Canva for Teams

Language Line Procurement of Translation Services (Marketing Plan): Completion

Photo File Reorganization

Village Newsletter Refresh: Completion

Method for Printing and Mailing Senior Buzz Newsletters Update: Completion

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Senior Hub Redesign: Completion

Marketing-Related Website Pages Refresh: Completion

Contract Photographer and Drone Photographer to Take New Stock Images of Key Locations in Mount Prospect: Completion

PUD Maps Update: Completion

Village Economic Incentives for Small Businesses: Board Report

Police Department's Webpage Reorganization: Completion

Annual Kickin' with Cops Summer Soccer Program: Completion

Annual Five-O 5K Run: Completion

Annual National Night Out: Completion

Annual Citizen Police Academy

First Responder Academy for Teens

Performance Evaluation Forms Utilized for Sworn Officers Update: Completion

One (1) New Part-Time Police Officer (Who Will Be Assigned to the Community Connections Center) Hire and Onboard: Completion

New Police Vehicles Purchase for 2026: Completion

Drone Program – Additional Operators and Equipment Expansion: Completion

Crime Mapping Program for Internal and External Purposes: Completion

Patrol Rifles Replacement: Completion

Outdoor Beat Meeting Program Expansion: Completion

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Conduct Active Threat Training Exercise with the Fire Department Completion

License Plate Readers Installation: Completion

Certify Officer Roe and K9 Nova through the National Police Bloodhound Association: Completion

Hire and Onboard Four (4) New Police Officers to Fill Current Vacancies:

Peer Support Family Day: Completion

Axon Body Worn Cameras, In-Car Cameras, and Digital Evidence Management System Deployment and Implementation: Completion

Send a Sergeant to a Staff and Command Course: Completion

Police Command Staff Member to a Management/Leadership Course: Completion

Sewer Line Repair (Resident Incentives/Insurance): Board Report

Annual Strategic Plan: Update

Succession Planning Update: Board Report

Senior Activities Expansion: Completion

Financial Wellness Workshop: Completion

Common Residential Zoning Conflicts (Accessory Structures, Driveways, Relief Process, Etc.) Text Amendments: Board Decision

Monotony for New Detached Single-Family Residential Policy: Board Decision

Affirmatively Furthering Fair Housing HUD Rule Change and Completion of Assessment of Fair Housing: Completion

CDBG Consolidated Plan (2025 – 2029): Development and Board Decision

Current Zoning Regulations to Promote Single-Family Residential Neighborhoods: Completion

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Visibility of Police Patrol Officers in Residential and Commercial Areas: Board Report

Annual Sidewalk Inspection Program

Kopp Park: Splash Pads at RecreationPlex: Board Report

Fridays on the Green

Special Events Commission Code Change: Board Decision

Special Event Application and Ordinance: Board Decision

Major Storm Event Preparation Annual Tabletop Exercise: Completion

ADA Compliance Plan: Development

Arterial Bike Network Feasibility Study: Completion

MPEI: Implementation

Annual Business Visitation Program: Completion

Holiday Inn Building Vacancy: Marketing

104 East NW Highway – Busse Flowers Construction and Tenant: Completion

The Dawson Tenant: Completion

Golf Plaza II Site Improvements

West Central Project: Completion

1 East Rand Contact Owners and Direction

Golf Plaza II Revitalization

Former Holiday Inn Vacancy Revitalization

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Major Projects 2025 – 2026
Village of Mount Prospect

EOC/Public Works Door Access System: Direction and Funding

Employee Gym/Shower at Village Hall Project: Completion

Finance Customer Service Area Remodeling

Oakton Annexation Water Main Replacement: Completion 3

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

Multi-Use Path Kensington Road at Railroad Tracks: Completion

Multi-Use Path Algonquin Road Phase II: Completion

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Water Reservoir Number 4 Rehabilitation

Schoenbeck Road Resurfacing: Completion

Oakton Water System Expansion: Completion

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 Road from Euclid Avenue to Prospect Heights Train Station: Completion

Storm Sewer Rehabilitation: Completion

Residential Street Lighting – Burning Bush Lane: Completion

Busse Road Reconstruction – Village Responsible for Lighting and Path: Completion

McDonald Creek Improvements – Removal of Weir: Completion

Bridge Improvements – Sediment Removal Wolf Road, Burning Bush Lane, Briarwood

Bridge Improvements – Business Center Drive: Completion

Deep Well 16 Rehabilitation

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KBC Detention Pond 6 Rehabilitation: Completion

Crumley Detention Basin Repairs: Completion

Bridge Improvements – Business Center Drive: Completion

Wolf Road Rehabilitation – Phase I Engineering: Completion

Parking Lot Improvements – Public Works Back Lot: Completion

Kensington Road Left Turn Lane at Police Station: Completion

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PERFORMANCE REPORT 2024 – 2025

Mayor and Village Board

Mount Prospect, Illinois
May 2025

Lyle Sumek Associates, Inc.
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A

Performance Rating for 2024 – 2025

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Performance Rating for 2024 – 2025 Mayor and Village Board

8.5

Rationale for Rating

1. Fiscally responsible budget, tax rate, funding of Emergency Fund
2. Elk Grove Fire District resolution, enhance fire services and Fire Station 11 open
3. Maintained/enhanced Village services without a tax rate reduction
4. Water Interconnect and the successful use during a water crisis
5. South annexation to the Tollway
6. 111 E. Busse redevelopment direction and agreement
7. Downtown progress and momentum – new restaurants, community events
8. Affordable senior housing project
9. Fire and Police staffing increases
10. Commercial and residential development
11. Major infrastructure project: completed within budget
12. Personal attacks by the community – few residents
13. Needing to expand Village transparency through the transparency portal
14. Litigation actions including good legal counsel

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Performance Rating for 2024 – 2025 Management Team

9.2

Rationale for Rating

1. Village government financial condition and Emergency Contingency Fund
2. Engaging the community and seeking input from our residents
3. Cohesive Management Team and interdepartmental collaboration
4. Water Interconnect Project and use in an emergency situation
5. Mount Prospect Downtown concluded vitality enhancements
6. Annexation in south Mount Prospect
7. Closure on major issues: Elk Grove Rural Fire, 111 E. Busse Closing
8. Ten year Strategic Planning institutionalized and producing results that add value to the Mount Prospect community
9. Strong Village organization culture valuing our Village employees
10. Valuing community sustainability – Committee and moving forward through actions
11. "Leading the Way" award based upon community survey
12. Strong sales tax revenues – 4th highest in the State of Illinois
13. Negative forces in the community impacting the Village government
14. Enhanced the quality of life for all generations of residents – making Mount Prospect a great place to live for a lifetime

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B Performance Report 2024 – 2025

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

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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.

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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.**

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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**

**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**

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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

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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

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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

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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**

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Village of Mount Prospect
Management in Progress 2024 – 2025

▶ Management in Progress 2024 – 2025

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

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▶ Management in Progress 2024 – 2025 *(Continued)*

1 28. New Ambulance into Service
1 29. Post Incident Reunification Plan
1 30. Transit Study
1 31. Mental Health Matters Community Event
1 32. Alzheimer's Foundation of America National Memory Screening Program
1 33. Annual Celebration of Cultures
1 34. Informational Sheet on AED Use and CLIA Required Procedure Manual
1 35. Aging in Community Action Plan Goals by Work Groups: Implementation
1 36. Community Connections Center 15-Year Anniversary Celebration
1 37. Beast/Lynx Server Replacement
1 38. Comcast Fiber – Station 11
1 39. EOC/Public Works – Fiber Connection
1 40. Fire Station 11 – Network Connection/Door Access/Setup
1 41. Desk Phone Replacements – All Fire Stations
1 42. Laserfiche to Cloud – Feasibility Study
1 43. High Risk Vehicle Stops Scenario Training: Completion
1 44. New E-Locker Asset Management System: Implementation
1 45. New Frontline Software Program
1 46. Host Bicycle Safety Courses (Collaborate with Local Partners)
1 47. BOFPC Rules and Regulations: Update
1 48. Mental Health Check-In Program for Sworn Personnel
1 49. Search and Rescue K-9
1 50. Police Explorer Cadet Post: Creation
1 51. New Recruit Testing Process
1 52. New Police Vehicle Purchases (8)
1 53. Two (2) Sergeants to a Staff and Command Course
1 54. One (1) Command Staff Member to a Management/Leadership Course
1 55. Police Department's Webpage Reorganization
1 56. HR Assistant Training
1 57. IMRF Website
1 58. Applicant Tracking System (ATS): Implementation
1 59. CGFA Reporting
1 60. Video Switcher in the TV Services Control Room
1 61. Video Screens and Projectors in the Village Board Room
1 62. New Field Cameras Upgrade: Purchase
1 63. Live Closed Captioning of Village Board Meetings
1 64. Dishn' Out Mount Prospect: Reboot of Restaurant Show

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▶ Management in Progress 2024 – 2025 *(Continued)*

1 65. Standard Operating Procedures for Ribbon Cuttings (Marketing Plan): Creation
1 66. Lobby Screen System: Evaluation and Restructuring
1 67. Onboarding Users on Canva for Teams
1 68. Initiatives in Aging In Community Work Group (Marketing Plan): Completion
1 69. Street Banners and Maintenance of Banner Schedule (Marketing Plan): Update
1 70. Internal Communications through MPCT
1 71. Community Ambassador Program Creation and Launch (Marketing Plan)
1 72. Procurement of Translation Services (Marketing Plan)
1 73. Photo File Reorganization
1 74. Internal Policy for Use of Copyrighted Materials
1 75. Village Revenue Generation Diversification Plan: Update at Budget Workshops
1 76. Emergency Fund: Additional Funding
1 77. Sewer Line Repair Policy: Review and Direction (Resident Incentives/Insurance
2 78. ADA Compliance Plan: Development
2 79. Major Storm Event Preparation: Annual Tabletop Exercise
2 80. Fire Station 12 Improvements/Upgrade: Project Identification, Project Priority, Direction, Funding and Timing
2 81. Public Transportation Program Report: Goals, Best Practices, Report with Options, Village Role, Direction and Funding Mechanism
3 82. Annual Sidewalk Inspection Program
3 83. Annual Community Police Beat Meetings
3 84. Traffic Crash Investigation Van: Evaluation
3 85. Senior Activities Expansion: Completion
3 86. Financial Wellness Workshop
3 87. Human Services Orientation for New Police Officers: Development
3 88. Public Health Nurse CPR Instructor Certification: Completion
3 89. Police Officer Wellness Presentations
3 90. Fridays on the Green
3 91. Building Code 2025 Updates
3 92. Crime Free/Rental Licensing Updates
3 93. Prestige Feed Compliance/Litigation
3 94. Hoarding Task Force: Monitoring and Addressing When Needed
3 95. Current Zoning Regulations to Promote Single-Family Residential Neighborhoods: Evaluation
3 96. License Plate Reader Cameras: Installation
3 97. Visibility of Police Patrol Officers in Residential and Commercial Areas
3 98. Crime Prevention Activities Enhancement

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▶ Management in Progress 2024 – 2025 *(Continued)*

3	99.	Two (2) Outdoor Neighborhood Meetings as a Pilot Program
3	100.	Kopp Park: Splash Pads at Rec Plex, Direction, Front Funding, Time, and Next Steps
4	101.	MPEI: Implementation
4	102.	Business Visitation Program: Implementation
4	103.	105 Main Redevelopment: Code Enforcement and Adjudication (Sakura Site)
4	104.	Holiday Inn Building Vacancy: Legal Strategy
4	105.	Car Wash (2): Ever Clean – Open; Spot Wash – Permit and Construction
4	106.	Economic Development Technology Improvements and Implementation
4	107.	100 E. NW Highway – Busse Flowers Construction and Tenant
4	108.	The Dawson Construction and Tenant
4	109.	Golf Plaza II Vacancy, Outlot, + Site Improvements
4	110.	500 West Central: Permit and Construction
4	111.	1780 Wall Street: Entitlement and Permitting
4	112.	310 NW Highway: Acquisition, NFR, Clean Up, Central Plaza Design
4	113.	Khepri Café: Development Agreement, TIF Incentive, Liquor License
4	114.	HQ Residences Development: Construction Incentive and Lease in 2024, Restaurant Incentive
4	115.	200 South Main: Zoning Approval, Development Agreement, TIF
5	116.	3rd Civic Academy for Residents
5	117.	Annual Mount Prospect Senior Appreciation Day: Creation
5	118.	Annual Kickin' with Cops Summer Soccer Program
5	119.	Annual Five-O 5K Run
5	120.	Annual National Night Out
5	121.	Annual Community Connections Center: Youth Programs
5	122.	Annual Celebration of Cultures (5th Year)
5	123.	Annual Citizen Police Academy
5	124.	First Responder Academy for Teens
5	125.	Aging in the Community Actions Implementation: Working Groups and Direction on Specific Actions
5	126.	Diversity, Equity and Inclusion: Quarterly Update

Village of Mount Prospect
Major Projects 2024 – 2025

▶ Major Projects 2024 – 2025

1	1.	EOC/Public Works Door Access System: Direction and Funding
1	2.	Employee Gym/Shower at Village Hall Project: Completion
1	3.	Village Hall Gym Buildout
2	4.	Redundant Water Supply Project: Design and Construction (Northwest Water Commission)
2	5.	Public Works Facility Fence Replacement
2	6.	Annual Neighborhood Drainage Improvement
2	7.	Annual Street Improvement Program
2	8.	Annual Host Household Hazardous Waste Collection Event(s)
2	9.	Annual Overhead Sewer Reimbursement Program
2	10.	Annual Public Works Vehicle Replacements
2	11.	Annual Water Main Replacement
2	12.	Annual Sewer Main Rehabilitation
2	13.	Annual Streetlight LED Retrofits
2	14.	Rand/Central//Mount Prospect Road Project – Phase 3: Construction
2	15.	Maple-Berkshire Relief Station Rehabilitation
2	16.	Kensington Business Center Detention Pond Improvements – Pond 2: Construction
2	17.	Multi-Use Path Kensington Road at Railroad Tracks: Design and Construction
2	18.	Multi-Use Path Algonquin Road Phase II Engineering and ROW Acquisition: Design
2	19.	Water Reservoir Number 4 Rehabilitation
2	20.	Main Street (IL 83) and Busse Avenue Pedestrian Crossing
2	21.	Schoenbeck Road Resurfacing
2	22.	Oakton Water System Expansion
2	23.	Non-Curb Street Drainage Improvements 800-900 Block South Elm St
2	24.	Rand-Elmhurst-Kensington Road Intersection Improvements Phase III Construction
2	25.	Weller Creek Bank Stabilization Engineering Assessment – East of Route 83
2	26.	Algonquin Road Path Phase III Construction

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▶ Major Projects 2024 – 2025 *(Continued)*

2 27. Central Road Railroad Crossing Study
2 28. Central Road Pedestrian Crossing Improvements – Weller Lane
2 29. Corridor Street Lighting – Rand Road – Wedgewood Lane to Camp McDonald Road
2 30. New Sidewalk – Wolf Rd from Euclid Ave to Prospect Heights Train Station
2 31. Storm Sewer Rehabilitation
2 32. Residential Street Lighting – Burning Bush Lane
2 33. Busse Road Reconstruction – Village Responsible for Lighting and Path (2025)
2 34. McDonald Creek Improvements – Removal of Weir (2025)
2 35. Bridge Improvements – Sediment Removal Wolf Rd, Burning Bush Ln, Briarwood (2025)
2 36. Bridge Improvements – Business Center Drive (2025)
2 37. Deep Well 16 Rehabilitation (2025)
3 38. Fire Station 11: Completion
3 39. Soccer Pitch at Euclid Elementary: Design and Procurement
3 40. Lions Park Playground CDBG Improvements: Construction

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City Successes for 2024 – 2025
Mayor and Village Board
Village of Mount Prospect

1. Downtown Momentum: New Restaurants, Convenient Access with Easy Parking
2. Elk Grove Rural Fire District Resolution: Completed and Operational
3. Macy's at Randhurst: Open, New Retail
4. Water Interconnect: Completed and Used during a Potential Crisis
5. Major Infrastructure Projects: On Time and Within Budget
6. Fiscally Responsible Budget and Lower Property Tax Rate
7. Fire Station 11 Project: Completed
8. Election with High Turnout: 7,800 voters
9. South Mount Prospect TIF: Continued Progress
10. Gateway Park: Underway
11. Emergency Fund: Funded $14 million
12. Ethics Ordinance: Adopted
13. Fire Labor Contracts: Completed
14. Cloud HQ; Continued Progress
15. Downtown Chase Building: Agreement
16. Significant Grants Success: Pedestrian Bridge; Capital Projects
17. Village Response to Major Storm Event: Timely Debris Clean-Up

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18 Village Leadership and Teamwork: Mayor-Village Board and Village Management and Staff

19. Community Engagement: Continued Progress

20. More Pedestrian, Bike-Friendly Community

21. Village Sustainability Plan: Completed and Implementation

22. Fire Staffing; Increased

23. Senior Housing Developments: More Housing Choices for Seniors

C

Striving for Excellence
Department Performance
2024 – 2025

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DEPARTMENTAL SUCCESSES 2024 – 2025
Mount Prospect, IL
May 2025

DEPARTMENT: CD Building & Inspection Services

Please list your department's most important achievements that were completed during 2024 – 2025 under "Success." Under "Impacts", please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success:	Excellent customer service. We have 13,000 to 15,000 opportunities (inspections, visits) to engage the community; we have an excellent and caring Team.
Impacts:	Thoughtful and supportive customer care – community engagement

Success:	Inclusive in the quality and delivery of service whether large or small projects.
Impacts:	Make residents and customers feel like they belong in Mount Prospect whether large projects (CVS, 350 N Wolf, Montessori, HQ, Dawson, Avery) to smaller projects (sewer repairs/windows).

Success:	Well established permit process; ability to pivot to assist customers with special projects like sewers, flood control projects, emergency issues in a compassionate and safe manner.
Impacts:	Documented permit process; process is still flexible to help residents with fire, emergency, and variable jobsite conditions/demands.

Success:	Excellent inter-departmental communication
Impacts:	Work with other departments to respond to meet the rigorous customer and community needs. For example, Nuisance Structure and Hoarding Committee, Aging in Community, and Village flood programs.

Success:	Successfully maintain level of online permit applications at 75%-80% through our portal. Nearly 80% of licenses are paid online for all departments in Citizenserve. We are looking at ways to auto-renew licenses.
Impacts:	Provide access to services 24/7, options for business and community engagement include walk in, online, virtual, and phone conferences. Inclusive design to provide more options to the community.

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Success:	Engage community in various methods such as office appointments, online, Coffee Talk and Construction workshops, Coffee with Council, Committee of the Whole and Village Board meetings. Engage with seniors and community members with special needs to ensure they feel valued, and services are delivered.
Impacts:	Ensuring excellent service to the community, making team members available to help our residents.

Success:	Support Village events to ensure safe and quality events; engage the community at the events and support the Village at the events. For example, Block Party, Celebration of Cultures, Oktoberfest, Randhurst events, Farmer's Market, 4th of July festivals, and holiday events.
Impacts:	Ensure safe, quality, and caring events.

Success:	Attend and support the Fire Department's Emergency Preparedness Expo.
Impacts:	Presented information on generators, electrical safety, and engaged with community members and other stakeholders at the event.

Success:	Supported the community at fire events; participated on structural/damage assessments, supported first responders (Fire, Police, and Human Services) at event.
Impacts:	Support and engage other departments/community/survivors while they cope with the fire/disaster event.

Success:	Participate in Aging in Community workshops and meetings.
Impacts:	Help recognize ways that the Village can help residents age in place or alternative housing options such as senior housing and apartments.

Success:	Attend and present at the Civics Academy.
Impacts:	Present what CDBIS does for the community and how we help make the community safer while engaging the community.

Success:	Rental housing licensing and inspection program; making housing safer, cleaner, and more code compliant. Work with the Police and Fire Departments to ensure safer housing.
Impacts:	The rental licensing and inspection program helps all residents have equitable access to clean and fair housing that is inclusive. The rental licensing and inspection program helps maintenance standards; we are advocates for the residents and serve with compassion.

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Success:	Help our residents, existing businesses, new businesses; assist with facilitating extra inspections to complete projects (e.g., The Picklr, Khepri, Whiskey Hill, Salerno's, 350 N Wolf). Met with businesses and their designers for conceptual discussions and field problem solving (e.g., Mia's, Patina Wine Bar, and Lady Dahlia). All Departments helped. The Village plan review lead time is maintained at 10 working days and 3 days for solar review.
Impacts:	Leave a lasting impression on residents and businesses that we are friendly and reasonable while helping health/well-fair and safety of the community be maintained.

Success:	Working on significant court cases through adjudication, circuit, and chancery courts; for example: 1707 Martin cat house, cheese/feed, hoarding/nuisance structure cases. Provide expert testimony, coordinate consultants, engage other agencies including Cook County, IEPA, EPA, Attorney Generals', Cook County Commissioners, CPS, and Adult Protective Service offices to cooperate and help.
Impacts:	To protect the community and ensure follow up through the court system whatever is determined by the court.

Success:	Worked with Village Attorney and all Departments including Community Development to review the business license and permit process.
Impacts:	Community Development/Planning are requesting more detail in submittals including zoning proposals, business license applications, and permit applications to describe the business/property uses to ensure proper zoning class and approvals.

Success:	Working on significant code enforcement cases to conclusion; For example, severe hoarding, cats, feces, neighbor v. neighbor (v. neighbor), deteriorated structures/death scenes, at least a dozen unhoused/homeless issues/encampments.
Impacts:	Ensuring safe and code compliant housing and businesses for the community.

DEPARTMENTAL SUCCESSES 2024 – 2025
Mount Prospect, IL
May 2025

DEPARTMENT: VMO – Digital Communications/TV Services

Please list your department's most important achievements that were completed during 2024 – 2025 under "Success." Under "Impacts", please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success:	Replaced Electronic Messaging systems in Village Hall, Public Works and Police Department with cloud-based system.
Impacts:	Allowed more control over content on a wider array of monitors throughout public buildings. Allowed for public facing and employee facing monitors.

Success:	Rebooted Dish'n Out Mount Prospect Restaurant show
Impacts:	This show gives restaurants in Mount Prospect the ability to market themselves with a video for no cost to themselves. Allow the residents of Mount Prospect and surrounding communities to be able to be aware of a restaurant they have never tried before.

Success:	Facilitated the 3rd Mount Prospect Citizens Civics Academy
Impacts:	Educated residents about Village services.

Success:	Began scanning and archiving loose photos of events pre-2006
Impacts:	Saves historical photos and be a resource for people wanting to see events from before 2006.

Success:	Transparency through Online Meetings
Impacts:	Easy access to meeting; accuracy in meeting report

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DEPARTMENTAL SUCCESSES 2024 – 2025
Mount Prospect, IL
May 2025

DEPARTMENT: Finance

Please list your department's most important achievements that were completed during 2024 – 2025 under "Success." Under "Impacts", please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success:	Elk Grove Rural SSA
Impacts:	Implemented with $1 million in SSA levy and obtained approval from Cook County.

Success:	Elk Grove Rural Dissolution
Impacts:	Legislation approved dissolution of the Elk Grove Rural Fire Protection District in July 2024. The 2023 Final Audit and 2024 AFR are concluded. Expected to receive $1.01 million in 2nd quarter 2025 (after approval from County Board).

Success:	Optimizing Investment Income
Impacts:	With active investment strategies, the Village earned over $6 million in investment income in 2024.

Success:	Economic Emergency Fund
Impacts:	2nd installment of $6.5 million was funded from 2023 surplus in July 2024; with interest income, the fund stands at $13.7 million.

Success:	Property Tax Levy
Impacts:	The 2024 property tax levy reflects a 6.34% reduction, making it the lowest levy in the last 10 years.

Success:	Abatements
Impacts:	The Village was able to utilize $5.1 million from sales tax to abate debt service and pension levies. This resulted in approximately $65 in annual savings per household.

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Success:	CIP $33.4 Million
Impacts:	The Village was able to fund $33.4 million without any tax increase for the year 2025.

Success:	Firefighter/Paramedic Hiring
Impacts:	The 2025 budget includes funding for 3 new firefighters/paramedics for the engine at Station 11.

Success:	Station 11 Rehab
Impacts:	The Village was able to fund station 11 rehab with $1,750,000 without compromising any existing project. (Funded from the investment income)

Success:	General Fund Reserves
Impacts:	General fund reserves are expected to be at 55% of the annual budget. (Above the policy recommended amount of 30-50%)

Success:	100% Compliance Achievement
Impacts:	The Village is 100% compliant with local, state and federal regulations, including grant compliances.

Success:	Triple Crown Winner
Impacts:	The Village maintained its triple crown status by winning the PAFR, ACRF and the budget award.

Success:	Paymerang
Impacts:	Successfully secured and implemented online AP payment system without incurring any additional cost.

Success:	Online Real Estate Transfer Tax
Impacts:	The Village successfully implemented online real estate transfer tax program, utilizing existing Citizenserve program without incurring any additional cost.

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Success:	New Escrow Software
Impacts:	Successfully implemented new escrow software that replaced old and obsolete software.

Success:	Obtained unanimous approval on the levy, abatements and budget.
Impacts:	The Village was able to fund 100% actuarial pension liability that will fund the Village 100% by 2040. The Village programs and CIP were funded while achieving a 6.34% reduction in the property tax levy. The Village Board unanimously approved the budget, levy and abatements as proposed.

DEPARTMENTAL SUCCESSES 2024 – 2025
Mount Prospect, IL
May 2025

DEPARTMENT: Fire

Please list your department's most important achievements that were completed during 2024 – 2025 under "Success." Under "Impacts", please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success:	Hosted 7 D214 interns in the past 12 months. Also hosted an 8-week First Responder Academy for Teens.
Impacts:	Strengthens collaboration with D214 to garner interest in the fire service and improve recruitment efforts

Success:	Hosted a 2024 and 2025 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 Nic Schlenbecker and Kevin Swat to the rank of Lieutenant
Impacts:	Successfully filled Lieutenant positions and reinforced succession plan

Success:	Added two Paid-On-Call Firefighters
Impacts:	Strengthens our department/community support groups

Success:	Completed 209 pre-plans and nearly 2,400 inspections
Impacts:	Improved community development/customer relations and Fire Prevention efforts

Success:	Installed 52 smoke detectors as part of our senior smoke detector program
Impacts:	Improved safety in homes with elderly residents (high risk)

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Success:	Hosted successful Food, Coat and Toy drives
Impacts:	Creates strong community partnerships through community support and enhances Human Services resources

Success:	Firefighters obtained 61 new OSFM certifications
Impacts:	Increases skill, knowledge, and professional development

Success:	Re-licensed 21 paramedics for a term of 4 years
Impacts:	Increases skills and Paramedic knowledge

Success:	Three paramedic students became licensed paramedics
Impacts:	Increases skills and Paramedic knowledge

Success:	Complete renovation of Station 11 was completed which became fully operational on July 11, 2024.
Impacts:	Part of enhancing services in south Mount Prospect

Success:	Completed the Lieutenant Promotional Process and administered a new hire exam
Impacts:	Reinforces succession planning

Success:	Battalion Chief Joe Vena and Lieutenant Matt Woleben completed their OSFM Chief Fire Officer coursework
Impacts:	Enhances knowledge and resources for our members

Success:	Deputy Chief Wang’s OSFM Chief Fire Officer certification was recognized by the Center for Public Safety Excellence
Impacts:	Enhances knowledge and resources for our members

Success:	Elk Grove Rural Fire Protection District officially dissolved
Impacts:	Enhanced emergency services to unincorporated areas.

Success:	Completed a full-scale natural disaster exercise utilizing two emergency operations centers
Impacts:	Enhanced sharing of resources and communication between multiple agencies

Success:	Completed EOC upgrades
Impacts:	Enhanced functionality of the Emergency Operations Center

Success:	Replaced a frontline ambulance and moved it into reserved status
Impacts:	Updates fleet and enhances service

Success:	Hired three additional firefighter/paramedics
Impacts:	Enhanced safety and service by adding a third member on the tower

Success:	Ratified the Collective Bargaining Agreement
Impacts:	Successful collaboration between the Fire Department and Union

Success:	Ordered a new engine for delivery in 2029
Impacts:	Replaces critical fire apparatus

Success:	Emergency Management Assistant, Mitch Winkelmann completed the Illinois Professional Development series in Emergency Management
Impacts:	Enhanced knowledge and resources of our members

Success:	Implemented use of new IV pumps
Impacts:	Enhanced ALS service on all apparatus

Success:	Achieved highest ROSC (save) rate in the Northwest Community Hospital System
Impacts:	Enhanced EMS services in Mount Prospect and surrounding areas

Success:	Implemented our 4-district response plan
Impacts:	Enhanced service to all areas of the village and improved overall response times

Success:	Updated Illinois Emergency Services Management Agency (IESMA) and Illinois Emergency Management Mutual Aid System (IEMMAS) agreements
Impacts:	Provides shared Emergency Management assets/resources with neighboring towns

Success:	Modified ambulance billing rates
Impacts:	Ensures maximum reimbursement and now in line with GEMT rates

Success:	Incorporated alternative fuel vehicle fire suppression training in our curriculum
Impacts:	Increases firefighter skills when facing new fire hazards

Success:	Replaced stretchers/cots
Impacts:	Updated critical EMS equipment

Success:	Appointed Fire Chaplain
Impacts:	Enhances support and resources for our members

Success:	Replaced aging extrication equipment
Impacts:	Updated critical rescue tools to maintain reliable use

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DEPARTMENTAL SUCCESSES 2024 – 2025
Mount Prospect, IL
May 2025

DEPARTMENT: Human Services

Please list your department's most important achievements that were completed during 2024 – 2025 under "Success." Under "Impacts", please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success:	CCC Community Needs Assessment
Impacts:	Study will provide direction for expansion of CCC and identify current and future needs.

Success:	CCC Celebrated its 15-year anniversary in August 2024.
Impacts:	The impact of the CCC was evident by the turnout for this event. The importance of addressing the needs of residents living in South Mount Prospect was reiterated by both the Mayor and the MPPL Director.

Success:	Mental Health Matters partnership with Fridays on the Green- highest attendance since inception.
Impacts:	New format for event reached a greater audience. Focus on raising awareness, reducing stigma and promoting self-care.

Success:	Continued partnership with Northwest Suburban Legal Aid.
Impacts:	Provides low-income residents with access to legal aid.

Success:	Outpatient Treatment petition training provided to HS social work staff and NCH staff by Assistant States Attorney's office.
Impacts:	Provided information on another avenue to assist residents in mental health crisis who may be appropriate this program.

Success:	Orion Parkview Fire Response- HSD services and collaboration with other VOMP departments.
Impacts:	Assisted residents affected by fire with both crisis support and ongoing recovery assistance.

Success:	Increased youth programming at the CCC through partnership with the Mount Prospect Historical Society and Prospect Music Therapy.
Impacts:	Increased opportunities for South Mount Prospect Youth to participate in programming at the CCC.

Success:	A program spotlight will be featured for all department programs in the Village newsletter in 2025.
Impacts:	Increased awareness of services offered through the Human Services Department.

Success:	Back to School presentation for parents on Supplemental Nutrition Assistance program fraud.
Impacts:	Education provided will raise awareness and help to prevent fraud.

Success:	Play and Learn collaboration with the MPPL continues to be a well-attended and popular program for children at the Community Connections Center.
Impacts:	Provides an opportunity for pre-school age children to participate in activities which foster social-emotional learning. At-risk children are referred for early intervention through the school district.

Success:	Holiday program collaboration with the MPFD and District 26 which served 93 families including 187 children.
Impacts:	Low-income residents received assistance to alleviate financial stress during the holiday season.

Success:	Participation in numerous community engagement opportunities throughout the year in collaboration with other Village departments and community stakeholders.
Impacts:	Increases awareness of the Human Services Department and provides an opportunity to connect with residents who live in all areas of Mount Prospect.

Success:	Second Police Social Worker completed 40-hour peer support training. Both PSW's are now members of the peer support team for MPPD.
Impacts:	Mental health support/education available through PSW involvement with MPPD Peer Support program.

Success:	Successfully managed an increased demand for emergency financial and food pantry assistance.
Impacts:	Provided needed assistance to an increasing number of Mount Prospect residents facing financial crises and food insecurity.

Success:	Food pantry health initiative included a reorganization of pantry by food group, incorporation of My Plate information and signage to encourage healthy choices.
Impacts:	Increased awareness and education on nutrition and health impacts.

Success:	Successful employee flu vaccination campaign with 113 employees vaccinated.
Impacts:	Helps to keep the workforce healthy!

Success:	Monthly health screening clinic launched at Horizon Senior living.
Impacts:	Greater access to services for residents who may not be able to access Village Hall due to transportation or other barriers.

Success:	Launched a memory screening clinic through the Alzheimer's Foundation of America.
Impacts:	Early detection and referral for further evaluation.

Success:	Hosted first senior appreciation event in collaboration with MPFD and MPPD.
Impacts:	Increase in senior focused activities to encourage social engagement.

Success:	Aging in Community Health and Wellness work group, led by the Public Health Nurse, hosted first Aging in Mount Prospect: What families need to know event.
Impacts:	A panel presentation and discussion addressed the many different needs that people encounter throughout the aging process and things that need to be considered. Resource fair provided options to address various needs.

Success:	Public Health Nurse led the first Health and Wellness Expo as part of the AIC Health and Wellness work group.
Impacts:	Provided opportunity for residents to learn about various health and wellness resources available to them.

Success:	Public Health Nurse increased outreach, engagement and education with younger populations in Mount Prospect through events, partnerships with MPFD and Mount Prospect schools.
Impacts:	Expanding public health outreach to all age demographics in Mount Prospect.

Success:	Senior Buzz newsletter has seen a 76% increase in mail subscribers and a 32% increase in email subscribers due to extensive promotion of the newsletter.
Impacts:	Increased outreach and subscribership will ensure that more seniors are aware of all that is available to them in and around the community.

Success:	Senior Activities coordinator has assessed senior needs, evaluated current structure, and created a new structure to improve the way programs are run and to increase senior activities and programs in the Farley Community Room.
Impacts:	Greater awareness of needs, attendance at activities and events, and increased opportunities for social engagement and education around topics important to seniors.

Success:	Launching first Annual Older Adult Social Engagement Expo in collaboration with community partners.
Impacts:	Building awareness of all the opportunities that exist for seniors in Mount Prospect.

Success:	Pathway Forward program- volunteer led program that will offer mentorship for residents interested in sharpening employment related skills or exploring career opportunities.
Impacts:	One on one support and guidance for young adults and older adults interested in exploring career pathways and employment opportunities.

Success:	Collaborated with the Comptroller's office to provide an educational seminar on how to start your own business at the CCC. Presentation was done in Spanish
Impacts:	Residents were made aware of information about resources and grant programs available to start your own business.

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DEPARTMENTAL SUCCESSES 2024 – 2025
Mount Prospect, IL
May 2025

DEPARTMENT: Information Technology

Please list your department's most important achievements that were completed during 2024 – 2025 under "Success." Under "Impacts", please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success:	Public Works/EOC Comcast Fiber Connection
Impacts:	Reliable, cost-effective network connectivity to replace wireless antenna connection

Success:	Fire Station 11 Comcast Fiber Connection
Impacts:	Reliable, cost-effective network connectivity to replace wireless antenna connection

Success:	Implement new IL State sponsored managed detection and response (MDR) software
Impacts:	Best in class enterprise MDR system with security operations center 24x7 monitoring

Success:	Desk phone replacement in all Fire Stations
Impacts:	Replace aging equipment with latest hardware to support maximum uptime

Success:	Two Factor Authentication for eSuite
Impacts:	Enhanced security for all present and past employees who access eSuite HR portal

Success:	Fire Station 11 – Network Infrastructure, PC Setup
Impacts:	IT pieces to bring Station 11 online for critical public safety on south end of the Village

Success:	Computer and Infrastructure equipment replacements
Impacts:	Keep up to date with latest hardware, software and security with a refresh program. Approximately 50 PCs are replaced annually in this program along with network switches, printers and other IT equipment.

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DEPARTMENTAL SUCCESSES 2024 – 2025
Mount Prospect, IL
May 2025

DEPARTMENT: Community Development – Planning and ED

Please list your department's most important achievements that were completed during 2024 – 2025 under "Success." Under "Impacts", please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success:	Completion of new walking trails in Lion's Park as part of Phase I improvements ($190,000; $60,000 in TIF-funds).
Impacts:	This investment will further Lion's Park as a destination and vital amenity for residents and visitors of our community.

Success:	Navigated RDA negotiations for 106 S Emerson Street to allow for the construction of a new restaurant, Khepri Kitchen + Coffee ($165,000 in TIF funds).
Impacts:	Investing in the creation of new restaurants by helping to offset exorbitant the buildouts associated by them will further Mount Prospect as a dining and entertainment destination, creating an attractive sense of place.

Success:	Navigated RDA negotiations and PUD amendment for 130 E Northwest Highway to allow for the construction of a new restaurant, CoCo & Maple ($250,000 in TIF funds).
Impacts:	Investing in the creation of new restaurants by helping to offset exorbitant the buildouts associated by them will further Mount Prospect as a dining and entertainment destination, creating an attractive sense of place.

Success:	Completion of the boundary amendment of the South Mount Prospect TIF District to incorporate recently annexed parcels and key commercial and industrial corridors.
Impacts:	Amending the SMP TIF Boundary will allow the Village to pursue economic development goals in South Mount Prospect, providing a tool for the Village to utilize in partnering on new (re)development opportunities.

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Success:	Navigated entitlement of a major PUD amendment at 1740 Wall Street to allow the expansion of an existing pharmaceutical tenant.
Impacts:	Facilitating the entitlement of an existing tenant in the Village keeps buildings from becoming vacant, allowing businesses to grow and stay in the Village of Mount Prospect.

Success:	Enhanced training was provided for staff and the Planning and Zoning Commission through webinars and in-person training by the American Planning Association.
Impacts:	Investment in staff training enhances skillsets, increases morale, and fosters a culture of continuous improvement.

Success:	Hiring of a new staff planner with substantial experience in the private sector, especially in Comprehensive Plans and extensive graphic design skills with 3-D visualizations.
Impacts:	This added planning capacity will allow the Village to perform its impending comprehensive plan ‘update’ process entirely ‘in-house’.

Success:	Created and introduced a new “Concept Review Consultation’ process which is a formalized review that provides high-level feedback on a development proposal from all departments. The review is offered to developers, prospective buyers, consultants, and the general public before a significant investment is made to purchase a property or to engage consultants on preparing costly engineering/architectural drawings.
Impacts:	Previously, these types of reviews were handled via e-mail correspondence and “lived” in staff e-mail inboxes. Now, these reviews are streamlined, formalized, and reviewed in the same manner as building permit reviews in “CitizenServe”. Comments generated from these reviews are also archived in “Laserfiche”. Streamlined workflows have led to more timely review processes and better communication and coordination across departments.

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Success:	In an effort to improve upon existing procedures, the Community and Economic Development Department and the Building and Inspection Services Department collaborated to strengthen the review process for commercial and industrial users. As part of this initiative, business license applications – complete with detailed narratives – are now required at the time of building permit submittal. Final Certificates of Occupancy are withheld until the business license has been fully reviewed, approved, and issued. For projects where tenants have not yet been identified, Certificates of Completion are issued upon "shell" building completion to ensure property vetting of the use occurs prior to issuing a certificate of occupancy.
Impacts:	This revised process ensures proposed business uses are thoroughly reviewed for compliance with zoning codes before occupancy is granted. Requiring use narratives early in the process mitigates the risk of future zoning code violations or inappropriate tenant uses later. Clearer expectations and documentation at the front end reduce the need for corrective actions and adjudication post-occupancy.

Success:	Annual outdoor dining permits for dining occurring in Village right-of-way have been eliminated in favor of license agreements that are renewed every three years.
Impacts:	The implementation of license agreements for outdoor dining in right-of-way reduces staff time spent generating notification letters to existing and new restaurants of upcoming renewals of permits, reviewing site plans and outdoor dining furniture spec sheets, requesting COIs, and preparing approval letters that have historically been mailed before the beginning of the dining season. At the same time, the license agreements include indemnification and hold harmless clauses as part of the agreement, govern hours of operation, and set expectations for appearance.

Success:	Al Fresco Dining along Prospect Avenue
Impacts:	Now entering its second season, the al fresco dining initiative along Prospect Avenue has generated overwhelmingly positive feedback and brought a noticeable increase in consumer activity to the area – levels not previously experienced along this commercial corridor. In response to this success, new parking solutions have been implemented to support the increased foot traffic and patronage. These include leasing parking spaces at St. Mark Lutheran Church and adding more than 90 parallel parking stalls striped on Prospect Avenue west of Pine to Central Road. Additionally, the Wille Street Lot was opened up as an extended parking solution for employees who work on Prospect Avenue.

Success:	Established a complementary Valet Parking Pilot Program for the 'Triangle'
Impacts:	Contracted with FiveStar Valet to provide complimentary valet parking services in the 'Triangle' area after both The Prospect and Mount Prospect Public House opened. To date, the company parks more than 100 vehicles per weekend, on average.

Success:	Formalization of the Administrative PUD Amendment Process
Impacts:	Administrative amendments to Planned Unit Developments (PUDs), which were previously managed informally through email correspondence and/or building permit reviews, have now been formalized to align with established permit review procedures. These amendments are documented in writing, signed by the Village Manager, and recorded with Cook County, ensuring they are publicly accessible through the Recorder of Deeds website. This improvement enhances transparency, reduces reliance on individual staff records, and ensures long-term accessibility and consistency in the administration of PUDs.

Success:	Completed conceptual designs of new gateway signage for South Mount Prospect and the Kensington Business Center.
Impacts:	Staff retained Farr + Associates to assist in designing new gateway signage for the Village on Busse Road in south Mount Prospect, securing a commitment with Builder's Asphalt to allow village signage to be placed on their property. Additionally, designs were completed for new gateway signs at the Kensington Business Center, replacing the original signs to the center built more than 40 years ago. This new signage will create a welcoming, positive image of the community and incorporate common design elements of all public infrastructure in the village moving forward.

Success:	Completed text amendments related to tobacco and vape shop uses in the village, making them conditional uses.
Impacts:	The text amendment added scrutiny of tobacco and vape shop uses to deter business owners from engaging in criminal activity and to further curb illegal sales of tobacco products to persons under twenty-one (21) years of age.

Success:	Navigated entitlement for a former vacant property of 5-years at 950 E Rand Road.
Impacts:	Lakeside Bank was approved to occupy a former vacant Chase Bank location at 950 E Rand Road, which had been vacant for 5 years.

Success:	Moved the Business License application to the online portal with new industrial addendums.
Impacts:	The business license process was streamlined by now requiring applicants to apply online via our online portal, eliminating staff time spent re-entering business license information submitted on paper applications. Additionally, staff now requires industrial users to review and sign off on an industrial addendum, acknowledging the performance standards of the I-1 Limited Industrial District.

DEPARTMENTAL SUCCESSES 2024 – 2025
Mount Prospect, IL
May 2025

DEPARTMENT: Police

Please list your department's most important achievements that were completed during 2024 – 2025 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 89 to 90
Impacts:	Additional officers on the street and more opportunities for officers

Success:	Created a School Resource Officer position at Holmes Junior High
Impacts:	Increased mentorship and learning opportunities for the students and staff at Holmes, along with added security

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 2 new recruit exams for police officers
Impacts:	We were able to hire 6 new police officers from the 1st exam / eligibility list and the 2nd exam produced an eligibility list of 51 possible applicants.

Success:	Established a Police Cadet Program
Impacts:	Expose teens, age 14 to 21, to a career in policing

Success:	Implemented a Police K-9 / Bloodhound Program
Impacts:	Ability to conduct searches for missing persons or criminals who flee from officers

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Success:	Implemented 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
Impacts:	Enhanced organizational effectiveness by strengthening transparency, promoting accountability, and supporting more informed decision-making

Success:	Creation of Patrol Beat 3165
Impacts:	Increase our visibility in the downtown area at busy times throughout the year

Success:	Implemented a new e-locker asset management system
Impacts:	Strict accountability of departmental equipment

Success:	Conducted State mandated High Risk Vehicle Traffic Stops training
Impacts:	Provided sworn officers with high quality scenario-based training

Success:	Accomplished our Strategic Goal of increased visibility in residential and commercial/retail areas.
Impacts:	To provide a better of feeling of safety for our community members and guests to the Village

Success:	Held 5 outdoor beat meetings
Impacts:	Create positive relationships with community members while sharing information about our department and community

Success:	New portable radios were purchased and deployed
Impacts:	Newer and modern technology, to ensure reliable radio communications for our officers

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

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Success:	Redesigned our police recruiting website – JoinMPPD.org
Impacts:	Modernized website to showcase department and provide ease of use for applicants

Success:	Designed and implemented a police recruiting social media campaign
Impacts:	Engaged with potential applicants through a variety of social media platforms.

Success:	Created a downtown foot patrol
Impacts:	Higher visibility in our retail and commercial district during peak times

Success:	Amended our BOFPC Rules and Regulations
Impacts:	Updated our hiring practices, in an attempt to attract and recruit more candidates

Success:	Partnered with local school district to host a bicycle safety course
Impacts:	Increase awareness and promote safe bicycling

Success:	Created a welcome/new resident pamphlet explaining some of the services and resources offered by the Police Department
Impacts:	Teach new community members about the police department and provide them with an opportunity to meet an officer who patrols their neighborhood

Success:	One (1) Sergeant attended Northwestern University's Center for Public Safety School of Police Staff and Command course
Impacts:	Enhance the Department's network and receive high level management training

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

DEPARTMENTAL SUCCESSES 2024 – 2025
Mount Prospect, IL
May 2025

DEPARTMENT: Public Works

Please list your department's most important achievements that were completed during 2024 – 2025 under "Success." Under "Impacts", please explain what the benefits to the Village and to a resident were as a result of each achievement.

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. Interconnect was successfully used to provide water during a multi-day shutdown of JAWA.

Success:	Water Main Replacement
Impacts:	Completed replacement of approximately 14,039 linear feet of aging water main.

Success:	Street Improvement Program
Impacts:	Completed resurfacing of approximately 7.36 miles of roadway. Facilitate strategic transportation goals by maintaining streets in good condition and avoiding more substantive costs of street reconstruction.

Success:	Separate and Combined Sanitary Sewer Improvements
Impacts:	Completed necessary spot repairs and lining of 18,650 linear feet of separate and combined sanitary sewers. Project minimizes potential of surcharging and basement backups

Success:	Residential Street lighting
Impacts:	Installation of streetlights along Burning Bush Dr between Camp McDonald Rd and Euclid Av.

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Success:	Pedestrian Crossing Improvements – Main St and Busse Av
Impacts:	Completion of pedestrian crossing improvement at Main St and Busse Av. Improve safety for pedestrians and bicyclists crossing major arterial street in the Village's central business district.

Success:	Fairview Gardens Gravity Sewer Connection
Impacts:	Completed installation of over 1,000 linear feet of sanitary sewer. The construction of the gravity sewer allowed for the abandonment of an existing lift station, eliminating maintenance and rehabilitation costs of the lift station.

Success:	Central Road Resurfacing – Rand Rd to Wolf Rd
Impacts:	Completed resurfacing of Central Rd between Rand and Wolf Rd. Successfully secured over $500,000 in grant funds to facilitate the completion of the project.

Success:	Host Household Hazardous Waste Collection Events
Impacts:	Conducted two one day collection events for materials banned from landfills. Over 1,000 cars participated in the events

Success:	Construction of Neighborhood Drainage Improvements
Impacts:	Constructed two 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. Since the inception of the program over 50 projects have been completed.

Success:	Sidewalk inspection and maintenance program
Impacts:	Using various repair strategies successfully replaced over 83,985 linear feet of sidewalk and inspected approximately 30 miles of sidewalk in the Village's sidewalk network. Increase pedestrian safety and reduce claims.

Success:	Tree City USA Award
Impacts:	Type Here Received Tree City USA Award for 40th year. Recognition of Village's commitment to the sustainability of the urban forest.

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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:	Stormwater Drainage Improvements – Prospect Meadows and 800/900 Block Elm St
Impacts:	Construction of drainage improvements including installation of storm sewer, replacement of driveway culverts and regrading of swales to improve the drainage on streets without curbs. Completed improvements to Prospect Meadows subdivision west of Prospect Manor and the 800/900 blocks of Elm St.

Success:	New Sidewalk Installation – Busse Rd East Side from Imperial Ct to I-90
Impacts:	Goal to install new sidewalks at locations where none currently exist. Priority is given to locations along arterial streets. Completed installation of new sidewalk along Busse Rd between Imperial Ct and I-90.

Success:	Decommissioned Pistol Range at Fire Station 12
Impacts:	Construction of the new Police Headquarters allowed for the removal of the existing pistol range at Fire Station 12. Work included removal of lead ammunition. Removal of the range allows for potential improvements to Fire Station 12.

Success:	Village Hall Flooring Replacement – Community Room and Restrooms
Impacts:	Replaced flooring in the Community Room and all public restrooms in Village Hall. Renewal of 20-year-old facility.

Success:	Oakton Water System Expansion – Phase II Design Engineering
Impacts:	Portions of recent annexations receive water from private wells. In an effort to provide high quality water at affordable rates and increase water revenues, the Village will install new water main, hydrants, valves and other necessary components. Completed design engineering and secured necessary easements in 2024. Construction contract was awarded in 2025.

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Success:	Tree Planting
Impacts:	This program represents an organized effort to reforest the Village with the replacement level of one planting for each removal. Removed 452 trees and planted 577 trees in 2024. Exceeding the goal of planting one tree for every removal.

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:	Condition Assessment and Project Prioritization
Impacts:	Resource to problem areas

DEPARTMENTAL SUCCESSES 2024 – 2025
Mount Prospect, IL
May 2025

DEPARTMENT: Village Manager's Office

Please list your department's most important achievements that were completed during 2024 – 2025 under "Success." Under "Impacts", please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success:	Purchase of 111 E. Busse Property
Impacts:	The Purchase allows the Village to determine the future use(s) on the property through a Request for Proposals process with potential developers. This property represents a major opportunity to create a new development that will enhance the community.

Success:	Purchase of 310 W. Northwest Highway (Formula Automotive)
Impacts:	Acquiring the property to allows the Village to create a downtown gateway. This property was a strategic opportunity for the Village to create a welcoming gateway and green space in an area that is significantly built out.

Success:	Gov. JB Pritzker signed a bill into law formally dissolving the Elk Grove Rural Fire Protection District on July 1, 2024.
Impacts:	The bill included procedures relating to winding up the district, including the appointment of a trustee-in-dissolution or receiver to take the place of the board of trustees of the District and wind up the district.

Success:	Annexed the remaining 36 unincorporated industrial parcels along Oakton Street
Impacts:	The annexation includes 36 PINs and 23.604 acres of land. The collective equalized assessed value of the annexation is $12.8 million. The annexation helps facilitate the process of designing a watermain extension along Oakton Street to improve fire protection and offer a source of Lake Michigan water to the newly annexed properties.

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Success:	Events Ordinance (As of writing, anticipated approval 5/6)
Impacts:	A standardized application process will help keep the Village informed of new events and potential expansion of existing events allowing for better planning and Village response.

Success:	Village Board adopted an Ethics Ordinance
Impacts:	Amended the Village Code to codify the common law conflict of interest, anti-nepotism policy, express a fiduciary duty on the part of Village public officials to protect confidential information, a procedure for disclosing the resolving conflicts of interest, reporting financial interests by Village public officials, and establishing penalties for violations of Conflicts of Interest.

Success:	Extending Pilot Valet Program for “Triangle” restaurants
Impacts:	The valet parks on average 100 cars per weekend (Thursday, Friday, and Saturday). Village piloted the complimentary program due to a substantial lack of parking and complaints from residents, patrons, and businesses.

Success:	Approved a successor Collective Bargaining agreement with the Fire Union
Impacts:	

Success:	Launch a Single Use Plastic Utensil Reduction Program
Impacts:	In response to concerns on single use plastics, the Village ask businesses to participate and customers to provide or take single use plastic utensils if they only need them. Hopefully, this will help reduce the creation of unnecessary plastic utensil waste.

Success:	Improved downtown parking access for patrons
Impacts:	

Success:	Renewed Contract with Mac Strategies for Legislative Representation
Impacts:	Enhances the Village’s ability monitor critical issues and legislative actions that could directly the Village’s financials and services by having a representative to speak on our behalf in Springfield.

Success:	Finalized Elk Grove Rural Annexation
Impacts:	

Success:	Implemented New Assistant Village Manager
Impacts:	

Success:	Launched Sustainability News
Impacts:	This new quarterly news source provides information on what you can do to be more sustainable around the house, to larger topics such as federal or state regulations that impact sustainability. It helps promote knowledge and actions to make the community more sustainable.

Success:	Completed construction of the Busse Ave and Main St pedestrian crossing
Impacts:	

Success:	Completed Renovation of Fire Station 11
Impacts:	

Success:	Recruited Coco & Maple for the HQ Residences' restaurant space through a Redevelopment Agreement and TIF assistance.
Impacts:	CoCo & Maple will create a unique restaurant and café space for the community on the first floor of newly constructed HQ Residences.

DEPARTMENTAL SUCCESSES 2024 – 2025
Mount Prospect, IL
May 2025

DEPARTMENT: Communications (Marketing & Public Relations)

Please list your department's most important achievements that were completed during 2024 – 2025 under "Success." Under "Impacts", please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success:	Received "Award of Excellence" from the City-County Communications & Marketing Association (3CMA) in the category of Communications and/or Marketing Plans
Impacts:	Strengthens Mount Prospect's competitive identity locally and nationally

Success:	Effectively managed news media requests and dissemination of information to the public in response to the Orion Parkview Apartments fire
Impacts:	Takes burden off first responders and increases credibility with local news sources and residents / community members

Success:	Completed a full year of meetings with the Mount Prospect Communications Team (MPCT), comprised of key staff from each Village Department
Impacts:	Improves communication and information sharing between Departments

Success:	Created new e-newsletter templates for Senior Buzz, Sustainability News, and the Village's print newsletter
Impacts:	Streamlines process for managing signup and contact lists for emailed content; improves speed at which community members are notified about the respective newsletters

Success:	Progressed the goals set forth for the Aging in Community Information & Communications Work Group, including holding a community stakeholder roundtable focused on language barriers within the senior population
Impacts:	To improve gaps and barriers to communication with older adults

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Success:	Revived the creation of an annual Special Events Commission calendar and annual update to the Village Board
Impacts:	Communicates event dates and commission activity to the Village Board; improves information-sharing process

Success:	Assisted with event planning and presentation at the 2025 State of the Village Address
Impacts:	Effectively showcased the Village's progress over the past year and the vision for the future with a successful new event

Success:	Managed 25 ribbon cutting ceremonies and implemented new method to display ribbon cutting photos
Impacts:	Opens communication and improves relationships with businesses; assists with marketing businesses to the community

Success:	Assisted with full rebrand of Mental Health Matters event
Impacts:	Fosters more positive image of the event that encourages participation from those who may be uncomfortable discussing mental health

Success:	Marketed and participated in planning of Celebration of Cultures, including new design incorporating different languages spoken in Mount Prospect
Impacts:	Showcases the cultural diversity in the Village and contributes to social vibrancy in the community

Success:	Assisted with implementation and training for folding and saddle stitch printer function
Impacts:	Allows staff to print high-quality materials in-house, saving time and money

Success:	Implemented Placer.ai, a location analytics platform, in partnership with Community Development Department
Impacts:	Provides valuable data to bolster economic development, marketing, tourism, and event planning

Success:	Participated in marketing process for Community Needs Assessment, including strategizing, review of materials, assistance with material creation, and dissemination of information
Impacts:	To improve participation in community engagement portion of the study, which will identify how public transportation can best serve residents of Mount Prospect

Success:	Participated in marketing process for Community Needs Assessment, including strategizing, review of materials, assistance with material creation, and dissemination of information
Impacts:	To improve participation in community engagement portion of the assessment, which will evaluate community needs to guide a possible expansion of the Community Connections Center

Success:	Proposed the Village's first proclamation for Lunar New Year, a major holiday celebrated in Asian cultures
Impacts:	Furthers the Village's DEI initiatives and engagement with different cultural groups that live in Mount Prospect

Success:	Participated in monument signage project and guidelines on consistent signage branding
Impacts:	Improves charm of gateways and branding of areas in Mount Prospect

DEPARTMENTAL SUCCESSES 2024 – 2025
Mount Prospect, IL
May 2025

DEPARTMENT: Administration – Human Resources Division

Please list your department's most important achievements that were completed during 2024 – 2025 under "Success." Under "Impacts", please explain what the benefits to the Village and to a resident were as a result of each achievement.

Success:	Addressed wage compression issues within the PW department management following the execution of the latest Local 150 CBA
Impacts:	Improves morale, employee retention and productivity. Reduces recruitment and training expenses.

Success:	Implemented ComPsych as Village's new EAP Plan
Impacts:	Enhanced offering to employees through IPBC. There are specific benefits for first responders.

Success:	Transitioned to WEX for Flexible Spending Accounts
Impacts:	Streamlined with PlanSource for benefit administration. On employee side, Wex offers more user-friendly features, including mobile app platform for scanning and processing claims.

Success:	Onboarded new HR Assistant and Director of HR
Impacts:	Additional bandwidth in HR improves workload balances within the division. Allows for increased customer service response time to employees and retirees. By being fully staffed, this allows increased internal auditing capabilities and continued process improvements for the Village.

Success:	Implemented and trained hiring managers on applicant tracking system (ATS)
Impacts:	Streamlined, automated and centralized application process, which was previously quite administrative and burdensome. The ATS has also improved collaboration amongst Village Departments and Human Resources regarding the hiring process.

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Success:	Partnered with Fire and Village Administration to negotiate Fire successor agreement
Impacts:	Completed this Top Priority Management Agenda identified in the 2024-2025 Strategic plan.

Success:	Achieved biometric screening participation rate of 84.59%. Rewards program (Gold/Silver) recipients increased by 6.83%.
Impacts:	Received $168,800 in wellness incentives from the IPBC. This was the highest rebate reimbursement in the IPBC; $30,400 more than the second highest. The rebates are deposited in to reserves that are helping fund the Village Hall Workout Facility, which is identified in the 2024-2025 Strategic Plan as a major project. The Wellness and Rewards program supports employee health and wellbeing, which improves engagement and attendance and keeps insurance premiums low.

Success:	Hosted third annual intern appreciation luncheon
Impacts:	Brought interns from all Village departments together, along with their supervisors and department director. Provided a fun atmosphere to show gratitude and encouraged interns to return in future years. Continued positive feedback on this event.

Success:	Increased Additional Life Insurance maximum coverage limits
Impacts:	Through the IPBC and its life insurance carrier, Securian, coverage limits were increased: Employee (from $300,000 up to $750,000), Spouse (from $50,000 to $500,000) and child (from $5,000 up to $20,000). This voluntary coverage is available to all eligible employees above the Village provided Basic Life Insurance.

Success:	Collaborated with Human Services to deliver Medicare presentation to employees and Village retirees on the plan.
Impacts:	The presentation included a State Health Insurance Assistant Program (SHIP) Counselor, Blue Cross Blue Shield of Illinois and representatives from the Village's insurance cooperative. This educational forum provided an overview on Medicare, information on how Medicare coordinates with the Village plan and a question-and-answer session.

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