FISCAL YEAR 2026 GOALS

Administration / All Village Departments Goals

- *Competitive and Up-to-Date Classification and Compensation for Village Employees:* Implement study recommendation as approved by the Village Board after receipt of study.

- *Continue Focus on Employee Engagement Using Gallup Survey Results and "Working Genius" to Enhance Teamwork and Collaboration:* Focus area for the leadership team includes regular recognition, soliciting opinion/input from all team members, and understanding quality work accomplished in all departments.

- *Implementation of the IT Strategic Plan:* Continue implementation of goals and objectives set forth in the 2025 approved IT Strategic Plan pertaining to securing long-term internet services; complete network connectivity, and coverage audit within and between all Village facilities; improve capital planning; and deploy proactive software update plan and replacement schedule.

- *Office 365 Project Improvement and AI Use for Increasing Efficiencies:* Continue to work with MGP staff on Office 365 projects to leverage full suite of available software applications available on this platform. Projects may include liquor licensing process automation, agenda management process, communications content management workflow management, ordinance tracking, and others as may be identified by the team.

- *Relevant and Engaging Village Communication Mediums:* Increase video use in Village communications to increase audience engagement. Develop and share monthly report on communication metrics. Develop quarterly report summarizing notable departmental accomplishments, key performance indicators, and budget/capital improvement progress.

Community & Economic Development Department Goals

- *Onboard New Plan Review and Inspection Services Providers:* Onboard new building plan review and inspection services provider, structural engineering plan review provider, and elevator inspection provider effective January 1, 2026.

- *Implement First Year Objectives Outlined in the Economic Development Strategic Plan Update:* Work in this area will include working with consultant to study, evaluate, and recommend the potential proactive creation of tax increment finance district. Other work will include development of an economic development marketing campaign.

- *Complete Study and Recommendation on Possible Proactive TIF, Business Improvement District (BID) or Special Service Area (SSA) Creation to Spur Economic Development*: Engage with the Village's economic development consultant and/or prospective developers on identifying suitable areas for a TIF, BID, or an SSA. Prepare a study and recommendations.

- *Increase Use of Digital Plan Review for all Building and Development Permits:* Continue expanding use of digital plan review for permit applications to streamline the process, reduce paper submittals, and improve coordination between departments, resulting in faster and more efficient service for applicants.

- *Building Code Update:* Review and prepare for adoption of the 2024 ICC code series with updated Village amendments to ensure alignment with current safety and construction standards, while providing clarity and consistency for contractors, residents, and staff.

Finance Department Goals

- *Internal Controls Audit: Conduct a comprehensive internal control audit of the Village's financial processes by an independent third-party vendor in 2026 to identify strengths, weaknesses, and opportunities for improved financial oversight, compliance, and operational efficiency.*

- *Budget and Financial Forecast Software: Research and recommend a software solution to assist in compiling the Village's annual budget document and enhance long-term financial forecasting and planning capabilities*

- *Prepare for BS&A Transition to Cloud: Prepare and organize all necessary data in advance of the Village's transition to the cloud-based version of BS&A in 2027.*

- *Credit Card Payment Processor*: Evaluate and compare alternative credit card payment processing and paperless billing options in advance of the expiration of the existing agreement. Staff will assess customer-friendliness, operational efficiency, and the costs to both the Village and water bill payers in determining the best option.

Police Department Goals

- *Succession Planning and Leadership Development:* In anticipation of an upcoming retirement within police administration, the Police Department will implement a structured succession planning process to ensure continuity of leadership and operational stability. This will include the selection of a qualified Commander candidate, followed by a focused period of training, mentoring, and leadership development. The goal is to ensure the incoming Commander is well-prepared to lead by gaining a deep understanding of departmental operations, Village administration initiatives, and community priorities while supporting a seamless leadership transition and maintaining organizational continuity.

- *Supervisory Training Program Evaluation and Enhancement*: Evaluate current sergeant supervisory training program to identify strengths and areas for improvement, with the goal of revamping the program to better prepare supervisors for the leadership, administrative, and operational responsibilities. The updated program will incorporate best practices in modern policing, leadership development, critical incident management, and personnel oversight. As part of this initiative, the Police Department will also explore expanding the training framework to include other supervisory positions to ensure consistency in leadership expectations and preparedness across all levels.

- *Police Equipment Technology Assessment and Planning*: Conduct a comprehensive review of all police-issued technology equipment, excluding software, to assess current condition, effectiveness, and alignment with operational needs and industry standards. This evaluation will include items such as portable radios, body-worn cameras, Tasers, in-car video systems, and other critical field equipment. The goal is to identify outdated or underperforming technology and determine necessary upgrades or replacements to

enhance officer safety, accountability, and efficiency. Based on the findings, the Police Department will develop informed recommendations for future equipment purchases, which may include acquiring new or replacement equipment. Recommendations will consider immediate operational priorities and long-term budgeting needs.

- *Facility Redesign and Operational Efficiency Enhancement:* Police Department staff will actively collaborate with the Public Works Department on police facility redesign, with a focus on significant office enhancements that support modern policing needs. This joint effort will prioritize improvements to workspace layout, functionality, and resource accessibility to streamline police operations. The goal is to create a more efficient, organized, and professional working environment that enhances day-to-day productivity, supports staff well-being, and aligns with the department's long-term operational goals.

Public Works Department Goals

- *Connection Fee Analysis and Recommendation:* Review and update the Village's connection fees for water and sewer connections. Consider method from other municipalities as well at the Village's recent partnership with Northern Illinois University to evaluate fees and make corresponding changes to the Village's Comprehensive Fee Schedule.

- *Utilize myGIS for Enhanced Public Works Management:* Work with MGP, the Village's GIS *vendor, to* develop GIS based applications to track data for recurring work such as snowplow events, tree inventory, garbage collection in the parks, and facility inspections. Use data to determine effectiveness of capital improvement / capital maintenance program goals and objectives.

- *Village-Wide Sustainability Initiative*: Involve all departments in developing an internal sustainability plan. The plan will define and identify sustainable practices in the Village's workplace which can then transcend into community-scale goals. Current departments' current strategies and actions will be assessed which will allow staff to highlight their cohesion with larger scale, region-wide sustainability goals. The plan will also look to evaluate existing sustainability initiatives to collect data to prioritize strategies, set performance standards, and create guidelines for a Village-wide sustainability plan implementation.

- *Enhance Urban Forestry and Park Aesthetics:* Conduct a comprehensive in-house tree health assessment of all trees within Village parks. Based on the findings, a targeted pruning and removal program will be implemented to improve tree health and enhance public safety. A regular parks and facilities pruning schedule will also be created and put into effect. In addition to tree management, develop a list/plan for minor park beautification projects, such as new landscaping, bench installations or other amenities. These projects can be completed by in-house staff or as part of community service initiatives like Eagle Scout projects. The effectiveness of these initiatives will be measured by tracking the percentage of Village-owned parks trees inventoried and assessed, the number of targeted pruning and removal actions taken, and the number of park beautification projects completed.

- *Advance Fleet Management Efficiency:* Enhance fleet management by developing and implementing a comprehensive preventative maintenance program. Create a detailed maintenance schedule for at least 80% of its critical vehicles and equipment, a process that will be supported by a thorough review and update of existing asset inventory data. Establish clear performance benchmarks for asset lifespan and fuel efficiency, which will be monitored on a quarterly basis. Develop an in-house training program to ensure Public Works staff are proficient in fleet maintenance procedures, enabling them to handle general repairs. The effectiveness of this entire program will be measured by tracking the percentage of critical

assets with an established preventative maintenance schedule which should reduce any reactive maintenance costs.