



VILLAGE OF VILLA PARK
Village Hall, Board Chambers
20 South Ardmore Avenue
Villa Park, IL 60181

Village Board of Trustees - Committee of the Whole

January 27, 2025

6:00 PM

Village President Nick Cuzzone
Village Clerk Hosanna Korynecky

Village Trustees Cari Alfano, Jorge Cordova, Jack Corkery, Jack Kozar, Deepa Kumar, Kevin Patrick

Public participation is invited. When called upon, please approach the microphone and state your name. Kindly limit your remarks to 3 minutes.

- 1. Call to Order - Roll Call**
- 2. Pledge of Allegiance**
- 3. Discussion**
 - a. Strategic Plan Update
- 4. Public Comments**
- 5. Adjournment**

Strategic Plan Review 2025

February 27, 2024



Villa Park Strategic Plan

VISION

- To offer a safe, prosperous, family-oriented community, that is innovative, resilient, environmentally conscious and provides a high quality of life.

MISSION

- We are committed to transparency, communication, excellence in public service, being good stewards of community resources and providing support and opportunities for our residents and businesses.

Villa Park Strategic Plan

VALUES

Welcome home! All are accepted, safe in their identities and valued for one's unique and individual perspective.

- **Service:** We are dedicated to being empathetic as we care for the community.
- **Integrity:** We demand honesty, transparency and the consistent courage to do what is ethical of all staff and elected officials.
- **Stewardship:** We are committed to the efficient and careful use of the resources entrusted to our care.
- **Adaptability:** We embrace curiosity and innovation in our approach to the changing needs of our community.

Project Timeline

- Kickoff January 2024 – surveys & focus groups
- Environmental Scan
- DAY LONG WORKSHOP ON FEB 24, 2024
- Further development of value statements, strategic goals, performance measures, and initiatives by staff.
- Bring draft to Board and public April 15, 2024
- Further development
- Final Draft adopted by Board July 22, 2024
- Development of Initiatives – on going

STRATEGIC PLAN PROCESS - UPDATE

DEVELOPMENT

Where are we now?

- ~~Scan the Environment~~
- ~~Conduct Internal and External Analysis (SWOT)~~
- ~~Develop a Strategic Profile~~
- ~~Identify Strategic Challenges~~

Where are we going?

- ~~Define Our Mission Articulate Core Values~~
- ~~Set a Vision Identify~~
- ~~Key Intended Outcomes~~

IMPLEMENTATION

How will we get there?

- **Develop Initiatives**
- Define Performance
- Measures Set Targets and Thresholds
- **Spread Throughout Organization**

How will we know?

- **Create Detailed Action Plans**
- **Establish Accountability: Who, What, When**
- Identify Success Indicator

Plan Implementation

STRATEGIC GOALS



| Financial Resilience | Sustainable Infrastructure | Community Engagement | Workforce Development |
|---|---|--|--|
| <ul style="list-style-type: none"> Increased Residential Development Increased Commercial Development Increased Operational Efficiency | <ul style="list-style-type: none"> 2014 Referendum Projects Completed Including Sewer Separation Improved Village-Owned Assets Improved Transportation Network | <ul style="list-style-type: none"> Community Bridges Built A well-Informed Community Transparent Government | <ul style="list-style-type: none"> Design of Jackson Area Improvements (Madison Madison to Washington) - \$353,200 (FEMA Grant) DCEO Stormwater Improvements begin |

STRATEGIC PLAN INITIATIVES

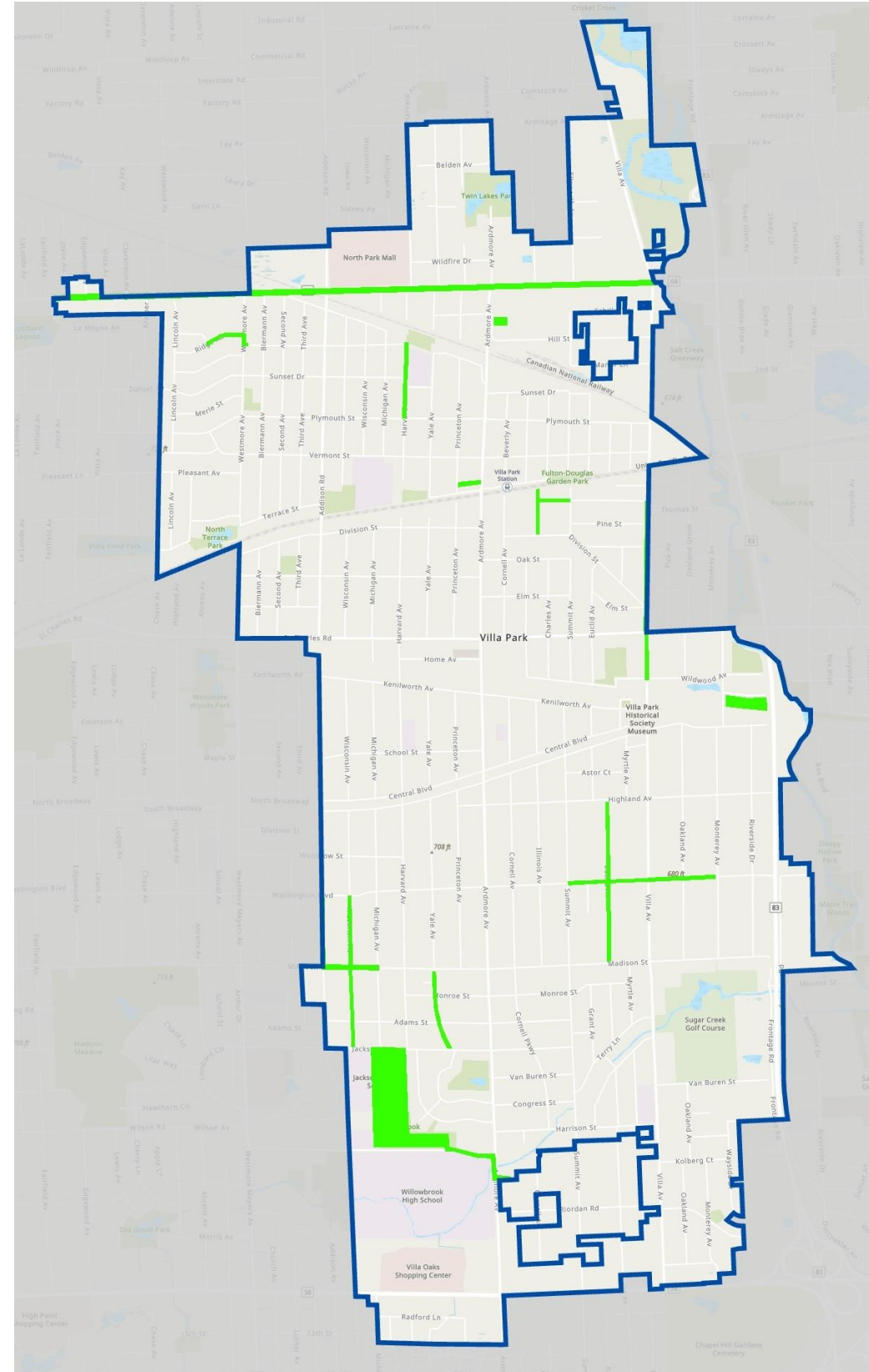
Financial Resilience

- Develop Streamlined Permit Application and Review Process
- Develop Business Growth and Retention Strategy
- Website Optimized for Permit Applications
- Core Process Improvement Plan developed
- Create a Cost Containment Plan for Materials and Supplies
- Update and Adopt Financial Ratios based on GFOA Standards
- Develop a Quarterly Financial Report

Sustainable Infrastructure

- Create a Facilities Usage Plan
- Develop a Sidewalk Improvement Plan
- Develop a 2014 Referendum Project Plan
- Create a Long-Term Vehicle Replacement Plan
- Develop a Street Pavement Improvement Plan

2025 PROPOSED CAPITAL IMPROVEMENTS



STRATEGIC PLAN INITIATIVES

Community Engagement

- Create Community Leader Engagement Plan
- Develop a Comprehensive Community Information Strategy
- Complete a Trust Needs Assessment
- Develop a Trust Improvement Strategy
- Develop a Public-Facing Populare Annual Financial Report

Workforce Development

- Conduct a Staffing and Efficiency Analysis for every department
- Develop an Annual Workplace Survey Strategy
- Complete an Organizational Retention Analysis
- Develop a Leadership Skills Development Strategy
- Create an Employee Referral Program
- Comprehensive Review of Compensation and Non-Compensation Benefits

STRATEGIC PLAN INITIATIVES



STRATEGIC PLAN INITIATIVES

| Goal: Financial Resilience | | Initiative Captain | | Howard & McLaughlin | | |
|---|------------------------------|--------------------|-----------------|---------------------|----------------|--------------|
| Initiative: Develop Streamlined Permit Application and Review Process | | | | | | |
| ACTION (7-12 total) | MEASURE OF COMPLETION | TARGET DATE | ACCOUNTABLE | RESPONSIBLE | CONSULTED | INFORMED |
| Adopt BSA | Adoption | 2/3/2025 | Marc McLaughlin | Danita Anderson | Michelle House | Chuck Howard |
| Evaluate permit review and issue durations | 6 months of collected data | 8/3/2025 | Marc McLaughlin | Danita Anderson | Michelle House | Chuck Howard |
| Identify possible inefficiencies | Completion of list | 11/3/2025 | Marc McLaughlin | Danita Anderson | Michelle House | Chuck Howard |
| Implement new permit review procedures | Completion of implementation | 2/3/2026 | Marc McLaughlin | Danita Anderson | Michelle House | Chuck Howard |

STRATEGIC INITIATIVES – Next Steps

1. Complete GANTT Chart of All 23 Initiatives – February 28
2. Develop Website Presence for Public Tracking of Initiatives
3. Make Quarterly Updates and Annual Reports
4. Use Data at 6 Months (August 2025) to Inform FY2026 Budget Process

Strategic Plan Review

Questions?