



2015 Strategic Plan Update

As of April 9, 2019

This report delineates progress on the objectives of the 2015 Strategic Plan. For more information, please contact Assistant City Administrator, Cristina White at cwhite@warrenville.il.us. The date at the end of each *Proposed Action Step* denotes the anticipated start date for that action item.

GOAL #2: FISCAL CONSERVATISM

OBJECTIVE:	Support economic development programs that will, in the long-term, fulfill this goal Statement.
ACTION STEPS TAKEN:	<ul style="list-style-type: none"> a. Prepared and adopted the Southwest/Route 59 Corridor TIF #4 Redevelopment Plan and District (2016) b. Prepared and endorsed a City of Warrenville Tax Increment Financing Redevelopment Project Assistance Policy (2017) c. Prepared and endorsed City of Warrenville Review Process for Tax Increment Financing Assistance Requests (2017) d. Implemented Request for Proposals process, negotiated and approved a redevelopment agreement with Airhart Construction for redevelopment of Civic Center Redevelopment Site #1. (2017) e. Acquired approximately 6 acres of land, and implemented request for proposal process for Southwest District Redevelopment Site #1. (2016/2018) f. Negotiated and approved a redevelopment agreement with Lexington Homes for the Lexington Trace subdivision. (2018/2019)
PROPOSED ACTION STEPS:	Continue to support the economic development programs adopted by the City Council.
STATUS:	This is an ongoing objective.
OBJECTIVE:	Review the City’s compensation philosophy every two years and conduct any required survey work to ensure the City’s compensation plan meets the philosophy’s tenets.
ACTION STEPS TAKEN:	<ul style="list-style-type: none"> a. Prepared and adopted a compensation philosophy with input from the Compensation Work Group. (2015) b. Conducted a job factor analysis on each position of the City to determine internal comparability. (2016) c. Prepared and adopted a new list of 15 comparable communities, including four that are contiguous to Warrenville. (2017) d. Prepared a compensation survey to gather the external market data for each City position. (2018) e. Developed new banded salary ranges using the survey data and the job factor analysis scores to ensure external and internal equity. (2018) f. Implemented the revised compensation plan for all non-union City staff effective May 1, 2019 (2019) g. Conducted bi-annual market surveys. (2016 and 2018)
PROPOSED ACTION STEPS:	a. Discuss implementation of new comparable communities with union groups during contract negotiations (2020)
STATUS:	This is an ongoing objective.



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OBJECTIVE:	Establish a goal statement that will act as direction and guidance when evaluating the cost/benefit of health, dental, and vision insurance coverage.
ACTION STEPS TAKEN:	<ul style="list-style-type: none"> a. Developed and adopted a goal statement for insurance plans (2015/2016) b. The City joined the Intergovernmental Personnel Benefit Cooperative to help control and slow down the rising costs of health insurance coverage for the City and the employees. (2016)
PROPOSED ACTION STEPS:	Not applicable
STATUS:	Completed
OBJECTIVE:	Annually require Boards and Commissions, with their Council and Staff liaisons, to develop a work plan for the coming year that identify the required resources. The work plans will be submitted for City Council approval.
ACTION STEPS TAKEN:	<ul style="list-style-type: none"> a. Implemented work plans for every board and commission of the City, which are completed annually during budget preparation (2016) b. Also implemented work plans for each City department and a citywide version, which are completed annually during budget preparation. (2016/2017)
PROPOSED ACTION STEPS:	Continue producing work plans each year during the budget process.
STATUS:	This is an ongoing objective.



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GOAL #4: CITY INFRASTRUCTURE

OBJECTIVE:	Adopt and implement the Enterprise Maintenance and Replacement Plan (EMRP) (#1 priority)
ACTION STEPS TAKEN:	a. Created and implemented the Enterprise Maintenance and Replacement Plan (EMRP). (2015)
PROPOSED ACTION STEPS:	a. The EMRP work group will be reconvened to evaluate the revenue projection model in the plan and make recommendations to the City Council. (June 2020)
STATUS:	This is an ongoing objective.
OBJECTIVE:	Evaluate the remaining areas in the Water and Sanitary Sewer Expansion Plan to determine the cost/benefit of extending service to all residential areas. (#2 priority)
ACTION STEPS TAKEN:	a. Staff has evaluated areas of town as part of the street maintenance program. b. Certain areas were determined not to be cost-effective for service extension at the present time.
PROPOSED ACTION STEPS:	a. Staff continues to evaluate residential areas with the street maintenance program. b. This will be discussed in further detail when the EMRP Work Group is reconvened. (June 2020)
STATUS:	This is an ongoing objective.
OBJECTIVE:	Define a process for implementing the Bikeway Implementation Plan and Sidewalk Priority Plan. (#3 priority)
ACTION STEPS TAKEN:	None.
PROPOSED ACTION STEPS:	a. A complete streets policy will be presented in FY 2020.
STATUS:	This is an ongoing objective.



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GOAL #5: PUBLIC SAFETY

OBJECTIVE:	Create partnerships between the Police and Community Development departments to address perceptions of the lack of safety related to poorly maintained properties by developing a mandatory rental registration and crime free housing program (#1 priority)
ACTION STEPS TAKEN:	<ul style="list-style-type: none"> a. Continued collaborative working relationship between the Police Department (PD) and Community Development Department (CD) b. Developed a framework for the rental registration program within the ERP project
PROPOSED ACTION STEPS:	<ul style="list-style-type: none"> a. Document and formalize interdepartmental reporting procedures for property maintenance violations. b. Reconvene Rental Registration and Inspection Program Workgroup to discuss status and next steps for potential program (Late Fall 2019) c. Present the Rental Registration and Inspection Program Workgroup recommendations at COW meeting. (Winter 2019/2020) d. Research and develop detailed Rental Registration and Inspection Program. (Winter 2019/2020) e. Conduct public information and input meeting(s) on proposed Rental Registration and Inspection Program (Winter 2019/2020) f. Adopt and implement the Rental Registration and Inspection program (Spring/Summer 2020) g. Budget necessary resources for Rental Registration and Inspection Program in FY 2021 Budget (Spring 2020) h. Crime Free Housing will be re-evaluated after rental registration program is complete. (On-Hold)
STATUS:	This is an ongoing objective.
OBJECTIVE:	Provide education and outreach to elected officials and residents on crime statistics that address the perception of gang activity and drug use (#2 priority)
ACTION STEPS TAKEN:	<ul style="list-style-type: none"> a. Collaborated with Warrenville Youth and Family Service on Compass program for non-violent youths b. Police Officers are certified by the IL Juvenile Officers Association c. Hosted the 2018 Opioid Education Program for residents d. Continued to report on crime information in the weekly report e. Participated in Neighborhood Roll Calls
PROPOSED ACTION STEPS:	<ul style="list-style-type: none"> a. Provide real time/accurate crime data when DuJIS is live (June 2019)
STATUS:	This is an ongoing objective.