



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 dates 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.