



2016 Village Management Team Goals

1) Financial Policies and Practices

- Make recommendations to ensure structural balance in Village's 3-year operating budget. *Ongoing.*
- Meet the Affordable Care Act reporting requirements to the Internal Revenue Service for FY 2015. *Q1 2016*
- In an attempt to stabilize pension fund contributions, continue to monitor experience of all Village pension funds against their actuarial assumptions. *Q2 2016*
- Implement the new GASB 68 which will account for the full pension liability on the entity-wide financial statements to show the present obligation to pay these future deferred benefits. *Q2 2016*
- Review financial policies (Insurance/Risk Fund Balance, Pension Funding, etc.) with the Board of Trustees. *Q2 2016*
- Continue implementation of water meter replacement program and convert the Construction Drawdown Loan to a Term Loan by August 1, 2016. *Q3 2016*
- Conduct a water and sewer rate study effective for the 2017 Glenview water rates. *Q3 2016*
- Close North Maine Fund by December in alignment with the final 2007B debt payment. *Q4 2016*

2) Operations

- Review alternatives for departmental or divisional consolidation to achieve cost savings; evaluate workflows and identify opportunities for improvement. *Ongoing*
- Conduct implementation for new Time & Attendance and Scheduling Software. *Q4 2016*
- Continue to address paper backlog through conversion of documents into electronic document management system and through compliance with records retention schedule. *Q4 2015.*
- Train employees and develop upgraded Village intranet site (EIC) to streamline workflow processes and facilitate collaboration and records management. *Q4 2015.*
- Manage the Municipal Center project to relocate and consolidate Village Hall into the Police Department through an addition and remodel of the building. Manage operations, including temporary workspaces, building construction, project budget and transitioning into the remodeled facility. *Q3 2015.*

3) Information Technology

- Expand electronic distribution of Commission packets. *Q2 2016*
- Develop next three-year IT strategic plan. *Q2 2016*

- Evaluate software for residents to view their water consumption. *Q4 2016*
- Implement Police, Fire and PW mobile communications improvements. *Q4 2016*
- Continue GIS data development and analysis (traffic flow, speed limit, capital asset tracking, pre-plans for New World Mobile). *Q4 2016*
- Implement master plan recommended upgrades to the Supervisory Control and Data Acquisition system. *Q4 2016*
- Develop and implement GovIT Consortium computer and network standards to drive savings. *Q4 2016*
- Implementation of Facebook in fall 2015, continuing into 2016 for the execution of Twitter and Instagram as effective social media law enforcement tools. *Ongoing*
- Analyze implementation of Wearable Recording Devices for the Police Department after receiving direction and legislation from the State along with future technology. *Ongoing*

4) Economic Development

- Continue outreach with major employers and sales-tax generating businesses within the Village. *Ongoing*
- Manage ongoing development projects such as the Bess parcel, the former Matty's site, the Prairie Glen Corporate Campus vacant lot, and the Gibson property. *Ongoing*
- Review options for the Village Hall site with the Development Advisor for potential redevelopment. *Q4 2015.*
- Facilitate the Comprehensive Plan process, including recommendations from the Comprehensive Plan Committee and Plan Commission prior to final consideration by the Village Board. *Q3 2016*
- Revisions to the Appearance Code to streamline the approval process (introduce administrative approvals) and to bring the regulations into compliance with recent Supreme Court cases. *Q4 2016*

5) Intergovernmental Relations

- Continue and expand Municipal Partnering Initiative (MPI) projects/participation in order to achieve cost containment by leveraging economies of scale. *Ongoing*
- Monitor dispatch service operations and performance to ensure quality service to all agency customers. Evaluate potential joint dispatch opportunities. *Ongoing*
- Facilitate a conversation with the Park District regarding the potential long-term ownership, maintenance and use of the floodway buyout parcels on Lower Pine Street and South Circles. *Q1 2016*
- Continue seeking funds through the State and Federal appropriations and authorization process. *Ongoing*
- Continue to monitor the Amtrak Hiawatha service expansion process, including objecting to any modifications of the A-20 staging area which would significantly impact many Glenview neighborhoods and businesses. *Ongoing*

- Proactively monitor federal and state legislative issues and advocate action where necessary. Focus particularly on pension reform, streamlined sales tax, state-shared revenues, and other potential revenue and budgetary impacts. *Ongoing*
- Continue to monitor IDOT's budget situation and advocate for locally beneficial traffic capacity improvement projects including Milwaukee/West Lake (2019), Sanders/Willow (2019), East Lake/Waukegan (TBD) and Shermer/Willow (TBD). *Ongoing*

6) Capital Improvement Program and Capital Projects

- Continue to support progress for a potential River Separation Project by MWRD to benefit the Tall Trees Subdivision. *Ongoing*
- Continue implementation on the accelerated stormwater improvement program as approved by the Village Board moving forward projects as designs are completed and local support is received. *Ongoing*
- Continue the implementation of the 2016-2020 Capital Improvement Program (CIP) including the three-year design process to ensure project estimates are accurate and project's ready for letting and provide a update to the Village Board on all infrastructure needs as part of the Village Board CIP Budget Workshop. *Q3 2016*
- Host an Infrastructure Management Systems (IMS) Board Workshop to review the fall 2015 roadway condition results and recommendations. *Q1 2016*
- Facilitate the coordination with the businesses and the regulatory approvals for the reconstruction of The Glen Town Center streetscape and the awarding of a contract to construct the work. *Q1 2016*
- Prepare preliminary designs for the reconstruction of the Glenview Road streetscape and obtain Village Board feedback. *Q2 2016*

7) Communications

- Analyze and use feedback from the recent Community Survey for how residents prefer to receive communications and rated topics of importance. *Q4 2015.*
- Study scope and structure of GVTV. Provide options and recommendations to address future needs. *Q4 2015.*

8) Organizational Development

- Continue succession planning efforts to develop employees' skill sets in order to plan for future organizational needs. *Ongoing*
- Continue to host the Citizen's Police Academy with class #10 planned to commence in 2016. *Q2 2016.*