

Village Goals

1. Improve retention rates for Village employees.
2. Increase the level of trust Village residents have in the Village Board and Village employees.
3. Improve communication between the Village and residents.
4. Complete the 2050 Comprehensive Land Use Plan by August 1st with at least two public hearings.

Village Objectives

1. Maintain or improve retention rate for all Village employees (full-time and part-time) in 2022 from 90.7% in 2021 to:
 - a. Needs improvement – less than 90.7%
 - b. Satisfactory – 90.7%
 - c. Exceeds Expectations – 92%
 - d. Outstanding – 95%
2. Maintain or improve 2022 employee engagement scores for Village Employees from 3.70 in 2021 to:
 - a. Needs improvement – less than 3.70
 - b. Satisfactory – 3.70
 - c. Exceeds Expectations – 3.90
 - d. Outstanding – 4.1
3. Complete design, testing and implementation of new Utilities Billing System before:
 - a. Needs improvement – Not complete by December 31, 2022
 - b. Satisfactory – December 31, 2022
 - c. Exceeds Expectations – December 31, 2022 and under budget
 - d. Outstanding – December 31, 2022 and more than 10% under budget
4. By the end of 2022, increase the number of subscribers using See-Click-Fix to:
 - a. Needs improvement – less than 500
 - b. Satisfactory – 500
 - c. Exceeds Expectations – 1,000
 - d. Outstanding – 1,500
5. Complete the 2050 Comprehensive Land Use Plan:
 - a. Needs improvement – Not complete by July 31st
 - b. Satisfactory - By July 31st, with two public hearings/listening sessions.
 - c. Exceeds Expectations - By July 31st with three public hearings/listening sessions.
 - d. Outstanding – By July 3rd with four public hearings/listening sessions.
6. Improve communication by publishing a quarterly newsletter starting June 1st, identifying someone to maintain the Village website and updating by June 30th and identifying someone to maintain the Electronic Message Board and update weekly by June 30th.
 - a. Needs Improvement – not complete by due dates
 - b. Satisfactory – complete by due dates
 - c. Exceeds Expectations – complete 30 days early
 - d. Outstanding – complete 60 days early