

**MINUTES OF A COMMITTEE OF THE WHOLE MEETING  
OSWEGO VILLAGE PRESIDENT AND BOARD OF TRUSTEES  
OSWEGO VILLAGE HALL  
100 PARKERS MILL, OSWEGO, ILLINOIS  
January 17, 2017**

**CALL TO ORDER**

President Gail Johnson called the meeting to order at 6:04 p.m.

**CONSIDERATION OF AND POSSIBLE ACTIONS ON-ANY REQUESTS FOR ELECTRONIC PARTICIPATION IN MEETING**

There was no one who participated electronically.

**ROLL CALL**

Physically Present: President Gail Johnson; Trustees Ryan Kauffman, Karin McCarthy-Lange, Pam Parr and Judy Sollinger

Absent: Trustees Luis Perez and Joe West.

Staff Present: Dan Di Santo, Village Administrator; Christina Burns, AVA/HR Director; Tina Touchette, Village Clerk; Mark Runyon, Asst. Public Works Director; Jeff Burgner, Police Chief; Mark Horton, Finance Director; Rod Zenner, Community Development Director; Michele Brown, Community Relations Manager; Tyler Grace, Administrative Intern; and James Murphy, Village Attorney.

**PUBLIC FORUM**

Public Forum was opened at 6:04 p.m.

There was no one who requested to speak; the Public Forum was closed at 6:04 p.m.

**OLD BUSINESS**

E.1. Discussion of Draft Strategic Plan, and Revised Vision, Mission and Values.

Asst. Administrator Burns presented a draft of the plan as well as a mission and vision statement. In October, the Board approved a contract to provide strategic planning consulting. Over the course of several workshops, the Village Board and management team worked to identify the Village's top priorities, indicators and targets. Staff then met with the consultant to develop the strategic initiatives necessary to achieve the priorities. The Strategic Plan identifies five strategic priorities:

- Financial Sustainability
- Infrastructure Maintenance and Expansion
  - Discussion focused on the use of the word "adequate"; wording changed to "safe and efficient"
- Community Engagement
  - Staff focused on connectedness; changed from increase of attendance
  - Discussion focused on leaving out percentages until staff can look into it further; wanting to get good achievable targets; tourism study conducted in 2016; staff to forward the study to the Board
- Effective Growth and Development
  - Target of 100 new residential units changed from 150
- Productive and Engaged Workforce (Internal)
  - Bench strength versus highly qualified workforce
  - Discussion focused on bench strength seemed too narrow; professional development; continuous improvement

Staff held a third workshop to develop the strategic initiatives. Staff recommended minor modifications to the outcomes, indicators and targets. Not all of the targets have been defined. Defining the targets will be the first step in the action plan. Once the initiatives are affirmed, staff will develop Action Plans for each initiative that will become a work plan for the next three years. The Action Plans will include a series of specific steps and target dates.

The Board also revised the Mission, Vision and Values as follows:

Draft Vision Statement:

“We envision Oswego to be a friendly, caring, and forward-thinking community that provides a high quality of life based upon sustainable growth and a respect for our rich heritage.”

This statement describes where the Village is headed. The words “we envision” was removed and the words “will continue to be” and “and environment” were added. The new draft vision statement is:

“Oswego will continue to be a friendly, caring, and forward-thinking community that provides a high quality of life based upon sustainable growth and a respect for our rich heritage and environment”

Draft Mission Statement:

“It is our mission to responsibly grow our community, and maintain the public’s trust. We do this through the innovative and collaborative delivery of public services that meet the community’s quality of life expectations.”

This statement describes what the Village does every day and speaks to the employees directly.

Draft Organizational Values:

- Integrity

“We are honest, ethical and we honor our commitments”.

- Accountability

“We take responsibility for our actions, and are transparent in the fulfillment of our public duties”.

- Innovative

“We value creative problem solving and original thinking in our service to the public”.

Sentence was changed to “We value creative thinking and problem solving in our service to the public”.

- Pride in work performed

“We value a commitment to excellence and pride in the performance of our work”.

- Community

“We believe in contributing to something greater than ourselves”.

Board and staff discussion focused on whether a transparency component should be added; transparency is already included in the values; everyone was engaged in the process; one page plan versus a 200 page plan; plan can be hung on the wall. Changes agreed to by the Board will be incorporated into a final report to be adopted by the Board at a future meeting.

**NEW BUSINESS**

There was no New Business.

**CLOSED SESSION**

