

PERRY VILLAGE  
STRATEGIC PLAN  
2024 - 2026

**GOVERNANCE AND WORKFORCE DEVELOPMENT**

**GOAL:** The Village will maintain a high level of municipal services providing for the preservation of peace and the health, safety, and welfare of the public.

**OBJECTIVE 1:** Develop a knowledgeable and involved management team, Boards and Committees.

**OBJECTIVE 2:** The Police Department will effectively provide for the peace, safety, health and welfare of the public.

**OBJECTIVE 3:** The Road Department will effectively provide for the safety and welfare of the public.

| ACTION STEPS  | COMMITTEE/PERSON(S)<br>RESPONSIBLE                             | TIMELINE                    |                                   | FUNDS<br>NEEDED | REVIEW NOTES                                |
|---|--|-----------------------------|-----------------------------------|-----------------|---|
|   |  | ONE TIME<br>COMPLETION DATE | ONGOING<br>IMPLEMENTATION<br>DATE |                 |   |
| Complete/maintain appointments to Village Boards and Commissions  | Mayor, Council   | 2025                        | As Needed                         |                 | As we locate volunteers 1-2 members for BZA |
| Council involvement and responsibilities on Committees and Boards will be equitably shared  | Mayor, Council   |                             | As Needed                         |                 |   |
| Ensure that the Management Team, Boards and Committees have resources and trainings to attain the knowledge necessary to perform their duties | Mayor, Council   |                             | As Needed                         | √               | As new members join or staff are hired      |
| Review all job descriptions and update as needed  | Mayor, Police Chief, Road Commissioner                         | August, 2025                | Annually                          |                 | In Process                                  |
|   |  |                             |                                   |                 |   |
| Continue to evaluate the need for additional safety forces as the Village population and developed properties increases                       | Mayor, Fiscal Officer, Police Chief, Zoning Inspector, Council |                             | As Needed                         | √               | When population reaches 3000 residents      |
| Re-Evaluate the mutual aid agreement with North Perry   |  |                             |                                   |                 | On-going                                    |
|   |  |                             |                                   |                 |   |
| Hire all necessary staff to meet the needs of the Public Works Department   | Road Commissioner and Mayor with Council approval              |                             | Annually                          | √               |   |
| Complete Job Descriptions for all Public Works Department positions including the Road Commissioner Position                                  | Road Commissioner and Mayor with Council approval              | March 2026                  |                                   |                 |   |

Annual Updates:

**2024**

New Fiscal Officer and Zoning Inspector were hired and received all initial required trainings

New Council Woman was approved and received all required trainings

Evaluated the staffing needs of the Public Works Department and have confirmed that we are adequately staffed

**SAFETY FORCES**

**GOAL:** The Village will provide for a well trained and equipped Police Department for continued 24/7 coverage as well as 2 School Resource Officers

**OBJECTIVE 1:** The Village will ensure that the Police Department is using the highest quality/newest equipment.

**OBJECTIVE 2:** The Village will continue to support School Safety.

**OBJECTIVE 3:** The Village will ensure that the Police Officers are fully trained to meet the needs of the Village.

| ACTION STEPS   | COMMITTEE/PERSON(S)<br>RESPONSIBLE           | TIMELINE                                 |   | FUNDS<br>NEEDED | REVIEW NOTES   |
|--|--|--|---|-----------------|--|
|  |  | ONE TIME<br>COMPLETION DATE              | ONGOING<br>IMPLEMENTATION<br>DATE       |                 |  |
| Establish a vehicle and equipment replacement schedule   | Police Chief, Mayor, Council                 | Initial Schedule to be completed in 2025 | Review Annually                         | √               | Police Cruiser - 2026  |
| State RMS Review Citation  | Police Chief                                 |  |   |                 |  |
| Continue SRO program for two (2) School Resource Officers with payments received from the school quarterly | Police Chief, Mayor, Fiscal Officer, Council | April, 2025                              | Review reimbursement on an annual basis | √               | New contract for 2-3 Resource Officers beginning 2025-2026 School Year |
| Evaluate the feasibility of adding a third full time SRO for the schools                                   | Police Chief, Mayor, Fiscal Officer, Council | August, 2025                             |   | √               |  |
| Work with all entities to establish an equal share of financial support to provide the third SRO           | Mayor  |  |   |                 |  |
| Provide Basic, Range and Topic Specific training to all Safety Forces Staff                                | Police Chief                                 |  | Annually                                | √               | Including Taser and Body Camera training                               |

Annual Updates:

**2024**

Completed all COVID-19 Projects

Body Cameras and Cameras for Police Cruisers have been purchased

Tasers Purchased

All full time Police Officers have completed Patrol Rifle Training

Police Department attended the Lake County Mass Casualty Training

Police Officers Completed Taser and Body Camera training

**PUBLIC WORKS**

**GOAL:** The Village will build and maintain our facilities, roads and parks necessitated by the growth and development of the Village.

**OBJECTIVE 1** Provide safe, quality roads and sidewalks throughout the village.

**OBJECTIVE 2:** Provide the community with adequate storm water control to ensure a safe and clean environment in all conditions.

**OBJECTIVE 3:** Ensure that the Village maintains quality facilities and equipment to meet the ever-changing needs of the Village

| ACTION STEPS   | COMMITTEE/PERSON(S)<br>RESPONSIBLE | TIMELINE                    |                                   | FUNDS<br>NEEDED | REVIEW NOTES  |
|--|------------------------------------|-----------------------------|-----------------------------------|-----------------|---|
|  |                                    | ONE TIME<br>COMPLETION DATE | ONGOING<br>IMPLEMENTATION<br>DATE |                 |   |
| Analyze the road paving schedule annually  | Mayor, Road<br>Commissioner        |                             | Annually                          | √               | OPWC Grant  |
| Complete existing sidewalk   | Mayor, Road<br>Commissioner        |                             |                                   | √               | Green, Thompson Street  |
| Replace Street Signs   | Mayor, Road<br>Commissioner        |                             | 2025                              | √               | Speed and directional signs                                   |
|  |                                    |                             |                                   |                 |   |
| Outline future projection schedule for storm water projects  | Mayor, Road<br>Commissioner        |                             | Annually                          |                 | Potential Federal Funding                                     |
| Complete existing storm water projects   | Mayor, Road<br>Commissioner        | October, 2025               |                                   | √               | \$500K<br>Thompson & Green Streets                            |
|  |                                    |                             |                                   |                 |   |
| Determine what projects should be contracted out to make it more cost effective and efficient                              | Mayor, Road<br>Commissioner        |                             | 2025                              |                 | Crack Seal<br>Street Striping<br>Painting Stop Bars           |
| Formalize a projection of equipment needs for the department and make recommendations for possible renting/sharing options | Mayor, Road<br>Commissioner        |                             | 2025                              | √               | Back Hoe<br>Brush Hog<br>Zero Turn Mover<br>Plow Truck - 2026 |
| Evaluate the need for additional staff as new projects/programs are added to the park                                      | Mayor, Road<br>Commissioner        |                             | Continuously                      | √               |   |

Annual Updates:

**2024**

Completed all Street lighting upgrades. As lights require replacement and upgrading that will be the responsibility of the Illuminating Company  
Current Storm Water projects have been scheduled and future projects will be reviewed on an annual basis

OPWC Grant submitted for Green Street and small government for storm water for Green and Thompson Street

| <b>FINANCE</b>  |
|---|
| <b>GOAL:</b> The Village will maintain responsible fiscal policies that ensure a healthy balance between resources and needs. |
| <b>OBJECTIVE 1:</b> Ensure that the Village of Perry is positioned to be financially stable over a long period of time        |
| <b>OBJECTIVE 2:</b> Ensure that the Village of Perry has the necessary systems in place to safeguard all financial assets     |
| <b>OBJECTIVE 3:</b> Work toward annual increases in revenue   |

| ACTION STEPS  | COMMITTEE/PERSON(S)<br>RESPONSIBLE                           | TIMELINE                     |                                   | FUNDS<br>NEEDED | REVIEW NOTES                           |
|---|--|------------------------------|-----------------------------------|-----------------|--|
|   |  | ONE TIME<br>COMPLETION DATE  | ONGOING<br>IMPLEMENTATION<br>DATE |                 |  |
| Finalize all Village Finance Department operational policies and procedures with Council Approval   | Mayor, Fiscal Officer,<br>President Pro Tempore              | 2025                         |                                   |                 | Update as needed                       |
| Establish and implement a Financial Records Disaster Recovery/Retention plan  | Fiscal Officer   |                              | 2025                              |                 | Committee to meet annually             |
| Develop a procedure for timely re-appropriations as needed  | Fiscal Officer   | 2 <sup>rd</sup> Quarter 2025 |                                   |                 |  |
| Provide the CFO with a multitude of training opportunities to develop their skills with the UAN system and other financial responsibilities as needed | Mayor, Fiscal Officer,<br>Finance Committee                  |                              | As needed                         |                 | On-going                               |
|   |  |                              |                                   |                 |  |
| Monitor and report on an annual basis all Village investments practices and performance   | Mayor, Fiscal Officer  |                              | Annually in<br>September          |                 | Once investment mature<br>move to Star |
| Monitor health insurance benefits costs on an annual basis  | Finance Committee, Fiscal<br>Officer, Mayor, Police<br>Chief |                              | Annually in<br>October            |                 | On-going                               |
|   |  |                              |                                   |                 |  |
| Continue to look for grant opportunities or other funding streams   | Finance Committee, Fiscal<br>Officer, Mayor, Police<br>Chief |                              | Ongoing                           | √               | Some grants may need<br>matching funds |

Annual Updates:

**2024**

Adjusted the Cash in Lieu Payment to staff declining Medical Insurance and review medical insurance option with staff to get their input

**PARKS/RECREATION/COMMUNITY ACTIVITIES**

**GOAL:** The Village will become a desirable destination for entertainment, arts, and culture.

**OBJECTIVE 1:** Provide and/or sponsor opportunities for diverse community activities and events.

**OBJECTIVE 2:** Provide community enrichment opportunities through development of co-operative relationships with current and future business and residents.

**OBJECTIVE 3:** Ensure that all Park facilities and grounds are updated and maintained for the safety of all residents and visitors

| ACTION STEPS   | COMMITTEE/PERSON(S)<br>RESPONSIBLE              | TIMELINE                    |                                   | FUNDS<br>NEEDED | REVIEW NOTES                              |
|--|---|-----------------------------|-----------------------------------|-----------------|---|
|  |   | ONE TIME<br>COMPLETION DATE | ONGOING<br>IMPLEMENTATION<br>DATE |                 |   |
| Provide opportunities for year-round events and activities   | Parks Committee                                 |                             | Annually                          | √               | Farmers Market, Art in the Park, Concerts |
| Explore the feasibility of adding features to the park   | Parks Committee                                 |                             | Annually                          | √               | Look for Grants, Donors, etc.             |
| Explore the feasibility of adding water lines, benches and picnic table in the small dog park      | Parks Committee                                 |                             | Annually                          | √               |   |
|  |   |                             |                                   |                 |   |
| Add members to the parks committee to focus on adding community wide events to be held at the park | Parks Committee                                 |                             | Annually                          | √               |   |
| Make the PITCH In program more structured and add members to assist with the program               | PITCH In Committee                              | August, 2025                |                                   |                 |   |
|  |   |                             |                                   |                 |   |
| Review & Update Park Rules and Ordinances  | Road Commissioner, Parks Committee, Council     | December, 2025              | Annually                          |                 |   |
| Purchase a Gator for the park  | Road Commissioner, Service Department           | April, 2026                 |                                   | √               |   |
| Explore options for winterizing the stage for cold weather activities                              | Mayor, Road Commissioner, with Council Approval | July, 2025                  |                                   | √               |   |
| Add gravel to the park drive   | Road Commissioner, Service Department           | May, 2025                   |                                   | √               |   |
| Add shelving at the park garage for storage  | Road Commissioner, Service Department           | July, 2025                  |                                   | √               |   |

Annual Updates:

**2024**

Parks Committee is working on a grant to install pickleball courts

Parks Committee has all members on board

Added a small dog (less than 35 pounds) park

Installed a Martin House, arbor for the meadow, new port-a-potty, and dog stations are ordered



**ECONOMIC DEVELOPMENT/PLANNING/ZONING**

**GOAL:** The Village will undertake strategic property development and re-development, considering the needs of current businesses while working to attract new businesses.

**OBJECTIVE 1:** The Village will develop a comprehensive economic development plan

**OBJECTIVE 2:** The Village will promote the Village of Perry as a business center

**OBJECTIVE 3:** The Planning Committee will revise and maintain oversight of proposals submitted to the Village

**OBJECTIVE 4:** The Zoning Department will review, revise and enforce the Zoning Codes of the Village

| ACTION STEPS   | COMMITTEE/PERSON(S)<br>RESPONSIBLE           | TIMELINE                    |                                   | FUNDS<br>NEEDED | REVIEW NOTES   |
|--|--|-----------------------------|-----------------------------------|-----------------|--|
|  |  | ONE TIME<br>COMPLETION DATE | ONGOING<br>IMPLEMENTATION<br>DATE |                 |  |
| Restructure the JEDD Agreement   | Mayor, Council, Solicitor                    | November, 2025              |                                   |                 | Confer with Solicitor as to the appropriate restructure of the agreement |
| Take a leadership role to promote the utilization of the Champion Farms property   | Mayor, Council, possibly outside consultants | May, 2025                   | As Needed                         | √               |  |
| Continue to carefully monitor the development activities of Hidden Village, Booth Farms and any future property development projects | Mayor, Council                               |                             |                                   |                 | On-going   |
| Create a Land Use Plan   | Mayor, Zoning Inspector                      | August, 2025                |                                   |                 |  |
| Monitor the capping of gas wells on the Champion Farms property  |  | December, 2025              |                                   | √               |  |
| Complete all revisions to the Village Ordinance book in electronic and hard copy   | Zoning Inspector                             | 2025                        | Annually                          | √               | Prior Ordinances incorporated  |
| Monitor the Village property management ordinances annually  | Zoning Inspector                             |                             | Annually                          | √               | Minimal funds needed for postage   |

Annual Updates:

**2024**

Booth Farms continues to add new homes

Hidden Village continues to add new homes

Storage Units build out has been approved for Phase I

Sales agreement of Champion Farms Property for Data Center is in process

**COMMUNICATIONS**

**GOAL:** The Village of Perry will continue to work toward open communication and transparency with our Residents, Businesses and Community.

**OBJECTIVE 1:** The Village will maintain current modes of communications and explore new forms of communication with Residents, Businesses and the Community

**OBJECTIVE 2:** The Village will establish open lines of communication with staff so that all employees are informed and know that they are valued

| ACTION STEPS  | COMMITTEE/PERSON(S)<br>RESPONSIBLE          | TIMELINE                    |                                   | FUNDS<br>NEEDED | REVIEW NOTES   |
|---|---|-----------------------------|-----------------------------------|-----------------|--|
|   |   | ONE TIME<br>COMPLETION DATE | ONGOING<br>IMPLEMENTATION<br>DATE |                 |  |
| Develop and implement a written Village Communications Policy to include the manner and means by which the Village will keep the residents informed | Mayor, Council                              | September, 2025             | Continuously                      |                 | Use website and social media to keep citizens informed         |
| Update the New Resident Welcome Packet on an annual basis to include an electronic version  | Mayor, Fiscal Officer                       | March, 2026                 | Annually                          |                 | Have businesses update their inserts so packets can be updated |
| As part of the Annual Report, prepare and include a report of Village facilities and assets along with a summary financial report                   | Mayor, Fiscal Officer,<br>Finance Committee |                             | Annually                          |                 | Begin in 2025  |
|   |   |                             |                                   |                 |  |
| Re-Evaluate the forms of social media we are utilizing  | Mayor, Fiscal Officer                       | August, 2025                |                                   |                 |  |
| Re-Evaluate our website design, platform and provider   | Mayor, Fiscal Officer                       | August, 2025                |                                   |                 |  |

Annual Updates:

**2024**  
The Village and Committees are regularly submitting material for the Perry Community Quarterly Newsletter

**FACILITIES**

**GOAL:** The Village will continue to maintain, update and/or add to all Village owned facilities for the health and safety of all staff, residents and visitors.

**OBJECTIVE 1:** The Village will ensure that all facilities are maintained to the highest degree

**OBJECTIVE 2:** The Village will maintain current amenities and explore options for new/added amenities

**OBJECTIVE 3:** The Village will explore opportunities to promote the development of the Champion Farms property

| ACTION STEPS  | COMMITTEE/PERSON(S)<br>RESPONSIBLE | TIMELINE                    |                                   | FUNDS<br>NEEDED | REVIEW NOTES   |
|---|------------------------------------|-----------------------------|-----------------------------------|-----------------|--|
|   |                                    | ONE TIME<br>COMPLETION DATE | ONGOING<br>IMPLEMENTATION<br>DATE |                 |  |
| Develop a comprehensive schedule for capital improvements to all Village buildings and structures | Mayor, Police Chief,<br>Council    |                             | As Needed                         |                 | Establish a 3-year replacement schedule for roofs, windows, and anything that we might outgrow<br>Locker Room Update<br>Exit sign upgrades |
| Develop a comprehensive sanitizing schedule   | Mayor, Police Chief                | June, 2025                  |                                   |                 |  |
| Ensure that funds are available to complete projects as needed                                    | Mayor, Fiscal Officer              |                             | Ongoing                           |                 |  |

Annual Updates:

**2024**

The sale of the Champion Farms property in moving in to the due diligence phase of the project