

City Council Goal Setting Session Agenda

**Monday, November 8, 2021 - 6:30 p.m.
Police Department Training Room**

Goal Setting Summary Memo

- 1 City Council Required Training and Open Meetings Act and Freedom of Information Act**
- 2 Q and A – City Attorney**
- 3 City Council Survey Review**
- 4 IDEA (Inclusion, Diversity, Equity & Access)**
- 5 Economic Development**
- 6 Plan for Future City Events**

CITY OF DARIEN

MEMO

TO: Mayor Marchese, City Council, City Clerk, and City Treasurer

FROM: Bryon D. Vana, City Administrator

DATE: November 3, 2021

SUBJECT: Goal Setting Agenda– Monday, November 8, 2021, 6:30 p.m. PD Training Room

Listed below are the agenda topics and overview for the goal setting session scheduled for Monday, November 8, 2021. Additionally, I included the suggested meeting topics that I received from the Council. We were not able to schedule all of the topics but I wanted the Council to be aware of all of the suggested topics.

1. City Council Required Training and Open Meetings Act and Freedom of Information Act

Attorney Murphey will cover required sexual harassment training for the Council and provide a refresher to the Open Meetings and Freedom of Information Acts

2. Q and A – City Attorney

Attorney Murphey will provide a Q and A session providing an opportunity to ask your legal questions on any municipal topic. We are fortunate to have John as our City Attorney and I provided some additional background below:

https://osmf.com/os_team/john-b-murphey/

John B. Murphey, Partner, graduated cum laude from Loyola University of Chicago School of Law in 1976. He serves as counsel to many local government units throughout Illinois and is a nationally recognized expert on civil rights law. John has successfully litigated complex zoning matters for private and public clients. He is admitted to practice in the United States District Court for the Northern District of Illinois, the Seventh Circuit Court of Appeals and the United States Supreme Court. Focusing his practice on cases involving civil rights defense for local governments, John represents public clients in all phases of litigation in state and federal courts. He advises local cities and villages on matters involving zoning and serves as special labor counsel to many municipalities. John serves as regular and special counsel to dozens of Illinois local governments. He has argued numerous cases before the Seventh Circuit Court of Appeals and the Illinois Supreme Court on issues including first amendment, fair housing, due process, employment discrimination and zoning. He represents both plaintiffs and defendants in Section 1983 litigation.

John frequently presents at conferences and workshops on topics affecting municipalities, including a zoning workshop organized by the Intergovernmental Risk Management Agency in 2020. He presents annually at Chicago-Kent's Section 1983 Civil Rights Litigation Conference. John is a two-time winner of the Litigation Award and a Lifetime Achievement Award from the Illinois Local Government Lawyers Association. He has been selected to Super Lawyers from 2005-2012 and 2014-2020 and is one of Super Lawyers Top Rated lawyers in the State, Local and Municipal category. He has been named to Best Lawyers in America. John has been an elected official, serving for 12 years as a member of his local school board, the last four as President.

3. City Council Survey Review

The staff conducted a survey of the elected officials and the results are included in the packet. The Council will have an opportunity to discuss the results and provide any additional feedback regarding their comments.

4. IDEA (Inclusion, Diversity, Equity & Access)

Alderman Belczak requested that Darien create an IDEA commission. *IDEA* is a program that is built on *Inclusion, Diversity, Equity & Access*. Alderman Belczak stated the City of Darien is a diverse community with many different ethnicities, a wide range of socioeconomic statuses, many different churches & religious groups and with an established senior population & a growing group of young families. I think it would be a good idea to help create a commission that engages the community to help bring more understanding of each other already living here and to attract the next generation of Darien residents.

IDEA is an acronym for Inclusion, Diversity, Equity, and Access. Organizations that embrace IDEA are able to foster cultures that minimize bias, recognize, and address systemic inequities, which, if unaddressed, create disadvantages for certain individuals or groups.

Across the Chicago region, municipalities are taking steps to celebrate local diversity and advance equity and inclusion within their communities. These steps might include hosting events to celebrate local diversity; establishing a citizen commission to advise local actions related to equity and inclusion; reviewing and revising policies and procedures that reinforce inequities within municipal operations; or expanding social services to ensure that needs of the most vulnerable residents are being met. IDEA is supported by our member associations such as IML and Metro Mayors Caucus. The following is one example of a municipal IDEA program from then City of Warrenville.

Warrenville Commission

In November 2020, the City established the Inclusion, Diversity, Equity, and Awareness Commission to support, encourage, and promote initiatives and programs that inspire inclusivity, diversity, and equity in Warrenville. Their primary responsibilities are the following.

1. Promote mutual understanding and foster equity, inclusion, and respect among all people regardless of race, color, religion, age, marital status, familial status, sexual orientation, gender, gender identity, national origin or ancestry, physical and mental ability, political affiliations, and economic status.
2. Evaluate City practices and procedures for opportunities to improve communication and engagement with the community, identify barriers that may prevent some from participating, and provide recommendations to the City Council.
3. Create and share educational materials and programs aimed at informing the public to encourage understanding and open dialog on issues of discrimination and inequity.
4. Work with other community partners and taxing districts on initiatives and programs that encourage diversity, equity, and inclusion throughout the community.

The Commission is made up of seven members with one non-voting member of City Council and one staff liaison. Additionally, the Commission will include non-voting members representing CUSD 200, the Park District, Fire District, Library District, and one student member from Wheaton Warrenville South. Anyone with ideas or suggestions can attend the Commission’s regular meetings at City Hall or contact the staff liaison.

5. Economic Development

Attached is the meeting summary for the economic development workshop the City conducted the on October 23, 2021. The City Council can use this time to provide input and ask questions regarding the city’s economic development efforts. As additional historical information, attached is a report from 2014 showing the developments of the *key parcels* identified in the city’s Comprehensive Plan.

As you may recall, the city council approved the following Economic Development Mission Statement on April 1, 2021:

Economic Development Mission Statement

- The City of Darien is dedicated to help create opportunities for economic development through desirable business growth, expansion, retention and attraction in working as partners to develop a climate conducive in maintaining the quality of life in the City of Darien
- We are dedicated to creating a more vibrant and cultivated community by:
 - Serving as a conduit between the commercial economic interests in Darien, including property managers, local business managers, government agencies, and national corporate leaders
 - Encouraging the economic well-being, retention, and expansion of the existing commercial businesses located within Darien;
 - Allowing community residents to participate in the process of attracting, developing and supporting business in Darien;

- Empowering the local Chamber of Commerce to facilitate communication and cooperation for local businesses;
- Responsibly assisting in developing properties within the City of Darien in an effort to both improve the aesthetics of the City and provide additional revenue and properly reviewing City ordinances, policies, and practices to determine their impact on existing and proposed commercial businesses.

6. Plan for Future City Events

The City of Darien seeks to create a cultural experience for its residents through its establishment of a program of events that provide for their appreciation of the fine arts. Providing these events present an opportunity for residents to have outlets that provide for improved mental health, community awareness, social engagement, and greater exposure for local businesses. We hope to achieve this through the establishment and enactment of the following goals:

1. Develop a citizen commission similar to other city groups with a part-time staff liaison, who will coordinate the overall planning of future events, as well as acting as a conduit to the Park District in the planning of city/park district, library, service groups (Lions, Woman’s Club) joint activities, and other local taxing bodies;
2. Special events will be scheduled for different venues within the city including the parks, the Indian Prairie Library, our local schools, Carriage Greens and our city shopping centers;
3. Events will be designed with the goal of providing outdoor and indoor entertainment experiences for our residents, and in certain instances, highlight our business community (restaurants, bars and retail establishments, as well as our local schools);
4. Develop a community calendar that contains the events offered by the Park District, the Library, local schools, the city and service groups in order to avoid overlap and to encourage groups to work together on joint activities;
5. Develop a Capital Improvement Program that would lead to the development of a community entertainment complex within the Darien Community Park. This complex will be a multi- purpose development that would be available to community groups, local schools, the Darien Fine Arts Committee as well as hosting city sponsored events.

Aldersperson’s Suggested Topics

Tom Chlystek

1. Can we have Jordan send out weekly updates like the previous City planner? I forgot his name but he would send out the excel sheet that had the open tickets warnings such as tall grass, and other citations. The second excel sheet had the list of renovations, business

licenses, and other items coming into town. That was very beneficial, and others probably find useful as well.

2. During the Saturday round table, Mr. Brian Gay mentioned each town needs to understand what works best in communication to residents. We do multiple ways, but maybe having someone figure out which is most efficient, and thus allocate resources there makes sense. Darien is a very Senior town, and maybe certain social media isn't as affective as others sources such as the old quarterly magazine. Seems many on Economic Chamber had good ideas, but need to ultimately see what's most affective.
3. See if there is entertaining making the welcome to Darien exit ramp feature. We have it designed up all ready. I'd support reviewing this again.
4. As I sit back at council meetings one thing I notice is we have great senior involvement in so many organizations that Seniors are involved in. Which is great, but we are missing the 18 to 64 years olds. I bring this up because I had 3 families move out, with Seniors downgrading from Hinsdale moving in. I see Our Lady Peace school close, and Hinsdale South Student population shrinking from 10 years ago. It's a trend that I feel doesn't do us any good, especially on the school system wise. When I see Downers, Naperville, Westmont I see more of the Middle Aged residents involved, which brings energy, excitement to the towns and, growth in schools. Once a town is known as a retirement community, how does that affect young people wanting to move in? Or do they want to move out like my ward? Not sure any answer but be curious what others think? I do see a shrinking school system as negative since we do pride ourselves with good schools. (This is also a reason why I supported the Darien complex on Lemont Avenue, to get affordable housing and new people) Not sure if any solutions, but be curious if council notices this trend as well, or has ideas? (I'd be interested to see the new census data that comes out).
5. Anything to address the areas that flood and affect residents' houses .

Mary Sullivan

Thank you for the opportunity to provide feedback on topics for Goal Setting.

- 1) Communications. Need to do a hard copy mailing of a newsletter quarterly or twice a year to all Darien Households and Businesses. Do a post card immediately to stress the importance of signing up for Direct Connect weekly e-blast to receive city news. We need to continue to use Facebook and twitter to send out alerts and make that happen in a timely manner (like same day). We must get the Community Calendar in place prior to the holidays!
- 2) Safety: We have an amazing police department. We need to continue to communicate tips on personal and property safety. This can be done on social media but would be best sent in Direct Connect and included in Newsletter. Do something similar to what Mayor Joe has with "Ask the Mayor". Have a section on Safety Tips from Chief Thomas and Fire Chief could trade off.

- 3) Infrastructure: We need to continue to assess and evaluate storm water, potential flooding, ditch/drain projects, streets and sidewalks. Possibly connect Bike Paths where they abruptly end?
- 4) City Sponsored Events: We need to gain consensus from elected officials and perhaps even survey residents on what is the expectation for City Sponsored events outside of what is already being done by the Park District and other surrounding communities. I do not want to see us overload the calendar and add events just to say hey we are doing concerts too. I believe a partnership with Darien Park District would make a great deal of sense and working with the Chamber of Commerce. A community calendar on the City of Darien website and linked to Direct Connect could show in one glance all the events happening in and even around Darien.
- 5) TAXES: We have a very low tax rate for City of Darien but people always say “my taxes are so high”. This topic could be outlined/defined in a sound bite on Direct Connect or in the City printed Newsletter is an explanation of where your tax dollars go. It is also important that we maintain fiscal responsibility to our residents by continuing to budget conservatively and make wise spending decisions. It is my hope that we will not raise taxes and continue to fund our Police Pension in the manner we have traditionally done.

Joe Kenny

Fiber optics for the city is all I have at this time.

Tom Belczak

If it is not too late, I would like to add one more topic to our goal setting discussion.

I would like to see Darien create an IDEA commission.

IDEA is Inclusion, Diversity, Equity & Access.

Darien is a diverse community with many different ethnicities, a wide range of socioeconomic statuses, many different churches & religious groups and with an established senior population & a growing group of young families. I think it would be a good idea to help create a commission that engages the community to help bring more understanding of each other already living here and to attract the next generation of Darien residents.

State of Illinois Sexual Harassment Prevention Training

Version 2.0



Sexual Harassment Is Prohibited in Illinois

- The Illinois Human Rights Act makes it a civil rights violation “[f]or any employer, employee, agent of any employer, employment agency or labor organization to engage in sexual harassment.” 775 ILCS 5/2-102(D).
- The Illinois General Assembly finds that tolerance of sexual harassment has a detrimental influence in workplaces by creating a hostile environment for employees, reducing productivity, and increasing legal liability.
- The State of Illinois encourages employers to adopt and actively implement policies to ensure their workplaces are safe for employees to report concerns about sexual harassment without fear of retaliation, loss of status, or loss of promotional opportunities.



3 | Employers Required to Provide Sexual Harassment Prevention Training for All Employees

- Every employer in the State of Illinois is required to provide employees with sexual harassment prevention training that complies with section 2-109 of the Illinois Human Rights Act (“IHRA”).
- All employees regardless of their status (i.e. short-term, part-time, or intern) must be trained.
- If an employer has an independent contractor working on-site with the employer’s staff, the independent contractor should receive sexual harassment prevention training.



What Information Will Be Covered

- I. an **explanation of sexual harassment** consistent with the Illinois Human Rights Act;
- II. **examples of conduct** that may constitute unlawful sexual harassment;
- III. a **summary of Federal and State statutory laws** concerning sexual harassment including remedies available to victims; and
- IV. a **summary of employer responsibilities** in the prevention, investigation, and corrective measures of sexual harassment.



I. What is Sexual Harassment?

Under the Illinois Human Rights Act, “Sexual harassment” means any unwelcome sexual advances, requests for sexual favors, or any conduct of a sexual nature when:

- submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment,
- submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or
- such conduct has the purpose or effect of substantially interfering with an individual’s work performance or creating an intimidating, hostile or offensive working environment.



I. Types of Unlawful Sexual Harassment

- 1. Quid Pro Quo Sexual Harassment.** *“You do something for me, and I’ll do something for you.”* This means that a manager or supervisor may not tell an employee that in order to receive a promotion, raise, preferred assignment, or other type of job benefit – or to avoid something negative like discipline or an unpleasant assignment – the employee must do something sexual in return.
- 2. Hostile Work Environment Sexual Harassment.** *“The air at work is full of sexual references and it is impacting me.”* A hostile work environment may occur when unwelcome sexual advances, requests for sexual favors, or any conduct of a sexual nature has the purpose or effect of substantially interfering with an individual’s work performance or creating an intimidating, hostile or offensive working environment.



I. Unwelcome Behavior

- Sexual conduct becomes sexual harassment when the behavior is unwelcome. Behavior may be unwelcome in the sense that the victim did not solicit or invite it, or in the sense that the victim regarded the conduct as undesirable or offensive.
- Welcome behavior can quickly become unwelcome behavior. What starts off as welcome behavior (consensual joking) can cross a line and become unwelcome behavior.
- Also, consent can be revoked at any time. When someone experiencing sexual harassment behavior says, "stop talking to me like this" **it must stop**. The perpetrator cannot use as a defense "Well you started it." or "You were ok with it at first."



I. Working Environment

- An employee's “**working environment**” is not limited to the physical location where the employee is assigned. The “working environment” **extends to other worksites** including off-site, mobile or moving worksites/locations.
- For example, a “working environment” includes the courthouse for a lawyer, or an off-site event for a caterer.



I. Gender Identity & Sexual Orientation

- A person can be the victim of sexual harassment regardless of the victim's **gender identity** or the perpetrator's gender identity.
- A person can be the victim of sexual harassment regardless of the victim's **sexual orientation** or the perpetrator's sexual orientation.



I. Employees and Nonemployees as **Victims** of Sexual Harassment

- The Illinois Human Rights Act **protects** **Employees** and now **Nonemployees** from sexual harassment.
 - **Employees** include co-workers, supervisors and managers.
 - **Nonemployees** include persons who are not employees, but are directly performing services for an employer, such as contractors or consultants (independent contractors or gig workers).
- Victims of sexual harassment can include **Employees and Nonemployees** when sexually harassed by other Employees or Nonemployees.
- Victims of sexual harassment can include not only the target of the sexual harassment, but also those Employees or Nonemployees who are **Bystanders or Witnesses** to the sexual harassment.



I. Customers/Patrons as **Victims** of Sexual Harassment

- The Illinois Human Rights Act **protects Customers/Patrons** from sexual harassment in “places of public accommodation,” such as stores, hotels, restaurants, theaters, museums, health clubs and hospitals.
- Employers that are also “places of public accommodation” are responsible for sexual harassment of Customers/Patrons when perpetrated by their **Employees** or **Nonemployees**.



I. Employees and Nonemployees as **Perpetrators** of Sexual Harassment

- The Illinois Human Rights Act **prohibits** **Employees** and **Nonemployees** from engaging in sexual harassment.
 - **Employees** include co-workers, supervisors and managers.
 - **Nonemployees** include persons who are not employees, but are directly performing services for an employer, such as contractors or consultants (independent contractors or gig workers).
- Employers are responsible for sexual harassment perpetrated by their **Employees** and **Nonemployees** against **other Employees and Nonemployees**.
- Employers are also responsible for sexual harassment perpetrated by their **Employees** and **Nonemployees** against **customers/patrons**.



I. Customers/Patrons and Third Parties as **Perpetrators** of Sexual Harassment

- The Illinois Human Rights Act **prohibits** sexual harassment of Employees and Nonemployees by **Customers/Patrons** and **Third Parties**.
 - Employers are responsible for sexual harassment of their Employees and Nonemployees by **Customers/Patrons**.
 - Employers are also responsible for sexual harassment of their Employees and Nonemployees by **Third Parties** such as sales representatives, vendors, and/or delivery persons.



What Information Will Be Covered

- I. an **explanation of sexual harassment** consistent with the Illinois Human Rights Act;
- II. **examples of conduct that may constitute unlawful sexual harassment;**
- III. a **summary of Federal and State statutory laws** concerning sexual harassment including remedies available to victims; and
- IV. a **summary of employer responsibilities** in the prevention, investigation, and corrective measures of sexual harassment.



II. What are Examples of Inappropriate Conduct?

Sexual harassment includes unwelcome conduct of a sexual nature (sexual advances and requests for sexual favors). Examples include:

- Pressure for sexual favors or to go out on a date
- Deliberate touching, leaning over, or cornering another person
- Sexual looks or gestures or whistling at someone
- Sending letters, telephone calls, e-mails, texts, or other materials of a sexual nature
- Sexual teasing, jokes, remarks, or questions
- Referring to another as a “girl,” “hunk,” “doll,” “babe,” “honey,” “tootsie”, etc.
- Actual or attempted rape or sexual assault



II. continued - Examples of Inappropriate Conduct

More examples of conduct that may constitute sexual harassment include:

- Turning work discussions to sexual topics
- Asking about sexual fantasies, preferences, or history
- Sexual comments, sexual innuendos, or sexual stories
- Sexual comments about a person's clothing, body, or looks
- Kissing sounds, howling and smacking lips
- Telling lies or spreading rumors about a person's sex life
- Massaging neck, shoulders, etc.
- Touching another employee such as their clothing, hair, or body



II. Sexual Harassment in Online Environments

- Our conduct online and through social media can constitute sexual harassment even when it occurs “off the clock”, “off-site”, or even “out of state”.
- Online sexual harassment includes using e-mail, cell phone texts, internet posting, online comments, blog posts, and social media (such as Facebook, Twitter, LinkedIn, Instagram, YouTube, and Snapchat) to send communications of a sexual nature. Examples include:
 - Flirting and requests or demands to go on a date or have sex
 - Sending inappropriate pictures or videos including sexually graphic material
 - Using sexual language or comments including sexually offensive language
 - Cyber stalking



What Information Will Be Covered

- I. an **explanation of sexual harassment** consistent with the Illinois Human Rights Act;
- II. **examples of conduct** that may constitute unlawful sexual harassment;
- III. **a summary of Federal and State statutory laws** concerning sexual harassment including remedies available to victims; and
- IV. a **summary of employer responsibilities** in the prevention, investigation, and corrective measures of sexual harassment.



19

III. What can I do if I experience, witness, or become aware of unwelcome sexual conduct?

If you experience, witness or become aware of unwelcome sexual conduct, know that:

1. You have the **right to tell the person to stop**. The initiating and participating persons must stop the unwelcome behavior upon request. If they continue the behavior or retaliate against you because you asked them to stop, they can be found to have violated the law by engaging in sexual harassment or retaliation.
2. You have the **right to report the sexual harassment**. Several reporting options are available. The option you choose may depend on the nature and severity of the unwelcome conduct of a sexual nature. Persons who report sexual harassment or participate in investigations are protected from retaliation.



III. Reporting Sexual Harassment – Several Options

The choice of how to report an allegation of sexual harassment is a personal one, and these options are not mutually exclusive. You may pursue one or more of the following reporting options:

1. **Call the State of Illinois Sexual Harassment & Discrimination Helpline**
2. Report the Incident to Your Employer
3. File a Charge with the Illinois Department of Human Rights (IDHR)
4. File a Charge with the U.S. Equal Employment Opportunity Commission (EEOC)



21

III. Call the State of Illinois Sexual Harassment and Discrimination Helpline

If you or someone you know has experienced or witnessed unwelcome conduct of a sexual nature in the workplace, please call the *State of Illinois Sexual Harassment and Discrimination Helpline* for assistance. Calls are confidential and can be made anonymously.

Call: 1-877-236-7703

Visit www.Illinois.gov/SexualHarassment

Helpline representatives can help callers navigate their numerous reporting options and share additional information related to counseling, legal assistance, and frequently asked questions.



III. Reporting Sexual Harassment – Several Options

The choice of how to report an allegation of sexual harassment is a personal one, and these options are not mutually exclusive. You may pursue one or more of the following reporting options:

1. Call the State of Illinois Sexual Harassment & Discrimination Helpline
2. **Report the Incident to Your Employer**
3. File a Charge with the Illinois Department of Human Rights (IDHR)
4. File a Charge with the U.S. Equal Employment Opportunity Commission (EEOC)



III. Reporting Sexual Harassment to an Employer

Report the incident to one or more of the following employer representatives:

- 1. Your Supervisor** or any member of management you trust. Supervisors and members of management are responsible for knowing the employer's internal complaint investigation and resolution process. Supervisors can help effect immediate positive change.
- 2. Human Resources Officers** can work with management to investigate and resolve sexual harassment complaints. This option may be preferred, if the perpetrator of the sexual harassment is a supervisor or manager.
- 3. Designated Sexual Harassment Reporting Officers** are often established by employers to specifically receive and investigate sexual harassment complaints. Consult your employer's sexual harassment policy for specific reporting contact information.



III. Reporting Sexual Harassment – Several Options

The choice of how to report an allegation of sexual harassment is a personal one, and these options are not mutually exclusive. You may pursue one or more of the following reporting options:

1. Call the State of Illinois Sexual Harassment & Discrimination Helpline
2. Report the Incident to Your Employer
3. **File a Charge with the Illinois Department of Human Rights (IDHR)**
4. File a Charge with the U.S. Equal Employment Opportunity Commission (EEOC)



III. Reporting Sexual Harassment to the Illinois Department of Human Rights (IDHR)

The Illinois Department of Human Rights (IDHR) is a state agency responsible for enforcing the Illinois Human Rights Act, the state law which makes it illegal to engage in sexual harassment or retaliation.

- Complainants (victims of sexual harassment) may file a charge at any time within 300 days of the incident(s).
- IDHR has jurisdiction (authority) to investigate employers who have 1 or more employees.
- To start the process, submit a Complainant Information Sheet to IDHR.



III. Remedies Available Under The Illinois Human Rights Act

- After IDHR completes its investigation, the Complainant (the employee):
 1. May file a lawsuit in civil court, or
 2. May file a complaint with the Illinois Human Rights Commission (HRC) if IDHR found “substantial evidence” of a violation.
- Complainants who prevail in the HRC or Court may receive an **order awarding remedies** allowed by the Illinois Human Rights Act to make the Complainant “whole.”
- **Remedies** may include: back pay, lost benefits, clearing of a personnel file, damages, hiring, promotion, reinstatement, front pay where reinstatement is not possible, and attorney’s fees and costs.



27

III. Reporting Sexual Harassment to the IDHR (Contact Information)

To file a charge, call IDHR or visit them online:

1-800-662-3942 | www.ILLINOIS.GOV/DHR

IDHR Offices Locations:

- **Chicago.** Office: 312-814-6200 | 866-740-3953 (TTY), 100 W Randolph St, Suite 10-100, Chicago, IL 60601
- **Springfield.** Office: 217-785- 5100 | 866-740-3953 (TTY), 535 W. Jefferson, 1st Floor, Intake Unit, Springfield, IL 62702
- **Marion.** Office: 618-993-7463 | 217-740-3953 (TTY), 2309 W Main St, Marion, IL 62959



III. Reporting Sexual Harassment – Several Options

The choice of how to report an allegation of sexual harassment is a personal one, and these options are not mutually exclusive. You may pursue one or more of the following reporting options:

1. Call the State of Illinois Sexual Harassment & Discrimination Helpline
2. Report the Incident to Your Employer
3. File a Charge with the Illinois Department of Human Rights (IDHR)
4. **File a Charge with the U.S. Equal Employment Opportunity Commission (EEOC)**



III. Reporting Sexual Harassment to the U.S. EEOC

The United States Equal Employment Opportunity Commission (EEOC) is responsible for enforcing Title VII of the Civil Rights Act of 1964, the federal law that make it illegal to engage in sexual harassment or retaliation.

- Complainants (victims of sexual harassment) may file a charge at any time within 300 days of the incident(s).
- The EEOC has jurisdiction (authority) to investigate employers who have 15 or more employees.
- To start the process, call the EEOC or visit their website.



III. Remedies Available Under Title VII of the Civil Rights Act of 1964

- **After EEOC completes its investigation:**
 1. The Complainant (the employee) may file a lawsuit in federal court.
 2. The EEOC may help parties reach a settlement through an informal process called “conciliation” if the EEOC finds “reasonable cause” to believe discrimination occurred.
- Complainants who prevail in federal court may receive an **order awarding remedies** allowed by Title VII to make the employee “whole.”
- **Remedies** may include: back pay, lost benefits, clearing of a personnel file, damages, hiring, promotion, reinstatement, front pay where reinstatement is not possible, punitive damages, and attorney’s fees and costs.



III. Reporting Sexual Harassment to the U.S. EEOC (Contact Information)

To file a charge, call or visit online:

1-800-669-4000 | www.EEOC.GOV

1-800-669-6820 (TTY for Deaf/Hard of Hearing callers only)

1-844-234-5122 (ASL Video Phone for Deaf/Hard of Hearing callers only)

U.S. EEOC Offices Serving Illinois

- **Chicago District Office.** JCK Federal Building, 230 S. Dearborn St., Chicago, IL 60604
- **St. Louis District Office.** Robert A. Young Federal Building, 1222 Spruce St., Rm. 8.100, St. Louis, MO 63103



What Information Will Be Covered

- I. an **explanation of sexual harassment** consistent with the Illinois Human Rights Act;
- II. **examples of conduct** that may constitute unlawful sexual harassment;
- III. a **summary of Federal and State statutory laws** concerning sexual harassment including remedies available to victims; and
- IV. a **summary of employer responsibilities** in the prevention, investigation, and corrective measures of sexual harassment.



IV. Is my Employer Responsible for Sexual Harassment?

Yes, employers are responsible for sexual harassment in two ways:

- **Manager/Supervisor Harassment.** Employers are *strictly liable* for sexual harassment perpetrated by its members of management *regardless* of whether the employer knew of the harassment.
- **Co-Worker & Nonemployee Harassment.** Employers are *liable* for sexual harassment perpetrated by an employee (co-worker) or nonemployees (vendors) *only if* the employer knew or reasonably should have known of the harassment and failed to take prompt corrective action.



IV. Employer Responsibilities

We will now discuss employer responsibilities and liabilities concerning incidents of sexual harassment in workplaces including their responsibilities to:

- **Prevent** the incidence of sexual harassment in their workplaces;
- **Investigate** incidents of sexual harassment in their workplaces; and
- **Correct** the incidence of sexual harassment in their workplaces.



IV. Employer Responsibility - Prevention

1. Develop, implement and regularly communicate the employer's sexual harassment policy.
2. Provide training for managers and employees on sexual harassment prevention.
3. Ensure clear communication on how to report incidents of sexual harassment or conduct of a sexual nature.
4. Managers and supervisors should monitor their work environment to ensure the workplace is free of sexual harassment – supervisors should be aware of the conduct within their supervision.
5. Managers and supervisors must lead by example and model appropriate conduct – refrain from engaging in conduct of a sexual nature.
6. Managers and supervisors should conduct a sexual harassment climate check throughout the year -discuss the topic at a team or staff meeting, in-service day or as part of structured communication such as division/unit newsletters.



VI. Employer Responsibility - Investigation

1. Immediately respond to a complaint of sexual harassment and initiate an inquiry or investigation.
2. Interview the complainant (victim) and take reasonable action to protect the victim from retaliation or experiencing further sexual harassment during the investigation.
3. Interview all relevant witnesses.
4. Interview the alleged perpetrator of the sexual harassment.
5. Document the investigation results and maintain the file as an employment record.
6. Take corrective action as appropriate.



IV. Employer Responsibility – Corrective Measures

1. Take appropriate corrective disciplinary action up to and including termination of employment where organizational policy has been violated.
2. In situations where the conduct in question did not rise to the level of sexual harassment or a violation of policy, but is concerning or may be considered grooming behavior, consider counseling, training and closer supervision of the employee.
3. Take reasonable action within the organization to reduce the likelihood of future sexual harassment incidents by updating policies and communicating them to the workforce; providing supplemental or tailored sexual harassment training; or restructuring the working environment or reporting relationships.
4. Follow up with the complainant (victim) at regular intervals to ensure they and the workplace remains free from sexual harassment.



Completion & Certification

Thank you for completing the
2020 Annual Sexual Harassment Prevention Training

Please take the following actions:

1. Print and sign the “Certificate of Participation” provided.
2. Return the Certificate to your employer representative.



Certificate of Participation

2020 Sexual Harassment Prevention Training

I certify that I have carefully read and reviewed the content of, and completed, the 2020 Sexual Harassment Prevention Training pursuant to the Illinois Human Rights Act, 775 ILCS 5/2-109.

Training Participant Information:

(Printed Name - First, Middle Initial, Last) (Signature) (Birth Month and Day)

Training Date/Location:

(Company Name/Work Location) (Training Date) Training Method



2020 Goal Setting Survey Results

Resident Communication

| | Schauer | Vaughan | Kenny | Chlystek | Sullivan | Gustafson | Belczak | Coren |
|------------------------|---------|---------|-------|----------|----------|-----------|---------|-------|
| Direct Connect | A | B | B | B | A | A | B+ | A |
| Website | A | B | B | A | B | A | B+ | A |
| City Videos | A | B | C | A | C | A | A | N/A |
| Cable Station | D | C | B | B | C | B | N/A | N/A |
| Staff Customer Service | A | A | A | B | A | A | B | A |
| FaceBook | A | B | A | B | A | B | B | N/A |
| Twitter | B | B | A | B | B | N/A | N/A | N/A |
| NextDoor | B | B | A | B | N/A | N/A | B | N/A |

Schauer – we have had constant problems with cable and videos going out – that’s why I am giving it a “D”. We need to fix this correctly and not piecemeal a fix.

Vaughan – I think our communications platforms ‘meets expectations’ but could be leveraged to engage better with residents. Our staff ‘exceeds expectations’ considering how lean the staff is that supports the city.

Chlystek – a few weeks of complaints about livestream on YouTube not working. Things happen. This is understandable but a few meetings not working in a row, is not good. Do we come in early beforehand to check equipment? Do we need new equipment?

Sullivan – need more videos; cable station needs a facelift – upgrade technology; want mailers in 2021; huge improvements! Solid messaging

Belczak – I think that Direct Connect has made great improvements since we have retained Metro Strategies; I’d like to see links to our videos and our welcome packet posted on social media on a monthly basis for potential or new residents to view.

Municipal Services

| | Schauer | Vaughan | Kenny | Chlystek | Sullivan | Gustafson | Belczak | Coren |
|---|---------|---------|-------|----------|----------|-----------|---------|-------|
| Street Repair | A | A | A | B | X | A | A | A |
| Storm Water Management | A | A | A | B | X | A | A | A |
| Street Cleaning | A | A | A | B | X | A | B | A |
| Parkway Tree Care | A | A | A | B | X | B | B | A |
| Snow Removal | A | A | A | A | A | A | A | A |
| Brush Pick Up | A | A | A | A | A | A | B | A |
| Sidewalk Maintenance | A | A | B | B | X | B | B | A |
| Multi-Year Planning of Municipal Capital Projects | A | A | A | B | A | B | B | A |
| Property Maintenance Enforcement | A | A | A | B C* | B | A | B | B |

*Correction. Should be a “C” - typo.

Schauer – we have the best around.

Vaughan – Municipal Services continues to exceed expectations

Kenny – I see too many people walking on the streets saying sidewalks are uneven at times

Chlystek – one thing I have come to notice about how we run the city is that we are very reactive. We waiting until things become a big problem to do something. For example, people in Darien have had chickens for years. Our certified city planner should have been communicating to council this trend and advising ordinances like other towns do. Instead we wait until some neighbors get into it. Same goes for the trash bins to be a problem and again react. Same with an architectural standard. I notice other towns anticipate and act. Versus reacting. No reason why we can't be as highly rated as Naperville. I would like to see the City Planner make a quarterly report on trends, and issue in other towns so that we can be proactive versus reactive.

Sullivan – “X” missed items in 2020; need back in 2021

Belczak – Darien does an outstanding job on municipal service projects & maintenance. My personal view on property maintenance enforcement is to be reactive rather than proactive

Administration and Finance

| | Schauer | Vaughan | Kenny | Chlystek | Sullivan | Gustafson | Belczak | Coren |
|---------------------------|---------|---------|-------|----------|----------|-----------|---------|-------|
| City Audit Process | A | A | A | B | A | A | A | N/A |
| Monthly Financial Reports | A | A | A | B | A | A | B+ | N/A |
| City Budget Process | A | A | A | B | A | A | B+ | N/A |
| City Financial Management | A | A | A | B | A | A | A | N/A |

Schauer – no issues

Vaughan – the city does a good job at being transparent and manages the city’s business well.

Chlystek – for the next year I would like to have funds allocated for the councils elected officials to do ward related events such as block parties or events

Sullivan – outstanding work by Bryon and Mayor; superb support by Mike Coren, Julie, Lisa & staff.

Belczak – Darien’s conservative fiscal approach has paid off during the pandemic and left our finances in a better than expected position. I’d like to see the treasurer give a quarterly “State of the Budget” presentation.

Coren – “Not fair for me to evaluate – I am prejudice”

Police Services

| | Schauer | Vaughan | Kenny | Chlystek | Sullivan | Gustafson | Belczak | Coren |
|---------------------------------------|---------|---------|-------|----------|----------|-----------|---------|-------|
| Responding to Emergency Calls | A | A | A | B | A | A | A | A |
| Promoting Police Community Engagement | A | A | A | C | B | B | A | A |
| Proactive Crime Prevention | A | A | A | B | A | B | A | B |
| Traffic Enforcement | A | A | A | B | B | B | A | A |
| Police Staffing Level | A | A | B | B | A | B | B | A |
| Information Provided to the Public | B | A | A | A | B | B | B | C |

Schauer – I have a “B” – the same reason for twitter in part 1. We are very good at letting people know there is an issue. The follow up tweets should be more informative.

Vaughan – our police officers do an exceptional job at keeping our community safe. They are very responsive to the concerns of the community.

Chlystek – good use of twitter and social media for things happening, such as accidents. I received a few emails that I didn’t have a chance to pass along asking for more police/community engagement. Need to see what other towns do, to see what other opportunities are out there

Sullivan – great work with camera program; chief letter needs to be an annual message – letter very well received; big improvements in communications from DPD to citizens; good use of twitter; should always be posted on Facebook too.

Belczak – Police services are outstanding; police communication & transparency can always improve; hopefully, new policing schedule will improve efficiency

Coren – Need to better inform residents when there have been issues in their area

Miscellaneous Items

| | Schauer | Vaughan | Kenny | Chlystek | Sullivan | Gustafson | Belczak | Coren |
|--|---------|---------|-------|----------|----------|-----------|---------|-------|
| Staff Responsiveness to your Questions | A | A | A | A | A | A | A | A |
| Agenda Memos and Back Up Material Distributed for Council and Committee Meetings | A | A | A | B | A | A | B | A |
| Economic Development Program | B | A | B | C | B | C | B | A |

Schauer – only reason I have a “B” is because again, we need to communicate better about our economic incentive and what we pass. Too many people question after the fact.

Vaughan – the city exceeds expectations and are always helpful and responsive to resident concerns; the staff provides the materials necessary for us to make an accurate decision on city business

Chlystek – I keep getting complaints on economic development. Not sure on recommendation.

Sullivan – EDC needs more guidance & directive work with chamber better; city staff are fabulous

Belczak – Staff responses are always quick. I’d like to see the agenda & materials earlier in the week. I think the EDP has done a great job; we need to do a better job advertising the meetings & desire for community input.

HOW WELL DO YOU FEEL THE CITY HAS RESPONDED TO THE COVID-19 PANDEMIC?

| | Schauer | Vaughan | Kenny | Chlystek | Sullivan | Gustafson | Belczak | Coren |
|------------------------------------|---------|---------|-------|----------|----------|-----------|---------|-------|
| Public Information | A | A | A | A | A | A | A | A |
| Conducted Public Meetings | A | A | A | C | ? | B | B | A |
| Budget Adjustments due to COVID-19 | A | A | A | A | A | B | B | A |

Schauer – Mayor Marchese and the staff have done a fantastic job handling COVID.

Vaughan – the city has done a good job updating the public on COVID-19.

Chlystek – On the private sector side, temperature checks are required prior to entering the building along with completing a questionnaire. If we ever change into a worst phase, we should go back to zoom.

Sullivan – very proactive; Mayor Joe super engaged; ? very important vs zoom for conducted public meetings

Belczak – our budget adjustments were spot on; we have done very well with the pandemic.

Top Priorities

Schauer – Finishing off ditch projects immediately; focus on police retention and funding pension; attracting and retaining businesses

Vaughan – improve the safety at 67th & Clarendon Hills Road intersection; restore the backyard drainage program; create FREE WIFI zones in Darien parks. This could be a way for the city to improve communication with residents and visitor. It would also encourage residents that work from home to get out in the parks and do work.

Kenny – Annexation of unincorporated areas; protect businesses from violent unrest as we experienced this summer; police pension liability

Chlystek – Being proactive versus reactive in what we do ordinances/development/sustainability; have the city planner inform council on trends that new residents are looking for and what other towns are doing; incorporating some unincorporated areas

Sullivan – financial sustainability with growing police pension; re-instating capital projects maintain infrastructure; supporting business; attracting new business

Gustafson – code enforcement; municipal services – new building; code enhancement

Belczak – communication; municipal services future home; police pension budget

Coren – Fiscal discipline management; police patrol & engagement; road care & snow management

Suggestions

Schauer – need to think more because we are good now

Vaughan – upgrade the sound system and microphones in council chambers to integrate with streaming services

Kenny – consult with an outside firm to perform some type of efficiency audit; encourage residents to see what we do – we might receive some great feedback.

Chlystek – composting pick up

Sullivan – when a critical issue comes to council – perhaps hold a townhall (ie cannabis); liked mayor’s direct connect “ask the mayor” perhaps an online comment box; add a frequently asked questions FAQs section to direct connect & website; hard copy mailers to all residents

Gustafson – new municipal services building; tree trimming

Belczak – continue to improve social media; increase city revenue

Coren – PD outreach to residents when issues arise in their area

EDC WORKSHOP SUMMARY – CITY OF DARIEN OCTOBER 23, 2021

THE CITY OF DARIEN CONDUCTED AN ECONOMIC DEVELOPMENT WORKSHOP/PLANNING SESSION ON SATURDAY, OCTOBER 23, 2021. AMONG THE ATTENDEES WERE MEMBERS FROM THE ECONOMIC DEVELOPMENT COMMITTEE, PLANNING AND ZONING COMMISSION, CITY COUNCIL, AND THE CHAMBER OF COMMERCE. CITY STAFF MEMBERS WERE PRESENT AS WELL.

THE WORKSHOP/PLANNING SESSION FOCUSED ON A PROGRAM TITLED, ***THE ROLE OF ELECTED OFFICIALS IN ECONOMIC DEVELOPMENT***, WHICH WAS DEVELOPED BY THE NATIONAL LEAGUE OF CITIES. LEADING THE PRESENTATION WAS BRYAN GAY, CHAIRMAN OF THE CITY’S ECONOMIC DEVELOPMENT COMMITTEE AND CHIEF EXECUTIVE OFFICER OF “INVEST AURORA”.

THE OBJECTIVE OF THE WORKSHOP WAS TO OBTAIN INPUT FROM PEOPLE WITH A VESTED INTEREST IN THE FUTURE GROWTH OF DARIEN. THE WORKSHOP BROUGHT TOGETHER KEY STAKEHOLDERS IN EFFORT TO DEVELOP A STRATEGIC PLAN FOCUSED ON SETTING ECONOMIC DEVELOPMENT GOALS FOR THE CITY. THAT BEING SAID, THE FOLLOWING IS A SUMMARY REGARDING INPUT OBTAINED FROM THE WORKSHOP AND COMMON TAKEAWAYS.

COMMON TAKEAWAYS & ECONOMIC DEVELOPMENT GOALS

- RETAIN SMALL BUSINESSES AND TARGET VACANT COMMERCIAL SPACE FOR NEW BUSINESSES
 - TARGET EXISTING COMMERCIAL CENTERS FOR REDEVELOPMENT OPPORTUNITIES
 - MIXED-USE COMPONENT FOR ZONING CODE
 - CREATE DESTINATION DINING/SHOPPING AREAS
 - FEASIBILITY REPORTS
 - PROVIDE INCENTIVES
 - STRENGTHEN TIES WITH KEY STAKEHOLDERS AND OTHER TAXING BODIES WHO SUPPORT ECONOMIC DEVELOPMENT
 - FOCUS ON COMMUNITY ENGAGEMENT EFFORTS AND MARKETING OF THE CITY
-

STRENGTHS

- PROXIMITY TO HIGHWAYS (I.E. TRANSPORTATION)
- LOCAL SHOPPING/DINING
- WATERFALL GLEN ATTRACTION
- DIVERSE LABOR FORCE
- BALANCED CITY BUDGET
- STRONG VOLUNTEER BASE
- LOW VACANCY RATES
- PRIME RESIDENTIAL AREAS AND GOOD SCHOOLS
- LOW CRIME RATE
- LOW TAXES
- FAST PROCESSING TIMES FOR DEVELOPMENT THROUGH CITY
- STRONG MIDDLE CLASS WITH DISPOSABLE INCOME

OPPORTUNITIES

- CREATE A COMMUNITY CALENDAR; START AN INFORMATIONAL KIOSK
- GROW SMALL BUSINESSES
- STRENGTHEN COMMUNITY ENGAGEMENT AND SIGNAGE FOR MARKETING CITY
- WORK WITH ARGON AS A DEVELOPMENT PARTNER
- DEVELOP A TRADITIONAL DOWNTOWN SETTING “LIVE/WORK/PLAY”
- CREATE DESTINATION SHOPPING/DINING EXPERIENCES & TARGET REDEVELOPMENT OPPORTUNITIES/LOCATIONS
- CREATE MORE PUBLIC EVENT OPPORTUNITIES

WEAKNESSES

- LIMITED COMMERCIAL SPACE
- LACK OF TRADITIONAL DOWNTOWN SETTING/NO TRAIN STOP
- LACK OF COORDINATION BETWEEN TAXING BODIES
- LACK OF FINE DINING/RESTAURANT SELECTION
- LIMITED EXPOSURE AND RECOGNITION OF CITY’S GEOGRAPHIC LOCATION
- LACK OF CITY STAFF FOR ECONOMIC DEVELOPMENT
- LIMITED COMMUNITY SIGNAGE/MARKETING/COMMUNICATION FOR RESIDENTS AND VISITORS

THREATS

- COMMUNICATION AND ACCURACY OF INFORMATION – NEED GOOD INFORMATION “GOING OUT THE DOOR”
- WORK-FROM-HOME ELEMENT DUE TO PANDEMIC
- LOSS OF RETAIL/CHANGING TRENDS
- CHANGING DEMOGRAPHICS
- FAILURE TO ACT ON OPPORTUNITIES
- NIMBYSM “NOT IN MY BACK YARD” MENTALITY
- LACK OF SUPPORT FROM RESIDENTS FOR IMPLEMENTING DEVELOPMENT OPPORTUNITIES

VISION/GOALS

- IDENTIFY QUALITY METRICS FOR MEASURING ECONOMIC DEVELOPMENT (I.E. SALES TAX)
- TARGET SPECIFIC AREAS FOR REDEVELOPMENT (I.E. SHOPPING CENTERS), DETERMINE TYPE WANTED, AND KNOW MECHANISMS FOR OPPORTUNITIES TO SUCCEED (I.E. FEASIBILITY REPORTS)
- DETERMINE WHERE PUBLIC FUNDING SHOULD GO?
- PROVIDE INCENTIVES TO RETAIN BUSINESSES AND GROW THEM

STRATEGIES

- DEVELOP BUSINESS “GRANTS” PROGRAM
- TARGET CORRIDORS IN CITY TO INFUSE REDEVELOPMENT AND/OR RETENTION
- SSA OR TIF

POLICIES

- CREATE MIXED-USE COMPONENT IN CITY/ZONING CODE FOR DEVELOPMENT OPPORTUNITIES
- IMPLEMENT RAPID-TRANSIT OR OTHER TRANSPORTATION OPTIONS TO HELP DESTINATION AND PLACEMAKING EFFORTS
- SEEK PARCELS THAT ARE OWNED BY STAKEHOLDERS THAT ARE INTERESTED IN ECONOMIC DEVELOPMENT OPPORTUNITIES

**CITY OF DARIEN
MEMO**

TO: Bryon Vana, City Administrator
Dan Gombac, Director, Community Development/Municipal Services

FROM: Michael Griffith, Senior Planner
Community Development Department

DATE: January 23, 2015

SUBJECT: Comprehensive Plan Update Status – Fall 2014

Following is a summary of the Key and Non-Key Development Areas identified in the Comprehensive Plan Update adopted in 2002. Maps follow at the end of this memo.

Key Development Area #1:

All four quadrants of 75th Street and Cass Avenue intersection:

Plan: Shopping district to include retail, restaurants and a new town center at the northwest corner.

Status: Southeast quadrant along Cass Avenue is being redeveloped with a new bank and retail center.

Key Development Area #2:

Southwest corner of 75th Street and Lyman Avenue (former fire station):

Plan: Mix of office, restaurant, professional and business services and park.

Status: Site redeveloped with a mix of retail, a bank and townhomes.

Key Development Area #3:

East side of Lemont Road between 75th Street and Woodmere Townhomes, adjacent to Forest Preserve property (Posejpal property):

Plan: Community center, including: band shell, festival area, picnic area, playground, tennis and sand volleyball courts.

Status: This parcel has not been redeveloped. Staff has had inquiries for townhomes and a private indoor athletic facility.

Key Development Area #4:

Northwest corner of Plainfield Road and Clarendon Hills Road, including Darien Community Park, Hinsdale S. High School campus, Tri-State Fire District Station, Indian Prairie and Sportsplex facilities:

Plan: Retain and enhance existing uses.

Status: No change.

Key Development Area #5:

South of I-55 east of Cass Avenue (area east of the Municipal Services Facility):

Plan: Business and office park along S. Frontage Road, single-family residential south of the Sawmill Creek/floodplain.

Status: Area remains mostly unincorporated, Forest Preserve purchased the largest single parcel, a 5-lot single-family residential subdivision was approved on the north side of 87th Street, west of Loraine Avenue but never built.

Key Development Area #6:

Northeast quadrant of I-55 and Lemont Road interchange (Oldfield Triangle):

Plan: Mix of hotel/conference, retail and restaurants, office and multi-family residential.

Status: Two office buildings constructed housing two corporate headquarters. Forest P reserve purchased the parcel intended for hotel/conference, retail and restaurants.

Key Development Area #7:

Southwest quadrant of Lemont Road and 87th Street:

Plan: Senior housing, both assisted and independent living.

Status: This area has not been redeveloped. Assembling several parcels required. Myers Commons Senior Housing on 83rd Street and Main Street met this need.

Non-Key Development Area A:

South side of 83rd Street/Plainfield Road at Main Street:

Plan: Medium density residential.

Status: Independent living, senior housing apartments built, Myers Commons Senior Housing.

Non-Key Development Area B:

Southwest corner of 83rd Street and Lemont Road (former Center Cass School):

Plan: Mix of commercial and offices.

Status: Site redeveloped with a mix of retail, offices and a day care center.

Non-Key Development Area C:

2100 Manning Road (Gardner property) and parcel to the west:

Plan: Low density residential following a similar character and density of surrounding neighborhoods.

Status: A 26-lot single-family residential subdivision is being proposed, developer seeking variations regarding lot size, building setbacks and street width requirements. Public hearing scheduled for November 19, 2014.

Non-Key Development Area D:

Parcel east of Republic Bank on 75th Street:

Plan: Office.

Status: Site remains vacant. This year staff has received inquiries about car wash and day care.

Non-Key Development Area E:

East side of Cass Avenue north of Timber Lane:

Plan: Low density residential.

Status: An 8-lot single-family residential subdivision constructed. Last home nearly completed.

Non-Key Development Area F:

Northwest corner of Plainfield Road and Leonard:

Plan: Low density residential.

Status: Currently used as the Park District maintenance facility.

Non-Key Development Area G:

North side of Plainfield Road at Bailey Road:

Plan: Office.

Status: Property redeveloped with three office buildings.

Non-Key Development Area H:

Southwest corner of Plainfield Road and Eleanor Place (former Marion Hills School):

Plan: Low density residential.

Status: School building remains housing the Kingswood Academy, private elementary school.

Non-Key Development Area I:

West side of Cass Avenue north of the Shell service station:

Plan: Office.

Status: Combination of townhomes and duplexes, 11 dwelling units approved, development not built out.

Non-Key Development Area J:

Northwest corner of N. Frontage Road and Nantucket Road:

Plan: Medium density residential.

Status: Property is unincorporated and remains vacant.

Non-Key Development Area K:

South side of N. Frontage Road east of Cass Avenue:

Plan: Office.

Status: Hotel being considered on one parcel, parcel assembly required for redevelopment of the remaining area.

Non-Key Development Area L:

South side of N. Frontage Road west of Bailey Road:

Plan: Office.

Status: Area not redeveloped, however, vacant buildings have been demolished. Parcel assembly needed for redevelopment.

Non-Key Development Area M:

West side of Route 83 south of 67th Street:

Plan: Commercial.

Status: Area not redeveloped, parcel assembly needed for redevelopment.

Non-Key Development Area N:

South side of I-55 to the west and north of Waterfall Glen Forest Preserve:

Plan: Low density residential.

Status: Area remains unincorporated, not redeveloped.

Area 1:
75th St. and Cass Ave. intersection



Map Produced Using the DuPageMaps
Web Mapping Application - DuPage County, Illinois
URL: <http://gis.dupage.org/arcgis/arcgis>

DuPage County
Information Technology Department
GIS Division
611 N County Park Rd.
Woodstock, IL 60191
(630) 957-5000
E-mail: gis@dupage.org

Copyright © 2015

Area 2:
Southwest corner of 75th St. and Lyman Ave.

DuPage County - GIS
DuPage County Web Mapping Application - DuPage County, Illinois

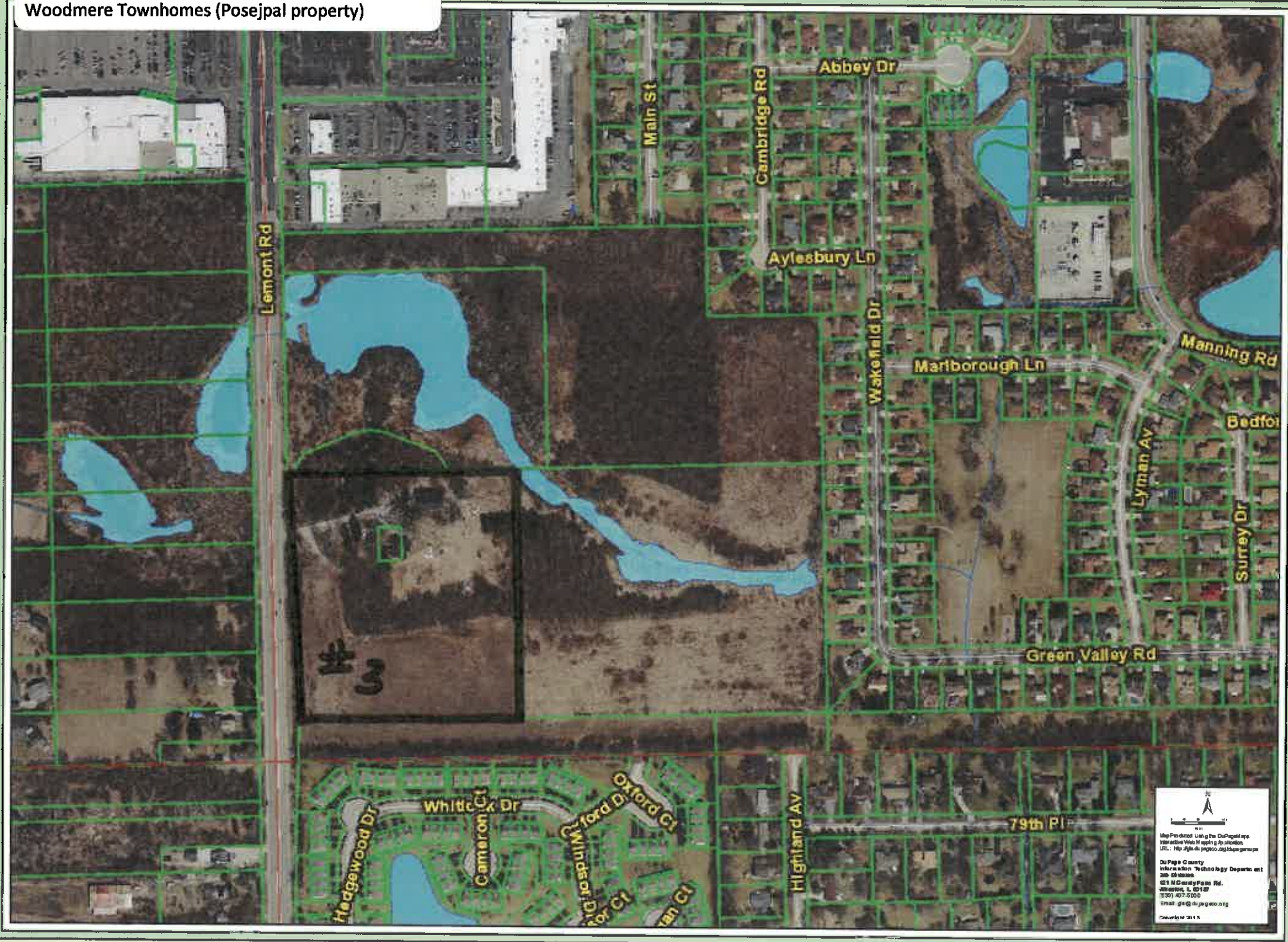


Map Produced Using the DuPage County
Interactive Web Mapping Application
URL: <http://gis.dupage.org/gis/gisapp/gisapp.asp>

DuPage County
Information Technology Department
300 DuPage Ave
Glen Ellyn, IL 60137
(630) 407-5000
Email: gis@dupage.org
Copyright 2013

Area 3:
East side of Lemont Rd. between 75th St. and
Woodmere Townhomes (Posejpal property)

DuPage County - GIS
DuPageMaps Web Mapping Application - DuPage County, Illinois



Area 4:
Northwest corner of Clarendon Hills and Plainfield Rds.,
includes high school, library, fire station and Sportsplex

DuPage County - GIS
DuPageMap Web Mapping Application - DuPage County, Illinois



Area 5:
South of I-55 east of Cass Ave.

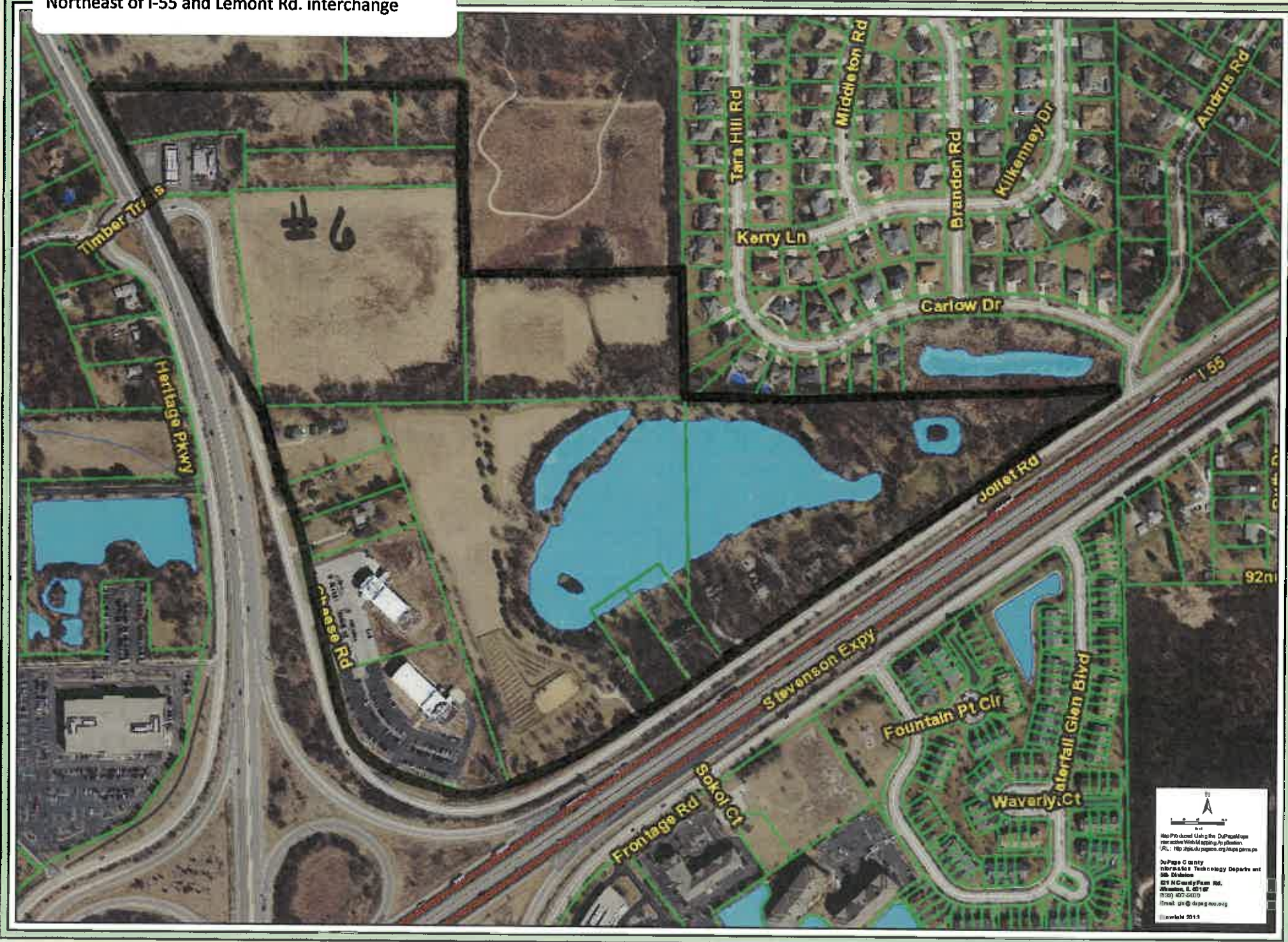


Map provided using the DuPageMaps
Interactive Web Mapping Application
URL: <http://gis.du.page.il.us/MapServer>

DuPage County
Information Technology Department
401 McCook Pike Rd.
Woodstock, IL 60188
Phone: 630-974-6000
Email: gis@du.page.il.us
© 2014 M 2015

Area 6:
Northeast of I-55 and Lemont Rd. interchange

DuPage County - GIS
DuPageMaps Web Mapping Application - DuPage County, Illinois



Area 7:
Southwest of 87th St. and Lemont Rd.

DuPage County - GIS
DuPageMaps Web Mapping Application - DuPage County, Illinois

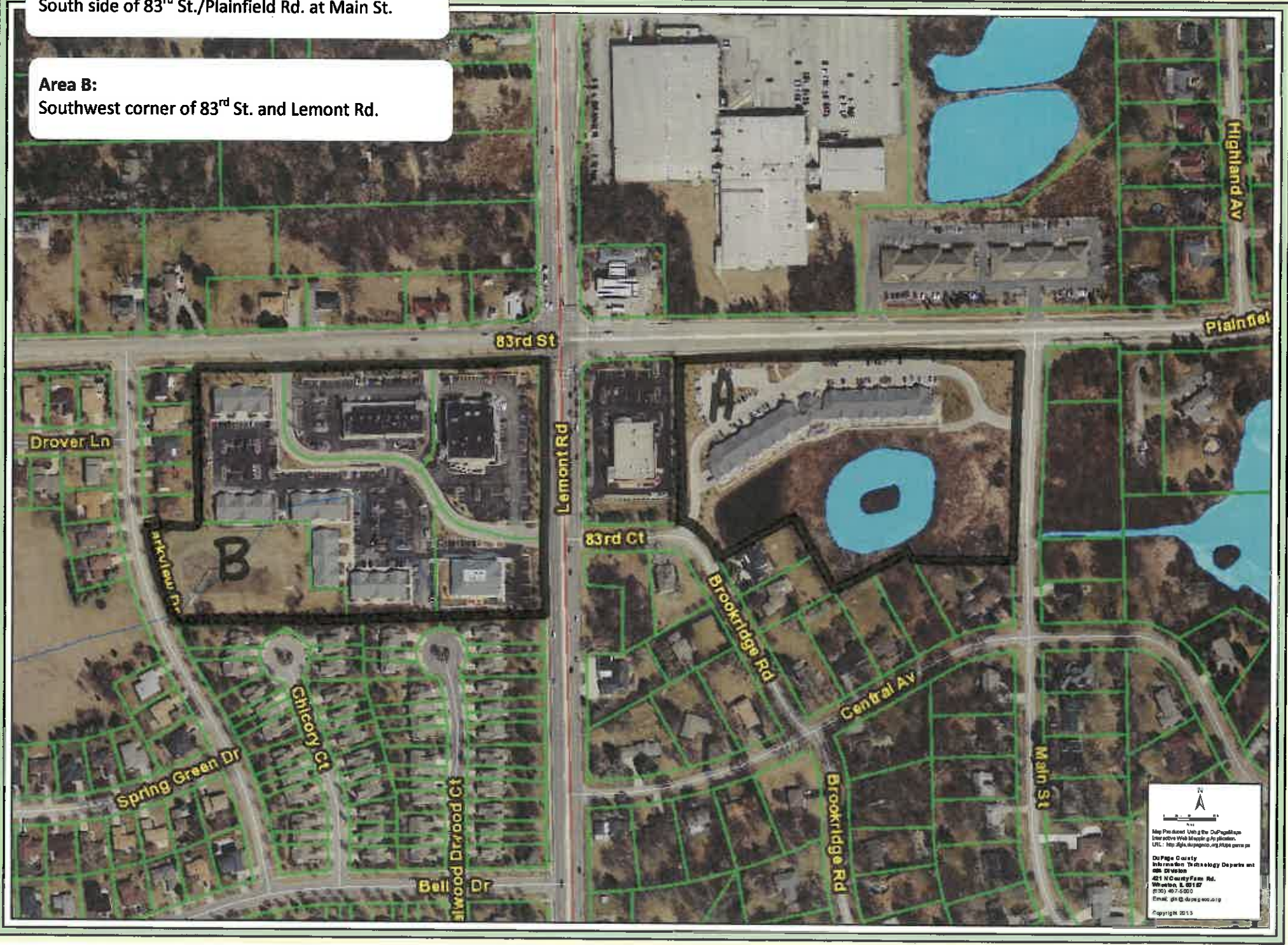


Map Produced Using the DuPageMaps
Interactive Web Mapping Application
URL: MapApps.du.pagecountygov

DuPage County
Information Technology Department
200 S. DuPage Rd.
Glen Ellyn, IL 60131
©2013 All Rights Reserved
Email: gis@dupagecountygov
Copyright 2013

Area A:
South side of 83rd St./Plainfield Rd. at Main St.

Area B:
Southwest corner of 83rd St. and Lemont Rd.



Map Provided Using the DuPageMaps
Interactive Web Mapping Application
URL: <http://gis.dupage.org/MapServer>

DuPage County
Information Technology Department
421 N. County Farm Rd.
Naperville, IL 60563
©2013 DuPage County
Email: gis@dupage.org
Copyright 2013

Area C:
2100 Manning Road (Gardner property)



Map Provided Via the DuPageMap Web Mapping Application
For more information, please visit the DuPageMap Web Mapping Application
URL: <http://gis.dupage.org/MapServer>

DuPage County
Information Technology Department
401 W. County Farm Rd.
Wheaton, IL 60157
630-467-6000
Email: gis@dupage.org

Copyright 2013

Area D:
Parcel east of Republic Bank



Area E:
East side of Cass Ave., north of Timber Ln.



Area F:
Northwest corner of Plainfield Rd. and Leonard Dr.

DuPage County - GIS
DuPageMaps Web Mapping Application - DuPage County, Illinois



Map Pro 2008. Use the DuPageGIS app for better mobile mapping experiences. URL: <http://dupagegis.org/MapPro.aspx>

DuPage County
Information Technology Department
GIS Division
411 N County Farm Rd.
Westmont, IL 60151
© 2013 DuPage County
Email: gis@dupagecountypa.org
Copyright 2013

Area G:
North side of Plainfield Rd. at Bailey Rd.

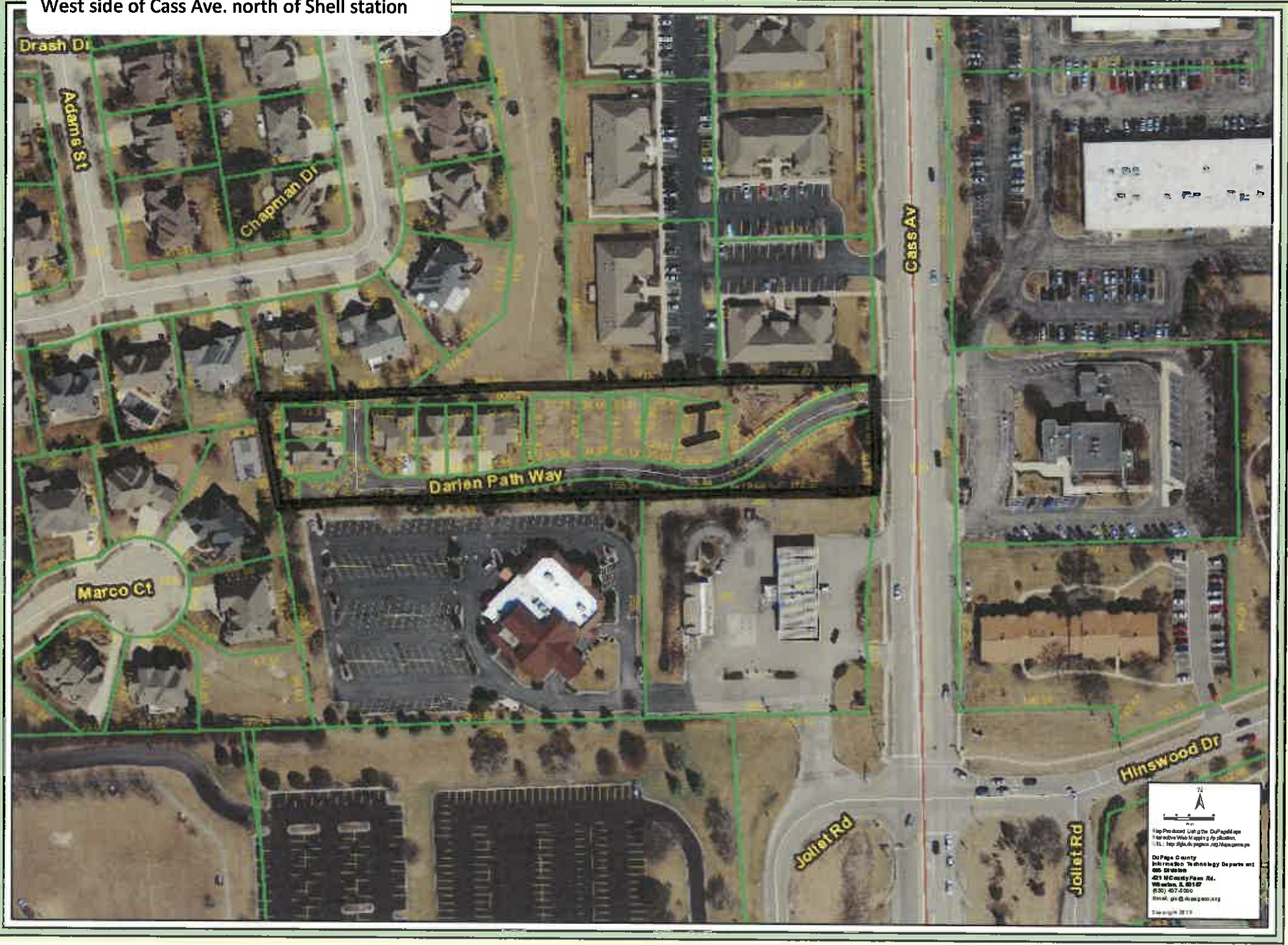


Area H:
Southwest corner of Plainfield Rd. and Eleanor Pl.

DuPage County - GIS
DuPage Maps Web Mapping Application - DuPage County, Illinois



Area I:
West side of Cass Ave. north of Shell station



Area J:
Northwest corner of N. Frontage and
Nantucket Rds.

Area K:
South side of N. Frontage Rd. and Cass Ave.

DuPage County - GIS

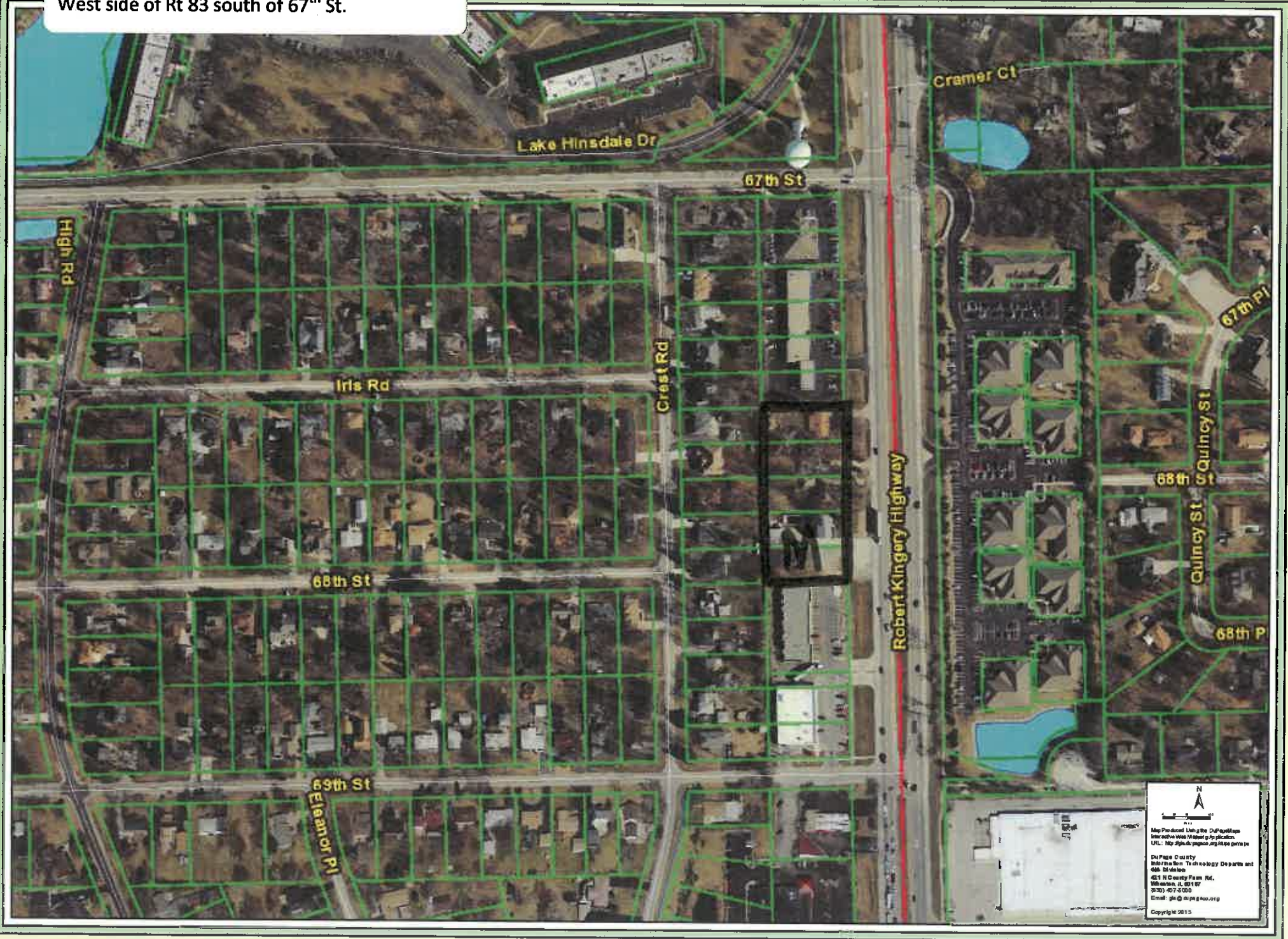
DuPageMaps Web Mapping Application - DuPage County, Illinois



Area L:
South side of N. Frontage Rd. west of Bailey Rd.



Area M:
West side of Rt 83 south of 67th St.



Area N:
South side of I-55 west and north of Waterfall
Glen Forest Preserve

DuPage County - GIS
DuPageMaps Web Mapping Application - DuPage County, Illinois

