



STAFF REPORT

TO: VILLAGE PRESIDENT & BOARD OF TRUSTEES

FROM: SCOTT KOEPEL, VILLAGE ADMINISTRATOR

DATE: JUNE 16, 2026

The following information outlines the status of current projects, meetings, training, and other activities being handled by the department.

1. **PD remodel** – Staff attended construction meetings and other meetings with the construction manager and architects.
2. **Investment Committee** – Staff attended Investment Committee with PTMA.
3. **Timeclock Demo** – Staff attended a demo of the new timeclock software ahead of launch.
4. **MetroWest Board Meeting** – Staff attended the MetroWest Board Meeting.
5. **Economic Development** – Staff met with current and potential businesses.
6. **Social Media** – Staff provided social media updates to the public.
7. **FOIA Requests** – Staff continues to work on various requests.
8. **PAC** – Administration staff is working with the Attorney General’s Public Access Counselor because of FOIA and OMA review requests.



STAFF REPORT

TO: VILLAGE PRESIDENT & BOARD OF TRUSTEES

FROM: KARIN JOHNS, FINANCE DIRECTOR

DATE: JUNE 16, 2026

The following information outlines the status of current projects, meetings, training, and other activities being handled by the department.

Tasks/Updates

- **Timekeeping Contract** The planning process has begun for the Village's new timekeeping system implementation. Finance facilitated a demonstration of the base system and optional features with all Department Heads so all stakeholders are involved in implementation.
- **Audit Process** Staff completed preliminary fieldwork for the FY2026 Audit on June 2nd. All went well during prelim and staff will continue to prepare for July's fieldwork.

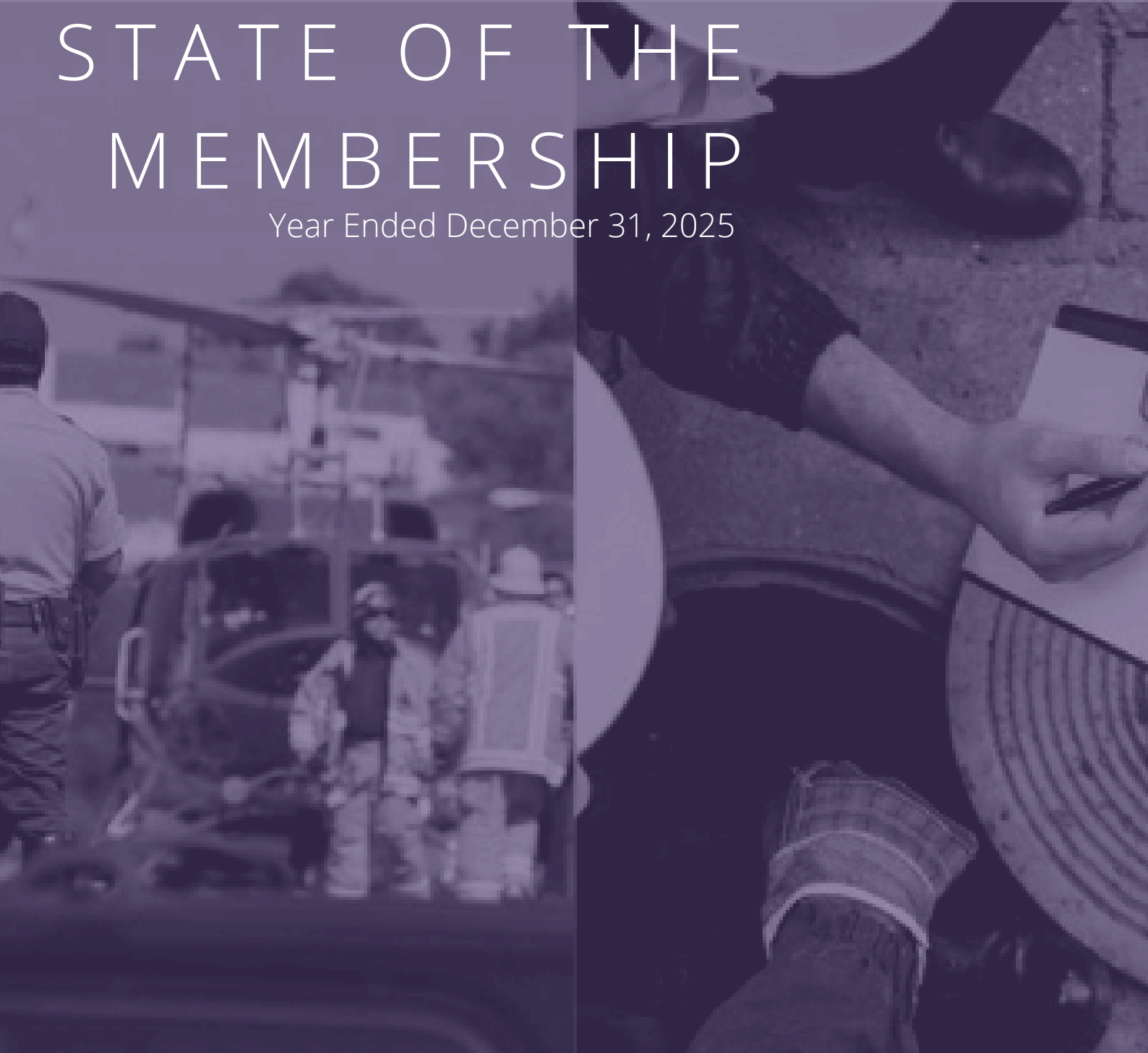
Meetings

- **June 9th IRMA Board of Directors Meeting.** I attended the IRMA Board of Directors meeting. Their staff reviewed the State of the Membership (attached).
- **June 10th Investment Committee Meeting.** In review of the Village's Investment portfolio and forecasted expenses, the Investment Committee made the following recommendations.
 - For the Water Capital Fund investing in two CDs and one T-note for 18 months.
 - For the Capital Projects Fund investing in one 18 month CD.
 - For General Capital Property Acquisition & Improvement Fund the expiring funds were not reinvested due to the upcoming expenses with the Police Department remodel.
- **June 10th IMRF Authorized Agent Training.** I attended part one of the Authorized Agent Training which highlighted who needs to be enrolled. The Finance Department will conduct an internal audit of our part time to review if any additions need to be made.

Intergovernmental Risk Management Agency

STATE OF THE MEMBERSHIP

Year Ended December 31, 2025



999 Oakmont Plaza Dr.
Ste. 310
Westmont, IL 60559
www.IRMARISK.org

2025 Executive Board

Jason Bielawski, Chair (Village of Roselle)

Al Stonitsch, Chair-Elect (Village of Woodridge)

Michael Braiman, Immediate Past Chair (Village of Wilmette)

Jessica Frances, At-Large Representative – Small IRMA Member (Village of Riverside)

Diana Mikula, At-Large Representative – Large IRMA Member (Village of Arlington Heights)

Bettina O'Connell, Treasurer/Administration & Finance Committee Chair (Village of Lake Bluff)

Rick Boehm, Coverage, Claims & Litigation Committee Chair (Village of Palos Park)

Glen Cole, Membership Relations Committee Chair (City of Rolling Meadows)

Ellen Baer, Training & Education Committee Chair (Village of Western Springs)

2025 Standing Committee Members

Administration & Finance Committee

John Harrington (Village of Woodridge)

Darshana Prakash (Village of Lemont)

Larry Noller (Village of LaGrange Park)

Lindsay Cabay (Village of Homewood)

George Issakoo (City of Lake Forest)

Wasiu Fashina (Village of Richton Park)

Justyn Miller (Village of Berkeley)

Andrea Lamberg (Village of Oswego)

Amit Thakkar (Village of Mount Prospect)

Coverage, Claims & Litigation Committee

Evan Walter (Village of Burr Ridge)

Lisa Klem (City of Darien)

Janelle Terrance (Village of Bartlett)

Jack Knight (Village of LaGrange)

Maggie Jarr (Village of LaGrange Park)

Casey Biernacki (Village of Western Springs)

Nick Hammonds (City of Crystal Lake)

Erik Hallgren (Village of Wilmette)

Patti Anderson (Village of Mount Prospect)

Membership Relations Committee

Jason Miller (Village of Park Forest)

Sarah Mitchell (Village of Lisle)

Stacy Patrianakos (Village of Lemont)

Trevor Bosack (Village of Lake in the Hills)

Jodi Denton (Village of Channahon)

Chrissy Hoover (Village of Huntley)

Alex Arteaga (Village of Willowbrook)

Training & Education Committee

Courtney Sage (Village of Cary)

Patrick Collins (NIPSTA)

Dawn Davis (Village of Richton Park)

Rick Radde (Village of LaGrange Park)

Lamar Jones (Village of Lincolnwood)

Robin McCammon (Village of Hazel Crest)

Steve Ferrari (Village of Brookfield)

Thomas Wang (Village of Mount Prospect)

Matt Smizinski (Village of Lake Bluff)

Matt Supert (Village of Western Springs)

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Letter from the Executive Director

The IRMA State of the Membership Report for 2025 provides an overview of the pool's financial, claims and risk management performance. The pool continues to perform well on all levels and remains financially secure, rate stable, and membership-driven organization. IRMA continues to be a highly regarded pool by our members, the municipal marketplace, the reinsurance and excess insurance markets as well as our auditors, actuaries, and claim auditors.

IRMA welcomed its second Director of Legal Services in 2025, Jeff Kerensky. IRMA's first Director of Legal Services retired after 25 years of service, Susan Garvey. In addition, IRMA's Executive Assistant, Donna Morin retired after devoting 25 years to IRMA members. With Donna's retirement, we welcomed Amy Aguirre as IRMA's new Executive Assistant.

IRMA continues to focus on the importance of training as a risk prevention tool. With the increasing police liability exposure, excessive verdicts, and record setting settlements as well as a volatile litigation atmosphere, IRMA has increased its proactive training opportunities and the IRMA membership is engaged. IRMA's Steering Committee meetings are well attended, provide robust relevant discussions on timely topics and are collaborative to assure information sharing is plentiful. Our efforts to provide relevant and effective training targeted at reducing liability exposure will continue into 2026. Law enforcement liability is a national issue, and our region continues to see record setting settlements and verdicts. As a result of the increasing value and cost of police litigation, we have observed impacts to the reinsurance market as carriers have chosen to exit the public entity liability market and those that have stayed are reducing the risk they will take on. Our risk management efforts are an important consideration for our reinsurers, and we have again impressed them with all that we do, securing top-rated reinsurers and the interest of new markets. We have rolled out a multi-year strategy aimed at law enforcement risk reduction centered on increasing legal literacy, strengthening partnerships and expanding targeted training opportunities to reduce exposure. IRMA is providing member departments with a presentation highlighting liability concerns in law enforcement called: "Flip the Lens: Litigation is Big Business." The presentations have been well received, and we look forward to visiting all departments over the next couple years.

In addition to focusing on reducing police liability exposures, IRMA is also working with our Public Works Departments to establish annual training plans that promote consistent, ongoing workforce development and focus on safety. The importance of structured training for our Public Works employees needs to be elevated across the IRMA membership. Historically, police and fire personnel have had greater access to formalized training opportunities despite Public Works employees facing many significant occupational hazards. The disparity between training opportunities for police and fire compared to public works needs to change. Investing in employee training is one of the most effective ways to prevent injuries and strengthen workplace safety.

Financial Information

The 2026 budget increased less than \$500,000 compared to 2025. The contribution rate increase for 2026, at less than 1%, is lower than any in recent history. In addition to an excellent budget, we also issued \$11 million to the membership as interest income. In 2025, the IRMA BOD approved an increase for the \$2,500 minimum deductible to \$5,000 effective January 1, 2026, as well as an update to the sliding scale. The Administration and Finance Committee issued an RFP and selected a new Investment Advisor to guide our Administration and Finance Committee as we continue to enjoy investment returns to reduce our overall claim costs. The 2026 budget of \$52,067,323 was unanimously approved with an overall contribution rate increase of less than 1%, requiring no rate stabilization assistance.

Coverage Renewal

IRMA's first Director of Legal Services, Susan Garvey, retired after 25 years in 2026. IRMA's second Director of Legal Services, Jeff Kerensky, has taken the helm leading IRMA's coverage renewal, among other important matters. The 2025 insurance renewal was the best renewal in recent history. We had a decrease in our property coverage and our workers' compensation and cyber rates were flat. We did have an increase in liability at 7%, which is less than anticipated. In meeting with our reinsurers, they continue to be impressed with our risk management and training activities. However, we cannot change the litigious nature of our region. There have been multiple reinsurers that have exited the public entity market and those that remain are often seeking to share exposure among multiple reinsurers rather than taking on a full tranche of limits, which diversifies the reinsurers on our program. We are currently seeking pricing to increase our general liability limit of \$15 million to \$18 million and are hopeful the market will respond favorably.

Claims Information

We continue to manage very high exposure cases, including police pursuits that result in injuries to innocent third parties, cases arising from police-involved shooting deaths, and reverse conviction cases. The litigation environment remains challenging. We have observed significant increases in Plaintiffs' demands in response to larger settlements and verdicts. Litigation is becoming increasingly costly due to prolonged court delays in ruling on pending motions, causing discovery to proceed in cases we believe should be dismissed. In addition, with the increasing values, attorneys are litigating more heavily, which also increases costs. In 2025, IRMA spent almost \$4 million on attorney fees and litigation costs, an increase of approximately 20% compared to 2024. In 2025, we had one large settlement of \$9.4 million in a fatal police shooting that occurred in 2024. The last multi-million-dollar case was in 2019; our actuaries predict that a large case will be filed once every 5 years.

A key focus will remain on law enforcement risk management, including police pursuit practices. IRMA will continue to advocate for and support restrictive pursuit policies that balance public safety needs with sound risk management principles, reducing unnecessary exposure while promoting best practices among member agencies. We continue to impress upon our Police Departments the importance of risk management and reducing liability in policing. We have established a multi-year training plan and have invested in police trainings for de-escalation, leadership, and emergency driving. In addition, IRMA is hopeful that members will increase the availability of training opportunities for Public Works employees to

ensure work activities are performed safely and in compliance with OSHA mandates. There are significant training disparities between police/fire and public works. We will continue to emphasize the importance of ensuring public works employees receive the training, resources, and procedures necessary to perform their duties safely. Investing in workforce safety protects employees, reduces organizational risk, and supports the essential services they provide to the communities they serve.

General liability claims are less predictable and more volatile than other claims with the most exposure to police department losses. Litigation in our region is volatile due to some recent excessive jury verdicts in police cases, which has significantly impacted the perceived value of cases. Historically, more than 98% of liability cases settle; however Plaintiff's attorneys are feeling emboldened and their settlement demands reflect their confidence that juries will render windfall verdicts. The current atmosphere impacts our ability to resolve cases with liability exposure and increases fees and costs.

The 2025 claim year is 3.8% higher in claim frequency than the 5-year frequency average. When compared to the 5-year severity average, the 2025 claim severity is nearly 6.4% higher (\$1,209,429). It should also be noted that the 2025 claim severity will continue to increase as the claims develop over time. In 2025, general liability severity decreased by 10% overall. There is an increasing trend in auto claims over the past few years. As auto-related exposures continue to increase across the public sector, IRMA has remained focused on proactive prevention strategies. In 2025, we expanded partnerships and training opportunities supporting police, fire, and public works operations, including driver training, simulator-based instruction, distracted driving programs, and fleet safety initiatives designed to reduce both the frequency and severity of vehicle-related claims. IRMA members should focus on emergency vehicle driving, distracted driver and specialized vehicle operations. In addition to investing in trainings, studies show that discipline is effective in changing driving behavior. As such, IRMA members should consider not only remedial measures such as safe driving training but also consider a disciplinary consequence depending on the specific facts of the accident.

Workers' compensation claim frequency is trending up and is at the highest count since 2019, continuing an upward trend since 2020, increasing 16% over the past six years. Workers' compensation severity remains fairly stable and under pre-covid numbers with 2025 severity coming in slightly lower than 2024. Overall, workers' compensation claims accounted for 34% of frequency and 67% of severity, continuing to be the primary cost of all claims. We work closely with members to decrease the number of claims through trainings, consultations, and claim reviews, as well as frequent conference calls with members, lawyers, nurses, and staff discussing return to work, IME's and surveillance. It is not unusual for a worker's compensation claim to touch on employment issues as well and we appreciate our members' cooperation in discussions to assure employees are held accountable.

For cyber security training, IRMA continued to finance membership in Knowbe4 for IRMA members and by the end of 2025 75% of the membership was enrolled. This service provides a critical role in cyber prevention through training employees and will be continued.

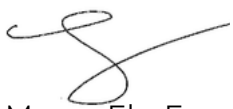
Risk Management and Training

IRMA's Risk Management and Training Department continues to provide training and risk management consultations to members at regional trainings and member locations to assist members in embracing a safety culture, enhancing targeted trainings to reduce risk, and offering advice and resources. Through collaboration and continuous improvement, IRMA fosters a proactive approach to risk management, empowering organizations to not only meet regulatory requirements, but also to cultivate a safer, more resilient working environment. Under the leadership of Risk Management and Training Director Jen Swahlstedt, the department delivered 82 training programs in 2025, hosted 46 regional training programs, administered over 100 loss control visits and 207 member service days and provided 182 risk management consultations, all of which adds up to 283 member-facing engagements in 2025. In addition, IRMA hosted 7 Webinar Wednesday programs at which 320 member employees attended on topics ranging from Work Zone Safety to Lockout/Tagout. Other regional training topics include Supervisors Leading with Respect, Understanding & Responding to First Amendment Audits and the Importance of Accurate Job Descriptions. Our Member Relations Committee is monitoring Risk Management Accountability standards and expectations, and the Training and Risk Management Committee is reassessing IRMA's annual Education Summit to assure maximum attendance. IRMA's risk management outreach and trainings are significant and necessary to keep IRMA financially stable. In order to encourage investment in safety, IRMA awarded 161 grants in 2025 for a total of \$359,998.37.

Conclusion

We continued our marketing efforts in 2025 by attending conferences, providing presentations to various municipal COGS and industry partners, participating on ILCMA committees, writing articles, and maintaining a social media presence, highlighting the benefits of IRMA. We continue to receive multiple inquiries from municipalities interested in joining IRMA and enjoy positive relationships with our members who are excellent ambassadors. Member engagement and customer service are inseparable. Our goal is not simply to be responsive, but to proactively provide members with the expertise, guidance, and resources they need to reduce risk, improve safety, and address operational challenges. Because IRMA members vary significantly in staff capacity, experience, and available resources, we strive to be a trusted partner that delivers practical solutions and meaningful support. Maintaining that level of service is essential to member satisfaction, retention, and IRMA's reputation as a premier risk pool.

Sincerely,



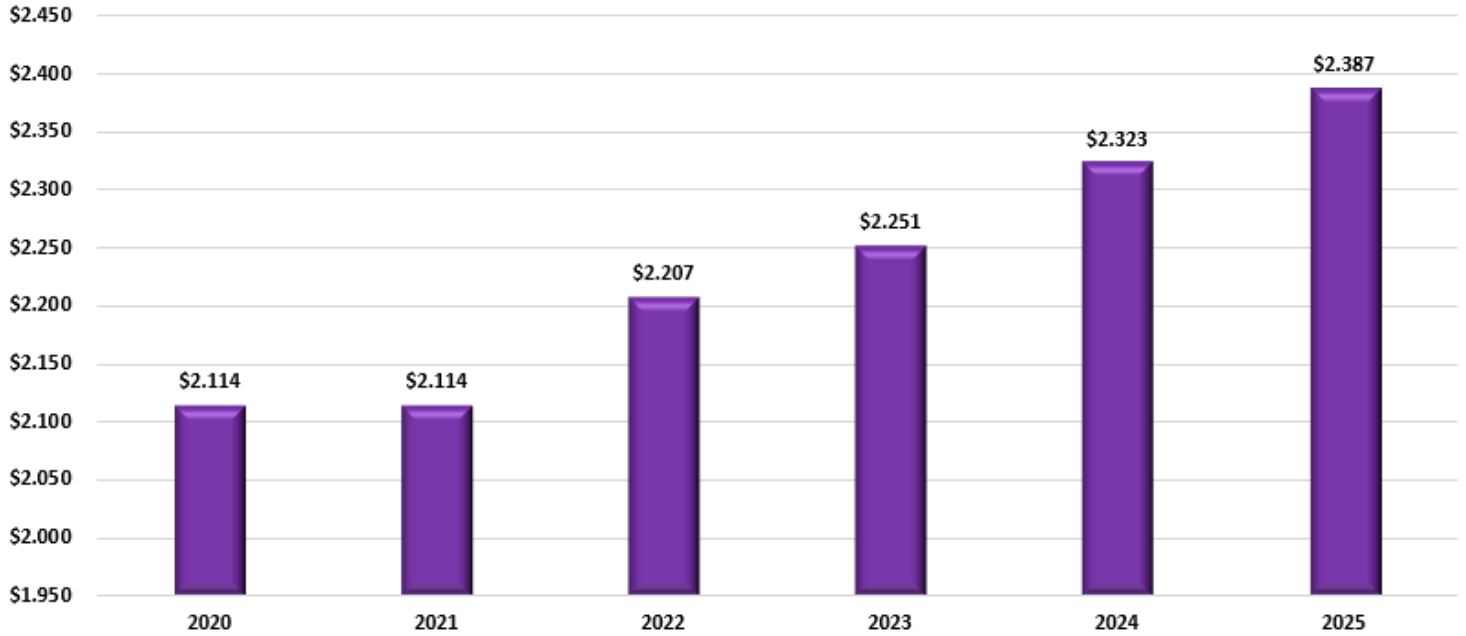
Margo Ely, Executive Director



Financial Performance

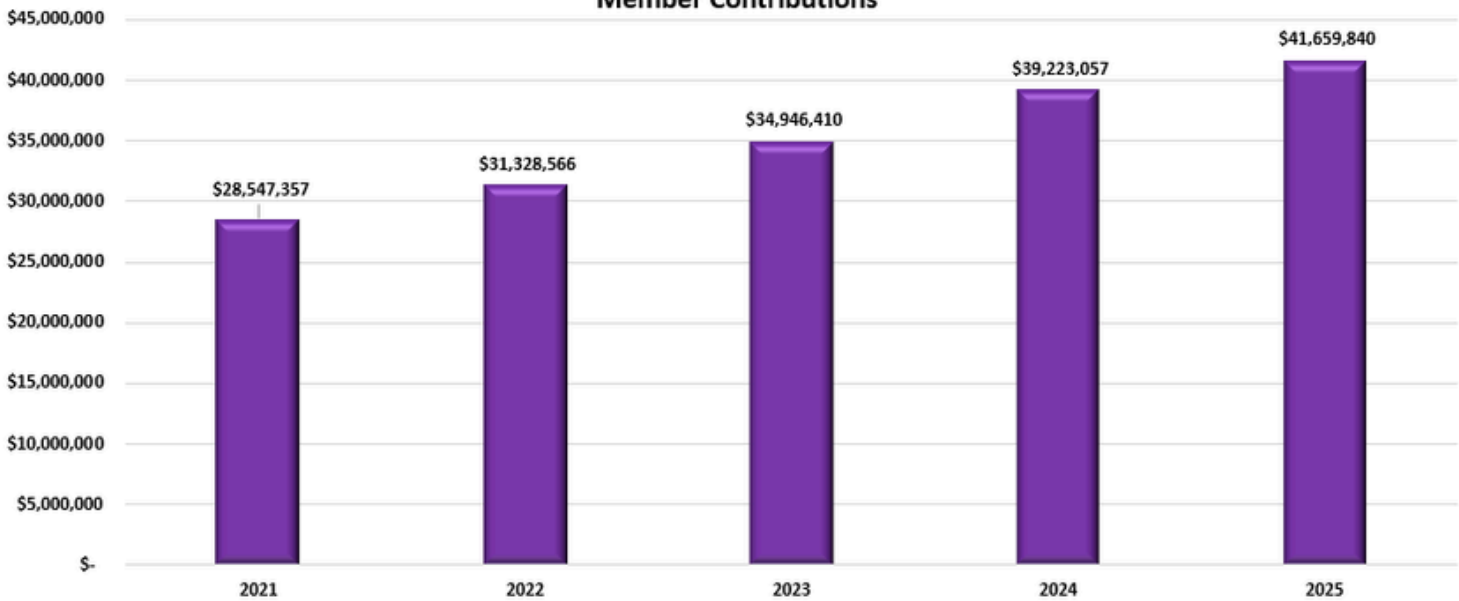
AVERAGE CONTRIBUTION RATE BASED ON 5-YEAR AVG REVENUE BASE

Average Contribution Rate
Based on 5 Year Average Revenue Base

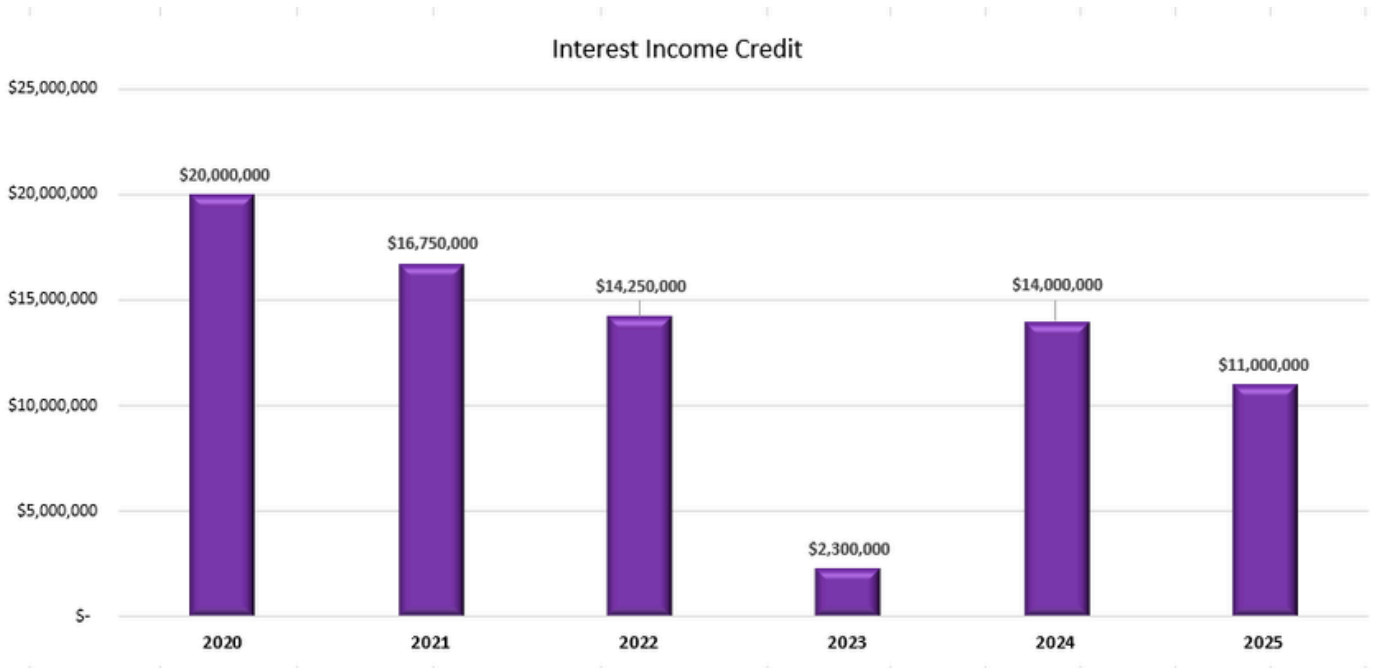


MEMBER CONTRIBUTIONS

Member Contributions

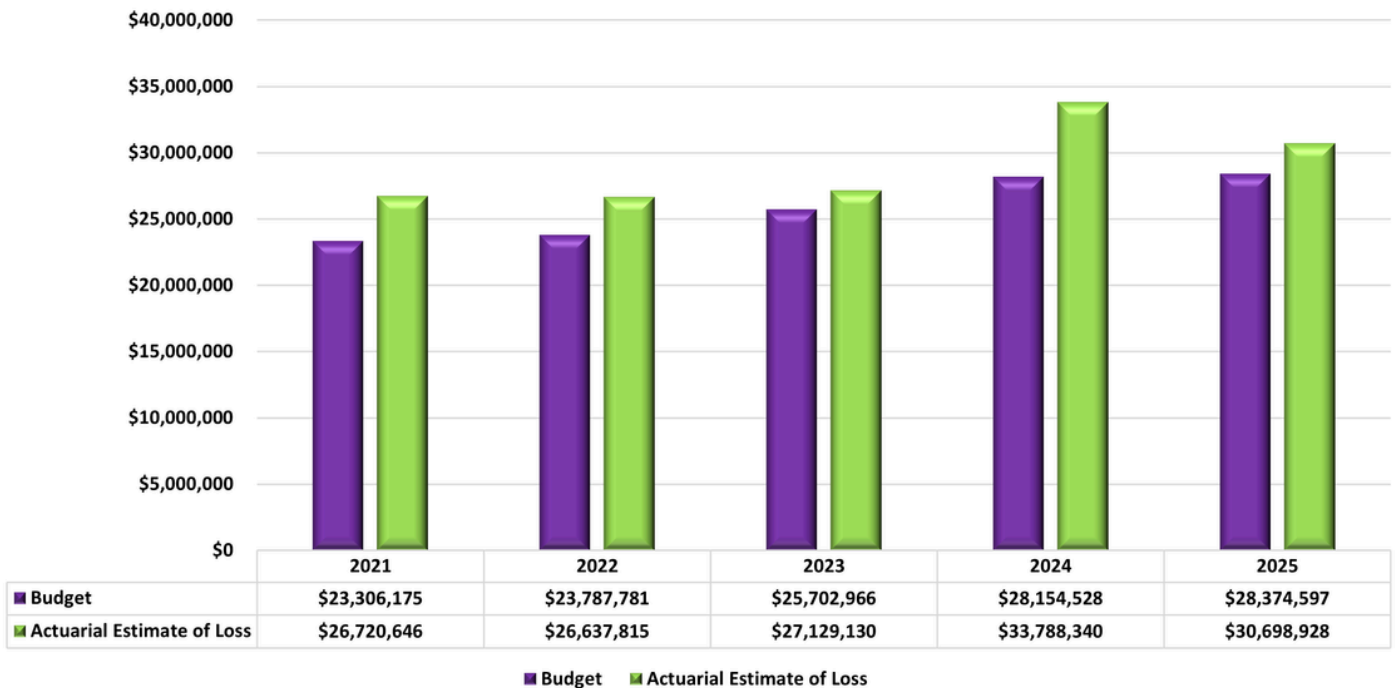


INTEREST INCOME CREDIT

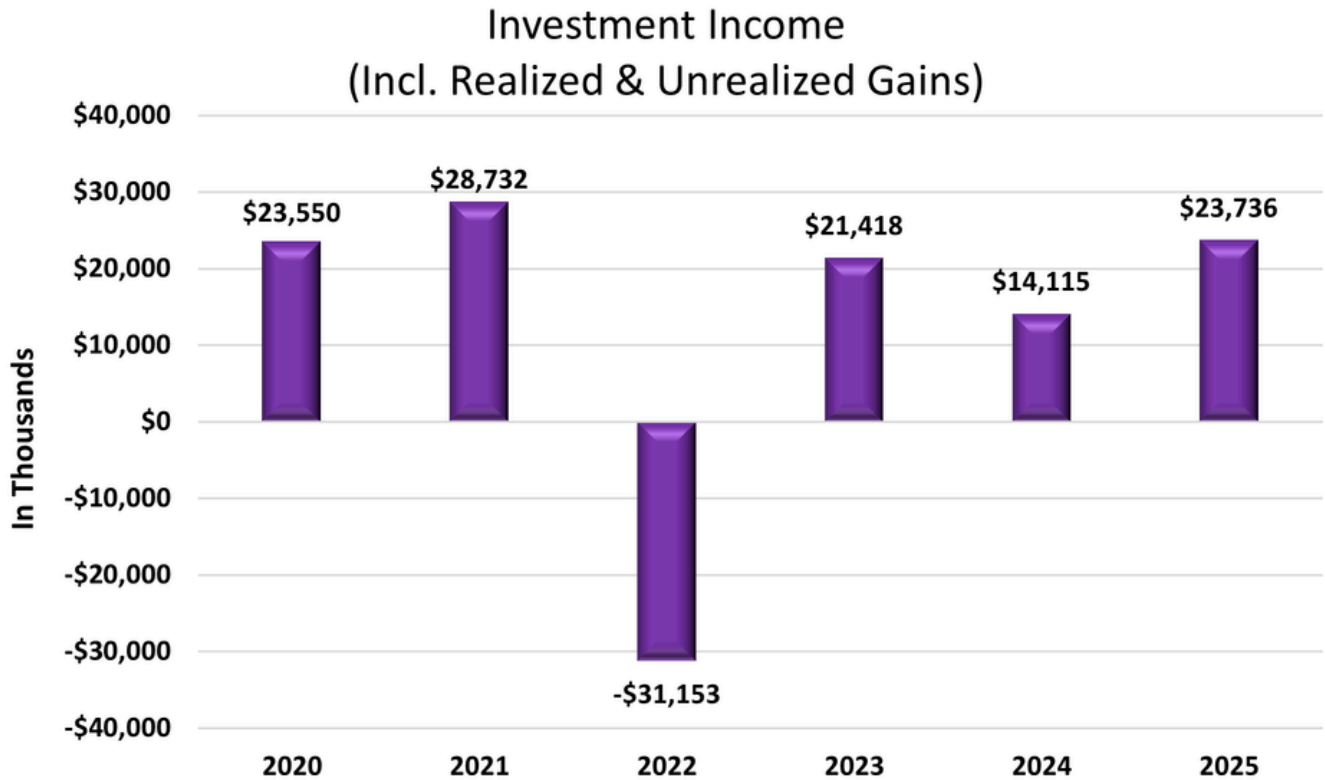


INVESTMENT INCOME

Loss Fund Budget vs. Actuarial Estimate of Loss



LOSS FUND VS. ACTUARIAL ESTIMATE



Financial Performance Insights

- The 2026 contribution rate increased by less than 1% compared to 2025.
- The 2026 budget increased less than \$500,000 compared to 2025.
- The IRMA BOD approved an increase to the minimum deductible to \$5,000 effective January 1, 2026, as well as an update to the sliding scale.
- IRMA issued \$11 million in interest income to the membership.
- IRMA retained a new Investment Consultant.

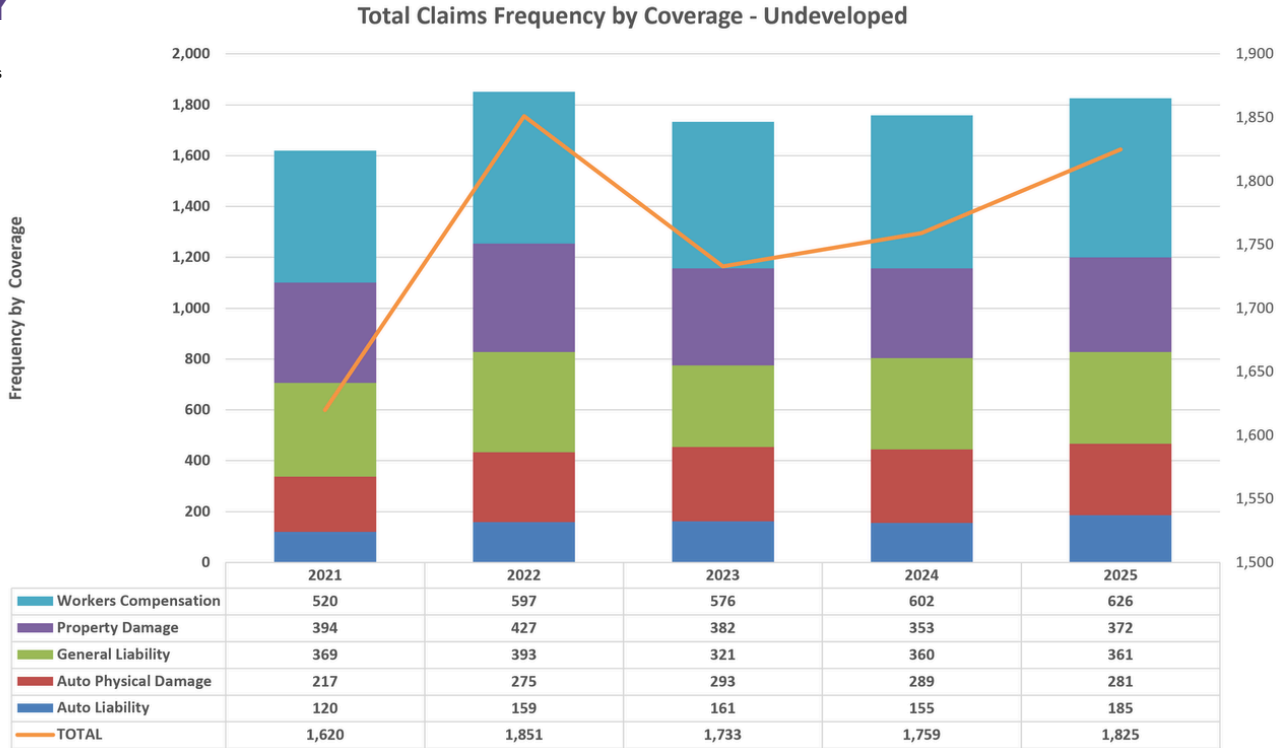
Claim Performance

To assess the impact of a specific claims' year, claims are reviewed at different stages of progress. The primary objective is to monitor the progression of losses. Monitoring undeveloped costs is crucial for predicting the future development of claim years and estimating final loss figures. The report includes analyses at various stages to provide insights.

UNDEVELOPED CLAIM ANALYSIS

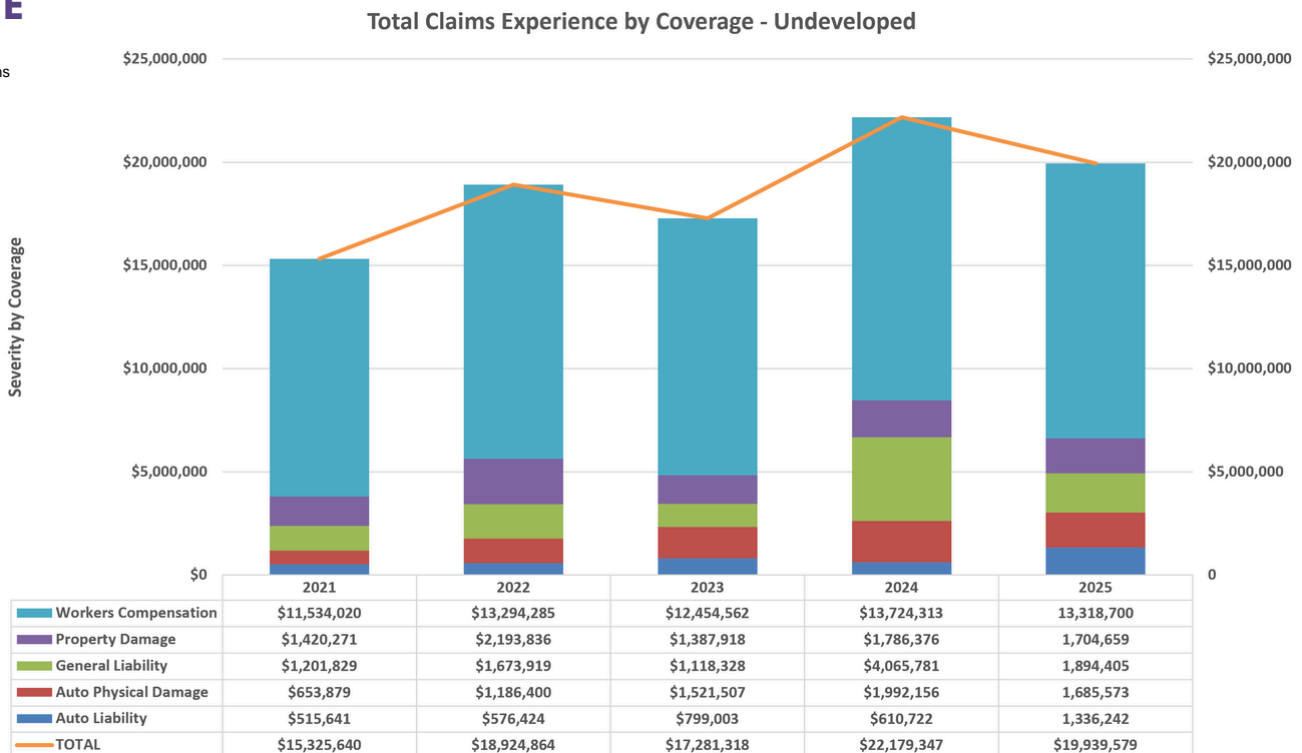
TOTAL CLAIMS FREQUENCY

Data is collected at 14 months of development, or as of March 1st the following year.



TOTAL CLAIMS EXPERIENCE

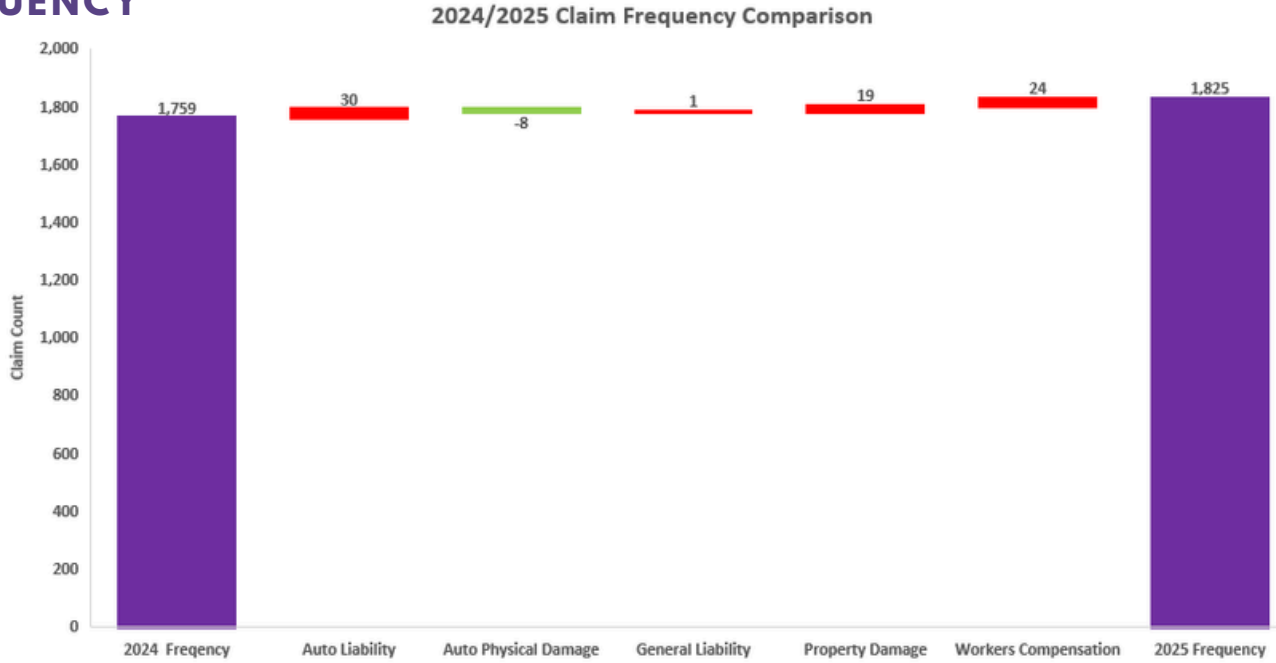
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2024-2025 Claim Comparison

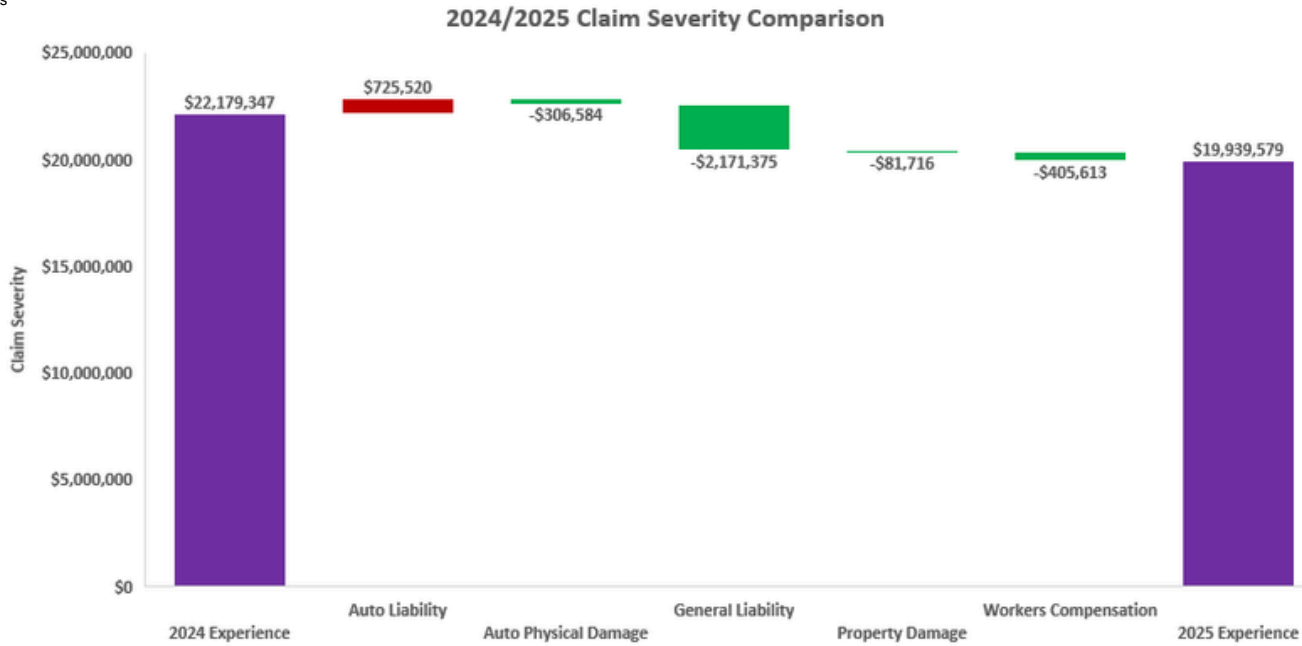
2024 / 2025 CLAIM FREQUENCY

Data is collected at 14 months of development, or as of March 1st the following year.



2024 / 2025 CLAIM SEVERITY

Data is collected at 14 months of development, or as of March 1st the following year.



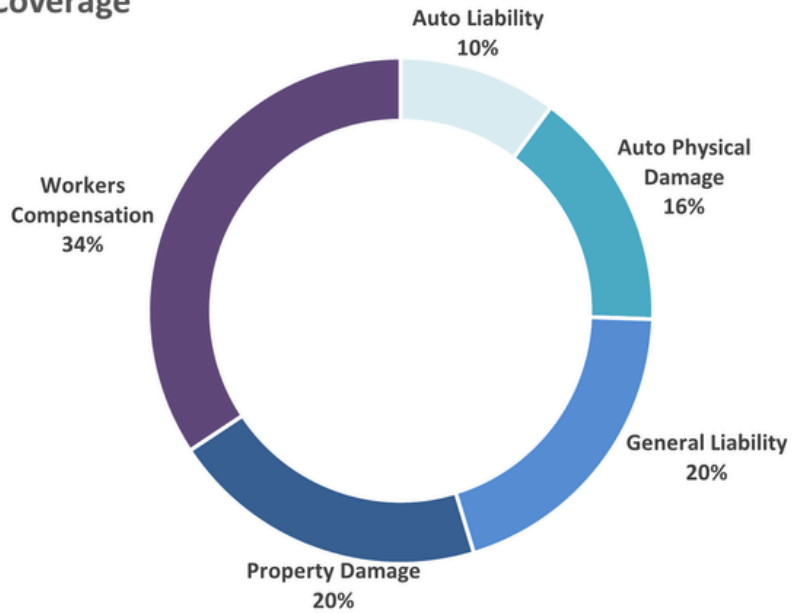
Undeveloped Claim Insights:

- The frequency of claims has stayed fairly consistent, with a modest increase of 3.75%, rising from 1,759 claims in 2024 to 1,825 claims in 2025.
- Claim severity saw a decline of 10% in 2025, marking general liability experience as the lowest it has been in the past five years.
- As claims develop, anticipate increases in both the frequency and severity of losses in 2025.

2025 CLAIM ANALYSIS

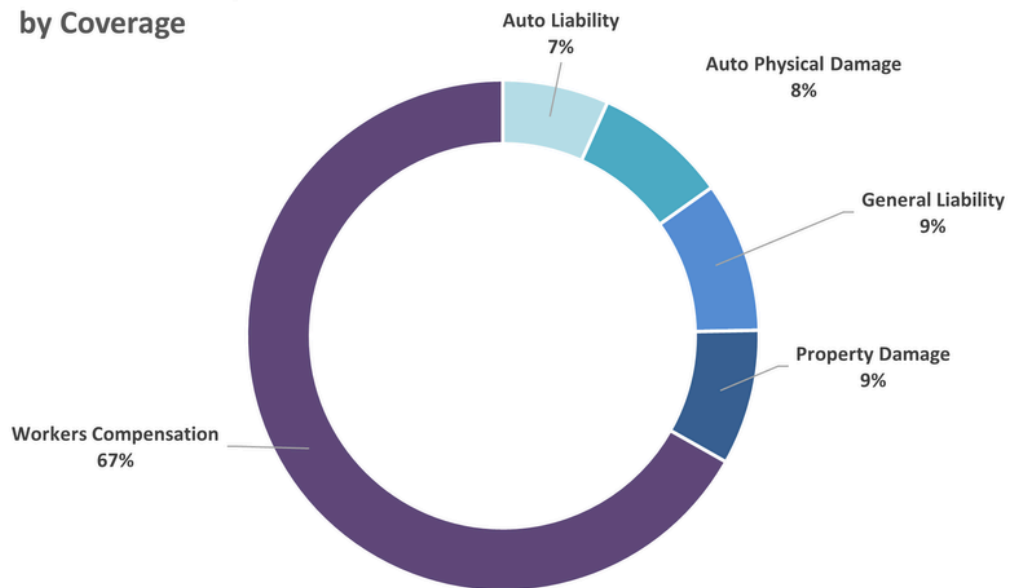
2025 CLAIM FREQUENCY

2025 Claims Frequency by Coverage



2025 CLAIM SEVERITY

2025 Claims Severity by Coverage



2025 Claim Insights:

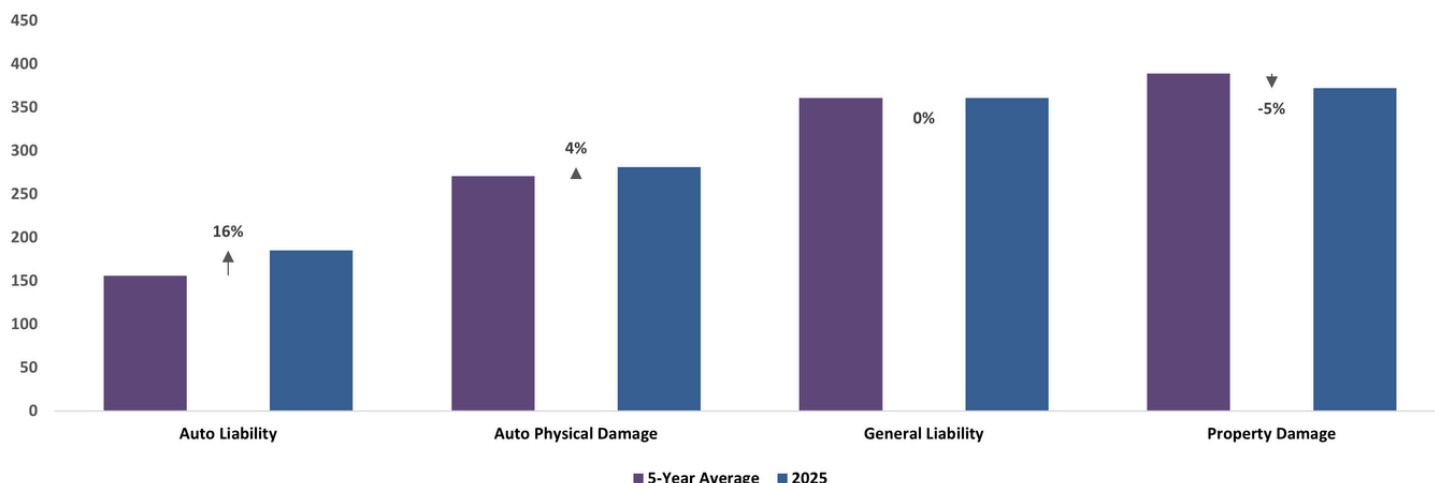
- Claims frequency by coverage is consistent with prior years, with workers’ compensation being the most frequently reported claims at around 30%.
- General Liability claim costs decreased 9% from 18% in 2024 to 9% in 2025. This is due to the police involved shooting that occurred in 2024.
- Although WC costs account for 67% of total claim costs, a slight increase from 62% in 2024, the 2025 WC indemnity is consistent with prior years (\$13M).

NON-WORKERS' COMPENSATION CLAIM PERFORMANCE

2025 CLAIM FREQUENCY

Claim Frequency Comparison

5-Year Average/2025

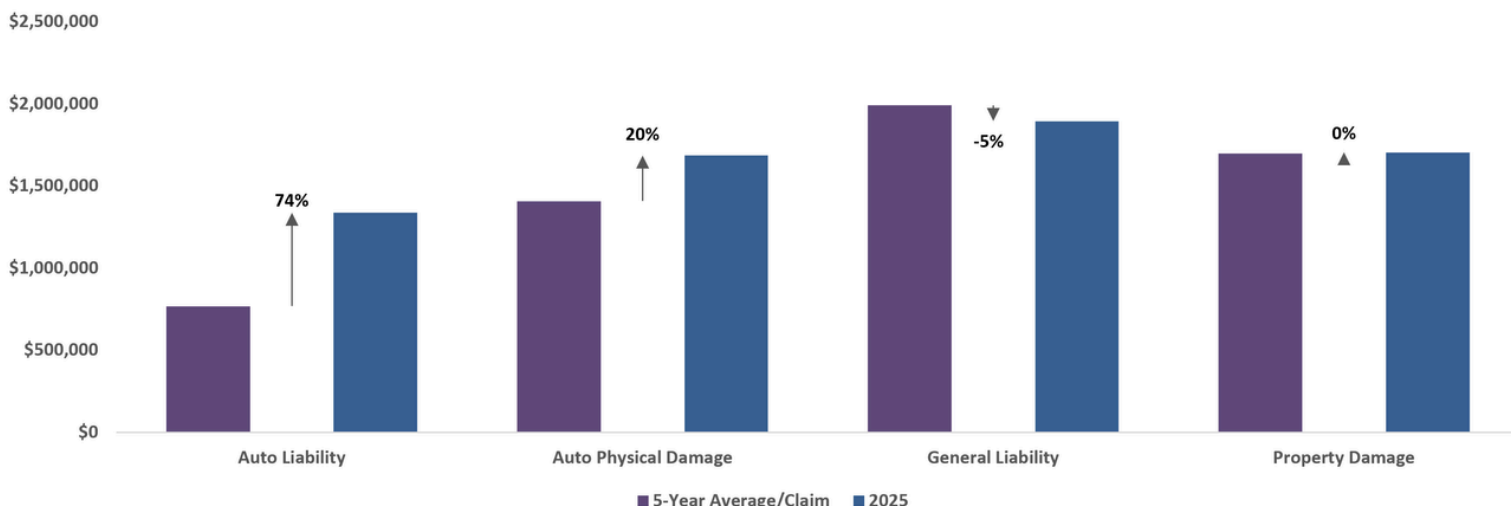


*Undeveloped: Represents total reported & incurred losses at 14 months of claim development, or as of March 1st the following year.

2025 CLAIM SEVERITY

Experience Per Claim Comparison

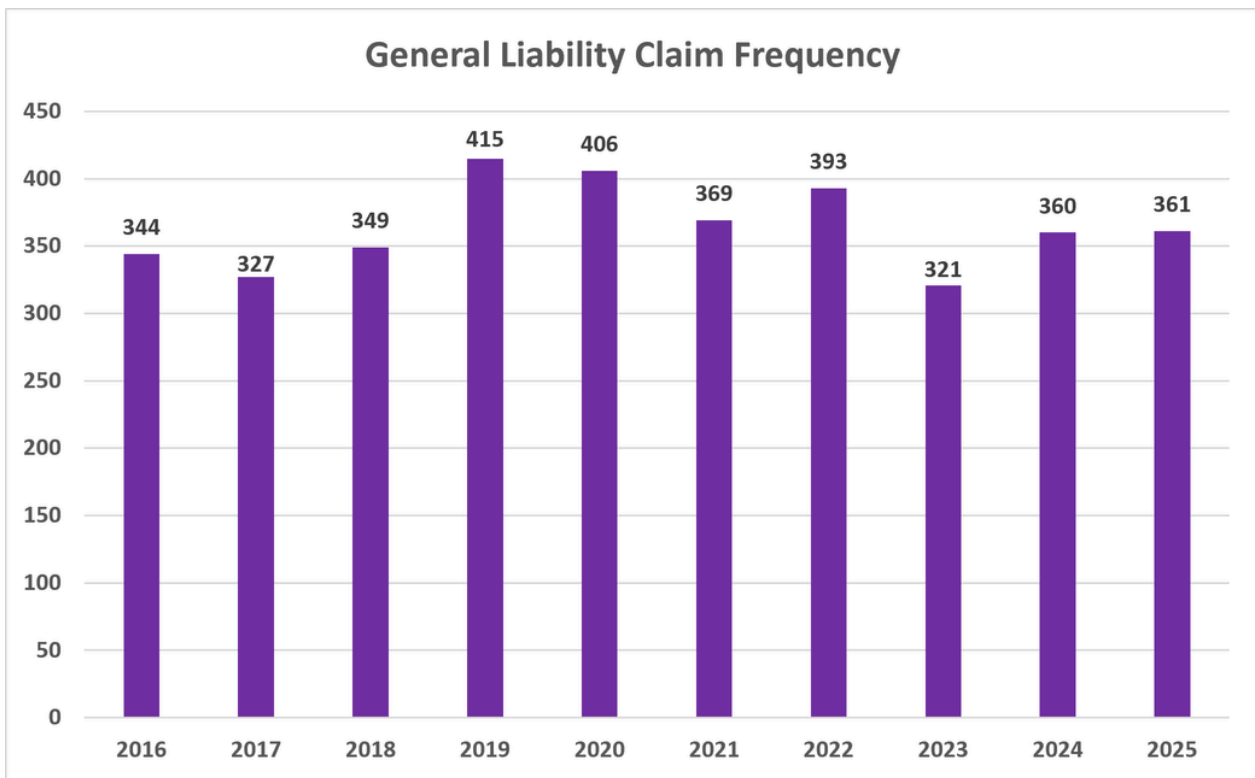
5-Year Average/2025



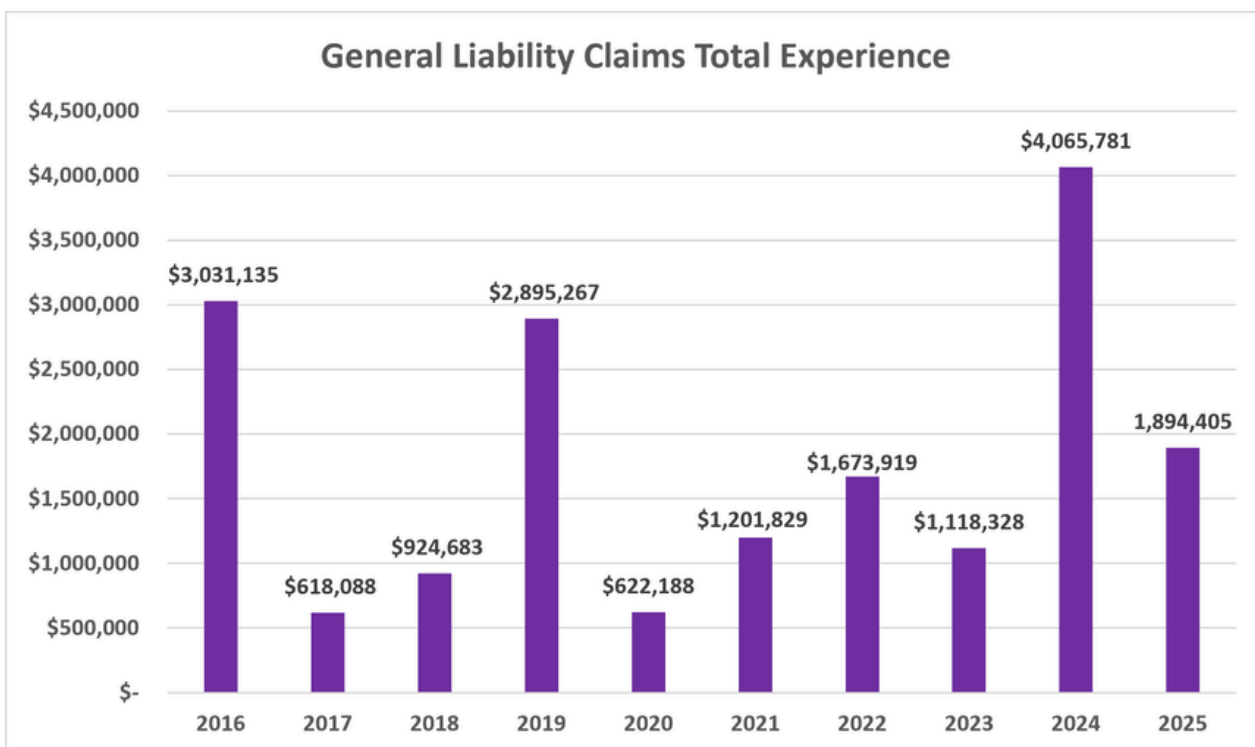
*Undeveloped: Represents total reported & incurred losses at 14 months of claim development, or as of March 1st the following year.

Non-Workers' Compensation Claim Insights:

- Auto Liability remains the most significant emerging concern with claim frequency increasing 16% and average claim severity in 2025 being 74% higher than the five-year average.
- Auto Physical Damage claims also exceeded the five-year averages in both frequency (+4%) and severity (+20%).
- Property Damage and General Liability experience remained generally stable in 2025 when compared to the five-year average. Despite favorable results this year, these coverage lines continue to face long-term pressure from evolving weather-related property losses, including roof and fleet damage, as well as increasing claim severity associated with social inflation and nuclear verdicts in police liability claims.



*Undeveloped: Represents total reported & incurred losses at 14 months of claim development, or as of March 1st the following year.

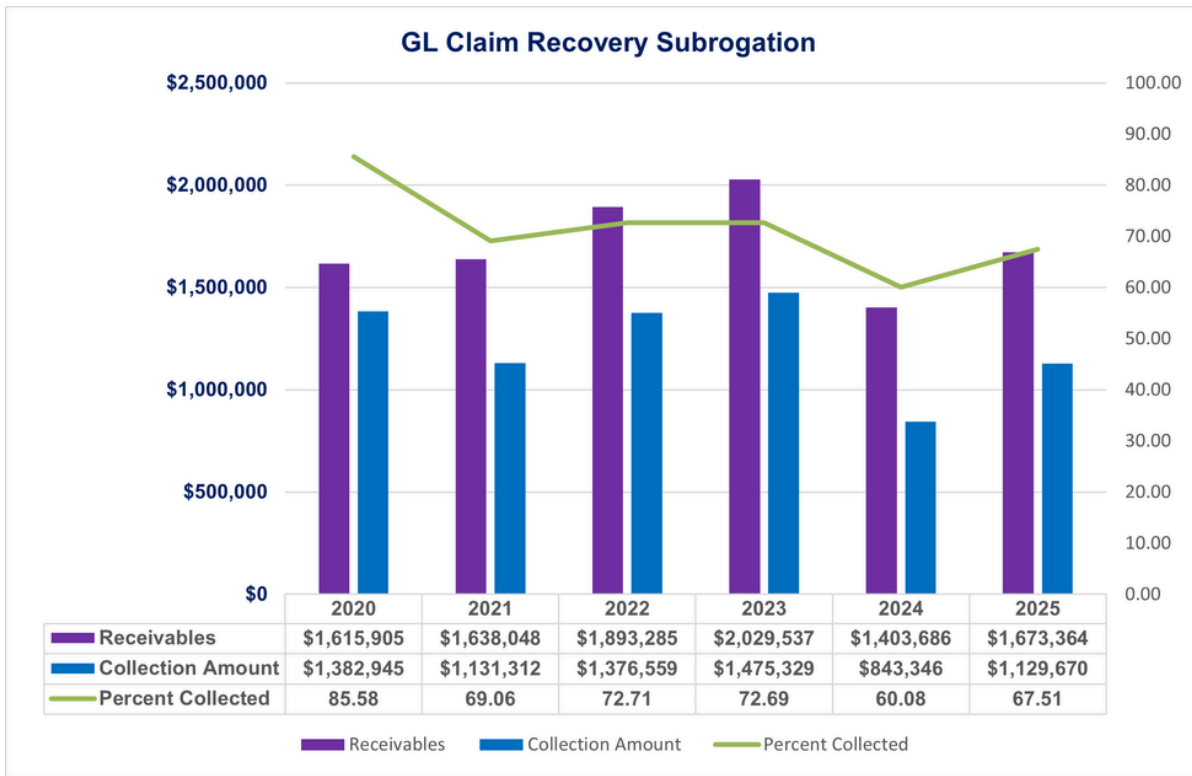


*Undeveloped: Represents total reported & incurred losses at 14 months of claim development, or as of March 1st the following year.

General Liability Claim Insights:

- GL claim frequency has remained relatively stable over the past decade, averaging approximately 365 claims annually. This consistency suggests that claim volume has not been the primary driver of overall GL costs
- Claim severity continues to fluctuate significantly from year to year, largely driven by a small number of catastrophic or high-exposure claims. The 2024 claim year produced the highest GL severity in the past decade despite claim frequency remaining near historic averages.
- Unlike many other coverage lines, GL claims often require several years to fully mature due to litigation timelines and the potential for lawsuits to be filed long after an incident occurs. As a result, severity trends should be viewed within the context of long-term development patterns rather than a single claim year.

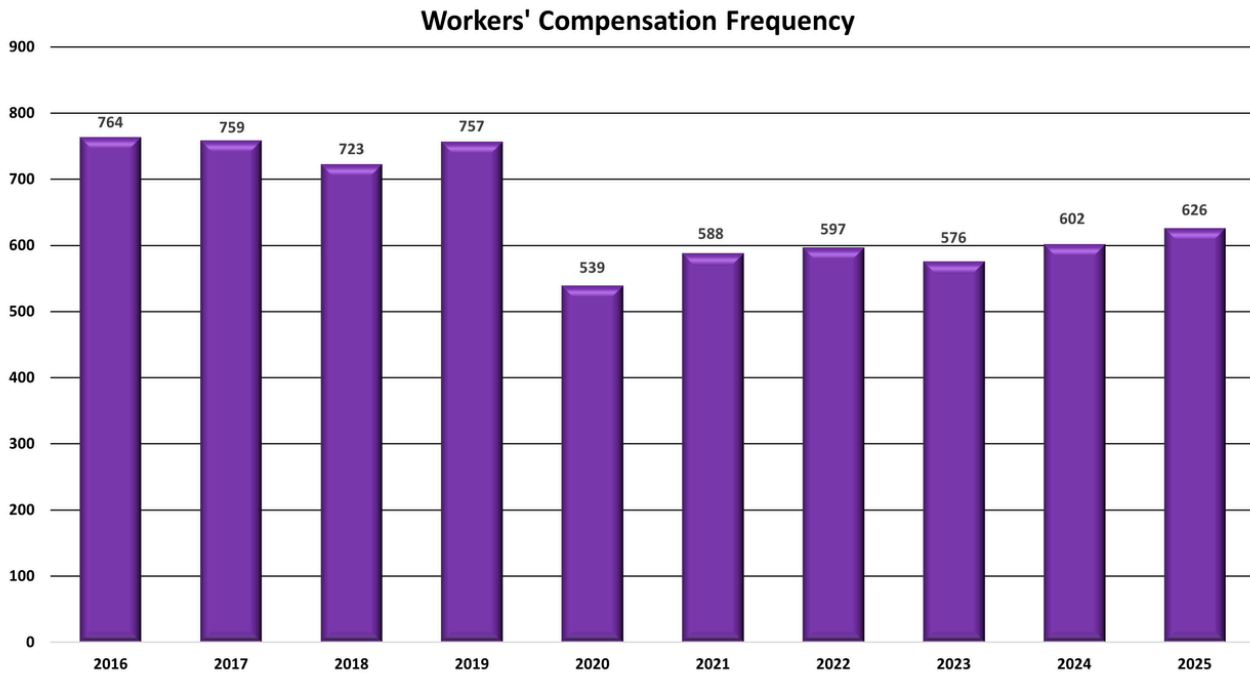
CLAIM RECOVERY & SUBROGATION



Claim Recovery & Subrogation:

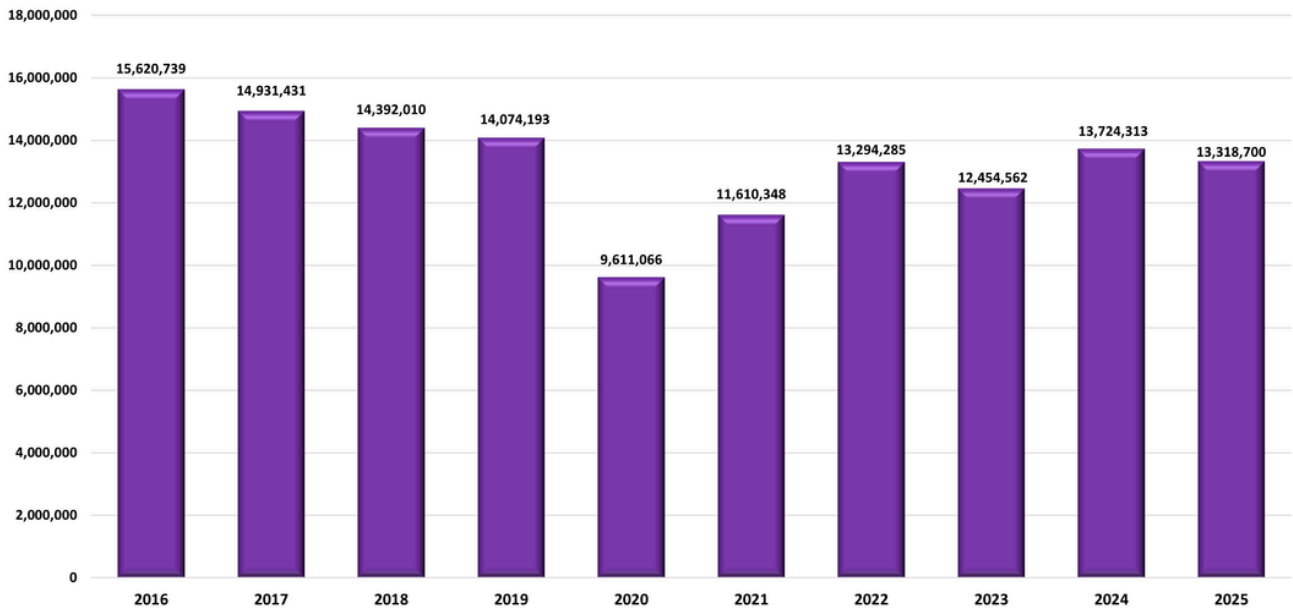
- From 2020 to 2025, the average claim collection rate for applicable claims stands at approximately 84%.
- GL recoveries from the 2025 claim year are anticipated to rise as these claims move toward finalization.

2025 Workers' Compensation Claim Focus



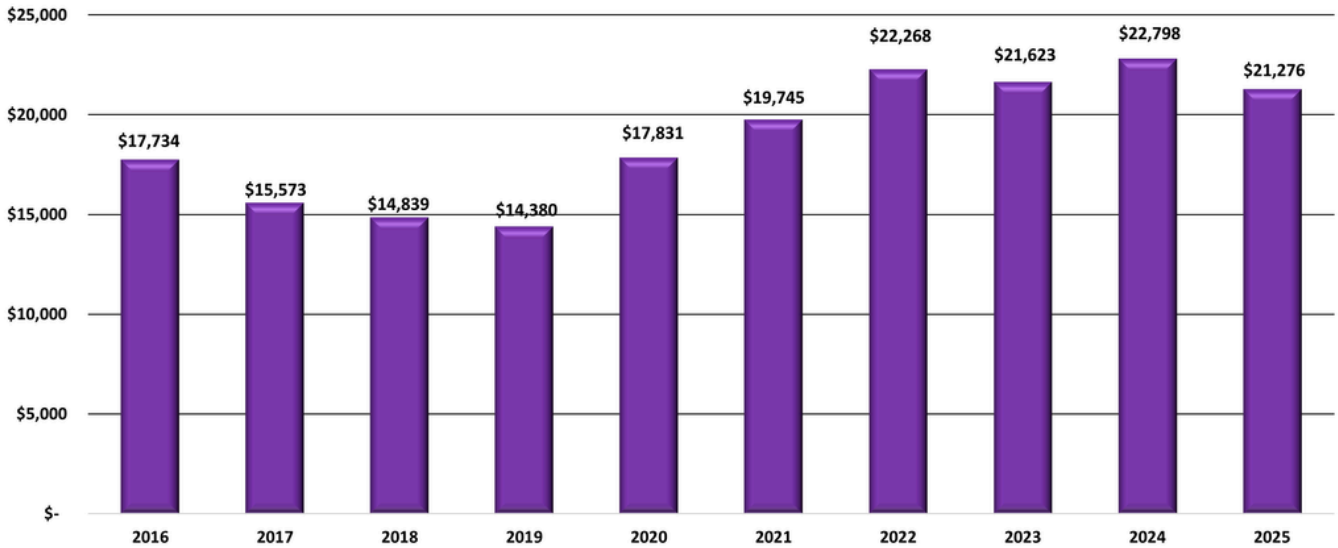
*Undeveloped: Represents total reported & incurred losses at 14 months of claim development, or as of March 1st the following year.

Workers' Compensation Total Experience



*Undeveloped: Represents total reported & incurred losses at 14 months of claim development, or as of March 1st the following year.

Workers' Compensation Average Cost Per Claim



*Undeveloped: Represents total reported & incurred losses at 14 months of claim development, or as of March 1st the following year.

Workers' Compensation Claim Insights:

- While claims frequency remains lower than the 2019 levels, workers' compensation claims increased from 539 in 2020 to 626 in 2025.
- Total workers' compensation experience has remained relatively stable over the past five years. After peaking at over \$15.6 million in 2016, total incurred experience remained at approximately \$13.3 million in 2025, demonstrating the pool's ability to manage overall claim costs in a challenging claims environment.
- Average cost per claim in 2025 experienced a decrease compared to 2024, indicating positive movement in claim management performance and claim severity stabilization efforts.
- IRMA's proactive claims management approach, experienced adjuster team, medical management programs, pharmacy oversight initiatives, and focus on timely claim resolution continue to play an important role in controlling claim severity and supporting long-term pool stability for the membership.

Workers' Compensation Claim Management

Workers' compensation claims in Illinois can be complex to navigate for both employers and injured workers. Illinois law limits an employer's ability to direct medical care, which can contribute to treatment delays, prolonged disability durations, and increased claim costs if not actively managed. IRMA's experienced workers' compensation adjusters play a critical role in coordinating claims, engaging with members and injured workers, and driving timely claim resolution. Combined with targeted medical management and cost-containment programs these efforts help reduce overall claim severity, improve closure rates, and support better claim outcomes for the membership.

CLAIM SEVERITY REDUCTION

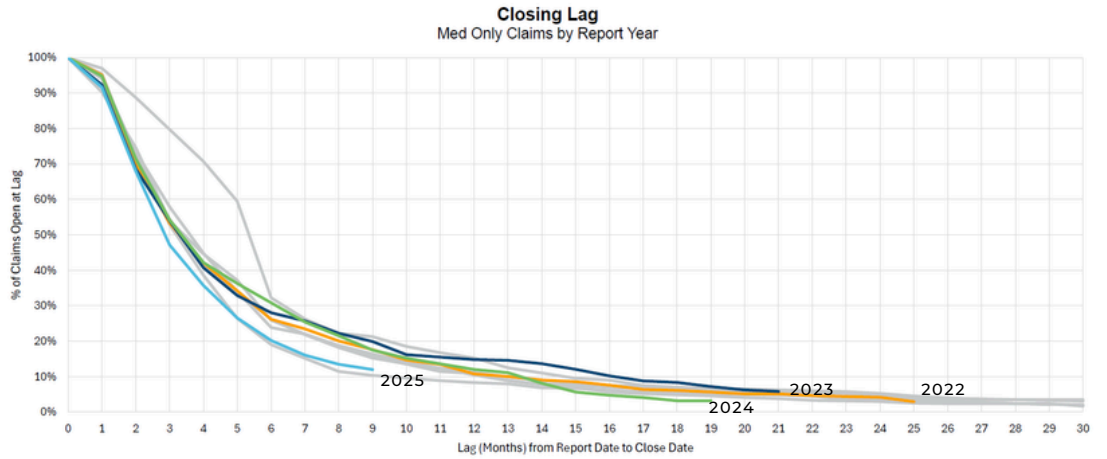
*Milliman Nodal Report 2/2026



CLAIM CLOSING RATIO

*Milliman Nodal Report 2/2026

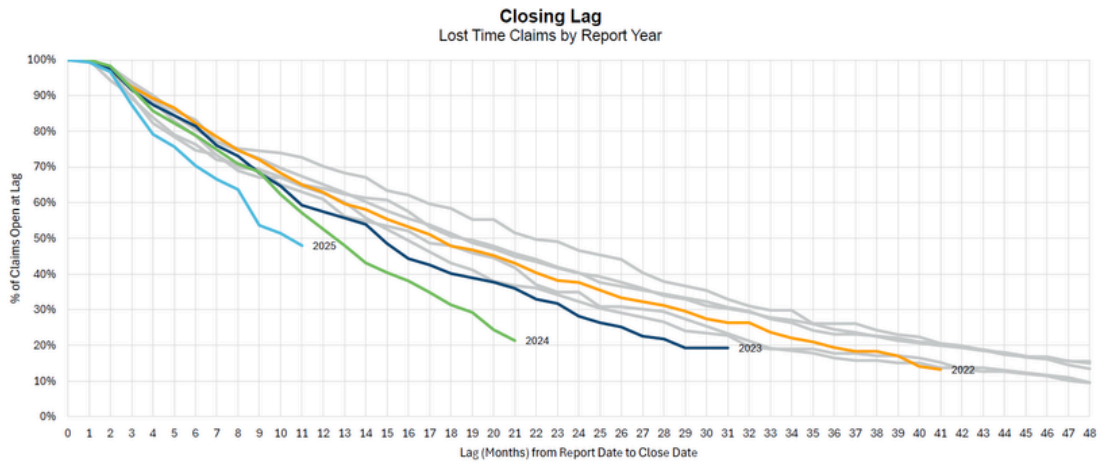
MEDICAL ONLY CLAIMS



CLAIM CLOSING RATIO

*Milliman Nodal Report 2/2026

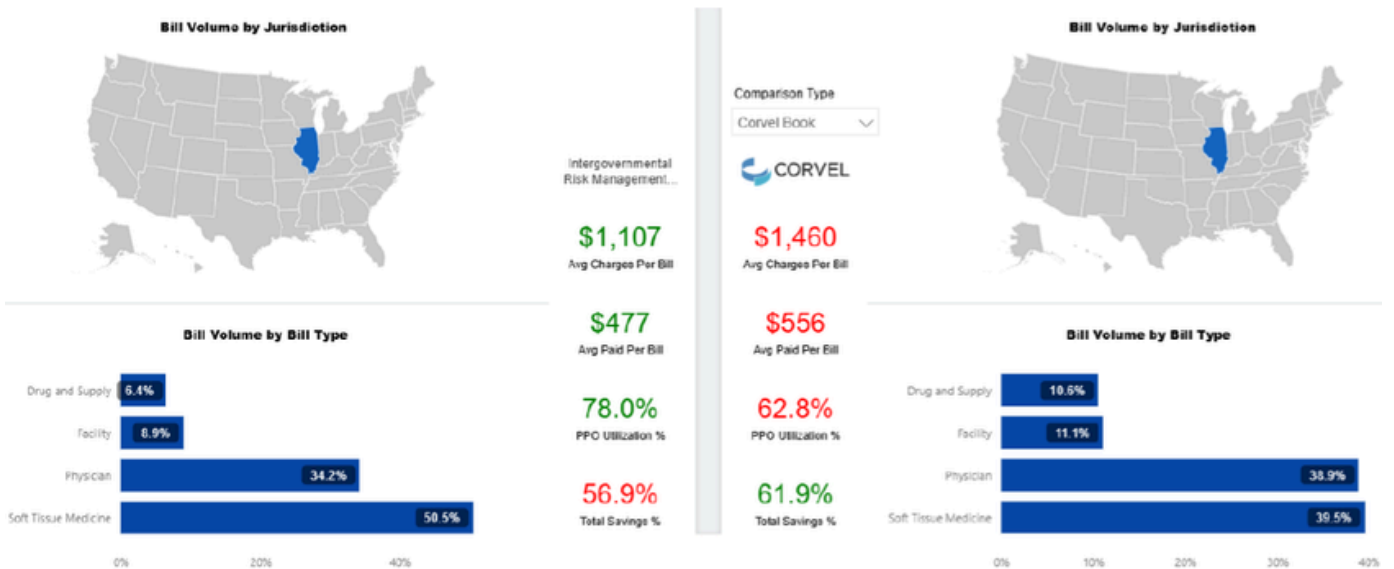
LOST TIME CLAIMS



CORVEL NETWORK SOLUTIONS UTILIZATION

*CORVEL Annual Report 12/2025

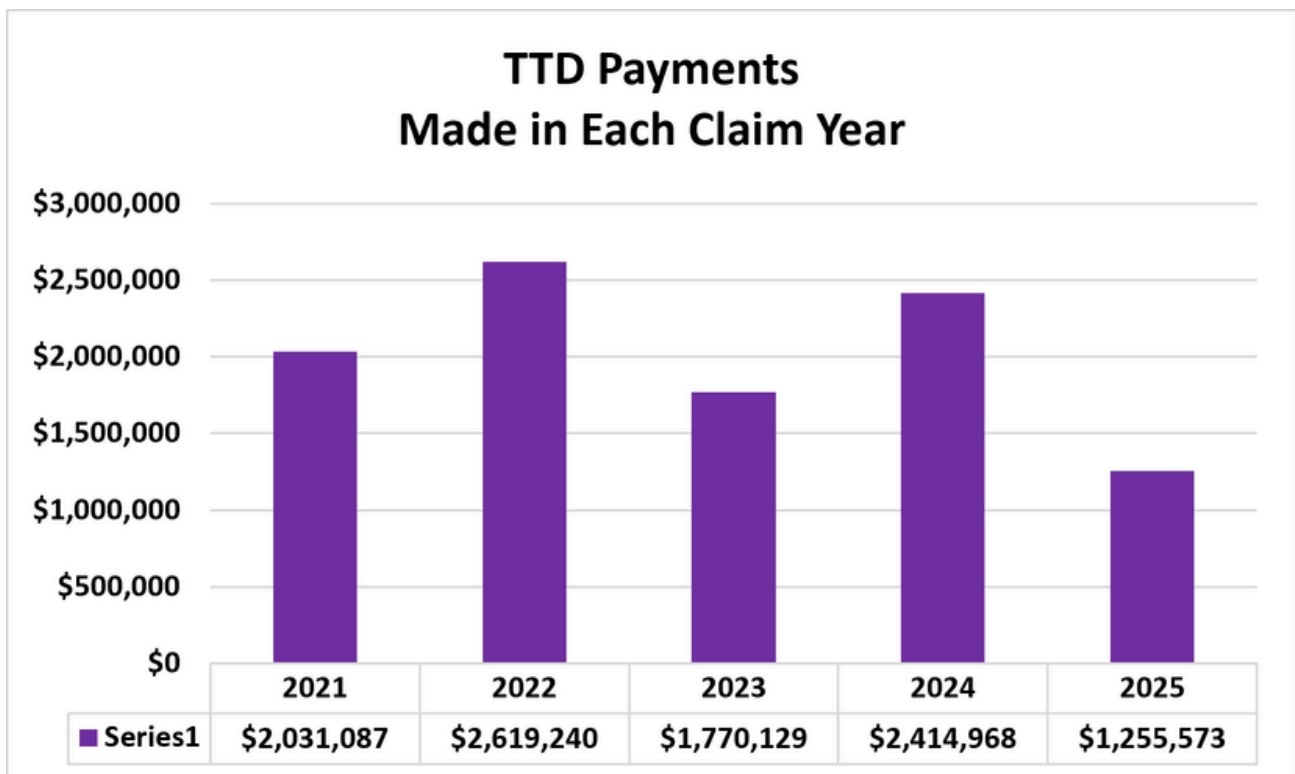
IRMA VS. CORVEL ILLINOIS BOOK BY BILL VOLUME



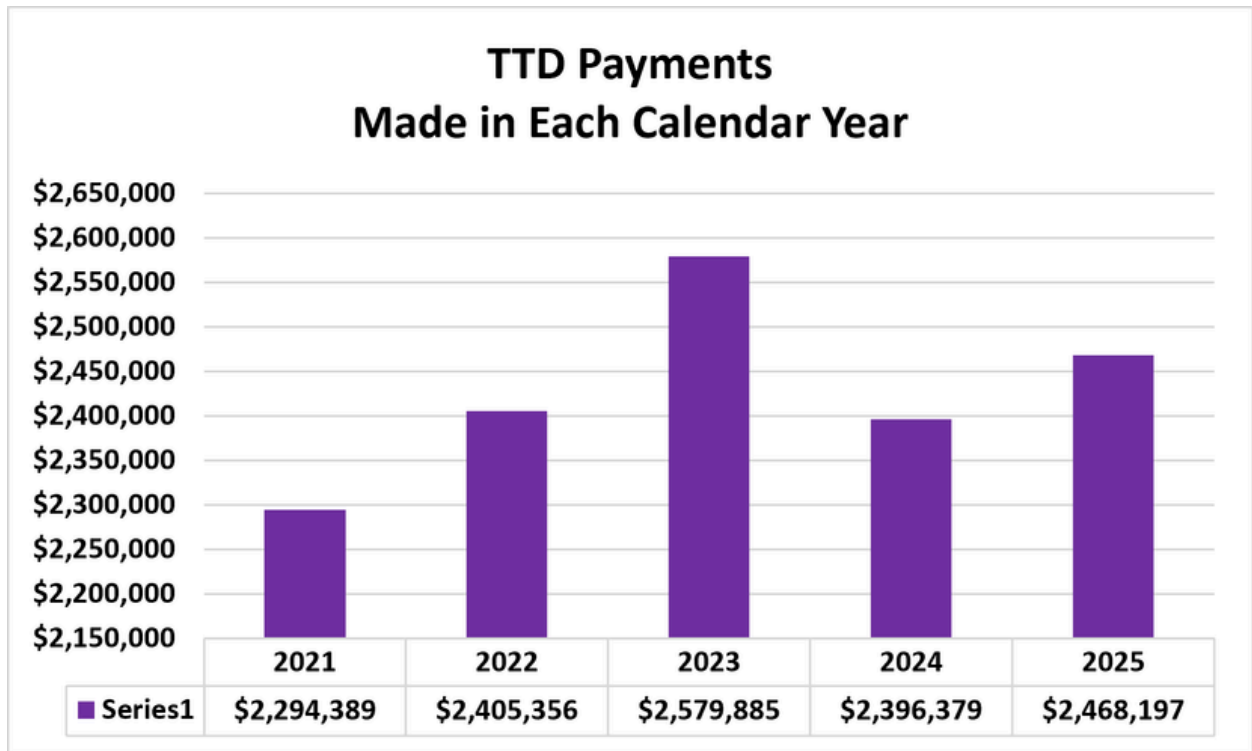
Workers' Compensation Claim Management Insights:

- Workers' compensation claim severity for 2025 is currently trending approximately 19% below expected levels, reflecting positive early development and continued stabilization in overall claim costs.
- Workers' compensation claims continue to close faster than historical averages for both medical-only and lost-time claims, demonstrating the effectiveness of proactive adjuster engagement, early intervention, and effective claim management strategies.
- IRMA continues to outperform broader jurisdictional benchmarks in medical cost containment, with an average paid medical bill amount of \$477 compared to the CorVel book average of \$556, while also achieving significantly higher PPO utilization and overall savings percentages.
- Physical therapy management remains a continued area of focus. IRMA's preferred provider partnerships and utilization oversight continue to help control average physical therapy costs while promoting appropriate treatment durations and return-to-work outcomes.
- IRMA's experienced workers' compensation claims team, combined with targeted medical management, bill review, PPO utilization, pharmacy oversight, and proactive closure strategies, continue to support improved claim outcomes and long-term pool stability for the membership.

Temporary Total Disability



Note: This chart reflects TTD by claim year, not payment year. Amounts represent all TTD costs associated with claims occurring in the applicable claim year, including payments made in subsequent years as claims developed.

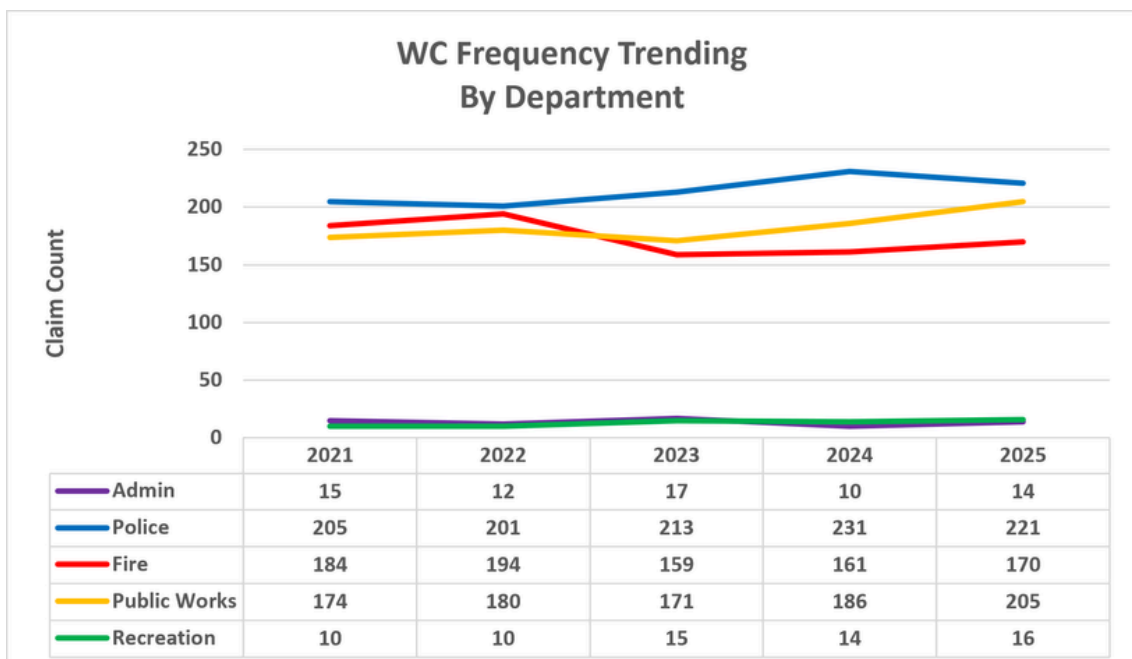


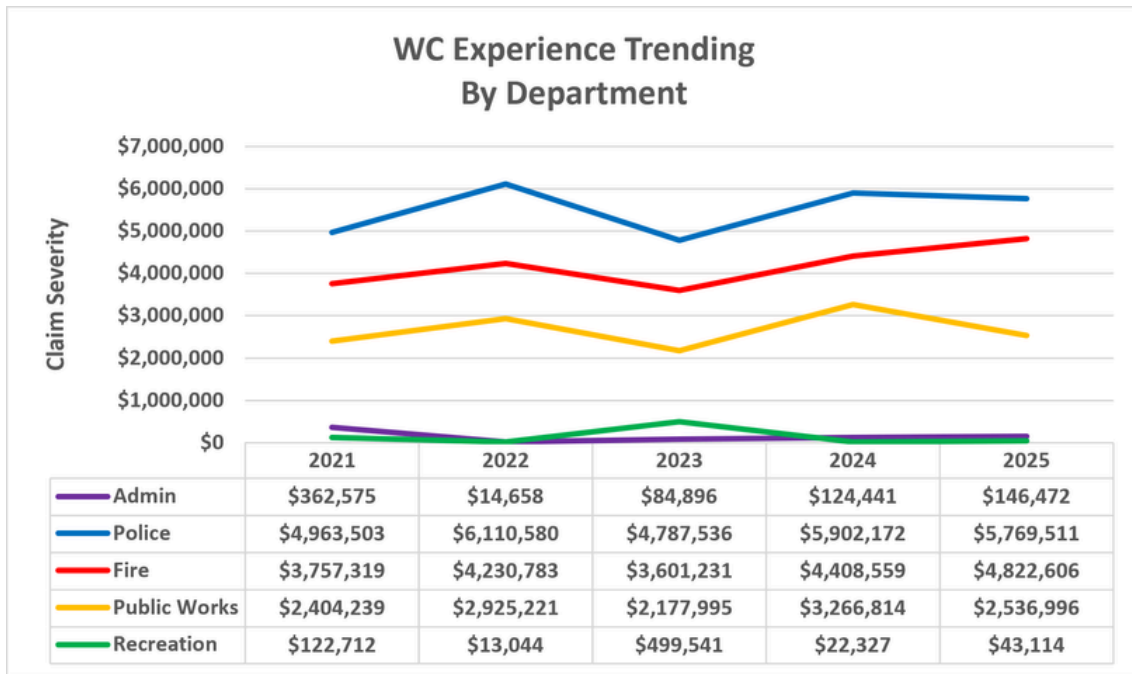
Note: This chart reflects TTD by payment year, not claim year. Amounts represent all TTD payments made during the applicable calendar year, including payments associated from prior claim years that remained open and continued to develop.

Temporary Total Disability (TTD) Insights:

- TTD payments by claim year declined significantly in 2025, decreasing to approximately \$1.26 million compared to \$2.41 million in 2024. This trend may correlate to the improved claim closure rates, earlier-return to work outcomes, and reduced duration of disability exposure on newer claims.
- While annual TTD payments fluctuated by claim year development, calendar year TTD payments have remained relatively stable between approximately \$2.3 million and \$2.6 million over the past 5 years.
- Continued focus on proactive claim management, return-to-work coordination, medical oversight, and timely claim resolution remains critical in controlling TTD duration and reducing long-term workers' compensation severity for the pool.

Frequency and Severity Department Trending Analysis

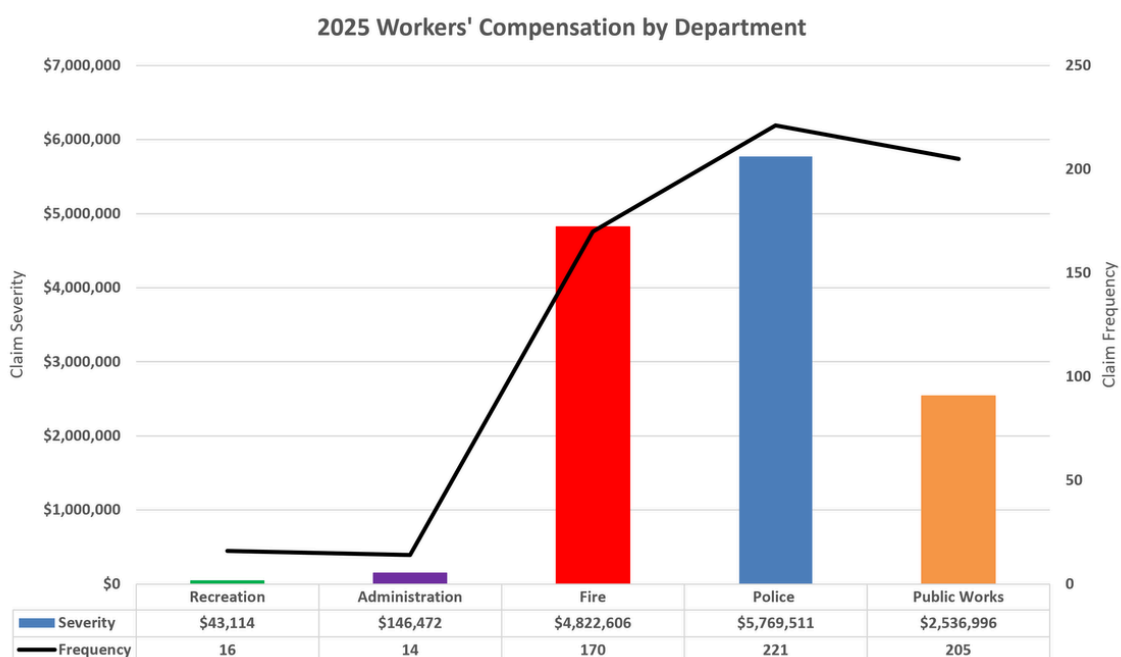




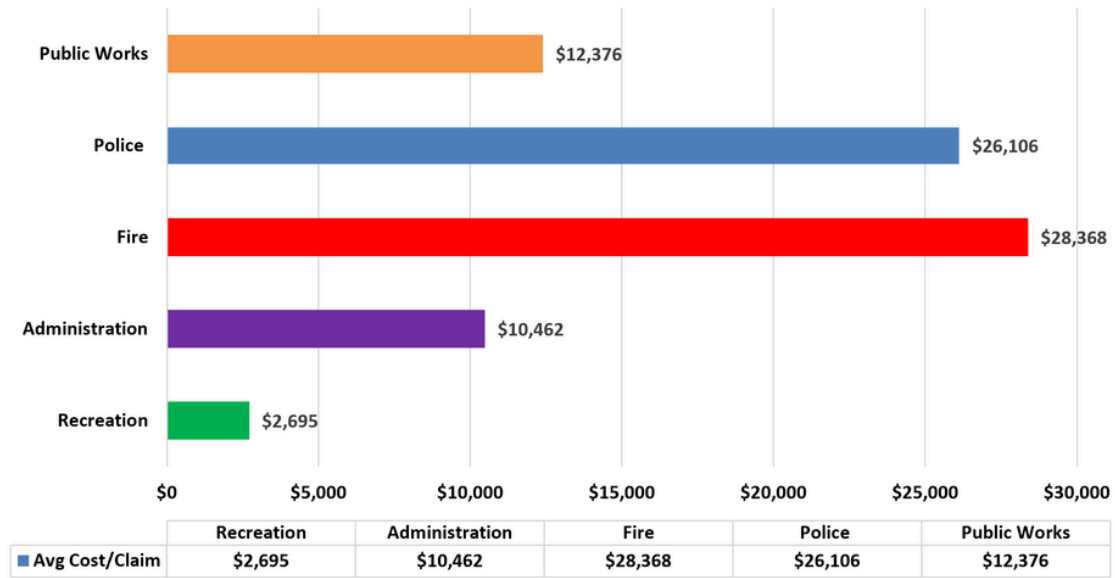
Department Workers' Compensation Claim Trending Insights:

- Police and Public Works Departments experience the highest workers' compensation claim frequency in 2025, with both departments trending upward over the past five years.
- Fire Department claim frequency has generally declined since 2022; however, claim severity continues to increase, resulting in the highest total incurred costs observed during the five-year period.
- Public Works claim frequency increased 18% between 2021 and 2025, while total incurred costs remained relatively stable. However, public works employees routinely perform some of the highest-risk operations within municipal government. As a result, a single catastrophic event has the potential to significantly alter loss experience.

2025 WC Claim Department Analysis



2025 Average Experience Per Claim by Department

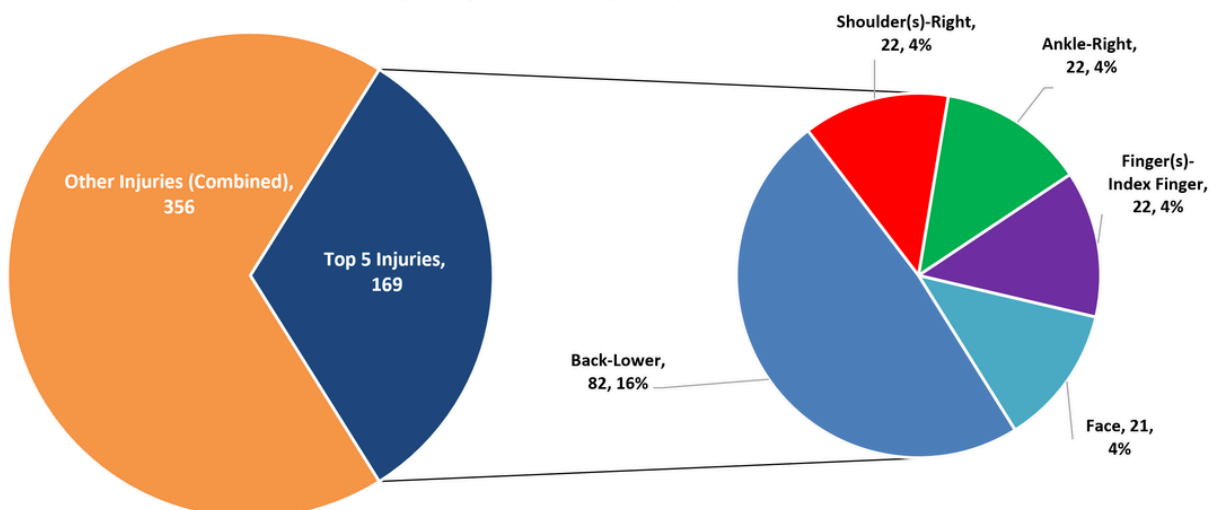


Department Workers' Compensation Claims Insights:

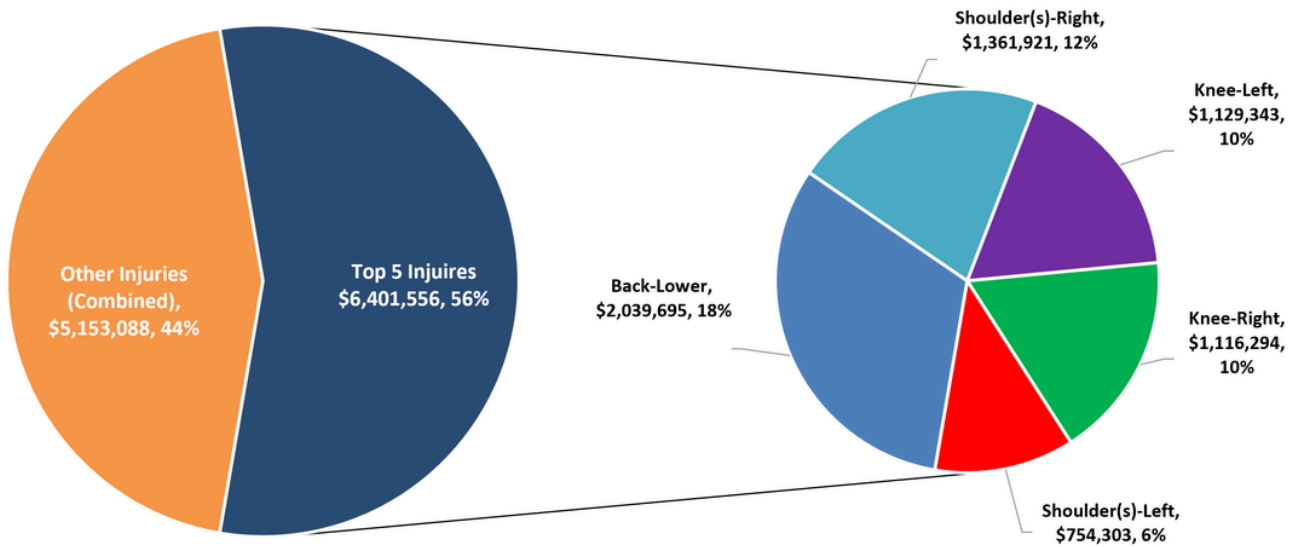
- Police, Fire, and Public Works Departments continue to represent the most significant workers' compensation exposure areas for the pool due to the high-hazard nature of frontline municipal operations.
- Police Departments generated the highest total incurred experience at approximately \$5.8 million across 221 claims, while Fire Departments experienced the highest average cost per claim at approximately \$28,400.
- While Public Works Departments experience high claim frequency levels comparable to Police and Fire operations, average claim severity remains lower. Given the high-risk nature of many Public Works activities, including roadway operations, heavy equipment use, trenching, confined space entry and emergency response support functions, this remains an important area of continued focus for training and operational safety across the membership.

2025 WC Injuries - Top 5 Analysis

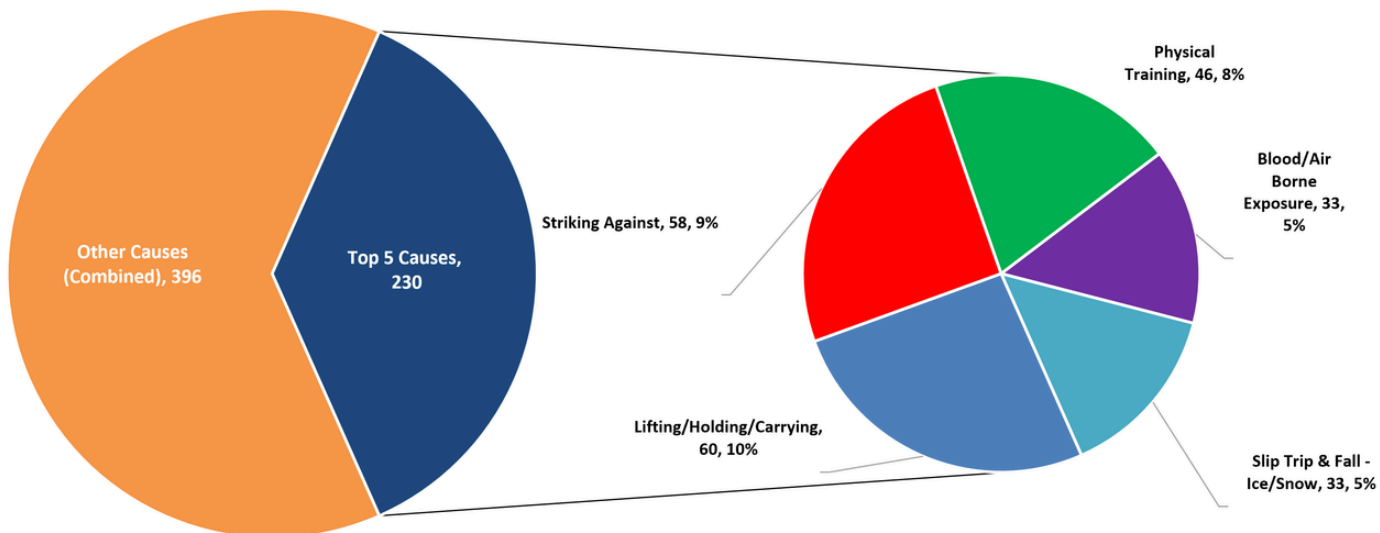
2025 Workers' Compensation
Top 5 Injuries - Frequency



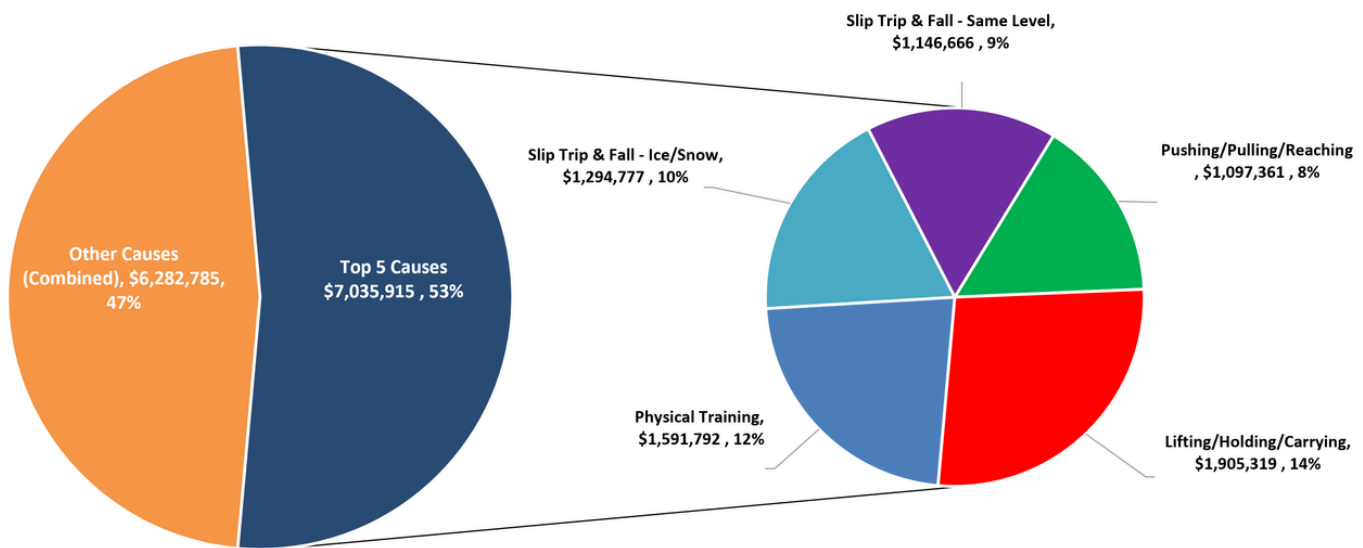
2025 Workers' Compensation Top 5 Injuries - Severity



2025 Workers' Compensation Top 5 Causes - Frequency



**2025 Workers' Compensation
Top 5 Causes - Severity**



2025 Workers' Compensation Claims Top-5 Insights:

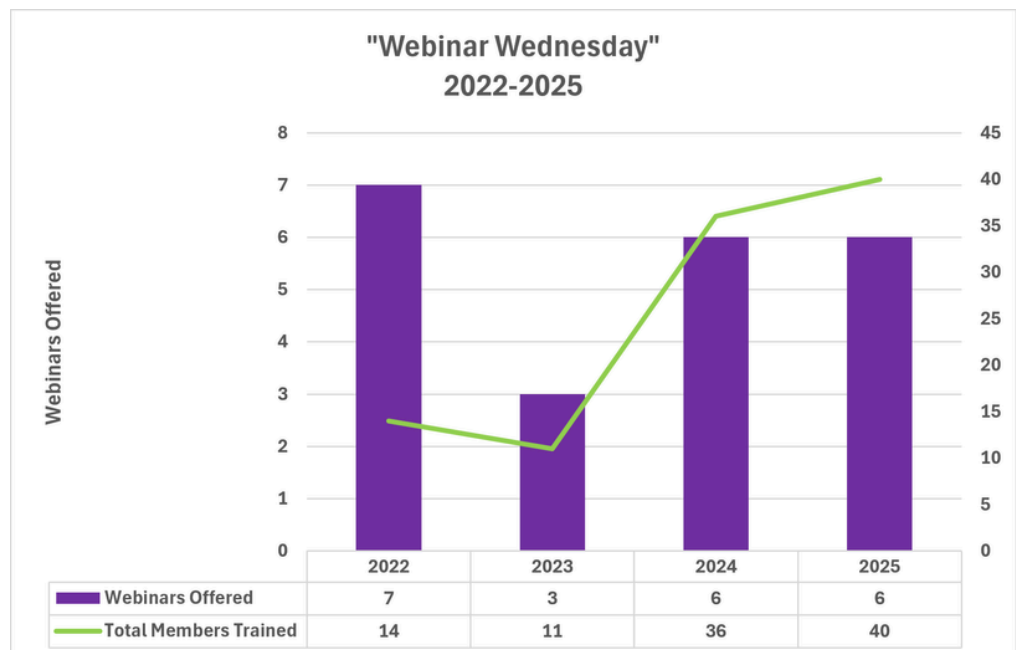
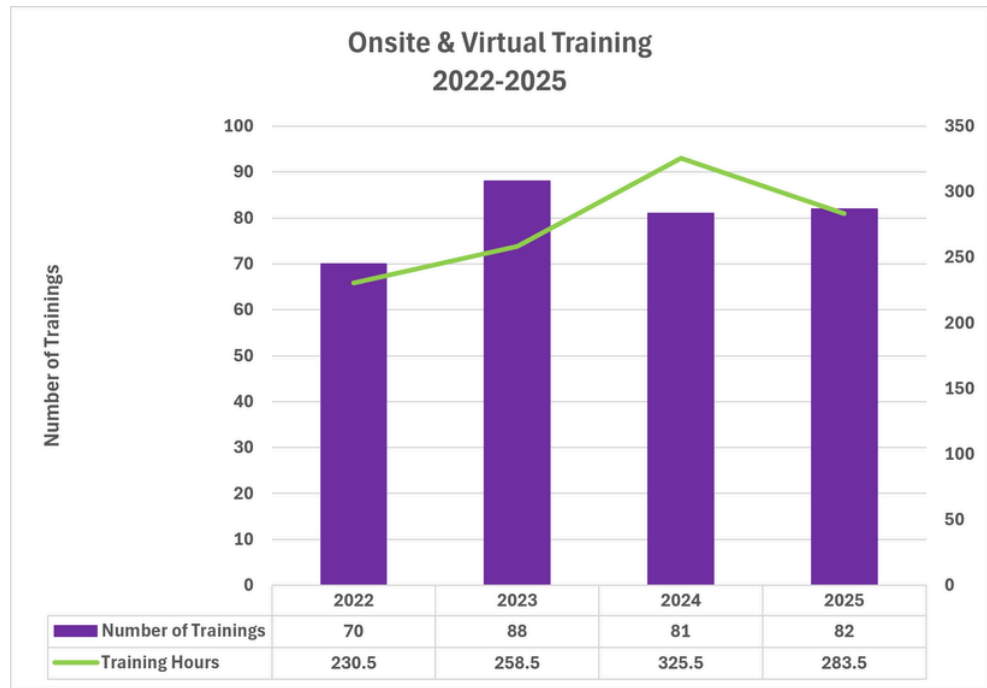
- Lower back injuries returned as the most significant workers' compensation injury exposure in 2025, representing both the highest claim frequency and overall severity. This trend continues to align closely with lifting/holding/carrying activities and other physically demanding frontline operational tasks.
- Shoulder and knee injuries continue to represent a significant portion of overall workers' compensation severity.
- Physical training, lifting/holding/carrying activities, and slip/trip/fall incidents remain leading drivers of claim frequency and severity across the membership.

Risk Management & Training Services

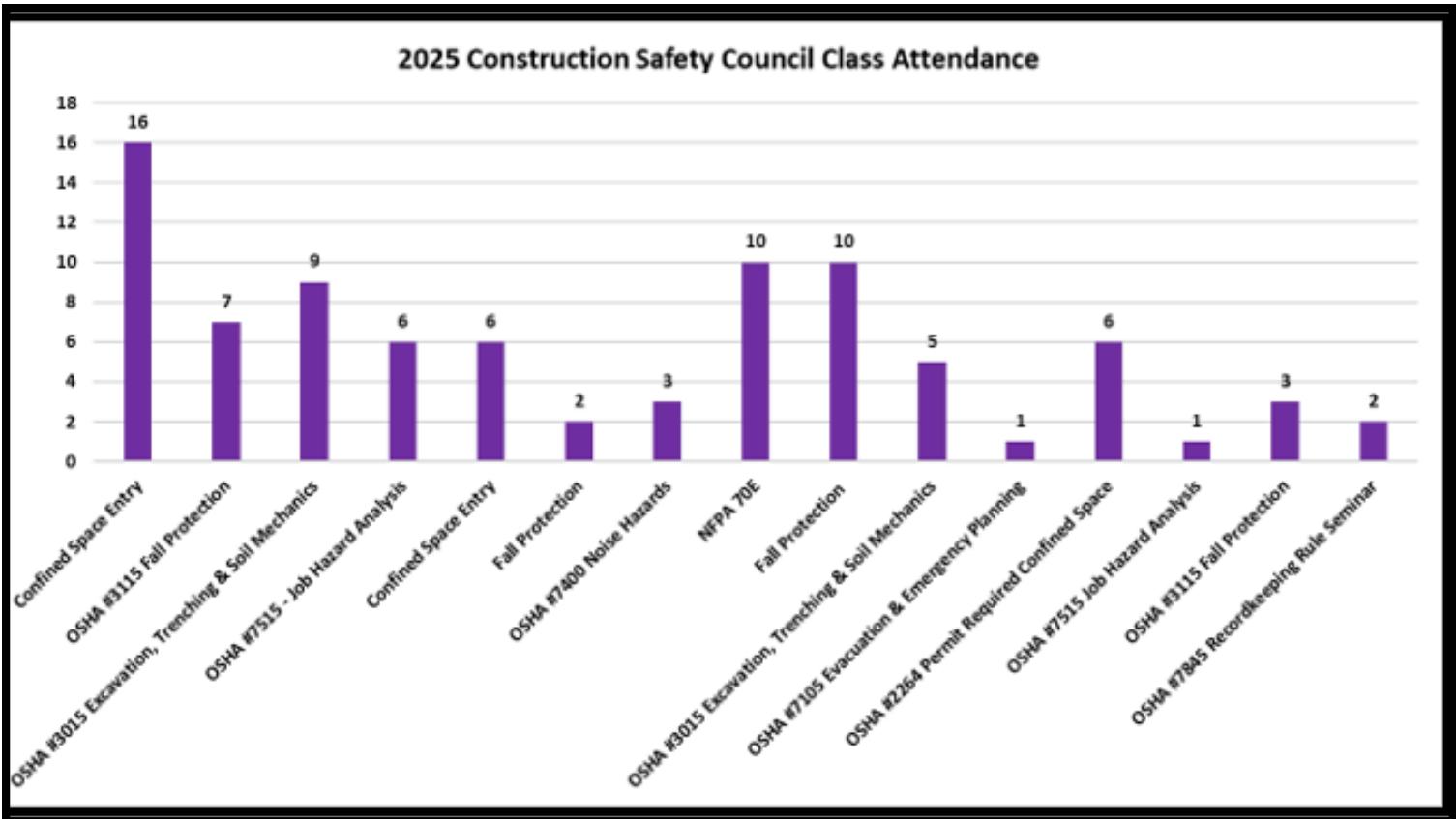
Risk Management and Training Services are a core function of IRMA, assisting members to embrace a safety culture, enhance awareness of preventive measures and partner together to reduce loss, thus reducing member contributions. By offering a comprehensive suite of programs and resources, IRMA ensures that its members are well-equipped to identify potential risks and implement effective strategies to mitigate them. These services include customized training workshops, regular safety audits, and access to a network of industry experts who can provide tailored advice and support. Through collaboration and continuous improvement, IRMA fosters a proactive approach to risk management, empowering organizations to not only meet regulatory requirements but also to cultivate a safer, more resilient working environment.

TRAINING SERVICES

IRMA FACILITATED TRAININGS



REGIONAL TRAINING



Training Insights:

- IRMA delivered 82 onsite and virtual training programs in 2025, providing more than 283 hours of instruction to member organizations. Training activity remains significantly above 2022 levels, reflecting member commitment to employee safety.
- Webinar Wednesday continues to serve as an effective platform for delivering focused safety and compliance training. Participation increased from 14 member organizations reached in 2022 to 40 in 2025, representing a 186% increase in member engagement.
- IRMA hosted 46 complimentary regional training programs in 2025.
- Through partnership with Construction Safety Council, IRMA provides members access to specialized safety training in high-risk operational areas.

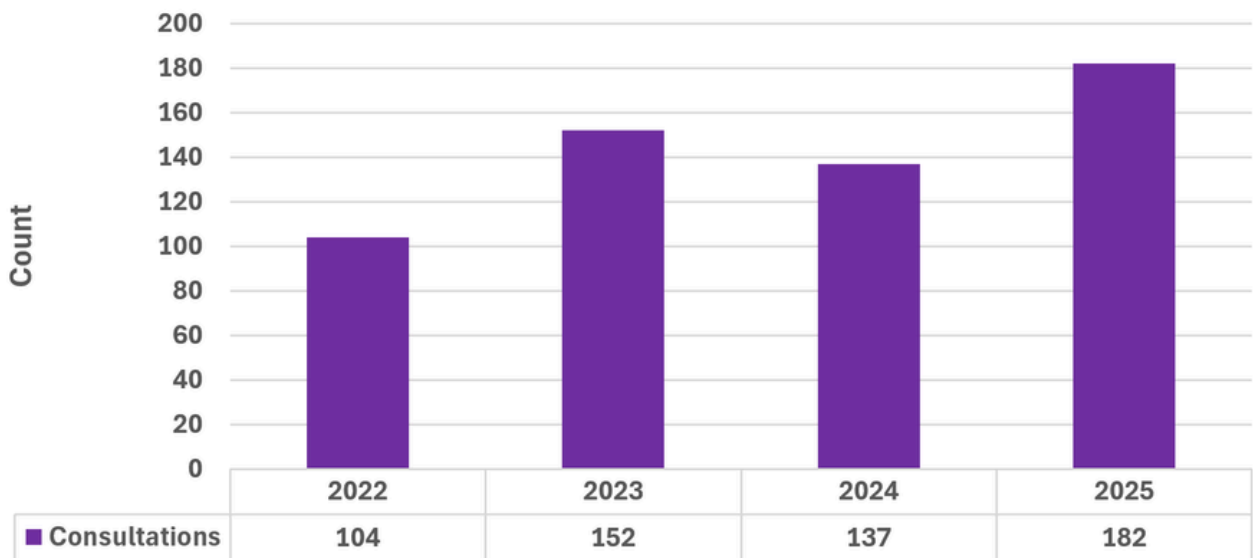
LOSS CONTROL VISITS & CONSULTATIONS

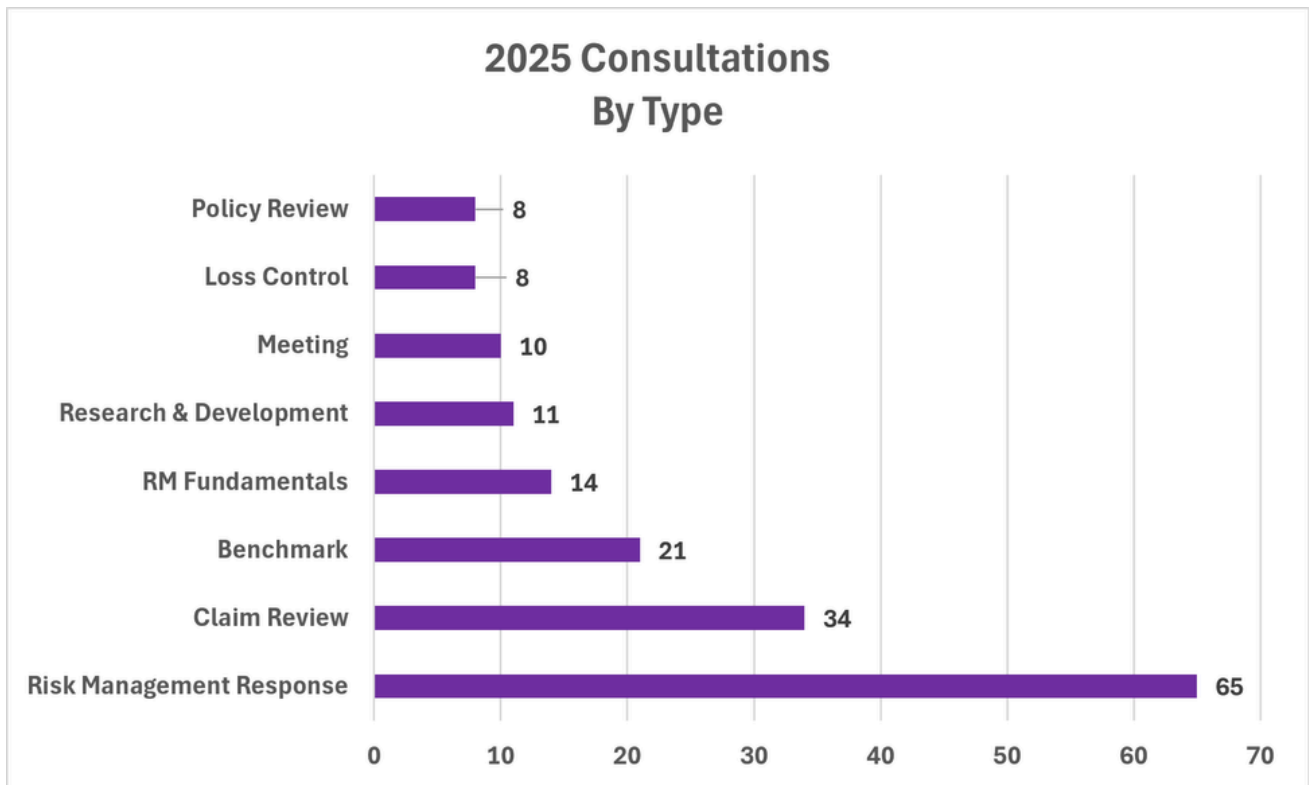


*Does not include Boiler & Machinery Visits



Consultations 2022-2025





Loss Control Visit & Consultation Insights:

- IRMA completed 101 Loss Control Visits and provided 207 Member Service Days in 2025.
- Member consultations increased to a four-year high of 182 engagements in 2025, representing a 33% increase over 2024 and a 75% increase since 2022. This reflects growing member utilization of IRMA's technical expertise and individualized support services.
- Risk Management Response consultations accounted for 36% of all consultations in 2026 (65 total), highlighting member demand for timely assistance with emerging operational, safety, liability, and workers' compensation issues.
- Claim reviews (34) and Benchmark Analytics consultations (21) remained key areas of member engagement, supporting departments in understanding loss trends, identifying risk exposures, and developing targeted mitigation strategies.
- Combined, IRMA's Risk Management Team conducted 283 member-facing engagements in 2025 through loss control visits and consultations.

LAW ENFORCEMENT RISK MANGEMENT

Law enforcement liability exposures continue to be impacted by social inflation, nuclear verdicts, evolving public expectations, and increasing operational scrutiny nationwide. In response, IRMA has continued advancing a proactive, data-informed law enforcement risk management strategy focused on Evidence-Based Practices (EBPs), operational defensibility, leadership development, and targeted training initiatives designed to reduce liability exposure and support long-term pool stability.

2025 Key Focus Areas:

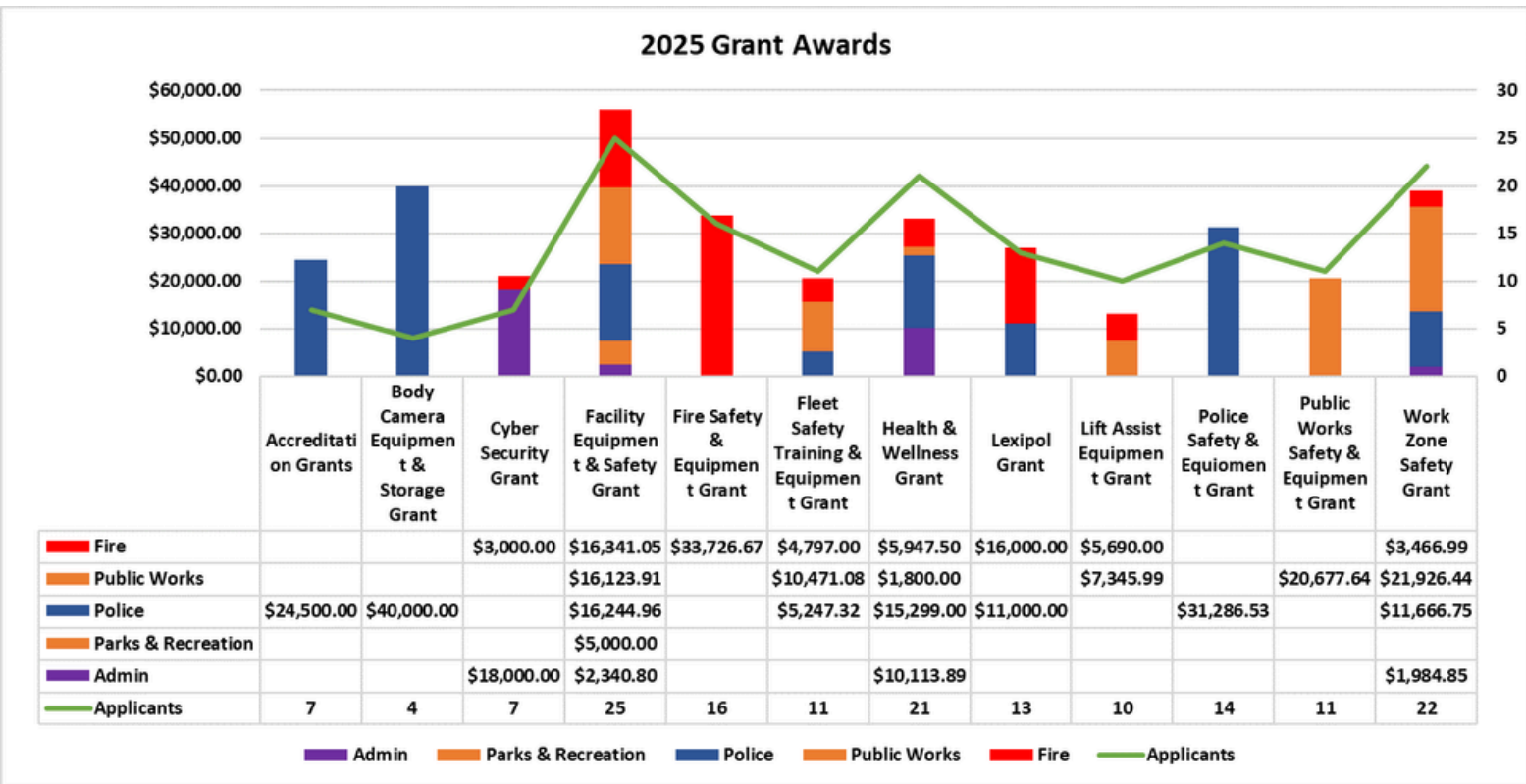
- After-action reviews
- Leadership
- Officer wellness
- Legal literacy
- Verbal De-escalation

Direct engagement was expanded with member command staff through onsite consultations, targeted training discussions, Police Chiefs' Steering Committee (PCSC) presentations, and Executive Director-led "Flip the Lens" liability awareness presentations.

PCSC will continue emphasizing practical tools, focused training opportunities, and sustainable implementation strategies designed to support member departments in addressing evolving law enforcement risks and strengthening organizational defensibility.



2025 Grant Programs



2025 Grant Program Insights:

- IRMA awarded \$359,998 in grant funding satisfying 161 applications across multiple operational safety, wellness, training, and equipment initiatives in 2025.
- The highest participation levels were seen in the Facility Equipment & Safety Grant, Work Zone Safety Grant, and Health & Wellness Grant programs, reflecting strong member focus on frontline operational safety improvements and employee wellbeing initiatives.
- Police, Fire, and Public Works departments represented the majority of the awarded grant funding, reinforcing IRMA’s continued investment into high-hazard municipal operations and injury prevention initiatives.

2025 Claims to Contribution Analysis Report

The Claims to Contribution Analysis Report is an annual report that is prepared and published by IRMA Staff as part of the State of the Membership Report. This report serves as a high-level claims overview of the pool and its members, utilizing the most recent five-year period of claims data. It also serves as the basis for the risk management recommendations which includes member enrollment into one of two programs: Advisory Program and Workers' Compensation Focus Program. These programs are intended to assist members with reducing contributions by reducing losses.

5-YR RATIO OF CLAIMS TO LOSS FUND CONTRIBUTION

The 5-year ratio of claims to loss fund contribution has increased over the 10-year period between 2016-2025. The increase for the years 2021-2023 reflects significant losses that occurred in 2019 and 2022. The claim reserve increases to satisfy large awards and settlements impacts this five-year time period; however IRMA expects this to smooth out over time as those years become more developed.

Five-year Ratio of Claims To Loss Fund Contribution	
2016	61.47%
2017	66.95%
2018	64.44%
2019	67.32%
2020	69.10%
2021	73.55%
2022	72.58%
2023	72.54%
2024	66.05%
2025	65.54%

Annual Claim to Contribution Ratio Development

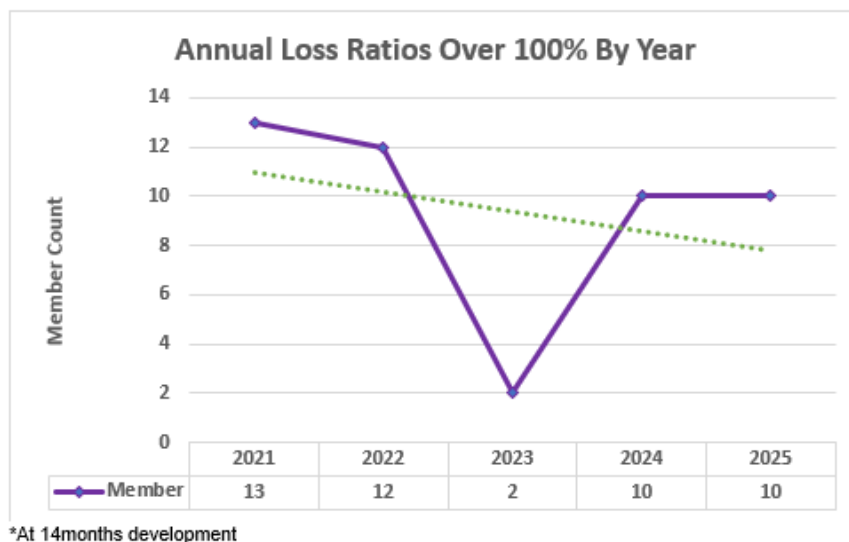
As claims become more developed, the annual ratio generally increases at a gradual rate. This reflects the natural progression of claims as reserves change based on factors associated with the claims such as treatment, ability to return to work, legal fees and settlements, third party payments and subrogation recoveries occurring throughout the five-year period.

Annual Claim to Contribution Ratio Development
Annual Report (Data Years)

2021	72.95%	59.75%	65.33%	65.62%	67.22%
2022		49.93%	86.77%	92.62%	91.93%
2023			41.01%	51.94%	56.46%
2024				56.01%	86.12%
2025					46.00%

The Pool remains in excellent financial standing. While the 5-year ratio of claims to loss fund contribution has increased between 2016-2025, it remains well below the 100% threshold. This analysis confirms the contribution formula and actuarial calculations are appropriately measuring risk within the pool. As claims become more expensive and the litigation environment remains volatile, this places IRMA in a strong position. The 2022 year developed at a slightly faster rate than typically seen over the course of a year for liability and workers' compensation claims. However all substantial claims are either closed or properly reserved for resolution, therefore further development isn't expected for claim year 2022. The 2025 claim year is expected to continue to develop over the course of the next two years.

ANNUAL LOSS RATIO OVER 100% BY YEAR



There has been a decreasing trend over the past 5 years of members experiencing an annual loss ratio over 100%, which indicates that members are choosing more appropriate claim deductibles and reliance on the pool to cover losses has lowered.

CONCLUSION

The Report is a positive representation of the health of the pool and confirms that our loss reserve fund and claim reserving practices are appropriate, even during years of significant losses. These losses have also resulted in innovative risk management programs, like the Benchmark Analytics Program for law enforcement or investment into Distracted Driver programs, as well as strategic fiscal planning by the Administration and Finance Committee.

Other key findings include:

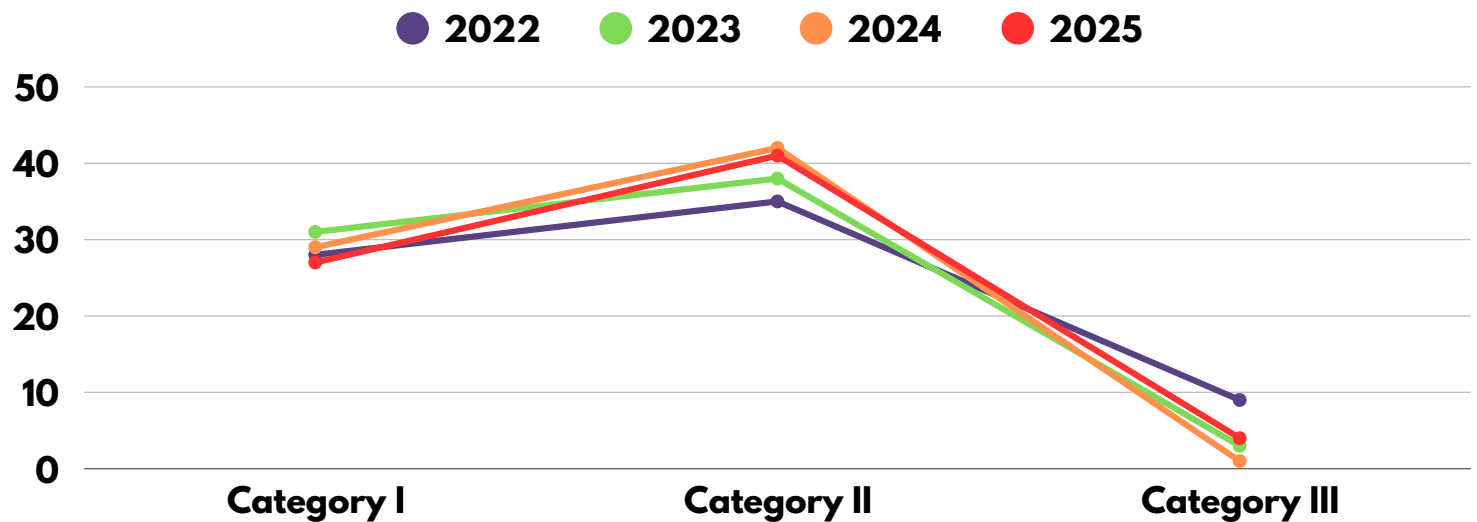
- Despite incurring several significant losses, the 5-year Claims to Contribution ratio has remained stable over the past 10 years with an average ratio of 67.95%.
- Claim year 2022 is unlikely to continue to develop as most substantial claims are closed or properly reserved for resolution.
- Claim year 2024 is properly reserved for known substantial claims.
- General liability exposure for law enforcement remains the most volatile claim category. IRMA continues to proactively address this financially through review of fiscal policies and programs as well as through focused risk management and training programs.
- One member is recommended for enrollment into the Advisory Program.
- No new members are recommended for enrollment into the Workers' Compensation Focus Program.

2025 Participation Report

IRMA's continued success as an intergovernmental pool can be largely attributed to the membership's interest and participation in the organization. The participation rates are analyzed in four areas: Board meetings, standing/ad hoc committees, steering committees, and standing committee chairs/steering committee officers. The report includes established guidelines and formulas used to determine the participation percentages. Each category of participation is weighted based on its essential value to IRMA, with the greatest weight given to Board of Directors meetings. Based on the 2025 membership participation percentages identified below, overall participation increased slightly from 70.4% in 2024 to 70.9% in 2025.

Participation remains strong, with only a slight fluctuation in Category I.

- 6.8% decrease in Category I Members (29 in 2024, 27 in 2025)
- 2.4% decrease in Category II Members (42 in 2024, 41 in 2025)
- 300% increase in Category III Members (1 in 2024, 4 in 2025)



Closing Remarks

The IRMA State of the Membership Report confirms the continued financial strength, stability of the pool and continued efforts at improving members risk management performance. We thank members for their risk management efforts, attention to safety and commitment to reducing losses while continuing to provide excellent municipal services.

Sincerely,

The IRMA Executive Team

Intergovernmental Risk Management Agency

IRMA MISSION

The mission of IRMA is to provide reliable protection against human and financial losses through a self-directed and proactive partnership, which delivers high-quality risk management services that are professionally managed for the benefit of members at a cost that is competitively priced.



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Ste. 310
Westmont, IL 60559
www.IRMARISK.org



STAFF REPORT

TO: VILLAGE PRESIDENT & BOARD OF TRUSTEES
FROM: DANIELLE MARION, COMMUNITY DEVELOPMENT DIRECTOR
DATE: JUNE 10, 2026

The following information outlines the status of current projects, meetings, training, and other activities being handled by the department.

Meetings:

- EEI- I attended the weekly engineering meetings with Staff and EEI.
- Potential Developer** – met with fellow staff to discuss a potential development.
- Potential Developer** – met with fellow staff to discuss a potential development.
- Fox Metro** – attended a quarterly Fox Metro meeting.
- Groovin’ in the Grove** – met with the Chamber to discuss requirements for food trucks.
- Village President** – met with the Village President and Plan Commission Chairman.
- Potential Developer** – met with a potential developer on engineering requirements.

Tasks/Updates:

- Lennar** – Model home permits issued. Individual lots starting to be issued.
- Settlers Ridge Areas 5 & 6** – Work has started. Model homes completed. Underground work complete. Permits are being issued.
- The Grove Area 1** – master plan reviews are completed.
- Code updates** – working on several text amendments.

Planning & Zoning:

- Prepare agenda material for the Plan Commission meeting.
- Performed multiple plan reviews.
- Sited zoning violations.

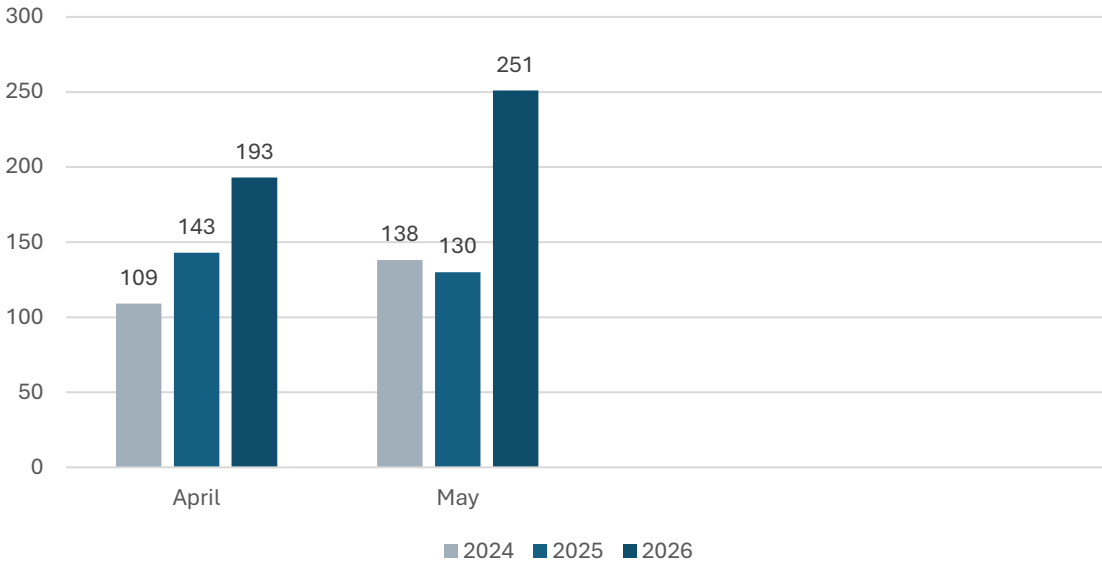
Building:

- Completed multiple plan reviews and building inspections.
- Issued multiple permits.
- Completed building code updates.

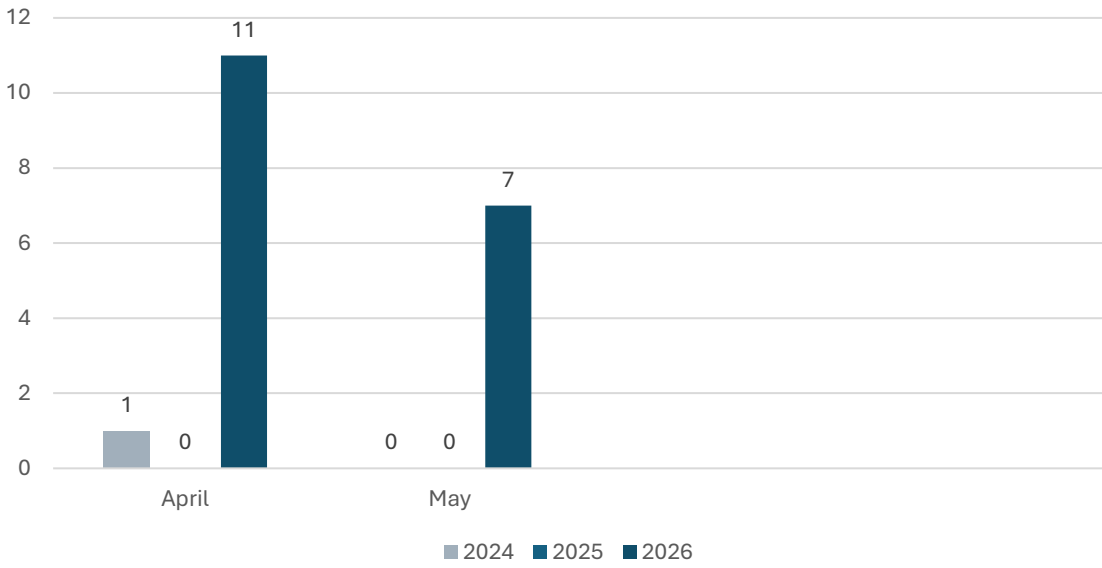
Property Maintenance/Code Enforcement:

- Sited multiple property maintenance violations to include grass, weeds, garbage, trailers.

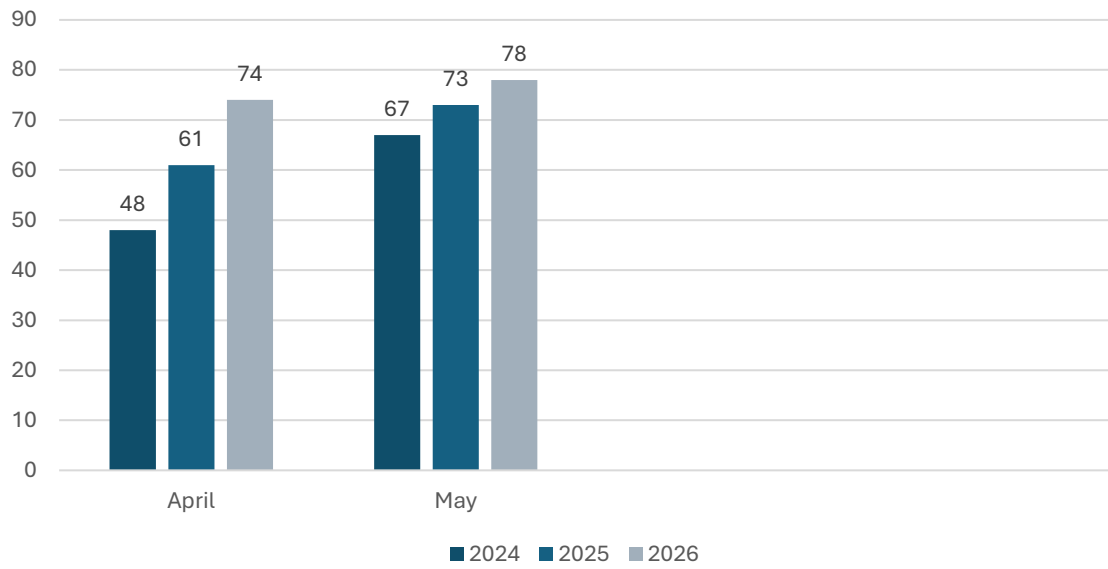
Number of Inspections per Month by Year



Number of New Home Permits Issued per Month by Year



Number of Other Permits Issued per Month by Year





STAFF REPORT

TO: VILLAGE PRESIDENT & BOARD OF TRUSTEES

FROM: PAT ROLLINS, CHIEF OF POLICE

DATE: JUNE 12, 2026

The following information outlines the status of current projects, meetings, training, and other activities being handled by the department.

Conferences / Training / Seminars:

- The Police Law Institute's June online training covers standing authorizations for jurisdictional cooperation, property rights of divorcing spouses, elements required for obstructing an officer charge, criminal charges for refusing to identify oneself, searching people on mandatory supervised release, warrantless entries based on open doors or alarms, and a new law expanding yielding and right-of-way laws.
- Department-wide monthly defensive tactics training for June includes escort position and joint-lock control
- Officers Rivera and Lullo completed the first phase of their field training and have rotated to new patrol shifts for phase two of the process.
- On June 11, Deputy Chief Alcaraz and Officer Moreno participated in the ILEAS Mobile Field Force training.
- Chief Rollins attended the FBI CJIS Advisory Policy Board (APB) meeting in New Orleans, June 2-5. Chief Rollins represents the North Central Working Group on the APB. The federal government bears the costs of the meetings.

Administrative:

- Chief Rollins participated virtually in the Illinois Chiefs of Police Association Committee Heads meeting on June 4.
- Chief Rollins and PW Supervisor Lemke met with the Sugar Grove Fire Protection District on June 8 to discuss their Open House and the partial closure of the public street for the event.
- On June 9, Chief Rollins met on-site at the construction project with an internet fiber vendor to review the project scope for providing service to the newly remodeled police department.
- Chief Rollins attended the Department Head meeting at the Village Executive Office on June 9.

- The Command Staff meeting took place on June 10 at the temporary police station, with Chief Rollins, Sgt Liss, and Grutzius in attendance.
- Administrative Officer Hanold oversaw the monthly administrative hearing process held at the Sugar Grove Fire Protection District HQ on June 10. Multiple municipalities participate in the program.

Directed Patrols and Crime Prevention Activity:

- Officers patrol neighborhoods overnight, informing residents about open garage doors and offering to help secure their garages.
- Officers have been issuing courtesy warnings to vehicles blocking the sidewalks. Repeat offenders may receive citations.

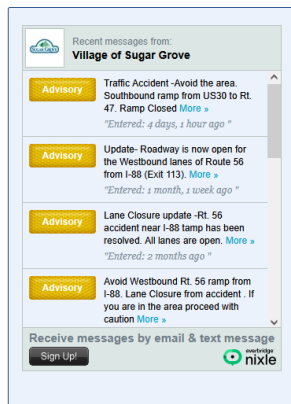


- Speed Radar Pole Signs:
 Unit # 1 – not deployed during this time frame
 Unit # 2 – not deployed during this time frame

Emergency Preparedness:

- No new messages have been sent since the last report.

COMMUNITY ALERTS



Tue, Jun 02, 2026 10:33 AM

SYSTEM 4000 CENTRAL CONTROL
I N T E R R O G A T I O N S U M M A R Y

SUGAR GROVE

Site	Command	Output	Input	Batt
AU18	06/02/26 10:00 AM ALERT command.	PASS	PASS	PASS
SG01	06/02/26 10:00 AM ALERT command.	PASS	PASS	PASS
SG02	06/02/26 10:00 AM ALERT command.	PASS	PASS	PASS
SG03	06/02/26 10:00 AM ALERT command.	PASS	PASS	PASS
SG04	06/02/26 10:00 AM ALERT command.	PASS	PASS	PASS
SG05	06/02/26 10:00 AM ALERT command.	PASS	PASS	PASS
SG06	06/02/26 10:00 AM ALERT command.	PASS	PASS	PASS

- The monthly audible test of the Emergency Warning Sirens occurred on June 2 at 10 a.m. All sirens are working as designed.

Mon, Jun 08, 2026 09:01 AM

SYSTEM 4000 CENTRAL CONTROL
I N T E R R O G A T I O N S U M M A R Y

SUGAR GROVE

Site	Command	Output	Input	Batt
AU18	06/08/26 08:10 AM SILENT GRL command.	PASS	PASS	PASS
SG01	06/08/26 08:10 AM SILENT GRL command.	PASS	PASS	PASS
SG02	06/08/26 08:10 AM SILENT GRL command.	PASS	PASS	PASS
SG03	06/08/26 08:10 AM SILENT GRL command.	PASS	PASS	PASS
SG04	06/08/26 08:10 AM SILENT GRL command.	PASS	PASS	PASS
SG05	06/08/26 08:10 AM SILENT GRL command.	PASS	PASS	PASS
SG06	06/08/26 08:10 AM SILENT GRL command.	PASS	PASS	PASS

- The weekly silent test of the Emergency Warning Sirens occurred on June 8 at 8:10 a.m. — All sirens are working correctly.

Police Building Construction Development Update:

- On June 1, Chief Rollins and Village Administrator Koeppl met with representatives of Cordogan Clark on-site to address a couple of items that were installed to relocate or accommodate concerns raised by staff.
- Electrical work is progressing in interior areas and exterior fixtures, supplying low-voltage power to the existing portion of the building.
- The fascia and soffit were installed. Gutters are being installed over the next week.
- On-site meetings are happening daily.





Change Orders: -

- The Police Department Building team reviewed the change orders for the project and approved 11 of the change orders since inception.

**Beginning
Balance: \$325,000.00**

**13 change orders were
approved**

See below for details: \$ 129,097

Ending Balance: \$220,903

Village of Sugar Grove
Sugar Grove Police Department Renovation & Addition
Contingency & Allowance Projected Usage Log
 April 28, 2026



ITEM #	DESCRIPTION OF CHANGE	POTENTIAL COST (ESTIMATED)	ACTUAL COST	REASON OR CAUSE OF POSSIBLE CHANGE
1	Evidence Lockers		\$19,719	Bid drawings specified Evidence Lockers to be owner provided contractor installed; this was later changed at the request of SGPD to be contractor supplied and installed. Price being evaluated (Omission)
2	Solid Surface Wall Cap		\$6,540	Solid surface wall cap at half-wall surrounding the patrol desks. Done for added durability over drywall cap. (Enhancement)
3	IT Room Wall Relocation		\$2,661	Existing mechanical room size could not accommodate the requirements needed for electrical panels and adjacent mechanical equipment. Wall was relocated 16" into the IT room. (Project Coordination)
4	Furring of Ceiling at Locker Room		\$5,528	Furring down of ceiling at locker room 130 to accommodate additional sprinkler piping and heads required by VOSG Fire Marshal show drawing review. (AHJ Required Change at permit review)
5	Changes to Transom Windows		\$3,025	Shifting of transoms above doors at Breakroom 137 & SRGT office 134 to align with the top of the door frame. Due to a lack of plenum space for MEP pipes and ducts above ceilings. CC working on elimination of this cost
6	Added Acoustical Drywall		\$8,254	Addition of acoustic rated drywall in noise sensitive areas as directed by SGPD. (Enhancement)
7	Revised Concrete Thickness		\$2,974	Revised concrete sidewalk & asphalt pavement thickness from 4" to 5" as required by Village of Sugar Grove Engineering plan review comments sent on 10.16.25. (AHJ Required Change at Plan Review - Noted on 8.14.25 Board Bid Approval Memo)
8	Plumbing Fixture Changes		\$7,697	Wall mounted sinks were specified by mistake for rooms that needed a drop in style sink which cost \$1,200. (Design Error). Shower basin in the Holding shower room was not specified as an anti-ligature style. (Coordination Issue) Includes addition of a sanitary line, in-wall plumbing and reinstallation of drinking fountain as required. (AHJ Required Change at Plan Review - Noted on 8.14.25 Board Bid Approval Memo)
9	Temporary Heating		\$5,493	Heating required for interior concrete and drywall work to prevent schedule delays. (Temporary Heat was intended to be a Contingency allocation to mitigate excessive cost in Bids)
10	Added Burglar System		\$15,500	Requested by SGPD but not in original scope of work.

Village of Sugar Grove

Sugar Grove Police Department Renovation & Addition
Contingency & Allowance Projected Usage Log
April 28, 2026



ITEM #	DESCRIPTION OF CHANGE	POTENTIAL COST (ESTIMATED)	ACTUAL COST	REASON OR CAUSE OF POSSIBLE CHANGE
11	Entrance Planter Changes		\$21,000	Addition of planter foundations and rebar ties to all planter boxes as required by the Village of Sugar Grove building permit review. (AHJ Required Change at Plan Review - Noted on 8.14.25 Board Bid Approval Memo)
12	Electrical & AV/Data Potential Owner Added Scope		\$18,451	Low voltage and AV scope changes requested during walk-through with Chief Rollins. Being vetted by Cordogan Clark (to be reviewed by VOSG)
13	Personnel Lockers		\$12,255	Mechanical and Electrical systems requested to vent the personnel lockers at the locker room. (Omission; verbally approved at 3.12.26 OAC)

Village of Sugar Grove

Sugar Grove Police Department Renovation & Addition
Contingency & Allowance Projected Usage Log
April 28, 2026



ITEM #	DESCRIPTION OF CHANGE	POTENTIAL COST (ESTIMATED)	ACTUAL COST	REASON OR CAUSE OF POSSIBLE CHANGE
SUBTOTAL:		(\$25,000)	\$129,097	

Total Allowances & Contingency:	\$325,000
Potential Estimated Additional Costs:	(\$25,000)
Actual Allowance & Contingency Needed:	\$129,097
Total Potential Allowance & Contingency Usage:	\$104,097
Remaining Allowances & Contingency:	\$220,903
Percent of Allowance & Contingency Used:	40%
Percent of Allowance & Contingency Potentially Used:	32%
Project Completion Percentage:	60%

Upcoming Activities:

- June 12, 2026, Groovin' in the Grove -Food Truck Friday – SGFPD Open House
- July 17, 2026, Groovin' in the Grove -Food Truck Friday
- August 14, 2026, Groovin' in the Grove -Food Truck Friday



STAFF REPORT

TO: VILLAGE PRESIDENT & BOARD OF TRUSTEES

FROM: BRAD MERKEL, PUBLIC WORKS DIRECTOR

DATE: JUNE 10, 2026

The following information outlines the status of current projects, meetings, training, and other activities being handled by the department.

Meetings:

I attended the bi-weekly SGPD Project Meeting.
I attended the IDOT Status of Hearing Meeting regarding the BNSF.
Staff attended the RRA meetings.
Staff attended the quarterly Fox Metro meeting.
I attended the Pre-Con for the Merrill Road resurfacing project, the project is scheduled to begin October 1st.

Public Works Projects:

US 30 & Municipal Drive Pedestrian Crossing. This project is complete except for the punch list.

IL 47 & Park Ave. intersection improvements. This project is complete except for the punch list.

Public Works Daily Operations:

Staff completed a sink hole repair in Mallard Point.
Staff removed 5 trees for the 50/50 Parkway Tree Program.
Staff made repairs to Wells 8 & 10.
Staff are testing fire hydrants in preparation for the annual painting project.
Staff repaired 6 fire hydrants.
Staff repaired a storm sewer structure in Mallard Point.
Staff replaced 2 street signs.
Staff pothole patched village wide.
Staff hung banners Village wide
Staff completed 190 Julie Locates from May 29, 2026.
Staff completed Village wide row mowing.
Staff completed weekly Village facility mowing.
Staff mulched the parkway trees on Municipal and Galena.



Village of Sugar Grove Initiative Fiscal Year 2026-2027 - June

Initiative	Time in Months	Estimated Cost	Actual Cost	FY26-27 Departmental Measurable Objective	Update	VB Discussion Target Date(s)
ADMINISTRATION DEPARTMENT						
1				Work with Waubensee Community College and Aurora University for internship opportunities with the Village. Hire a communications intern for summer 2026.		
2				Workin Coordination with CMAP and their consultants on a plan before ultimate approval by the Village Board	CMAP approved our request and staff is waiting for the next steps from CMAP	
3				Hold a planning session with the Village Board and the deliver a plan for approval at a later meeting		
4				Work with the Aurora CVB on a Hotel Survey		
FINANCE DEPARTMENT						
1	3	\$ 12,145		Implementation of timekeeping system Village Wide	Finance has been working on finalizing the implementation schedule with Andrews Technology. All Department Heads viewed a product demonstration and Q&A.	
2	8			Work with Community Development to complete a fee review of all building and zoning related fees.		
3	8	\$ 5,700		Work with Community Development and BS&A to better utilize the software for permitting. Have BS&A come set up software to accept permits online.		
COMMUNITY DEVELOPMENT DEPARTMENT						
1	8			Work with Finance to complete a fee review of all building and zoning related fees.		
2	8	\$ 5,700		Work with Finance and BS&A to better utilize the software for permitting. Have BS&A come set up software to accept permits online.		
3	6			Present to the Board the current Tree Regulations and provide suggestions on updates to them to include the types of permitted parkway trees.		
4	18			Complete a new Pedestrian/Bike Plan for the Village and present to the Board for approval	The Village has recieved a Travel Choice Pilot Grant for this project. More details to come.	
5	6			Research updated regulations and present to the VB revisions to current Data Center Zoning Requirements.	The Board began discussing requirements they would like to explore further at the June 2, 2026 meeting.	
6	9	\$ 12,000		Work with Villlage attorneys to update Sign Regulations.		
POLICE DEPARTMENT						
1	7	\$ 6,999,999		Coordinate the construction process on a daily basis with check-ins, have bi-weekly meetings with the architects, and to coordiante the move from the temporary facility back to our police department.	Bi-weekly meetings have been taking place with the Village's PD remodel/construction team and the architects.	June 16, 2026 VB Tour of the Construction site before the VB meeting. (5:30 p.m. tour) Plus a presentation at the VB meeting by Cordogan Clark on the progress
2	7	\$ 1,500		Administrative Officer and Command Staff to finalize the Accreditation Process and be ready for a Mock Evaluation and Actual On-Site by the IL. Chiefs Accreditation Program by January 2027	The Administrative Officer has been working on building the accreditation files/electronically and placing proofs of compliance in the various chapters and requirements. Once back in our newly remodeled facility, proofs for each standard will be updated where applicable as the building has changed.	



Village of Sugar Grove Initiative Fiscal Year 2026-2027 - June

Initiative		Time in Months	Estimated Cost	Actual Cost	FY26-27 Departmental Measurable Objective	Update	VB Discussion Target Date(s)
3	Coordinate with all Village Departments to Update the Village's Emergency Operation Plan.	11	\$ 1,000		To hold monthly meetings with each department coordinating the Emergency Operation Plan's modules for their respective units and update the plan.	Kick off Meeting to begin in July	
4	Explore opportunities to incorporate citizen volunteers as partners with the Sugar Grove Police Department. Prepare a study, and if feasible, develop a program.	9	\$ 1,000		To Explore hosting a Citizens Police Academy and to enlist the alumni from the C.P.A. to become volunteers for the PD.	Initiative for the fiscal year for the Deputy Chief of Police to handle and implement the program.	
PUBLIC WORKS DEPARTMENT							
1	Dugan Road (STP)	6	\$ 479,650		Resurfacing of Dugan Road entire Village limits	June IDOT Letting	June/July
2	IL Route 47 & Park Avenue Intersection Improvements	3	\$ 503,275		Intersection improvements to eliminate traffic crossing IL 47	Complete except punchlist	
3	Wheeler Road Esker to 47 Resurfacing (STP)	6	\$ 400,575		Resurfacing of Wheeler Road from Esker Drive to RT 47	June IDOT Letting	June/July
4	Merril Road Resurfacing	6	\$ 684,865		Resurfacing of Merrill Road from Wheatfield Ave to Bliss Road	October Construction	June/July
5	IL-47 Utilities Relocation	24	\$2.5m		Relocation of Water and Sewer on IL 47	Waiting for IDOT	
6	Maple Street Watermain & Reconstruction Engineering and Construction	18	\$2.5m		Watermain, sidewalk, storm sewer and resurfacing of Maple	Working with EEI	August
7	New Bond Rd. Water Tower Engineering	18	\$ 200,000		Repainting New Bond Storage Tank	Working with EEI	August
8	Well #9 maintenance and treatment maintenance	12	\$ 250,000		Well #9 will removed for service and softner media replaced	Fall work	October/November

Updated
Complete