



# 2024 GOALS ACTION PLAN

---

## **A. INFRASTRUCTURE ENHANCEMENTS**

Complete the second phase of the Timberlane Water Main replacement project.

Complete the reconstruction of the County North Lift station.

Begin the first phase of the water meter replacement project. In total, we will replace approximately 9,000 water meters, or 60% of our water meters, that are approaching the end of their battery life over the next 3-5 years.

Complete year four of the Meridian Township Local Road Improvement Plan. Our PASER rating at the end of 2024 shall be a minimum of 5.7.

Work with MDOT to plan and coordinate for the Grand River Ave bridge replacement project between north and south Meridian Rd in 2025.

## **B. DIVERSITY, EQUITY AND INCLUSION (DEI)**

Maintain steady efforts to ensure that Township programs, policies, and procedures are managed and improved through DEI best practices.

Continue to work on updates to the Township's Personnel Handbook.

Offer training opportunities to all Township Staff to provide operational DEI framework for all that we do throughout our employment experience.

Celebrate diversity through programs, events, and increase opportunities for DEI education and unity in a fun, inclusive, and engaging way.

Implement AbleEyes virtual tours of all public buildings in the Township. Virtual tours allow customers to explore beforehand to decrease anxiety, but the tours can also be used by persons with disabilities to explore accessibility beforehand.

## **C. ECONOMIC DEVELOPMENT**

Begin the implementation of the 2023 Master Plan focusing redevelopment efforts to the PICAs of the community. Create an implementation matrix for each PICA with tasks identified that will progress the development timeline to completion.

Continue efforts to bring vitality to Downtown and commence development of the Village of Okemos Project with the assistance of the Meridian Redevelopment Fund, Brownfield Redevelopment Authority and Downtown Development Authority Tax Increment Financing Authority.

Conduct a market, housing, or other analytical research study that will aid the development boards in the community with their decision making. Utilize the updated data to move the needle on stagnant projects sites.

Work cooperatively with the several Meridian Township Boards and Commissions, CBL Property

Management team, Meridian Mall property owners and the Ingham County Drain office to implement development goals, in support of redevelopment of the Meridian Mall.

#### **D. COMMUNITY PLANNING**

Develop a Township Affordable Housing Development Policy.

Effectively administer the marijuana licensing and permitting process.

Pilot the concept of “single-page” zoning for single-family properties.

Continue modernizing the zoning ordinance.

Implement MSHDA Community Development Block (CHILL) Grant.

#### **E. ENVIRONMENTAL SUSTAINABILITY**

Continue to improve the service drive at the Recycling Center on Lake Drive and reapply for the EGLE grant to construct a new Recycling Center behind the Service Center.

Construct our fifth major solar array at the North Fire Station, which will supply the entire building with 100% renewable energy generation via a 29.71 kW system that will generate 35,255 kWh per year.

With the support of the Environmental Commission, finish developing a plan for the Township to construct and install its first electric vehicle charging stations.

Work with the Environmental Commission to continue educating the community on the importance of protecting our wetlands, natural resources and the Township’s wetland protection ordinance, including the installation of new wetland protection and education signage.

Oversee and administer the 2024 Green Grants Initiative.

Continue active stewardship of parks and land preserves utilizing trained staff and volunteer support through the Meridian Conservation Corp Program.

#### **F. FACILITIES, PARKS AND GROUNDS**

Finish constructing Phase II of the MSU to Lake Lansing Trail by July and complete the design of Phase III for bidding and construction in 2025.

Replace the original standby generator at the Public Safety Building and configure the transfer switches to provide emergency power to the entire building to ensure the Police Department has reliable energy supply during emergencies.

Complete the construction and installation of the Township’s new welcome, facility, wayfinding and park signage. This project includes 56 new signs across the Township, with welcome signs at each gateway into Meridian Township, new facility and wayfinding signs at the Municipal Complex, and the construction of all new park signs.

Modernize the interior signage in the Municipal Building and Service Center. Take inventory and establish a plan to modernize the signage in the Public Safety Building and the north and south fire stations.

Complete additional renovations to the Municipal Building and Public Safety Building including new counters, sinks, and faucets, and painting some existing cabinetry.

Establish a site plan for a trail head for the MSU to Lake Lansing Trail, including amenities and parking, at the recently acquired property at the northwest corner of Okemos Road and Gaylord C Smith Court.

Complete the design and begin construction of the park and pathway connections for the newly constructed pathway under the Okemos Road Bridge, including a new accessible kayak launch at Wonch Park.

Replace playground in Marshall Park and renovate/replace pavilion in Central Park.

### **G. PUBLIC SAFETY**

Implement the 2023 Public Safety Township Retention and Recruitment Program.

Provide each officer with additional mobile technology to more efficiently collect evidence and share information with partner agencies while also allowing more time for proactive duties.

Provide the sworn employees with new handguns and enhanced pistol optics that improve public and officer safety through increased accuracy and situational awareness during high-stress encounters.

Because of the severity of the September 2023 thunderstorm, the Township Board made the decision, out of safety for the residents, to install the final four emergency sirens in 2024.

Create, design and build updated bunking area for firefighter/paramedics.

### **H. TOWNSHIP FINANCES**

Maintain a fund balance in the General Fund of at least 25% of annual General Fund expenditures.

Continue our 2017 pledge to voters by investing an additional \$1,500,000 into MERS to help reduce our underfunded pension liability.

Complete the audit of our 2023 fiscal year to assure the public that our finances are being effectively managed.

### **I. COMMUNITY ENGAGEMENT**

Work with Progressive AE Consultants to engage multiple segments of the community to obtain feedback and direction on the new proposed Meridian Community/Senior Center.

Increase the Meridian Township website's Web Content Accessibility Guidelines (WCAG) 2.1 levels and fix issues that make it difficult for people with disabilities to use the website. Achieve Level AA (acceptable compliance).

Implement a year-long 50<sup>th</sup> anniversary celebration of the Meridian Farmers' Market.

### **J. RETENTION, RECRUITMENT AND WELL-BEING**

Continue to foster teamwork and connection through Township events and gatherings.

Promote creative ideas to spark interest in employees' self-care and activities that promote wellbeing.

Continue ongoing employee incentives that add value to the employee experience, retain employees, and serve as an attractive benefit to future hires.

Continue to offer team incentives such as casual wear, flex time and fully paid health care premiums.