



AGENDA
CHARTER TOWNSHIP OF MERIDIAN
TOWNSHIP BOARD – SPECIAL MEETING
November 23, 2020 6:00 pm

1. CALL MEETING TO ORDER
2. PLEDGE OF ALLEGIANCE/INTRODUCTIONS
3. ROLL CALL
4. CITIZENS ADDRESS AGENDA ITEMS AND NON-AGENDA ITEMS
5. APPROVAL OF AGENDA
6. BOARD DISCUSSION ITEMS
 - A. 2020 Action Plan Review
 - B. 2020 Departmental Year End Review
 - C. 2021 M-Team Department Plan
 - D. Develop 2021 Action Plan
7. COMMENTS FROM THE PUBLIC
8. OTHER MATTERS AND BOARD MEMBER COMMENTS
9. CLOSED SESSION
 - A. Township Manager Annual Performance Review-Motion to go into a closed session to discuss the Township Manager's annual performance review under MCL 15.268(a), based on the Township Manager's request for a closed meeting. (This motion requires a simple majority roll call vote.)
10. ADJOURNMENT

All comments limited to 3 minutes, unless prior approval for additional time for good cause is obtained from the Supervisor.
Appointment of Supervisor Pro Tem and/ or Temporary Clerk if necessary.

Individuals with disabilities requiring auxiliary aids or services should contact the Meridian Township Board by contacting:
Township Manager Frank L. Walsh, 5151 Marsh Road, Okemos, MI 48864 or 517.853.4258 - Ten Day Notice is Required.
Meeting Location: 5151 Marsh Road, Okemos, MI 48864 Township Hall



To: Board Members
From: Frank L. Walsh, Township Manager
Date: November 13, 2020
Re: Annual Goal Setting

I want to begin my annual report by thanking the Township Board for your unselfish commitment to governance over the past year. Excellence in local government begins with the elected body. We continue to set the bar high by serving our residents with pride, passion and performance.

Needless to say, the past year has brought challenges and obstacles that most of us have not faced in our lifetime. The COVID-19 worldwide pandemic provided us a direct challenge to protect ourselves from the virus and at the same time provide essential services that our residents depend on. Our team was up to the challenge. While there are daunting times ahead of us, I'd be remiss if I did not begin my annual message by thanking our Meridian Team for their stalwart and unwavering determination to protect our 42,424 residents during this global crisis.

Setting aside the pandemic, it's important to focus on the many positive things that occurred in 2020.

One of the key areas of 2020 was reconstructing our local road system. Under the direction of Manager Perry, Meridian Township reconstructed over 10 miles of our 146 miles of local roads. We also led a preservation program that extended the life of another 16 miles of pavement. We made some progress in Downtown Okemos. While we did not witness vertical construction, we pressed for demolition of the existing blighted buildings. We made significant progress in Haslett. The Pine Village Project is approved and ready for vertical construction in the summer of 2021. I'm confident that Director Clark will ignite a spark with both commercial projects.

Without question, our workforce is more diverse than ever before. I applaud the efforts of the entire team to diversify. Our Police and Fire Departments accepted the diversity challenge and the Township will be better served for our combined effort. We are fortunate to have Director Tithof leading our internal diversity efforts.

Often times local government promises to deliver and never makes it to first base. When elected in November 2016, the Township Board made several promises to the community. The two highest hurdles set by the Board included fixing our deteriorating roads and eliminating our long-term legacy costs. With the generous support of our residents, both promises made in 2016 were brought to fruition by 2020. We are proud of our track record.

We had a dream. A dream where merchants and residents would have space to operate a world-class farmers' market. We also envisioned an event centerpiece where the community could gather as one. On October 7th, we fulfilled our dream with the grand opening of the Marketplace on the Green. Thanks to Director Maisner, the Park Commission, and the entire team for dreaming the dream. The Board mirrors our community in protecting the environment. This past year we

Memo to Township Board
November 13, 2020
Re: Annual Goal Setting
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added two new solar arrays and overhauled our aged HVAC system. We are taking broad steps to adhere to our Sustainability Plan. In 2021, through the action of the Board, we are doubling down on our efforts to limit our dependence on the grid.

Our Communications Team, under the leadership of Manager Yates, provided excellent leadership with the Census 2020 Count. As of late October, our response rate was 76.6% as compared to the state average of 71.3%. Given the challenge of C-19, it is remarkable that our response rate nearly matched that of 2010 (77.2%).

No community can thrive without sound financial management. I want to acknowledge Director Mattison for her work with the 2021 Budget, 2019 Audit and the careful oversight of 2020. It's important for our organization to have a watchful eye at the toll booth. We are well managed in our finance office.

We had some challenging development issues in 2020. Through a unified facilitation voice, we were able to bring harmony to many neighborhoods. I want to thank Director Kieselbach and Principal Planner Menser for being key spokes in the wheel.

The pandemic has caused us to work remotely. None of this is possible with being properly wired to do so. Special thanks to Director Gebes for burning the candle at both ends to prepare a functional work from home environment. It's not perfect, but I'm not expecting anything is these days.

Finally, a sincere thanks to Chief Plaga, Chief Hamel and all the women and men who protect and serve our community. While others were able to adjust their schedules, work remotely and care for their families, our public safety team answered the bell. Without their deep commitment to service, we would not have a community. Truly, our police officers and firefighter/paramedics are the glue that bonds all of us. We are extremely grateful.

In closing, it is remarkable what we accomplished as a team during the worst of times. We fully expect 2021 to be an incredible challenge. I can assure you, our team is prepared and energized to surpass all expectations. As always, I appreciate the opportunity I've been given to be a part of Meridian Township.



2020

GOALS ACTION PLAN

- A. Fulfill our August 2019 promise to allocate, and account for, 100% of the local road bond revenue in an effective and transparent process. At a minimum, we shall complete work on 26.94 miles of local roads and enhance our PASER rating from a 4.48 to 5.08.
- B. Serve as an active partner in redeveloping the Village of Okemos and Downtown Haslett.
- C. Enhance Township diversity and inclusion initiatives that promote equal opportunity in workforce recruitment, employee retention, flexible work environment and housing opportunities.
- D. Fulfill our promises made to voters in 2017 by allocating enhanced pension payments to MERS, maintaining 73 emergency responders and submitting our purchase order for a new ladder truck.
- E. Expand our branding efforts to include new community pride signage at the major entry points to Meridian Township. We shall also include welcoming signs at the Marsh Road and Central Park Drive ingress points to our Municipal Building.
- F. Open our much-anticipated Meridian Township Marketplace on the Green.
- G. Continue progress on the Meridian Township Sustainability Plan by expanding our solar energy capacity through installing two 20KW photovoltaic panels on township property, by joining with Michigan State University on their solar panel project, and by increasing energy efficiency at township facilities by replacing the outdated HVAC system.
- H. Complete a thorough cost/benefit analysis for a potential new site to construct an environmentally sound Meridian Township Recycling Center.
- I. Be diligent in our efforts to have a successful 2020 Meridian Township Census Count.
- J. Continue to work to connect the Township's pathway system, including beginning construction of the MSU to Lake Lansing phase one and two in the fall of 2020.



2020 GOALS ACTION PLAN- DRAFT

- A. Fulfill our August 2019 promise to allocate, and account for, 100% of the local road bond revenue in an effective and transparent process. At a minimum, we shall complete work on 26.94 miles of local roads and enhance our PASER rating from a 4.48 to 5.08.**

The year 2020 was a banner year for road improvements in the Township. Honoring our commitment, 10.24 miles of neighborhood streets were reconstructed or resurfaced this year. The following local roads received work as part of the first year of the program: Wild Iris, Starflower, Lady Slipper, Canoga, Kasey, Strawberry, Shoals, Starboard, Nautical, Shaker, Calgary, Sago, Mirabeau, Capeside, Aztec, Hidden Meadows, Seville, Graystone, Hemmingway, Yosemite, Dixon, Raven, Arundel, Wood Valley, Moss Glen, Skyline Court, Dawn North, Mohawk, Seminole, Algonquin, Wenonah, Algoma and Arbutus. The work affected many of our residents all summer, and we appreciate their patience and understanding as we completed our inaugural work of the 10-year program.

Our preservation program has also been completed. We were able to crack seal over 16 miles of local roads this year. This preservation work will allow our “good” roads to last longer by slowing their deterioration. Funding for this preventative maintenance program is provided from the Township General Fund to allow all of the road bond revenue to go towards reconstruction and resurfacing work.

The resulting rehabilitation and preventative maintenance work this year allowed our local road network Pavement Surface Evaluation and Rating (PASER) to go from 4.48 in 2019 to 5.08 at the end of 2020.

The only outstanding local program roadwork is associated with the Nemoka Drain project just west of Lake Lansing. The contractors were not able to install the entire planned storm sewer infrastructure this fall, so work will continue into the spring of 2021. Colby, Edson, Lake, Lake Lansing and Potter have received their base paving so the gravel road surface is not exposed. Once the drain project is finally installed in 2021, the remaining roads will be based and then final paving will occur.

In addition to our local road program, Ingham County also provided significant improvements in the Township. Work included the resurfacing of Central Park Drive and Newman Road. All of Central Park was resurfaced from Grand River to Okemos Road and was completed over the summer. The project incorporated lane reductions (4 to 3 with center turn lane and bike lanes) as part of the project.

The Lake Lansing Road resurfacing project from Hagadorn to Saginaw Highway was also completed in 2020. The only remaining work is pedestrian signal enhancements at the major intersections of Hagadorn and Park Lake Road. The local road-resurfacing component resulted in new pavement on Hagadorn, north of Lake Lansing Road, and on Birch Row.

Another significant County project was the resurfacing work on Jolly from Dobie to Hagadorn. This project incorporated lane reductions, additional turning lane improvements, and traffic signal modifications as part of the project. This was completed by the end of summer.

Beaumont Road, Forest (east half) Road, Van Atta (Grand River to the bridge) and Hulett from the traffic circle to Jolly Road were resurfaced this year too.

B. Serve as an active partner in redeveloping the Village of Okemos and Downtown Haslett.

The 2020 calendar year began with a change of leadership in the Economic Development Department, but the Department did not change focus. No one could have anticipated the economic stall caused by COVID-19 in the first quarter of the year. Even with COVID-19, the Village of Okemos development still remained a priority for this Department to fulfill through efficient partnerships. The Meridian Township Redevelopment Fund (MRF) is a great resource tool created to provide financing options to make improvements to this property. The Village of Okemos developers came to the Township with an application requesting the use of the funds in 2019. This request was approximately \$500,000 which would have depleted the majority of the fund.



In October 2020, the Village of Okemos, LLC, provided the Meridian Economic Development Corporation (EDC) with an application request in the amount of \$85,481.44, almost 10% of the total demolition cost of the development. The application requests reimbursement for eligible costs related to demolition and asbestos removal. The EDC approved a recommendation to the Township Board on October 8, 2020. The October 21, 2020 Township Board meeting held a public hearing and approved the EDC's recommendation to create a development agreement in the grant amount. This is the first requested and approved MRF application since its creation. The community is eager to see the buildings come down as the sign of progress.

As a Department and local partner, over the past year, we have focused our energy to present different financing resources available to developers. The Village of Okemos, LLC, may be eligible for local Brownfield reimbursement, make an amendment to their MUPUD for additional density options, and work with other boards and organizations to cover financial needs.

The community's commitment to this project has not faltered even though the COVID-19 pandemic financially impacted many of our community projects. The planned partnership with the Village of Okemos developers to remove the buildings to improve the overall site should be complete within the first quarter of 2021.

C. Enhance Township diversity and inclusion initiatives that promote equal opportunity in workforce recruitment, employee retention, flexible work environment and housing opportunities.

We look forward to our upcoming Diversity, Equity, and Inclusion (DEI) training and the development of new and robust ways to improve in this area.

One area where we have improved is in our ability to work remotely and offer a flexible work environment. The stark realities of the COVID-19 pandemic have pushed us in that direction and provided the impetus to move toward online permitting and billing options for our customers.

D. Fulfill our promises made to voters in 2017 by allocating enhanced pension payments to MERS, maintaining 73 emergency responders and submitting our purchase order for a new ladder truck.

The Township will be fulfilling the promise of enhanced pension payments to MERS by contributing over \$4,170,000 to MERS for the fiscal year 2020. The Township contributed an extra \$1,500,000 to the plan and is using a 5.75% rate of return assumption and not the 7.35% rate of return assumption used by MERS.

The Police Department is working toward fulfilling the 2020 goal of maintaining the 73 emergency responders and enhance diversity through the sponsorship of police candidates to the Mid-Michigan Police Academy. They have recently sponsored two applicants through the academy and have identified potential candidates for the January 2021 academy. By sponsoring candidates to the police academy the applicant pool is broadened and provides for a more representative applicant group.

The Fire Department is working on fulfilling their promise to the residents of a new ladder truck. Great progress has been made to purchase the new ladder truck. The manufacturer that was selected is E-ONE RevGroup. E-ONE is an industry leader in the engineering and manufacturing of fire trucks worldwide. All specifications are completed and Fire Department staff will be meeting with Manager Walsh and Finance Director Mattison to perform a final review of the contract language. The current plan is to order the new truck in November with a projected delivery date twelve months from the time of order.



Over the past three years, the Fire Department has seen a decline in qualified Firefighter/Paramedics seeking a job. A variety of hiring paths have been examined to allow for successful recruiting and also maintaining good, qualified employees. New options have been implemented, designed to expand upon the traditional process of hiring only Firefighter/Paramedics. One option is to hire personnel licensed as paramedics on a part-time basis while sponsoring them to attend an area Fire Academy. This concept has proven to be very successful and in the past three months, we have hired two paramedics and are sponsoring each of them at an area Fire Academy. The second option is hiring trained firefighters that are attending a paramedic program or would like to attend. This takes a change in current operations of two paramedics working on each ambulance and changes to one paramedic and one EMT until they graduate from a paramedic program and become state licensed.

As for the one remaining vacancy, the Fire Department has worked closely with the dedicated and talented team members within the Communications Department to collaboratively develop an attractive recruitment flyer. The Communications Department has since utilized a variety of social media platforms to distribute the flyer throughout the State.



E. Expand our branding efforts to include new community pride signage at the major entry points to Meridian Township. We shall also include welcoming signs at the Marsh Road and Central Park Drive ingress points to our Municipal Building.

This fall we hired Corbin Design to assist us with our new community signage. Corbin Design is a regional leader in the development of community signage plans. The new signs will incorporate our existing brand standards into their design to create a consistent community image.

In the spring of 2021, we expect to install new gateway signs for our Township along our major roads leading into the community, two new monument signs for the entrances to the Municipal Building, additional Municipal Complex wayfinding signage to assist our visitors and a new design for the Meridian Township Park System.

Our internal sign team consists of the Communications Manager, the Parks and Recreation Director, the Neighborhoods and Economic Development Director, the DPW Superintendent and the Deputy Township Manager. The Team is excited to work with Corbin Design on the long overdue signage update.

F. Open our much-anticipated Meridian Township Marketplace on the Green.

This project was completed in September with the ribbon-cutting event held on October 7, 2020 to signify the grand opening of Marketplace on the Green! The Farmers’ Market operated in the new facility from October 7th – December 19th. The extended outdoor Market has replaced the normal indoor winter market in Meridian Mall this year due to COVID-19 safety concerns.



This facility contains a large U-shaped 14,650 sq. ft. pavilion with electric outlets on each post; office/restroom building, covered performance stage, playground, courtyard with site furnishings made from recycled plastic, and shared parking lot with Meridian Mall. Energy efficiency and conservation elements include LED lighting, solar panels, shared use of existing parking area, and rain gardens, trees and landscaping.

G. Continue progress on the Meridian Township Sustainability Plan by expanding our solar energy capacity through installing two 20KW photovoltaic panels on township property, by joining with Michigan State University on their solar panel project, and by increasing energy efficiency at township facilities by replacing the outdated HVAC system.

In the fall of 2020, the Township completed the installation of two solar photovoltaic arrays totaling 40.32kW at the south Fire Station (114 PV modules) and the Market Place on the Green restroom building (12 PV modules). In a typical year, we anticipate the south fire station system to generate almost 60% of its electrical usage and 100% at the farmers' market. The systems generation statistic and history can be viewed on our Township website.

In partnership with MSU, we also submitted our solar efforts and sustainability plan to the EPA for inclusion in their Local Government Solar Project Portal. The purpose of the portal is to provide information and best practices to other communities throughout the United States.

The Municipal Building HVAC project was substantially completed by the end of October. Final control and balancing work will be complete by mid-November. The \$2.2 million project will greatly enhance energy savings, allow for improved employee comfort, and incorporates enhanced filtration to safe guard the air quality in the building.

H. Complete a thorough cost/benefit analysis for a potential new site to construct an environmentally sound Meridian Township Recycling Center.

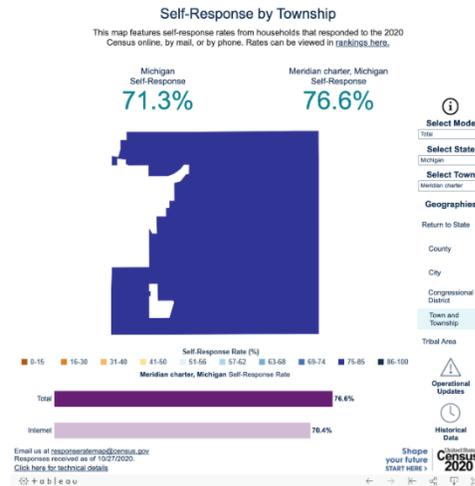
This year two sites were evaluated for potential relocation of the existing Recycling Center. The first is located on Okemos Road adjacent to the Service Center and Nancy Moore Park. It is currently for sale, and the property owner has expressed a willingness to sell to the Township. Because it has a greater potential for an improved entrance to Nancy Moore Park and a trailhead/restroom site for the MSU to Lake Lansing pathway, it was taken out of consideration. The other potential site is the north water tower open space adjacent to Saginaw Highway. This property is owned by the Township, so no acquisition costs would be incurred, but it is estimated that it would require a minimum of \$150,000 to construct a new site at this location.

Ultimately, based on community feedback and projected relocation costs, it is recommended that we remain at the current site and proceed with enhancements to the facility. The first improvement to occur this winter will be improvements to the existing center road and main area. We plan to utilize a portion of our asphalt millings from the 2020 local road program to resurface the existing gravel areas. The asphalt millings will create a significantly better surface for the facility. We will also work to improve the yard waste area of the facility to improve its collection and disposal. Additional recycling offerings and signage will also be part of the planned first round of improvements for 2021.

I. Be diligent in our efforts to have a successful 2020 Meridian Township Census Count.

The U.S. Census Bureau concluded self-response and field data collection operations October 15th. As of October 27th, Meridian Township ended with a 76.6% self-response rate on the 2020 Census Self-Response Mapper. Out of the 76.6%, 70.4% of Township residents completed their Census survey online. In 2010, the

Township's self-response rate was 77.2%. The Township's self-response rate is expected to increase, once group quarter numbers are tallied as well as the MSU off-campus student addresses. As of October 2nd, the Non-Response Follow Up (NRFU) numbers for the Lansing Area Census Office, which includes Meridian Township, shows a completion rate of 95.2%. NRFU is the final 2020 data collection operation relative to counting households that have not already responded to the Census.



The Communications Team and the Meridian Township Census Complete Count Committee actively promoted Census information throughout 2020 across multimedia channels including the Township website, social media platforms, NextDoor, Constant Contact digital newsletters and HOMTV Government Access Channel. A total of 82 social media posts were sent from January 6th through October 15th. Facebook posts reached a total of 50,012 people. The Communications Department created a dedicated Census 2020 webpage on the Meridian Township website (www.meridian.mi.us/Census2020). That webpage received 745 page views with 263 new visitors and 241 returning visitors. Staff and interns also engaged in the national "Chalk the Walk" social media campaign across the Township. The Communications Team coordinated with Census representatives to be present at the Meridian Township Farmers' Market in September to assist individuals with completing their Census questionnaires.



In a recent press release, the Census Bureau announced they have begun processing the data collected for the 2020 Census. Through the hard work of thousands of dedicated employees, both temporary and permanent, the Census Bureau was able to overcome challenges and count nationally 99.98% of addresses included in the 2020 Census. The combined final numbers for communities across the country will be released next spring after tabulations have been completed.

J. Continue to work to connect the Township's pathway system, including beginning construction of the MSU to Lake Lansing phase one and two in the fall of 2020.

To date, we have returned over \$3.3 million dollars from the County Park and Trail Millage back to our residents. Our most recent grant success (\$500,000) is for the widening of the existing pathway along Okemos Road (Boardwalk to the Inter Urban Pathway) and the development of a path that ties East Lansing recreational facilities to our system.

Phase one and Phase two of the MSU to Lake Lansing Trail Project are currently in the process of final design and layout. Significant surveying and engineering were required in the development of these projects. Phase one is the more difficult of the two, as it includes a river crossing and skirts difficult terrain.

Acquisition of easements caused significant delays this year, as the MDOT TAP grant required that we utilize a consulting firm to appraise and negotiate the easements and/or land purchases. Normally we do this in-house, but it was not an option for this project if we did not want to jeopardize losing \$1.7 million in match funding. Several of the apartment complexes along the route also have financing from HUD, and that has also complicated matters, as the Federal Government is required to review and consent to the easements. The acquisition of the necessary easements will be finalized by the end of this year, and we can then proceed to bid the project. Construction will begin in 2021.

2020 Departmental Year End Review

ACCOUNTING AND BUDGETING-DIRECTOR MATTISON

Work with Invoice Cloud to Bring the Online Payment System to Other Departments

We have implemented a donation platform for Utility Bill and Tax customers to make a donation to Meridian Cares. As of November 4th we have had 349 donations made for a total of \$926.36. Director Mattison has started working with the Police Department, Building & Planning, Parks and Public Works. We are gathering list of items that they would like to have available to collect online. We have supplied a partial list to Invoice Cloud for them to get started.



Charter Township of Meridian:

Daily Management Report for 11/4/2020:

Invoice Type	YTD #	YTD \$	MTD #	MTD \$	Day #	Day \$	Paperless #	AutoPay #
Tax-Summer	1,307	\$4,183,108.84	1	\$1,538.39	0	\$0.00	0	415
Tax-Winter	665	\$2,272,133.52	0	\$0.00	0	\$0.00	0	300
Water	19,814	\$3,695,133.33	406	\$97,443.60	57	\$14,727.66	3,018	2,509
Meridian Cares	349	\$926.36	35	\$112.78	6	\$16.15	0	0



Please consider the environment before printing this email

Implement New Chart of Accounts from MI Treasury

The State of Michigan has postponed the implementation of the New Uniform Chart of Accounts. They are recommending an implementation date of January 1, 2022 for units of Government that have a December 31, 2022 year end. Finance will move this task to 2021 Work Plan goals.

Review and Update Purchasing Policy

The Purchasing Manager was able to complete a very rough draft before he left. Finance will need to review and revise the draft procurement policy.

Adopt the 2021 Budget

The 2021 budget was presented to the Township Board on September 15, 2020 and adopted at a special meeting held on September 22, 2020.

Prepare the 2019 Audit

The 2019 audit was completed by the independent auditors of Yeo & Yeo CPAs & Business Consultants. The audit was done completely remote this year by the Finance Team and the Yeo & Yeo Team. The audit was presented and approved at the June 2, 2020 Township Board meeting.

ASSESSING-DIRECTOR LEE

Defend Tax Appeals with Vigor

Currently, there are 11 parcels under appeal in the Entire Tribunal Division of the Michigan Tax Tribunal. Three appeals have been resolved during 2020. The taxable value in contention for pending 2020 appeals is just 0.15 percent of the Township's tax base. Efforts are being made to determine which of the pending cases can be resolved without a trial and which, if any, may need to be defended at trial.

Conduct Annual Assessment/Re-Inspection of Taxable Properties

Although inspections conducted by full-time Assessing Department staff have continued for new home construction, etc., the annual re-inspection program involving selected areas and conducted using intern labor was suspended for 2020 due to the presence of COVID-19 in the community.



COMMUNICATIONS/HOMTV-COMMUNICATIONS MANAGER YATES

COVID-19 Pandemic

Throughout 2020, the Communications Department continued providing news and information across various marketing and social media platforms during the COVID-19 Pandemic including information about resident/business resources and Township operations. HOMTV also continued to produce and televise virtual Township Board and Commission meeting via Zoom. The virtual meeting coverage can be viewed live on the HOMTV channel, website, Facebook and YouTube. Meetings are also available on-demand at www.homtv.net. HOMTV interns continued their internship experience and produced stories and programs virtually.



Strategic Communications & Marketing Plan

The Communications Team incorporated the current Communications and Marketing Plan into a new outline that follows the Township’s strategies and goals. The new Strategic Communications & Marketing Plan included a SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis of the current strategy and development of consistent branding objectives and messaging. A Social Media Audit was also conducted as part of the Strategic Communications & Marketing Plan to help refocus the Township’s social marketing and branding to reflect the Township goals. The audit showed how well the social media accounts were performing, what needed to be changed and the priorities moving forward. Staff is in the process of evaluating and modifying current processes to reflect the new Strategic Communications & Marketing Plan; and will continue to do so into 2021.

Township Website Audit & Enhancements



The Communications Team worked with individual Township Department staff and representatives from the Township’s website provider, Granicus, to conduct an audit of the content, accessibility and design of the current Meridian Township website, which was launched in 2017. Industry standard states a website should be reevaluated and revamped every 2-3 years. The Granicus ADA Compliance Specialist, Customer Success Team and Account Manager provided data and recommendations for enhancements to the Township website throughout 2020. Staff is utilizing this information to implement design and content revisions in November and December 2020. These steps are in preparation for the website refresh project to take place in 2021.

Expand Branding Efforts



The Communications Team continues to work with the Department of Public Works as members of the Branded Sign Committee to design new monument signs to be installed within the community in 2021. This project is still in the early stages due to delays during the COVID-19 Pandemic.

Throughout 2020, staff has been working with individuals on Township brand standards and training on a case-by-case basis. Township Branding Zoom Trainings will take place in December 2020 and continue throughout 2021 to promote internal brand ambassadors and provide refresher brand training within the Township Departments. Revised branded templates and instructions will be provided to employees during the trainings. Expanding Township branding internally and externally is an ongoing project and will continue into 2021.

Digital Conversion into HOMTV Video Archive System



Due to staffing changes of the Multimedia Production & Operations Specialist position and the COVID-19 Pandemic, this project was put on hold for most of 2020. Staff is now gathering previous staff procedures for the Archive Project and evaluating what has been completed and develop a timeline to re-initiate this project. Before digitizing of tape formats can begin, staff is working on organizing the current file system within the EditShare media spaces and archive drives and making sure the tape conversion system is properly connected in the HOMTV Server Room. This project will continue into 2021.

Additional HOMTV Revenue Sources

Due to the COVID-19 Pandemic, plans for the Media Camp for Kids and the creation of a marketing plan for the Alumni Giving Program are both on hold until 2021.

COMMUNITY PLANNING AND DEVELOPMENT-DIRECTOR KIESELBACH

Serve as an active partner in redeveloping the Village of Okemos and Downtown Haslett

Facilitated the renewal of \$1M EGLE Brownfield Redevelopment Loan and \$1.3M Brownfield Grant to fund site preparation activities. An application to amend the MUPUD project approval is expected soon that will add an expected 82 units to the project and reduce commercial space by approximately 27,000 sq. ft.

Enhance Township diversity and inclusion initiatives that promote equal opportunity in workforce recruitment, employee retention, flexible work environment, and housing opportunities

The Department, when hiring new employees, has sought individuals with the ability to interact effectively with people of different cultures and to be respectful and responsive to the diverse population of the Township.

Complete Form Based Code for the western portion of Grand River Avenue

The Planning Commission has discussed adoption of a Form-Based Code Ordinance for an area on Grand River Avenue near the East Lansing border. A draft ordinance has been discussed but still needs additional work.

Complete a plan for the review and update of the Master Plan in 2020

The most recent Master Plan was adopted in 2017. State law requires a municipality review the Master Plan every five years, which is due in 2022. Staff would like to start the update by reviewing the Future Land Use Map in the Master Plan, but has not yet begun that work.

Revise the sign ordinance so it is content neutral

Several provisions of the Township's Sign Ordinance are at odds with recent court cases prohibiting the regulation of signs based on their content. A wholesale review of the Sign Ordinance is needed, which has not yet begun.

Update and amend the Mixed Use Planned Unit Development ordinance

The Planning Commission has identified several desired changes to the MUPUD Ordinance and in September appointed a sub-committee to review the ordinance and produce a draft incorporating revisions. The sub-committee is scheduled to provide its report at the December 14, 2020 Planning Commission meeting.

Finish updating all applications used by the Department

All applications have been reviewed and updated. The applications will continue to be revised as needed with changes in codes.

Continue to discuss the need for a separate ordinance to address short term rentals

All residential rental properties whether long-term or short-term are required to be registered. The same standards and requirements are applied to both types of rentals. Because of the impacts short term rentals can bring to residential neighborhoods the Board may still want to consider an ordinance to address short-term rentals.

Continue the discussion with the City of Mason to provide increased building services and determine the cost for the Township to provide the additional services

Discussion with the City of Mason regarding providing increase building services has continued through 2020 and may continue in 2021. Based on the current contract the Township is providing the necessary services to the City. To provide the type of services the city would like the fee would need to be increased and the hiring of an additional inspector may be necessary. The Township does not want to be in a position that would reduce the services provided to residents, contractors and builders in the Township.

Provide Rental Housing Inspectors with tablets and create an interactive inspection checklist to streamline inspection reporting

With Covid-19 and the turnover of personnel in IT, tablets were not provided to Rental Housing Inspectors. The checklist used for rental inspections has been updated and can be loaded on to a tablet when provided.

Evaluate checklists and guides for residential and commercial permit applications to streamline the processes and eliminate unnecessary confusion and questions

The checklists and guides for residential and commercial permit applications have been revised and are posted on the Department webpage.

Work with the City of East Lansing to decrease the time for an applicant to wait for mechanical, electrical, and plumbing inspections

Staff has worked with the staff at the City of East Lansing to improve the scheduling and inspections of mechanical, electrical and plumbing permits. In 2020, there has been a noticeable decrease in the number of delays.

FIRE DEPARTMENT-CHIEF HAMEL

Complete Contract Negotiations

The International Association of Fire Fighters Local 1600 collective bargaining agreement was officially ratified on April 28, 2020 after a full year of negotiations.



Order New Ladder Truck

The manufacturer has been narrowed to E-ONE who will build a 78' Aerial Ladder. With the COVID-19 Pandemic, work with the manufacturer was delayed until July. Over the past four months, the Fire Department worked weekly with E-ONE to develop specifications and will be finalizing the order in November.

Update Meridian Township Support Emergency Operations Plan

The Support Emergency Operations Plan was updated and signed by the Township Board. All signatures have been collected and plans will be delivered to key personnel in November.

Develop Township Continuity of Operations Plan (COOP)

The Continuity of Operations plan has three parts: Main Plan, Annexes, and Support Plan. Each part of the COOP has been developed and is being proofread. Once finalized, meetings will be held with each department to formalize their department-specific annex, as well as the support plan. These will be completed in 2021.

Continue with Emergency Siren Project by Installing Ninth Siren on Park Lake Road North of Lake Lansing Road

Due to the COVID-19 Pandemic, this project was delayed. The location also changed to Marshall Park on Marsh Road due to contractor installation issues including a delay in receiving the siren. The siren is scheduled to be installed this month.



Continue Review and Update of all Fire Department Policies

Ten policies were updated and four COVID-19 operational policies were added. Many more policies will be updated in the near future and this project will continue through 2021.

Continue with Five Year Replacement Schedule Required for Personal Protective Gear (PPE)

In 2020, replacement of PPE continued according to the plan with the purchasing OSHA and NFPA required personal protective equipment. In 2020, due to the COVID-19 losses, most manufacturers increased costs of PPE. Fortunately, much of the Fire Department PPE was ordered early enough to limit increased budget costs. In 2020, the following was purchased:

- Five sets of Structural Fire Fighter ensembles
- Five lengths of 5" hose
- Eight lengths of 1 3/4" hose
- Five SCBA air cylinders
- Hose roller
- COVID cleaning/disinfecting supplies

PARKS AND RECREATION-DIRECTOR MAISNER

Large Dog Park

Work on this project began in 2019 with preparing the site for development in 2020. This 3-acre parcel is located directly across from Marketplace on the Green and includes fencing, controlled entry gate, natural trails, open grassy area, hydration station and community-painted mural of dogs. The dog park opened on October 1st and hosted its first event on October 28th celebrating HOWL-O-WEEN with dogs and owners dressed in costume.



Gateway Walkway and Restroom Building in the Historical Village

This project was funded by a Land and Water Conservation Fund Grant and the Park Millage. The construction contract was awarded to Gordon Construction Services in June with the project completed in September. The walkway creates a safer and more open connection to the Historical Village and new ADA restroom facility that will serve the entire park area.



Land Preservation

The successful passage of the Land Preservation Millage to continue preservation and conservation efforts on approximately 1,000 acres of township-owned lands.

Implement Okemos Road Land Acquisition, if Grant is Awarded

In an effort to augment the MSU to Lake Lansing Trail with a stopover point and to create a dedicated entrance to Nancy Moore Park, the Park Commission submitted a grant request to the Michigan Natural Resources Trust Fund to assist with funding the purchase of land on Okemos Road near the railroad tracks adjacent to the Meridian Service Center. The grant application that was submitted in April of 2019 was unsuccessful. The Park Commission voted to re-submit the application in 2020 for consideration. Awards will be announced in December. If awarded, the Park Commission will seek a budget amendment to process the acquisition next year.

Install Wind Screens on Pickleball Courts at Towner Road Park

Our pickleball courts are a huge success at Hillbrook and Towner Road Parks and are appreciated by our senior population. This fall, a group of players hosted a fundraising event and presented us with a check for \$4,000 which we will use to purchase wind screens at Towner Road Park. The screens will be purchased this year and installed in the spring of 2021.

Apply for Grant to Install Playground Equipment at Towner Road Park

When the Land Acquisition Grant was not approved for the Okemos Road parcel in December 2019, the Park Commission voted to re-submit for consideration in 2020 and will look to find funding assistance for this project in 2021.

Expand Parking Lot at North Meridian Road Park

Based on extra costs associated with construction of Marketplace on the Green, this project was pushed to 2021.

Construct Pavilion at Harris Nature Center

The Harris Nature Center (HNC) is one of our largest attractions in the Meridian Township Park System. As such, providing an outdoor venue for families to enjoy this area was one of the lacking amenities. L.J. Trumble Construction Company was awarded the project earlier this year that includes a 16'x24' pavilion with stone around the bases of the support posts, an attached patio with curved seat wall and brick pavers in the patio area that were sold to fundraise for this project by the Harris Nature Center Foundation. This pavilion will also serve as an outdoor classroom for programs and activities by the HNC staff. This project is funded by a grant from the Michigan Natural Resources Trust Fund, the Park Millage and by the HNC Foundation. This project will be completed in November.



Construct Restroom Building at Harris Nature Center

In addition to the thousands of school children who visit the Nature Center annually, HNC is located in the middle of Meridian Riverfront Trail system which extends along the Red Cedar River from Eastgate Park to Legg Park. A new year-around restroom building was constructed to accommodate park and trail users and augment amenities associated with the new pavilion. This project was awarded together with the pavilion project to L.J. Trumble Construction Company and will be completed in November. A grant from the Land and Water Conservation Fund and the Park Millage supported this project.

Bird Overlook Deck at Harris Nature Center

The Harris Nature Center Foundation together with funds from the Capital Region Community Foundation funded this 20'x20' accessible platform along the natural trail system at Harris Nature Center. This elevated platform will serve as another amenity for teaching environmental programs and serve as a location for bird watching and study.

POLICE DEPARTMENT-CHIEF PLAGA

Receive and Maintain accreditation through the Michigan Association of Chiefs of Police and the Michigan Law Enforcement Accreditation Commission (MLEAC)

The Department is completing our first year as an accredited agency. We continue to verify we are meeting the standards set by the Commission. The Department also works at meeting new standards as they are issued by the MLEAC.



Select and train a new canine handler and obtain a new canine for the Department

Officer Blaine Anderson and canine Ares have been working together since February 2020. The Team has conducted many searches for both suspects and narcotics. The Canine Team also does community presentations on request.



Work diligently toward full staffing (41)

On December 14, 2020, the Department will swear in Sierra Alvarado and Megan Heinemann as our two newest officers. This will bring the number of sworn officers to 36. In January of 2021, the Township will be sponsoring Meghan and Maggie Cole to the Mid-Michigan Police Academy with an anticipated graduation in May of 2021. The recruiting team continues to seek qualified and diverse applicants to join our team.



Continue collective efforts to foster an environment that is welcoming, diverse and inclusive

Governor Whitmer has called for diversity and implicit bias training, comprehensive reporting on the use of force, duty to intervene policy, and training for de-escalation. Our Department had completed those trainings before being called on by Governor Whitmer, and we continue to train in those areas. The Department continues to participate in the Advocates and Leaders for Police and Community Trust (ALPACT) meetings. We are also seeking to recruit diverse applicants to the Department. Recruiting officers have visited police academies around the state seeking diverse applicants. The Department is participating in the Township Diversity, Equity and Inclusion (DEI) Work Group to assist in promoting a more welcoming and inclusive Township. On September 24, 2020 the Department held a community forum on policing to solicit input from the community on how the Department can better serve the residents.



Update the existing Axon in-car and body worn camera system

The body worn camera and in-car camera systems have been upgraded by the vendor to ensure reliable recordings of citizen contacts by officers. New body worn cameras have been issued to all officers.



Update the Nelson Room with new tables, chairs and audiovisual equipment to foster training and enhance meeting capabilities

The Nelson Room upgrades have been completed. The room has been used for several meetings including interviews for a new Human Resources Director and the Department hosted a legal update class for multiple law enforcement agencies. Hosting training reduces costs for the Department and allows more officers to attend training. The Nelson Room also serves the Clerk's Office and provides a location for the Absent Voter Counting Board (AVCB) during elections.



Better prepare staff for succession due to retirements or promotions through training and mentoring

Sgt. Chris Lofton is currently enrolled in the Michigan State University School of Staff and Command and will graduate in early 2021. The Department has enrolled Sgt. Brian Canen in first line supervisor training that will take place yet this year. The Department has also trained two new Field Training Officers (FTO). These duties provide officers an opportunity to develop their supervision and coaching skills. Many of our FTO's go on to be promoted to Sergeant. Due to the Covid-19 pandemic, several of these trainings were been postponed and completion of some of these trainings will be in early 2021.



Assist the Parks Department with the deer management efforts

The Department has taken an active role in assisting with deer management within the Township. We are currently purchasing equipment to allow officers to harvest deer within the Township. This program is designed to remove deer from problem areas where vehicle accidents are frequent and

foliage damage is occurring. The Department is developing best practices through collaboration with experienced sharpshooters.



PUBLIC WORKS AND ENGINEERING-DEPUTY MANAGER PERRY

Complete the Haslett Road water main replacement project, the Target plaza fire hydrant line replacement project, and the Dobie Road Booster improvements and begin our meter replacement project analysis in conjunction with the City of East Lansing

The Haslett Road Water Main Replacement Project is complete. This project replaced a water main that was subject to frequent breaks over the past several years. The section was located on the south side of the road near the YMCA facility.

The water main replacement project at the Target shopping center was completed earlier this spring. This line serviced several fire hydrants in the parking lot that were prone to breaks over the past few years.

The Dobie Road Booster improvements are currently in design and require coordination with our ELMWSA and Lansing BWL partners. We anticipate construction and implementation of this project to occur in 2021.

We anticipate starting the meter replacement analysis in early 2021 in partnership with the City of East Lansing.

Complete the Lake Lansing area sewer rehabilitation project, the Towar Garden meter replacement project and the installation of the Shoal Lift Station Standby generator

The Sewer Rehabilitation Project for the Lake Lansing area Sewer Rehabilitation Project was delayed until 2021.

The City of East Lansing is currently reviewing our design for the Towar Garden Meter Replacement Project. That project is expected to occur in early 2021.

The Shoal Lift Station Standby Generator Project was postponed this year. The project will occur in conjunction with the 2021 planned Whitehills Lake generator project.

Continue to actively participate and represent the Township with the ongoing and proposed improvements at the East Lansing Water Reclamation and Reuse Facility (WRRF)

Since 2014, we have continued to collaborate with the City of East Lansing and Michigan State University on improvements to the WRRF. The first two phases, UV disinfection and overhaul of the

headworks system at a cost of \$45 million have resulted in significant operational, safety and environmental improvements.

The third phase, which is currently under construction, involves the solid handling portion of the plant at a cost of \$32 million. This phase includes a solid waste digester and a gas recovery system that reduces energy costs of the plant by powering some of the systems.

Phase four of the WRRF improvements are currently in their design phase, and will include replacing the aeration system. Construction of the \$35 million phase four and is expected to be completed by 2023.

Complete the replacement of the south Fire Station front access drive, complete renovations to the Municipal Building upstairs breakroom and downstairs kitchenette, replace the first floor Municipal Building exterior windows, and perform preventative maintenance and new pavement markings to the parking lots at the north Fire Station (front), South Fire (rear), Central (HMA) and the Okemos Public Library

The South Fire Station access drive was replaced this fall.



No work, beyond a preliminary concept and identifying contractors for the work has occurred on the Municipal breakroom or kitchenettes.

The first floor Municipal Building exterior windows were replaced.

Parking lot maintenance activities will be postponed until the spring of 2021.

Complete a sidewalk Order to Maintain project in the Heritage Hills and Briarwood West neighborhoods

This project will occur in 2021 in recognition of the COVID-19 pandemic and the potential hardship that a special assessment district may place on the residents as part of the program.

Develop and implement a community tree-planting program

Our Environmental Programs Coordinator, in conjunction with the Environmental Commission, community volunteers and the Okemos Public Schools, held a Community Tree Planting Day on October 3, 2020 and planted 40 trees at the Chippewa Middle School.

460 saplings were also distributed at the Farmers' Market this year as part of the Township tree-planting project.



Continue the Implementation and Enhancement of the DPW Cartegraph Operations Management Software system (OMS)

Our Team continues to utilize the OMS program features to track and record work performed on assets of the Township developing a life-cost for each individual item.

Ongoing work includes the collection and integration of GIS points for all of our water curb stop locations in the Township. We are currently 60% completed with this collection project. We have also started to track dead deer carcass removal using Cartegraph to assist with data collection for the Meridian Deer Management program.

We have also began investigating the potential to incorporate our utility locates with Cartegraph to reduce the use of several unique software platforms.

Convert existing paper utility, sidewalk and SESC permits to electronic forms and place on Township DPW webpage

This project was completed this spring as part of our COVID-19 building closure response. All DPW permits are now fillable and available on our webpage.

Reorganize and redevelop the Old Haslett Library building into a modern Township records and equipment storage facility

The first phase of this project has commenced with the proper disposal of several boxes of items no longer needed to be stored by the Township. The next phase will involve cleaning and designating areas to each Department for storage.

MDOT- Grand River Avenue Resurfacing Project

We continue to meet with our partners at the Michigan Department of Transportation, the County Drain Commissioner's Office and the County Road Department on a plan to resurface, add appropriate

mid-block crossings, eliminate the majority of flooding and repair the pathway across from Playmakers. Design is under way and the current schedule has the work to commence in 2022.

Costigan Drain Project

The Costigan Drain services the area along Newton Road north of Lake Lansing and a portion of Saginaw Highway. With the existing and planned commercial developments (New Hope Church, Menards, Newton Place, etc.) along Saginaw Highway, additional storm water improvements are required. Design is currently underway and we are actively participating in the planning to make sure the necessary infrastructure is in place to support the development.

Nemoka Drain Project

The Nemoka Drain Project affects the Shaw, Potter, Edson and Hillbrook residents. Installation of the new storm sewer infrastructure began this summer, and will be completed in the spring of 2021. Most of the roads in the project area will be resurfaced as part of the local road program. Improvements to the trail in Hillbrook Park was also part of the project.

Risk and Resilience Assessment and Emergency Response Plan

On October 23, 2018, America's Water Infrastructure Act (AWIA) was signed into law. AWIA Section 2013 requires community (drinking) water systems serving more than 3,300 people to develop or update risk and resilience assessments (RRA) and emergency response plans (ERPs).

The law specifies the components that the risk assessments and ERPs must address, and establishes deadlines by which water systems must certify to EPA completion of the risk assessment and ERP. In order to meet our mandated obligations, we are collaborating with the East-Lansing Meridian Water and Sewer Authority (ELMWSA) and the City of East Lansing on the development of our RRA and ERP.

The RRA will be completed and submitted to the Michigan EGLE and the ERP will be submitted by July 1, 2021 as required.

Water System Reliability Study and Plan

The Michigan Safe Drinking Water Act requires that type 1 community water suppliers conduct a water system reliability study. State rules require the completion of a reliability study that evaluates the water system's ability to meet both present and future demands every five years. Both ELMWSA, the City of East Lansing and Meridian Township need to complete an update this year. In a similar manner as the RRA, we are collaborating with each other and developing the 5-year reliability plan as required by the Michigan EGLE. The plan will be submitted to EGLE by the end of the year.

MERIDIAN TOWNSHIP 2021 M-TEAM PLAN

ASSESSING

- Defend Tax Appeals With Vigor.
- Conduct Annual Assessment/Re-Inspection of Taxable Properties.

COMMUNICATIONS & MARKETING

- Work with Granicus to upgrade the design of our Meridian Township website to improve functionality as well as give a new look and experience to site visitors. Utilize data and information gathered from the 2020 Township Website Audit to inform decisions on design and content revisions.
- Implement the processes within the Strategic Communications & Marketing Plan developed in 2020. Create a staff procedures manual to reflect new departmental operations.
- Continue expanding the Township's branding efforts internally and externally specifically with staff training, branded document templates and the roll-out of Township branded signage and materials within the community as the budget allows.
- Work with the Human Resources Department on creating staff training videos to utilize for onboarding of new employees.
- Re-evaluate the goals and purpose of the CAMTV Community Access Channel and work to strengthen programming and participation of community producers and organizations.
- Investigate and implement the launch of a HOMTV podcast to capture additional audiences and increase awareness of the station.
- Work with the IT Department and engineers to reconfigure the wiring, labeling and equipment installed in the HOMTV Server Room to improve efficiency and safety.
- Continue the digital conversion of HOMTV historic programs, footage and stories into the HOMTV Archive System.
- Continue seeking additional revenue sources for HOMTV including the development and implementation of the HOMTV Alumni Giving Program Marketing Plan.

COMMUNITY, PLANNING & DEVELOPMENT

- Serve as an active partner in redeveloping the Village of Okemos and Downtown Haslett.
- Finalize the draft of the Form Based Code for the western portion of Grand River Avenue.
- Begin the review of the Future Land Use Map as part of an overall review and possible update to the Master Plan.
- Revise the Sign Ordinance so it is content neutral.
- Continue to assist the Planning Commission with the review of the Mixed Use Planned Unit Development Ordinance.
- Provide the Rental Housing Inspectors with tablets and create an interactive inspection checklist to streamline inspection reporting.
- Evaluate the need for an additional Rental Housing Inspector.
- Provide the Building Inspectors with laptops to better facilitate working, communicating and meeting remotely.
- Continue the discussion with the City of Mason to provide increased building services and evaluate the cost and staffing needed for the Township to provide additional services.
- Work with the City of East Lansing on improvements to scheduling, reporting inspection results and communication relating to Mechanical, Electrical and Plumbing Permits.
- Continue to monitor and update permit applications used by the Department.

ECONOMIC DEVELOPMENT

- Assist developers with completing applications for financial support.
- Anticipate and set timelines and deadlines.
- Keep close communication on each developer for status updates.
- Advocate on behalf of the community to developers and vice versa.
- Find creative options to assist the project moving forward.
- Identify the most frequent issues our community businesses are facing (financial, staffing, traffic, etc.) and come up with strategic ways Township can assist businesses to offset negative impact.
- Adopt Shop Local initiatives: partner with local organizations to support these local businesses.

- Partner with Regional groups to find support for businesses.
- Continue to show support of the best practices to reduce the spread of COVID-19.

FINANCE

- Implementation of the State of Michigan new Chart of Accounts.
- Evaluate a new credit card (purchasing card) company.
- Prepare the 2020 Audit.
- Adopt the 2022 Budget.

FIRE DEPARTMENT

- Roll out the Meridian Township Continuity of Operations Plan (COOP) including:
 - Main Plan
 - Annexes
 - Support Plans
 - Training and Exercise plan
- Continue Review and Update of all Fire Department Policies.
- Supporting the Township with COVID planning.
- Purchasing COVID response PPE.
- Continual Evaluation of our Fire Department COVID Response Plan.
- Evaluate Staffing and Response Times based on NFPA 1710 Fire Department Deployment Standards.
- Explore and Test Alternate Hiring Processes:
 - Hiring Paramedics and sponsor to Firefighter I & II training
 - Hiring EMT/Firefighters and send to Paramedic School
- Continue with Five-Year Replacement Schedule Purchasing Required Personal Protective.
- Continue with Siren Project by installing Tenth Siren.

HUMAN RESOURCES

- Lead ongoing COVID-19 preparedness and safe work protocol updates and communication. Participate in ongoing development, coordination, and implementation of the *Township's*

Safe Work From Home Program, which took effect in November 2020.

- Continue initiatives that openly support Equity, Diversity, and Inclusion principles, including the efforts to attract diverse job candidates through COVID-safe recruiting methods and Township media opportunities.
- Complete a Personnel Policy Revision in conjunction with 2020 Labor Contract renewals.
- Safety Committee Projects: Develop a formal visual guide/manual for Emergency Preparedness dealing with alert notification procedures, natural disasters, acts of workplace violence, evacuation, and shelter procedures.
- Promote positive physical and mental health awareness through readily available employee wellness and involvement programs.
- Research employee payroll self-service programs that would allow staff to manage periodic payroll updates such as address change, tax exemption changes, benefit selection changes, etc.
- Review and update HR processes including records management, recruiting, selection and onboarding, reporting and statistical monitoring, etc.

PARKS AND RECREATION

- Create a community ice rink at Marketplace on the Green utilizing artificial ice.
- Expand and improve parking at Central Park South.
- Expand and improve parking at North Meridian Road Park.
- Complete paving of the Central Meridian Regional Trail Connector.
- Complete the acquisition process of the Okemos Road parcel, if grant funds are awarded.
- Expand markets and activities at Marketplace on the Green.
- Continue successful implementation of the Deer Management Program.

POLICE DEPARTMENT

- Maintain accreditation and meet newly added standards through the Michigan Association of Chiefs of Police and the Michigan Law Enforcement Accreditation Commission while preparing for our 2022 onsite assessment.
- Work diligently toward full staffing (41) and provide opportunities that promote employee retention.

- Continue collective efforts to foster an environment that is welcoming, diverse and inclusive.
- Prepare staff for succession due to retirements or promotions through training and mentoring.
- Assist the Parks Department with the deer management efforts to reduce property damage and traffic crashes.
- Implement new technology to improve our ability to operate remotely during an emergency or pandemic situation.
- Work toward implementation of the new countywide public safety radio networks to enhance communications and operations.

PUBLIC WORKS AND ENGINEERING

- Expand our solar footprint with the placement of a \$300,000 solar array at the Service Center.
- Implement the second year of our Local Road Improvement Program by improving a minimum of 12-15 miles of local roads.
- Complete construction of Phase 1 and 2 of the MSU to Lake Lansing Pathway.
- Further our branding efforts with the addition of new “Welcome to Meridian Township” signage.
- Complete the improvements to the Meridian Recycling Center.
- Complete a sidewalk ‘Order to Maintain’ project in the Heritage Hills and Briarwood West neighborhoods.
- Complete the replacement of 16” water main valves and the improvements to the north elevated water storage tank.
- Complete the Dobie Road Booster and Hulett Road Flow Control Project.
- Complete the Lake Lansing area Sewer Rehabilitation Project.
- Complete the Towar Garden Sewer Meter Replacement Project.
- Complete the installation of the Shoal and Whitehills Lake Lift Station standby generator.
- Continue to actively participate and represent the Township with the ongoing and proposed improvements at the East Lansing Water Reclamation and Reuse Facility (WRRF).

- Complete the facility capital improvement projects: building LED light conversions, drinking fountain upgrades, replacement of the Municipal Building exterior doors and the replacement of the Nokomis Learning Center roof.
- Complete the parking lot preventative maintenance sealcoating and parking line markings.
- Continue to participate with the Ingham County Drain Commissioner on the active drain projects in the Township.
- Complete the installation of two RRFB pedestrian crossing signals at Van Atta/Haslett Road and Central Park Drive.



2021 GOALS ACTION PLAN- DRAFT

- A. Maintain unparalleled customer service and public safety throughout the Global COVID-19 Pandemic.
- B. Expand our solar footprint with the placement of a \$300,000 solar array, at a site to be determined.
- C. Continue our efforts to broaden our opportunities for enhanced Diversity, Equity and Inclusion.
- D. Culminate our decade long effort to redevelop Downtown Okemos and Haslett with vertical construction.
- E. Implement the second year of our Local Road Enhancement Program by improving a minimum of 15 miles of local roads.
- F. Develop a comprehensive plan to allow access to affordable Broadband across the entire Township.
- G. Complete Phase 1 and 2 of the MSU to Lake Lansing Pathway.
- H. Further our branding efforts with the addition of new "Welcome to Meridian Township" signage.
- I. Be mindful of the struggle facing our Meridian business community during COVID-19, develop and implement creative programs to assist our partners.
- J. Work with Granicus to upgrade the design of our Meridian Township website to improve functionality, as well as, give a new look and experience to site visitors.