



**AGENDA**  
CHARTER TOWNSHIP OF MERIDIAN  
TOWNSHIP BOARD – STUDY SESSION  
December 10, 2018 6:00 pm

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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. 2018 Action Plan Review
  - B. 2018 Departmental Year End Review
  - C. 2019 M-Team Department Plan
  - D. Develop 2019 Action Plan
7. COMMENTS FROM THE PUBLIC
8. OTHER MATTERS AND BOARD MEMBER COMMENTS
9. CLOSED SESSION-Township Manager Performance Review
10. TOWNSHIP MANAGER CONTRACT REVIEW
11. ADJOURNMENT

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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



# 2019

## Goal Setting

Charter Township of Meridian



### Meridian Township

5151 Marsh Road  
Okemos, MI  
48864  
517.853.4000



[meridian.mi.us](http://meridian.mi.us)

# INDEX

Introductory Memo.....	Section 1
2018 Action Plan Review .....	Section 2
2018 Departmental Year End Review.....	Section 3
2019 M-Team Plan .....	Section 4
Draft 2019 Action Plan .....	Section 5



**To:** Board Members  
**From:** Frank L. Walsh, Township Manager  
**Date:** December 9, 2018  
**Re:** Annual Goal Setting

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As we reflect on Meridian Township's 2018 progress, we search for a word that eclipses "banner". In many ways, the stars aligned for us.

### **MERS PENSION DEBT**

For most of Michigan's 1,856 communities solving the Municipal Employees' Retirement System (MERS) pension debt would have marked a "banner" year. While we are proud of the results of the first year of our 10 year debt elimination plan, we still have much work to do in solving a decades old failing pension plan. In 2018, our MERS pension plan rose from 58% funded to 64%. Our Township employees' pension plan increased to over 80% funded for the first time in 20 years. Although we can see the light in the tunnel, we must stay vigilant in our approach to funding long-term pension debt. We are on a course to reach 100% MERS funding by 2026.

### **BRIANNE RANDALL-GAY**

We faced a significant unforeseen challenge in late 2017 and early 2018 with the revelation that we had an opportunity to stop Larry Nassar in September 2004. Brianne Randall-Gay stepped forward in 2018 as a survivor of Nassar's premeditated sexual abuse. Brianne reported the abuse to the Meridian Township Police Department in September 2004, to no avail. Like so many others who investigated the pedophile, our police investigation terminated with a false understanding that Nassar was simply performing a "medial procedure". Our responsibility in 2018 was to right a wrong. Our relationship with Brianne began with an unsolicited phone call on January 19, 2018. Throughout the last 11 months the township did everything possible, including a private and public apology, to take full responsibility for what occurred 14 years ago. I'm proud of our efforts to accept responsibility and make amends for being duped. Our relationship with Brianne has blossomed throughout the year and we appreciate everything she has done to provide community awareness in preventing sexual assaults.

### **PICA'S ECONOMIC DEVELOPMENT**

Promoting economic growth and eliminating blight in the Village of Okemos and downtown Haslett remained at the forefront in 2018. We took significant steps forward with the elimination of density restrictions within our Potential Increased Change Areas (PICA's). Most notably, in November we became the 1<sup>st</sup> Michigan Township to become certified by the Michigan Economic Development Corporation (MEDC) as a Redevelopment Ready Certified (RRC) community. We should be very proud to be #1. In May we joined with the developers of the Village of Okemos and announced a potential \$100M development in downtown Okemos. The plan includes luxury

apartments built around commercial space with a focus on the Douglas J Company. We met several times with the owners of the Haslett Village Square regarding their redevelopment renderings. In addition, the Township Board boosted our Redevelopment Fund from \$570,000 to \$700,000. We took some major steps forward in 2018. We believe our PICA's are poised for greatness.

### **RELOCATION OF THE FARMERS' MARKET**

We spent countless hours over the past year working with Meridian Mall ownership in securing plans for the relocation of the Meridian Farmers' Market. The plan is to move from our existing facility to a state-of-the-art Marketplace on Central Park Drive. The process involves many hurdles including a land swap with the Mall. The good news is we have secured funding to construct the facility and plan to break ground in May of 2019.

### **TOWNSHIP SPONSORED SOLAR ARRAY PROJECT**

Meridian Township is a community that embraces and demands environmental sustainability. The Township Board placed a great deal of emphasis on sustainability by approving a solar array adjacent to our municipal building. The \$53,000 project was constructed in September/October and will provide up to 8% of our energy needs. We have aggressive landscaping plans for the site in 2019.

### **RECRUITING DIVERSITY**

One of our ongoing annual goals is insure that our "Township Team" matches the community we serve. Diversity and inclusion are a hallmark of Meridian Township. Over the past few years we have adopted sweeping LGBTQ protections and took out-of-the-box steps to recruit diversity to our police department. In 2018, we located an "excellent police candidate" who was employed by a local retailer. Not only did we observe an exemplary young man, we had an opportunity to increase our diversity within the police department. The Township Board took the unusual step to pay for the candidate to attend the police academy and at the same time paid him a wage equal to what he was receiving in the retail business. He has since graduated from the academy and has joined our force. He is truly an asset to our department. We take diversity seriously and will always look for ways to enhance our team.

### **FIRE INSURANCE RATING**

Fire Departments across the country are provided a numerical rating termed their Insurance Services Organization (ISO Rating). It is commonplace for ISO to use the Public Protection Classification (PPCTM) program to conduct periodic audits for every Fire Department in the country. The ISO Rating is based on a community's water supply, fire equipment, staffing levels and training. For many years Meridian Township remained a 4. For the purposes of ISO, 1 is paramount and 10 is the worst rating possible. For the past few years we have sought an improved

ISO Rating. Our efforts have been supplemented by adding staff, the purchase of a new truck and increased training. Insurance companies will consider a community's fire rating when determining the cost of homeowner's insurance. In November, we were notified that our ISO Rating was improved from a "4" to a "3". The fire rating is indicative of the unparalleled service our department of 32 provides to our community.

### **LOCAL ROAD FUNDING**

The funding of our local road system continues to be a challenge for every local community in Michigan. We have 147 miles of local roads and currently have funding for 1.75 miles of improvements per year. Our revenue comes from a .23 road levy (\$430,000) and a county contribution of \$170,000. In the past few years, the Township Board has dipped into general fund dollars to augment our \$600,000. In 2018 and 2019, the Board has allocated up to an additional \$400,000 per year to bring our allocation to \$1,000,000. Even at the higher amount, we are able to refurbish just 3 miles of local roads on an annual basis. Other communities, such as Jackson County's Spring Arbor Township, sought a large millage increase to fix their roads. In May of this year, Spring Arbor residents overwhelmingly approved a 3.9 mill increase to fund local road improvements.

Does Meridian Township need 3.9 mills to improve our local roads? We have done the math and to fix our local roads we need approximately \$3,500,000 per year, for 10 years. In order to meet the \$3,500,000 figure, we would need an increase of 1.87 mills. The discussion on how to fund our local roads will be front and center in 2019. We also need to keep a close eye on what the state does with a Governor-Elect Whitmer.

There were several other accomplishments in 2018 beyond the Board's Action Plan. Here is a brief look back at 2018.

- the selection of Fire Chief Mike Hamel
- the selection of Police Chief Ken Plaga
- secured the last piece of funding for phase 1 of the MSU to Lake Lansing Pathway
- we received \$975,000 to construct a boardwalk between Central Park Drive and the Service Center
- secured a health care plan that included no premium share and provided HSA allocations to our team
- renewed our police services contract with Williamstown Township
- responded to over 1,200 customer service inquiries in a professional and timely manner
- reached a settlement regarding Walnut Hills
- reached a consensus with Robins Way residents
- renewed our legal services agreements with Fahey Schultz and Harkness Law Firm
- welcomed \$63,000,000 in new community investment
- received a clean, unqualified audit
- opening of Towner Road Park
- began improvements to the Senior Center courtyard

- welcomed thousands of visitors to “Celebrate Meridian”
- managed the 8<sup>th</sup> annual deer management program
- installed our 8<sup>th</sup> emergency siren
- installed 1,250 smoke/CO detectors throughout the Township

### **SUMMARY**

As we reflect back on 2018, it becomes crystal clear that our team performed at a high level and made significant advances on several historic fronts. It is important to reflect as it illuminates the need to push forward. It is with pride, passion and performance that we turn the page to 2019.

## **Meridian Township 2018 Action Plan Overview**

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**A. Complete the following initiatives, as promised to Brianne Randall-Gay and our community.**

- 1. Community-wide sexual assault training**
- 2. Department-wide criminal sexual conduct training**
- 3. Review and analysis of criminal sexual conduct cases**

As noted in my cover letter, Meridian Township made the decision to make significant amends with Nassar survivor Brianne Randall-Gay. We did so in the best interest of Brianne, the other 300 plus survivors, and our residents. The reflection allowed us to look in the rear view mirror and establish tollgates to never duplicate what happened in 2004.

**B. Create and adopt additional tools to assist in the redevelopment of our core commercial areas including the Four Corners of Okemos and the Downtown Haslett.**

The Township Board adopted a MUPUD zoning amendment for building height and density for specific target areas in the Okemos and Haslett PICAs which allows for the development types outlined in the Master Plan.

The Township also formally adopted the Redevelopment Fund for defined Okemos and Haslett districts. This fund can be applied for by developers to assist in the viability of their development project.

The establishment of the Township's Brownfield Redevelopment Authority should allow for more speed and less expensive approvals for projects throughout the Township.

The third and fourth quarters have been spent revising the Downtown Development Authority's (DDA) Tax Increment Financing (TIF) Plan. The DDA hired a consulting team to assist with this process. The Plan is complete and was approved for final adoption on December 4, 2018. The Capital Area Transportation Authority (CATA), the Capital Region Airport Authority (CRAA) and Ingham County have agreed to participate. Lansing Community College (LCC) and Capital Area District Library (CADL) meetings are scheduled for mid-December. We feel confident with LCC and have concerns about CADL. Overall, we feel this DDA TIF Plan update will be the bridge, along with involvement of the Department of Environmental Quality (DEQ), to make the Village of Okemos contamination and infrastructure clean up possible. The goal is vertical construction in 2019.

**C. Develop a comprehensive plan to fund our deteriorating local road system.**

We estimate that we need to allocate \$3.5 million per year to get all of our 147 miles of paved local roads to a Pavement Surface Evaluation and Rating (PASER) condition rating of 8 (good) within a 10-year period. Our 2019 budget has \$1,000,000 dedicated for local roads. The Transportation Commission has been discussing the issue for several months and will be making a recommendation on how to proceed to the Township Board in January of 2019.

**D. Implement a Township sponsored solar array and foster enacting timely components of the recently adopted Climate Sustainability Plan.**

CBS Solar completed the installation of the \$53,000 solar panel array in the fall of 2018. The 20 KW panel will generate up to 8% of the Municipal Buildings electric needs each year. In the spring of 2019, landscaping will be installed as part of this Township Climate Sustainability project.

**E. Determine the appropriate course of action regarding medical marijuana.**

The Township Board began discussing medical marijuana in August 2018. The staff provided two draft ordinances for Commercial Medical Marijuana Facilities. A non-zoning ordinance which would establish the process for obtaining a permit, operational requirements and penalties and a zoning ordinance that establishes six overlay districts where a Commercial Medical Marijuana Facility could be allowed by special use permit. A lottery system would be used to select the order an applicant could submit for a special use permit. The Township attorney has addressed the questions related to the taxing of medical marijuana and the impacts of recreational marijuana on Commercial Medical Marijuana Facilities. Ordinance language for the three review criteria which includes the issue of residency and the lottery system is being developed.

**F. Solidify our plans with the Meridian Mall for the construction of a new Farmers' Market on Central Park Drive.**

The concept of a public/private partnership with Meridian Mall was widely accepted, but details to this project have been many. A property trade agreement with Milmar Mall, LLC for the 2.43-acre parcel along Central Park Drive has been approved pending the rezoning of the 4-acre Township parcel. The Cross-Access Agreement with CBL Properties is currently under review by our attorney which will allow us use of their parking lot. The Land Transfer Agreement will be executed by the end of 2018. Funding for the project has been secured with \$980,000 from sources including non-profits, foundations, and Township funds. Design and engineering for the project is underway with plans to bid the project in early 2019 and construct in the spring/summer of 2019. A groundbreaking ceremony will be planed early next year with project completion in 2019.

**G. Achieve Redevelopment Ready Community (RRC) Certification through the Michigan Department of Economic Development (MEDC).**

The MEDC recognized Meridian Township as a Redevelopment Ready Certified Community in October 2018 with a ceremony held on November 16, 2018. Meridian is the 29th community in Michigan to become certified and the first Township to do so. Being a certified community will allow developers, land and business owners and Township entities to compete for state funding for project which would not otherwise be available to Meridian-based development initiatives.

**H. Continue to maximize recruiting and networking efforts to achieve increased diversity in our workforce.**

We had a very successful year and collaborative effort in recruiting and hiring diverse candidates across the Township: Four (4) full time Police Officers; One (1) full time Firefighter/Paramedic; One (1) Systems Administrator in the IT Department; and One (1) Administrative Assistant in the Community Planning and Development Department. Our Human Resources Department represented Meridian Township at three (3) Career Fairs in 2018: MSU Diversity Career Fair, LCC Spring Career Fair and MSU Summer Intern Career Fair.

**I. Implement a plan to provide a comprehensive emergency siren program throughout the Township and expand our efforts to lower our Fire Insurance Rating through the Insurance Services Organization (ISO) from a 4 to 3.**

Working with West Shore Services, the state of Michigan authority on warning sirens, a plan was developed in 2017 that consisted of 10 locations that would support complete coverage to notify all our residents during severe weather events. Eight years of the plan is remaining (one siren per year) at a cost of approximately \$21,850 per year (Total project cost of \$174,800). In July and August, all ISO required documents were completed and submitted in September. As of November 2018, the Meridian Township rating was officially lowered to a 3 rating. This will support the possibility of lower insurance in the Township.

**J. Enhance our recently developed website to maximize exposure and provide timely information.**

In 2018, the biggest enhancement was updating the website to be ADA compliant. All Content Management System (CMS) users were trained on how to create documents and upload to meet ADA compliance. The Parks and Recreation sections, Go Green! Recycling section and various other pages were redesigned and enhanced by creating user friendly buttons for easier access to subpages and increased visibility. A new Economic Development section was created for the Redevelopment Ready Community efforts and Economic Development Department.

**K. Develop a plan to continue to offer a curbside public transportation service beyond 2019.**

During 2018, the Transportation Commission met twice with representatives from Capital Area Transportation Authority (CATA) to discuss improvements to Redi-Ride. Out of those discussions the Redi-Ride service was expanded to include Costco, Bath Meijer, MSU Clinical Center, College Fields and the East Lansing Aquatic Center. The original service agreement with CATA from 2000 was updated. The hours of operation for Redi-Ride were also expanded from 7:30 a.m. to 6:30 p.m. Monday through Friday. The Transportation Commission is currently working on a recommendation for the Redi-Ride millage.

# **2018 Departmental Year End Review**

## **ACCOUNTING AND BUDGETING-DIRECTOR MATTISON**

### **Work on the Online Payment Processing System**

A contract with Invoice Cloud has been approved. This vendor will help the Township implement a more user friendly online system with many more options for payment. The implementation timeline will be 6 to 8 weeks from the start of the project.

### **Review and Update Purchasing Policy**

We continue to review the current policy and have reviewed other purchasing policies. Our goal is to have a draft before the board next year.

### **Continue to Seek Opportunities to Reduce Overall Operating Expenses**

All purchases are reviewed and monitored and all major contracts are looked at for cost savings.

### **Continue to Seek Opportunities to Reduce our MERS and Other Post-Employment Benefits (OPEB) Debt**

The Township continues to pay additional money into the MERS system to reduce our overall debt. The OPEB costs were reevaluated with an updated actuarial report. The Finance Director along with the HR Director and HR Specialist attended the annual MERS conference to gain a better idea of available options and tools for future contract negotiations.

### **Support the Efforts to Raise \$10,000 for Meridian Cares**

As of December 1, 2018, we have raised over \$13,000 for Meridian Cares. The money was raised from several fundraisers and generous donations from utility customers.

## **ASSESSING-DIRECTOR LEE**

### **Defend Tax Appeals with Vigor**

Currently, there are nine parcels under appeal in the Entire Tribunal Division of the Michigan Tax Tribunal. For 2018 to date, six appeals have been resolved, with two of those appeals being withdrawn by the Petitioners. The taxable value of pending 2018 appeals is less than 0.85 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**

Approximately 670 residential parcels were re-inspected as part of this program in 2018. The project included the hiring, training, and supervision of intern labor and resulted in the enhanced accuracy of assessing records for the parcels involved in the program to be used for 2019 assessments.

## **COMMUNICATIONS/HOMTV-DIRECTOR GUTHRIE**

### **Criminal Sexual Conduct (CSC) Initiatives**

HOMTV provided live coverage of the Township Press Conferences, as well as, follow-up interviews and stories. HOMTV hosted a Public Forum focusing on the "Red Flag Behavior of Sexual Offenders and Meridian Township's CSC Efforts" with an expert panel. Staff assisted Brianne Randall-Gay with

the production of her sexual assault survivor statement and with the launch of the Meridian CSC Facebook Fan page.

#### **Create/Find Additional HOMTV Revenue Sources**

The HOMTV Program Sponsorship Opportunities and the HOMTV Alumni Giving Program were developed to create additional revenue sources to financially support the operations of HOMTV as approved by the Communications Commission in 2017 and launched in 2018.

#### **Develop HOMTV Video Archive System & Integrate in to Current System**

The Township Board approved \$75,000 for 2018 to develop and integrate a video archive system. The new archiving and storage system were installed and staff training was conducted.

#### **Repair and Update Intern & Alumni Access Database**

A Temporary Database Freelancer was hired to redesign and reconfigure the HOMTV Intern & Alumni Tracking Access Database to improve functionality, fix broken pathways to reports, queries and the main switchboard, as well as, create additional relevant form fields, reports and queries. The project was completed in December.

#### **Develop Township Visitor's Guide**

Staff created a draft proposal for ad placement to offset print publication costs including a Township wide sponsorship packet.

#### **Adopt Social Media Policy**

The purpose of developing a social media policy is to provide staff the necessary tools to represent the Township on social sites and be the 'Township voice' according to the newly adopted brand standards. The Meridian Township Social Media Policies and Procedures relate to internet use and social networking.

As with other aspects of the Internet, authorized employee social media use must be for the purposes of Township business and support the Charter Township of Meridian's vision and mission statements approved by the Meridian Township Board. Use of social media shall be in accordance with the approved Meridian Township Personnel Policies.

#### **Branded Meridian Signage**

Staff worked on an overall design with Parks, Engineering and Economic Development Departments for external signage at park entries, municipal properties and corridor entryways. Implementation including a plan of action of internal branded signage is expected for 2019.

### **COMMUNITY PLANNING AND DEVELOPMENT-DIRECTOR KIESELBACH**

#### **Redevelopment of Haslett and Downtown Okemos**

In May, the Township Board adopted an ordinance (Zoning Amendment #18020) related to residential density and building height in Mixed Use Planned Unit Development (MUPUD) projects located in downtown Okemos and downtown Haslett.

The Economic Development Director and Planning staff met several times with an owner of the Haslett Village Square shopping center property. The owner is working on plans for a mixed use project that includes townhouses, single family residences, apartments, and commercial space.

### **Adopt Form Based Code**

The draft form based code was completed by the consultant. Staff is reviewing areas along Grand River Avenue where the code could be implemented.

### **Begin Meridian 2020 Master Plan Review/Update**

The Planning Commission has begun its review of the Future Land Use Map (FLUM) from the 2017 Master Plan and will proceed on a section-by-section basis until the entire map has been reviewed and updated. From there, the Planning Commission will review the 2017 Master Plan and identify sections that will need updating in 2020. The goal is not to develop a new plan but to instead update specific sections as needed. The official update to the plan will not occur until 2020 unless immediate changes or errors are identified.

### **Amend Outdated/Outmoded Ordinance: MUPUD, Parking, Signs**

The Township Board approved an amendment to the Mixed Use Planned Unit Development (MUPUD) ordinance for residential density and building height in the downtown Okemos and downtown Haslett areas. The Planning Commission has established a subcommittee to review the MUPUD ordinance.

### **Further Establish Brownfield Redevelopment Authority (BRA)**

The BRA adopted a policy and procedures document at its meeting on September 26, 2018 that will guide the BRA in its review of brownfield proposals. The next steps are completion of a draft reimbursement agreement and local brownfield revolving fund policy.

### **Optimize Community Planning & Development (CP&D) Website**

Zoning, building, and rental housing permit applications have been uploaded to the Township website. Several other documents have also been uploaded, including the adopted 2017 Master Plan, draft form-based code ordinance, and fees schedules. A checklist for commercial and residential building permit applicants has been added to assist in submitting a complete application.

### **Update all Applications, Making them Easier to Use**

Staff has begun reviewing the components of current applications and looking at applications used in other communities. Part of the update will include an analysis of the application submittal requirements as noted in the Code of Ordinances to ensure those items are included on the application for any given development process. In addition to content and formatting, brand standards will also be applied as part of the updates. Staff is also working on developing a process to inform building permit applicants about special inspections that may be required under the Building Code.

### **Develop Guides for all CP&D Processes**

As part of the RRC initiative, planning staff created a guide documenting internal staff review processes which included flowcharts identifying the steps in the development process along with corresponding timelines. The Director of Community Planning and Development is working on establishing a code enforcement reporting policy to ensure all complaints are entered appropriately in the database system and assigned accordingly.

### **Develop Intern Training Ground with MSU Planning Interns**

A sophomore from MSU's Planning program was hired in May and served as a summer intern through August. The intern spent time researching and developing policy updates to the zoning ordinance and Master Plan implementation. The ultimate goal is to establish an ongoing relationship with MSU for seasonal interns and incorporate the position into MSU's planning program.

### **Review and Update Planning, Building, and Rental Housing Procedures/Processes**

As part of the RRC initiative, planning staff created a guide documenting internal staff review processes which included flowcharts identifying the steps in the development process along with corresponding timelines. Staff is also evaluating multiple family projects that have recently been completed or are under construction to determine the workload on the two part-time rental inspectors. With the increased number of rental dwelling units the need for an additional part-time inspector or full-time inspector may be warranted.

### **Adopt 2015 International Property Maintenance Code**

The Township Board adopted the 2015 International Property Maintenance Code (IPMC) with Township amendments on September 4, 2018. The adoption of the 2015 IPMC is consistent with the Township Board's adoption of the 2015 Michigan Building Code and the 2015 Michigan Residential Code.

## **ECONOMIC DEVELOPMENT-DIRECTOR BUCK**

### **Redevelopment Ready Communities Certification**

The MEDC recognized Meridian Township as a Redevelopment Ready Certified Community in October 2018 with a ceremony held on November 16, 2018. Meridian is the 29<sup>th</sup> community in Michigan to become certified and the first Township to do so.

### **Redevelopment Fund**

The Redevelopment Fund was approved by the Township Board on August 21, 2018 and is live on the Township website. Developers have been alerted and we expect applications in 2019.

### **Revitalize the PICA Districts Referenced in the Master Plan**

Downtown Okemos has had the most energy. In addition to the MUPUD zoning amendment for building height and density and the establishment of the redevelopment fund for defined Okemos and Haslett districts, the Township staff has been deeply engaged with the True North development team and the Douglas J ownership regarding a three-block redevelopment project. Traffic has been studied and an approved plan is in place by the ICRD. Consumers has presented an updated cost to raise the power lines and is prepared to do their work to allow for the development project. The 3<sup>rd</sup> and 4<sup>th</sup> quarters have been spent revising the DDA's TIF plan. The DDA hired a consulting team to assist with this process. The Plan is complete and was approved for final adoption on December 4, 2018. CATA, the CRAA and Ingham County have agreed to participate. LCC and CADL meetings are scheduled for mid-December. We feel confident with LCC and have concerns about CADL. Overall we feel this DDA TIF Plan update will be the bridge, along with involvement of the DEQ, to make the Village of Okemos contamination and infrastructure clean up possible to allow for demolition, clean-up and the beginnings of vertical construction in 2019 which is fantastic new and the result of many hours of work completed by a host of talented people.

Haslett still needs a spark. Shoptown appears to have no plans for transformational redevelopment since they are virtually 100% occupied. We are in litigation with Shoptown regarding the Haslett Marathon project as well. The Haslett Commerce Center is also very well occupied as it currently stands. A recent conversation with the Principles at NAI Mid-Michigan renewed their interest in potentially making some changes due to the Redevelopment Fund and MUPUD revision, but this will not be a fast process. The real opportunity is, and has always been, the Haslett Village Square. Martin Property Development, led by Van Martin and Jason Brunette – their Director of Property Development – have shown the Township some rough concept plans throughout the summer and as

recently as October. They recently announced Van Martins other entity, CBRE-Martin, is breaking ties with the CBRE brand effective January 1, 2019, which is a major distraction for his entire team which may be causing delays of the project. They have been unwilling to clearly communicate the status of the project and we don't expect to hear much until after the New Year.

Carriage Hills has vacancies owned by DTN. Township staff has a great relationship with the DTN team and discussions have been had about ideas to revitalize this underutilized property. They are more than agreeable to reinventing the area, but are struggling to find quality tenants. The Walnut Hills summary judgement helps the demographic and population nearby, but it will take a while for that population to actually move in and demand nearby services. In addition, DTN has two other large development projects in Township going through the approval process outside of Carriage Hills.

### **Business Attraction & Retention Plan**

There have been numerous meetings, engagements and ribbon cuttings with local businesses in the Township. A more defined list of the various business districts has been completed along with a map of each. Staff, along with the CIA, EDC and DDA are working to compile business cards and contacts for each. The data is currently stored in a 3-ring binder that can be accessed by Township staff. In addition, the CIA has created an online survey that will be distributed to all of the businesses within the CIA boundaries asking for their input on various redevelopment ideas, the status of their business, 5-year forecast for their business and employee counts among other data. Once this has been done, staff hopes to utilize this survey process to solicit more feedback Township-wide. Staff is also vetting online platforms to store the contact information electronically so a variety of departments can quickly access select business by geography or by industry. This platform will ideally serve as a place for any staff member to put time stamped notes of all communication with that particular entity.

### **Board Recruiting (plus Engagement & Training)**

The EDC and CIA are fully staffed. The DDA still has vacancies, but the members we have are engaged and robust. Members of all boards have been given 3-ring binders to assist in their organization and preparedness. Attendance is tracked, board chairs are well chosen and meetings provide real value. Members have attended volunteer meetings, ribbon cuttings and other events which demonstrates a real connection to their role within the Township.

### **Website**

The website has undergone many revisions in 2018. The Economic Development page has been created and the Community Planning & Development page contains dozens of useful documents and helpful links for the development community to find and learn from. There will always be additional revision to be made, but the progress has been significant.

## **FIRE DEPARTMENT-CHIEF HAMEL**

### **Install 1,250 Combination Smoke/CO Alarms as Part of the FEMA Grant**

As part of the FEMA grant received, a total of 1161 detectors have been installed in 270 homes. We have scheduled installation in 10 homes and will schedule additional to meet our 2018 goal. Our 2019 installation will be 1250 to complete project.

### **Continue Training New Acting Officers on Blue Card**

This training has been completed for all officers. All but three Firefighters have also completed Blue Card training. This supports how we operate during emergencies and helps with communication.

### **Install Additional Outdoor Warning Sirens**

The Township has a total of eight sirens as of April 2018 when Wonch Park was installed. In 2019, we will install one additional outdoor warning siren as part of the long term plan to protect Meridian Township.

### **Complete Review and Update of all Standard Operating Guidelines**

Three new policies were issued since July. These were administrative organizational polices. Many other policies are in the process to be updated.

### **Complete Conversion to Online Daily and Monthly Vehicle Checks**

All vehicle daily and monthly checks lists have been online since April. This has supported consistency in our record keeping.

### **Complete Training of Two New Full-Time Firefighters**

Both firefighters received most of their training with one quarter remaining. Firefighter Beaver resigned his position in November. We hired Firefighter Kozlowski in November as our new career Firefighter. He will receive the same training over the next year.

### **Lower our Current Insurance Safety Organization (ISO) Fire Rating of (4)**

In July and August, all ISO required documents were completed and submitted in September. As of November 2018 the Meridian Township rating was officially lowered to a 3 rating. This will support the possibility of lower insurance in the Township

## **HUMAN RESOURCES-DIRECTOR MARX**

### **Collective Bargaining Agreements for January 1, 2016 – December 31, 2019**

Settlements carried over into 2018 due to binding 312 Arbitration:  
POAM Arbitration award issued December 13, 2017 with a ratified contract February 2018.  
CCLP Arbitration award issued March 2, 2018 with a ratified contract May, 2018.

### **Reduction of Grievances**

For Calendar year 2018, with the exception of the MTFFA, we are experiencing less complaints. POAM – two (2) grievances received, both rescinded by the Union for no violation of the contract.

MTFFA – Four (4) 2017 carryover grievances to 2018; one (1) arbitration settlement with a positive outcome for the Township; one (2) rescinded by the Union; one (1) settled in favor of the Township. Four (4) grievances received in 2018 – One (1) held in abeyance – Township position is that it is a non- bargaining issue with no contract violation which the Township will force to arbitration. The Union has been silent on this matter. One (1) rescinded by Union; One (1) settled; One (1) newly filed grievance moved to arbitration in 2019.

Professional Non-Supervisors – One (1) insufficient grievance submitted and withdrawn.  
Administrative Professionals – One (1) insufficient grievance submitted and withdrawn.

### **Maintain Diveristy Initiatives**

We celebrate a very successful year in improving our workforce diversity within the Township. This is due to a collaborative effort and outreach networking approach to recruiting. Attending the Career Fairs is providing more visibility and professional networking, particularly for our Police and Fire Departments. We are moving in the right direction with our current EEO statistics reflecting 12% minority (race) utilization and 38% female utilization in our current workforce. Director Marx

continues to attend Diversity workshops provided by Michigan State University and LEAP Executive Leadership workshops.

### **Loss Prevention**

The Township-Wide Safety Committee is bringing more awareness to our “Safety First” objective and to encourage employees to be aware of and prevent accidents due to unsafe practices. We are seeing reduced recordable injuries. Outdoor and indoor cameras were installed as a protection for employees and residents visiting the Municipal Building in the event of a workplace incident. This was a collaborative effort as a result of a grant awarded by the MTA PAR program (Property and Liability Insurance) to fund the cost of the cameras. With the installation assistance of our IT Department, we have cameras recording visible front and side entrances to the Municipal Building 24 hours a day, seven days a week.

### **Healthcare**

The self-insured product (BCN-Blue Care Network and BCBSM-Blue Cross Blue Shield Michigan) continues to save the Township money. For another year, our numbers came in under the PA 152 calculations allowing for health coverage to be provided at no premium cost for BCN insurance. There is a nominal employee premium sharing cost for BCBSM coverage. The Human Resources Team negotiated two (2) new cost savings plans: (1) a comparable replacement vision plan projected to potentially save up to \$15,000 per year and (2) a comparable replacement for Life and Long Term Disability (LTD) insurances projected to save up to \$8,000 per year. The Township benefit package provides top of the line coverages based on

### **Property and Liability Insurance**

Requests for Proposals for the Township's Property & Liability Insurance coverage covering January 1, 2019 - December 31, 2019 were sent to six recipients and posted on the Township website as well. Three (3) proposals were received; two (2) of which were selected to make presentations to the Review Committee comprised of HR Director Marx, Finance Director Mattison and Trustee Patricia Herring Jackson. The proposal criteria offered an opportunity for proposers to include a 2-year price extension for a three (3) year rate guarantee with adjustments only to be made in cases of exposure changes or excessive losses. The Review Committee's final recommendation will be made by December 11, 2018.

## **INFORMATION TECHNOLOGY-DIRECTOR GEBES**

### **Axon In-Car Camera Replacements**

Twenty-four cameras were replaced in twelve police cars to bring all police field video collection devices into the same system. The project was started in early 2018, substantially completed in May of 2018, and has been being fine-tuned through the remainder of the year. The approximate cost of the hardware replacement was \$25,000.

### **Implementation of Windows 10 LTSB Workstation Replacements**

After evaluation of the Professional versions of Windows 10, The IT team selected the Long Term Service Branch of the operating system as the standard to be used across Township networked computers. A basic image was prepared, and used to complete rollout of approximately 50 computer devices across all Township operations. This project cost was approximately \$70,000 and completed in the fourth quarter of the year.

### **Telephone System Renovation**

Township telephone systems were in desperate need of renovation. However, when proposals were taken in late 2017, the assessment was that it would be cheaper to replace the existing system, rather upgrade the existing infrastructure. Maintenance costs to maintain the previously deployed Cisco system were on the order of \$20,000/year, while the ShoreTel option was cheaper to implement, and had an ongoing cost closer to \$5,000/year. The total project cost is approximately \$130,000, and is being completed in the fourth quarter of 2018.

### **Hardware for Cartegraph**

The technology team purchased and deployed 12 new iPad devices for in-field use with the new Cartegraph work-order management system. This was at a cost of approximately \$4,000, and was completed in the second quarter of 2018.

### **Server & Certificates for ArcGIS Online**

In addition to hardware purchases for field workers, Information Technology Staff worked with other internal departments & Cartegraph to set up secure connections between our local data sources and the ArcGIS online services that make Meridian Township GIS information available to the Internet. Because of existing Data Center licensing options the only costs associated with this was the purchase of a public trusted certificate at the cost of approximately \$100/year.

### **Staff Training**

The Department of Information Technology has been working with employees to improve knowledge across the board, but a special emphasis was placed on Microsoft Windows Server 2016, with over \$3,000 of training taking place in the fourth quarter.

## **PARKS AND RECREATION-DIRECTOR MAISNER**

### **Engineer and bid new footbridge and bathroom building project in Meridian Historical Village and the Central Meridian Regional Trail Connector Project through Central Park**

The Park Commission approved a master plan for Central Park in 2014 and construction of these projects will start the implementation process of that plan. Grant assistance was sought and awarded for these three projects from the Michigan Natural Resources Trust Fund and the Land and Water Conservation Fund. Project agreements were executed in May with the DNR and Wolverine Engineering and Surveyors were hired to provide design and engineering services for both projects. Surveys and wetland reports were completed, as well as, new sewer plans created for the Historical Village. Preliminary plans will be reviewed by the Park Commission in December before being submitted to the DNR for approval. It is anticipated that the project will be bid in February or March for construction in summer of 2019.

### **Construct Dog Park in Nancy Moore Park and Central Park South**

Two sites have been identified as locations for fenced off-leash areas for small and large dogs. The Small Dog Park will be located in Nancy Moore Park. The entry areas have been paved with fencing set for installation in December. The Large Dog Park (30lbs+) will be constructed in Central Park South in 2019 in conjunction with the Central Meridian Regional Trail Connector Project. Additional parking is being added in Central Park South in the spring. The opening of the Small Dog Park is slated for January of 2019 and the Large Dog Park in the summer of 2019.

### **Engineer and Construct Phase I of Marketplace on the Green at Meridian Mall**

The concept of a public/private partnership with Meridian Mall was widely accepted, but details to this project have been many. A property trade agreement with Milmar Mall, LLC for 2.43-acres along Central Park Drive has been approved pending the rezoning of the 4-acre Township parcel. The Cross-Access Agreement with CBL Properties is currently under review by our attorney which will allow use of their parking lot. The Land Transfer Agreement will be executed by the end of 2018. Funding for the project has been secured with \$980,000 from sources including non-profits, foundations, and Township funds. Design and engineering for the project is underway for the entire project with plans to bid the work in early 2019 and construct in the spring/summer of 2019. A groundbreaking ceremony will be planed early next year with project completion in 2019.

### **Complete Construction of Towner Road Park**

Towner Road Park construction was completed in 2018 with amenities including two full-size soccer/lacrosse fields, two ball diamonds, six pickleball courts, 1/3 mile walking trail, restroom, pavilion and parking lot. The ribbon-cutting ceremony was held in September in conjunction with the Will Goodale Memorial Kickball Tournament. Organized play on the athletic fields will begin in the spring of 2019.

### **Expand Parking Lot at North Meridian Road Park**

The current parking lot is insufficient for usage especially on soccer weekends. Plans were finalized with the Engineering Department. The paving project was awarded this fall for paving in early spring of 2019.

### **Pave Eastgate Park Parking Lot**

In the past, the dirt parking lot at Eastgate Park on Meridian Road has had to be closed during the wettest times of the year due to muddy conditions and potholes. This summer the lot was paved which will now allow for year-around use of the park and trails in Meridian Riverfront Park.

### **Complete Design and Installation of Trailhead and Directional Signage in Parks**

The goal of this project was to make our parks more welcoming, informative and easier to navigate to increase park usage. All the parks' trails were GPS marked, uploaded to a Google-based smartphone app called "All Trails", new trailhead and directional signs were designed and installed, and new paper maps created, all following our new brand standards. A total of ten parks were completed in 2018. Another twelve signs are on order for delivery by the end of the year and the remaining two signs are in the design phase. Staff are very pleased with the progress of this project that is scheduled for completion in 2019.

### **Purchase and Install New Park Signs Utilizing New Township Logo**

Currently, the thirty existing park signs do not contain the Township logo, only words and a silhouette of a tree. Most of the signs are still in good condition or require minimal maintenance to extend their useful life. All the new trail signs installed at the parks do contain the new Township logo. Instead of purchasing and installing all new signs, staff has been researching plaque options to add to the existing signs. Once viable options can be identified, it will be brought to the Park Commission for consideration.

### **Construct Patio/Courtyard Improvements at the Meridian Senior Center**

The Meridian Senior Center located at Chippewa Middle School in Okemos, is funded in part by a Township-wide millage and also by Okemos Public Schools. A small outdoor patio and grassy courtyard exist at the Center, but has historically been under-utilized. Plans for the area include a

small paved loop pathway, ornamental trees, raised garden containers, benches, retractable awning, and outdoor seating. Planning and implementation for this project has been collaborative with Okemos Schools, the Senior Center Advisory Board, and Township staff. The trees have been planted and the paved path project was awarded for completion in the spring of 2019. The awning will be installed in the spring together with new site furnishings.

**Successfully plan and implement the 2018 Celebrate Meridian event as well as other special events throughout the year**

The Celebrate Meridian Festival occurred on June 30, 2018 this year in extreme heat, but still was still a very successful event. A total of twelve special events were conducted this year with a total of over 18,000 participants.

**Continue Implementation of the Deer Management Program (8<sup>th</sup> year)**

A total of 79 volunteer hunters participated in the 2018 Deer Management Program on 39 properties beginning on October 1. A total of 50 deer have been harvested so far. The program ends on January 1.

**Continue Implementation of Recreation Programs for Youth, Adults and Seniors**

Providing recreation services to our residents creates a connection with government, other participants as well as to our community. Programs were offered for persons of all ages and abilities including exercise and enrichment programs for seniors, environmental education classes and team sports for adults and youth, as well as, our ever-popular Sporties for Shorties. "Coach Mike" sure knows how to engage the pre-kindergarten crowd! Over 8,000 people participated in recreation programs in 2018.

**Investigate New Software and Web-Based Options to Improve Cemetery Services**

In collaboration with the Clerk's Office and IT Department, we researched companies to provide improved recordkeeping and an online interface. Firms made presentations and bids were received. Pontem Software is the company that staff recommends as their service provider for Cemetery Records Management.

**POLICE DEPARTMENT-CHIEF PLAGA**

**Begin State Accreditation through the Michigan Association of Chiefs of Police**

Review of state accreditation was done and due to the retirement of two command level personnel (one Sergeant and an Investigator), accreditation efforts were pushed back to 2019 for completion. Funding has been secured in the 2019 budget to continue with accreditation completion.

**Continue Efforts to Reduce Workers Compensation and Lawsuits Claims**

Department wide training was conducted on risk management with an emphasis on reduction of risk exposure. The Department is also an active participant in the Township wide safety committee. Legal training is ongoing within the Department making current best practices and legal issues the forefront of Department daily operations.

**Implement New State Accreditation and Training Software**

Power DMS software has been installed and is operational. All Police Department general orders are now uploaded and accessible via mobile application or online access. Department wide training on use of the application has begun and further training will be conducted in 2019.

### **Migrate to Cloud Based Digital Evidence Storage and Management**

All in-car and body worn camera videos are now stored on a cloud based server. Digital photographs and 911 recordings are also stored and managed using a cloud based service. This cloud based approach reduces the need to download audio/video evidence and enhances access to those who need this information.

### **Upgrade Evidence Management and Tracking Hardware**

New evidence tracking hardware has been upgraded to include a computer tablet allowing for remote evidence management. New barcode scanning equipment and printers have also been added to replace failing equipment.

### **Work Diligently Toward Full Staffing (41)**

The Department is currently staffed at 39 with an additional candidate in the background investigation phase. Interviews are scheduled for December 2018 to fill the last position.

### **Continue Collective Efforts to Foster an Environment that is Welcoming, Diverse and Inclusive**

The Department attended two diversity job fairs to recruit a more diverse work force, one at Wayne State University and the other at Michigan State University. The Department hired two minority officers and one female officer in 2018. The Department is also a member and participates in the Advocates and Leaders for Police and Community Trust (ALPACT). The Department regularly attends and participates in race relations forums held by MSU.

### **Continue to Seek Opportunities to Reduce Overall Operating Costs**

The Department leverages online quotes to insure purchasing costs are controlled and the most economical price is obtained. Scheduling hours have also been adjusted to alleviate overtime during high calls for service times.

### **Sponsor a Candidate to the Mid-Michigan Police Academy**

The Department sponsored an officer to the Mid-Michigan Police Academy in 2018 and that officer is now a solo performing officer for the Township.

### **Renew the Contract for Police Services with Williamstown Township**

The contract for police services to Williamstown Township was renewed in November of 2018. The new contract is now for a three year period and includes incremental increases to cover rising labor costs.

## **PUBLIC WORKS AND ENGINEERING-ASSISTANT MANAGER PERRY**

### **Complete the Installation of Water Main on Sirhal/Jo Don Drive and Grand River Avenue**

The water main replacement project on Sirhal/Jo Don and the water main extension project on Grand River Avenue were completed by the contractor, Mauldon Brothers Construction in November. Both are in service and providing public water to our utility customers.

### **Grand River Sewer Interceptor Repairs**

The critical rehabilitation lining to the 36" and 48" sanitary sewer interceptor mains and the rehabilitation work to the manholes along the interceptor main and the river crossing siphon have been completed. Layne Inliner performed the Interceptor work and Insituform Technologies completed the manhole work along Grand River and Northwind Drive.

### **East Lansing Water Reclamation Reuse Facility (WRRF) Project**

Second phase construction is proceeding on schedule. The wet spring initially caused some delays, but vertical construction is well underway. The third phase of the project will focus on design, bidding and construction on the solids handling portion of the project at the facility. Design is about 95% completed. The third phase will include a small digester, which reflects our commitment to our sustainability plan and its goal to reduce energy costs at the WRRF.

### **MSU to Lake Lansing Trail Project**

We have received confirmation from MDOT that we have secured the last piece of necessary funding for the 3 million dollar, MSU to Lake Lansing Phase 1 pathway segment. MDOT will be providing 1.7 million as a Transportation Alternatives Program (TAP) grant for the project. The remaining funding for the project will be provided from the already awarded Ingham County Trail Millage at \$950,000 and the Meridian Pathway Millage at \$350,000. Funding for construction has been designated for year 2020.

### **Ingham County Trail Millage Projects**

Multiple bridge and trail repairs and replacements were completed in 2018. The Pine Lake Drain bridge replacement on the Inter-Urban pathway has been installed and the paving was completed on several portions of the pathway. The installation of a push button signal (RRFB) at the Okemos Road and Inter-Urban pathway was also substantially completed by the end of the year.

In addition to the bridge and pathway work, we also received funding from the County Parks and Trail millage in the amount of \$975,000 to construct the boardwalk between Central Park Drive and the Service Center (Gaylord C. Smith Drive). We are currently soliciting bids for the project and anticipate completing the pathway gap in 2019.

We also recently submitted a funding application for phase 2 of the MSU to Lake Lansing Trail project. This portion will be built from Park Lake Road to Okemos Road through the Rysberg Land Preservation property. We are requesting funding in the amount of \$645,000 from the County towards the \$860,000 project.

### **2018 Local Road Program**

The following roads were selected for work in 2018: Island Lake from Meadow Woods to White Hills Lake, Sleepy Hollow east and west south of Lake Lansing, Cade from Biscayne to Haslett, Biscayne from Woodville to Buckingham, Hallendale from Biscayne to Franklin, Jo Pass from Burcham to Quarry, Burcham from East Hidden Lake to Jo Pass, Starboard from Shoals to Cornell, Woodfield from Riverwood to Sugar Maple, White Owl from Woodfield to Woodfield and Sheldrake from Roxbury to Belding. The associated curb and gutter work was completed, but we determined that the asphalt paving needed to be pushed to 2019 because of contractor delays and the onset of colder weather. The only exception was Sleepy Hollow Lane, as the paving on this road did get completed in the fall.

### **RR Quiet Zone Project**

We are currently working with OHM Advisors to assist us with the development of a feasibility and engineering study for the potential implementation of a quiet zone in the Township. OHM Advisors were the consultants used by the City of Battle Creek to implement their multi-million dollar project they funded with municipal bonds. As part of their services, they are reviewing the preliminary report authored by Abonmarche and making recommendations on how best to proceed in Meridian Township if funding is allocated. Recent work included communication with the CSX RR, CN RR and MDOT regarding required constant warning time circuitry and signalization upgrade plans.

**2020 Census**

Our Team continues to work with the Federal Government on preparing and providing the needed maps and addresses for a successful 2020 census. They have not requested any new information since the summer of 2018.

**Complete the Facility Repairs and Projects Funded in the 2018 Budget**

The air conditioning condensing unit and coil as well as the heat boiler controller were replaced in the Public Safety Building in 2018. In addition, three overhead doors were replaced at the Service Center, the Service Center rear lot was sealed, the Police Department impound lot was repaved, a vehicle exhaust system at the south fire station was installed and the concrete walkway and drainage at the rear of the Municipal Building was repaired.

**Conduct a Comprehensive Organizational Review of the Public Works Department Operations and Programs**

The review was completed in the summer of 2018, and it is recommended that as personnel changes occur through attrition, that the Department Divisions and oversight, reflect the Department of Public Works ordinance (Article 1, Chapter 2). In addition to this review, the Department began implementation of the Cartegraph OMS work management system. This work order software is GIS centric and allows work to be tasked against the Townships assets and provides field personnel with up-to-date maps of the Township's public utilities. Continued implementation and enhancements will occur in 2019.

# **MERIDIAN TOWNSHIP 2019 M-TEAM PLAN**

## **ASSESSING**

- Defend Tax Appeals with Vigor
- Conduct Annual Assessment/Re-Inspection of Taxable Properties
- Fully participate in the Local Update of the Census Addresses (LUCA) program in preparation of the 2020 Census

## **COMMUNICATIONS & MARKETING**

- Continue CSC Communication Efforts
- Website Enhancements
- Create/Find Additional HOMTV Revenue Sources
- Develop HOMTV Video Archive System & Integrate in to Current System
- Repair and Update Intern & Alumni Access Database
- Develop Township Visitor's Guide
- Branded Meridian Signage

## **COMMUNITY, PLANNING & DEVELOPMENT**

- Redevelopment of Downtown Okemos and Haslett
- Consider adoption of Form Base Code in portions of the Township
- Complete a plan for the review and update of the Master Plan in 2020
- Update and amend the Mixed Use Planned Unit Development ordinance
- Revise the sign ordinance so it is content neutral
- Finish updating all applications used by the Department
- Adopt 2018 International Property Maintenance Code
- Evaluate the need for an additional part-time rental housing inspector
- Streamline the scheduling of mechanical, electrical and plumbing inspections
- Evaluate providing office hours to the City of Mason for reviewing and issuing building permits
- Complete the ordinances for Commercial Medical Marihuana Facilities

## **ECONOMIC DEVELOPMENT**

- Demolition, Clean-up completed in Village of Okemos. Vertical construction underway
- Haslett Village Square project formally engaged in the approval process
- Meridian Mall action plan established. Necessary approvals under review by Township for some type of quality redevelopment project
- Online database for the Township business community
- Series of educational presentation on population and housing needs for the Township resulting in a generally understood direction for the Planning Commission and Township Board to lead the development community. Amendment to the Master Plan?

- Form Based Code, deeper MUPUD revision and/or creation of the MFPUD (multi-family without need for commercial). Consider adopting small square footage minimums for single family and apartments for micro-unit abilities

## **FINANCE**

- Work with Invoice Cloud to implement the online payment system
- Implement GASB 84 Fiduciary activities
- Implement new chart of accounts from MI Treasury
- Assist in new labor agreements as needed
- Review and update Purchasing Policy
- Adopt the 2020 budget
- Prepare the 2018 Audit

## **FIRE DEPARTMENT**

- Install grant funded remaining 1,250 combination smoke/CO alarms as part of the FEMA grant that expires in 2019
- Install one outdoor warning siren in 2019 as part of the 10-year program
- Review and update of all Standard Operating Guidelines
- Replacement schedules were developed and will start purchasing required personal protective equipment starting in 2019 and will continue over a five-year plan
- Working on 2019 negotiations leading up to 2020 Contract.

## **HUMAN RESOURCES**

- Timely and successful bargaining sessions for January 1, 2020- December 31, 2022 seven (7) collective bargaining agreements
- Update the 2016 Personnel Policy Manual
- Continued Diversity Initiatives through visible outreach and networking
- Greater Safety Committee involvement to reduce reported work-related injuries
- Provide an ergonomic study by department as part of a wellness program
- Increase utilization of BS&A HRIS (Human Resources Information System) software
- Research on-line application system options

## **INFORMATION TECHNOLOGY**

- Complete all routine maintenance items efficiently and in the budget year: vSphere ESXi hosts, Workstations, Printers, switches.
- Begin investigation for 2020 Document Management budget items, including consulting services.

## **PARKS AND RECREATION**

- Farmers' Market Relocation Project
- Central Meridian Regional Trail Connector Project
- Footbridge and Restroom in Historical Village

- Large Dog Park
- Pavilion and Restroom at Harris Nature Center
- Sr Center Outdoor improvements
- Evaluate/Renew Williamston Recreation Services Agreement
- New fence at Riverside Cemetery
- Increase Stewardship efforts on Land Preserves

## **POLICE DEPARTMENT**

- Complete state accreditation through the Michigan Association of Chiefs of Police
- Continue efforts to reduce workers compensation and lawsuits claims
- Upgrade the Public Safety Building video surveillance system
- Work diligently toward full staffing (41)
- Continue collective efforts to foster an environment that is welcoming, diverse and inclusive
- Continue to seek opportunities to reduce overall operating costs
- Deploy a portable fingerprint scanning system to identify missing or endangered children and adults as well as persons with outstanding warrants
- Take a leadership role in finalizing the police department's 2020-2022 collective bargaining agreements

## **PUBLIC WORKS AND ENGINEERING**

- Complete the Haslett Road water main replacement project, the valve replacement project and the south water tank improvements
- Implement the improved cross connection control program as required by the MDEQ
- Begin the water service material inventory as required by the MDEQ
- Complete the sewer main rehabilitation projects as outlined in the 2017 MDEQ SAW grant and complete the installation of an on-site backup generator at the Mud Lake Lift Station
- Complete the Okemos Road Boardwalk project
- Assist with the installation of the Haslett Beautification Association Art and landscape project at the Haslett triangle property
- Complete the 2019 Local Road program, including the delayed 2018 projects
- Complete the Municipal Building HVAC replacement engineering study
- Complete the 2019 facility projects funded in the 2019 budget (kitchens, HVAC and drainage improvements at the fire stations, parking lot surface maintenance, rain gardens installations and building energy lighting replacements at the Municipal Building)
- Continue to actively participate and represent the Township with the ongoing and proposed improvements at the East Lansing Water Reclamation and Reuse Facility (WRRF)
- Continue the implementation and enhancement of the DPW Cartegraph Operations Management Software system (OMS)



2019

## GOALS ACTION PLAN-DRAFT

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- A. In conjunction with the Transportation Commission, and Township Board, develop and implement a strategic plan to increase our annual funding for local roads.**
  
- B. Complete the relocation of the Farmers' Market to the "Marketspace on the Greens" at the Meridian Mall.**
  
- C. Break ground on a redevelopment of the Village of Okemos and Downtown Haslett.**
  
- D. With the support of the Transportation Commission, and Township Board, finalize and implement a long term funding plan for public transportation. The plan shall include a detailed scope for Redi-Ride services.**
  
- E. Oversee the construction of the Okemos Road Boardwalk, north of Central Park Drive.**
  
- F. Work closely with Meridian Mall ownership to strengthen the vitality of the mall's future within our community.**
  
- G. Develop a plan to fairly negotiate new labor agreements with our seven bargaining groups.**
  
- H. Complete state accreditation through the Michigan Association of Chiefs of Police.**
  
- I. Continue to maximize recruiting and networking efforts to achieve increased diversity in our workforce.**

# Sorted by Population

Source: MML Wage and Salary Survey

Municipality	Population	Salary	Taxable Value
Grand Rapids	188,040	\$ 190,022.00	\$ 4,860,125,060.00
Farmington Hills	79,740	\$ 151,898.00	\$ 3,316,149,820.00
Kalamazoo	74,262	\$ 190,000.00	\$ 1,637,170,831.00
Wyoming	72,125	\$ 149,727.00	\$ 2,105,295,478.00
Southfield	71,739	\$ 142,137.00	\$ 2,457,544,426.00
Saint Clair Shores	59,715	\$ 132,490.00	\$ 1,522,428,000.00
Royal Oak	57,236	\$ 145,909.00	\$ 2,676,484,610.00
Novi	55,224	\$ 148,566.00	\$ 3,641,377,180.00
East Lansing	48,204	\$ 143,308.00	\$ 1,045,317,104.00
Roseville	47,299	\$ 108,228.00	\$ 886,065,607.00
Portage	46,292	\$ 150,000.00	\$ 2,007,809,151.00
12 <sup>th</sup> Meridian Charter Township	<b>42,636</b>	\$ 117,565.00	\$ 1,760,492,416.00
Midland	41,863	\$ 156,071.00	\$ 2,078,115,714.00
Muskegon	38,401	\$ 131,390.00	\$ 564,363,357.00
Bay City	34,932	\$ 121,680.00	\$ 552,233,272.00
Delta Charter Township	32,408	\$ 115,566.00	\$ 1,468,853,584.00
Port Huron	30,184	\$ 129,729.00	\$ 610,472,434.00
Madison Heights	29,694	\$ 127,717.00	\$ 768,000,000.00
Oak Park	29,319	\$ 133,024.32	\$ 488,000,000.00
Allen Park	28,210	\$ 103,525.00	\$ 771,842,175.00
Mount Pleasant	26,016	\$ 120,000.00	\$ 464,911,953.00
Norton Shores	23,994	\$ 121,872.00	\$ 895,733,334.00
Oshtemo Charter Township	21,705	\$ 69,663.00	\$ 68,514,300.00
Auburn Hills	21,412	\$ 138,224.00	\$ 1,621,486,730.00
Marquette	21,355	\$ 119,646.00	\$ 723,804,172.00
Birmingham	20,103	\$ 128,010.00	\$ 2,359,367,180.00
Hazel Park	16,422	\$ 115,061.22	\$ 189,259,190.00
Grosse Pointe Woods	16,135	\$ 116,525.00	\$ 696,024,629.00
Grandville	15,378	\$ 128,006.78	\$ 672,211,015.00
Owosso	15,194	\$ 97,000.00	\$ 252,688,608.00
Berkley	14,970	\$ 105,000.00	\$ 571,391,430.00
Traverse City	14,674	\$ 115,000.00	\$ 1,027,486,833.00
Fraser	14,480	\$ 105,000.00	\$ 410,000,000.00
Sault Sainte Marie	14,144	\$ 96,941.00	\$ 285,802,204.00
Woodhaven	12,875	\$ 99,725.00	\$ 477,576,467.00
Rochester	12,711	\$ 116,280.00	\$ 737,090,950.00
Escanaba	12,616	\$ 100,000.00	\$ 312,080,511.00
Fenton	11,756	\$ 107.00	\$ 410,113,823.00
Niles	11,600	\$ 99,195.20	\$ 216,478,138.00
Ionia	11,394	\$ 146,827.20	\$ 100,812,688.00
South Lyon	11,327	\$ 105,000.00	\$ 359,119,220.00
Coldwater	10,945	\$ 109,140.00	\$ 388,922,565.00
Melvindale	10,715	\$ 110,000.00	\$ 202,649,011.00

Big Rapids	10,601	\$ 109,552.00	\$ 162,417,800.00
Alpena	10,483	\$ 98,881.00	\$ 239,773,284.00
Grand Haven	10,412	\$ 131,144.00	\$ 572,075,331.00
Cadillac	10,355	\$ 100,291.00	\$ 223,297,478.00
Howell	9,489	\$ 101,107.50	\$ 320,386,529.00
Plymouth	9,132	\$ 116,396.80	\$ 539,908,230.00
Saline	8,810	\$ 128,009.00	\$ 422,845,328.00
Menominee	8,599	\$ 109,400.00	\$ 388,679,140.00
Greenville	8,481	\$ 123,207.00	\$ 216,988,356.00
Flushing	8,389	\$ 90,000.00	\$ 183,623,036.00
Saint Joseph	8,365	\$ 128,778.00	\$ 475,747,610.00
Hillsdale	8,305	\$ 105,000.00	\$ 127,571,448.00
Mason	8,252	\$ 100,880.00	\$ 229,749,045.00
Ludington	8,076	\$ 95,045.00	\$ 270,183,269.00
Saint Johns	7,865	\$ 93,500.00	\$ 205,015,001.00
Three Rivers	7,811	\$ 110,469.32	\$ 166,319,077.00
Grand Ledge	7,786	\$ 105,535.00	\$ 218,566,487.00
Houghton	7,708	\$ 99,000.00	\$ 152,000,000.00
Iron Mountain	7,624	\$ 85,279.00	\$ 233,121,502.00
Saint Louis	7,482	\$ 88,327.00	\$ 50,477,292.00
Hudsonville	7,116	\$ 115,705.60	\$ 234,679,992.00
Marshall	7,088	\$ 115,844.00	\$ 210,549,429.00
Ishpeming	6,470	\$ 81,000.00	\$ 120,079,179.00
Huntington Woods	6,238	\$ 99,554.00	\$ 358,071.71
Manistee	6,226	\$ 99,631.00	\$ 191,032,406.00
Holly	6,086	\$ 90,102.00	\$ 111,202,750.00
Northville	5,970	\$ 112,840.00	\$ 396,443,004.00
Dowagiac	5,879	\$ 132,095.00	\$ 89,900,367.00
Milan	5,836	\$ 93,775.00	\$ 157,809,705.00
Richmond	5,735	\$ 81,512.40	\$ 181,267,425.00
Rockford	5,719	\$ 106,013.00	\$ 231,460,179.00
Petoskey	5,670	\$ 114,462.40	\$ 495,866,039.00
Zeeland	5,504	\$ 141,294.00	\$ 515,957,300.00
Ironwood	5,387	\$ 83,803.20	\$ 93,805,567.00
Springfield	5,260	\$ 80,000.00	\$ 82,493,004.00
Eaton Rapids	5,214	\$ 80,000.00	\$ 11,062.73
Davison	5,173	\$ 85,000.00	\$ 107,909,999.00
Kingsford	5,133	\$ 83,200.00	\$ 127,464,118.00
Allegan	4,998	\$ 92,997.00	\$ 127,972,148.00
Gladstone	4,973	\$ 85,000.00	\$ 114,441,506.00
Chelsea	4,944	\$ 108,680.00	\$ 248,500,000.00
DeWitt	4,507	\$ 89,750.00	\$ 160,000,000.00
South Haven	4,403	\$ 107,161.00	\$ 414,453,696.00
Wolverine Lake	4,312	\$ 79,500.00	\$ 168,728,670.00
Coopersville	4,275	\$ 78,000.00	\$ 178,613,754.00
Caro	4,229	\$ 75,000.00	\$ 87,312,061.00
Sparta	4,140	\$ 96,262.00	\$ 131,114,300.00

Algonac	4,110	\$ 75,480.00	\$ 97,534,424.00
Fremont	4,081	\$ 105,205.49	\$ 133,523,531.00
Wayland	4,079	\$ 85,000.00	\$ 106,670,726.00
Lathrup Village	4,075	\$ 105,000.00	\$ 127,237,950.00
Dexter	4,067	\$ 85,060.53	\$ 243,121,069.00
Belleville	3,991	\$ 68,000.00	\$ 91,000,955.00
Otsego	3,956	\$ 88,000.02	\$ 86,463,663.00
Portland	3,883	\$ 110,993.00	\$ 95,154,775.00
Williamston	3,854	\$ 86,000.00	\$ 116,200,824.00
Plainwell	3,804	\$ 85,418.00	\$ 84,687,212.00
North Muskegon	3,786	\$ 94,000.00	\$ 146,020,223.00
Lowell	3,783	\$ 97,252.00	\$ 119,848,318.00
Gaylord	3,645	\$ 104,133.00	\$ 176,744,420.00
Imlay City	3,597	\$ 91,641.00	\$ 102,404,014.00
Romeo	3,596	\$ 30,000.00	\$ 204,274,130.00
Paw Paw	3,534	\$ 65,000.00	\$ 84,744,758.00
Corunna	3,497	\$ 90,044.42	\$ 56,309,486.00
Essexville	3,478	\$ 75,750.00	\$ 73,000,000.00
Durand	3,446	\$ 87,000.00	\$ 62,470,000.00
Oxford	3,436	\$ 73,154.00	\$ 121,985,590.00
Blissfield	3,340	\$ 69,600.00	\$ 89,601,767.00
Franklin	3,150	\$ 75,005.00	\$ 341,613,970.00
Bad Axe	3,129	\$ 70,179.20	\$ 82,087,932.00
Clare	3,118	\$ 73,057.67	\$ 87,094,504.00
Mount Morris	3,086	\$ 16,956.44	\$ 27,784,852.00
Iron River	3,029	\$ 72,000.00	\$ 51,737,015.00
Grosse Pointe Shores	3,008	\$ 87,035.00	\$ 277,696,537.00
Lake Orion	2,973	\$ 69,014.00	\$ 130,246,140.00
Keego Harbor	2,970	\$ 60,000.00	\$ 1,033,662.00
Ithaca	2,910	\$ 73,996.00	\$ 68,481,300.00
Vicksburg	2,906	\$ 70,212.48	\$ 92,360,205.00
Fowlerville	2,886	\$ 76,130.97	\$ 60,712,380.00
Norway	2,845	\$ 93,205.00	\$ 55,700,933.00
Rogers City	2,827	\$ 71,400.00	\$ 69,095,505.00
East Tawas	2,808	\$ 69,700.80	\$ 79,320,034.00
Whitehall	2,706	\$ 105,643.00	\$ 108,522,339.00
Vassar	2,697	\$ 60,180.00	\$ 40,399,186.00
Hartford	2,688	\$ 83,000.00	\$ 34,504,731.00
Sandusky	2,679	\$ 79,730.00	\$ 54,492,488.00
Almont	2,674	\$ 72,000.00	\$ 66,649,944.00
Pleasant Ridge	2,526	\$ 95,150.89	\$ 152,966,300.00
Charlevoix	2,513	\$ 90,889.32	\$ 252,058,836.00
Croswell	2,447	\$ 79,764.00	\$ 35,788,869.00
Cass City	2,428	\$ 70,000.00	\$ 920,971.00
Orchard Lake Village	2,375	\$ 111,693.15	\$ 376,784,180.00
Clinton	2,336	\$ 82,347.20	\$ 63,989,890.00
Spring Lake	2,323	\$ 96,012.79	\$ 131,827,736.00

Jonesville	2,258	\$ 76,000.00	\$ 49,422,091.00
West Branch	2,139	\$ 74,537.00	\$ 3,077,086.00
Hart	2,126	\$ 85,000.00	\$ 50,333,853.00
Harrison	2,114	\$ 62,925.00	\$ 52,202,543.00
Manchester	2,091	\$ 83,087.41	\$ 63,017,974.00
Auburn	2,087	\$ 62,000.64	\$ 51,328,616.00
Constantine	2,076	\$ 75,000.00	\$ 41,698,011.00
Saint Charles	2,054	\$ 66,585.60	\$ 425,711,000.00
Baraga	2,053	\$ 57.00	\$ 12,781,153.00
Kalkaska	2,020	\$ 101,400.00	\$ 50,784,774.00
Lake Odessa	2,018	\$ 45,500.00	\$ 45,870,168.00
Newaygo	1,976	\$ 75,338.00	\$ 54,229,785.00
Bessemer	1,905	\$ 57,288.00	\$ 28,881,920.00
Ewart	1,903	\$ 68,750.00	\$ 30,584,721.00
Bangor	1,885	\$ 58,950.00	\$ 32,222,228.00
Leslie	1,851	\$ 70,000.00	\$ 39,117,585.00
Wakefield	1,851	\$ 60,000.00	\$ 24,999,000.00
Tawas City	1,827	\$ 63,205.00	\$ 55,275,333.00
Howard City	1,808	\$ 58,000.00	\$ 37,076,578.00
Parchment	1,804	\$ 60,000.00	\$ 42,455,450.00
Cassopolis	1,774	\$ 77,250.00	\$ 540,000.00
Sylvan Lake	1,720	\$ 92,560.00	\$ 92,827,530.00
Lake Isabella	1,681	\$ 62,000.00	\$ 77,000,000.00
South Rockwood	1,675	\$ 40,981.20	\$ 39,873,777.00
Zilwaukee	1,658	\$ 44,000.00	\$ 40,273,022.00
Quincy	1,652	\$ 71,500.00	\$ 24,587,069.00
Elk Rapids	1,642	\$ 84,000.00	\$ 122,304,870.00
Three Oaks	1,622	\$ 60,000.00	\$ 38,501,000.00
Birch Run	1,555	\$ 75,056.00	\$ 75,587,526.00
Schoolcraft	1,525	\$ 71,036.00	\$ 39,354,174.00
Caledonia	1,511	\$ 47,000.00	\$ 57,083,486.00
Standish	1,509	\$ 60.00	\$ 36,165,868.00
Ontonagon	1,494	\$ 57,385.00	\$ 26,415,666.00
Crystal Falls	1,469	\$ 68.00	\$ 22,574,103.00
Ortonville	1,442	\$ 58,801.60	\$ 36,269,210.00
Stanton	1,417	\$ 50.00	\$ 23,700,000.00
Brown City	1,325	\$ 57,200.00	\$ 20,204,683.00
Frankfort	1,286	\$ 90,397.32	\$ 90,328,527.00
Bellevue	1,282	\$ 47,761.06	\$ 18,388,038.00
Dimondale	1,234	\$ 46,000.00	\$ 33,303,184.00
Scottville	1,214	\$ 59,965.00	\$ 2,704,941.00
Pigeon	1,208	\$ 50,627.20	\$ 29,482,115.00
Brooklyn	1,206	\$ 54,000.00	\$ 38,782,186.00
Stevensville	1,142	\$ 3,600.00	\$ 383,044.02
Lake Linden	1,007	\$ 51,833.00	\$ 12,843,000.00
Saugatuck	925	\$ 100,000.00	\$ 149,596,883.00
Au Gres	889	\$ 39,000.00	\$ 28,040,362.00

# Sorted by Taxable Value

Source: MML Wage and Salary Survey

Municipality	Population	Salary	Taxable Value
Grand Rapids	188,040	\$ 190,022.00	\$ 4,860,125,060.00
Novi	55,224	\$ 148,566.00	\$ 3,641,377,180.00
Farmington Hills	79,740	\$ 151,898.00	\$ 3,316,149,820.00
Royal Oak	57,236	\$ 145,909.00	\$ 2,676,484,610.00
Southfield	71,739	\$ 142,137.00	\$ 2,457,544,426.00
Birmingham	20,103	\$ 128,010.00	\$ 2,359,367,180.00
Wyoming	72,125	\$ 149,727.00	\$ 2,105,295,478.00
Midland	41,863	\$ 156,071.00	\$ 2,078,115,714.00
Portage	46,292	\$ 150,000.00	\$ 2,007,809,151.00
10 <sup>th</sup> Meridian Charter Township	42,636	\$ 117,565.00	\$ 1,760,492,416.00
Kalamazoo	74,262	\$ 190,000.00	\$ 1,637,170,831.00
Auburn Hills	21,412	\$ 138,224.00	\$ 1,621,486,730.00
Saint Clair Shores	59,715	\$ 132,490.00	\$ 1,522,428,000.00
Delta Charter Township	32,408	\$ 115,566.00	\$ 1,468,853,584.00
East Lansing	48,204	\$ 143,308.00	\$ 1,045,317,104.00
Traverse City	14,674	\$ 115,000.00	\$ 1,027,486,833.00
Norton Shores	23,994	\$ 121,872.00	\$ 895,733,334.00
Roseville	47,299	\$ 108,228.00	\$ 886,065,607.00
Allen Park	28,210	\$ 103,525.00	\$ 771,842,175.00
Madison Heights	29,694	\$ 127,717.00	\$ 768,000,000.00
Rochester	12,711	\$ 116,280.00	\$ 737,090,950.00
Marquette	21,355	\$ 119,646.00	\$ 723,804,172.00
Grosse Pointe Woods	16,135	\$ 116,525.00	\$ 696,024,629.00
Grandville	15,378	\$ 128,006.78	\$ 672,211,015.00
Port Huron	30,184	\$ 129,729.00	\$ 610,472,434.00
Grand Haven	10,412	\$ 131,144.00	\$ 572,075,331.00
Berkley	14,970	\$ 105,000.00	\$ 571,391,430.00
Muskegon	38,401	\$ 131,390.00	\$ 564,363,357.00
Bay City	34,932	\$ 121,680.00	\$ 552,233,272.00
Plymouth	9,132	\$ 116,396.80	\$ 539,908,230.00
Zeeland	5,504	\$ 141,294.00	\$ 515,957,300.00
Petoskey	5,670	\$ 114,462.40	\$ 495,866,039.00
Oak Park	29,319	\$ 133,024.32	\$ 488,000,000.00
Woodhaven	12,875	\$ 99,725.00	\$ 477,576,467.00
Saint Joseph	8,365	\$ 128,778.00	\$ 475,747,610.00
Mount Pleasant	26,016	\$ 120,000.00	\$ 464,911,953.00
Saint Charles	2,054	\$ 66,585.60	\$ 425,711,000.00
Saline	8,810	\$ 128,009.00	\$ 422,845,328.00
South Haven	4,403	\$ 107,161.00	\$ 414,453,696.00
Fenton	11,756	\$ 107.00	\$ 410,113,823.00
Fraser	14,480	\$ 105,000.00	\$ 410,000,000.00
Northville	5,970	\$ 112,840.00	\$ 396,443,004.00
Coldwater	10,945	\$ 109,140.00	\$ 388,922,565.00

Menominee	8,599	\$ 109,400.00	\$ 388,679,140.00
Orchard Lake Village	2,375	\$ 111,693.15	\$ 376,784,180.00
South Lyon	11,327	\$ 105,000.00	\$ 359,119,220.00
Franklin	3,150	\$ 75,005.00	\$ 341,613,970.00
Howell	9,489	\$ 101,107.50	\$ 320,386,529.00
Escanaba	12,616	\$ 100,000.00	\$ 312,080,511.00
Sault Sainte Marie	14,144	\$ 96,941.00	\$ 285,802,204.00
Grosse Pointe Shores	3,008	\$ 87,035.00	\$ 277,696,537.00
Ludington	8,076	\$ 95,045.00	\$ 270,183,269.00
Owosso	15,194	\$ 97,000.00	\$ 252,688,608.00
Charlevoix	2,513	\$ 90,889.32	\$ 252,058,836.00
Chelsea	4,944	\$ 108,680.00	\$ 248,500,000.00
Dexter	4,067	\$ 85,060.53	\$ 243,121,069.00
Alpena	10,483	\$ 98,881.00	\$ 239,773,284.00
Hudsonville	7,116	\$ 115,705.60	\$ 234,679,992.00
Iron Mountain	7,624	\$ 85,279.00	\$ 233,121,502.00
Rockford	5,719	\$ 106,013.00	\$ 231,460,179.00
Mason	8,252	\$ 100,880.00	\$ 229,749,045.00
Cadillac	10,355	\$ 100,291.00	\$ 223,297,478.00
Grand Ledge	7,786	\$ 105,535.00	\$ 218,566,487.00
Greenville	8,481	\$ 123,207.00	\$ 216,988,356.00
Niles	11,600	\$ 99,195.20	\$ 216,478,138.00
Marshall	7,088	\$ 115,844.00	\$ 210,549,429.00
Saint Johns	7,865	\$ 93,500.00	\$ 205,015,001.00
Romeo	3,596	\$ 30,000.00	\$ 204,274,130.00
Melvindale	10,715	\$ 110,000.00	\$ 202,649,011.00
Manistee	6,226	\$ 99,631.00	\$ 191,032,406.00
Hazel Park	16,422	\$ 115,061.22	\$ 189,259,190.00
Flushing	8,389	\$ 90,000.00	\$ 183,623,036.00
Richmond	5,735	\$ 81,512.40	\$ 181,267,425.00
Coopersville	4,275	\$ 78,000.00	\$ 178,613,754.00
Gaylord	3,645	\$ 104,133.00	\$ 176,744,420.00
Wolverine Lake	4,312	\$ 79,500.00	\$ 168,728,670.00
Three Rivers	7,811	\$ 110,469.32	\$ 166,319,077.00
Big Rapids	10,601	\$ 109,552.00	\$ 162,417,800.00
DeWitt	4,507	\$ 89,750.00	\$ 160,000,000.00
Milan	5,836	\$ 93,775.00	\$ 157,809,705.00
Pleasant Ridge	2,526	\$ 95,150.89	\$ 152,966,300.00
Houghton	7,708	\$ 99,000.00	\$ 152,000,000.00
Saugatuck	925	\$ 100,000.00	\$ 149,596,883.00
North Muskegon	3,786	\$ 94,000.00	\$ 146,020,223.00
Fremont	4,081	\$ 105,205.49	\$ 133,523,531.00
Spring Lake	2,323	\$ 96,012.79	\$ 131,827,736.00
Sparta	4,140	\$ 96,262.00	\$ 131,114,300.00
Lake Orion	2,973	\$ 69,014.00	\$ 130,246,140.00
Allegan	4,998	\$ 92,997.00	\$ 127,972,148.00
Hillsdale	8,305	\$ 105,000.00	\$ 127,571,448.00

Kingsford	5,133	\$ 83,200.00	\$ 127,464,118.00
Lathrup Village	4,075	\$ 105,000.00	\$ 127,237,950.00
Elk Rapids	1,642	\$ 84,000.00	\$ 122,304,870.00
Oxford	3,436	\$ 73,154.00	\$ 121,985,590.00
Ishpeming	6,470	\$ 81,000.00	\$ 120,079,179.00
Lowell	3,783	\$ 97,252.00	\$ 119,848,318.00
Williamston	3,854	\$ 86,000.00	\$ 116,200,824.00
Gladstone	4,973	\$ 85,000.00	\$ 114,441,506.00
Holly	6,086	\$ 90,102.00	\$ 111,202,750.00
Whitehall	2,706	\$ 105,643.00	\$ 108,522,339.00
Davison	5,173	\$ 85,000.00	\$ 107,909,999.00
Wayland	4,079	\$ 85,000.00	\$ 106,670,726.00
Imlay City	3,597	\$ 91,641.00	\$ 102,404,014.00
Ionia	11,394	\$ 146,827.20	\$ 100,812,688.00
Mackinaw City	806	\$ 74,000.00	\$ 98,527,621.00
Algonac	4,110	\$ 75,480.00	\$ 97,534,424.00
Pentwater	857	\$ 82,000.00	\$ 96,305,614.00
Portland	3,883	\$ 110,993.00	\$ 95,154,775.00
Ironwood	5,387	\$ 83,803.20	\$ 93,805,567.00
Sylvan Lake	1,720	\$ 92,560.00	\$ 92,827,530.00
Vicksburg	2,906	\$ 70,212.48	\$ 92,360,205.00
Belleville	3,991	\$ 68,000.00	\$ 91,000,955.00
Frankfort	1,286	\$ 90,397.32	\$ 90,328,527.00
Dowagiac	5,879	\$ 132,095.00	\$ 89,900,367.00
Blissfield	3,340	\$ 69,600.00	\$ 89,601,767.00
Caro	4,229	\$ 75,000.00	\$ 87,312,061.00
Clare	3,118	\$ 73,057.67	\$ 87,094,504.00
Otsego	3,956	\$ 88,000.02	\$ 86,463,663.00
Paw Paw	3,534	\$ 65,000.00	\$ 84,744,758.00
Plainwell	3,804	\$ 85,418.00	\$ 84,687,212.00
Springfield	5,260	\$ 80,000.00	\$ 82,493,004.00
Bad Axe	3,129	\$ 70,179.20	\$ 82,087,932.00
East Tawas	2,808	\$ 69,700.80	\$ 79,320,034.00
Lake Isabella	1,681	\$ 62,000.00	\$ 77,000,000.00
Birch Run	1,555	\$ 75,056.00	\$ 75,587,526.00
Essexville	3,478	\$ 75,750.00	\$ 73,000,000.00
Suttons Bay	618	\$ 68,000.00	\$ 72,283,973.00
Rogers City	2,827	\$ 71,400.00	\$ 69,095,505.00
Oshtemo Charter Township	21,705	\$ 69,663.00	\$ 68,514,300.00
Ithaca	2,910	\$ 73,996.00	\$ 68,481,300.00
Almont	2,674	\$ 72,000.00	\$ 66,649,944.00
Clinton	2,336	\$ 82,347.20	\$ 63,989,890.00
Manchester	2,091	\$ 83,087.41	\$ 63,017,974.00
Durand	3,446	\$ 87,000.00	\$ 62,470,000.00
Fowlerville	2,886	\$ 76,130.97	\$ 60,712,380.00
Caledonia	1,511	\$ 47,000.00	\$ 57,083,486.00
Corunna	3,497	\$ 90,044.42	\$ 56,309,486.00

Norway	2,845	\$ 93,205.00	\$ 55,700,933.00
Tawas City	1,827	\$ 63,205.00	\$ 55,275,333.00
Sandusky	2,679	\$ 79,730.00	\$ 54,492,488.00
Newaygo	1,976	\$ 75,338.00	\$ 54,229,785.00
Harrison	2,114	\$ 62,925.00	\$ 52,202,543.00
Iron River	3,029	\$ 72,000.00	\$ 51,737,015.00
Auburn	2,087	\$ 62,000.64	\$ 51,328,616.00
Kalkaska	2,020	\$ 101,400.00	\$ 50,784,774.00
Saint Louis	7,482	\$ 88,327.00	\$ 50,477,292.00
Hart	2,126	\$ 85,000.00	\$ 50,333,853.00
Jonesville	2,258	\$ 76,000.00	\$ 49,422,091.00
Lake Odessa	2,018	\$ 45,500.00	\$ 45,870,168.00
Parchment	1,804	\$ 60,000.00	\$ 42,455,450.00
Constantine	2,076	\$ 75,000.00	\$ 41,698,011.00
Vassar	2,697	\$ 60,180.00	\$ 40,399,186.00
Zilwaukee	1,658	\$ 44,000.00	\$ 40,273,022.00
South Rockwood	1,675	\$ 40,981.20	\$ 39,873,777.00
Schoolcraft	1,525	\$ 71,036.00	\$ 39,354,174.00
Leslie	1,851	\$ 70,000.00	\$ 39,117,585.00
Brooklyn	1,206	\$ 54,000.00	\$ 38,782,186.00
Three Oaks	1,622	\$ 60,000.00	\$ 38,501,000.00
Decatur	1,819	\$ 540,000.00	\$ 38,287,563.00
Howard City	1,808	\$ 58,000.00	\$ 37,076,578.00
Ortonville	1,442	\$ 58,801.60	\$ 36,269,210.00
Standish	1,509	\$ 60.00	\$ 36,165,868.00
Croswell	2,447	\$ 79,764.00	\$ 35,788,869.00
Hartford	2,688	\$ 83,000.00	\$ 34,504,731.00
Dimondale	1,234	\$ 46,000.00	\$ 33,303,184.00
Bangor	1,885	\$ 58,950.00	\$ 32,222,228.00
Port Sanilac	623	\$ 38,751.00	\$ 30,660,713.00
Ewart	1,903	\$ 68,750.00	\$ 30,584,721.00
Pigeon	1,208	\$ 50,627.20	\$ 29,482,115.00
Bessemer	1,905	\$ 57,288.00	\$ 28,881,920.00
Au Gres	889	\$ 39,000.00	\$ 28,040,362.00
Mount Morris	3,086	\$ 16,956.44	\$ 27,784,852.00
Ontonagon	1,494	\$ 57,385.00	\$ 26,415,666.00
Wakefield	1,851	\$ 60,000.00	\$ 24,999,000.00
Quincy	1,652	\$ 71,500.00	\$ 24,587,069.00
Stanton	1,417	\$ 50.00	\$ 23,700,000.00
Crystal Falls	1,469	\$ 68.00	\$ 22,574,103.00
Brown City	1,325	\$ 57,200.00	\$ 20,204,683.00
Bellevue	1,282	\$ 47,761.06	\$ 18,388,038.00
Onaway	880	\$ 47,674.00	\$ 14,500,000.00
Lake Linden	1,007	\$ 51,833.00	\$ 12,843,000.00
Baraga	2,053	\$ 57.00	\$ 12,781,153.00
Calumet	726	\$ 50,000.00	\$ 9,095,550.00
Scottville	1,214	\$ 59,965.00	\$ 2,704,941.00

# Sorted by Salary

Source: MML Wage and  
Salary Survey

Municipality	Population	Salary	Taxable Value
Grand Rapids	188,040	\$ 190,022.00	\$ 4,860,125,060.00
Kalamazoo	74,262	\$ 190,000.00	\$ 1,637,170,831.00
Midland	41,863	\$ 156,071.00	\$ 2,078,115,714.00
Farmington Hills	79,740	\$ 151,898.00	\$ 3,316,149,820.00
Portage	46,292	\$ 150,000.00	\$ 2,007,809,151.00
Wyoming	72,125	\$ 149,727.00	\$ 2,105,295,478.00
Novi	55,224	\$ 148,566.00	\$ 3,641,377,180.00
Ionia	11,394	\$ 146,827.20	\$ 100,812,688.00
Royal Oak	57,236	\$ 145,909.00	\$ 2,676,484,610.00
East Lansing	48,204	\$ 143,308.00	\$ 1,045,317,104.00
Southfield	71,739	\$ 142,137.00	\$ 2,457,544,426.00
Zeeland	5,504	\$ 141,294.00	\$ 515,957,300.00
Auburn Hills	21,412	\$ 138,224.00	\$ 1,621,486,730.00
Oak Park	29,319	\$ 133,024.32	\$ 488,000,000.00
Saint Clair Shores	59,715	\$ 132,490.00	\$ 1,522,428,000.00
Dowagiac	5,879	\$ 132,095.00	\$ 89,900,367.00
Muskegon	38,401	\$ 131,390.00	\$ 564,363,357.00
Grand Haven	10,412	\$ 131,144.00	\$ 572,075,331.00
Port Huron	30,184	\$ 129,729.00	\$ 610,472,434.00
Saint Joseph	8,365	\$ 128,778.00	\$ 475,747,610.00
Birmingham	20,103	\$ 128,010.00	\$ 2,359,367,180.00
Saline	8,810	\$ 128,009.00	\$ 422,845,328.00
Grandville	15,378	\$ 128,006.78	\$ 672,211,015.00
Madison Heights	29,694	\$ 127,717.00	\$ 768,000,000.00
Greenville	8,481	\$ 123,207.00	\$ 216,988,356.00
Norton Shores	23,994	\$ 121,872.00	\$ 895,733,334.00
Bay City	34,932	\$ 121,680.00	\$ 552,233,272.00
Mount Pleasant	26,016	\$ 120,000.00	\$ 464,911,953.00
Marquette	21,355	\$ 119,646.00	\$ 723,804,172.00
30 <sup>th</sup> Meridian Charter Township	42,636	\$ <b>117,565.00</b>	\$ 1,760,492,416.00
Grosse Pointe Woods	16,135	\$ 116,525.00	\$ 696,024,629.00
Plymouth	9,132	\$ 116,396.80	\$ 539,908,230.00
Rochester	12,711	\$ 116,280.00	\$ 737,090,950.00
Marshall	7,088	\$ 115,844.00	\$ 210,549,429.00
Hudsonville	7,116	\$ 115,705.60	\$ 234,679,992.00
Delta Charter Township	32,408	\$ 115,566.00	\$ 1,468,853,584.00
Hazel Park	16,422	\$ 115,061.22	\$ 189,259,190.00
Traverse City	14,674	\$ 115,000.00	\$ 1,027,486,833.00
Petoskey	5,670	\$ 114,462.40	\$ 495,866,039.00
Northville	5,970	\$ 112,840.00	\$ 396,443,004.00
Orchard Lake Village	2,375	\$ 111,693.15	\$ 376,784,180.00
Portland	3,883	\$ 110,993.00	\$ 95,154,775.00
Three Rivers	7,811	\$ 110,469.32	\$ 166,319,077.00

Melvindale	10,715	\$ 110,000.00	\$ 202,649,011.00
Big Rapids	10,601	\$ 109,552.00	\$ 162,417,800.00
Menominee	8,599	\$ 109,400.00	\$ 388,679,140.00
Coldwater	10,945	\$ 109,140.00	\$ 388,922,565.00
Chelsea	4,944	\$ 108,680.00	\$ 248,500,000.00
Roseville	47,299	\$ 108,228.00	\$ 886,065,607.00
South Haven	4,403	\$ 107,161.00	\$ 414,453,696.00
Rockford	5,719	\$ 106,013.00	\$ 231,460,179.00
Whitehall	2,706	\$ 105,643.00	\$ 108,522,339.00
Grand Ledge	7,786	\$ 105,535.00	\$ 218,566,487.00
Fremont	4,081	\$ 105,205.49	\$ 133,523,531.00
Hillsdale	8,305	\$ 105,000.00	\$ 127,571,448.00
Lathrup Village	4,075	\$ 105,000.00	\$ 127,237,950.00
Berkley	14,970	\$ 105,000.00	\$ 571,391,430.00
Fraser	14,480	\$ 105,000.00	\$ 410,000,000.00
South Lyon	11,327	\$ 105,000.00	\$ 359,119,220.00
Gaylord	3,645	\$ 104,133.00	\$ 176,744,420.00
Allen Park	28,210	\$ 103,525.00	\$ 771,842,175.00
Kalkaska	2,020	\$ 101,400.00	\$ 50,784,774.00
Howell	9,489	\$ 101,107.50	\$ 320,386,529.00
Mason	8,252	\$ 100,880.00	\$ 229,749,045.00
Cadillac	10,355	\$ 100,291.00	\$ 223,297,478.00
Saugatuck	925	\$ 100,000.00	\$ 149,596,883.00
Escanaba	12,616	\$ 100,000.00	\$ 312,080,511.00
Woodhaven	12,875	\$ 99,725.00	\$ 477,576,467.00
Manistee	6,226	\$ 99,631.00	\$ 191,032,406.00
Huntington Woods	6,238	\$ 99,554.00	\$ 358,071.71
Niles	11,600	\$ 99,195.20	\$ 216,478,138.00
Houghton	7,708	\$ 99,000.00	\$ 152,000,000.00
Alpena	10,483	\$ 98,881.00	\$ 239,773,284.00
Lowell	3,783	\$ 97,252.00	\$ 119,848,318.00
Owosso	15,194	\$ 97,000.00	\$ 252,688,608.00
Sault Sainte Marie	14,144	\$ 96,941.00	\$ 285,802,204.00
Sparta	4,140	\$ 96,262.00	\$ 131,114,300.00
Spring Lake	2,323	\$ 96,012.79	\$ 131,827,736.00
Pleasant Ridge	2,526	\$ 95,150.89	\$ 152,966,300.00
Ludington	8,076	\$ 95,045.00	\$ 270,183,269.00
North Muskegon	3,786	\$ 94,000.00	\$ 146,020,223.00
Milan	5,836	\$ 93,775.00	\$ 157,809,705.00
Saint Johns	7,865	\$ 93,500.00	\$ 205,015,001.00
Norway	2,845	\$ 93,205.00	\$ 55,700,933.00
Allegan	4,998	\$ 92,997.00	\$ 127,972,148.00
Sylvan Lake	1,720	\$ 92,560.00	\$ 92,827,530.00
Imlay City	3,597	\$ 91,641.00	\$ 102,404,014.00
Charlevoix	2,513	\$ 90,889.32	\$ 252,058,836.00
Frankfort	1,286	\$ 90,397.32	\$ 90,328,527.00
Holly	6,086	\$ 90,102.00	\$ 111,202,750.00

Corunna	3,497	\$ 90,044.42	\$ 56,309,486.00
Flushing	8,389	\$ 90,000.00	\$ 183,623,036.00
DeWitt	4,507	\$ 89,750.00	\$ 160,000,000.00
Saint Louis	7,482	\$ 88,327.00	\$ 50,477,292.00
Otsego	3,956	\$ 88,000.02	\$ 86,463,663.00
Grosse Pointe Shores	3,008	\$ 87,035.00	\$ 277,696,537.00
Durand	3,446	\$ 87,000.00	\$ 62,470,000.00
Williamston	3,854	\$ 86,000.00	\$ 116,200,824.00
Plainwell	3,804	\$ 85,418.00	\$ 84,687,212.00
Iron Mountain	7,624	\$ 85,279.00	\$ 233,121,502.00
Dexter	4,067	\$ 85,060.53	\$ 243,121,069.00
Davison	5,173	\$ 85,000.00	\$ 107,909,999.00
Gladstone	4,973	\$ 85,000.00	\$ 114,441,506.00
Wayland	4,079	\$ 85,000.00	\$ 106,670,726.00
Hart	2,126	\$ 85,000.00	\$ 50,333,853.00
Elk Rapids	1,642	\$ 84,000.00	\$ 122,304,870.00
Ironwood	5,387	\$ 83,803.20	\$ 93,805,567.00
Kingsford	5,133	\$ 83,200.00	\$ 127,464,118.00
Manchester	2,091	\$ 83,087.41	\$ 63,017,974.00
Hartford	2,688	\$ 83,000.00	\$ 34,504,731.00
Clinton	2,336	\$ 82,347.20	\$ 63,989,890.00
Pentwater	857	\$ 82,000.00	\$ 96,305,614.00
Richmond	5,735	\$ 81,512.40	\$ 181,267,425.00
Ishpeming	6,470	\$ 81,000.00	\$ 120,079,179.00
Springfield	5,260	\$ 80,000.00	\$ 82,493,004.00
Eaton Rapids	5,214	\$ 80,000.00	\$ 11,062.73
Croswell	2,447	\$ 79,764.00	\$ 35,788,869.00
Sandusky	2,679	\$ 79,730.00	\$ 54,492,488.00
Wolverine Lake	4,312	\$ 79,500.00	\$ 168,728,670.00
Coopersville	4,275	\$ 78,000.00	\$ 178,613,754.00
Cassopolis	1,774	\$ 77,250.00	\$ 540,000.00
Fowlerville	2,886	\$ 76,130.97	\$ 60,712,380.00
Jonesville	2,258	\$ 76,000.00	\$ 49,422,091.00
Essexville	3,478	\$ 75,750.00	\$ 73,000,000.00
Algonac	4,110	\$ 75,480.00	\$ 97,534,424.00
Newaygo	1,976	\$ 75,338.00	\$ 54,229,785.00
Birch Run	1,555	\$ 75,056.00	\$ 75,587,526.00
Franklin	3,150	\$ 75,005.00	\$ 341,613,970.00
Caro	4,229	\$ 75,000.00	\$ 87,312,061.00
Constantine	2,076	\$ 75,000.00	\$ 41,698,011.00
West Branch	2,139	\$ 74,537.00	\$ 3,077,086.00
Mackinaw City	806	\$ 74,000.00	\$ 98,527,621.00
Ithaca	2,910	\$ 73,996.00	\$ 68,481,300.00
Oxford	3,436	\$ 73,154.00	\$ 121,985,590.00
Clare	3,118	\$ 73,057.67	\$ 87,094,504.00
Iron River	3,029	\$ 72,000.00	\$ 51,737,015.00
Almont	2,674	\$ 72,000.00	\$ 66,649,944.00

Quincy	1,652	\$ 71,500.00	\$ 24,587,069.00
Rogers City	2,827	\$ 71,400.00	\$ 69,095,505.00
Schoolcraft	1,525	\$ 71,036.00	\$ 39,354,174.00
Vicksburg	2,906	\$ 70,212.48	\$ 92,360,205.00
Bad Axe	3,129	\$ 70,179.20	\$ 82,087,932.00
Cass City	2,428	\$ 70,000.00	\$ 920,971.00
Leslie	1,851	\$ 70,000.00	\$ 39,117,585.00
East Tawas	2,808	\$ 69,700.80	\$ 79,320,034.00
Oshtemo Charter Township	21,705	\$ 69,663.00	\$ 68,514,300.00
Blissfield	3,340	\$ 69,600.00	\$ 89,601,767.00
Lake Orion	2,973	\$ 69,014.00	\$ 130,246,140.00
Evart	1,903	\$ 68,750.00	\$ 30,584,721.00
Suttons Bay	618	\$ 68,000.00	\$ 72,283,973.00
Belleville	3,991	\$ 68,000.00	\$ 91,000,955.00
Saint Charles	2,054	\$ 66,585.60	\$ 425,711,000.00
Paw Paw	3,534	\$ 65,000.00	\$ 84,744,758.00
Tawas City	1,827	\$ 63,205.00	\$ 55,275,333.00
Harrison	2,114	\$ 62,925.00	\$ 52,202,543.00
Auburn	2,087	\$ 62,000.64	\$ 51,328,616.00
Lake Isabella	1,681	\$ 62,000.00	\$ 77,000,000.00
Vassar	2,697	\$ 60,180.00	\$ 40,399,186.00
Keego Harbor	2,970	\$ 60,000.00	\$ 1,033,662.00
Wakefield	1,851	\$ 60,000.00	\$ 24,999,000.00
Parchment	1,804	\$ 60,000.00	\$ 42,455,450.00
Three Oaks	1,622	\$ 60,000.00	\$ 38,501,000.00
Scottville	1,214	\$ 59,965.00	\$ 2,704,941.00
Bangor	1,885	\$ 58,950.00	\$ 32,222,228.00
Ortonville	1,442	\$ 58,801.60	\$ 36,269,210.00
Howard City	1,808	\$ 58,000.00	\$ 37,076,578.00
Ontonagon	1,494	\$ 57,385.00	\$ 26,415,666.00
Bessemer	1,905	\$ 57,288.00	\$ 28,881,920.00
Brown City	1,325	\$ 57,200.00	\$ 20,204,683.00
Brooklyn	1,206	\$ 54,000.00	\$ 38,782,186.00
Lake Linden	1,007	\$ 51,833.00	\$ 12,843,000.00
Pigeon	1,208	\$ 50,627.20	\$ 29,482,115.00
Calumet	726	\$ 50,000.00	\$ 9,095,550.00
Bellevue	1,282	\$ 47,761.06	\$ 18,388,038.00
Onaway	880	\$ 47,674.00	\$ 14,500,000.00
Caledonia	1,511	\$ 47,000.00	\$ 57,083,486.00
Dimondale	1,234	\$ 46,000.00	\$ 33,303,184.00
Lake Odessa	2,018	\$ 45,500.00	\$ 45,870,168.00
Zilwaukee	1,658	\$ 44,000.00	\$ 40,273,022.00
South Rockwood	1,675	\$ 40,981.20	\$ 39,873,777.00
Au Gres	889	\$ 39,000.00	\$ 28,040,362.00
Port Sanilac	623	\$ 38,751.00	\$ 30,660,713.00
Romeo	3,596	\$ 30,000.00	\$ 204,274,130.00
Mount Morris	3,086	\$ 16,956.44	\$ 27,784,852.00

**RESIDENCY OF PUBLIC EMPLOYEES**  
**Act 212 of 1999**

AN ACT to restrict certain governmental entities from requiring individuals to reside within certain geographic areas or specified distances or travel times from their place of employment as a condition of employment or promotion.

History: 1999, Act 212, Eff. Mar. 10, 2000..

*The People of the State of Michigan enact:*

**15.601 Definitions.**

Sec. 1. As used in this act:

(a) "Public employer" means a county, township, village, city, authority, school district, or other political subdivision of this state and includes any entity jointly created by 2 or more public employers.

(b) "School district" means a school district, local act school district, or intermediate school district as those terms are defined in the revised school code, 1976 PA 451, MCL 380.1 to 380.1852, or a public school academy established under the revised school code, 1976 PA 451, MCL 380.1 to 380.1852.

History: 1999, Act 212, Eff. Mar. 10, 2000.

**15.602 Residency requirements of public employees.**

Sec. 2. (1) Except as provided in subsection (2), a public employer shall not require, by collective bargaining agreement or otherwise, that a person reside within a specified geographic area or within a specified distance or travel time from his or her place of employment as a condition of employment or promotion by the public employer.

(2) Subsection (1) does not prohibit a public employer from requiring, by collective bargaining agreement or otherwise, that a person reside within a specified distance from the nearest boundary of the public employer. However, the specified distance shall be 20 miles or another specified distance greater than 20 miles.

(3) A requirement described in subsection (2) does not apply to a person if the person is married and both of the following conditions are met:

(a) The person's spouse is employed by another public employer.

(b) The person's spouse is subject to a condition of employment or promotion that, if not for this section, would require him or her to reside a distance of less than 20 miles from the nearest boundary of the public employer.

(4) Subsection (1) does not apply if the person is a volunteer or paid on-call firefighter, an elected official, or an unpaid appointed official.

History: 1999, Act 212, Eff. Mar. 10, 2000.

**15.603 Applicability to certain employment contracts.**

Sec. 3. This act applies only to employment contracts entered into, renewed, or renegotiated after the effective date of this act, in accordance with the prohibition against impairment of contracts provided by section 10 of article I of the state constitution of 1963.

History: 1999, Act 212, Eff. Mar. 10, 2000.

## EMPLOYMENT AGREEMENT

This AGREEMENT made on the date affixed by the parties below, between the CHARTER TOWNSHIP OF MERIDIAN, County of Ingham, State of Michigan (hereinafter referred to as the "Employer"), and Frank L. Walsh (hereinafter referred to as the "Township Manager").

### RECITALS

WHEREAS, the Township Board has appointed Frank L. Walsh as Township Manager of the Charter Township of Meridian; and

WHEREAS, it is the desire of the Township Board to provide certain benefits, establish certain conditions of employment, and to set working conditions for the Township Manager; and

WHEREAS, the Township Manager desires to accept the appointment as Township Manager under the provisions as set forth herein.

IT IS AGREED as follows:

1. Appointment and Duties. The Employer hereby agrees to appoint Frank L. Walsh as Township Manager of the Charter Township of Meridian to perform the functions and duties specified in paragraphs (a) through (o) inclusive of Section 10 of the Charter Townships Act (MCL 42.10; MSA 5.46[10]), and to perform such other legally permissible and proper duties and functions as the Township Board shall from time to time assign. The Township Board reserves the unilateral right to add to, amend, modify, or withdraw any and all of the delegated and assigned functions and duties. The Township Manager accepts such appointment on the terms and conditions of this Agreement.

2. Term. The original term of this Agreement will begin on January 9, 8 2018 2019 and end on January 7, 2020 2024.

Prior to December 1 31 of each year, the Employer or its authorized representative(s) shall meet with the Township Manager, and the parties shall review such

information as they deem relevant. The Employer may extend this Agreement for a successor year with any modifications to which the parties mutually agree.

Failure to renew or extend this Agreement or any successor Agreement at the end of its term shall obligate the Employer to pay to the Township Manager a Severance Settlement as specified and defined in Section 7 of this Agreement, but shall give the Township Manager no other right or claim. Failure to renew or extend this or any successor Agreement shall not be considered a breach hereof or a termination with or without cause, nor give rise to any cause of action which may be arbitrated under the terms of this Agreement or adjudicated in any court of law, tribunal or administrative agency.

3. Extent of Services.

A. Best Efforts. Except as provided in Section 3.8., the Township Manager shall devote his entire time, attention, and energies to the Employer's business and shall not, during the term of this Agreement, be engaged in any other employment or business activity, whether or not pursued for gain, profit, or pecuniary advantage, without the express prior written consent of the Township Board. The Township Manager also shall not engage in any activity which conflicts or interferes with the performance of his duties as specified in this Agreement and as directed by the Employer or any of its agents as described in Section 1 above.

B. Other Activities. The Township Manager may, with prior written consent of the Township Board, teach, write or engage in similar or related activities which do not interfere with, but rather enhance, the Township Manager's performance of the duties and functions required under this Agreement. The Township Board acknowledges that Township Manager is authorized to conduct up to ~~three~~ **four** managerial searches per calendar year. The Township Manager shall notify the Township Supervisor of each search process.

4. Salary. The Employer shall pay the Township Manager for all services rendered pursuant to this Agreement calculated at an annual rate of ~~\$117,565~~ **\$121,091**. The Township Manager's salary shall be payable in installments at the same time and in the same

manner as other employees of the Township are paid.

5. Benefits. The Employer shall provide the Township Manager with the following benefits:

A. Pension. The Township Manager shall be included in the Township Employee's Pension Plan ("Plan") ICMA-RC Money Purchase Plan pursuant to the terms of the Plan. The Township shall provide ~~12~~ 15% of the Manager's base salary into the pension plan.

B. Deferred Compensation. The Employer shall provide the Township Manager a mutually agreeable mechanism for deferred compensation, such as the International City Management Association-Retirement Corporation ("ICMA-RC"), for the Township Manager's participation. In addition to the Township Manager's salary, the Employer shall make an annual contribution of 1.5% of the annual salary annually to the Township Manager's account.

C. Automobile. The Employer will provide the Township Manager an automobile for the Township Manager's unlimited use for official purposes and unlimited use for personal purposes. The personal use shall be reported as required by IRS regulations and the Township Manager shall pay any required taxes for such personal use. The Employer shall have the option of selecting the automobile to be provided to the Township Manager. The Employer shall be responsible to pay for or provide maintenance expenses, gas, oil and insurance coverage for the automobile. The Township Manager may choose to receive a monthly car allowance of ~~\$800.00~~ \$900 in lieu of the automobile, maintenance, gas, oil and insurance expenses as compensation for all business miles driven within a 50 mile radius of the Township Municipal Building.

D. Professional Activities, Conferences, and Training. The Employer recognizes that the Township Manager's participation in municipal and professional activities, conferences, and training is mutually beneficial. The Employer will provide as budgeted, funds for the Township Manager to participate in a minimum of one professional conference per year. Such funds shall be available for the activities of the Township Manager only. This

provision shall supersede Section 25 of the "Personnel Policy" of the Charter Township of Meridian adopted March 24, 1992, as revised.

E. Vacation. On January 2 of each year beginning 2018, the Township Manager shall receive twenty-eight (28) days of vacation. The Township Manager shall not be paid for more than forty (40) (50) vacation days upon separation of employment. The Township Manager shall use a minimum of fifteen (15) days per year, and is encouraged to use all vacation days each year.

F. Life Insurance. The Township shall reimburse the Township Manager for an annual life insurance policy with a maximum premium of \$1,000 per year.

G. The parties hereby adopt and incorporate by reference the following sections of the "Personnel Policy" of the Charter Township of Meridian as amended, or an adopted successor policy, which shall apply to the Township Manager.

- (1) Section 12 "Benefits."
- (2) Section 12.1 "Health and Hospitalization Insurance."
- (3) Section 12.3 "Life Insurance."
- (4) Section 12.4 "Accidental Death and Dismemberment."
- (5) Section 12.5 "Accident and Sickness Income."
- (6) Section 12.6 "Workers' Compensation ."
- (7) Section 12.7 "Sick Leave."
- (8) Section 12.8 "Funeral Leave."
- (9) Section 12.9 "Personal Leave Days."
- (10) Section 12.11 "Family and Medical Leave Act."
- (11) Section 12.12 "Holiday Provisions."
- (12) Section 12.14 "Jury Duty."
- (13) Section 12.15 "Longevity."
- (14) Section 12.17 "Act of God Days."

- (15) Any other benefits to which the parties shall subsequently mutually agree in writing, and as approved by the Township Board at a Board Meeting.

For purposes of this Agreement, all applicable sections of the Township Personnel Policy shall be modified by inserting the term "Township Board" for the terms "Township Manager", "Department Head", or "Supervisor" as appropriate.

6. Nature of Employment. The Parties recognize that the Township Manager serves at the pleasure of the Township Board and that the Township Manager is an at-will employee. The Employer may terminate the appointment of the Township Manger for any reason, with or without cause, at any time, either by refusing to extend this Agreement or a successor Agreement, or at any time during the term of this or any successor Agreement, subject to the terms of Section 7, "Severance Settlement", set forth below.

7. Severance Settlement. In the event the Township Board exercises its sole and exclusive right to terminate the Township Manager's at-will appointment, the Employer shall pay to the Township Manager a lump-sum severance settlement, equal to twelve (~~12~~) 15 months' salary at the Township Manager's then-current salary (hereinafter the "Severance Settlement"), or within the Employer's discretion pay twelve (~~12~~) 15 month salary continuation, plus any payments then due and owing to the Township Manager for accumulated and unused sick leave pursuant to Section 12.7 of the Township Personnel Policy, and any accumulated but unused vacation leave pursuant to Section 12.13 of the Township Personnel Policy. All Severance Settlement sums shall be reduced by applicable taxes or withholdings as required by law. The Manager shall also receive twelve (~~12~~) 15 months continued health care coverage at the level he was receiving at the time of termination.

8. Termination of Appointment for Gross Misconduct or Disability. The Township Manager's appointment may be terminated immediately and without Section 7 severance pay requirements by the Employer for "gross misconduct" as defined herein and shall terminate on the date of occurrence in the event of "disability" of the Township Manager, as defined herein. Written notice of alleged gross misconduct shall be provided to the Township Manager and he shall be given

an opportunity to respond to such charges.

A. Termination for Gross Misconduct. In the event of a termination of the Township Manager's appointment pursuant to this Section, no Severance Settlement payment shall be due to the Township Manager, but the Township Manager shall be entitled to receive only accrued but unused sick and vacation leave as specified in Section 7.

In the event the Township Manager's appointment is terminated by the Employer for gross misconduct, the Township Manager shall be paid his salary until the date of termination. Upon termination, all payments including the Township Manager's salary and all other benefits (except as may be required by law) shall there upon cease.

B. Definition of Gross Misconduct. As used in this Agreement, the term "gross misconduct" includes but is not limited to: (I) theft, dishonesty or fraud; (ii) an illegal act reflecting negatively on the Employer or relating to or affecting the Township Manager's duties or responsibilities to the Employer; (iii) grossly negligent failure to perform duties; (iv) intentional and material misrepresentation to the Employer; or (v) grossly deficient performance or gross failure to perform duties following written notice to the Township Manager that his performance has been deficient or that he had failed to perform his duties as specified.

C. Definition of Disability. As used in this Agreement, "disability" shall mean a physical or mental illness, injury, incompetency or incapacity, including alcoholism or drug addiction, which renders the Township Manager incapable of performing the services required of the Township Manager. Such definition shall include the definition as defined in the Township's insurance policy. Determination of disability and the date upon which it is deemed to have occurred shall be made by a physician who is acceptable to both the Employer and Township Manager. Such determination shall be binding on all parties to this Agreement. In the event the Employer and Township Manager do not agree upon a physician they shall each name a physician and the two physicians shall name a third

physician who shall conduct the examination and make the determination as to whether the Township Manager is suffering a disability.

9. Resignation/Salary Reduction. In the event the Township Manager terminates his appointment pursuant to this Agreement by voluntary resignation in writing, the Township Manager shall not be entitled to any Severance Settlement as provided in Section 7 of this Agreement, except that a resignation submitted at the written request of a majority of the Township Board shall entitle the Township Manager to receive a Severance Settlement pursuant to Section 7 of this Agreement. The Township Manager shall give the Employer at least sixty (60) days prior written notice of his intent to voluntarily resign from his appointment, unless the parties agree otherwise in writing. If the Township Manager provides such notice, the Township Manager shall be eligible to receive pay for all accrued and unused sick leave and vacation leave pursuant to the applicable provisions of the Township Personnel Policy. If the Township Manager fails to provide written notice as required herein, the Township Manager shall forfeit any right or claim to any accrued sick or vacation leave or other benefits. Any reduction in the Township Manager's salary by a percentage greater than any average across-the-board reduction for other employees may be considered a termination by the Township Manager and the Township Manager shall, upon submission of his written resignation giving notice as required in this Section, then be entitled to a Severance Settlement as specified in Section 7 of this Agreement.

10. Evaluations. The Employer shall conduct an annual evaluation of the Township Manager in a manner satisfactory to the Employer. The Township Manager shall assist in developing goal-based evaluation forms and an evaluation process subject to the sole approval of the Employer. The evaluation shall be completed and furnished to the Township Manager prior to December 31 of each year. The Township Manager shall have the right to file a written response to any written evaluation provided by the Employer. Such evaluation shall not alter or affect the nature of the Township Manager's at-

will appointment status or any other term of this Agreement, including but not limited to, the Employer's rights under the "Term" or "Termination" provisions of this Agreement, shall not cause or require the Employer to extend or renew this Agreement or any extension of this Agreement, and shall not give rise to any right of the Township Manager to reply upon or enforce the terms of such evaluation with respect to job tenure, salary, benefits or any other reason or purpose.

~~11. Residency. The Township Manager shall maintain residency in the Township throughout his term of appointment.~~

12. Township Manager's Obligations under Township Personnel Policy.

The parties hereby adopt and incorporate by reference the following sections of the Township Personnel Policy with respect to the Township Manager's obligations to the Employer. For the purposes of this Agreement, all sections of the Township Personnel Policy adopted by reference shall be modified by inserting the term "Township Board" for the terms "Superintendent" "Department Head", or "Supervisor" as appropriate.

Adoption of these provisions shall be in addition to all other duties and obligations of the Township Manager to the Employer as set forth in this Agreement and as imposed by the Employer:

- A. Section 4.6 "Physical Examination."
- B. Section 20 "Care and Control of Property."
- C. Section 21 "Ethics."
- D. Section 3 "Policy on Non-Discrimination and Harassment."
- E. Section 22 "Smoking Policy."
- F. Section 23 "Conferences and Workshops."
- G. Section 25 "Political Activities."
- H. Section 24 "Substance Abuse."

13. Other Terms and Conditions of Employment. The Township shall fix any other

terms and conditions of the Township Manager appointment, as it may determine from time to time, provided such terms and conditions are not inconsistent with or in conflict with the provisions of this Agreement.

14. Assignment. The Township Manager acknowledges that the services to be rendered by him are unique and personal. The Township Manager shall temporarily appoint one Department Director as Acting Township Manager during periods of vacation, sick leave, or other short term leave periods. The Township Board may, at its discretion, choose an alternative person to perform the duties of Acting Township Manager.

15. Arbitration. Any controversy or claim arising out of, or relating to Section 8 of this Agreement, shall be settled by final and binding arbitration in the County of Ingham, State of Michigan, in accordance with the then applicable rules of the American Arbitration Association, and judgment upon the award rendered by the arbitrator may be entered and enforced in any court having jurisdiction.

The arbitrator, if he/she should determine that termination of the Township Manager was not for gross misconduct, shall be limited, by way of remedy, to issuing a monetary award not to exceed the Township Manager's Severance Settlement, and shall have no power of reinstatement. In the event the arbitrator determines that termination of the Township Manager was for gross misconduct, the arbitrator shall have no power to modify the termination or otherwise substitute his/her judgment for that of the Employer.

16. Waiver of Breach. The waiver by the Employer or any of its agents of a breach of any provision of this Agreement by the Township Manager shall not operate or be construed as a waiver of any subsequent breach by the Employer. No waiver shall be valid unless it is in writing and signed by the Township Board.

17. Situs. This Agreement shall be governed by and construed according to the laws of the State of Michigan.

18. Severability. The invalidity or unenforceability of any provision, or a portion thereof of this Agreement, shall not affect the validity or enforceability of any other provision or

portion thereof. Should a provision, or portion thereof, be deemed invalid or unenforceable and later be deemed valid or enforceable, the parties hereto agree that such provision shall be deemed revived and in full force and effect in this Agreement.

19. Section Headings. Section and other headings contained in this Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Agreement.

20. Entire Agreement. This Agreement constitutes the entire agreement between The parties respecting the appointment of the Township Manager, and there are no representations, warranties, or commitments between the parties, except as set forth herein. The terms of this Agreement shall prevail over any conflicting document, except the Meridian Township Employee's Pension Plan and in that case the Plan document shall control over any conflicting language in this Agreement.

21. Modification. Except where the Employer has reserved the right of unilateral amendment, this Agreement may be amended or modified only by written instrument intended as such executed by the parties.

IN WITNESS WHEREOF, the Charter Township of Meridian, through its Township Board, has caused this Agreement to be signed and executed in its behalf by its Supervisor and Clerk, and the Township Manager has signed and executed this Agreement on the \_\_\_\_\_ day of January 2018.

**WITNESSES:**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

EMPLOYER CHARTER TOWNSHIP OF  
MERIDIAN

\_\_\_\_\_  
By: Ronald J. Styka, Supervisor

\_\_\_\_\_  
By: Brett Dreyfus, Clerk

\_\_\_\_\_  
By: Frank L. Walsh, Township Manager