



AGENDA
CHARTER TOWNSHIP OF MERIDIAN
TOWNSHIP BOARD – SPECIAL MEETING
December 18, 2023 5:00 PM

1. CALL MEETING TO ORDER
2. PLEDGE OF ALLEGIANCE/INTRODUCTIONS
3. ROLL CALL
4. CITIZENS ADDRESS AGENDA ITEMS AND NON-AGENDA ITEMS
5. APPROVAL OF AGENDA
6. BOARD ACTION ITEMS
 - A. Supplemental 4th Quarter Budget Amendments

7. BOARD DISCUSSION ITEMS
 - A. 2023 & 2024 Goals & Action Plan Presentation

8. TOWNSHIP BOARD Q & A ON 2023 ACTIVITIES
9. DINNER BREAK
10. BOARD DISCUSSION (CONTINUED)
 - A. Establish 2024 Top 5 Goals
 - B. Establish 2024 Action Plan

11. COMMENTS FROM THE PUBLIC
12. OTHER MATTERS AND BOARD MEMBER COMMENTS
13. ADJOURNMENT

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

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



To: Board Members
From: Dante Ianni
Finance Director
Date: December 18th 2023
Re: Supplemental 4th Quarter Budget Amendments

The Supplemental 4th quarter 2023 budget amendments are detailed in the attached document. These amendments result from expenditures that were unknown during the original budget process.

Amendments to the 2023 General Fund include expenditure adjustments for grant expenditures, ambulance billing, and other small items totaling an increase of \$17,210. The projected general fund balance is net of a budgeted \$1,250,000 for the Meridian Redevelopment Fund.

The projected Fund Balance for the General Fund is as follows:

Fund Balance at December 31, 2022 per audit		\$15,269,906
Original budgeted use of Fund Balance 2023	(\$1,593,591)	
1 st quarter budget amendments	(\$5,999,795)*	
2 nd quarter budget amendments	\$ 697,480	
3 rd quarter budget amendments	\$10,073^	
4 th quarter budget amendments	\$281,565	
Supplemental 4 th quarter budget amendments	(\$17,210)	
Projected use of Fund Balance	<u>(\$6,621,478)</u>	
Projected Fund Balance at December 31, 2023		<u>\$8,648,428</u>
Fund Balance/Average Monthly Expenditures		3.95

Amendments to the Special Revenue Funds consist of increased maintenance costs and grant expenditures. Amendments to the Enterprise Funds consist of adjustments related to increased human resource costs.

*This includes the transfer out of funds to create the Pension Stabilization Fund (2,000,000) and the Capital Project Fund (3,500,000). ^This includes \$29,325 previously approved for storm clean up.

**Memo to Township Board
December 18th 2023
Re: Supplemental 4th Quarter Budget
Amendments Page 2**

The following motion is proposed:

MOVE TO APPROVE THE SUPPLEMENTAL 4th QUARTER 2023 BUDGET AMENDMENTS WITH AN DECREASE IN BUDGETED FUND BALANCE FOR THE GENERAL FUND IN THE AMOUNT OF \$17,210 WHICH PROJECTS A USE OF FUND BALANCE OF \$6,621,478. BASED ON 2023 RESULTS, THE PROJECTED FUND BALANCE AT DECEMBER 31, 2023 WILL BE \$8,648,428.

NOTE: As shown in the footnote on page 1, the \$6,621,478 use of fund balance includes a total of \$5.5 million in transfers out to the Pension Stabilization Fund (\$2 million) and to the Capital Project Fund (\$3.5 million) rather than amounts in fact expended from the general fund.

Attachment:

1. Supplemental 4th Quarter 2023 Budget Amendments

**Supplemental End of Year Budget Amendments
2023 Budget
Charter Township of Meridian**

<u>Department</u>	<u>Amount</u>	<u>Explanation</u>	<u>Account</u>
GENERAL FUND			
<i>Expenditures</i>			
General Government			
Administrative Services - Ambulance Billing	\$ 5,000	Higher fees related to increased ambulance usage	101-170.173-836.000
Clerk - Overtime	100	Budget error	101-170.215-706.000
Treasurer - Mileage	200	Budget error	101-170.253-870.000
Human Services - FICA	250	Budget error	101-600.670-714.000
Fire - Uniforms	35	Budget error	101-300.336-760.000
Dev. - Planning/Admin - Grant Expenditures - NAHF	10,425	New expenditures related to grant for sign replacement	101-700.701-976.500-NAHF_2023
Dev. - Building Division - Insurance Opt Out	1,200	Budget error	101-700.703-715.010
Total Expenditures	\$17,210		
Net from Fund Balance	\$17,210		
 SPECIAL REVENUE FUNDS			
 Park Millage			
<i>Expenditures</i>			
Park Maintenance - Utilities-Electric/Gas/Water	\$600	Budget error	208-750.758-920.000
Total Expenditures	\$600		
Net from Fund Balance	\$600		
 Downtown Development Authority			
<i>Expenditures</i>			
Grant Expenditures - Match on Main	\$25,000	Grant funds distributed per agreement	248-000.000-976.600
Net from Fund Balance	\$25,000		
 ENTERPRISE FUNDS			
 Sewer Fund			
<i>Expenditures</i>			
Administration - Salaries	\$5,000	Budget error	590-440.441-701.000
Administration - FICA	\$500	Budget error	590-440.441-714.000
Administration - Insurance Opt out	\$200	Budget error	590-440.441-715.010
Administration - Health Care Savings Plan	\$200	Budget error	590-440.441-717.500
Total Expenditures	\$5,900		
Net from Fund Balance	\$5,900		
 Water Fund			
<i>Expenditures</i>			
Administration - Salaries	\$5,000	Budget error	591-440.441-701.000
Administration - FICA	\$500	Budget error	591-440.441-714.000
Administration - Insurance Opt out	\$200	Budget error	591-440.441-715.010
Administration - Health Care Savings Plan	\$200	Budget error	591-440.441-717.500
Total Expenditures	\$5,900		
Net from Fund Balance	\$5,900		



2023 & 2024

Goals & Action Plans

Charter Township of Meridian



Meridian Township

5151 Marsh Road
Okemos, MI
48864
517.853.4000



meridian.mi.us



2023

TOP THREE GOALS

“Three outputs define what a great community is: superior results, distinctive impact and lasting endurance.”

Meridian Township Senior Center

1. Work with community stakeholders to evaluate the need to develop plans for a new Meridian Township Senior & Community Center. The committee shall consider location, amenities and funding options. The expectation is to bring a recommendation to the Township Board by July 1, 2023.

The Meridian Township Community/Senior Center Task Force was extremely active in 2023. The Task Force, led by Trustee Wilson, visited several thriving Community/Senior Centers, secured a \$5,000,000 state grant, met with the Senior Center Advisory Group, had serious discussions with CBL, and retained a professional architect/engineering company to help us work with the community regrading next steps. No question, the group made meaningful progress in 2023 gathering information that will be helpful as we move forward.

MSU-Lake Lansing Pathway

2. Complete construction of Phase I and II of the MSU-Lake Lansing Pathway.

Meridian Township recently opened Phase I of the MSU to Lake Lansing Trail to the public on Friday, December 8 at 1 p.m. We held a ribbon cutting ceremony at noon on Friday, December 8 to celebrate the accomplishment of opening this regional asset that will serve our residents for decades to come.

Construction of Phase I began in December of 2022. Construction of Phase II began in late August. We currently anticipate that Phase II construction will be completed by June of 2024.

After many years of hard work to acquire the land, secure the necessary funding, and design the MSU to Lake Lansing Trail, we are very excited to announce the opening of Phase I. Once Phase II is complete in June of 2024, users will have an easy, safe, and enjoyable option for non-motorized travel between the MSU Campus and Lake Lansing Park South, along approximately five miles of connected pathways and trails.

Phase I is approximately one mile long and starts on the north side of the Hagadorn Road and Shaw Lane intersection and concludes at the Grand River Avenue and Park Lake Road intersection. Phase I includes a bridge that will take pedestrians and bicyclists over the Red Cedar River behind the MSU Community Music School. The trail will then take users along the banks of the Red Cedar River to the north side of the CN Railroad tracks.

The estimated cost of construction for Phase I is \$3.7 million. Meridian Township successfully obtained a \$1.7 million federal TAP grant for Phase I. The remaining portion of the project will be funded by the Ingham County Trails and Parks Millage and the Township Pathway Millage.

Phase II is 1.2 miles long and begins near the Grand River Avenue and Campus Hill Drive intersection and concludes near the Okemos Road and Gaylord C Smith Court intersection. Pedestrians and bicyclists will use the Township's existing pathway system to get from the Grand River Avenue and Park Lake Road intersection, where Phase I ends, to the Grand River Avenue and Campus Hill Drive

intersection, where Phase II begins.

The estimated cost of construction for Phase II is \$730,000. This phase is funded by the Ingham County Trails and Parks Millage and the Township Pathway Millage.

From the northern end of Phase II on Okemos Road, users will be able to use the existing 10-foot-wide pathway on the east side of Okemos Road to the inter-urban pathway. The Township widened this half-mile stretch of the Okemos Road pathway for the MSU to Lake Lansing Trail in 2021. Users can then take the existing 1.1-mile inter-urban trail from Okemos Road to Marsh Road.

The Township hopes to complete the design and engineering of Phase III in 2024, which would allow for construction in 2025. Phase III is the final phase of the MSU to Lake Lansing Trail. Phase III will provide a trail route from Marsh Road, just south of Haslett Road, all the way to Green Road in the northeast corner of the Township.

Once all three phases are completed, the MSU to Lake Lansing Trail will provide residents with approximately 6.75 miles of trail network, which will enhance the region's trail system by connecting to the MSU and Lansing River Trails. We can't wait to celebrate the opening of Phases I and II with the community.

Citizen Outreach & Communication

3. Enhance the Township's communication outreach to our 45,000 residents through various existing and newly developed channels. The effort shall include expanding cultural events through the Township DEI Committee.

Meridian Township took extraordinary steps in enhancing our communication efforts in 2023. With our weekly Meridian Playbook, produced by our communications team, residents are provided a close up of "Everything Meridian." To augment our communications team, this year the Township Board developed Listening Sessions as a means to get out into the neighborhoods and gear from our constituents. Over the course of three months, six sessions were held scattered across the community. Over 300 residents took the time to attend the sessions and learn more about township operations and projects. Most importantly, the neighborhood sessions allowed residents to share their insight on what's important to them.

Our team also developed a new monthly newscast called "Good Morning Meridian." The inaugural show aired on November 21. We are currently making plans for our December 2023 episode. The 30 minute production provides residents with an update on current events and projects. The feedback from the first episode was extremely positive.

Through the Township DEI Committee, we held the inaugural Meridian Pride Event on Saturday, August 26 from 4:00 pm to 10:00 pm at the Marketplace on the Green pavilion. The event brought LGBTQ+ members, allies and organizations together to celebrate diversity and inclusion in the Meridian community. It was a huge success and included a 5K run/walk, dog parade, music, food, beer garden, vendors and entertainment.



2023 GOALS ACTION PLAN

A. INFRASTRUCTURE ENHANCEMENTS

Install new valves on Grand River Ave to minimize how many businesses and residents would be without water in the event of a water main break on Grand River Ave.



This project was postponed until 2025 as we only received one bid and it came in far higher than our engineering estimate. We put this out to bid in hopes of performing this work in 2023, but that required going to bid in the summer months when contractors are extremely busy. We believe we can obtain lower pricing by putting this back out to bid in November of 2024, for 2025 construction. The RFP is ready to go back out to bid.

Additionally, we have experienced three main breaks over a three-month period on the water main that serves Chili's and Olive Garden. Therefore, we are going to invest these funds into the replacement of this water main in early 2024. We are currently working on a contract modification to add this water main work to our 2023 Timberlane Water Main Contract. Our goal is to replace this water main over the winter months or early spring.

Complete year four of the Meridian Township Local Road Improvement Plan. Our PASER rating at the end of 2023 shall be a minimum of 5.98.



The fourth year of the 10-year, voter-approved program is complete. The goal of the program is to raise the average Pavement Surface Evaluation and Rating (PASER) of our 153-mile local road system to a “good” condition (8/10 on the PASER rating).

In 2019, when we proposed the new road millage, our average PASER rating was 4.48. At the end of 2023, our average PASER rating is now 5.423, over a 21% increase in the first four years of the 10-year local road program.

We completed all 8.86 miles of reconstruction with the lone exception of Timberlane St, Linden St, and the neighborhood on the north side of Lake Lansing. We had the contractor capacity to complete the reconstruction of the roads on the north side of Lake Lansing; however, we only received one bid on the sanitary sewer work that needs to precede the road work. The lone bid was exceedingly high (\$1.8 million). Therefore, we postponed the road work to May of 2024 so we could put this sanitary sewer RFP back out to bid in November of 2023 when contractors will have more time to submit bids. We just put the 2023 County Park West Sewer Replacement RFP back out to bid on November 13, 2023. The sanitary sewer work will be completed by April 12. The road work will then begin in May when asphalt plants reopen.

In addition to the nearly 8.86 miles of reconstruction, we completed 7.3 miles of overlay preventive maintenance paving on the 2022 “chip and fog” roads. This overlay paving completed a Texas Underseal treatment to these roads.

Thanks to the Board’s generous support with \$2 million in American Rescue Plan (ARP) funding, we were able to:

- 1. Add Wellington Estates (1.03 miles) to our 2022 contract. Construction occurred in June and July of 2023 at 2022 contract rates.**
- 2. Prevent eliminating any of the 2022 roads after our asphalt prices increased by 55% due to the inflation caused by all of the one-time federal infrastructure funding.**
- 3. Fund a significant portion of the 7.3 miles of “chip & fog” overlay paving.**
- 4. Add a portion of Northview Drive immediately south of Grand River Avenue that was going to be left in poor condition based on the scope of the Drain Commissioner’s Daniels Drain project. This crush and shape paving project on Northview Dr was completed in November of 2023.**

2023 Preventative Maintenance Road Projects

We completed all 3.95 miles of crack seal work and 14.27 miles of asphalt rejuvenator treatments to extend the life of the roads in fair, good, and excellent condition.

By the end of 2023, we will have reconstructed 32 miles of our poorest condition roads and will have completed over 47 miles of preventative maintenance road work.

Funding for the 2023 Local Road Program is provided by four main sources: the 2019 road bond proceeds (\$5,468,000), a transfer from the general fund (\$280,000), contribution from Ingham County (\$335,000), and American Rescue Plan (ARP) funding (\$700,000).

2024 Local Road Program Projects

We are currently reviewing the engineering plans for the Township’s 2024 local road program, which includes 6.32 miles of reconstruction, 3-5 miles of crack sealing, and 14 miles of asphalt rejuvenator treatments. We will be putting the 2024 roads out to bid in January and February of 2024. The final 2024 local road program list will be announced in March.

inform the community of the work that still needs to be completed in 2023.



After two years of intensive construction, we have successfully rebuilt the Grand River Avenue corridor from the CN Railroad Bridge just east of Park Lake Road to Oak Pointe Court, which included work on the Okemos Consolidated Drain, the Township's water mains, the Township's sanitary sewer system, and other underground utilities.

The work that occurred in 2022 to raise Grand River Avenue approximately 2 feet and to take a compensating cut from behind the Central Fire Station on Township-owned property proved successful as Grand River Avenue did not have to be closed due to flooding in the spring of 2023.

We were also successful in coordinating the construction schedule to allow for the closure of Central Park Drive for the 2023 Celebrate Meridian event. This is the first time we were able to close Central Park Drive for Celebrate Meridian since 2019.

B. DIVERSITY, EQUITY AND INCLUSION

Continue to work with Michigan State University, and the Michigan Department of Civil Rights, to foster a workplace that adheres to the highest standards of diversity, equity and inclusion.

Continue working with our constituents and colleagues to maintain an active engagement in programs, operations, events, policies and practices in order to demonstrate our commitment to inclusion, diversity, and equity.

Continue to offer quarterly DEI training opportunities across the organization on a regular basis.

Though an all-employee training had to be postponed due to multiple large-scale Township projects affecting employees' ability to participate as a collective, Lansing Community College's Business & Community Institute (BCI) looks forward to providing the planned program training.

Develop a new cultural event to expand diverse opportunities throughout the community.

Through the Township DEI Committee, we held the inaugural Meridian Pride Event on Saturday, August 26 from 4:00 pm to 10:00 pm at the Marketplace on the Green pavilion. The event brought LGBTQ+ members, allies and organizations together to celebrate diversity and inclusion in the Meridian community. It was a huge success and included a 5K run/walk, dog parade, music, food, beer garden, vendors and entertainment.



C. ECONOMIC DEVELOPMENT

Provide quality leadership, support and management of the redevelopment of Okemos PICA. Assist with implementation of the Meridian Redevelopment Fund, Brownfield TIF and DDA TIF for vertical construction.

The focus of this goal was to maintain a relationship with the property owners, external stakeholders, and the community as we navigate the difficult challenges of this redevelopment. The project will take several years to produce a return on investment to the community. Without the investment, the site will remain contaminated and underutilized. Recommendations to get the project underway continue to be proposed as changes to the economic landscape and legislation fluctuate. The Economic Development Department, within the first quarter of 2024, will be able to provide the community an in-depth update of where the project will head.

Seek alternative funding support mechanisms to strengthen the Meridian Redevelopment Fund to support PICA development and community development.

The Meridian Economic Development Corporation (EDC) is authorized to support, engage, buy, sell, convey, promote, and fund a myriad of activities in support of economic development. This year, EDC members received training to assist with prioritizing focus of how to begin supporting or enhancing retention, attraction and sustainable business in our community. Several State and Federal grant programs require an entity to first establish themselves as a subject matter expert before offering program funding. The EDC has begun engaging organizations of Meridian Township to offer their supporting services to create a localized small business program. The efforts may extend to industries from agriculture to retail. The EDC's 2024 goals include the creation of a crowd source fund for a public amenity the overall community would enjoy.

Manage the recertification of Meridian Township's Redevelopment Ready status with the Michigan Economic Development Corporation. Assist with the implementation of the required policy or procedural changes.



The Economic Development Department manages the RRC program with the support of the Community Planning Director, Department Heads, and MEDC staff. The program is an ongoing account of activities that support the best practices of development in any community. Consistency and efficiency of process are time savers and money makers for development. With this program, we remain attractive to developers and capable of promotion at the State level. The opportunities through this program have increased, as communities that are RRC certified receive additional funding in design/planning support and consideration in grant funding. With the Master Plan soon to be completed, we are hoping to enact the data study reports, to better plan for development and development goals of the future, in early 2024.

Work cooperatively with the several Meridian Township Boards and Commissions, CBL Property Management team, Meridian Mall property owners and the Ingham County Drain office to implement development goals, in support of redevelopment of the Meridian Mall.

The parties involved to redevelop Meridian Mall will be; Meridian Township, The Ingham County Drain Office, CBL Properties, MDOT, Ingham County Road Department, and the developer(s). Depending on the concept plan, there are opportunities for entities like MEDC or MSHDA to be involved. The complications for this site will continue as discoveries are made about the current infrastructure. A portion of the building was built in the 1960's with several extensions added later. Changes in building standards will impact any project feasibility. To date, we have had three meetings with CBL this year about the property's potential. Discussion surrounds the Township's efforts to adopt a Tax Increment Financing Plan to assist in redevelopment.

Support the small business owners negatively impacted by the reconstruction of Grand River M-43 in 2023.

The planned reconstruction of Grand River Avenue addressed flooding issues of the Okemos/Grand River intersection. The heavily trafficked area started to see two and three flooding events annually. The 18- month construction was a necessary hurdle that many businesses endured after COVID-19. Our position in Economic Development is enhancement and support. The project was facilitated by MDOT. Through strong partnerships with the community, we were able to address issues on demand during construction. Business owners received regular updates on the activities of the construction until the closure of the project.

D. COMMUNITY PLANNING

With the support of the Planning Commission, Township Board, and residents, complete the Township's update to the 2017 Master Plan.

With the support of the Planning Commission and input from residents throughout the Township, Staff was able to present a draft Master Plan update to the Planning Commission on August 28th, which the Planning Commission authorized for distribution, pursuant to State enabling legislation. After the mandated 63-day review period, the Planning Commission held the required public hearing on November 13th. The Planning Commission is expected to make a recommendation at their December 11th meeting on adoption of the Plan, which will be forwarded to the Township Board for final approval.

Investigate a structure to increase affordable housing within the Township.

Affordable housing is quickly becoming the main planning topic in most communities, as housing values continue to rise and interest rates make homeownership increasingly difficult. The challenging part of the problem in Meridian Township is that it is both a supply side problem (not enough units) and a demand side problem (people want to live here). To tackle this in a meaningful way, we need to address both sides of the equation.

From a supply side problem, Staff has worked with developers to begin bringing new multiple-family units online, at different price points and catering to different ages. This helps loosen up the single-family market by increasing the potential for housing churn, where people want to sell their existing home, but stay in the community. Additionally, we've made ordinance changes to allow additional, targeted density options, most notably accessory dwelling units and second floor units in commercial districts. Over an extended period of time, and combined with potential dedicated low income project, this approach to the supply side should benefit the community.

On the demand side problem, the main thing that needs to be addressed in the long term is providing for persons of all levels of income to move into the community. This problem will require financial resources, likely from the State of Michigan or a Countywide initiative, as the Township alone cannot solve this problem. The recent CHILL grant that Staff applied for through MSHDA is one angle to address this problem, as it improves the housing stock, therefore making it more feasible to sell and attract a family at a lower price point than the majority of housing in the community. Some communities have moved towards land trust style models to help affordability. Additionally, Staff has been taking part in the development of the Statewide housing plan, aimed at increasing affordability throughout the State.

The addition of the new housing tax increment financing law passed by the State several months ago may provide for an opening to improve affordability. If the Township were to tie use of that incentive to long term affordability (under 120% AMI, under 30% of income going to housing), then we may be able to substantially improve affordability going forward. Staff is still researching the program to determine its usability, but the creation of a formal incentive/affordable housing policy may be on the horizon.

Analyze the pros/cons of creating a Tax Increment Financing Plan (TIF) along the Grand River Corridor.

The Corridor Improvement Authority (CIA) hit several hurdles after establishment of the committee. Most of the hurdles were equated with the lack of funding to take on a project or make investments in the community. This year, the Township Board focused efforts on the feasibility of a CIA TIF. Without a funding mechanism, the CIA would have difficulty executing the vision and plans. After discussion with the Township Board, CIA members, and Planning Staff a proposal for a CIA TIF plan was made. In order to begin the discussion around TIF, the Township Board needed to amend the resolution establishing the Corridor. The steps to gain approval for a TIF plan are currently in the works. The Township Board, at their November 9th meeting, approved the adoption of the proposed 20- year plan.

E. ENVIRONMENTAL SUSTAINABILITY

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

Although our 2023 EGLE grant application was not successful, we made significant improvements to the design of the facility in 2023. We are hopeful that we will be successful in securing this grant in a future year. We will continue to reapply each year as the reason that we did not get the grant in 2023 was due to fact that there was less funding for this grant than most years. 2024 is also going to be a low funding year, but we are optimistic that we will obtain this grant at some point in the future.

Township staff met with EGLE in early September to discuss our 2023 application and received very positive feedback. The challenge that we have is that we are not in a recycle center desert, meaning we do have recycling centers in the Greater Lansing Region. The rural areas of the state are capturing all of the grant funding right now due to the low funding level and the points that are awarded based on the closest existing recycling centers.



This grant would fund 80% of the construction cost of the new recycling center located behind the Township Service Center.



We completed spring maintenance of the recycling center in April. Many years ago, the Township would receive a significant number of complaints because of the poor condition of the service drive for the Recycling Center. As a result of our new maintenance program, we no longer receive any complaints about the condition of the service drive.

With the support of the Environmental Commission, develop a plan for the Township to achieve its goal of 100% renewable energy by 2035.

Township staff, along with help from Absolute Solar, the Energy Team and the Environmental Commission, have developed a renewable energy plan in accordance with this goal. This plan, if constructed, would result in 100% of the energy use being supplied by Township-owned solar arrays for our nine facilities that have the highest energy consumption:

- 1. Municipal Building (partially powered by renewable energy)**
- 2. Public Safety Building (partially powered by renewable energy)**
- 3. Service Center (already powered by renewable energy at 100%)**
- 4. North Fire Station**
- 5. Central Fire Station**
- 6. South Fire Station (partially powered by renewable energy)**
- 7. Historical Village**
- 8. Harris Nature Center**
- 9. Main Lift Station (our largest sanitary sewer lift station)**

The renewable energy plan focuses on these seven facilities:

- 1. Central Fire Station**
- 2. North Fire Station**
- 3. Municipal Building**
- 4. Public Safety Building**
- 5. Historical Village**
- 6. Harris Nature Center (Options A and B)**
- 7. Main Lift Station** Some additional work will be necessary in the future to develop a plan for our smaller Township facilities (predominantly park restroom facilities).

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

This project is in design and we hope to have it completed in the spring of 2024. We have experienced delays in obtaining data and information that we need from Consumers Energy before we can design the electric vehicle charging system for the Municipal Complex.

Work with the Environmental Commission to continue educating the community on the importance of protecting our wetlands, natural resources and the Township's wetland protection ordinance.

The wetland education mailing was mailed to all property owners with wetlands and/or wetland buffers, 2,505 property owners in total, in May.

Township Staff have also developed new signage to help increase wetland protection and educate residents. The installation of these signs will be focused around Lake Lansing where we frequently receive complaints of dumping.

- **These signs will be implemented throughout the Township, in 2023-24, at roadside wetlands, land preserves, and park areas where we experience dumping.**
- **Fifty 15" x 12" reflective signs were purchased for placement**
- **Figure 1 shows the area on Lake Drive that will receive signage due to observed dumping into wetlands.**
- **Figure 2 shows the ordered signage citing the Wetland Protection Ordinance for dumping.**

Figure 1

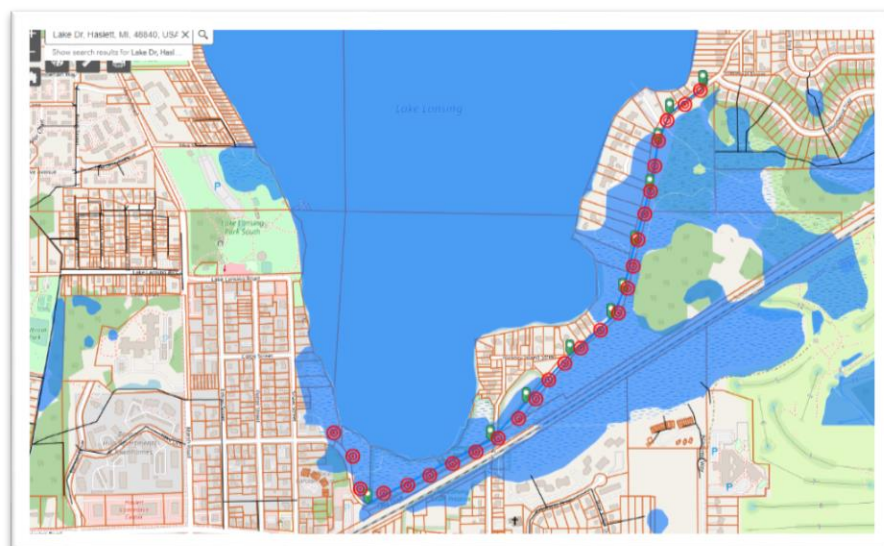


Figure 2



Wetland Education Signage

- Interpretive signage has been developed to place at wetland areas, such as the Nancy Moore wetland bridge, to educate residents about the importance of wetlands and associated flora and fauna.
- Bids are currently being developed to purchase signage. Priority areas are wetlands at parks in the Township. Land Preserve wetlands will also receive signage utilizing the preservation budget. Once quotes are obtained, signage will be ordered and installed.



Oversee and administer the 2023 Green Grants Initiative.

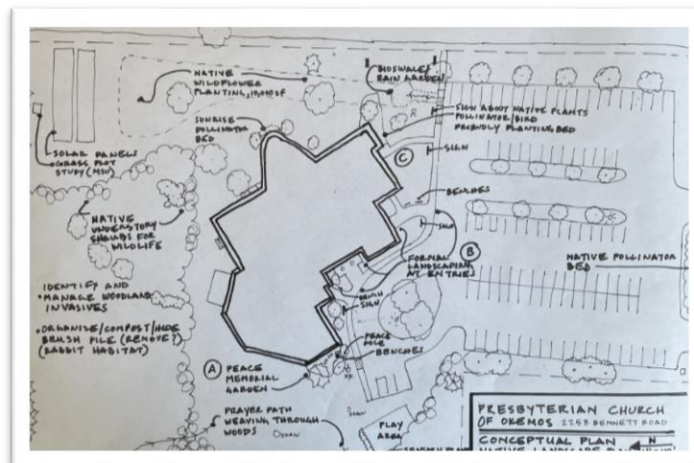
Tree Planting at Cornell Woods: This Green Grant supported tree planting in common areas in the Cornell Woods Subdivision, including a pond area and an open field. In addition to the environmental benefits (reduce run-off, enhanced biodiversity, natural habitat, etc.), the trees will also enhance the beauty of the area and serve as an outdoor classroom.



Montessori Radmoor Meadow: This Green Grant supported creation of meadows and campus-wide native plantings to enhance the biodiversity of Radmoor’s living classroom and provide educational planting and plant care opportunities for students.



Presbyterian Church Native Landscape Enhancement Plan: This Green Grant supported creation of an overall landscaping plan to support both humans and wildlife and provide a cohesive, sustainable, and healthy landscape.



Publication and Distribution for Mud Lake: This Green Grant supports printing and other costs related to a book about Wildlife Lake, formerly known as Mud Lake. The book, written by a former Haslett resident includes true local stories that reflect the importance of natural areas, outdoor adventures, and an understanding of our relationships with nature and climate adaptation.

Ralya Pollinator Garden: This Green Grant supports creation of a pollinator garden at Ralya Elementary School in Haslett. This is a collaborative effort with students, the Meridian Garden Club and a fifth grade teacher.



F. FACILITIES, PARKS AND GROUNDS

Construct Phases I and II of the MSU to Lake Lansing Trail.



Meridian Township recently opened Phase I of the MSU to Lake Lansing Trail on Friday, December 8 at 1 p.m. We held a ribbon cutting ceremony at noon on Friday, December 8 to celebrate the accomplishment of opening this regional asset that will serve our residents for decades to come.

Construction of Phase I began in December of 2022. Construction of Phase II began in late August. We currently anticipate that Phase II construction will be completed by June of 2024.

After many years of hard work to acquire the land, secure the necessary funding, and design the MSU to Lake Lansing Trail, we are very excited to announce the opening of Phase I. Once Phase II is complete in June of 2024, users will have an easy, safe, and enjoyable option for

non-motorized travel between the MSU Campus and Lake Lansing Park South, along approximately five miles of connected pathways and trails.

Phase I is approximately one mile long and starts on the north side of the Hagadorn Road and Shaw Lane intersection and concludes at the Grand River Avenue and Park Lake Road intersection. Phase I includes a bridge that will take pedestrians and bicyclists over the Red Cedar River behind the MSU Community Music School. The trail will then take users along the banks of the Red Cedar River to the north side of the CN Railroad tracks.

The estimated cost of construction for Phase I is \$3.7 million. Meridian Township successfully obtained a \$1.7 million federal TAP grant for Phase I. The remaining portion of the project will be funded by the Ingham County Trails and Parks Millage and the Township Pathway Millage.

Phase II is 1.2 miles long and begins near the Grand River Avenue and Campus Hill Drive intersection and concludes near the Okemos Road and Gaylord C Smith Ct. intersection. Pedestrians and bicyclists will use the Township's existing pathway system to get from the Grand River Avenue and Park Lake Road intersection, where Phase I ends, to the Grand River Avenue and Campus Hill Drive intersection, where Phase II begins.

The estimated cost of construction for Phase II is \$730,000. This phase is funded by the Ingham County Trails and Parks Millage and the Township Pathway Millage.

From the northern end of Phase II on Okemos Road, users will be able to use the existing 10-foot-wide pathway on the east side of Okemos Road to the inter-urban pathway. The Township widened this half-mile stretch of the Okemos Road pathway for the MSU to Lake Lansing Trail in 2021. Users can then take the existing 1.1-mile inter-urban trail from Okemos Road to Marsh Road.

The Township hopes to complete the design and engineering of Phase III in 2024, which would allow for construction in 2025. Phase III is the final phase of the MSU to Lake Lansing Trail. Phase III will provide a trail route from Marsh Road, just south of Haslett Road, all the way to Green Road in the northeast corner of the Township.

Once all three phases are completed, the MSU to Lake Lansing Trail will provide residents with approximately 6.75 miles of trail system, which will enhance the region's trail network by connecting to the MSU and Lansing River Trails. We can't wait to celebrate the opening of Phases I and II with the community.

We will also be focusing on design of these pathway and trail projects in 2024:

- 1. Okemos Road bridge pathway and park connections to Wonch and Ferguson Park**
- 2. Schultz Vet Clinic pathway gap on Bennett Road**
- 3. Northern Tier Trail (west side of Towar Avenue) easement acquisition (design is complete)**
- 4. Carlton Street pathway design and easement acquisition**
- 5. Haslett Road pathway gap from Okemos Road to Park Lake Road**

Complete the construction and installation of the Township's new welcome, wayfinding and park signage. This project includes 18 new signs across the Township, with welcome signs at each gateway into Meridian Township, new wayfinding signs at the Municipal Building and select park signs.

We are now at 56 total signs under the contract, with a total contact amount of \$700,079. The average cost per sign is \$12,501.41.

In 2023, we constructed 15 facility and welcome signs and 13 park signs.

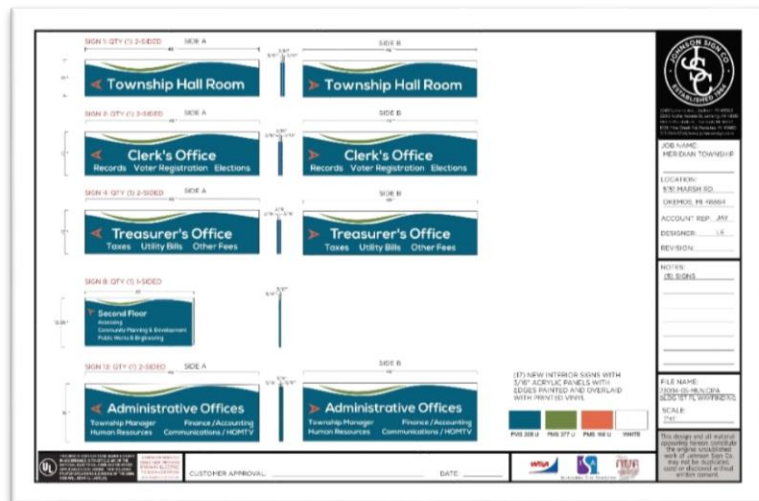
In 2024, we will construct 27 more Park signs.

The Parks Department has now invested \$375,700 to update all 39 of their signs (some are new signs for parks that did not have a sign). The average cost per park sign is \$9,633.33.

We are now at 56 total signs under the contract, with a total contact amount of \$700,079. The average cost per sign is \$12,501.41.



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



We are going through the final proofs of these signs for the Municipal Building and the Service Center. The new signs will be printed and installed in the Municipal Building and Service Center in 2024. We will work on internal sign plans for the North and South Fire Stations in 2024.

Gather quotes and data needed to put a renovation project out to bid for the Municipal Building. Potential renovations would include new carpet, new office furniture and painting the walls.

Renovations to the Service Center began in April. The front entry and hallway at the Service Center received new carpet and newly painted walls. A new countertop was installed at the front counter and we lowered a section of the front counter to make it ADA compliant.

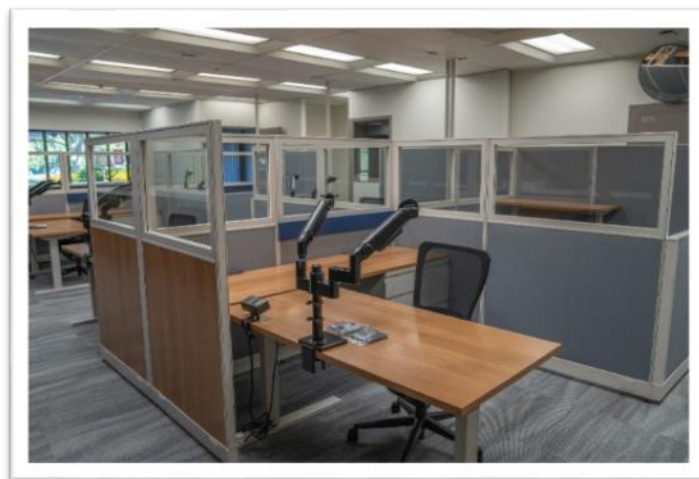
Perpetration for this project began in December of 2022. Renovations to the Municipal Building began in April after we had relocated all of our 55-60 team members who work in this facility.

The renovations included removal of all wallpaper, extensive drywall repairs, painting the walls and trim, installing new flooring, and new office furniture.

The front counter in the lobby was also given a new façade, including dropping a portion of the counter to become ADA compliant. This project also included replacing the four banks of doors that comprise our front entrance.

The project was originally scheduled to be completed in October but was finished in early September.

The Public Safety locker rooms have been updated with new lockers. We began replacing flooring throughout the Public Safety Building in November. This project will be completed over the next 3-4 months as we are strategically phasing the work to keep the Public Safety Building open and operating during the renovations.



Work with community stakeholders to evaluate the need to develop plans for a new Meridian Township Senior & Community Center. The committee shall consider location, amenities and funding options. The expectation is to bring a recommendation to the Township Board by July 1, 2023.

The Community/Senior Center Task Force met multiple times in 2023 to discuss and determine options for creating a Recreation Center for our community. Topics discussed included costs, funding, amenities, and location. Task Force Chair, Trustee Wilson drafted a

report highlighting the findings. The project received funding in the amount of \$5,000,000 toward the effort which will assist in jumpstarting a fundraising effort. At this time, a consultant has been secured to assist with pre-planning design and developing a color rendering for fundraising purposes.

G. PUBLIC SAFETY

Continuing with our commitment to recruit and retain the most highly qualified candidates to serve our township, the Police Department will update our briefing room to make a more functional, efficient, and technologically advanced space.

A new table, eight new chairs, and new cabinets were purchased and brought into the briefing room. Additionally, two new 50" televisions will be installed soon. The televisions will be used as electronic message boards to better communicate with our personnel. The briefing room will soon be painted and the entire police department, including the briefing room, will receive new flooring by the end of the year.

Train a new canine Police Officer and purchase a new canine.



Officer Trevino was chosen as the next canine handler and our newest canine, a German Shepard named Reno, was purchased. They attended training together in September and are currently assigned to road patrol. Our canine team now features two duos, Ofc. Anderson and Ares and Ofc. Trevino and Reno. This team enables us to have a canine scheduled to be on duty every day.

During 2023, the K9 vehicle was replaced by a new Ford Police Interceptor. The new vehicle has much needed upgrades from the prior vehicle, including a larger and safer internal K9 containment system, as well as several safety systems for the handlers and their K9 partners.

Obtain reaccreditation through the Michigan Association of Police Chiefs.



An onsite assessment was held in December of 2022 and Meridian Township Police Department received full re-accreditation from the Michigan Association of Chiefs of Police on February 6, 2023.

Purchase new Fire Department Power Cots – Stryker Power Load Pro2

The Fire Department continued to work toward eliminating old and worn out equipment with a strong replacement schedule reinforcing our commitment to protect residents with state of the art equipment. This year to support our EMS operation and protect firefighters from the daily wear and tear of constant lifting and lowering of patients on and off the cots, we entered into a contract with Stryker to purchase four new Stryker Power Load Pro2 Power Cots. These power cots raise and lower patients with the push of a button. This prevents our firefighters from lifting and lowering each patient manually which can lead to injury. We also received new 12-lead EKG monitors, AEDs, and Lucas CPR machines with the agreement.



H. TOWNSHIP FINANCES

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

On December 31, 2023, our projected 2023 ending general fund balance is \$8,326,678 which is approximately 25% of our appropriated expenditures for 2023 of \$33,645,655.

On December 31, 2024, our projected 2024 ending general fund balance is \$8,441,048 which is approximately 31% of our appropriated expenditures for 2024 of \$27,111,490.

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

We have made an additional \$300,000 payment on our unfunded pension liability to date in 2023, and we are preparing to make additional payments this year to fulfill our pledge. These payments will help to reduce the Township's unfunded pension liability, improve the health of the retirement system for our retirees, and reduce future financial obligations for taxpayers.

I. COMMUNITY ENGAGEMENT

Work with the senior community to determine how to evolve the senior center programming and operations to meet modern needs.

The Community/Senior Center Task Force has been meeting consistently to determine the feasibility, location, funding, etc. of developing a Community/Senior Center for the community. The Task Force will now meet first with the Senior Center Advisory Board to discuss the findings and to hear directly from them on their concerns and desires that will best fit their needs. The Township Board also conducted listening sessions throughout the community where they received feedback, as well.

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

compliance) and Level AA (acceptable compliance).

Web Content Accessibility Guidelines (WCAG) 2.1 Level A (minimal compliance) has been met as of November 2023. The goal of reaching Level AA (acceptable compliance) will need to be carried over into 2024. The current plan with Monsido, the website's accessibility software, only scans 5,000 pages on the website. There are over 9,000 pages on the website, and in order to reach Level AA (acceptable compliance), the plan will need to be increased to scan all pages. The plan for 2024 has been increased to allow for a complete scan of all website pages.

Create a new video segment for Manager Frank Walsh to provide the community with updates in Meridian Township.

On November 21, 2023, the first episode of Good Morning, Meridian was released. This monthly program will feature updates about the various projects, news, and events happening in Meridian Township. The show is hosted by Manager Walsh and includes interviews with various staff and Board members. Good Morning, Meridian is produced by the Communications Department.



J. RETENTION, RECRUITMENT AND WELL-BEING

Focus on implementing the 2022 Township Retention and Recruitment Program.

We have demonstrated our desire to recruit, retain, and preserve the well-being of our exceptional staff through improved wages, celebratory events for staff, providing regular recognition of jobs well done and providing excellent, often long-term, service to the Township. The Township put additional pay increases into place, above what was already stated in our collective bargaining agreements..

In an effort to foster teamwork, continue to offer programs and events such as team picnics, holiday parties and Lugnuts games.

We actively promote connection and set the stage as often as possible for staff to get to know and celebrate our fellow workers by offering annual events, such as our Lugnuts sporting events, annual holiday party, providing Township gear that can be worn to work, and the Archie Virtue Award. The award recognizes exemplary employees who continue to go above and beyond in their Township work. In addition this year, we enjoyed the Fun Friday program a trivia lunch hour program intended to step away from the office for an hour of comradery and goodwill.

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

In an effort to achieve balance in our work experience, we have offered flexible work hours through recruitment and retention programs, keeping in mind the importance of taking time to rest and recharge.



MERIDIAN TOWNSHIP 2023 M-TEAM DEPARTMENT GOALS

ASSESSING



1. Organization

We have started digitizing Property Transfer Affidavits and will purchase additional scanners in December, as allocated in the assessing budget, to speed up this process. The recent building renovations have stalled the process, but we are making progress and will continue this goal in 2024. All historic Township Tax Tribunal cases have been organized, retaining records based on state guidelines.

2. Data Collection and Maintenance

Site review of all condo properties has been completed. As of November 20 over 2,870 parcels have been reviewed this year. This includes site visits and desk reviews, far exceeding our original goal of 1,600 parcels.

3. Audit

We set a lofty goal of a perfect audit of township assessing practices and in fact did receive a perfect score! No follow-up is required and the township will be audited again in five years. This audit is conducted by a third party hired by Michigan Department of Treasury.

4. Education

We set a department goal to have all of our staff MCAO certified by the end of 2023 and met this goal. Danielle Hughes, the newest staff member to join our team completed the training course this year. Danielle has been with the township for many years, but joined the assessing department in 2021.

5. Environment

Our small department of four has made a point to decorate our space for holidays and share in numerous potlucks to keep morale high. Reasons to celebrate this year... birthdays, new certification, administrative professional day, appraiser day, assessor day and a perfect audit to name a few.

COMMUNICATIONS & MARKETING

1. Launch a new and more robust marketing and communications ticket system to assist with the planning of marketing needs across departments.

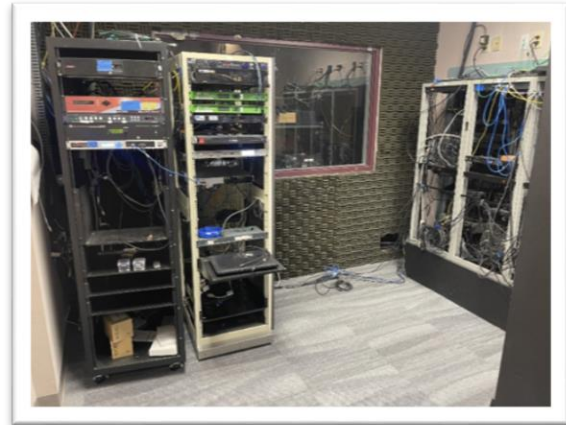
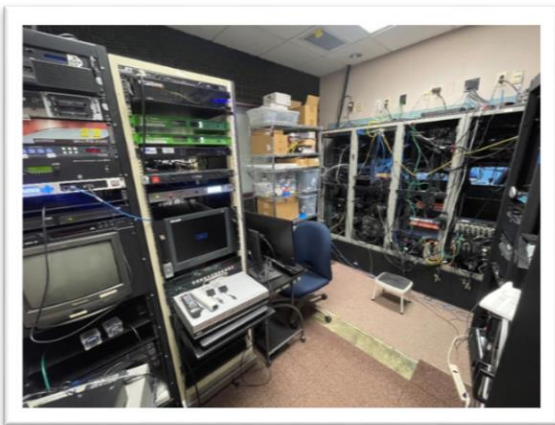
The Communications Department has decided against implementing a marketing and communications ticket system. After testing out a ticket system, the department preferred the current process.

2. Work with the Human Resources Department to create an internal website for Township employees to access. The first step will include working with Granicus to add on the OpenCities intranet software and build the pages to be used.

Manager Diehl has been provided a demo of OpenCities, the intranet software offered through Granicus, who is the current website provider for Meridian Township. The next step involves working with the Human Resources Department to decide the content to be shared on the intranet, followed by the building of the intranet.

3. Continue reconfiguring the HOMTV Server Room and removing old equipment. Draw up schematics for the new workflow.

The HOMTV Server Room has seen great improvements in 2023. Engineer Brian Kusch worked with Manager Diehl to remove old equipment and cables. There were previously four racks of equipment, but due to the disposal of outdated equipment, they were able to reduce the equipment to three racks. New schematics were drawn up for the current workflow.



4. Meet with the 7 other PEG channels under the Township's franchise agreement and assess the next steps for renewing the franchise agreement.

Contact information for the 7 PEG channels (not including HOMTV and CAMTV) has been collected and updated. Beginning in 2024, the Communications Department will visit the 7 PEG channels to meet with their staff in-person.

COMMUNITY, PLANNING & DEVELOPMENT

1. Finish the 2023 Update to the Master Plan

The Planning Commission and Staff have finalized a Draft of the 2023 update to the Master Plan and the Planning Commission is expected to recommend its adoption by the end of the year. The matter will be in front of the Township Board for final adoption in January 2024. Implementation is already beginning, with the adoption of Ordinance 2023-05, which updated some housing standards in the Township and permitted accessory dwelling units, both goals of the 2023 Master Plan update.

2. Modernize Vehicular Parking Standards in the Township

This has been an ongoing goal for the Department since 2022 and will continue into 2024, as the scope of the project continues to grow as we dive into the topic further. In 2023, we developed a solid draft of the basic standards, along with an update to the lighting standards, which are intertwined with parking. But along with that, it is clear we need to update our landscape ordinance, in addition to developing low impact design standards that are needed to help alleviate flooding in many areas of the Township. Additionally, it is becoming more and more widespread to begin requiring electric car charging stations (or at least infrastructure planning for them) as part of any major parking lot construction and that needs to be evaluated in light of ongoing construction cost increases. Lastly, given that the size of cars has slowly but surely increased over the years since the dimensional standards were created in 1974, Staff needs to make sure that the standards are still relevant in today's environment.

3. Implement Paperless Permitting for Plumbing, Mechanical, and Electrical Permits and Determine Process for Building Permitting

The system is prepared for mechanical, electrical, and plumbing permits to go fully digital, pending the ability of Treasury to accept digital payments online, through the BS&A permitting system. Once the digital payment system is online and everything is confirmed to be working, Staff will begin work on the second phase of the project, the building permitting conversion to digital permitting. This phase of the project should go quicker, as it will piggyback the work that was already done on the MEP permits.

4. Improve Usability of all Ordinances and Forms

Staff continues to make progress on this goal and at this point, it has become part of our normal course of business. On the form side, we've updated our Certificates of Occupancy to be clearer and more accurate and hope to roll that out officially in 2024. We've also updated rental forms as we utilize them throughout the year. We are currently in the process of standardizing lot split/combination forms, with support from the Assessing Department. On the Ordinance side, changes like the update to the floodplain ordinance and some of the portions of the RRC housing ordinance will help make things more usable for the average person doing business or living in the Township. We continue to move towards the ability for a homeowner to have all the regulations for their home on a single piece of paper, by reducing the number of zoning districts.

5. Analyze the Future of Single-Family Residential Zoning

This is the topic that Staff ended up spending the most time on in 2023. Between the growing affordability crisis nationwide, the Township's Redevelopment Ready Communities recertification, and the Master Plan update, it was an excellent time to discuss the contours of single-family residential zoning going forward. While there are a growing number of communities that are eliminating these districts from their zoning ordinances, the single-family designation still has an important role in many communities. Where changes have been made and continue to need to be made in Meridian Township, is on the sheer number of regulations. Two properties that look identical can have different zoning ordinance standards, given how the Township developed in the 80s and 90s.

The main improvements that were made this year were in Ordinance 2023-05, the RRC housing update ordinance. This ordinance had several effects. One provision eliminates minimum unit sizes, which will

allow for so called ‘tiny houses’ to be built, but also will allow for smaller lots, predominantly in Haslett, be more easily built upon, lowering the need for variances. Another provision authorizes accessory dwelling units on owner occupied residential properties. This change would slightly increase density in some residential neighborhoods, but would provide additional, more affordable housing opportunities in the community, while not fundamentally changing the character of the community. The last major change is to allow second floor residential uses, by right, in nearly all commercial areas of the City. This ‘hidden’ density can bring additional units to the market at a reasonable price point.

Given the nature of the American housing market in general, single-family zoning is likely to continue to be in a state of flux for years to come. Staff will continue to monitor trends and work with the Planning Commission to implement changes that make sense for Meridian Township, our current residents, and our future.

6. Continue to Improve the Conditions in Winslow Mobile Home Park

Winslow Mobile Home Park has somewhat stabilized in 2023. Staff wrote more violations, but less tickets than in years past, due in no small part to the hours spent working on the park in 2022. But there have been fewer major issues in 2023, compared to years past. The owner of the park has made some nominal investment in the park, with an eye towards selling the property. But large scale improvement continues to be elusive. But focusing on the quality-of-life issues (junk, inoperable vehicles, unsafe work without permits), we have improved the park tangibly. This property will continue to eat up a great deal of Staff time, as we slowly move towards a universally better Winslow.

ECONOMIC DEVELOPMENT

1. Haslett PICA Development

American House Meridian MUPUD project should open to the public in the first quarter of 2024.

The Haslett Village Square 2.0 Project has completed the demolition of the buildings at 1655 Haslett Road. Demolition began before Thanksgiving and now all of the buildings are down.



2. Corridor Improvement Authority TIF Plan

The Corridor Improvement Authority's adoption of the TIF Plan has gone very well. Capital Region Airport Authority, Ingham County, CATA, and Meridian Township have all formally stated their willingness to participate in our 20-year plan. The region understands the hurdles and challenges that redevelopment projects face and with 90% participation, it will make a strong case to LCC that they

should join our cause.

3. Redevelopment Ready Recertification (RRC)

RRC recertification for certified communities is underway with 95% of the required items completed.

4. Community Project Funding (CPF)

CPF allocation for \$1,050,000 was confirmed by Representative Slotkin in support of the Village of Okemos Redevelopment project in our Downtown.

FINANCE

1. Prepare the 2022 Audit

Working with Yeo & Yeo, we completed the 2022 audit ahead of the required deadline in June 2023. We received an unmodified opinion on our financial statements and single audit, which is the best opinion a municipality can receive.

2. Adopt the 2024 Budget

Interim Finance Director Bernadette Blonde worked diligently with department directors, Manager Frank Walsh, and the Township Board to deliver a fiscally responsible budget that meets the goals and needs of our community.

3. Continue funding the extra \$1.5 million into MERS to help reduce the underfunded pension liability

We have contributed \$300,000 to date and are in the process of planning our remaining contributions for the year in December. Amid ongoing market volatility, we are working as a team to deliver the best investments for our retirees and community.

4. Work with Treasurer's Office to implement more online services through Invoice Cloud

The Finance Department is ready to assist Treasurer Phil Deschaine when needed. We have worked to integrate key finance services such as utility billing.

5. Prepare and complete a Request for Proposals (RFP) process for audit services beginning with the 2023 Audit

We selected Yeo & Yeo as our auditor for the next 3 years. They have provided expert services as our current auditor at a cost that delivers tremendous value to our community.

6. Work with Public Works to investigate new meter systems with potential for internal/external online data portal

We investigated a new meter system with Public Works and determined that we would retain our current meter system. We are integrating an IT system, Neptune 360, and are exploring ways that we may be able to pull reads more quickly to give residents quicker notifications of high-water usage.

7. Implement a paperless Accounts Payable and approval process

This has been completed using the accounts payable module in BS&A. This has reduced work for staff and has created a better electronic record keeping system to support approval for our expenditures.

8. Evaluate a new credit card (purchasing card) company

An RFP was issued 11/20/2023 and posted for public bid on Meridian Township's website. Finance staff worked as a team to create an RFP that would deliver high value to the Township, while limiting our risk. We will evaluate proposals in 2024.

FIRE DEPARTMENT

1. Update Meridian Township Support Emergency Operations Plan (EOP)

The goal of the Support EOP is to coordinate emergency response efforts to save lives, reduce injuries, and preserve property. The Support EOP addresses emergency issues before and after an emergency, but its primary goals are to assemble, mobilize and coordinate a team of responders that can respond to any emergency and to describe response procedures in relation to the county response procedures. This Plan was updated in 2023 and now includes a new Damage Assessment Plan. Both Plans were approved by the Township Board.



2. Develop Township Continuity of Operations Plan (COOP)

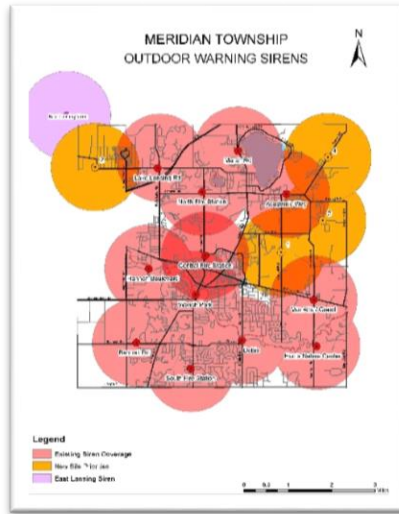
The Continuity of Operations Plan has three parts: Main Plan, Annexes, and Support Plan. Each part of the COOP has been developed. Each department is required to formalize their department-specific annex, as well as, the support plan. In 2023, the COOP Support Plan and Functional Annexes were started with each department. Implementation of this process coincided nicely with several departments being relocated for a few months. This gave those departments an idea of their needs if an unplanned/emergency relocation ever has to occur. The second phase of this plan will be completed in 2024 with an in-depth review of each department's documentation.

3. Fire Department Accreditation Process

Meridian Township Fire Department will start planning for an accreditation process. Accreditation is a three year process working with the Center for Public Safety Excellence. In 2023, two requirements for accreditation – a Standard of Cover document and a strategic plan – were started with significant progress made on both.

4. Install the 12th Outdoor Emergency Siren

The Department's commitment to protect the residents of Meridian Township from severe weather and other emergencies continued in 2023 with the addition of the twelfth outdoor warning siren installed in the area of Grand River Avenue and Van Atta Road. Also, it was determined that an additional siren would need to be added to the project in the northwest corner of the Township (indicated on the map as #2). In 2024, all four remaining sirens in the project will be installed. With the installation of these sirens, the entire Township will be protected during severe weather. The conclusion of the project will occur four years earlier than originally planned.



5. Continue Replacement Schedule for Personal Protective Equipment (PPE) and Other Required Equipment

In 2023, we replaced and upgraded personal protective equipment (PPE) with the purchase of OSHA- and NFPA-required PPE. Costs continued to increase approximately 30% from 2021 through 2023 due to shortages in the supply chain and staffing. The following items were purchased in 2023:

- Eight Sets of Structural Fire Fighter Gear
- Water Rescue Replacement Equipment
- ARPA Funded Power Cots
- Rope Rescue Equipment
- Radio Replacement Equipment
- Four Gas Monitors
- Chainsaw (battery operated)
- Firefighting Protective Boots
- Helmets

6. Recruitment and Succession Planning

Recruitment is one of the most critical topics in the fire service today. Across the state and country there is a shortage of paramedics causing openings for many fire departments to go unfilled. Meridian has set in motion a process to train future employees as firefighters and paramedics by sponsoring qualified candidates in both disciplines to fill current and future openings. In early 2023, two open positions were filled. In fall, two firefighters resigned, thereby creating two vacancies which were filled in December 2023. Both new employees are firefighter/paramedics. In January 2024, the suppression division will increase from 34 to 36 firefighters. The firefighters filling these two new positions have been selected and will start working in January.

7. Department of Homeland Security's 2022 Assistance to Firefighters Grant (AFG)

The Fire Department has been awarded the Department of Homeland Security's 2022 Assistance to Firefighters Grant (AFG) to purchase new self-contained breathing apparatus (SCBA). The department's current SCBA from 2009 is set to expire in 2025 under OSHA's mandatory replacement schedule. This grant will cover the cost to replace all expiring equipment with new Scott SCBA.

The total amount of \$289,320.00 of the award with the Township required to contribute approximately 10%, or \$26,301.82, which would come out of the Fire Department General Fund.



HUMAN RESOURCES

1. Diversity, Equity, and Inclusion

The Township continues to update policies, training, and other employment activities to reflect our vision of promoting and supporting a diverse, equitable and inclusive workforce. As we continue to develop our organizational culture, the DEI aspect becomes a functional element within all of our departments. This year, our annual Juneteenth celebration expanded and offered fun, engaging, and meaningful weekend events directly tied to the holiday, and in August the DEI Task force successfully celebrated its inaugural Meridian Pride Event. Both events were well attended and inspire our teams to pursue opportunities for expansion and ongoing celebrations of inclusion.

2. Retention, Recruitment, and Employee Wellbeing

The Township continues in its endeavor to promote excellent retention and recruitment opportunities as well as employee wellbeing. We are in the process of implementing a vital program, including pay increases and recruitment bonus program in order to attract police officers and firefighters and continue to the ever-challenging process of achieving full staffing in both departments. The Township continually seeks ways to provide work-life balance to all of the hard working employees who give their all to keep operations healthy, safe, and operating smoothly while we are serving our residents and community. Our Employee Assistance Program (EAP) is always in place and available to any employee going through a challenging life experience, needs resources, or assistance for themselves or family members.

3. Employee Health Insurance Benefits

Our Township Team works in partnership with Gallagher Healthcare Benefits Consultants, to closely monitor actual expenses, versus maximum expected costs throughout the benefit year and continues to do so in order to ensure maximum cost effectiveness. The self-insured Blue Care Network (BCN) product has provided savings to the Township even with rising healthcare costs. The Township calculations remained under the PA 152 Hard Cap, allowing us to continue with no employee premium cost sharing for BCN insurance. Calculations under the hard cap provide us with the ability to again provide a Health Savings Account (HSA) deposit for those employees who participate in the Township's BCN coverage. There is a nominal employee premium cost sharing for the alternative option for Blue Cross Blue Shield health insurance.

4. Human Services

Human Services maintains its commitment to excellence through its participation with our Community Resources Commission and all of the continued positive impact through communication, connection, and assistance to our residents in need. The Meridian Cares program provides residents with guidance and helpful resources as it works with those requesting assistance to ensure we're doing what we can to appropriately assist. In qualifying circumstances, the Meridian Cares program may be able to offer financial assistance, Redi Ride (bus) passes, or work in tandem with other local resources to find ways that certain needs can be met. Human Services maintains daily communication with our residents and remains dedicated to providing meaningful support.



5. COVID-19

We would like to take this opportunity to acknowledge our Township employees and how mindful, consistent, and communicative they have been on Covid-related questions and situations throughout the pandemic. Emergency orders were lifted in May of 2023, and while we may finally be able to say we've reached the end of pandemic, our staff remains diligent in its efforts to keep each other safe and healthy, and informing the correct parties in the event of illness.

INFORMATION TECHNOLOGY

1. Complete Brightline IT Enhancements

In 2023, Technology Staff completed most of the proposed Brightline IT Enhancements and continued fine-tuning of new Cisco Meraki Switch infrastructure and addition of Meraki Wireless infrastructure. The IT team tested Meraki style cameras and licensing to evaluate how effective they might be in our existing camera infrastructure that consists of predominantly Avigilon equipment. Although much of the new core network hardware was already in place at the onset of 2023, substantial configuration of the new network switches, routers, and firewalls was completed throughout the first half of 2023. Major network improvements completed in 2023 include, but were not limited to the following:

- a. Addition of over six (6) GB/s of full duplex Internet bandwidth distributed at key points throughout the network. This allows for significantly faster and more stable Internet access to cloud business resources at all Township facilities.
- b. Centralized configuration of eight (8) Palo Alto firewalls to allow for highly uniform & secure communications between township facilities and the Internet.
- c. Newly established rules for a Software Defined Wide Area Network allowing for networks at seven separate Township facilities to automatically route around Internet Service Provider outages, and maximize technology asset uptime at all major Township facilities.
- d. Addition of meshed WiFi hotspot infrastructure at eight (8) separate Township facilities.



2. Storage Area Network Replacement

The IT Team worked with external consultants to replace the Township's primary Storage Area Network devices with new Consolidated HP SAN device.

3. QuickHelp End-User Training

End-User Training programs were created & deployed throughout the entire organization. Initial efforts focused on both security and return on investments in technology made over the past eighteen (18) months. The following are the most significant projects implemented with our various resources:

- a. Leveraged our QuickHelp and SafeTitan resources to establish spam & phish training courses, and then initiated training opportunities for all Township Employees.
- b. Used QuickHelp system to develop Teams training programs for Township employees.
- c. Used online training system to develop new programs for end-users struggling with Office 365.

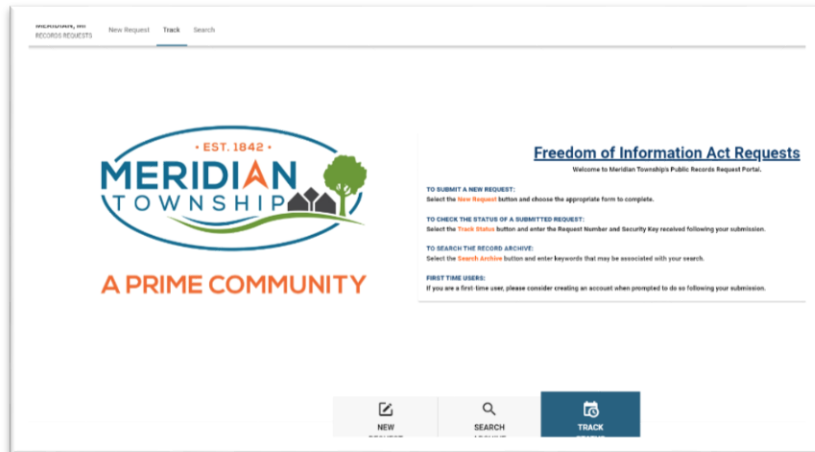
4. PowerDMS Compliance Management Software

The IT team assisted the Police Department with implementation of new PowerDMS Compliance Management Software tools that focused on three primary areas: standards compliance, training, and time tracking.



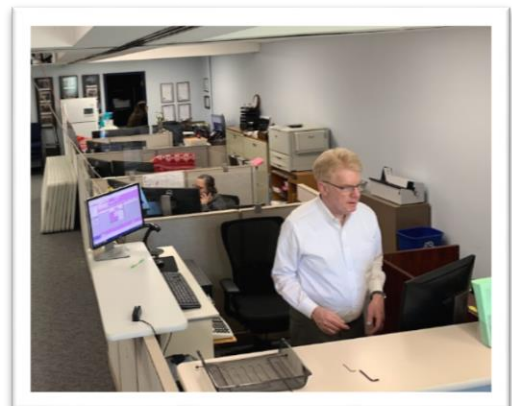
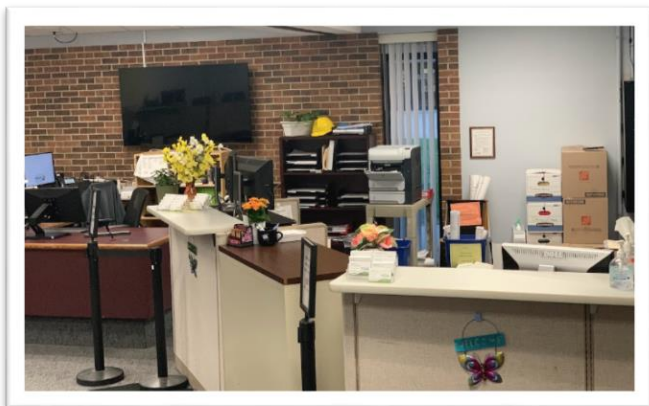
5. JustFOIA Service to Manage FOIA Requests

IT also assisted the Clerk's office with integration of new software for management of Freedom of Information Act requests. The web-hosted JustFOIA Service software significantly improves the administration of these requests across the entire organization.



6. Computer and Phone Relocations

The Technology Team assisted with computer & phone relocations during revitalization of our two busiest facilities, the Township Hall and the Public Safety Building. Generally speaking, end-users maintained uniform access to their telephone and data assets during all renovation operations.

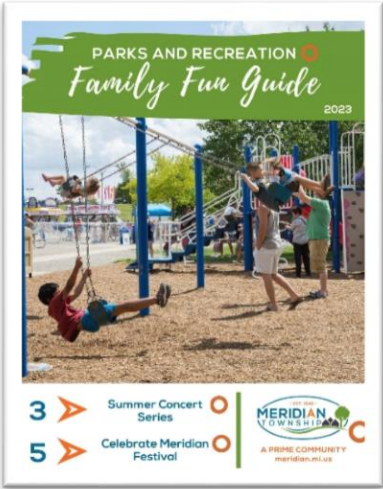


PARKS AND RECREATION

1. Develop and distribute the 2023 Parks and Recreation Department Family Fun Guide.

This community-building 20-page "Publication of FUN" was printed and distributed to residents in April. It included information on Parks, Recreation, Special Events, Farmers' Market, Harris Nature Center, Meridian Senior Center, Land Preservation, Land Stewardship,

Libraries, Historical Village, Nokomis and Volunteer Opportunities. It also was available electronically on the Meridian Township website.



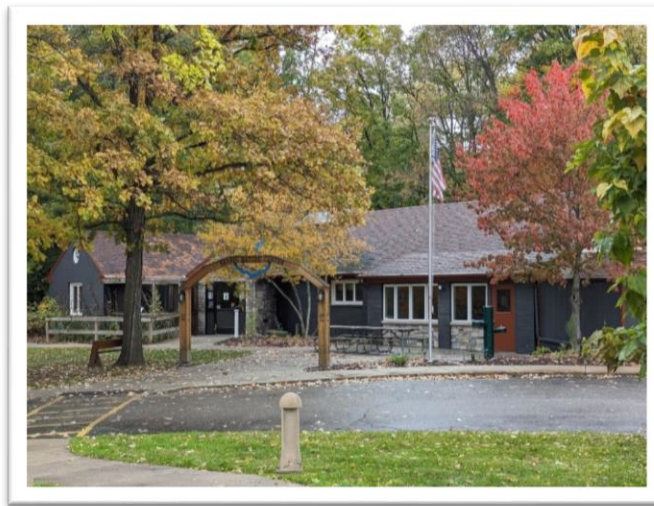
2. Complete Phase one of the Park Sign Replacement Program

Considerable work has been accomplished this year in replacing our outdated park signs with new brand-standard approved signage. A total of 12 signs have been installed so far this year with the remaining signs scheduled for completion in the spring of 2024. Thanks to a third quarter budget amendment in Park Millage Fund, all remaining signs (26) will be fabricated and installed in 2024. The total park sign project including 38 signs totaling \$375,700 will be completed in 2024.



3. Complete exterior building improvements at Harris Nature Center

The Harris Nature exterior now has a new and improved look with fresh paint, new stonework at the entrance, and new siding. The new stonework now coordinates with the new pavilion and restroom at the park. The Harris Nature Center celebrated their 25th anniversary last year with no major improvements made to the exterior since 1997. This was a much needed upgrade.



4. Meridian Historical Village Repair and Maintenance Projects

The Meridian Historical Village was created in 1997 by relocating structures of historical significance to Central Park. These structures have not had a formal review since they were originally installed. At the end of 2022, we received an architectural building inspection and priority repair and maintenance list. With assistance from Meridian Township ARPA Funds, we were able to complete the following projects in 2023:

- **New Roof on Barnes House: \$15,170.00**
- **New Roof on Grettenberger Farmhouse: \$11,430.00**
- **New Roof and structure enhancements on Unruh Barn: \$15,025.50**
- **New paint on the Schoolhouse: \$8,316.00**
- **New paint on the Chapel: \$10,401.00**
- **Switched over all lighting in the Chapel to LED bulbs: \$980.00.**
- **Upgrades to Electrical in Barn: \$2900.00 (in progress)**
- **Sidewalk repair (in progress)**



Our efforts in 2023 were instrumental in preserving the structural integrity of our Historical Village. In 2024, our efforts will continue to complete the remaining items on the inspection list.

5. Celebrate Meridian Festival 2023

This community-wide event took place on Saturday, June 24, 2023, in Central Park, along Central Park Drive and at Marketplace on the Green. Our community enjoyed a beautiful day of activities, food, music, beer garden, children's games, culminating with a spectacular fireworks display! New this year was a Friday night Teen Night at Marketplace with games, food, live music and a magician! Nick Wing worked with the libraries and their teen advisory board in the planning. For the first year. It was extremely successful!

POLICE DEPARTMENT

1. Continue efforts to fill all vacant positions while simultaneously working toward creating a diverse and inclusive workforce.

In 2023, we have hired four new officers to fill vacant positions. It was determined in field training that some of these officers did not meet our standards and are no longer employed here. However, we currently have four recruits in the police academy, two of which graduate in December. We have two other candidates who have accepted conditional offers to attend upcoming police academies as well.

Nine of our thirty one officers are female, bringing the total percentage of female officers to over 29%. Our goal of employing 30% females by the year 2030 is absolutely obtainable. We continue to seek out qualified candidates of all backgrounds who meet our standards.



2. Leverage suggestions made by Uniform, Health and Wellness, Recruitment and Retention, and Social Media Committees to provide an environment more likely to retain employees while attracting potential employees.

All officers have received new Class B uniforms, fulfilling a recommendation from the recruiting and retention committee and the uniform committee. The uniforms look professional, are more comfortable, and have tactical advantages over the Class A uniform.

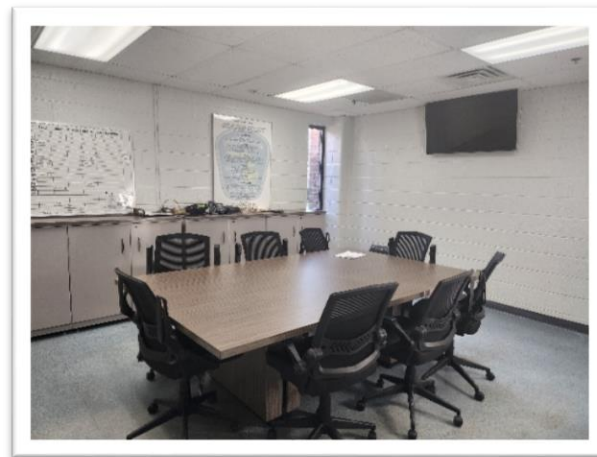
A newsletter has been designed and sent out to all employees to ensure communication is routinely made to all, a recommendation from the retention committee.

New members were added to the recruitment team to ensure we are attracting the most

qualified candidates to our agency.

3. Refresh the Police Department by updating vital areas such as the briefing, locker, and equipment rooms to create a modern, comfortable, and efficient workspace.

New lockers replaced old, mismatched lockers in both the men's and women's locker rooms. The briefing room received a much-needed update such as fresh paint, new table and chairs, new cabinets for more efficiency, and new technology including a message board that will be used to more effectively communicate through all shifts. Other updates including access control and new flooring throughout the building are scheduled for completion before the end of 2023.



4. Expanding technology available to all employees for a more efficient workflow. Integration of new software to increase efficiency and flow of information through the township and to the community.

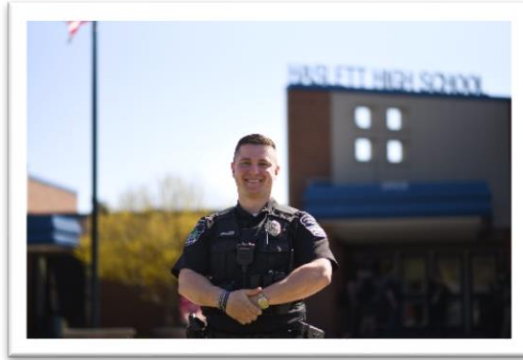
PowerFTO, an online application, was purchased and is being utilized to document training for our newly hired officers. We are also using PowerTime, an online application that allows employees to check their work schedules, submit time off requests, and submit overtime among other things. Power Engage allows for online surveys to be sent to the public at the completion of a police contact via text message.

IPads are being purchased for all sworn officers to be used to make evidence collection more

efficient, to improve our Telehealth program for people in crisis, and to offer a mobile option for many of our electronic applications.

5. Collaborate with school district partners to receive School Resource Officer (SRO) grants and secure two full time SRO positions.

Haslett Public Schools secured a state-funded grant and Ofc. Kolby Casaday was named their full-time SRO. Ofc. Casaday will have an office in Haslett High School and will be committed to providing full-time service to Haslett Schools.



6. Prepare for staff succession through training and mentoring.

Multiple promotions have been made in 2023, including the promotion of Curt Squires to Lieutenant, Dan King to Sergeant, and Lorenzo Velasquez to Sergeant. All will attend leadership training in the near future. Several officers were trained as field training officers, a necessary step in preparing young officers for supervision and leadership in our Department.

7. Assist the Parks Department with the Deer Cull to reduce injuries and damage as a result of collisions with the motoring public.

Our Department harvested approximately 200 deer during the program in 2023. The number of traffic crashes involving deer has steadily decreased over the past three years while the program has been in place.

PUBLIC WORKS & ENGINEERING

1. Complete the 2023 Sanitary Sewer Rehab Project

We will be completing the 2023 Sanitary Sewer Rehab Project by the end of 2023. This project was designed and put out to bid in 2022. We began construction in April of 2023.

The project focuses on grouting and lining of the Township's sanitary sewer system in neighborhoods surrounding Lake Lansing, as well as in two areas near Wonch and Ferguson Parks. These areas of the Township's sanitary sewer system were identified for rehabilitation work through the 2017 Stormwater, Asset Management, and Wastewater (SAW) Grant.

This project is part of an ongoing utility maintenance program that will sustain the high-quality sanitary sewer infrastructure for our residents.

2. Complete Phase 1 of the Timberlane Water Main Replacement Project.



We also recently completed the 2023 Timberlane Water Main Replacement Project. Design and engineering of this project began in 2022. This project was put out to bid in July of 2023. Construction began in August and was completed in November.

There will be a second phase of this water main project in 2024 which will involve replacing all of the water main on Timberlane St and Blue Haven Dr that is outside of the road ROW. We replaced all of the water main under the roads in 2023 to allow for the reconstruction of these roads as part of the 2022 Local Road Program contract.

Road construction was delayed in 2022 due to an emergency declaration project on the Proctor Drain by the Ingham County Drain Commissioner's Office. The drain project was completed in August, which allowed for the water main construction to begin prior to road reconstruction.

3. Complete the 2023 Curbside Storm Debris Collection Program



At the Special Meeting held on August 30, the Meridian Township Board approved funding to conduct curbside brush and tree debris pickup in response to the severe storm that came through Greater Lansing on August 24.

Beginning on Tuesday, September 5, the Township began picking up brush and tree debris from the storm. The Township completed the program in 3 weeks.

4. ELMWSA Wins 2023 Regional Water Taste-Off Competition

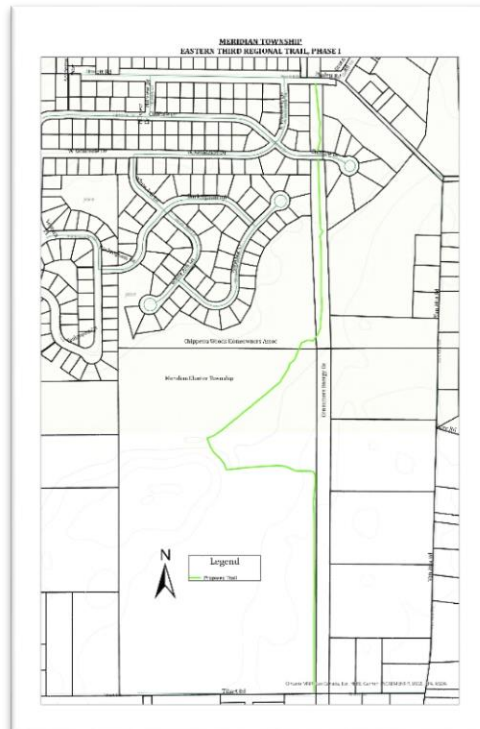
East Lansing-Meridian Water and Sewer Authority (ELMWSA) won the 2023 American Water Works Association Mt. Pleasant Regional Water Taste-Off Competition.

After winning the Regional Water Taste-off Competition, ELMWSA was honored to compete for the prize of best tasting water in the State of Michigan. The state competition was held at the Michigan Section American Water Works Association Annual Conference in Port Huron on September 13.

Water samples from all over the state were judged on taste, smell, and water clarity. The competition scoring was very close and ELMWSA finished 3rd in the Taste-Off. The winner for best tasting water in Michigan for 2023 was Marquette Township.

We are excited to compete in next year's competition and hope to be crowned as the best tasting water in Michigan.

5. Apply to the Ingham County Trails & Parks Millage for a Grant for Phase 1 of the Eastern-Third Regional Trail.



In 2021, we updated our Pedestrian Bicycle Pathway Master Plan. One of the new additions to the Master Plan was the Eastern Third Regional Trail.

This trail is made possible by the Consumers Energy right-of-way (ROW). Treasurer Deschaine's desire to see a pathway along Cornell Road was part of the impetus for this addition to the Pedestrian Bicycle Pathway Master Plan. For many reasons, it is not feasible to construct a trail along Cornell Road. However, this Consumers Energy ROW runs parallel to Cornell Road, making it the perfect alternative.

Similar to the MSU to Lake Lansing Trail, this would be a 10 foot wide asphalt trail with boardwalks being used to cross wetlands. We are proposing to construct this trail in four phases. This application is for the northern-most portion of the trail, which begins on the south side of Haslett Road, just west of Green Rd. Phase I would conclude at Tihart Road.

Township staff have applied to the Ingham County Trails and Parks Millage Program for funding. Our application includes a 10% local match, which will be comprised of \$90,000 toward the cost of construction and \$30,000 in in-kind support from Township staff for design, engineering, inspections and administrative support for this project. The estimated cost of Phase I is \$1,200,000.

6. 2023 Asphalt Sealcoating and Striping Project

This project was bided out in August of 2023 and construction began on Saturday, September 2. We are double sealcoating the parking lots and service drives at the following Township facilities and re-striping the parking lots:

- Municipal Complex (COMPLETED)**
- Service Center Parking (COMPLETED)**
- North Fire Station Parking (COMPLETED)**
- Central Fire Station Parking (COMPLETED)**
- South Fire Station Parking (COMPLETED)**
- Okemos Library Parking (COMPLETED)**
- Glendale Cemetery Service Drives (COMPLETED)**

This work will extend the life of this asphalt by protect our parking lots and service drives from the harmful effects of water and sunlight.

We also replace concrete that is failing in the Municipal Complex. In addition, the sealcoating and striping was completed at the Municipal Complex.

PROJECT MANAGEMENT & OPERATIONS

1. Municipal Building and Service Center Updates

In April, we vacated the Municipal Building and began renovations. Renovations included removal of wallpaper, extensive drywall repairs, painting walls and trim, replacing all flooring and replacing all office furniture. The front counter was refurbished, including lowering a portion to become ADA compliant, and the front entry doors were replaced.

The flooring in the front entry of the Service Center was replaced, the front hallway was painted, and the front counter was refurbished, also including a lowered portion for ADA compliance.

We were originally slated to take this project into October but were able to complete and move back in early September.

2. Township Signage Project

Installation of the new Township signage began in early 2023. We currently have 56 total signs under contract. In 2023, we constructed a total of 28 signs and we are scheduled to construct an additional 27 park signs in 2024.

2023 signage installation includes new facility signs at the Municipal Building/Public Safety Building, entrance signs at 3 of the 4 main entrances to the Township, wayfinding signs at the MB/PSB complex and new park signs at 13 Township parks.

3. NAHF Grant

In May, we applied for \$15,000 from the Native American Heritage Fund to replace the existing Okemos Square sign, located at the intersection of Okemos Rd and Sower Blvd. The Fund exists to help communities in Michigan get the funding to “assist with initiatives to improve curricula and resources related to Native American issues, and mascot or imagery revisions.” The old sign at this location did have offensive imagery and several members of the community asked that we find a way to replace it.

We found out in August that we were awarded the funding we asked for and a new sign went into production. A new sign was installed in early December and so far, has great feedback.

4. CHILL Grant

In September, we became aware of the CDBG Housing Improving Local Livability (CHILL) program through MSHDA. If awarded, the Township would be granted the funding to assist low- and moderate-income households with homeowner rehabilitation.

We submitted our application in early November and found out we were awarded \$480,000, which will allow us to rehabilitate 12 houses with \$40,000 of funding per household. We should have the grant agreement sometime in the coming weeks and look forward to implementing this amazing program in 2024.



2024

TOP FIVE GOALS

Enhance Public Safety

1. In 2024, Meridian Township shall be on reaching full capacity within the police (42) and firefighter/paramedics (36). We also need to develop a solution to our dorm room at the Central Fire Station.

Community/Senior Center

2. In 2024, Meridian Township shall work with the Township Board, Senior Center Advisory Board and community members to determine the future site, cost and amenities for a new Community/Senior Center.

Environmental Sustainability

3. In 2024, Meridian Township shall apply for a state grant to build a new Recycling Center, construct the Township's fifth major solar array to supply the North Fire Station with 100% renewable energy generation, and enhance wetland protection through new signage and education efforts.

Parks, Trails and Recreation

4. In 2024, Meridian Township shall finish the construction of Phase II of the MSU to Lake Lansing Trail and complete the design of Phase III of the MSU to Lake Lansing Trail in preparation for 2025 construction. Renovate or replace the number one utilized pavilion in our community located in Central Park to better serve our residents.

Diversity, Equity and Inclusion

5. In 2024, expand our DEI training and update our Personnel Handbook and Job Descriptions. Continue to our efforts in teambuilding to retain and recruit top talent to serve Meridian Township. We will also implement AbleEyes virtual tours of all public buildings in the Township. Virtual tours allow customers to explore beforehand to decrease anxiety, but the tours can also be used by persons with disabilities to explore accessibility beforehand.



2024

GOALS ACTION PLAN- DRAFT

A. INFRASTRUCTURE ENHANCEMENTS

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

Complete the reconstruction of the County North Lift station.

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

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

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

B. DIVERSITY, EQUITY AND INCLUSION (DEI)

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

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

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

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

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

C. ECONOMIC DEVELOPMENT

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

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

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

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

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

D. COMMUNITY PLANNING

Develop a Township Affordable Housing Development Policy.

Effectively administer the marijuana licensing and permitting process.

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

Continue modernizing the zoning ordinance.

Implement MSHDA Community Development Block (CHILL) Grant.

E. ENVIRONMENTAL SUSTAINABILITY

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

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

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

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

Oversee and administer the 2024 Green Grants Initiative.

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

F. FACILITIES, PARKS AND GROUNDS

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

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

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

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

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

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

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

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

G. PUBLIC SAFETY

Implement the 2023 Public Safety Township Retention and Recruitment Program.

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

H. TOWNSHIP FINANCES

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

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

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

I. COMMUNITY ENGAGEMENT

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

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

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

J. RETENTION, RECRUITMENT AND WELL-BEING

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

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

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

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