# Mayor's Report City of Gahanna Regular Council Meeting – May 3, 2021 Mayor Laurie A. Jadwin

The following is respectfully submitted on behalf of the Mayor's Office for Monday, May 3, 2021:

### General Information

- As of Friday, April 16, Franklin County remains in "Purple," or Level 4 status, under the Ohio Public Health Advisory System, indicating "severe risk of exposure and spread of COVID-19."
  - o Franklin County residents have been advised to wear masks, avoid large gatherings, and maintain social distancing as much as possible.
- o City Hall remains open to the public with limited access under the protocols listed below.
  - o We will continue to monitor the Ohio Public Health Advisory System and any directives for operation issued by FCPH and ODH.
  - o City Hall Hours are 8am 5pm. The building is closed for lunch from 1-2pm.
  - o All persons entering the building must comply with COVID protocols, including temperature checks and sign in.
- o Vaccination Updates:
  - o As of March 29, vaccinations are open for any individual age 16 and older.
  - To sign up, or for more information on vaccination locations, go to: GetTheShot.coronavirus.ohio.gov
  - o Community Paramedic, Kenny King, of the Mifflin Township Fire Department (MTFD), has been designated as a state-authorized COVID-19 vaccination provider. If you or anyone you know are unable to leave home to receive a COVID-19 vaccination, please contact Mr. King at <a href="mailto:vaccinations@mifflin-oh.gov">vaccination</a>, please contact Mr. King at <a href="mailto:vaccinations@mifflin-oh.gov">vaccinations@mifflin-oh.gov</a> to make arrangements for an in-home vaccination. Mr. King will compile a list of those in need in order to request the needed number of vaccinations from FCPH.
- o Staffing Updates:
  - Welcome to Vinnie Camacho, who joined our Gahanna team on April 26 in the role of Project Inspector.

### Department Updates

- Gahanna Division of Police
  - o General Updates
    - Officer T J Lohr, a seven-year veteran of the Division and former Hickory NC officer, submitted his resignation to pursue employment opportunities outside of law enforcement.

- Officer Carl Schmueckle, a 32-year veteran of the Division, announced his early retirement, effective mid-June.
- The process to formulate an eligibility list for the position of Police Officer is ongoing. There are approximately 20 applicants remaining moving into the review panel portion of the hiring process.
- The Chief's community meeting was held via teleconference on Thursday, April 29.
- Chief Spence, representing the Franklin County Chiefs Association, will be participating in a series of community meetings each Tuesday in May hosted by Dr. Victor Davis at Trinity Baptist Church in Columbus.

# Department of Public Service & Engineering

- o 2020 Street Ratings/2021 Street Program
  - Strawser Paving's expected start date is Monday May 3, 2021.
  - Notification mailers were sent to residents whose streets will be resurfaced. Residents whose streets are being rebuilt should expect a notice in the coming weeks. An additional door hanger will be provided roughly one week before start of construction.

### o Private Development

- 7 development projects are undergoing final engineering design and review.
- 15 projects are in the active construction stage.

# o Refuse Collection Delays/Challenges

- The City of Gahanna is part of a refuse collection consortium of Central Ohio communities (Westerville, Reynoldsburg, Dublin, New Albany, etc.) who collectively seek collection services. The consortium members met last week to discuss repeated delays in pickups, as many communities have been experiencing similar or greater delays. We continue to work closely with Rumpke and the Consortium to reduce the delays.
- Delays in collection are attributed to a few factors, including increased trash, increased yard waste, a shortage in available labor, and DOT restrictions on the number of hours permitted to operate a vehicle per week. The shortage in available workforce appears to be the largest issue at this time.
  - Rumpke, among other haulers and other industries, is experiencing the effects of a lack of labor. They are diligently working to invest in the current workforce by doubling its advertising campaign for recruiting efforts, offering signing bonuses, and providing bonuses and raises for existing employees.

# o Granville St Traffic Signal Repairs

- The signals at Flint Ridge/Granville, Lincoln Circle/Granville, and Mill St./Granville require maintenance and repair work. Temporary traffic signals are being installed at these intersections, which should be in place for several months. Status updates will be posted on the City's website and social media outlets.

# o Monthly Utility Billing

 The second monthly bill will be mailed this week for roughly two-thirds of the City. By June, all City of Gahanna residents will be on a monthly billing schedule.

#### ADA Transition Plan

- The presentation and draft Transition Plan can be accessed on the City's website. Input and feedback may still be submitted via email to <a href="mailto:ada@gahanna.gov">ada@gahanna.gov</a>.

### o Sidewalk Program

- A virtual public presentation was held on Wednesday, April 7 to gather input. The presentation can be accessed through the City's website. Input and feedback should be submitted via email to ada@gahanna.gov.
- We are working on draft code for the proposed program, which we anticipate will be presented to Council later in May.

# o Creekside Garage

- A river gauge located at the Granville Street Bridge has been authorized for construction. This gauge will automatically alert critical staff of real-time river levels and flood risks.
- A corrective action plan has been submitted to FEMA that will identifies actions already taken as well as next steps to address identified issues.

### Hamilton and Morrison Vehicle Detection Camera Replacement

- We are working with a contractor to replace the vehicle detection cameras at Hamilton and Morrison Roads, as repair parts are not available. The current camera system is one of the original camera systems and is no longer manufactured. Old cameras will be saved and used as spares as we work to upgrade other intersections.
- New video detection cameras were installed last week and are operational.
  The new cameras have enhanced vehicle detection capabilities, including improved bicycle detection, traffic data collection, etc.

# Recycling Cart Tagging Program

- Gahanna is partnering with SWACO, The Ohio State University, The Recycling Partnership, Good Land, and the Ohio EPA on the "Feet on the Street" program. The program will audit recycling carts and recycling trucks to find items that are not appropriate for recycling. "OOPS" tags will be placed on recycling carts to educate residents on items that are not

recyclable. The goal of the program is to impact our community by educating residents on recycling and increasing the quality of our recycling.

- The cart tagging program began in April and will continue through June.

# Utility Rate Study RFP

- We have re-advertised the Utility Rate Study RFP. Proposals were originally sought in 2019, but the project was placed on hold due to staffing shortages and then the pandemic. The study will provide a comprehensive review of utility rates. The project is expected to be complete in 2022.

# o US62 and Cherry Bottom Street Light Install

- Work is underway to install three (3) new streetlights at the intersection of US62 and Cherry Bottom. The streetlights will provide increased lighting for the pedestrian crossings as well as the intersection. The work is expected to be completed in the next two months.

## o Taylor Rd (west of Rice Rd) Trail Crossing/ Rectangular Rapid Flash Beach (RRFB)

- Working with a contractor to install an RRFB at this well-traveled pedestrian crossing. The RRFB will provide increased notification to commuters that pedestrians are crossing the road.
- Work is expected to be completed in the next two months.

#### Fast Johnstown Bike Trail Extension

- Design work has begun and is expected to be completed in Summer 2021.
- Field Survey is completed. Staff is reviewing preliminary design concepts with Korda.

#### o East Johnstown Drainage Improvements

- IBI Group is preparing construction drawings for drainage improvements along East Johnstown Road near Larry Lane.

### o SCADA Update (Water and Sewer Management System)

 We are updating our software, which includes moving to a new virtual server. The updates will ensure safe and reliable management of the water and sewer network, including increased security. We expect the upgrade to be completed within the next month.

#### o Wynne Ridge Culvert Rehabilitation

- Contract negotiations are underway for the design of rehabilitation measures for a culvert under Wynne Ridge Court.

#### o Cherry Bottom Road Stabilization

- We are in contract with S&ME, Inc's for the design of stabilization measures.
- Mapping of wetlands and streams in the work area is underway.

- o Taylor Station/Claycraft Road Intersection
  - Preliminary design is underway. EMHT and their subconsultants are completing soil borings and utility spotting in the roadway.

# o Big Walnut Trail Section 8

- The Engineering Division is coordinating with the Parks and Recreation Department and American Structurepoint to select a design alternative for Big Walnut Trail Section 8 over I-270.
- A concept review meeting between staff and ODOT District 6 was generally positive. Parties are working on next steps to advance the project.

# o City of Columbus Hamilton and Morse Rd Widening

- The City of Columbus and the contractor, Shelly and Sands, have used the favorable weather to kick off the construction season ahead of schedule.
- Traffic has been shifted to temporary pavement to allow the contractor to construct the opposite side of the street. Columbus expects this traffic plan to be in place for the majority of 2021.
- Columbus has been addressing concerns over numerous potholes and temporary pavement quality. The contractor will be inspecting and repairing the pavement daily. The contractor has added a layer of asphalt in problem areas.
- A baseline schedule has been approved, and the expected substantial completion date will be summer 2023. Absent unforeseen delays, a majority of the work is expected to be completed by the end of 2022. It is too early in the project to provide hard dates.
- The month of April report for the Service Department:
  - The Streets Division responded to 37 citizen requests.
  - The Water/Sewer Division responded to 41 citizen requests.

#### Department of Parks & Recreation

- o Projects
  - Splash pad: OHM and Vortex continue to work together to establish site layout.
  - Playgrounds: Midstates Recreation has been selected for the designs of the playground replacements at Headley Park and Woodside Green.
  - Price Road Renovation: M&A has been selected for the design and engineering of the property. A 3D scan of the floorplan is scheduled.
  - Parking lots: Structurepoint has been selected for the design and engineering for Price Road House parking lot, Woodside Green parking lot and Trapp Park walking path. A request for the Mayor to enter into contract has been presented to Council.
  - Big Walnut Trail Section 8: StructurePoint has presented multiple alignments to be considered. Staff has engaged with ODOT to discuss the preferred alignment in coordination with the bridge replacement.

#### o Recreation

- Pool memberships went on sale March 15.
  - 267 passes have been sold to date.
- Summer camp registration opened on March 22.
  - Camp Hannah is sold out.
  - A waitlist is available for interested families in the event the most recent COVID limitations are expanded or relaxed.
  - Camp Friendship is 95% sold.
- 4,390 meals have been provided to seniors within the Gahanna community since the onset of COVID.
- Parking lot Bingo has returned to the Senior Center on the second and fourth Tuesdays of the month. 70 participants enjoyed the opportunity for the month of April.
- Arbor Day celebration is on Saturday May 8.
  - Volunteers are needed for a tree planting as well as a community clean-up from 8-10am.
  - The Creekside Arboretum ribbon cutting takes place at 11:00am.

#### o Arbor

- Participated in Columbus Academy mulching and tree planting event
- Sprayed flight control at Woodside Green South
- Called OUPS for spring planting
- Conducted work in managing poison hemlock along BWT
- Engaged in review of Comprehensive Landscape Plan
- Participated in meeting to discuss Sidewalk Program and street trees
- Evaluated ash trees on Harrison Pond Dr.
- Installed custom-made signs for new Arboretum
- Conducted storm cleanup from April snow (~23 trees)
- Auger holes for tree planting prep
- Set up watering UTV
- Trail restoration at Gahanna Woods
- Conducted clean up in Geroux Herb Garden
- Trees planted: 17
- Trees resident/contractor calls: 36
- Trees resident/contractor meetings: 1
- Trees zoning application reviews: 4
- Hazard tree evaluations: 2
- Storm damage clean-up: 23 trees

#### Parks & Facilities

- Routine mowing schedules have begun
- Repaired yard hydrant at Veterans Memorial
- Drained and power washed both pools at Gahanna Swimming Pool

- Edging, string trim, seed, power washed building, check all lighting at GSP and Hunter's Ridge Pool
- Hunter's Ridge drained, cleaned and refilled for season prep.
- Sprayed baseball infields at Woodside Green and Academy Park
- Replaced pond aerators at Woodside
- prepared Sr. Center planters & gardens compost in raised beds
- Removed and replaced hot water heater at Herb Center
- Power wash Hannah Park shelter, relocate tables inside, secure tables
- Picked up donated seedlings from Green CBUS
- Conducted Friendship Park seasonal clean-up, including repairing of fencing, cleaning debris, removing leaves, power washing areas as needed.
- Responded to 19 resident questions and concerns

# o Department of Economic Development

- o Continue to work with a local Gahanna business and their owner's rep on "Project Approach," regarding inquiry into business expansion project, with two properties under review. A Request for Proposal was submitted by the business to add a developer to the team.
- o Regarding the Crescent Project, Administration is working on documents for the NCA and TIF legislation for presentation and discussion at a future Council meeting.
- o Mill Street project: Continued negotiations with developer on proposed development agreement and design of building.
- o Working with a local developer on the planning of a recent purchase of property in the Creekside District.
- o Finalized the incentive offer letter from Jobs Ohio to support a new business in Gahanna (an affiliate of an existing business). This company will create 43 new jobs and will add an additional 25,000 sq ft of production, distribution and administration space. Announcement and press release will be issued in the next few weeks.
- o RFQ for Creekside Master Development Plan has been distributed and responses are due May 7, 2021.
- Working with the Mayor's Office, Communications & Marketing team, and incoming Director of Economic Development on promotion of National Economic Development Week, with a private event scheduled for May 13 at The Peak at Edison.

- o Continuing work on negotiations for school compensation agreement, including calculation of monies paid to District and evaluation and consideration of potential new terms to propose. Internal meetings have already begun.
- Working with a new tenant at 1015 Taylor, who has 281,000 square feet under lease. Administration is meeting with the new company the week of May 3. More details will be shared as soon as information is able to be released.
- Partnering with engineering and planning on roadway improvement project to enhance business attraction.
- o Partnering with Department of Communications & Marketing to redesign the development page of City's website to provide needed information in a more user-friendly approach and define a call to action. As part of an overall strategical plan for development marketing for the City, the Development Department is working with the Communications & Marketing Department to develop a program for video testimonials from existing Gahanna businesses.

# o Planning, Building & Zoning

- o Zoning Code:
  - Consultant working on design districts, residential zone districts, and commercial districts; evaluating the need to consolidate zone districts
  - Discussion of options for strategic citizen engagement in code rewrite.
  - Evaluating topics for citizen engagement.

### o Building Division:

- Issued 66 permits in last two weeks
- Average permit issuance: 11 days (includes processing, review, and resubmittals; State allows 30 days per submittal)
- Reviewing City website permitting portal to understand why some permits are submitted multiple times or why there are unfished permit submittals; goal is to reduce applicant confusion.

#### o Code Enforcement:

- Conducted 189 inspections in last two weeks
- 56 new cases: 71% proactive, 29% citizen-driven
- New code enforcement officer starting May 3
- Working with IT Department on implementation of new Rental Registration Code, including digital accessibility, development of forms, payment processing
- Reviewing 2018 SOPs with goal to update to improve consistency and timeliness

# o Planning/Zoning:

- Working on writing new mobile food vendor code

- Working with contractors, homeowners, etc., to educate on new ability to submit certain permits online
- Reviewing City website permitting portal to understand why some permits are submitted multiple times or why there are unfished permit submittals; goal is to reduce applicant confusion
- Working with permitting software to improve automated responses related to permits
- Planning commission applications are in review for new library at 310 Granville St
- Planning commission applications are in review for new Moo Moo car wash at 455 Morrison Rd (former location of Big Boy restaurant)
- 2021 Projects Approved:

Project	Number	Investment \$	Job Creation
New Construction (Approved)	4	\$55 M	550
Expansion and Renovation (Approved)	2	\$3.3M	5

# - 2021 Projects Pending:

Project	Number	Investment \$	Job Creation
New Build (Pending/Tentative)	8	\$81M	288
Expansion/Renovation (Pending/Tentative)	1	\$350K	25

# Department of Human Resources

- Benefits
  - COHCC Meeting was cancelled due to illness
  - Reconciled and submitted request for payment to Delta Dental, VSP, EAP and The Standard Life Insurance

#### o HRIS

- Three-day parallel payroll with Munis (April 26-28)
- Found and corrected errors with how some pay codes were calculating
- HR is performing double entry into new system and current system for all new hires and employee changes

 Police Scheduler (Kronos Telestaff) meeting to set up demo for Police Department

# o Wellness Program

- Wellness Calendar finalized and upcoming activities communicated
- Smoking cessation program scheduled to start May 3<sup>rd</sup> after work hours for three employees with Mount Carmel

# o Civil Service Hiring Updates

- 911 Dispatcher: Polygraphs completed
- Police Officer: Candidates are scheduling oral examinations.
- Senior Utility Billing Specialist: Interviews are scheduled.

# o Unclassified Hiring Updates

- Planning & Zoning Administrator Interviews scheduled for this week
- Recreation Office Support Interviews taking place on April 30<sup>th</sup>
- Finalizing offer for Deputy Clerk of Council
- Summer Recreation Seasonal positions -
  - First Orientation completed on April 27
  - Preparing for the next Orientation on May 6
  - Sent conditional offers to candidates
  - Continuing to update seasonal hiring checklists
  - Seasonal candidates are coming to City Hall during designated days/times to complete the pre-employment process.
  - One candidate scheduled to start for Golf Course maintenance
  - Researched permanent resident documentation requirements for I-9

#### o Leave Management

- Regular weekly leave management and working with supervisors on temporary restrictions and return to work
- Worked with two employees regarding return to work
- Processed and approved ADA leave for one employee

# o Safety

Logged Parks weekly safety training sessions

#### o Labor Management

- Processing an employee transfer

#### o Training

- Offered Customer Service Training Verbal De-Escalation; 14 Employees
- Equipment training for Parks employees held on April 29

#### Department of Finance

- o The 2020 audit is in progress. Please respond to any audit inquiries as soon as possible. If you have any questions or need assistance, please let me know.
- o Preparation of the 2020 CAFR is in progress. We are on schedule to provide the draft to the Auditor of State by May 30 as required by Ohio Revised Code.
- o We have begun discussing the cost of the timekeeping and scheduling upgrade with our vendor.
- o We have identified a temporary solution to begin processing payroll in MUNIS while implementation of the upgrade takes place. We will begin testing the end of April an anticipate moving payroll to MUNIS in June.
- o Working with Mayor's Court on banking relationships.
- o Once we are fully implemented with MUNIS and complete the upgrade with Kronos for timekeeping and scheduling, the City will be able to fully recognize the savings associated with the new system. There already have been a number of efficiencies and savings with the processes already converted to MUNIS.
- o We have begun planning the preparation of the Capital Needs Assessment for 2022-2026.
- o We received the Certificate of Achievement for Excellence in Financial Reporting for our 2019 CAFR. This marks the 7<sup>th</sup> year in a row we have received the certification from the Government Finance Officers Association based on the highest level of financial reporting requirements.
- o Continue monitoring for updated guidance for the American Rescue Plan. Attended the first Ohio OBM teleconference and it was very informative but did not provide any additional information beyond what has already been communicated.

# Department of Information Technology

- o City Council Livestream Technology Assessment
  - Met with the Project Manager and technicians to discuss wire paths and overall project plan.
  - Hardware is on order and we are awaiting confirmation of delivery dates, some equipment is backordered.
  - Installation is scheduled for the week of June 14. Installation, testing and training are expected to be completed in early July.

- o Parks & Recreation Point-of-Sale Upgrade
  - POS Components are configured in RecTrac and awaiting testing & deployment next week.
  - Anticipating management training to begin next week, with staff being trained week of May 10.
  - Credit Card readers are the last piece and will be configured by end of this week.
- o Surveillance Camera Continuity Planning & Strategy
  - The physical camera installation is complete at Price Road.
  - Cameras need configured in Milestone once final network configurations are in place.
  - Parks Maintenance Faciality camera upgrades will begin this week.
- o New Communications Center
  - City Network Equipment is installed and is now connected, testing will begin this week.
  - Cabling and console equipment installation should be concluded this week.
  - Discussions are underway to provide redundant fiber between secondary PSAPs and the new center.
- o Asset & Workorder Management System with Citizen Engagement
  - Short list has been created and vendor demonstrations are this week.
  - An additional budget request will be needed to implement this project in 2021.
  - 7 proposals were received & reviewed.

### Department of Marketing & Communications

- o Attended PIO regional meeting on Rapid 5, hosted by MORPC, posted on LinkedIn and multiple Facebook pages.
- o Updated Parks & Recreation print materials for distribution:
  - Map for Hannah Park
  - 2021 Swimming Pool Policy Guide (Aquatics Handbook)
- o Working with Parks & Recreation Department staff in recruiting efforts, including obtaining quotes for advertising broadcasts, developing and distributing flyer to advertise available positions, participating in conference calls with Superintendents to discuss recruiting strategies; create and run social media ads to promote available positions
- o Wrote press release for unveiling of new Level 1 Arboretum on May 8; created graphics for Arbor Day and ribbon cutting ceremony; updated website to include Arboretum information

- o Support of Department of Economic Development:
  - Arranged for and conducted video interviews with several Gahanna business owners, to be used as part of promotion of Gahanna as a business location in support of Department of Economic Development's efforts
  - Photographed local businesses, available land, leasing space to use in promotion of city for business attraction
  - Met with marketing team of local business to discuss support through cross-promotion of events in spring
- o Participated in multiple meetings with SWACO to finalize promotion and communication of cart-tagging program
- o Met with Mayor's Office and Director of Public Service to develop city-wide pole banner program
- o Developing overall communications plan and guides for city
- Developed press release and worked with *This Week* in publication of story on launch of cart-tagging promotion; ran video promotion of cart-tagging program on social media platforms and published on city website
- Worked with Mifflin Township Fire on gathering information on vaccination clinic, and promoted information to residents on website and social media platforms
- o Working with Columbus Monthly on highlight article featuring Gahanna
- o Finalized statement and created social media post on American Rescue Plan based on Council presentation, to update residents on status and available information
- o Attended Chief's monthly Civic Association meeting on April 29 and provide updates on communication avenues and programs
- o Met with Director Winn, Chief Spence and PD leadership to discuss communications plan for social media
- o Updating Bike Safety month brochure developed by Division of Police to distribute to public
- o Filmed statement from Chief Spence and Mayor to issue to members of Gahanna Division of Police

- o Drafted and edited PD's monthly community bulletin, posting to website and on city's social media platforms
- o Performed multiple updates to City's website, including information on Parks & Rec programming, the new Aboretum, addition of Q1 financial report for review and accessibility by residents, information on cart-tagging program and monthly billing
- o Met with 614 Media Group to discuss article ideas for July issue of *Uniquely Gahanna*; sent out digital version to all contributors in April issue, and posted online version on website and social media
- o Ongoing/recurring projects:
  - Respond to resident questions and inquiries on social media
  - Attend weekly meetings with Parks & Recreation staff
  - Write and distribute weekly "Senior Spotlight" e-newsletter
  - Creation of multiple graphics for social media posts for announcements and events
  - Write and distribute monthly City and Parks and Rec e-newsletters
  - Sending out eblasts as needed for job recruiting. Most often Parks and Rec, to help with staffing for summer season.

# Office of the Mayor

- o Finalized information for submission to Office of Congresswoman Beatty for possible federal funding opportunities for roadway project
- o Worked with MORPC representatives to secure regional support for roadway project, in effort to secure federal funding
- o Participated in virtual meeting with Director of Public Service, City Engineer, and Representative of Federal Highway Administration to discuss City's proposed ADA Transitions Plan and next steps
- o Held meeting with representative of Ohio Department of Transportation, City Engineer, Assistant City Engineer, Director of Public Service, Development Consultant and incoming Director of Economic Development to discuss pending and potential roadway projects, and opportunities for outside funding to support same
- o Participated in multiple webinars on the American Rescue Plan to understand potential use of funds in order to develop proposed plan for addressing backlogged infrastructure projects in city

- o Participated in Charter Review Commission meeting, proposing suggested changes to Charter to eliminate confusing and contradictory sections
- O Held meeting with Superintendent Barrett, members of the Gahanna Jefferson School District, GLHS staff, and City's Director of Finance and IT Manager, to identify potential areas for opportunity to collaborate on projects and discuss and evaluate interest in pursuing same
- o Attended onboarding session for new Parks employees
- o Met with Franklin County Engineer Cornell Robertson to discuss and identify opportunities for collaboration between County and City on projects, and to discuss pending sidewalk installation along county road
- o Engaged with residents of Gahanna development as well as developer, to update on status of sidewalk installation project
- o Working with Departments of Economic Development and Communications & Marketing to plan Economic Development event for May 13
- o Worked with City Engineer, Assistant City Engineer, and Communications Manager to finalize ADA Transitions Plan and presentation of same
- o Participated in conference call with Franklin County Public Health to discuss emerging trends in case numbers and vaccinations within eastern and southeastern portions of Franklin County
- Attended networking event presented by Gahanna Area Chamber of Commerce;
  participated in Racial Equity workshop presented by MORPC and YWCA
- Attended Chief's monthly Civic Association meeting
- o Presented Proclamations to Visit Gahanna for International Jazz Day (April 30) and Gahanna Herb Week (May 1-8)
- o Held weekly touch base meetings with each department Director to receive update and provide direction on ongoing projects; Continue work on ongoing/pending initiatives: strategic plan refresh, code development/updates, development marketing plan, school compensation agreement evaluation and negotiations, code enforcement updates in operations