

State of the Township

2016



2016 TOWNSHIP

ADMINISTRATION

GOALS AND OBJECTIVES

- 1. Complete the adoption of the Non Merit Employee Medicare Premium Reimbursement Plan.**
 - a. Completed
- 2. Continue TWP cemetery repairs and begin the mapping project.**
 - a. Ongoing

- 3. Act on the TWP/Fire HQ Committee recommendations and implement the decision made.**
 - a. Decision made – implementing
- 4. Complete the development of a TWP policy governing projects by external groups on TWP assets.**
 - a. Still in progress
- 5. Complete and submit a report to the TWP Board for a decision on using PERF for our merit firefighters who meet the criteria set.**
 - a. Completed
- 6. Do another review on self-insurance by mid-2016.**
 - a. Completed for 2017 coverage

- 7. Continue to update and implement the 5 Year Strategic Plan.**
 - a. Ongoing
- 8. Establish fiduciary boards for each of the TWP's 401a, VEBA and 457 Plans.**
 - a. Township Board declined
- 9. Study a salary policy for the TWP employee positions.**
 - a. Incomplete
- 10. Review TWP's Total Benefit Plan(s) for appropriateness, competitiveness; with a summary of each in case Of disability, loss Of life, retirement, termination, Etc.**
 - a. Completed

- 11. Develop and implement TWP Internal Controls as mandated By Indiana SBOA**
 - a. Completed
- 12. Implement the “Vision” developed by the 5 Year Strategic Goals for TWP Gov’t., Fire Service, TWP Parks and TWP Assistance.**
 - a. Completed and ongoing.
- 13. Include as part of the 2016 TWP Sustainability Plan a plan for future projects and goals including the feasibility of TWP debt reduction.**
 - a. Completed and ongoing

14. Work very closely with the other taxing entities and other groups to develop and implement a long term economic plan for the Avon community.

a. Incomplete

IN ADDITION TO THE ABOVE, OTHER OBJECTIVES THAT WE MET:

1. The TWP Board approved developing the Pecar property.
2. The Fire Dept. accomplished replacing the fire equipment and is now on a regular replacement schedule.
3. All senior and mid-level TWP management completed leadership training.
4. An Employee Appreciation Week was held without the use of tax dollars.
5. The TWP banking was put out for bid.
6. The TWP received a “clean audit” report from the SBOA for 2012-2015
7. The Avon Collaboration Taxing and Chamber groups continued to work together on open dialogue.

2017 TOWNSHIP

ADMINISTRATION GOALS AND

OBJECTIVES

- 1. Complete and implement TWP Policy governing projects done by external groups on TWP assets.**
- 2. Finish the TWP/Fire HQ Project**
- 3. Do a review and update of the TWP 5 Year Strategic Plan.**
- 4. Do a complete review of the TWP Group Ins. Plans for ways to reduce costs while insuring the best coverage.**

- 5. Make a recommendation to the TWP Board of a salary policy for the TWP employee positions.**
- 6. Update and include as part of the TWP Sustainability Plan projects and goals including reduction of TWP debt.**
- 7. Continue with the Pecar Park project.**
- 8. Continue to work with the other taxing entities and other groups on a long range Economic Plan for the Avon community.**
- 9. Work with our legislators to develop a state or regional fire training academies.**

- 10. Work with other county local taxing entities to insure County Council understands the need to continue the same local income tax distributions.**
- 11. Work with our legislators to abolish or amend the legislation requiring the County Council have control of the local income tax distribution.**
- 12. Develop a continuing education plan for our TWP employees.**

2016 Fire Department Goals and Objectives

- 1. Complete projections of equipment replacement and purchasing.**
 - a. Completed
- 2. Begin development of an employee psychological fitness program for all department personnel.**
 - a. Completed
- 3. Continue to address and complete goals and objectives identified in department and TWP strategic plan.**
 - a. Completed

- 4. Evaluate the need for a transporting medic to be stationed at Station 141.**
 - a. Completed
- 5. Hire two additional personnel and replace one open position. One new position was projected in budget, and money saved from dispatch contract funding two additional personnel.**
 - a. Completed
- 6. Continue development of department training ground; identify needed props and training building; select location of training grounds; begin funding strategies.**
 - a. Ongoing

7. Begin process of evaluating needs for department apparatus mechanics.

a. Completed

2017 Fire Department Goals and Objectives

- 1. Continue the funding and development of our Peer Support program.**
- 2. Finalize the selection of a location for a permanent training ground. Also, finalize the planning of needed training props and buildings.**
- 3. Select architect and complete planning of remodeling project for Station 141 to be completed in 2018.**

- 4. Complete acquisition of identified project resources identified in the CUM fund and Rainy Day appropriations plan including:**
 - a. Purchase of Ultrasound equipment for Medics**
 - b. IT equipment to transmit training to stations**
 - c. Remount reserve ambulance**
 - d. Replace Self Contained Breathing Apparatus**
 - e. Consider land purchase for fire training ground**
 - f. Construct training modules**
- 5. Evaluate the effectiveness of computer based training programming for personnel for current and future training opportunities.**

**2016 WASHINGTON PARKS
AND RECREATION
DEPARTMENT GOALS AND
OBJECTIVES**

- 1. Reestablish Paw Park banner advertising process & generate revenue in 2016.
Generate a potential sponsor list.**
 - a. Incomplete
- 2. Conduct a thorough assessment of the Park trail system and restore all trail signage.**
 - a. Incomplete

- 3. Complete capital improvement projects identified for 2016.**
 - a. All but one completed.
- 4. Conduct at least three new programs per month to reach all interests in the community.**
 - a. Completed
- 5. Complete the 2016–2020 Master Plan for the park Department.**
 - a. Completed
- 6. Create a Master Plan and concepts for the renovation of the Pecar Property.**
 - a. Completed

- 7. Create a policies and procedures manual for all park employees.**
 - a. Completed
- 8. Establish program standards for the Washington Township Community Gardens.**
 - a. Incomplete
- 9. Create a volunteer recognition program for individuals that give back to Washington Township Park.**
 - a. Incomplete
- 10. Create a policy document for all township properties to control improvements and projects on our property.**
 - a. Completed

2017 WASHINGTON PARKS AND RECREATION DEPARTMENT GOALS AND OBJECTIVES

- 1. Establish Paw Park banner and advertising process & generate revue in 2017.**
- 2. Work with the Purdue Extension office to conduct a thorough assessment of the Park trail system.**
- 3. Complete capital improvement projects identified for 2017.**

- 4. Establish a Master Plan for the Washington Township Community Gardens.**
- 5. Create an employee awards and recognition program for the employees of the Township.**
- 6. Work with the Avon Community School Corporation's Music and Arts department to collaborate on an arts festival and a music series for 2017.**
- 7. Collaborate with a playground consultant to review our playgrounds and work on a plan for restorations.**

- 8. Create a donation form and process for businesses, organizations, and individuals to donate trees to Pecar Park.**
- 9. Research and apply for grants through DNR and NRPA to help offset some of the cost for Pecar Park.**
- 10. Work with the Washington Township Trustee and Banning Engineers on the Pecar Park project.**

2016 TOWNSHIP ASSISTANCE

DEPARTMENT GOALS AND

OBJECTIVES

- 1. Submit the Washington TWP Assistance Standards and Guidelines for annual deadline.**
 - a. Completed
- 2. Attend DDI trainings at Ivy Tech and the Indiana TWP Association annual Conference.**
 - a. Completed

- 3. Complete the Strategic Plan Goals and Objectives identified for completion in 2016.**
 - a. Completed
- 4. Research and implement a Safe Housing Program in order to identify unsafe housing within the community.**
 - a. Incomplete
- 5. Research and evaluate burial costs and options within the community.**
 - a. Completed
- 6. With implementation of new TWP website, provide an up-to-date and inclusive page of resources to further assist clients with daily living needs and skills.**
 - a. Completed

7. Continue to further community outreach and knowledge of Hendricks County Resources.

- a. Completed

2017 TOWNSHIP ASSISTANCE

DEPARTMENT GOALS AND

OBJECTIVES

- 1. Submit the Washington Township Assistance Standards and Guidelines for annual deadline.**
- 2. Attend the Indiana Township Association annual conference and at least one other conference/training.**
- 3. Complete the Strategic Plan Goals and Objectives identified for completion in 2017.**
- 4. Implement Clothing Voucher Program.**

- 5. Develop and Implement a program for educating clients to be more self-sufficient.**
- 6. Review and update pamphlet.**