



PERFORMANCE REPORT

"A Community of Pride, Progress and Tradition"

A Message from the Municipal Manager

Ryan Jeroski



Each year at this time the Township prepares and publishes a report highlighting the prior year's activities and accomplishments. It is my pleasure to introduce the *2024 Hampton Township Performance Report*. While there are innumerable moving parts in the operation and management of a municipality, Township Council and the Controller as well as the Township's employees and department heads worked effectively throughout the 2024 calendar year to deliver top quality programs and services to our residents. Working collaboratively has been and remains the principal strategy that drives Hampton's elected officials and employees to serve our community.

This report is intended to convey a summary of municipal operations by department, and to provide the reader with information regarding what lies ahead in 2025. Among many other accomplishments in 2024, Hampton residents recycled 2,058 tons of materials while commercial businesses in the Township recycled another 666 tons. In addition, 4.22 miles of roadway were resurfaced at a cost of nearly \$922,000. The Township's largest infrastructure project, the \$60 million reconstruction of the Allison Park Water Pollution Control Plant, was three-quarters completed at the end of 2024 and had already begun processing wastewater with its advanced ultraviolet light filtration system. Shaler Hampton EMS responded to 6,678 calls for assistance, and 1,694 in Hampton. The Township's recreation programs flourished in 2024, with 5,238 participants in pickleball, 1,161 Community Center memberships, 728 pool memberships, and 292 children participating in our Halloween parade.

As is the case every year, responsible fiscal management is the bedrock of all Township operations. The 2024 Budget saw no increase in the Township property tax millage for the seventh consecutive year. The Township's General Fund, it's largest account that funds all operations, collected \$16,797,833 in revenues and had \$16,227,922 in expenses, for a surplus of \$569,911.

The Township's operations and capital projects are guided by goals and objectives derived from a strategic planning and budget development process guided by Council and the Controller. For 2024, the following goals and objectives were the focus of Township operations (with the end of year outcomes in red):

1. Establishment of a Vehicle Replacement Strategy

With the ever rising and the lack of availability of municipal vehicles, it shall be a 2024 Budget Goal to develop and institute a comprehensive purchase, as well as funding strategy for Community Service/Public Works vehicles. This strategy will include both the option of outright purchasing as well as leasing of vehicles comprising the 17-vehicle fleet.

This objective was achieved with the development of a Capital Equipment Reserve Account to fund the outright purchase of major Public Works vehicles in equipment in future years.

2. Community Service/Public Works Part-Time Program

It shall be a 2024 Budget Development Goal to set aside funding for the hiring of up to two (2) part-time summer employees for Public Works. These employees would not only work throughout the Township Community Park, but also work with full-time employees in the hope of recruiting them for possible full-time employment.

After further review of the operations of the Public Works Department, it was determined that part-time staff would not be effective in this role and that advertising for a full-time position when it is available would attract better candidates for open positions.

3. Additional Full-Time Employee for the Hampton Community Center

In an effort to better assist the residents, guests and members of the Hampton Community Center, it shall be a 2024 budget development goal to add a full time Public Relations / Customer Service representative to the Community Center staff. This is intended to be a full-time position. The primary responsibility of this position would be to provide a consistent message, and face, of community care to each visitor and patron. This includes but is not limited to day-to-day questions or concerns from patrons, assistance with online registration, and promote the Community Center and the uses of the facility. This full-time customer service representative would work hand-in-hand with the part-time staff to continue to manage the Community Center.

This goal was achieved after the retirement of an existing employee in the IT Department and their position being transitioned

into the full-time Parks and Recreation Registration & Support Specialist, which was filled in May 2024.

4. Permit / Fee Structure for Field Space Within the Township Campus

As several organizations utilize the Hampton Community Park fields and facilities it is essential to establish a consistent protocol and fee structure for use of these facilities. Due to the high demand of field space, high cost to the Township to maintain field space and inadequacies between sporting organizations regarding fees and usage of fields, it shall be a 2024 budget development goal to establish a flat permit fee to all organizations who use the Township fields. It is also suggested that potential agreements between the Township and each sporting organization be established.

This goal has been mostly achieved, with a consistent protocol for facility use established for all youth sports organizations and agreements being reached with two youth sports organizations. The fee structure for field rentals, as well as all recreational facility use, is an on-going discussion as of the writing of this report.

5. Increase Outdoor Pool Rental Opportunities

The Outdoor Pool has two (2) pavilions inside its complex available for rental opportunities. This rental opportunity is underutilized. In an effort to increase revenue to assist with the overall operations of the pool, it shall be a 2024 budget development goal to offer a Pool Birthday Party Package for pool members. This rental opportunity will only be available during regular pool operating hours and include exclusive use of a pool pavilions a defined amount of pool passes included with the rental fee. A tiered package is recommended based off the number of pool passes desired. There will be a maximum number of guests / pools passes permitted with this rental opportunity.

This goal was partially achieved in 2024 with the increase in after-hours pool rental opportunities through additional staffing of lifeguards. A pool birthday package is under development with the overall discussion on fees that will take place later this year.

6. Replacement of Current Phone System Across the Organization

It shall be a 2024 budget development goal to transition to a more efficient Voice over Internet Protocol (VoIP) Phone System with potential integration with Office 365. The aim of this new system is to reduce costs, support both physical and soft phones, improve mobility, maintain the features the municipality is currently accustomed to, introduce and support fax capabilities, and ensure low latency for optimal performance.

This objective was achieved by the IT Department working with Connectel, Inc. in late 2024.

7. Alert System Upgrade

Currently the Police Department uses the ALERT records management system. This program has been around for over fifteen (15) years and as of the end of 2023 will no longer be supported by Central Square the company that purchased it years ago. Allegheny County Emergency Service is using a records management system developed by Central Square. The main benefit of this system is that it is maintained by Allegheny County and there is no cost to the Township for using it. There was a cost for licensing and maintaining the ALERT system which the Township incurred yearly. The police system can also elect to share certain information with outside agen-

cies about incidents and persons relating to criminal activity and safety relating to law enforcement activities.

This goal was achieved in early 2024 when the Police Department transitioned to Allegheny County's records management system.

8. Realign Community Development/Land-Use Employee Responsibilities

For 2024, it shall be a budget development goal to realign the responsibilities of Community Development/Land-Use Planning Department employees to better address the service needs of the Department. In particular, the role of the Code Enforcement Officer, who also serves as Fire Marshal as well as the Assistant Land-Use Administrator.

This goal was achieved in early 2024.

9. Study Meadow Field Lighting and Synthetic (Turf) Surface Options

It shall be a 2024 budget goal to set aside funding to investigate the options available for the erection of lights and the installation of a synthetic (turf) surface for Meadow Field. This investigation is to include funding and grant application options as well.

This objective was achieved by working with Musco Sports Lighting to develop a lighting plan and determine cost for installing lights at the Meadow Field. In 2025, the Township will contract with PVE to develop a plan to install synthetic turf at the field.

10. Construction of the Water Pollution Control Plant (WPCP)

This goal is to see the continuation of successful construction of the new Water Pollution Control Plant. By assisting the contractors and engineers where we can with this project, while maintaining daily operations of the current facility, proper Township oversight and cost reductions can be maintained.

This goal was achieved and the overall project was nearly three-quarters completed by the end of 2024.

11. Study of Future Environmental Services Employee Needs

As the construction of the WPCP concludes in 2025, the Environmental Services Department will be consolidating its employees, vehicles and materials on the new campus. This will allow for better efficiency of staff time and the goal to better handle departmental responsibilities. It shall be a 2024 budget development goal for the Department to work with KLH Engineers, to complete a study to determine the proper number employees to fulfill the responsibilities of the entire Department.

This goal was continued in 2025, when the new plant will be completed and a proper assessment of its operations and staffing requirements can be undertaken.

WHAT'S NEW FOR 2025

As in past years, Township Council, the Controller, and Department Heads met in a strategic planning retreat format to discuss upcoming challenges as well as new ideas that Township leadership desires to address. This is done as a means of continually looking to improve the quality of life for Hampton's residents. The following is a list of goals for 2025:

1. Complete Construction of the Water Pollution Control Plant (WPCP)

The new Water Pollution Control Plant is set for completion in Fall 2025. The new plant was brought online in September 2024, and the old plant should be demolished by Spring 2025. Employees, vehicles, and equipment of the Department of Environmental Services will be shifted to the new plant in late 2025.

2. Adoption of new Zoning and Subdivision and Land Development Ordinances

In late 2024, the Township engaged a consultant to help with the rewrite of the Township's Zoning and Subdivision and Land Development Ordinances. This will be the first substantial change to these Ordinances in close to 30 years. The goal will be to incorporate the vision of the Implementable Comprehensive Plan into these laws, with a special focus on improving the vitality of the Township's Route 8 commercial corridor.

3. Begin Design of the Route 8 and Wildwood Road Intersection Improvements

In conjunction with the Pennsylvania Department of Transportation, the Township and its traffic engineering consultant, Trans Associates, will begin Preliminary Engineering for the Route 8/Wildwood Road Intersection Improvements Project. This project will involve widening the area to add turn lanes and a new traffic signal system. Attention will be paid to any areas where pedestrian connections can be improved.

4. Complete Information Technology Upgrades in the Police Department

This will be the culmination of a multi-year effort to make the Police Department compliant with Criminal Justice Information Services standards. This effort involves migrating the Police Department Active Directory and Domain Controller to the cloud, eliminating the need for on-premises storage and servers. The Police Department's Microsoft Office 365 will be migrated to a separate tenet, simplifying the management of sensitive data.

5. Continue Cloud Migration and Consider Digital Payment Options

The IT Department and Finance Department will collaborate on moving AccuFund, the Township's accounting software, to the Cloud, which will enhance accessibility, scalability, and efficiency of financial operations. The IT Department will also investigate the migration of the Township's Active Directory and Domain Controller to the cloud. Finally, the Finance Department, Controller, and Manager will examine the costs, benefits, and practicality of moving to a fully digital payment system for vendors. The goal should be to eliminate late fees on payments and reduce the Township's exposure to fraud.

6. Evaluate Police Department Patrol Division and Vehicles

Staffing of the Police Department has been a matter of consideration at the Township for a number of years, as is the case with most other departments that rely on part-time police officers to fill shifts. In 2025, the Manager, Police Chief, Finance Department, and Controller will evaluate the current schedule and staff allocation of the Department. In addition, 2024 marked the final model year for the Dodge Durango, which has served as the backbone of the patrol fleet. The Police Department will explore different patrol vehicle models in 2025.

7. Community Center Fitness Area

A goal for 2025 will be to establish the needs of our fitness center members regarding desired equipment (both cardio and strength) through an online and paper survey. It will also be encouraged for non-fitness members to complete the survey to provide input on what type of equipment may interest them in joining. The information collected will be used to determine the future needs of the fitness center which will be incorporated into the 2026 budget.

8. Sequencing and Funding Plan for Major Recreation Capital Projects

The Comprehensive Recreation, Parks, and Open Space Plan, as well as subsequent collaborative efforts with youth sports associations and other stakeholders, has produced a list of desired capital recreation projects. A goal for 2025 will be to identify a sequencing and funding plan for these projects, in addition to a priority based on impact and guidance from the Comprehensive Plan.

9. MS4 Capital Projects

The Department of Community Services and the Township's stormwater engineering consultant have identified several large stormwater capital improvements to be undertaken or completed in 2025. The Oakbrook Court stormwater pond rehabilitation is at the top of this list, as is beginning design for the rehabilitation of detention pond in the Raintree Manor Plan. A project to address debris and flooding along Ferguson Road will also be undertaken. A plan for the future development of the Hidden Pond project on property owned by the Township and School District will also be developed.

10. Study of Future Environmental Services Employee Needs

As the construction of the Water Pollution Control Plant concludes in 2025, the Department of Environmental Services will consolidate its employees, vehicles, and equipment on its new campus. This will allow for more efficient deployment of staff and resources. It will be a goal of 2025 to work with KLH Engineers to complete a study to determine the proper number of employees to fulfill the responsibilities of the entire Department.

11. Future Public Safety Building

The Township currently owns several parcels along Wildwood Road just down from School Drive where a future Public Safety Building that will be home to the Hampton Township Volunteer Fire Department and Shaler Hampton EMS will be constructed. In 2025, the goal will be to bring together stakeholders from these two organizations and the Township to establish a plan for use of the facility and a timeframe for its design and construction.

The input and support of Hampton residents are vital components to the Township's elected officials and staff. The Township is very grateful for its active and engaged citizenry. It is the sincere hope of Township Council, the Controller, myself, and all of our employees that you felt well served by your local government in 2024 and continue to feel that way in 2025. We continually strive to provide you and all of our residents with the highest quality of life opportunities while remaining good financial stewards of your tax dollars.

On a personal note, 2024 represented my first full year as manager of your community, and I want to thank everyone who I have met,

spoken with on the phone, or exchanged e-mails with for being so accommodating and engaging. One thing that has stood out to me is the pride in the community that not only our residents have, but all of our employees take in their approach to their jobs. If you see me in the Township, do not hesitate to stop and talk to me, and by all means call if you need any assistance from the Township.



2024 Township Council

BOARDS, AUTHORITIES AND VOLUNTEER OPPORTUNITIES

Hampton's high quality of local government would not be possible without the efforts of more than 200 dedicated citizens who volunteer their time to staff Township authority boards, citizen advisory boards, and emergency services, through the following local agencies:

- Hampton Twp. Volunteer Fire Dept.
- Shaler Hampton Emergency Medical Services
- Zoning Hearing Board
- Planning Commission
- Hampton Athletic Association
- Hampton Soccer Association
- Hampton Youth Lacrosse Association
- Hampton Shaler Water Authority
- Environmental Advisory Council
- Hampton Rotary Club
- Hampton Community Library
- Hampton Dolphins
- Depreciation Lands Museum

Without the help of these dedicated volunteers, the Township's budget would increase, and municipal public safety services could not be effectively provided. If you would be interested in serving on one of the Township's Boards or Commissions, call 412-486-0400.

Information Technology Department

Richard Zech, Director

In 2024, the Hampton Township Information Technology (IT) Department continued its mission to enhance transparency, efficiency, and security while adopting innovative solutions. Key accomplishments included critical infrastructure upgrades, expanded GIS capabilities, and strengthened cybersecurity measures—all improving the Township's overall resilience.

The Township took significant steps to improve security, including expanding Multi-Factor Authentication (MFA), enforcing stronger password policies, conducting vulnerability scans with the Department of Homeland Security, and launching KnowBe4 cybersecurity training. To protect against data loss and ransomware threats, the team implemented advanced backup and disaster recovery solutions, including Net3 Technology integration and Veeam Backup with Wasabi cloud storage.

Major upgrades included migrating phone systems, relocating, and rewiring network racks, and improving AV systems in the Council Room. Additionally, with Verizon phasing out Plain Old Telephone Lines (POTS), critical communication lines were proactively moved to cellular or FiOS services.



Under the leadership of Marc Patti, the GIS program introduced improvements such as Alice's Rental Experience site, updated parcel layers, and permit management tools to streamline workflows and enhance data accuracy. Collaboration with external agencies provided insights into emerging mapping technologies and expanded geospatial applications.

The appointment of All Lines Technology (ALT) as the Managed Service Provider (MSP) brought 24/7 monitoring, network optimization, and enhanced IT support. Their involvement in police network migration, Mobile Data Terminal (MDT) upgrades, and cybersecurity policy implementation strengthened system reliability and security.

As Hampton Township continues to embrace digital transformation, the IT Department remains committed to innovation, operational security, and delivering efficient, transparent services. We appreciate the community's support as we advance technology initiatives throughout 2024.

Community/Public Relations and Public Works

Susan Bernet, Assistant Township Manager

For 2024, one of my Community/Public Relations main roles continued to focus on the automated garbage contract with Waste Management. Waste Management delivered approximately 6,500 carts in January 2023. This new collection system was an immense transition for our residents, and we are grateful for your patience and understanding during this time!!

Garbage and recycling service in Hampton for 2024 was consistent with previous years. Although the permanent glass recycling container was very successful in 2022, Waste Management's new contract allowed for glass to again be recycled in your at-home recycling cart. Hampton residents recycled 2,058.95 tons of material and commercial businesses recycled 666.31 tons of material. Although Waste Management limited recycling materials to Plastics #1, 2 and 5, paper, flattened cardboard and paperboard as well as food and beverage cans, these recycling numbers also included items such as batteries, e-waste, fluorescent tubes and yard waste. Waste Management continues to provide an At-Your-Door Household Hazardous Waste Program collecting household items including but not limited to paints, electronics, certain automotive products and household cleaners, as part of your yearly garbage fee. Information regarding the At-Your-Door HHW Program can be found at www.hampton-pa.org/At-Your-DoorHHW. We also started mailing a Customer Handbook to residents detailing important information regarding what is all included in the contract, which is a very valuable tool to navigate through your garbage/recycling/bulk waste needs.



miles of Township roads and \$1,300,000 is allotted for the 2025 road resurfacing program. Members of the Public Works Department, Manager's office, and engineers annually review and update a 12-year road resurfacing plan to determine what roads are included on the road resurfacing schedule. This 12-year plan is altered based on the ever-changing conditions of the roadways due to the effects of winter weather and just wear and tear. Other capital projects completed in 2024 included: the Sample Court Hillside Stabilization Project; a new paint sprayer for speed check lines, crosswalks, and Municipal-owned parking lots; and purchase of a hydroseeder.

Public Works crews logged 1,603 overtime hours in 2024 for snow and ice removal, storm related issues, weekend park cleanup, and

community events. Public Works personnel are also responsible for catch basin and storm sewer pipe repairs/replacements, maintaining the community park and swimming pool during the summer months, street sweeping and herbicide programs through subcontractors, road maintenance, boom mowing vegetation along Township-owned roadways, and assistance with community events to name a few.

As you are aware, the Township has implemented a Stormwater Management Fee in 2020 to provide funding for unfunded state and federal mandates of the MS4 (Municipal Separate Storm Sewer System) Program, fund capital improvements / operation and maintenance of aging infrastructure and provide funding to address stormwater pollution and flooding issues to protect residents and property as well as safe drinking water. For 2024, besides the catch basin and storm sewer pipe replacements performed in-house by Public Works personnel, contracted storm sewer replacement projects paid through this fee included: replacement of approximately 1,450 feet of storm sewer pipe on Trotter Drive, Laurel Oak Drive, Highland Avenue, Scenic Court, Alpha Drive, Tremonte Lane, Winchester Drive, and Sample Court.



Another program that I am privileged to organize is the Annual Clean-Up Day. We again had a record number of participants and sense of community spirit when 115 volunteers took part in this event as compared to 145 volunteers in 2023. Clean up areas consisted of seventeen roads, the community park, Hartwood Acres, high school, middle school and walking

trails with 590 bags of garbage, 1 tire, 1 TV and a few miscellaneous items collected. A big THANK YOU to all who participate to make this event so successful!!

The year 2024 was my second year overseeing the Public Works Department in addition to my Community Service responsibilities, and I am very honored to manage such a great group of employees. In 2024, approximately \$922,000 was spent on resurfacing 4.22

The Township was able to slip line 1,775 feet of storm sewer pipe on Jupiter Drive, Auld Avenue, Graphic Drive, and Trotter Drive. Street sweeping of approximately 100 miles of Township-owned roadways is contracted out and completed in the spring of each year.



Two very visible projects that spanned both 2023 and 2024 that many residents will be able to enjoy was the Community Park Pond Project and the Wildwood/Sample Flood Mitigation Project and Park.

The purpose of the Community Park Pond Project was for rehabilitation and maintenance of the pond in accordance with MS4 requirements as well as provide educational and accessible recreation opportunities. This work included identifying and remediating unknown discharges from the pond, redesign the outlet structure to maximize stormwater management capacity, re-establish and stabilize the embankment, establish a forebay to provide stormwater pre-treatment and reduce sediment deposits in the pond, and install an aeration system to reduce algae and increase water quality. The Wildwood/Sample Flood Mitigation and Park. The Township acquired the property in 2020 to develop a Stream Restoration and Flood Management project. The project included streambank stabilization, floodplain restoration and reconnection, riparian buffer plantings, handicap accessible fishing pier, and a pavilion to be used for recreation by local organized groups and community members. Please keep in mind that this is a flood-prone area and Pine Creek rises very quickly during heavy rain events. Please evacuate this area when weather conditions call for heavy rain events.

WHAT'S ON THE HORIZON FOR 2025?

Goals for 2025 include:

- Continued improvement of the Citizen Service Request program, working on a better notification system to residents during the complaint process as well as the development of a resident survey after a service request has been addressed.
- Develop a more comprehensive education program regarding stormwater management. This includes a link on our website identifying revenues and expenditures incurred from the stormwater management fee, providing a list of projects that were completed as a result of this fee, as well as providing more education materials to the public as to what we can do to help protect our streams and waterways.



- Continue to work with Public Works personnel to develop comprehensive programs to improve upon operations and maintenance responsibilities within their purview, including the road resurfacing program and storm sewer replacement projects.

It has been my pleasure to serve the Hampton community for the last thirty-nine years and I look forward to continuing this service. Should you have any community concerns, requests for service/complaints, or questions regarding the Public Works Department, do not hesitate to contact me at 412-486-0400 ext. 1303 or by email at susan.bernet@hampton-pa.org.

Community Services – Parks and Recreation

Melanie Martino, Parks and Recreation Programs Administrator

The Parks and Recreation portion of the Community Services Department focuses on providing residents with quality-of-life programming, activities, and events for all ages. This portion of the department handles the day-to-day activities within the Hampton Community Center, Community Park and Outdoor Pool Complex. Our department is pleased to provide these services to our residents, and we are happy to highlight some new events and programs that took place in 2024 for this performance report.



For the year of 2024 there were 1,161 Community Center & Fitness memberships purchased and 728 pool memberships purchased. For our youth programming there were 232 basketball participants, 207 youth dance participants, 174 play camp participants and 268 group swim lesson participants and 13 private swim lesson participants. For our adult and senior exercise programs we had 585 participants in varying exercise classes. Our recreational programs had 5,328 pickleball, 979 volleyball and 1,773 badminton participants throughout 2024. The total number of participants for family swim held at the indoor pool was 367 and the total number of open gym participants



was 3,585 and 385 fitness and Community Center daily passes. During the 2024 calendar year we serviced 281 rentals within the Community Center, 186 pavilion rentals, 40 pool pavilion and after-hours pool rentals and 5 block party trailer rentals.

In addition to the programs that were offered we also had several community events throughout the year. The annual Easter Egg Hunt that was held at the Rotary and Hardt pavilion had 450 registered participants. During the month of May we held our annual Recycle Rama event in the Hampton Community Park where paper shredding was available and we collected glass, scrap metal, electronics including televisions and both Construction Junction and Thrivent Bicycles were here to collect items to repurpose. The Farmer's Market was once again offered every Wednesday, June 5th through October 9th. In addition to the Farmer's Market vendors, food trucks joined the event weekly.



This year marked our biggest number of Farmer's Market and food truck vendors, and we hope to continue this through 2025!

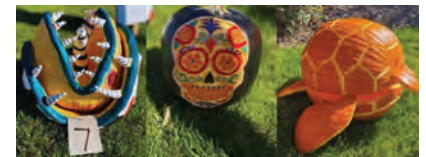
The Pints in the Park events continued for 2025 with

five separate events from May – September. Pints in the Park events took place in the Community Center parking lot on Fridays from 5 – 9 pm in the Hampton Community Park. Beverage vendors, live music, food trucks, kids' activities such as face painting and magicians as well as other local vendors provide a fun atmosphere for all to gather and enjoy!

Our annual Community Day celebration was held on July 3rd in the Hampton Community Park. Although rain was evident towards the very end of the event, we were able to push up the fireworks to have a full event day with no cancellations due to weather. It was a great event with many community vendors in attendance as well as two bands performing; No Bad Juju and Sail On a Beach Boys Tribute Band followed by a spectacular fireworks display!

Some of the events that took place at the outdoor pool this year were Christmas in July, Pool Member Appreciation Day and Dog Swim Day. Santa Claus returned to the outdoor pool to visit with all the pool patrons during our beloved Christmas in July event and Ariel the Little Mermaid was here to visit our pool patrons at our annual Pool Member Appreciation Day! Dog Swim Day, which returned for this year had 18 puppy participants and a paw-some time was had by both the dogs and owners this day!

The annual Halloween Parade had 292 children registered, and 17 participants in the pumpkin carving contest. Our final events in 2024 were the annual holiday event, now named Santa's Sparktaur which included fireworks, free pictures with Santa, wine and spirit vendors and food trucks and the neighborhood Santa Tour!



There were several new programs / events that were held in 2024. Some of the highlighted newcomers were the movie in the Park that was held in August showing Ghostbusters, Female Empowerment Self Defense class held in September, Owl Prowl in October and Enchanted Christmas with Belle in December. Both the Owl Prowl and Enchanted Christmas with Belle programs reached maximum capacity months prior to the program taking place, and both programs had great feedback.

In addition to our programs and event the Hampton Community Center has been able to provide additional opportunities for its recreational sports programs; pickleball, badminton and volleyball. We are happy to continue our momentum of new programs and events in 2025. Be sure to look for our Charcuterie and Wine Pairing Class (Spring 2025), Fungi Foraging (Spring 2025), Summerween at the outdoor pool (Summer 2025) and Mixology Class (Fall 2025)!

Public Safety

Chief Thomas Vulakovich

The primary goals and objectives of the police department for 2026 will be to continue with established community programs, traffic safety and active enforcement details, officer training and staffing, and department policies.

In 2025, the department continued to maintain updated policies through Lexipol. Throughout 2025, the police department continued to receive Right to Know (RTK) requests for department policies. The public is entitled to obtain these policies under the RTK law but with heavy redactions. A file copy was created with all applicable redactions, so that it may be released upon request. The department continues to review new yearly released policies from Lexipol and updates those policies accordingly.



The police department will continue with the process of meeting the requirements set forth in the CJIS Security Policy as prescribed by the Federal Bureau of Investigation. We will continue to collaborate with All Lines Technology through the IT Department to obtain a complete audit of the police department's infrastructure for vulnerable areas. This audit will provide a road map for those security issues to be addressed. Using this road map, those areas will be addressed starting from those listed as high priority to the least serious issues, and eventually bringing the police department into compliance with the regulations.

Traffic safety is always an important issue in the township. In 2025, the department purchased a dynamic traffic message board and radar trailer. The message board can display important information to drivers along with speed notification and collection of speed data. This data can be used to determine if certain roads in the township need active speed enforcement based upon complaints the police department receives.

In 2025, the department sent an officer to become a certified Accident Reconstructionist. There are only a few officers in other area police departments who have an officer with training to conduct these types of investigations. This highly specialized certification allows the officer to investigate serious automobile crashes that may result in fatalities and determine if there should be any criminal

charges filed. This officer will be part of North Hill Task Force Team that investigates serious motor vehicle accidents.

Training is an important part of operating a police department. The department must meet federal, state, and local professional standards. Training and educational programs are provided to all officers. These training opportunities go well beyond what is mandated by the Municipal Police Officers Education Training Commission's (MPOETC) requirements. Training in various subjects both online through Police One and at various other venues is given to officers. Most are certified and recognized by MPOETC. Officers continued training for active shooter response. This training is critical for a quick resolution to an incident and saving lives.

The police department continued with its Community Relations Programs in 2025. One area targeted for education and discussions with community members was on the topic of fraud. A presentation was given at the Hampton Community Center to educate and warn residents of how scammers manipulate people to steal from them. The police department offers a multitude of educational programs that benefit township residents and organizations within Hampton Township. The Community Relations Officers will be initiating new programs for both adults and children in the fall of 2025 and some in late winter of 2026. These programs will build upon the success of the programs that were presented in the past. These programs once dates are established will be posted on the township's social media page. Many of these same programs will continue to be offered in 2026.

Throughout 2024 and 2025, the department along with township administration has been studying the current staffing level for officers within the department. The current staffing level is 19 fulltime officers. As we move into 2026, an appropriate staffing level will be established for the police department based on those evaluations. The department had two retirements in 2025. One position was already replaced, and the other position will be replaced after the hiring process is completed and an eligibility list can be established early in 2026.

Hampton Community Library

Suzanna Krispli, Director

Community Library 2024 Progress Report

My name is Suzanna Krispli, Director of the Hampton Community Library (HCL). It brings me great joy to share with you the successes and milestones we have achieved together in 2024.

As I reflect on the year 2024 at the Hampton Community Library (HCL), I am filled with gratitude for the incredible support and enthusiasm of our community. Your dedication to our library enables us to continue our mission of providing access to knowledge, fostering a love for reading, and offering enriching programs for all ages.

Circulation and Resources

In 2024, HCL circulated an impressive 163,333 items, that's books, DVDs, games, audiobooks and all the eBooks, eMagazines, and eMovies that are downloaded from Hoopla and Libby. These numbers highlight the vital role our library plays in the community, offering a wide array of materials for patrons of all ages to enjoy and explore.

Programming and Community Engagement

Our programming remains a cornerstone of the library's offerings, and 2024 was no exception. HCL hosted 256 programs, which attracted over 4,600 participants, both children and adults. From engaging storytimes for young patrons to educational workshops and cultural events for adults, we are committed to offering programs that bring our community together, fostering learning, creativity, and connection.

One of the most memorable programs was "A Love Story for the Ages" where Ms. Deborah Leuchter Stueber recalled her parents' harrowing story of love and resilience during the Holocaust.

This program was presented by the Department of Community Services and the Hampton Community Library. We plan to continue this partnership throughout 2025.



Our most innovative program this year was ****Wonder Filled Mornings****. Designed for families, this flexible, two-hour program took place three times a week and offered a combination of storytimes, crafts, free-play, and socializing opportunities. The program was so well-received, regularly attracting over 30 children, that we added an additional session in the fall to meet demand.

HCL Trivia Night and the "Soup"er Bowl Cook-Off have also become signature events, drawing more than 300 participants combined. These fun, interactive events not only brought the community together but also helped raise funds to support our Summer Reading Program. The feedback from these events was overwhelmingly positive, with many patrons appreciating the chance to connect during the

colder months.

Summer Reading Program

Our Summer Reading Program, *Adventure Begins* at HCL, was a highlight of 2024, with over 900 participants. Patrons of all ages embraced the program, checking out more than 32,000 items over the course of the summer. This underscores the importance of reading and continuous learning within our community, as well as the role the library plays in supporting educational and recreational activities for both children and adults.

Looking Ahead

As we look forward to 2025, we are excited to expand and diversify our offerings. We have planned a rich variety of programs. We have expanded our collections with Wonderbooks for all ages. These devices play an audio version of the book while you read along. I am also excited to talk about our Stay Sharp kits. These kits are designed for families who have loved ones with dementia or a way to bring the whole family together to reminiscence and connect. These themed kits are sure to create an afternoon of fun for everyone.

For more information or to sign up for our newsletter, please visit our website www.hamptoncommunitylibrary.org.

Facilities Department

Jonathan (JR) Young, Director

Introduction

As the Facility Director for Hampton Township, all buildings and structures are the responsibilities within the position. This includes, but not limited to preventive maintenance of mechanical, electric, and plumbing, renovations of space, building envelopes, and capital planning. Contracting services include mechanical preventive maintenance, landscaping, and pest control. A Building Maintenance Directory, Capital Priority Matrix, Roof Assessments, and routine inspections aid in the annual budget process for facility improvements.

Capital Improvements

Multiple capital improvements were completed in 2024 to maintain the facilities within the Township. At the Pool, the large pool slide was repaired and painted on the inside. This was due to potential safety hazards of the fiberglass being worn. The Community Center basketball hoops were extensively repaired with motors, winches, cables, and height adjustable components. New divider curtains were also part of the project as they were worn. Soccer building restrooms received a complete update with fixtures and plumbing lines replaced while installing an outdoor water bottle filling station. The AT&T building was demolished and replaced with DES's similar shed making an aesthetically pleasing storage structure and adding additional parking.



Two major projects concluded the year with phase I renovation of the Municipal Building which included space utilization of furniture and storage filing, and Police St. HVAC renovation that enabled better climate control and air quality.

Future Plans

In the immediate future through continued progress of the Bldg. Maint. Directory, Capital Plan, Roof Assessments, and inspections, these will aid in a deliberate approach when devising and funding maintenance and operations section of the budget. These working documents will also be referenced during yearly budget meetings at the annual strategic planning meeting.

With the planning of Capital Funds Budget for 2026 we already know that 2 projects are accounted for within the budget, Community Center (yr 6) and Police Station HVAC (yr 2) are on lease programs. Community Center Lighting upgrades as florescent bulbs and ballast continue to be discontinued/obsolete forcing to convert to LED. FITES Generator replacement is in need due to the age (1988) of the generator being beyond life expectancy. Other items include swimming pool repairs, door operators for elevator, ADA operators for restrooms, and some sidewalk pad replacements.

Finance Department

Robert Omecene, Director

In 2024, we completed approximately \$ 1 million dollars in road resurfacing. We also completed the Clearview bridge project in the amount of \$ 1.35 million dollars. The tennis courts were resurfaced, and pickle ball courts were added. The cost for the tennis project was \$ 373,000.

Our progress continued our new sewage treatment plant. All work should be completed by mid-year 2025. At this point of the project, we remain within our allocated budget amount. We ended the year 2024 with a surplus in the amount of \$ 560,000. This surplus was after we transferred \$ 500,000 into our Capital Improvement Fund as mentioned above.



I am pleased to announce that we have passed a balanced budget for 2025 WITH NO TAX INCREASE.

Under the leadership of Controller Jerry Speakman and Council PresidentCarolynn Johnson, I am confident the Township will be within budget for 2025.

2024 Hampton Township Budget vs. Actual Report				
Revenue by Source:				
Description:	2024 Budget	2024 Actual	Over (Under) Budget	
Real Estate Taxes	\$4,025,000	\$4,038,592	\$13,592	
Earned Income Taxes	5,000,000	5,186,617	186,617	
Local Services Tax	280,000	302,666	22,666	
Real Estate Deed Transfer Tax	975,000	1,165,538	190,538	
Other Taxes	10,000	9,690	(310)	
Licenses, Permits and Fees	544,700	563,924	19,224	
Fines and Related Cost	33,000	35,009	2,009	
Sewer System Rentals	2,660,000	2,676,270	16,270	
Sewer Fees - other	138,500	168,805	30,305	
State Pension Aid	510,000	515,908	5,908	
State Reimbursements/Grants	95,971	93,893	(2,078)	
Recreation Revenue	460,980	460,789	(191)	
Sales and Services	67,600	102,157	34,557	
Community Center Revenue	319,300	395,971	76,671	
Various Reimbursements	416,500	377,230	(39,270)	
Other Revenue and Transfers	569,700	564,819	-4,881	
Interest Income	<u>125,000</u>	<u>139,954</u>	<u>14,954</u>	
Total Revenue	16,231,251	16,797,832	566,581	
Expenditures by Activity:				
General Government	2,555,994	2,615,453	59,459	
Information Technology	869,821	820,170	(49,651)	
Facilities Maintenance	307,111	304,391	(2,720)	
Public Safety	3,450,189	3,454,895	4,706	
Community Development	516,994	485,732	(31,262)	
Public Works	3,025,799	2,765,152	(260,647)	
Environmental Services	2,281,051	2,093,816	(187,235)	
Community Services	1,591,668	1,572,778	(18,890)	
Transfer to Capital Reserve	0	0	0	
Transfer to Capital Improvement Fund	0	500,000	500,000	
Transfer to Emergency Reserve Fund	0	0	0	
Library Transfer	92,000	92,000	0	
Debt Service	<u>1,540,000</u>	<u>1,531,376</u>	<u>(8,624)</u>	
Total Expenditures	16,230,627	16,235,763	5,136	
Excess of Revenue over Expenditures	\$624	\$562,069	\$561,445	

Community Development Department (Land-Use/Planning and Zoning)

Amanda Lukas, Land Use Administrator

Department Information:

The Department of Community Development is responsible for developing, implementing, and enforcing the Township's land use policies, ordinances, and regulations; administering Federal and State mandated programs; processing and issuing building and development permits; providing building inspections and plan reviews; and carrying out long-range community development programs. The Department also serves as the liaison to the Township's advisory boards – the Environmental Advisory Council, Planning Commission, Economic Advisory Board, Zoning Hearing Board, and Uniform Construction Code Appeals Board.



signage regulations, providing guidance on the approval criteria for a home-based business, the landing page for the Economic Advisory Board, a listing of upcoming business promotional events, and more.

- **A Guide to Opening a Business in Hampton**

I created a step-by-step guide to explain the process of opening a new business in Hampton Township. This guide is available on the Hampton Business Hub or at the Municipal Building.

- **Guidance documents for land use applications**

I wrote several guidance documents and checklists for various land development applications. These documents should make the application and review process easier to understand and more accessible for the average applicant.

2024: Year in Review:

In 2024, the Department of Community Development collected \$190,612 in building permit fees. This was an increase of about 7% from the previous year's total of \$177,985. This increase was due to the new homes that were constructed in Windmont Farms and the Meadows at Hampton. Both these developments will likely finish all home-building this year. Two new housing plans were approved in 2024, which will add 37 new housing units to Hampton in the coming years, including:

- 14 single-family homes on the site of the former Four Seasons Banquet Hall on Banks School Road
- 23 new housing units on vacant land on S. Pioneer Road, which contain a mixture of 11 duplex lots and 1 single-family dwelling lot

- **Hampton Restaurant Week**

Working with the EAB, I organized the first-ever Hampton Restaurant Week, which was held September 8th – September 14th, 2024. This event was designed to promote Hampton's restaurants and provide residents with an affordable way to support our local businesses. All restaurants in Hampton were invited to participate at no cost to them. They simply had to register and offer a special or discounted menu item for the duration of Restaurant Week. We were thrilled to have 9 restaurants join in and we received very positive feedback from many residents and business owners. I hope to keep this as a reoccurring event, so that we can continue to support the existing restaurants in Hampton and hopefully attract new ones as well.

Economic Advisory Board

The Hampton Economic Advisory Board (EAB) was formed by Township Council in 2023 to support the local business community. This volunteer board is comprised of Hampton business owners and community members. The board's primary goals are the promotion of Hampton's local businesses, improving the permitting process, and beautifying the Route 8 corridor. In 2024, working with the EAB, this department took numerous steps to address these goals, including:

- **The Hampton Business Hub**

I added a new section on the Township's website called the Hampton Business Hub. This section covers all things business-related and includes pages dedicated to explaining the commercial permitting process, summarizing the Townships'

Zoning & Land Use Update

One of the most significant undertakings in 2024 was the planning for the first major rewrite of the Township's Zoning Ordinance and Subdivision and Land Development Ordinance (SALDO) in 20 years. Last summer, the Township sent out a request for proposals from consulting firms to assist in this update. Five proposals were received, and after a thorough review the Township selected Strategic Solutions LLC for the contract, a Pittsburgh-based firm that has been working with local governments since 2009 on comprehensive and long-range planning. Following the award of the contract, Strategic Solutions spent the remainder of 2024 conducting staff interviews and conducting an audit of the Township's current Zoning Ordinance and SALDO. They were provided with the past five years of variance cases to review as well as a copy of the Township's Implementable Comprehensive Plan that was adopted in 2021. The Township also

established a steering committee to direct the consultants, made up of two members from each of the Township’s advisory boards and Township Council. Work on this update project will continue through 2025. Any residents who are interested in this update or who have suggestions for the new regulations are encouraged to visit the Township website page titled “2025 Zoning and Land Use Update.” This page contains a detailed overview of the project, including a timeline and schedule of upcoming community engagement events.

These events will also be publicized on the Township’s social media accounts so that all residents who are interested in participating can have their voices heard.

As always, any resident who has a question or concern regarding land use and/or community development matters should not hesitate to contact my office at (412) 486-0400 ext. 1307 or email me at Amanda.lukas@hampton-pa.org.

Department of Environmental Services

James Degnan, Director

Since our last report, the Department of Environmental Services has experienced substantial changes. Construction at the Water Pollution Control Plant (WPCP), located at 2527 Duncan Avenue, is well underway. Our Water Pollution Control Plant has been in the construction phase for approximately two years, creating new buildings and processes for upgraded wastewater treatment. Here are a few highlights from the year:

- Completion of several buildings: headworks building, sequential batch reactor (S.B.R.) tanks, and the disinfection building.
- Construction is currently underway on the digester building, office and garage buildings, storage facility, and the campus flood retaining wall.
- A nearly full transition of the processes began in September 2024. Flow into the plant was permanently moved into our new systems, allowing the decommissioning of the older processes to begin.

At the Water Pollution Control Plant, the Department had been facing numerous issues with the existing facility such as continual flood-



ing, overall infrastructure deterioration, as well as capacity issues, to name a few. The new design of the replacement facility addresses all these concerns. Our goal for this project is to address the immediate needs of today and have the investment benefit the residents in the future as well.

Our departments’ staff also continues to improve and maintain our collection system throughout the Township. With over 120 miles of sanitary sewer infrastructure, are talented and hard-working staff work to maintain the system to prevent backups with the use of our combination vacuum vehicle and CCTV camera truck.

The Department of Environmental Services looks to the future in making every effort to deliver the most cost-effective solutions to satisfy the needs of the residents of the Township of Hampton. We continue to pursue an aggressive maintenance program to keep equipment and infrastructure failures to a minimum. We will continue to make every effort to address immediate service requirements while managing system assets and planning for future needs.



WPCP construction photo from mid-2024, showing the Headworks Building, S.B.R. tanks, and Disinfection Building (from left to right).



Shaler Hampton EMS

Proudly Serving Etna, Hampton & Shaler

2024 Annual Report



2024 was another successful year for Shaler Hampton EMS, though not without challenges. We faced them head-on and achieved many significant successes. We remained operationally strong, responding to **6,682 calls**—a new record for our organization.

We maintained a well-staffed, highly skilled team of EMTs, AEMTs, and Paramedics and made substantial fleet improvements—always a significant expense—which we were able to offset through successful state grant funding.

By the Numbers

Staffing

Our greatest asset is our clinical staff—just over 50 individuals, with slightly more part-time than full-time employees. In 2024, they covered:

- **62,000+ paid staff hours**
- **1,116 volunteer hours**
- **3,957 student hours**

SHEMS operates with only two administrators:

- **Tim Banyas** – Business Coordinator, EMT, and longest-tenured employee
- **Eric Schmidt** – Chief and Paramedic

Both remain active field providers in addition to their administrative responsibilities.

In 2024, staff departures were minimal, consisting of three relocations, one position change, and one termination. Our strong reputation, workplace culture, and competitive wages and benefits allowed us to recruit quickly when needed.

SHEMS Average Staff Tenure			
Position Description	# of Staff	Average Tenure in Months	Avg Years
Advanced EMT	4	88	7.4
EMT	19	33	2.8
Paramedic	23	65	5.4
Supervisor	3	69	5.8

Our average EMT tenure reflects two factors:

1. Several EMTs advanced to Paramedic certification (a positive outcome for both staff and SHEMS).
2. New hires were needed to support growth in our transport unit.

While EMS agencies nationwide continue to struggle with recruitment and retention, SHEMS has successfully avoided these challenges.

Call Volume

Our call volume comes from three main sources:

1. **Emergency calls** in Etna, Hampton, and Shaler
2. **Mutual aid emergency calls** to other communities
3. **Non-emergency transports**

Non-emergency transports are vital to SHEMS funding. These trips—primarily hospital-to-hospital, to nursing facilities, or to home—are generally covered by patient insurance, with referring hospitals guaranteeing payment if insurance does not. A small portion of these calls involve local residents.

In October 2023, we switched billing companies due to poor performance by the previous vendor. We anticipated a lengthy transition period, particularly for transport billing, which has longer payment cycles. As expected, revenue lagged in the first half of 2024 but rebounded significantly in the second half, ending the year with transport revenue exceeding costs by **\$709**.

Non-Emergency Transport - By Referral Source			
	ALS	BLS	Total
AHN - Allegheny General Hospital	2	36	38
AHN - West Penn Hospital	1	10	11
AHN - Wexford Hospital	0	15	15
Select Specialty-Montefiore	0	16	16
Total from 10 other hospitals	3	23	26
UPMC - Children's Hospital of Pgh	0	13	13
UPMC - East	0	28	28
UPMC - Magee-Womens Hospital	0	47	47
UPMC - Mercy	1	327	328
UPMC - Montefiore Hospital	2	82	84
UPMC - Passavant - McCandless	2	156	158
UPMC - Presbyterian	0	190	190
UPMC - Shadyside Hospital	1	225	226
UPMC - St Margaret's	2	134	136
Western Psychiatric Hospital	0	21	21
TOTAL Transports	14	1323	1337

Emergency call volume in our primary area increased by **253 calls** over 2023. While there is no specific cause, such fluctuations are common in EMS. Notably, **66%** of calls resulted in patient transport—our primary source of reimbursement—while **34%** generated no revenue despite incurring full response costs. This highlights the importance of ongoing community financial support. We finished the year with a positive variance of \$133,500 on the emergency side.

All Emergencies - Primary Area & Mutual Aid

																			Transported Patients					Total						
	Assist ALS	Cancelled	Cancelled Enroute	Care Transferred	DOA	DOA - Resus Attempted - No Transport	False Call	Fire Standby	Lift Assist	No Patient Found	No Treatment Required	Other	POV	Refused	Standby - EMS	Standby - Fire	Standby - Law Enforcement	Standby - Special Event	Standby - Sporting Event	Standby Only	Transported	Transported ALS	Transported BLS		Transported BLS after ALS Evaluation	Transported By WCV	Transported in Other Unit	Treated, Transported by Law Enforcement	Treatment / No Transport	
Etna	0	16	34	1	13	5	2	4	24	18	3	0	0	67	0	7	0	0	0	0	2	0	331	95	18	0	0	1	3	644
Hampton	0	40	78	3	8	11	12	26	108	60	2	2	4	218	7	31	5	8	12	3	0	771	203	80	0	0	2	7	1,701	
Shaler	0	48	87	3	40	14	7	18	153	72	13	3	3	307	1	28	0	2	12	1	1	1,260	410	92	0	2	1	15	2,593	
																						1	2,362	708	190					4,938
Primary Emergencies																														
MUTUAL AID CALLS																														
Aspinwall	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	0	0	0	0	4
Blainnox	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	3
Cheswick	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	3	4	0	0	0	0	0	9
Fox Chapel	1	0	2	0	0	0	0	0	1	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7
Indiana Township	0	0	4	1	0	0	0	2	1	0	0	0	0	2	0	0	0	0	0	0	0	0	16	13	4	0	0	0	1	44
Millvale	0	0	3	0	0	0	0	0	1	3	0	0	0	7	0	0	0	0	0	0	0	0	7	4	2	0	1	0	0	28
O'Hara	0	0	2	0	0	0	0	0	2	2	0	0	0	1	0	0	0	0	0	0	0	0	11	4	0	0	0	0	0	22
Reserve	0	0	2	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	4
Richland	0	7	23	1	1	0	0	0	1	2	0	0	0	6	0	0	0	0	0	0	0	0	41	13	2	0	1	0	0	98
Ross	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	1	0	0	0	0	0	8
Sharpsburg	0	4	12	1	0	0	0	0	2	1	0	0	0	5	0	0	1	0	0	1	0	0	16	8	3	0	0	0	0	54
West Deer	0	1	7	0	1	0	0	0	1	0	0	0	0	2	0	0	0	0	0	0	0	0	11	7	1	0	0	0	0	31
																						0	115	56	12					312
TOTAL Mutual Aid																														

Capital Expense

In 2024, we placed **two new ambulances** in service, replacing 10-year-old and 7-year-old units. We also expanded our firefighter rehabilitation capabilities with:

- A new pickup truck
- Trailer
- Climate-controlled 15' x 20' inflatable tent
- Additional support equipment

Total investment: \$700,000

Grant funding: \$409,000 (covering one ambulance and all firefighter rehab equipment at no cost to SHEMS or the communities we serve)

We appreciate the ongoing support from our municipalities and will continue aggressively pursuing grants to reduce the financial burden of maintaining a high-quality EMS service.

Community Engagement

As a community-based EMS provider, we actively seek opportunities to connect with residents, share our work, and showcase our staff and equipment.

2024 Engagement Breakdown:

- **Athletic events:** 31 (school/youth football, 5Ks, etc.)
- **Community events:** 41 (festivals, parades, concerts, etc.)

-
- **CPR classes:** 8
 - **School programs:** 18 (mock accidents, graduations, band festivals)

In total, we participated in **98 events**, representing roughly **700 staff hours**. Some events—such as concerts and corporate CPR classes—are billed at rates that exceed costs, ensuring no negative financial impact.

In Closing

Our 2025 budget was based on late-2024 revenue trends, and early results confirm this was a sound approach. However, challenges remain:

- A **30% increase** (\$86,500) in health insurance premiums for 2025
- Rising costs for capital EMS equipment, prompting an update to our **10-year capital plan**

Despite these concerns, we closed 2024 in a position most EMS agencies would envy—strong staffing, solid finances, modern equipment, and robust community support. We remain optimistic yet realistic, with a focus on sustaining our success well into the future.

We are here to serve. I welcome any questions or feedback.

Eric Schmidt, Chief
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director@shalerhamptonems.org