

**MINUTES OF A REGULAR MEETING  
OF THE BOARD OF THE  
REDEVELOPMENT AUTHORITY OF THE COUNTY OF LANCASTER  
APRIL 28, 2026, AFTER THE 4 PM MEETINGS OF THE  
LANCASTER COUNTY LAND BANK AUTHORITY AND  
THE LANCASTER COUNTY HOUSING AUTHORITY  
28 PENN SQUARE, SUITE 100  
LANCASTER, PA 17603**

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The members of the Board of the Redevelopment Authority of the County of Lancaster met Tuesday, April 28, 2026. The Board meeting was held at the office of the Redevelopment Authority of the County of Lancaster, 28 Penn Square, Suite 100.

Members of the Board in attendance: Ed Fisher, Melinda Kaufman and Jim Williams.

Staff members present were: Justin Eby, Executive Director; Scott Fredo, Director of Administration and Finance; Marisol Maldonado, Director of Housing and Community Development; Deb Jones, Director of Human Services; Audrey Steinmetz, Director Tenant and Landlord Services and Beth Dreyer-DeGoede, Secretary.

Also in attendance: Rhonda Harrison, Redevelopment Fund board member.

Mr. Fisher called the meeting to order at 4:27 p.m.

Public Comments - none

Minutes of the March 2026 Board Meeting were approved. The motion was made by Ms. Kaufman, second by Mr. Williams, and accepted.

The Treasurer's Report for the month of March 2026 was approved on a motion by Mr. Williams, second by Ms. Kaufman, and unanimously accepted. Mr. Fredo noted that there was nothing unusual. The first quarter rent for Penn Medicine Park stadium was received in April. Mr. Fredo also presented the Redevelopment Authority budget for 2026 now that we had received US Department of Urban Development (HUD) approval for Community Development Block Grants (CDBG) and HOME funds.

Staff Reports: Ms. Maldonado reported that the request for Public Improvements will go out. The new Construction Specialist Peter Voci is onboarding, Troy Connor will now be focused on the Home Repair programs. They received 5 bids for demolition at Prince Street Community Hub, one will be awarded and the plan is for demolition in June.

Ms. Jones reported that the Point in Time Count will be released on April 30, 2026 after the Spring Continuum of Care meeting. There is a 22% increase over the 2025 count. The Joint Funding application review is underway with \$4 million in requests but have only \$1.6 million to release. The Office of the Homelessness Coalition are navigating these challenges.

Mr. Eby shared some positives. Gish Furniture had a groundbreaking for their new Lancaster Showroom. They received a \$2 million Redevelopment Assistance Capital Program grant for this project. Several staff participated in the YWCA Race Against Racism 5K. One of our Marketing and Communications interns was featured in a news story at Franklin and Marshall College, and we had a positive news story in the LNP. Other updates were our Philadelphia HUD director was in our office for a meeting, staff will participate in a May 14 Lancaster Chamber event panel, Mr. Eby and Ms. Maldonado will attend at Pennsylvania Housing Finance Agency (PHFA) conference May 6 and 7, and on May 28 the Compliance Team will be going to the HUD in person meeting.

Communications – none

Committee Reports: The Personnel Committee met to discuss today's board resolutions.

Unfinished Business – None

New Business

- 1) The board adopted a consolidated Parental Leave Policy. Mr. Fisher noted that the change makes the policy more equitable. The motion to approve was made by Mr. Williams, seconded by Ms. Kaufman and unanimously approved. (A copy of said Resolution [APR 26 #17] is attached hereto and made a part hereof).

NOW, THEREFORE, BE IT RESOLVED by the Board of Redevelopment Authority of the County of Lancaster as follows:

Section 1. Adoption of Consolidated Parental Leave Policy. The Board hereby adopts the Consolidated Parental Leave Policy, in the form attached hereto as Exhibit A, effective upon the date of this Resolution.

Section 2. Retirement of Prior Policies. The Authority's existing Maternity Leave Policy (Employee Handbook, pp. 57–58) and Paternity Leave Policy (Employee Handbook, p. 59) are hereby retired and superseded in their entirety by the Consolidated Parental Leave Policy adopted in Section 1 of this Resolution. All other provisions of the Employee Handbook shall remain in full force and effect.

Section 3. FMLA Policy Preserved. Nothing in this Resolution or the Consolidated Parental Leave Policy shall alter, amend, or supersede the Authority's Family and Medical Leave Act (FMLA) policy. The Consolidated Parental Leave Policy shall operate concurrently with FMLA leave where applicable.

Section 4. Employee Handbook Update. The Executive Director and Director of Human Resources are hereby authorized and directed to update the Authority's Employee Handbook to reflect the policy changes adopted herein and to communicate the updated policy to all employees.

Section 5. Effective Date. This Resolution shall take effect immediately upon adoption by the Board.

- 2) The board approved an addendum to the Employee Handbook regarding listening devices in the workplace. Ms. Kaufman asked why the staff use the devices. Mr. Eby explained that many staff are in open cubicles and the noise from others is distracting, these devices allow the staff to focus. The motion to approve was made by Mr. Williams, second by Ms. Kaufman and unanimously approved. (A copy of said Resolution [APR 26 #18] is attached hereto and made a part hereof).

NOW, THEREFORE, BE IT RESOLVED, by the Board of the Redevelopment Authority of the County of Lancaster to approve the Employee Handbook Addendum regarding Listening Devices / Earbuds & Headphones in the Workplace, effective April 28, 2026, which shall supplement the Employee Handbook last updated and approved by the Board on August 27, 2024, and is incorporated therein.

- 3) The board a contract amendment with Lancaster Emergency Medical Services Association (LEMSA). Ms. Jones noted that LEMSA runs the Refresh Lancaster mobile hygiene unit. It is a wonderful service but it is not sustainable. This additional funding will help provide services through June but then we will not continue to fund them. A motion to approve was made by Ms. Kaufman, second by Mr. Williams and unanimously approved. (A copy of said Resolution [APR 26 #19] is attached hereto and made a part hereof).

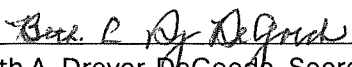
NOW, THEREFORE, BE IT RESOLVED by the Board of the Redevelopment Authority of the County of Lancaster to authorize the executive director to amend the current fiscal year 2025 contract by including the TWENTY THOUSAND AND 00/100 (\$20,000) of PHARE 2020 funds to Lancaster Emergency Medical Services Association.

- 4) The board approved a contract amendment with Columbia Dream Center and Elizabethtown Community Housing and Outreach Services. Ms. Jones said that they were shuffling funds to ensure that all funds were spent. Additional shuffling may be needed at the May board meeting. A motion to approve was made by Ms. Kaufman, second by Mr. Williams and unanimously approved. (A copy of said Resolution [APR 26 #20] is attached hereto and made a part hereof).

NOW, THEREFORE, BE IT RESOLVED by the Board of the Redevelopment Authority of the County of Lancaster to authorize the executive director to amend the current fiscal year contract in transferring ONE THOUSAND AND EIGHT HUNDRED AND 00/100 DOLLARS (\$1,800.00) of Home4Good funds from Elizabethtown Community Housing and Outreach Services to the Columbia Dream Center for Client Financial Assistance for Shelter guests.

Other Business: Mr. Fisher noted that the next regular meeting of the Board of the Redevelopment Authority of the County of Lancaster is expected to be held Tuesday, **May 26, 2026** at the offices of the Lancaster County Housing and Redevelopment Authorities, 28 Penn Square, Suite 100, immediately following the 4:00 p.m. meeting of the Lancaster County Land Bank Authority, and the Lancaster County Housing Authority thereafter.

The meeting was adjourned at 4:55 pm.

  
Beth A. Dreyer-DeGoede, Secretary