

Leader	Description/Parties involved	Objective Date	Progress from beginning	Update for 2024
	Work with Planning Commission		This was looked at and determined to be unnecessary. The note on the planning is simpler and more effective	
	Riverlands Ordinance			This is on the list for the PC to look at
	Short term rentals		Researched and completed: December 7, 2023	
	Aging in Place			To be prioritized by the Planning Commission
	Identify items in Ordinance to change			On-going task: Should start a list for organization
	York County Economic Alliance (YCEA)		Conducted Business Tour with YCEA.	Partner with YCEA to start the process of a marketing plan again and identify businesses that the citizens would like to see come to Hellam. Active resource to participate with Multi-Municipal Comp Plan
	Funding for Fire/EMS/Police		Researched, worked with consultant to evaluate sustainability of the volunteer Fire Dept.'s	Ready to implement Fire Commission agreement. Waiting for borough's approval.
	Evaluate Contracted Svc Providers			Provide copies of sample RFP's for Solicitor and Engineer earlier in the year to review
	Budget & Fiscal Analysis		Expanded in 2022	Continue to expand and broaden easy to understand information for the residents
	Long range planning (5 Year)			Completed five year funding plan for highway and included other rotation items (computers, vehicles, BPV)
			Look into non-profit and what tax would be; request tax donations	
			GIS mapping - able to use more and see what else needs to be completed to utilize this tool to its fullest capacity.	Ordered Ipad for use with GIS Locator
			Pros and cons for longer contracts with police as well as both boroughs that service is provided for	Implemented all contracts to be negotiated during the same year
			Ambulance Service-Start looking at the future and funding for future if necessary. Possibly set up fund that would be restricted to Emergency Services-in general.	
			Review 5 year budget every six months to see if something should be added, removed or updated.	Put this on the list to be reviewed in June

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	Comp. Plan (Regional look)		Finalize resolutions with boroughs for MAP grant and move forward with plan; Map grant awarded in December 2023	Working with consultant and borough's to complete within the next 16 months.
	Broad Communication Plan		How does the Township self identify? Can they be identified. (ie: Owl Valley; River Drive; cool creek	Completed communication plan - living document to keep updating as we move forward.
	Better Communication: Re-vamping on-line presence			Contract with Citizen Lab to implement new two-way communication and input from citizens, staff and Board members
	Events Committee		Form a committee to move forward with planning - what type of volunteers on the committee	Waiting on near completion of Community center to get committee started
	Re-vamping on-line presence		Gather information and costs to update website; continue with Youtube videos and facebook posts	Completed implementation of new website; Savvy Citizen, Engage and more presence on facebook. Work on schedule for posting to social media for educational information
	Training for new appointees, Boards, Supervisors		Continue offering education to volunteers	
	Employee Retention		Discussion about wages. Closer look at what area wages being paid are	Non-Uniform staff wage increases to assist with cost of living, also implemented 10 hr day-4 day work weeks to assist with travel expense. Implemented step program for PW employees to earn more per hour based on experience.
	Succession Planning		Ongoing to plan for future; draft procedural manuals for each position	
	Org. Chart and Process flow		update job descriptions, look at org. chart and include in Personnel Policy. Finalize updates to personnel policy	On-going task to be completed in 2024
	Continue education on responsibilities; on boarding		evaluate job descriptions with employees in various positions to update job descriptions and to show better idea of what job entails for new hires	
EAC	Water Quality at Kreutz Creek		Continue monitoring and stay in contact with DEP	Tasked EAC to research; correspondence with DEP
	Tweak Strategic Plan			
	Kreutz Creek Stormwater Management Plan		on going project with PennDot; landowners, CWQE; YCCD and task group	Denied Grant in 2023: Work with Army Corp, PennDOT and other partners for another grant submission.
Discussion - In General:				
1)	Look into logistics of a possible real estate tax break for Fire volunteers		This has been discussed over the last year	Look into County's tax relief ordinance as model and draft copy for Board consideration

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2)	Status of grant for upgrade to meeting room for ease in providing virtual access to meetings. ARPA funds may be used for this.			Supplies have been ordered and once arrives, the work will start.
3)	Park System discussed. Communicate with Recreation Director for possibly moving forward with next phase of Master Park Plan. Twp grant writer if twp takes lead.		Received County Marcellus Shale funding for Liberty Park \$40,000	Worked with Rec Director to submit grant for Barshinger Park for pole building construction. \$960,000
4)	Planning Commission requirement to provide Goals & Objectives and annual report to Board of Supervisors by March of each year.			Jason made list and provided to PC for review