

	Leader	Description/Parties involved	Objective Date	Notes	Progress from 2022
	Conaway	Work with Planning Commission		2023: Look @ "Fee in Lieu of" as some are running into some issues with this	
		Riverlands Ordinance			
		Short term rentals			
		Aging in Place		Senior living facilities	
		Identify items in Ordinance to change		Look through ordinances with common sense approach and identify things that may be changed or any discrepancies among various sections	
		York County Economic Alliance (YCEA)		Conducted Business Tour with YCEA. Would like to continue at least twice a year moving forward.	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
	Trimmer/Cox	Funding for Fire/EMS/Police	12/1/22		Working with consultant in partnership with Wrightsville and Hallam for Fire
		Evaluate Contracted Svc Providers	11/1/22	Provide copies of sample RFP's for Solicitor and Engineer earlier in the year to review	
		Budget & Fiscal Analysis	10/1/22	Continue and expand from 2022	
		Long range planning (5 Year)	11/1/22	Look into non-profit and what tax would be; request tax donations	Completed five year funding plan for highway and included other rotation items (computers,vehicles, BPV)
				GIS mapping - able to use more and see what else needs to be completed to utilize this tool to its fullest capacity.	
				Plan for intern or reach out to community to see if there are any citizens that utilize GIS and would be willing to volunteer	
				Pros and cons for longer contracts with police as well as both boroughs that service is provided for	
				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.	

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Myers/Otterbein	Comp. Plan (Regional look)	3/30/22	Finalize resolutions with boroughs for MAP grant and move forward with plan	Completed interviews with consultants.
PC: Mike Shillott	Broad Communication Plan	4/1/22	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 for answer to grant to move forward with planning for community center
Conaway/Cox	Bridge the Void of information		Look into last year notes to see what this entailed	
	Education: Public Civic Matter			
	Re-vamping on-line presence		Gather information and costs to update website; continue with Youtube videos and facebook posts	
	Training for new appointees, Boards, Supervisors		Continue offering education to volunteers	Bill Conaway had PSATS conduct PC training at the Township
	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	
	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			
Otterbein/Shillott	Kreutz Creek Stormwater Management Plan		on going project with PennDot; landowners, CWQE; YCCD and task group	

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	Discussion - In General:				
	1)	Look into logistics of a possible real estate tax break for Fire volunteers			
	2)	Status of grant for upgrade to meeting room for ease in providing virtual access to meetings. ARPA funds may be used for this.			
	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.			
	4)	Planning Commission requirement to provide Goals & Objectives and annual report to Board of Supervisors by March of each year.			