

	Strategic Objective Number	Specific Goal To Be Undertaken	Lead Department	Other Involved Departments	Deliverable Date	Status
Fiscal Management	1.01	Centralized financial services/banking, using one bank for receipts, where feasible, of payments for taxes, fines, fees and other County bills				
	1.02	Establish County policy to determine appropriate contingency reserve percentage for all County budgets, with the aim of creating a plus 2% reserve, and accumulated levee fund.				
	1.03	Annual review of investment policy and debt policy and providing review of options to Council.				
	1.04	Limit audit engagements to 3 consecutive years.				
	1.05	Payment of funds in year incurred.				
	1.06	No more than three (3) years between competitive acquisitions, i.e.. Financial advisors, insurance providers etc.				
	1.07	Establish an efficient method of collecting taxes.				
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Quality of Life	2.01	Create a new Luzerne County Zoning Ordinance and a Subdivision/Land Development Ordinance that protects the environment and provides thoughtful and rational regulation of development.				
	2.02	Work with neighboring Municipalities and State/Federal governments to pass legislation regarding limiting the open burning of plastics.				
	2.03	Work with neighboring Municipalities and State/Federal governments to pass legislation establishing acceptable levels noise at certain times and in certain locations.				
	2.04	Work with neighboring Municipalities and State/Federal governments to pass legislation limiting the introduction of lead into the environment particularly our waterways.				
	2.05	Work with neighboring Municipalities and State/Federal governments to improve the water quality in the Susquehanna River by separating Storm Water Systems from Sanitary sewers.				
	2.06	Work with neighboring Municipalities and State/Federal governments to decrease the littering of our environment, particularly the discarding of cigarette butts on the ground.				

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Infrastructure	3.01	Promote and partner with others in NEPA to improve freight and passenger rail and infrastructure.				
	3.02	Work with neighboring Municipalities to pass legislation or include in Zoning or Subdivision/Land Development Ordinance the requiring of sidewalks and bike paths along all public rights-of-way with some exceptions.				
	3.03	Converting the existing parking lot on Water Street for use by the public.				
	3.04	Create safe pedestrian crossing at River Street.				
	3.05	Present comprehensive plan to maintain Bridges, Roads and Facilities in good condition.				
	3.06	Work with neighboring municipalities and other third party organizations, whether through advocacy or direct involvement, in demolishing the Hotel Sterling.				

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The Charter and Codes	4.01	Development and completion of a comprehensive purchasing acquisitions policy as per the Administrative Code and Charter				
	4.02	Within the first 6 months of 2013, Department Heads need to be permanently appointed and actively working.				
	4.03	Establish a Contracts Office to coordinate and centralize the County Contracts.				
	4.04	Establish a County uniformed employee evaluation policy, which includes provisions regarding merit-based promotions and merit-based pay increases.				
	4.05	Creation of a comprehensive Capital Improvements Plan that includes the funding resources and allocation for each particular project.				
	4.06	Per Article 1001 of the Personnel Code, Completion and Institution of a job description for each County position; a pay classification plan that fairly reflects the differences in salary levels; and a position classification plan that fairly reflects the differences in job classes, such as level of difficulty, education and experience requirements, and skill requirements.				
	4.07	Per Section 1004 of the Personnel Code, Division of Administrative Services shall have in place a formal orientation program for all employees. The Head of Administrative Services shall decide the timing for orientation, the scope of the program, and those who will be involved.				
	4.08	Per Section 1004 of the Personnel Code, Establishment of a Performance Evaluation System shall be established by the Head of Administrative Services and approved by the County Manager. Among other things, the procedures shall provide for the frequency of evaluation, the type of evaluation rating appropriate for each class of employees, the review process, and the opportunity for an employee to file objection to the evaluation.				
	4.09	Per Section 1004 of the Personnel Code, creation of a comprehensive plan to oversee, foster, and develop programs for the improvement of employee development and effectiveness.				

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Personnel and Human Resources	5.01	To recognize County employees as the most valuable resource in providing services to County citizens.				
	5.02	To foster a team approach to County operations with the understanding that each employee at every level contributes to good government and delivery of services.				
	5.03	To describe accurately the duties and responsibilities of each position/job classification in the County workforce.				
	5.04	To provide equitable compensation packages for similar positions and proportional compensation within the context of the workforce.				
	5.05	To develop an efficient and effective workforce through recruitment, hiring, orientation, and staff management procedures, utilizing cross-training and ongoing staff development.				
	5.06	To consolidate or eliminate multiple part-time positions and replace them with full-time positions wherever possible.				
	5.07	To provide employees with opportunities for advancement and encourage and reward excellence in job performance through adequate compensation and internal promotion.				
	5.08	To provide training and ongoing in-service in principles of ethical behavior in the workplace.				
	5.09	To discourage harassment, bullying, mobbing, and other negative behaviors in the workplace by reinforcement of positive behaviors, staff development, and substantial penalties for negative behavior.				
	5.1	To move towards a 40-hour work week for County employees.				
	5.2	To create a personnel system that standardizes job descriptions, work hours, employee benefits and employee Holidays.				

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Operations and Departments	6.01	Enhance the correctional services and judicial services and records information technology systems to integrate document management and scheduling of various court related offices and other County offices to provide services and support.				
	6.02	Perform long range space planning that reduces the amount of real estate leased for County functions, locate County operations and spaces that are adequate, provides for growth and appropriate adjacencies, provides convenient services for citizens and sell properties not part of the long range facilities plan.				
	6.03	Work with the Courts and other offices and organizations to reduce the cost of incarceration while providing appropriate programs for offenders.				
	6.04	Creation of Comprehensive Emergency and Technology Disaster Plan, which includes a business continuity plan or policy regarding how essential services will continue to function during any crisis.				
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Public Safety	7.01	Establish a better way of working with probation to get offenders out of the criminal system with programs for the individuals involved.				
	7.02	Development of a better County jail and system.				
	7.03	Communication between the 911 service providers.				
	7.04	Reduce Detention Population and Costs by developing appropriate alternative to incarceration. Expand and Enhance Juvenile and Adult Work Programs.				
	7.05	Secure Additional funding, whether through State or Federal means, for increasing correctional staff.				