

Objectives	Major Strategies or Programs	Action or Implementation Plans	Time Frame	Comments
<p>Convey to employees that Bloomfield Township is a desirable place to work. While we face serious financial challenges that may result in changes in the workplace, the Board and administration have anticipated the situation and have planned actions that will maintain the workplace as a safe, fair and productive work environment.</p>	<p>1. Keep employees fully informed of declining revenue and the steps that must be taken to maintain services in spite of it.</p>	<p>1-a) Develop a “tool kit” which identifies and expresses key messages for employees and can be used in awareness and educational activities. Tool kit could include PowerPoint presentation, password accessible section of website, special newsletter edition, video of Dave Payne’s presentation (see 1.c. below) and more.</p>	<p>4/1/09</p>	<p>7/1/09 PowerPoint presentation given to union leaders.</p>
		<p>1-b) Administrations of FD, PD and Township will meet with union leaders to make them aware of challenges facing Township as a whole.</p>	<p>4/1/09</p>	<p>7/1/09 Done</p>
		<p>1-c) All employees will be required to attend a meeting at which Dave Payne will present facts about declining revenues and the steps employees will have to take to keep up level of services.</p>	<p>4/1/09</p>	<p>7/1/09 Done</p> <p>1/20/2010 Additional meetings held in October to inform employees of revisions to strategic plan in November about Board decision to hold special election for operational millage. Also, employee presentation held about new health care plan.</p> <p>4/1/10 Mandatory meeting for all employees to reinforce awareness of ongoing budget constraints, need for excellent customer service, need for flexibility in work assignments</p>

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		1-d) Employee newsletter and other means will be used to keep employees informed about ongoing budget issues.		<p>7/1/09 Spring & Summer done</p> <p>10/1/09 Planned for Fall</p> <p>1/1/2010 Implemented in Fall</p> <p>4/1/10 & 7/1/10 Winter and Spring employee newsletters included front page columns about budget and strategic plan.</p> <p>10/1/10 Summer newsletter continued giving information about strategic plan in Supervisor's column</p> <p>1/1/11 Supervisor's column in Fall 2010 employee newsletter discussed financial projections and importance of maximizing savings opportunities in new health care plan.</p> <p>All departments discuss Township financial status at regular departmental staff meetings. Ideas for cost-cutting and raising revenues are evaluated and implemented when appropriate.</p> <p>4/1/11 Winter 2011 Employee Newsletter emphasized importance of Employee Task Force to help employees see big</p>

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				<p>picture and stay aware of ongoing challenges.</p> <p>1/1/12 Supervisor's column in Winter 2012 newsletter summarized strategic plan and employees' role in it.</p> <p>4/1/12 Supervisor's column in Spring 2012 newsletter informed employees of public safety millage vote in August.</p>
	<p>2. Require employees to learn more about services outside their own department and the roles of other employees</p>	<p>2-a) Coordinate with Employee Deployment and Development subcommittee to implement job shadowing and other ED & D initiatives that serve this objective.</p> <p>2-b) Require participation in employee events; for example, health fair, customer service fair, etc.</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>7/1/09 See Personnel section.</p> <p>1/1/12 Sharing employees across departments and divisions advances this strategy.</p> <p>1/1/2010 See 1-c above for other mandatory meetings.</p> <p>1/1/11 Voluntary participation in health care initiatives has surpassed expectations, resulting in cross-departmental cooperation as well as potential long-term health care savings and a healthier workforce.</p> <p>4/1/11 New health and fitness campaign initiated.</p>

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		producing programs that update residents about the Strategic Plan as well as Township services.		<p>10/1/09 Third program planned for end of October</p> <p>1/1/2010 Two cable programs produced; one focusing on finance and the other on public safety.</p> <p>4/1/10 Three more cable programs produced, aired on channel and posted to website: PowerPoint Presentation, Trustees' discussion, and interview of Township Treasurer</p> <p>4/1/11 New Township programs currently airing about Strategic Plan Update, 2011-2012 Budget, Winter Road Services.</p> <p>7/1/11 New program running about spring cleanup. Production underway for new cable programs from police and fire departments. Production of new program highlighting newsletter stories completed, will air in July, August and September.</p> <p>1/1/12 New program, "Bloomfield in Focus," launched in June, has regular segment on strategic plan and additional segments that highlight various township services and events.</p>

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		<p>1-e) Township will use all effective or relevant means of communication to help residents stay informed.</p>		<p>4/1/12 "B.I.F." continues each quarter with in-depth look at services and issues.</p> <p>10/1/10 Facebook pages (Township and Police Department) created and campaign initiated to increase number of listserv subscribers in effort to engage residents in ongoing Township activities and issues.</p> <p>1/1/11 Listserve campaign successful, resulting in more than 600 new e-newsletter subscriptions.</p> <p>4/1/11 Both Facebook pages continue to gain "friends" and are used regularly.</p> <p>4/1/12 The Citizens' Guide and Dashboard have been posted on the website.</p> <p>Board of Trustees meetings are now airing on BCTV live with additional replays. They are also being streamed live on the Township website.</p> <p>Fire Department launched its own Facebook page.</p> <p>Minutes and complete packets for all public meetings are posted on website.</p>

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	<p>2. Offer opportunities for residents to participate in community life so they become wholly invested in Bloomfield Township and more knowledgeable about its services.</p>	<p>2-a) BTSS will create a service corps, modeled after CERT, of people who will expand the Township's ability to deliver and enhance services.</p> <p>2-b) Community Relations will design Dream Cruise Classic Car show to include more community-based activities and features.</p> <p>2-c) DPW will enhance "Clean Sweep" to more fully encourage and reward resident participation.</p> <p>2-d) added 4/1/10: Comm. Relations will work collaboratively with City of Bloomfield Hills, Bloomfield Hills Schools and Library to create campaign to encourage home-buying in this community</p>	<p>1/1/10</p> <p>8/15/09</p> <p>4/19/09</p>	<p>7/1/09 In progress</p> <p>12/1/09 Active volunteers meet quarterly.</p> <p>10/1/09 Event had more participants and more features than years before.</p> <p>10/1/10 Classic Car Show again successful in attracting more car registrations and corporate sponsors than in the past.</p> <p>7/1/09 Excellent turnout</p> <p>4/1/11 Event continuing with good participation from residents.</p> <p>4/1/10 Part of campaign is video contest, open to all residents, to encourage participation in overall effort. To be implemented in April.</p> <p>4/1/11 Ad campaign will be reinstated this spring, supported by Bloomfield Hills Schools and City of Bloomfield Hills.</p>

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		<p>2-e) Reinstate Township Open House once campus construction is complete</p> <p>2-f) Police Department will initiate Citizens' Academy</p> <p>2-g) Police Department will initiate Concealed Weapons Class</p>		<p>10/1/10 Plans underway for Fall 2010 Open House. Seven departments to participate with displays, exhibits, demonstrations and activities.</p> <p>1/1/11 Open House drew record crowds. People participated in activities presented by seven departments.</p> <p>1/1/12 Open House attendance surpassed previous year. More activities and demonstrations were added. Participation from all departments.</p> <p>4/1/11 Successful series of classes completed with good attendance and positive reviews.</p> <p>1/1/12 Citizens' Academy will begin its 2nd series in January 2012.</p> <p>1/1/12 Two classes completed. Both had good citizen attendance and successful completion of CPL requirements.</p>
	3. Working with Finance Committee, determine the willingness of residents to restore revenue to the Township or pay	3-a) Use newsletters, website, cable shows and personal presentations to disseminate information.	4/1/10 and ongoing	10/1/09 Newsletters, listserv messages, cable shows and presentations to homeowners groups

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	<p>additional fees in order to continue high quality services. This will include the possibilities of an administrative fee and a Headlee override. (See <i>Finance Section, page 5</i>)</p> <p>10/1/09 Revised to consider new operational millage instead of Headlee override.</p> <p>2/23/10 New 1.3 Millage approved by voters.</p>	<p>3-b.) Inform voters of August vote about the Public Safety Millage Renewal.</p>	<p>10/01/09</p>	<p>Small group presentation revised to reflect current information. Talks to community groups continue. Cable show planned for October. Updates on front page of each newsletter.</p> <p>7/1/09 Engaged Steve Mitchell to get preliminary feedback.</p> <p>10/1/09 Community survey to be implemented 2nd week of October.</p> <p>1/1/2010 Board accepted results of survey in November and used information to propose a special election on Feb. 23, 2010, for a new operational millage.</p> <p>4/1/10 Millage request for 1.3 mils approved by 53% of voters in February election.</p> <p>4/1/12 "Bloomfield In Focus" and Spring Newsletter both gave detailed information about the renewal.</p>