
PARKS AND RECREATION PLAN

COMPREHENSIVE RECREATION, PARKS AND OPEN SPACE PLAN



YORK TOWNSHIP

Resolution No. 2026-05

A RESOLUTION OF THE TOWNSHIP OF YORK, IN THE COUNTY OF YORK, COMMONWEALTH OF PENNSYLVANIA, ADOPTING THE YORK TOWNSHIP COMPREHENSIVE PARKS, RECREATION AND OPEN SPACE PLAN DATED THIS 10TH DAY OF MARCH 2026.

WHEREAS, York Township utilizes a comprehensive plan to guide the future development of land within the municipality (the "Comprehensive Plan"); and

WHEREAS, the York Township Comprehensive Parks, Recreation, and Open Space Plan ("Recreation Plan") is a companion to the Comprehensive Plan and serves as a set of guidelines for understanding which recreational amenities York Township residents enjoy, the services needed to provide them, and potential enhancements to a wide range of recreation that is currently offered; and

WHEREAS, the Board of Commissioners of York Township engaged the services of Environmental Planning & Design, LLC to work with the York Township Staff and the York Township Recreation Board to develop the Recreation Plan; and

WHEREAS, the objective of the Recreation Plan is to provide a high quality of life for residents of York Township through a safe, integrated, and resilient park system offering a full range of recreational experiences for people of all ages and abilities to promote health and well-being, but it also promotes community identity, fosters stewardship, and assists in creating long-term resilience and vitality for the Township; and

WHEREAS, the York Township Board of Commissioners, having heard the comments of the York Township Staff, the York Township Recreation Board, and the comments of York Township residents, desires to adopt the Recreation Plan to further the above-referenced objectives.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF YORK TOWNSHIP, PENNSYLVANIA, and it is hereby resolved and enacted by the authority of the same.

Section 1. The York Township Board of Commissioners by this resolution adopts the York Township Comprehensive Parks, Recreation, and Open Space Plan as attached hereto as Exhibit "A." The York Township Comprehensive Parks, Recreation, and Open Space Plan includes the following:

Section 1: Introduction
Open Space, Parks and Recreation Planning
Why do we Need Open Spaces, Parks and Recreation?
Plan, Purpose, and Objectives
Main Goals

Section 2: Overview
Overview of York Township
Background Information

Section 3: Community Engagement
Overview
Key Person Interviews
Steering Committee
Surveys
Community Meetings
Parks and Recreation Department Meetings

Section 4: Local Market Analysis
Market Potential Analysis
What are the Residents Leaning Towards?
Trends across the Commonwealth

Section 5: Maintenance Systems
Maintenance According to the Typology of Space
Sample Approach for Maintaining Facilities
Approach to Existing Facilities
Relationship with Other Bodies

Section 6: Existing Support
Programs
Facilities
Reservations

Record Keeping Processes
Administration
Finance

Section 7: Connectivity and Access
Trail System


Section 8: Comparative Analysis
Current Comparative Standing
Comparison to Similar Communities
Inclusivity Approach

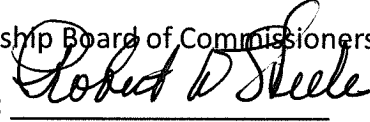
Section 9: Plan as a Tool for the Future
Future Revenue Sources
Approach to Programming
Approach to Environmental Protection
Approach to Developing New Facilities
Probable Cost for Developing New Facilities
Recommendation for a 5-Year Plan
Action Plan

Appendix

All maps, charts, textual matter and other matters providing further explanation and support are attached and fully implemented herein as part of Exhibit "A".

ADOPTED, this 17th day of March 2026, by the Township Commissioners of York Township in a lawful session duly assembled.

ATTEST:

Secretary

York Township Board of Commissioners
By: 
President

ACKNOWLEDGMENTS

York Township

Steering Committee

Krista Miller_Township Resident
Tom Ferrera_Township Resident
Barbara Ferrera_Township Resident
Carly Mercadante, CPRP_Recreation Director
Jessica Smith_Program Coordinator
Barry Myers_Public Works Director
John Hyson_Public Works Park Foreman
Joseph Hackett_Recreation Board Committee Member

Elected Officials

Robert W. Kessler
Thomas R. Brant
Robert D. Steele
George Cronin
Paul D. Knepper

Recreation Board

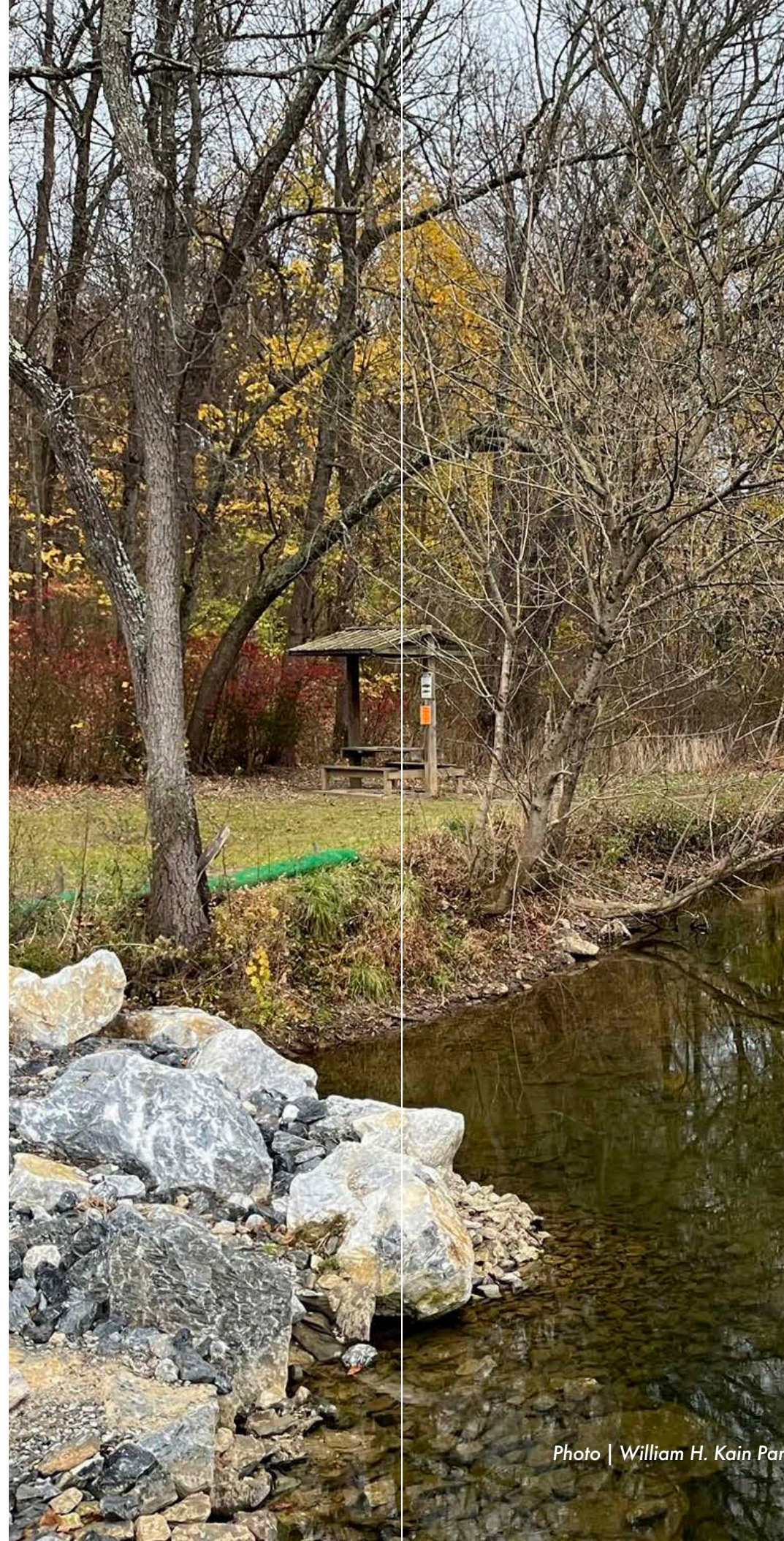
James O'Neill
Joseph Hackett
Zak Wolpert
Colleen Stormer
Adam Wolf

Staff

Gary S. Milbrand, P.E. CFM_Township Manager
Carly Mercadante, CPRP_Recreation Director
Jessica Smith_Program Coordinator

EPD Team

Carolyn Yagle AICP, PLA, NAP_Director of Planning and Policy
Shreya Mathur_Community Planner
Dan O'Donoghue_GIS Planner
Caroline Prather_Planning Intern



HOW TO USE THIS PLAN?

The York Township Parks and Recreation Comprehensive Plan is designed to serve as a practical, forward-looking guide for decision-makers, staff, community partners, and residents. It brings together a clear picture of where the Township stands today, what the community values, and how parks and recreation services can grow to meet future needs.

This plan begins with an analysis of existing parks, facilities, programs, and operational capacity within the Township. It incorporates extensive public input, capturing what residents use, appreciate, and hope to see improved. To support data-driven decision-making, the plan also integrates demographic, spending, and lifestyle information from sources such as ESRI, helping illustrate how community trends influence recreation needs. In addition, Township conditions are compared with the priorities outlined in Pennsylvania's Statewide Comprehensive Outdoor Recreation Plan to determine where local trends align with broader regional and state goals.

Using this information, the plan identifies opportunities for enhancement and presents a set of recommended action items, each with suggested timelines, potential funding strategies, and implementation considerations. The Township can use these recommendations as a roadmap, referencing the plan regularly to guide budgeting, acquire funding from grants, capital improvements, program development, and long-term planning efforts.

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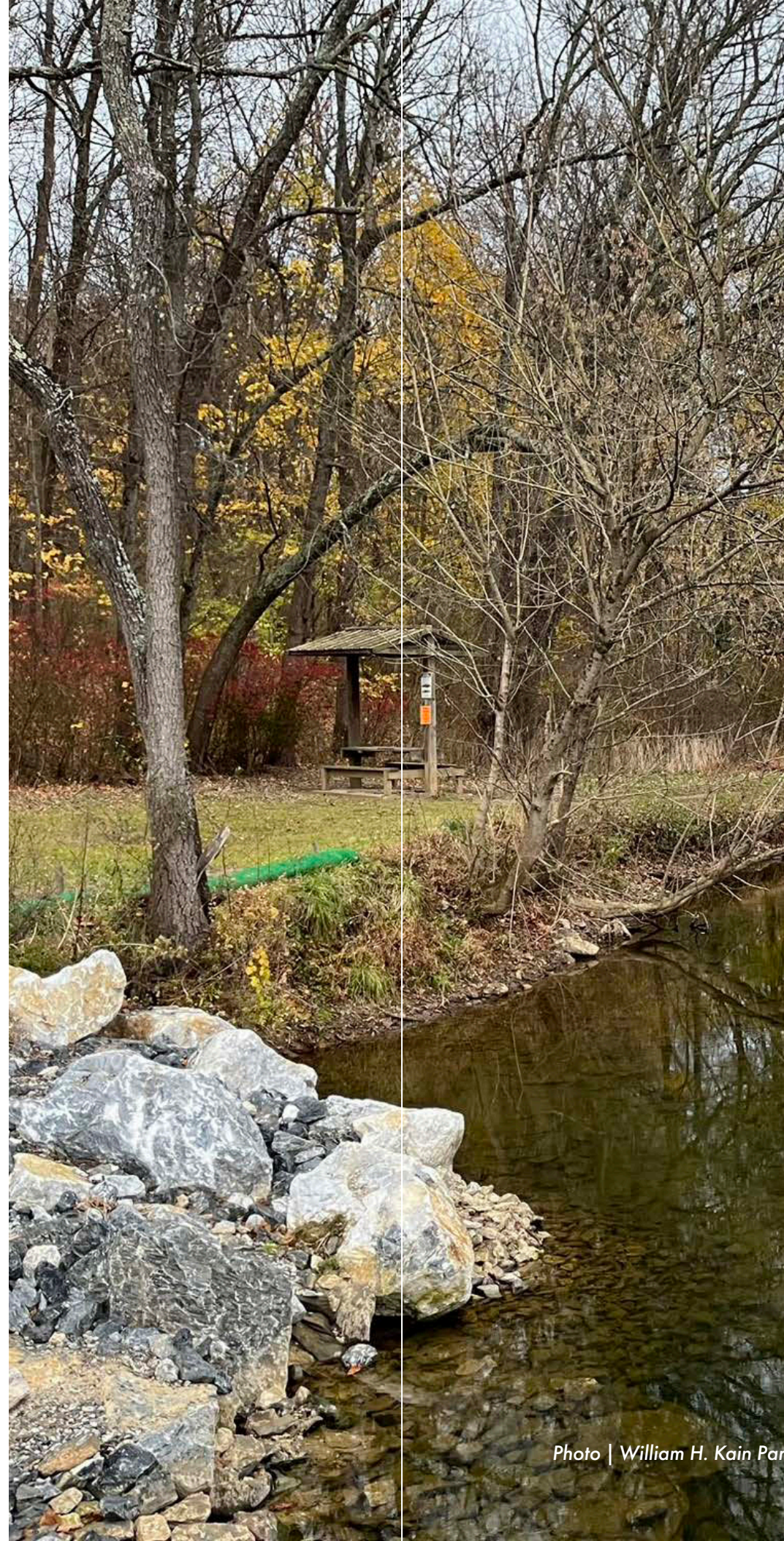


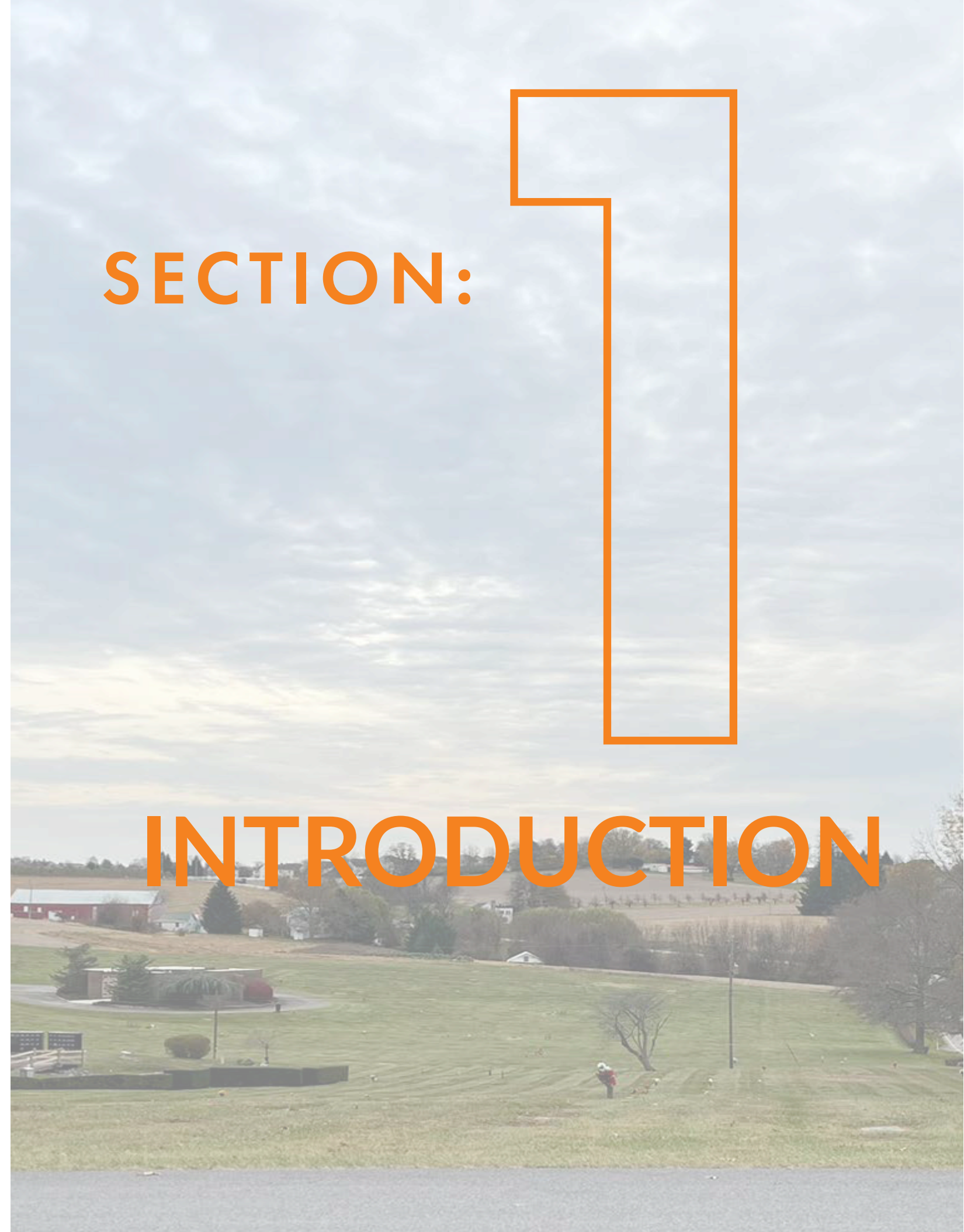
Photo | William H. Kain Park

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SECTION:



INTRODUCTION



INTRODUCTION

Open Space, Parks, and Recreation Planning

York Township's updated Comprehensive Parks, Recreation, and Open Space Plan (CPROSP) serves as both a companion to the Township's Comprehensive Plan and a timely reassessment of how parks and recreation can continue to meet the evolving needs of its 30,500 residents. Since the last update in 2014, York Township has experienced demographic shifts, growing diversity, and changing community expectations that necessitate a refreshed vision for recreational programs, spaces, and services.

The Township is home to a broad and balanced population: over 21% are youth under the age of 18, while nearly 18% are adults aged 65 and older. The largest share of residents (27.7%) falls within the age range of 25 to 44, a group typically composed of young professionals and families. Household trends indicate a high number of individuals living alone and a steady presence of seniors, highlighting a need for more inclusive, accessible, and socially engaging recreation opportunities.

While the Recreation Department has made great strides in providing high-quality programming and heavily utilized park facilities, data reveals notable gaps in age-specific services,



particularly for toddlers, teens, and seniors. Over 100 acres of undeveloped land present a valuable opportunity for growth, innovation, and long-term planning.

Further, recreation access is becoming increasingly important for all age groups, abilities, and backgrounds, as highlighted in the 2025-2029 PA Outdoor Plan. Considering the diversification of York Township's population, especially the older portion dominated by those aged above 65, the Township should evaluate including accessible recreational opportunities, the conditional gaps in parks and trails being less verbose and confusing, and the future facility design to be more inclusive of recreation. Tailoring designed recreational amenities to serve older, beginner, or more sedentary residents is also likely to achieve greater overall access equity.

This plan redefines priorities based on demographic realities, participation patterns, and public input. It establishes a strategic direction for the next decade, equipping Township staff, leadership, and partners with the framework to expand and improve recreational offerings while continuing to protect natural resources and enrich community life.

**27.7% of
residents
fall between the
ages of 25
and 44**

Why Do We Need Open Space, Parks, and Recreation?

Spaces and opportunities to come together carry many benefits and are assets for people of all ages, interests, and heritages.

ECONOMICALLY

attracting and retaining businesses, increasing property values by making communities more desirable, enhancing place identity, and reducing public costs through better management of natural events such as flooding. A foundational positioning as both local as well as regional assets.

ENVIRONMENTALLY

protecting natural areas, protecting and improving water quality, improving air quality, reducing flooding and related stormwater damage, and protecting wildlife corridors that link habitats.

RECREATIONAL & MOBILITY

providing opportunities for rails-to-trails, commuter bike-ways, and riverfront development, and enhancing road and highway corridors.

EDUCATIONALLY

providing outdoor classrooms for children and adults.

HEALTH

increasing opportunities for exercise and reducing stress.



Photo | York Township Park

Plan, Purpose, and Objectives

The York Township CPROSP is meant to be a clear, concrete blueprint for guiding the future growth, management, and development of the Township's parks, trails, recreation programs, and open space. As the Township continues to expand and develop, this plan aims to make sure the park and recreation system is responsive, inclusive, sustainable, and meets the needs of all residents currently and in the future.

As discussed in many studies and reports published by bodies such as Department of Conservation and Natural Resources (DCNR), easy access to parks and recreational facilities acts as a major factor of consideration for residents in deciding the places they call home. Equally as important are the experiences residents have through involvement in community recreation programs. Local government parks and recreation should provide opportunities that guarantee every resident quality recreation experiences by:

- Maintaining park areas and recreation facilities for residents to enjoy, and at the same time, protecting and preserving the environment for future generations.
- Offering recreation programs and services that are consistent with residents' needs and interests and contribute to their health, well-being, and sense of community.

This document is both an operations paper and a strategic plan guide. It contains significant objectives under the areas of accessibility, equity, maintenance, programming, community outreach, and environmental stewardship. It also identifies priority areas of investment and improvement, based on data, staff experience, public comments, and comparison with regional best practices.

The overall objective of the plan is to provide a high quality of life for residents of York Township through a safe, integrated, and resilient park system offering a full range of recreational experiences for people of all ages and abilities. In doing so, not only does the plan promote health and well-being, but it also promotes community identity, fosters stewardship, and assists in creating long-term resilience and vitality for the Township.

Goal 1:

Ensure Equitable and Inclusive Access to Parks and Recreational Opportunities

Goal 2:

Expand and Enhance Trail Connectivity and Active Transportation Infrastructure

Goal 3:

Develop an Integrated Maintenance and Asset Management System

Goal 4:

Masterplan and Responsibly Develop Undeveloped Parkland for Future Community Benefit

Goal 5:

Grow Community Identity and Civic Involvement Through Parks and Events

Main Goals

Ensure Equitable and Inclusive Access to Parks and Recreational Opportunities

York Township should aim to offer a welcoming and inclusive variety of recreational facilities and programs that are within the reach of residents of all ages, abilities, and backgrounds. This could involve increasing programs for underserved groups such as pre-school age children, teenagers, seniors, and persons with disabilities, while making physical accessibility improvements throughout all park locations. Data-driven decision-making would help inform program assessment, while strategic partnerships, contemporary reservation systems, and graduated pricing models should be investigated to maximize participation and enhance cost recovery over the long term.

Expand and Enhance Trail Connectivity and Active Transportation Infrastructure

The Township should seek the creation of an extensive, multi-modal trail system that improves connections among neighborhoods, parks, schools, and commercial areas. Priority should be given to the establishment of safe, accessible, and well-maintained walkways and bike paths that accommodate both recreational and alternative transportation objectives.

Future trail development should aim to incorporate green stormwater infrastructure such as bioswales, wet meadows, and permeable trail surfaces. Integrating stormwater management into trail corridors will reduce localized flooding, protect nearby waterways, and create educational opportunities through interpretive signage. This approach could lead to trail enhancements that also serve ecological functions.

- York Township should continue expanding its trail network by identifying missing segments between existing parks, neighborhoods, and schools.
- Priority should be placed on developing continuous, safe, and accessible routes that reduce gaps and create a township-wide system.
- Strengthening these connections will support both recreation and everyday mobility for residents.

Develop an Integrated Maintenance and Asset Management System

York Township should have a standardized, open, and proactive park and recreation asset tracking and management system. This involves having up-to-date records of facility conditions, equipment inventories, staff time sheets, and ongoing maintenance activities. The Township could create and follow organized maintenance schedules, record user and staff feedback, and have well-defined repair, upgrade, and capital planning procedures as identified after analysis. This objective ensures operational effectiveness, enhances service delivery, and provides for long-term asset sustainability.

Master-plan and Responsibly Develop Undeveloped Parkland for Future Community Benefit

York Township should aim to undertake community-based planning initiatives to direct the evolution of its large holdings of undeveloped parkland. These endeavors would help emphasize sustainable land use, adaptable recreation areas, and features that respond to future population growth, recreation trends, and environmental stewardship.

Develop Community Identity and Civic Involvement Through Parks and Events

The Township shall utilize its parks and recreation system to build stronger community bonds, honor local heritage, and encourage civic pride. Investments could sustain culturally responsive programming, community events, public art, and volunteerism, developing spaces that encourage social interaction, intergenerational connection, and a common sense of place.

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SECTION



OVERVIEW

OVERVIEW

Overview of York Township

York Township is a historically rooted and dynamically evolving community in south-central Pennsylvania. With origins dating back to the early colonial era, the Township has long served as a bridge between rural farmland and the more urbanized centers of York County. Traditionally an agricultural landscape, it has steadily transitioned into a residential and suburban environment, shaped by waves of development and the gradual growth of surrounding municipalities.

Over the decades, York Township has cultivated a strong sense of community while maintaining its connection to open space, natural beauty, and small-town charm. Its location offers residents access to both quiet neighborhoods and nearby commercial and cultural hubs. The Township has embraced thoughtful planning practices, resulting in well-maintained infrastructure, residential diversity, and access to public services and amenities.

York Township is also known for its commitment to preserving green spaces and providing recreational opportunities for residents of all ages. With a network of parks, trails, and community programs, the township balances growth with livability. Today, it stands as a vibrant suburban community that values its historical legacy while continuing to adapt to the needs of its residents through smart planning, civic engagement, and sustained investment in the overall quality of life.

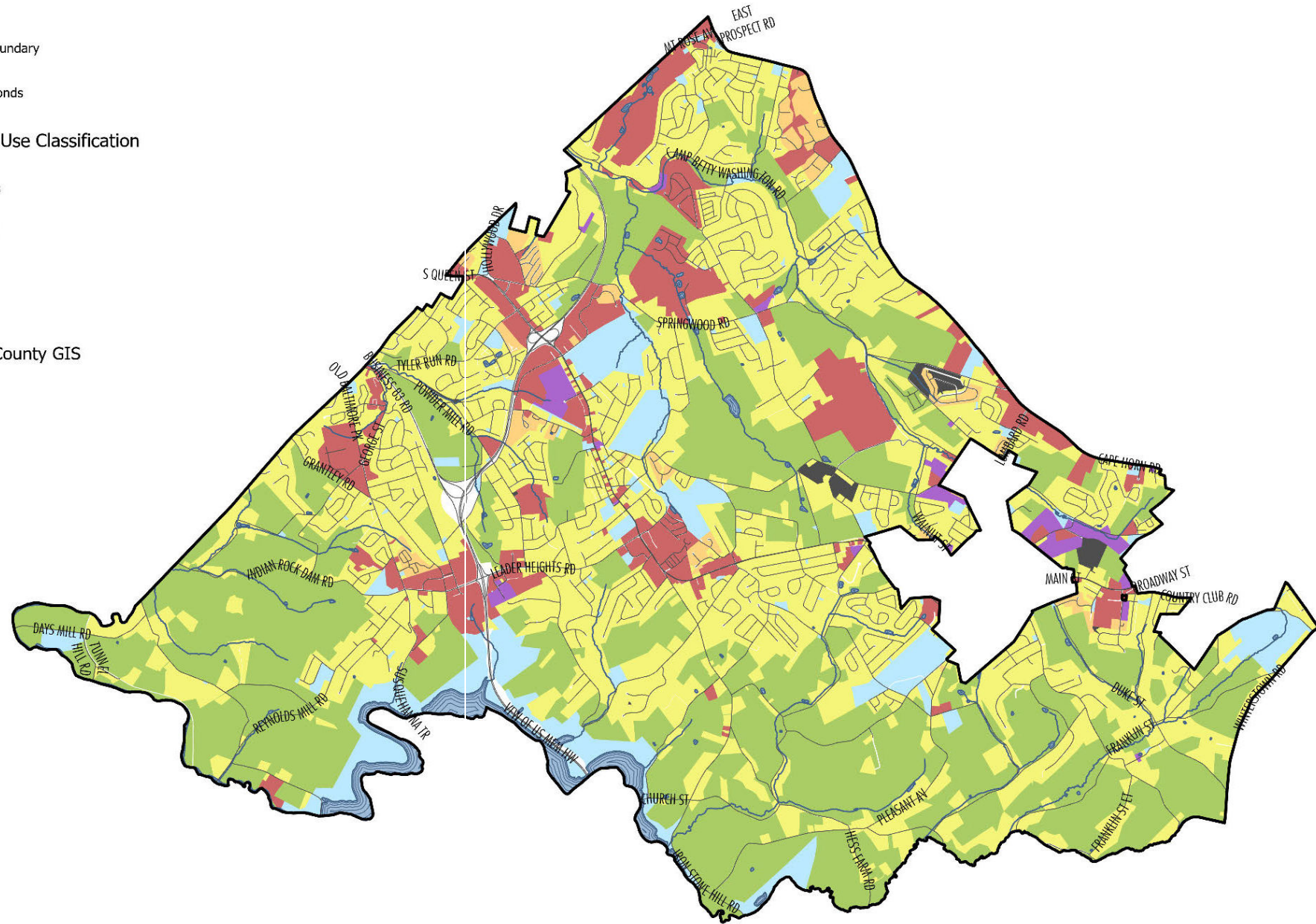
Legend

- Township Boundary
- Roadways
- Lakes and Ponds
- Streams

Existing Land Use Classification

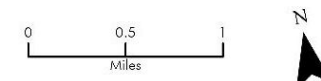
- No Data
- Apartments
- Commercial
- Institutional
- Farming
- Industrial
- Residential
- Utility

Source: York County GIS



environmental planning & design LLC
landscape architects | urban designers | community planners

EXISTING LAND USE
YORK TWP PARKS
OCTOBER 29, 2025



Background Information

York Township is home to approximately 30,485 residents, with a population density of over 1,100 people per square mile. The community reflects a stable and moderately dense suburban profile, characterized by a diverse age range and household structure. Children under the age of 18 comprise 21.6% of the population, while older adults aged 65 and over represent 18.2%, indicating a community balanced between youth and aging residents. The largest demographic group, those aged 25 to 44, makes up 27.7% of the population, commonly associated with working professionals and young families.

Household data shows there are nearly 12,000 households, with an average size of 2.34 persons. About 27.7% of households include children under 18, and 33.0% are non-family households. Notably, 27.3% of residents live alone, and 11.5% of all households consist of individuals aged 65 or older living alone, reflecting a significant portion of the population that may be more socially or physically isolated and may benefit from programming or other community-building efforts that could be held at township parks.

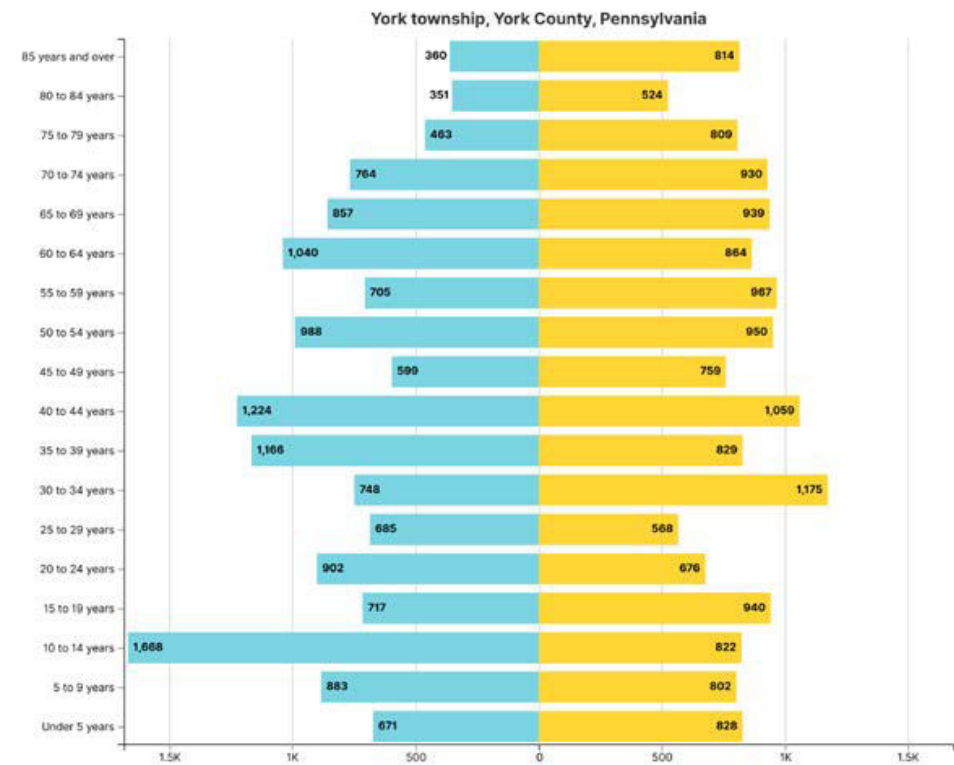
The racial composition remains predominantly White (82.1%), with Black and African-American residents (6.7%), individuals of two or more races (7.0%), and Asian residents (2.5%) comprising smaller but meaningful segments of the population. Economic indicators show a median household income of approximately \$84,000 and a poverty rate near 5%, with some variability by age group.

This demographic profile highlights a multi-generational, gradually-diversifying community with a wide range of household types, income levels, and lifestyle needs and provides essential context for planning community services.

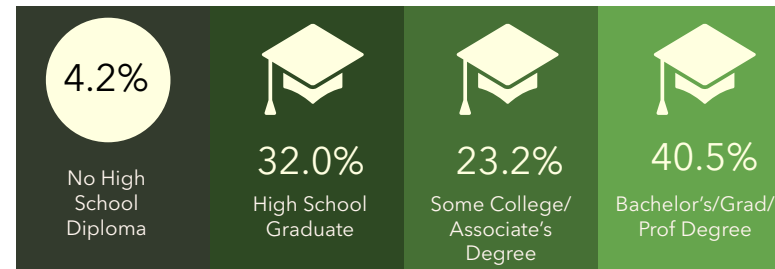
This data could help in guiding the Township as it moves forward by guiding decision-making in the form of what can be added or what people need, etc. An example could be that the township could include amenities and recreational

opportunities that are age and culture-inclusive, as is highlighted as a recommendation in various publications at the state level. The addition of accessible pathways, beginner recreational opportunities, and simplified trail difficulty would give better support to an evolving population.

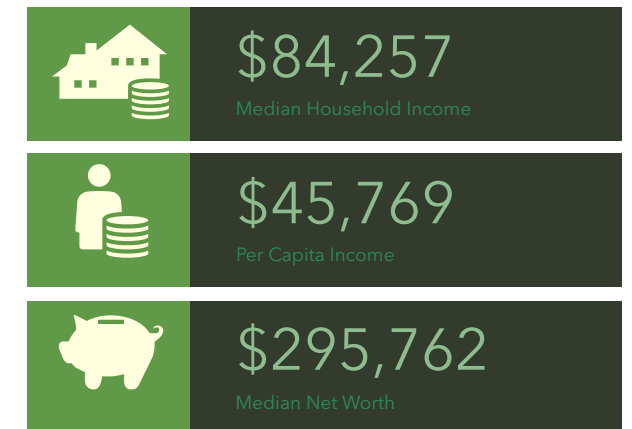
Similar analysis is discussed in the plan and in the action items to help understand who the Township serves, what the residents want, and how that can be achieved.



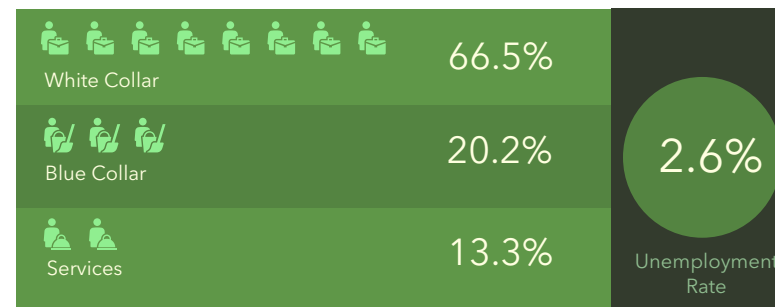
EDUCATION



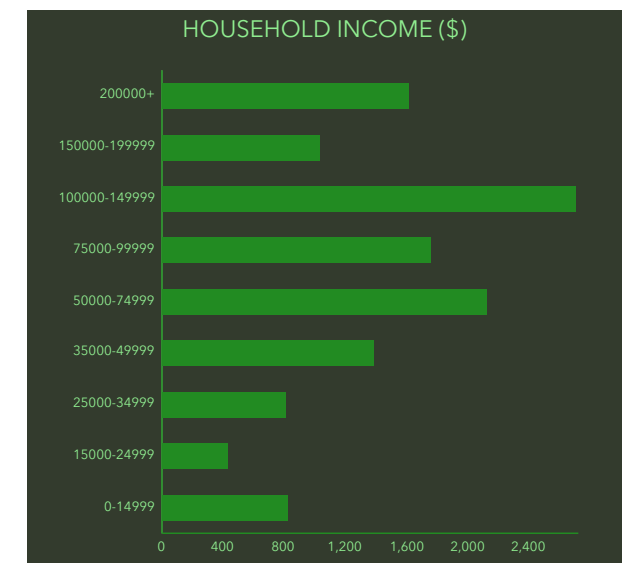
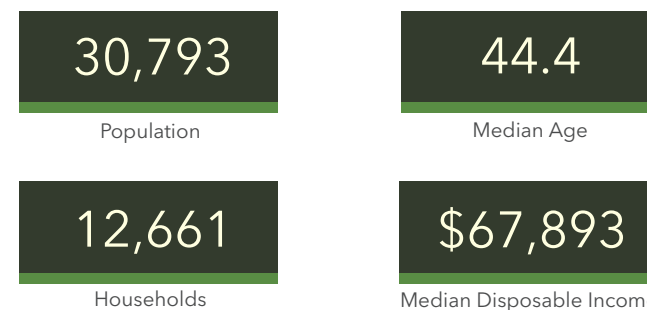
INCOME



EMPLOYMENT



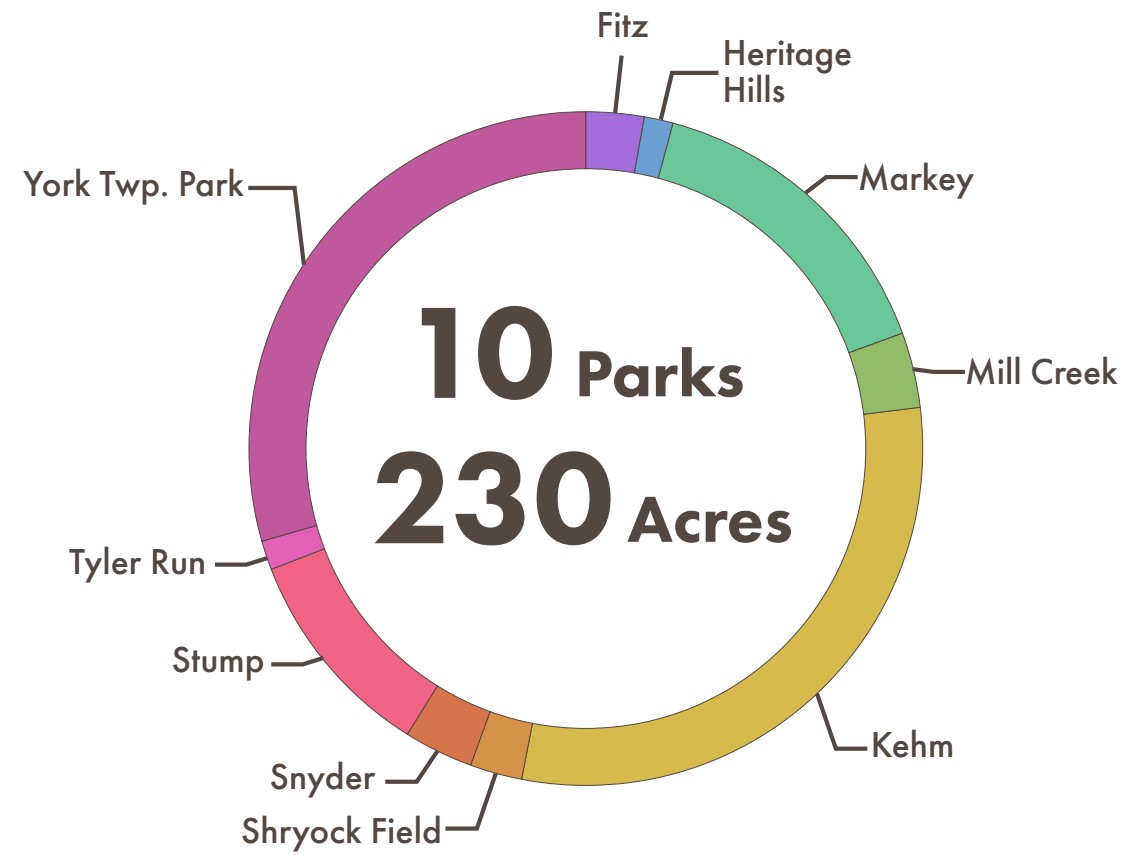
KEY FACTS






What's in York Township?

Places that make your life richer and community better



Employment Overview

INCOME

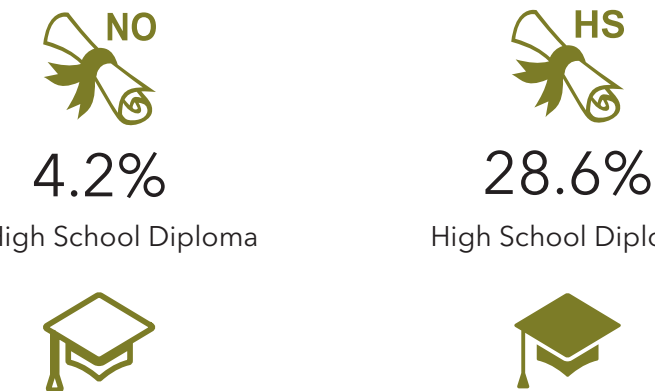


\$84,257
Median Household Income

\$45,769
Per Capita Income

\$295,762
Median Net Worth

EDUCATION




4.2%
No High School Diploma

28.6%
High School Diploma

23.2%
Some College/Associate's Degree

40.5%
Bachelor's/Grad/Prof Degree

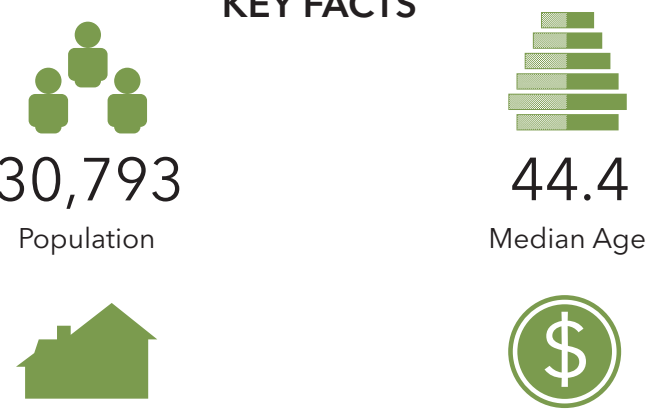
BUSINESS



970
Total Businesses

12,696
Total Employees

KEY FACTS




30,793
Population

44.4
Median Age

12,661
Households

\$67,893
Median Disposable Income

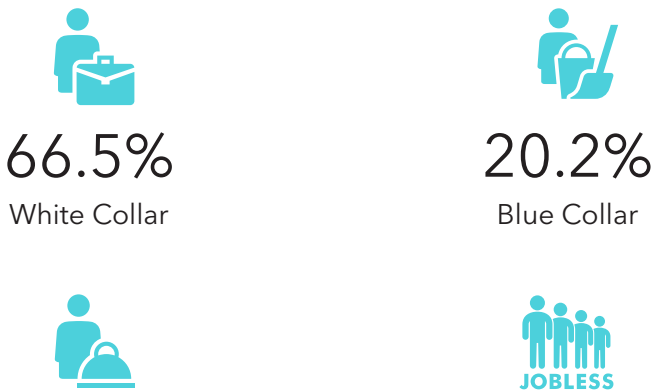
COMMUTERS



15.1%
Spend 7+ hours commuting to and from work per week

79.9%
Drive Alone to Work

EMPLOYMENT



66.5%
White Collar

20.2%
Blue Collar

13.3%
Services

2.6%
Unemployment Rate



Source: This infographic contains data provided by Esri (2025, 2030), Esri-Data Axle (2025), Esri-MRI-Simmons (2025), ACS (2019-2023).

© 2025 Esri

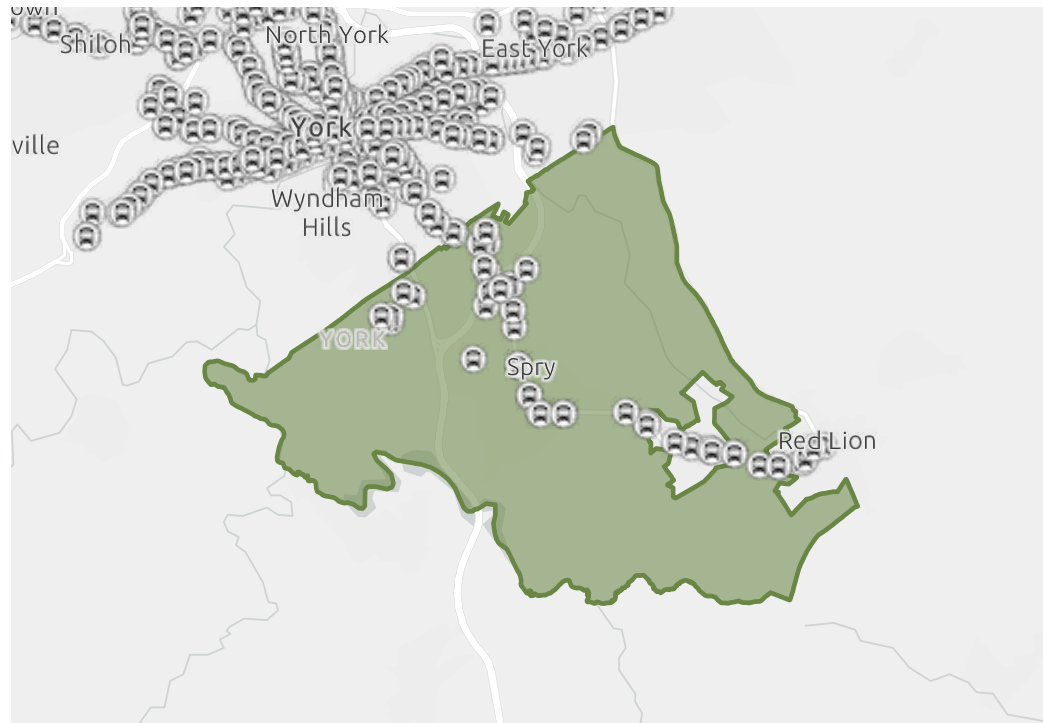
Transit Stop Analysis

York township, PA
Geography: County Subdivision

To assist transit service planning, this infographic summarizes key demographic indicators and destinations close to transit stops. Utilize the [Esri Transit Stops feature service](#) built from GTFS data or add your own! This infographic is best used with walk times in areas with transit stops.
*HH = Households or Households



44.4 Median Age
30,793 Population Total
2.4 Average HH Size
\$84,257 Median HH Income



Transit Stops and Stations

32

Including Platforms, Entrances, and Exits



At Risk Population



7,642

2025 Senior Population



3,603

HHs w/1+ Persons with a Disability



12.2%

Percent HHs No Vehicle

What's Nearby



196

Total Businesses



9

Apartment Buildings



19

Landmarks & Outdoors



123

Health & Medicine

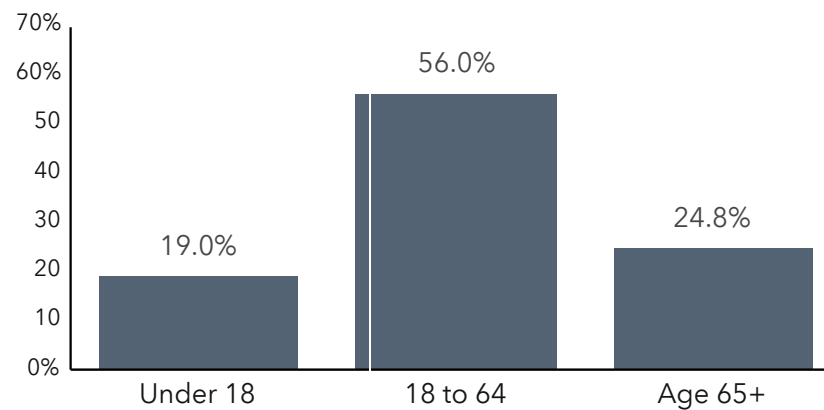


12

Arts & Entertainment

Age Groups

● Under 18 ● 18 to 64 ● Age 65+




Language Spoken in Area	Total	Percent
English Only	26,301	92.1%
Spanish	655	2.3%
Spanish & English Well	521	79.5%
Spanish & English Not Well	127	19.4%
Spanish & No English	7	1.1%
Indo-European	701	2.5%
Indo-European & English Well	670	95.6%
Indo-European & English Not Well	31	4.4%
Indo-European & No English	0	0.0%
Asian-Pacific Island	303	1.1%
Asian-Pacific Isl & English Well	194	64.0%
Asian-Pacific Isl & English Not Well	85	28.1%
Asian-Pacific Isl & No English	24	7.9%
Other Language	587	2.1%
Other Language & English Well	587	100.0%
Other Language & English Not Well	0	0.0%
Other Language & No English	0	0.0%

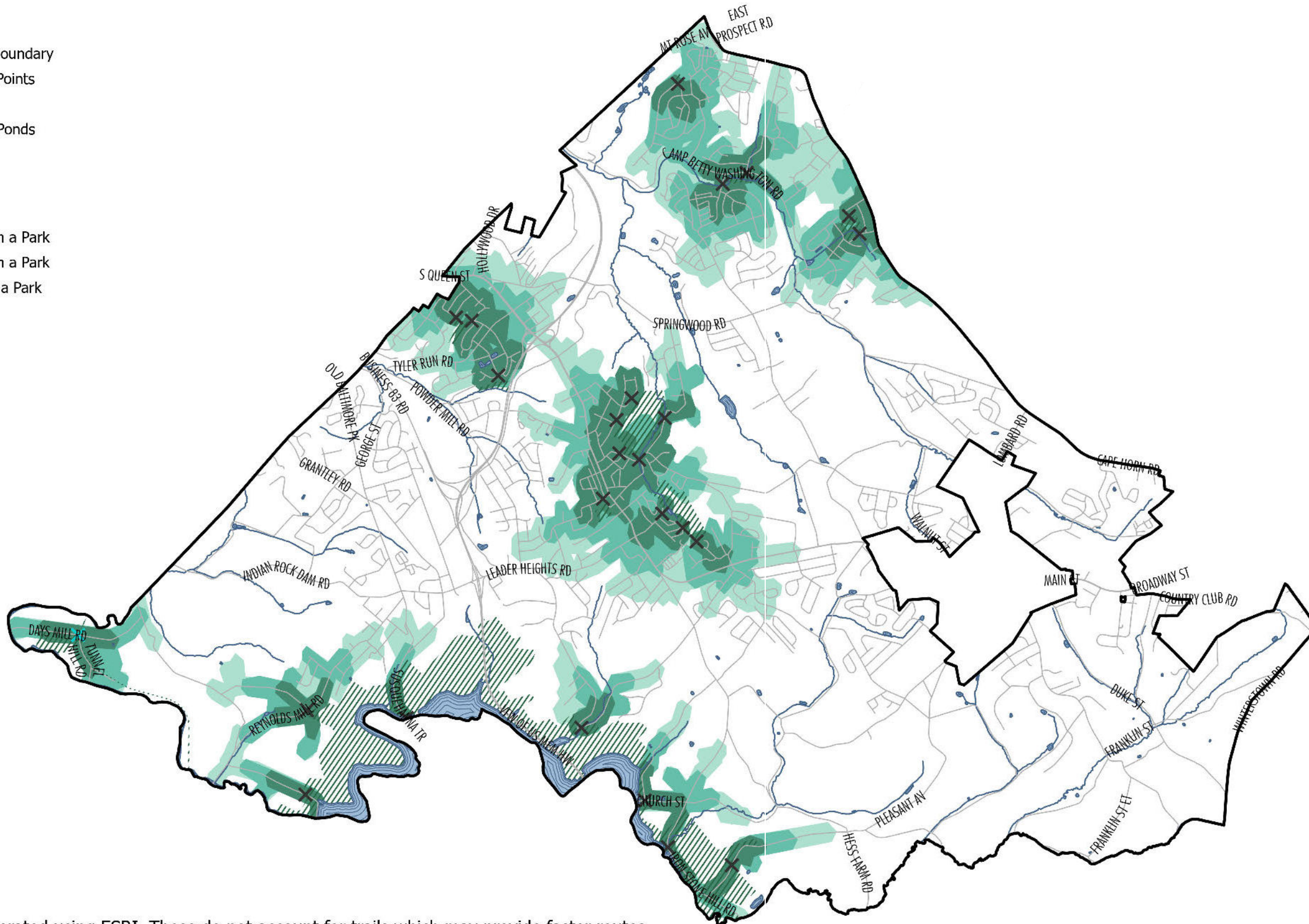
Source: This infographic contains data provided by Esri (2025), ACS (2019-2023). Points of interest are sourced from Foursquare. License information about this content is available in the [data documentation](#). * Indicates the number of locations has reached the maximum. © 2025 Esri

Legend

-  Township Boundary
-  Reference Points
-  Roadways
-  Lakes and Ponds
-  Streams
-  Parks

Walksheds

-  15min From a Park
-  10min From a Park
-  5min From a Park



Walksheds generated using ESRI. These do not account for trails which may provide faster routes.
 Walksheds are generated in relation to reference points placed at park entrances and trail heads/crossings.

environmental planning & design LLC

landscape architects | urban designers | community planners



WALKSHEDS
 YORK TWP PARKS
 OCTOBER 29, 2025

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SECTION:



**COMMUNITY
ENGAGEMENT**

COMMUNITY ENGAGEMENT

Overview

Community involvement is an essential component of any planning process. The York Township Parks and Recreation Plan gathered residents' opinions, needs, and dreams to inform recommendations for the future of the Township's parks, programs, and public spaces. As the primary users of the facilities, community members offered precious insights into how parks are used, what programs are the most popular, and where they see opportunities for improvement.

Engaging the community throughout the process of planning encourages trust and openness, as well as a sense of ownership in the system's future. Input from residents, volunteers, program participants, and partner agencies allowed the Township to highlight gaps in service, trends, and barriers to access that can be addressed. It also offered the chance to make certain that the plan addresses the differing needs of the Township's growing population, (e.g., families, seniors, youth, and those with limited mobility or income).

With tools such as surveys, public hearings, interviews with stakeholders, and consultations with staff, this plan captures a wide range of opinions. The responses helped to frame key goals and strategies, like increasing walkability and equitable access, and restructuring, modifying, or eliminating less-popular programs or amenities.

Key Person Interviews

Consensus throughout interviews was that York Township needs to focus on building out and connecting current assets, not new debt for large capital projects. Most interviewees highlighted that the Township's recreation system is working well currently, and in the future, an emphasis needs to be placed on quality, enhancing accessibility, and increasing community access. Growing pickleball court demand was often remarked on, with several suggesting that unused space or current courts be repurposed to meet the demand. Parking constraints,

particularly at York Township Park, were another frequent point of discussion, and scheduling programs was recommended to provide time buffers between activities to improve flow and reduce crowding.

Collaborations were viewed as the key strategy for cost-effective growth. Collaboration with the Dallastown Area School District and Golden Connections Community Center could help to increase program opportunities without new construction. The school district facilities could be used when Township fields are closed, and the senior center's indoor spaces, unused after mid-afternoon, could be utilized for weekend activities or community programs. Larger partnerships, such as with Windsor Township, DCNR, or the York Township Stormwater Consortium, were also mentioned as potential ways to share resources, include green infrastructure, and access outside funding.

Several interviewees emphasized the importance of program evaluation and responsiveness. Many people also highlighted that programs should be evaluated from time to time to ensure that they are relevant and cost-effective. Having goals for participation and testing out new ideas on a small scale were seen as effective ways of maintaining interest and still making sure very popular items like summer programs are financially break-even after staffing costs are factored in. Improved communication and administration were also on the list, like one recreation webpage, credit card payment options, and greater use of digital software for registration, maintenance, and public comment.

Inclusivity and environmental sustainability were persistent issues. Participants called for the Township to go beyond ADA codes, opening up space and programs to all ages and abilities through thoughtful design, sensory discovery, and flexible-use spaces. At the same time, integrating stormwater management, riparian buffers, and trail-based drainage systems into park design was envisioned as a way to reconcile recreation and environmental stewardship.

There was fairly minimal support for the development of a huge indoor recreation center; however, there was strong

interest in creating community areas where individuals would come together and could be utilized for multiple purposes and grow over time. Stakeholders felt that lower-priced, more versatile spaces, such as open-air pavilions or covered shelters, would provide residents with the ability to interact with each other in meaningful ways without the cost of constructing and maintaining a full-facility-sized building. Some participants suggested a phased approach to such development: first, upgrade the Township's trail system to improve access and connectivity between parks and neighborhoods; next, introduce outdoor social gathering spaces to promote community use; and finally, include restrooms and ancillary amenities that can serve as the platform for a potential future multi-use facility, subject to demand and funding.

Steering Committee

The Plan's Steering Committee members represent a cross-section of interests throughout the Township. Meeting nine times, the nine volunteers assisted the Department of Parks and Recreation. In addition to contributing information specific to their communities, members reviewed work activities, posed challenges, and offered feedback regarding the Plan's progress. These individuals provided a more detailed review of work products and tasks, verified specific municipal park facility information, and established the role of additional open space, trails, and greenways within the Township's overall park, recreation, and open space system.

Survey

The York Township Parks and Recreation Survey was completed by 238 households. As per the survey and discussions held, the residents prioritize passive and nature-based activities such as walking, hiking, enjoying nature, and dog walking. Parks are most often accessed by car, though walking is also common for nearby parks. The York Township open spaces and trails were most preferred and potentially the most important for Township residents.

Many residents advocated for the improvement of existing trails

to make a more complete system, as well as the addition of new trails to connect to the regional systems. For community events and special programs, attendance was generally good, but time of the program and lack of information/ announcements were seen as barriers, along with some level of disinterest in certain activities. Most residents desired natural trails, water-based recreational (both organized and self-directed) activities, open water (swimming) activities and wellness and fitness programs. A detailed breakdown of responses by question, activity type, park, and priority area is provided in the accompanying graphics on the following page.

Community Meetings

During the course of the development of the plan, 3 Community Meetings were held in various forms such as Open Houses and presentations. The key aim for these events was to ensure that the plan was aligning with the feedback received and to further the community involvement in the plan. Most attendees for the meetings echoed the survey responses and highlighted their approval of the current systems and offerings.

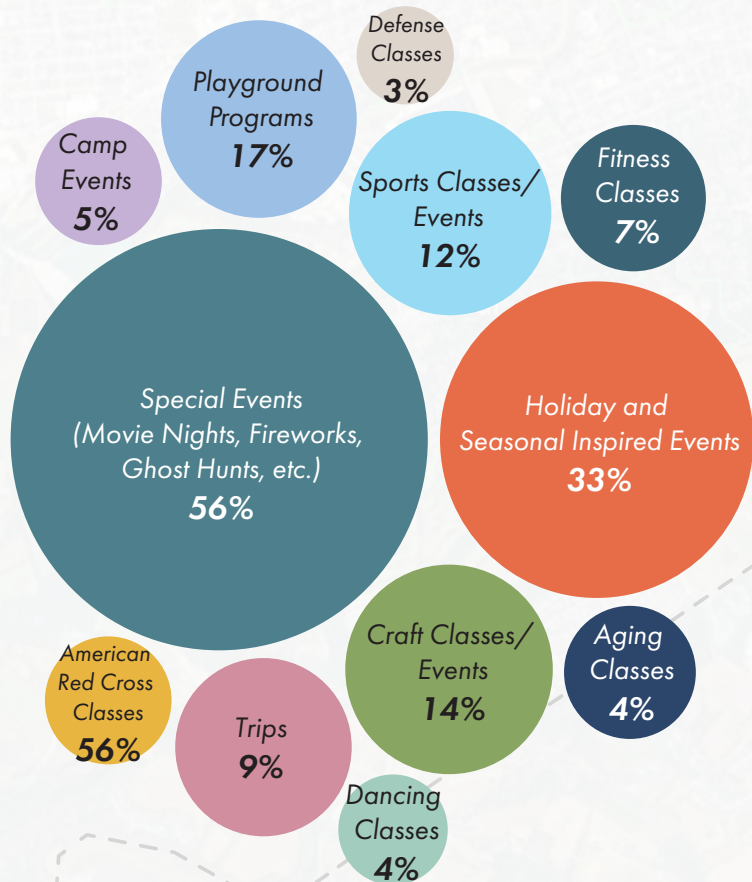
Park and Recreation Department Meetings

The Parks and Recreation Board was involved in three stages of the comprehensive planning process. First, the consultants outlined the Township's park and open space inventory, physical and socio-economic findings, data, citizen perceptions, and park needs.

Second, the consultants presented the Plan's Executive Summary and an overview of the Final Plan to the Board. The consultant also explained the Plan's value in guiding future park and recreation planning as well as the contributions that parks and recreation offer to enhancing the Township's quality of life.

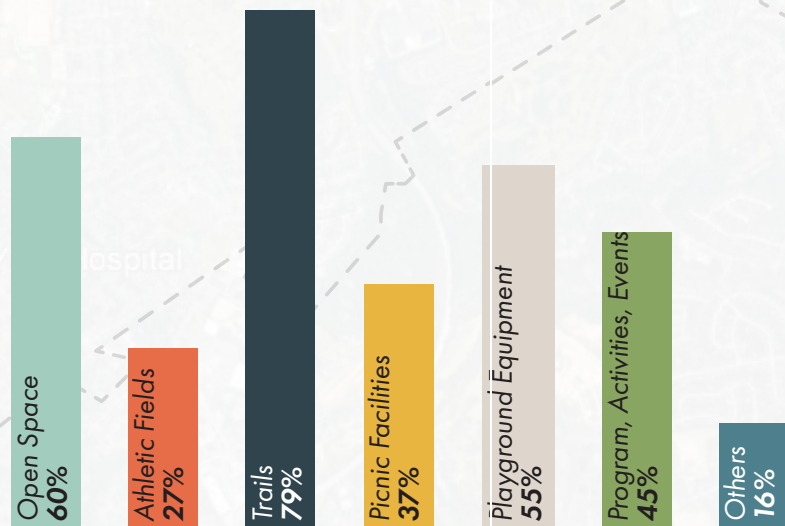
Third, the consultant provided additional information regarding the Final Plan and answered the Board's questions. The consultant requested that the Board adopt the plan as the Township's Comprehensive Park, Recreation, and Open Space Plan.

Which Township sponsored/ facilitated events do you attend the most frequently?

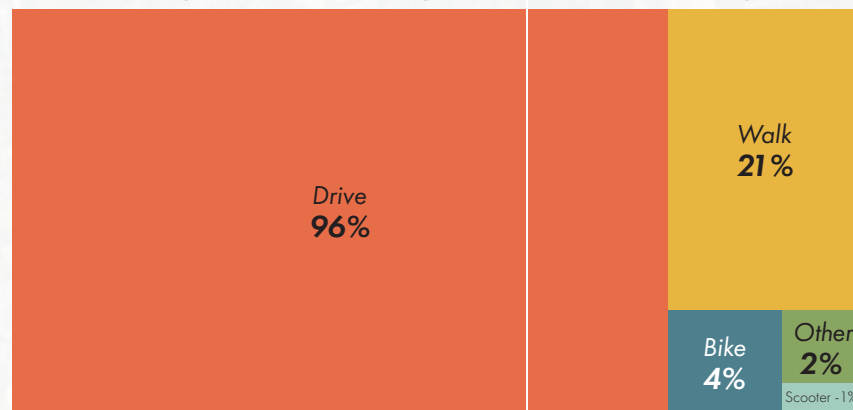


Note: Respondents had the option to select multiple responses. Percentages are of total respondents

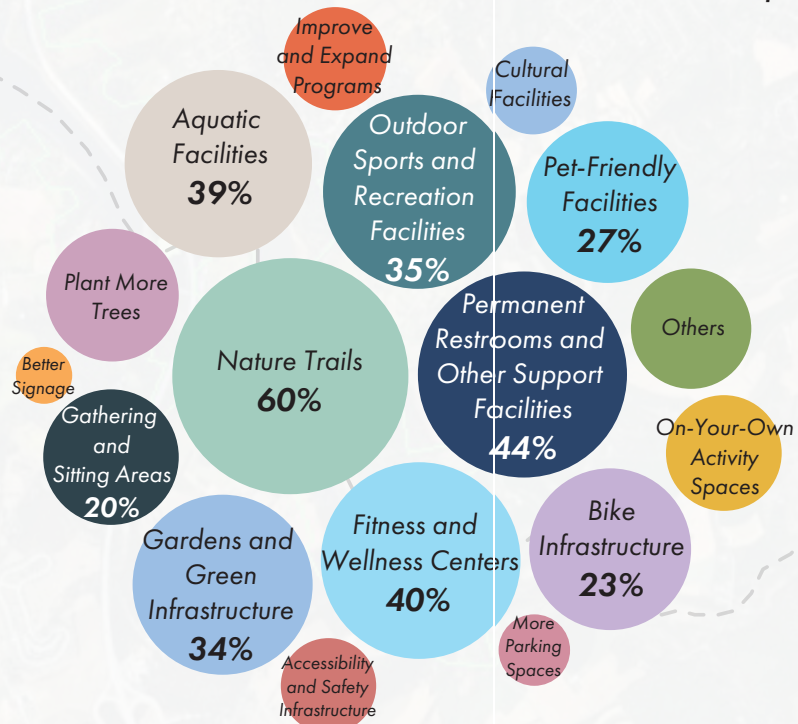
What attracts you most to a park?



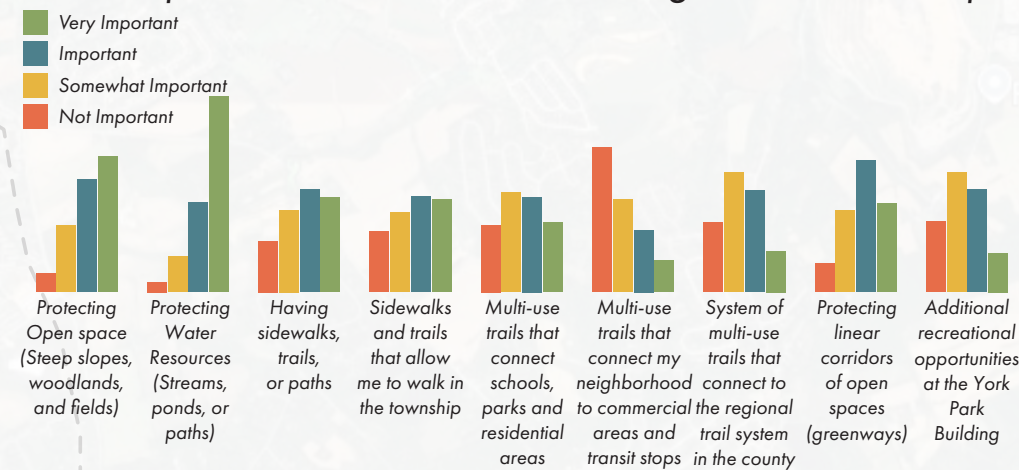
How do you and others in your household usually travel to the park in the township?



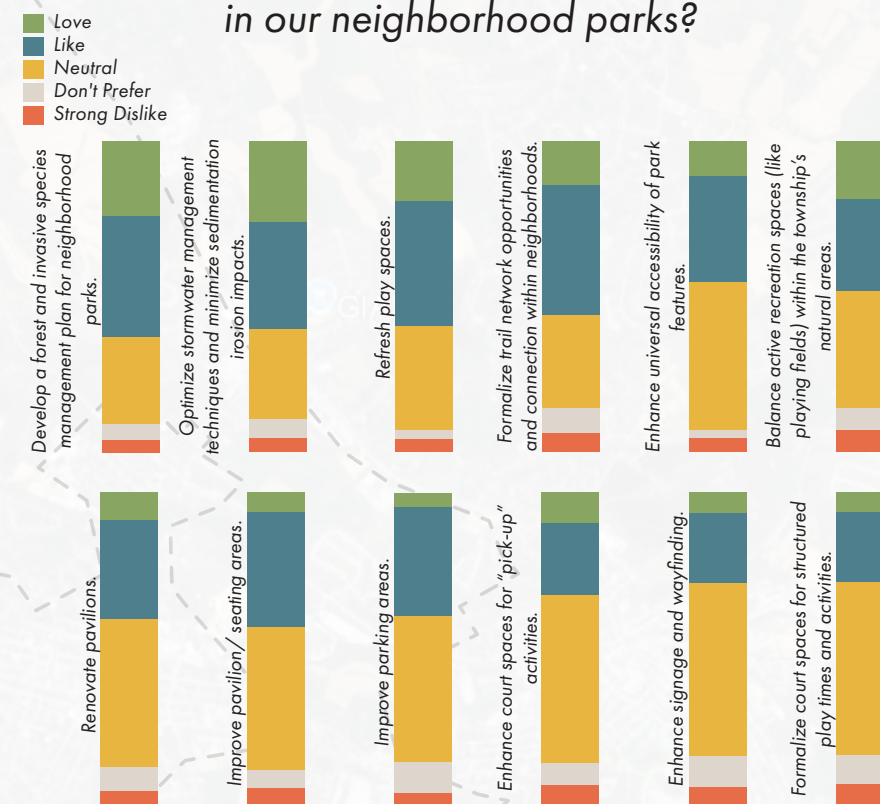
Which recreation opportunities would you most be interested in for the future of York Township?



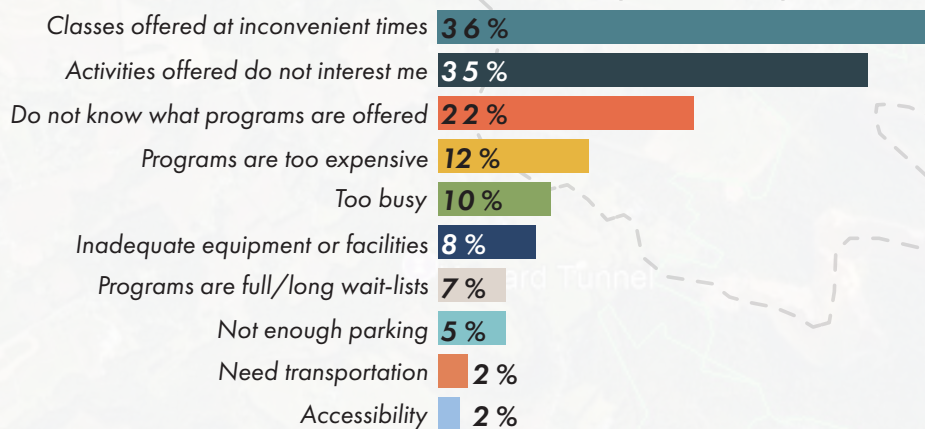
How important is each of the following in York Township?



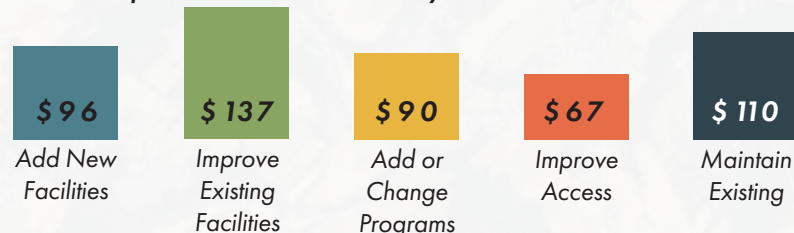
Please indicate your ideas for enhancement in our neighborhood parks?



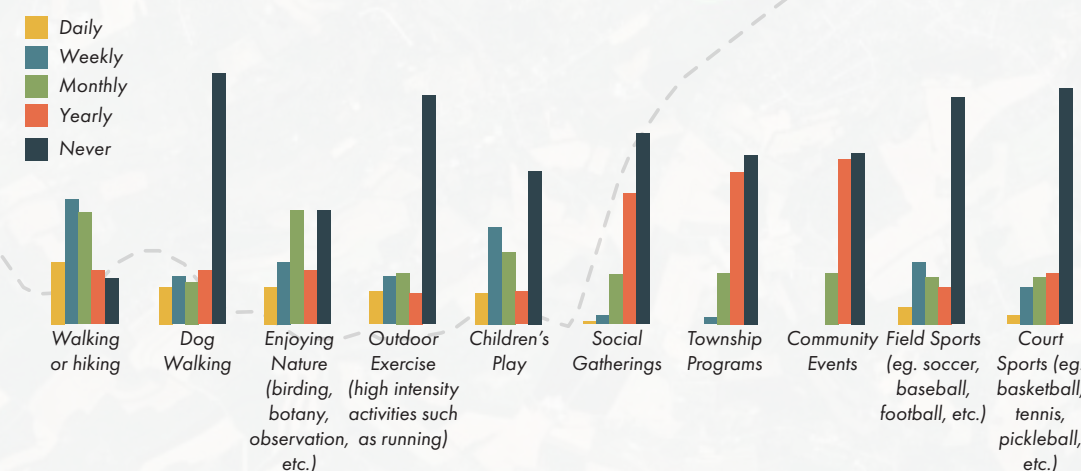
What are some barriers to participating in programs or activities in York Township owned parks?



If you had \$500 to invest in York Township's park, how would you allocate it?



Indicate the types of activities/ spaces you enjoy at the parks that York Township owns and how often you participate.

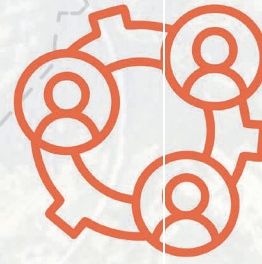


Facility-Oriented

Administration-Oriented

Environmental

key themes



Connectivity and Physical Access

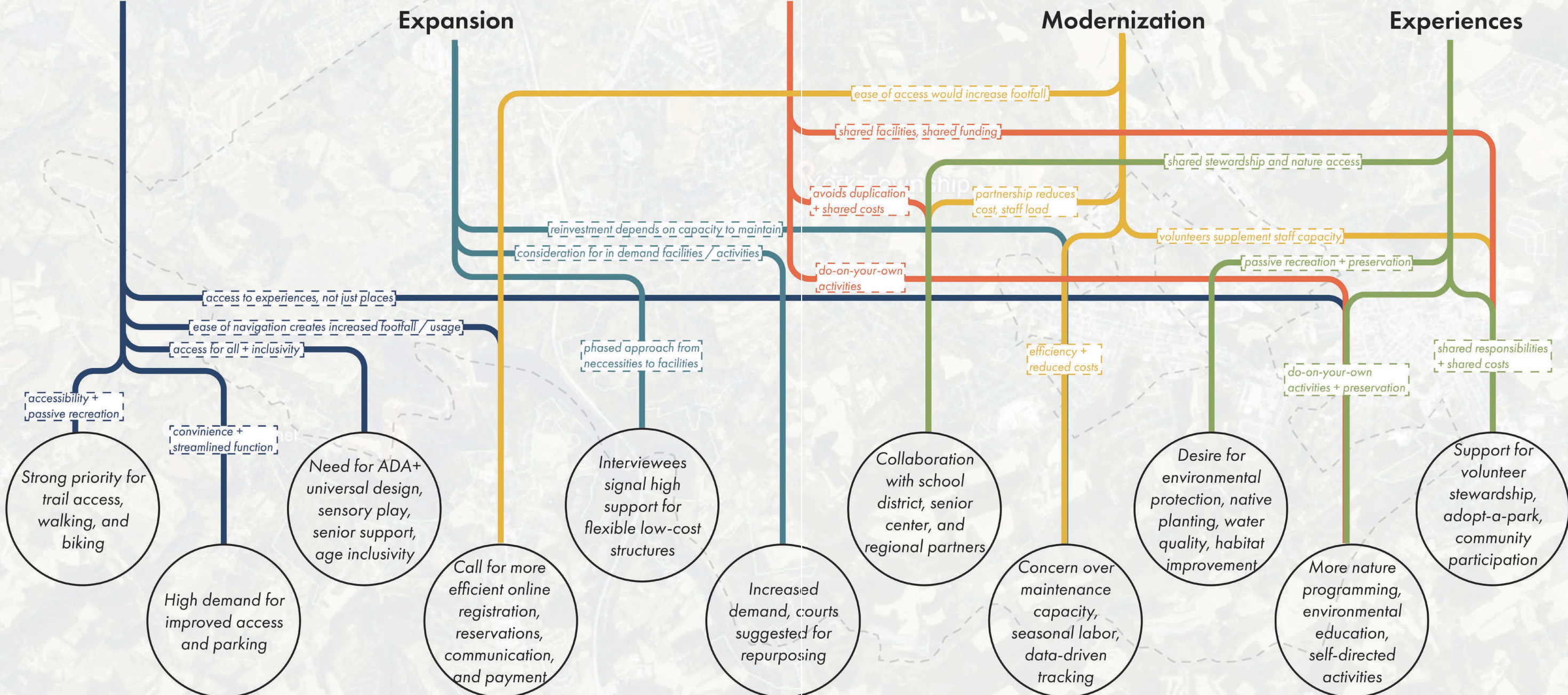
Right-Sizing Facilities and Reinvestment Over Expansion

Partnerships and Shared-Use Solutions

Operational Capacity, Maintenance and Modernization

Stewardship, Environment and Nature-Based Experiences

community feedback



equitable access + preservation + passive recreation



stewardship, environment and nature-based experiences

environmental

- stormwater integrated trails
- program restructuring toward nature-based + flexible

universal design

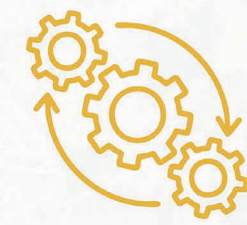
key items in the plan

efficiency + tracking

maintenance portal + GIS-based tracking

cost tracking + staffing

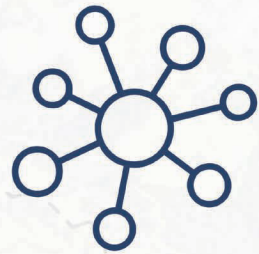
operational capacity, maintenance and modernization



administration-oriented

facility-oriented

accessibility + technology + efficiency



connectivity and physical access

maintenance priority + phased renovations

trail network build-out + complete streets (feasibility studies)

GIS asset mapping + tech integration

feasibility of court conversion

inclusive play design + universal trail

facility-sharing

focus on multigenerational offerings

partnerships and shared-use solutions

volunteer program collaboration

program partnerships

collaboration + resource-sharing



right-sizing facilities and reinvestment over expansion

retrofitting + phasing



retrofit tennis courts to pickleball

phased capital planning language

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SECTION:



**LOCAL MARKET
ANALYSIS**

LOCAL MARKET ANALYSIS

Through the process of this plan, multiple trends were identified and analyzed. A key source was the ESRI Business Analysis Reports. These reports are key, not only to understanding the direction in which the national trends are headed, but also the community's preferences and what people are spending money on, etc.

Market Potential Analysis

To analyze the recreation dynamics of York Township, participation was reviewed in three tiers divided into three distinct categories. Such an approach focuses on some of the valuable aspects of the local community.

The analysis zeroed in on activities with a Market Potential Index (MPI) above 100, the national average, representing a greater likelihood of participation among residents. The free-form or path-based recreation activities stood out among the three categories, attaining the highest MPI across multiple activities. This analysis shows critical areas of community interest as well as investment and growth potential.

Canoeing and kayaking topped the list with an MPI of 118, which significantly surpassed the national average. Other water-oriented activities, such as boating, fishing, and swimming, also showed strong potential with MPIs above 100. These results emphasize the value of some important County and Township level natural features, such as Lake Redman (County property), which are important from both a recreation and tourism standpoint for the local and regional population. Providing better access to these and related programming will certainly assist in meeting some projections beyond community expectations.

* Spending Potential Index (SPI)

SPI* above 100
for most of the categories

Entertainment/
Recreation Fees and
Admissions -
SPI 105



Recreation Expenditures

York township, PA
York township, PA (4213387056)
Geography: County Subdivision

Prepared by Esri

Demographic Summary	2024	2029	
Population	30,556	30,648	
Households	12,531	12,704	
Families	8,091	8,185	
Median Age	44.2	45.3	
Median Household Income	\$86,201	\$98,988	
	Spending Potential Index	Average Amount Spent	Total
TV/Video/Audio	103	\$1,371.85	\$17,190,687
Cable & Satellite Television Services	103	\$780.79	\$9,784,073
Televisions & Video	104	\$443.41	\$5,556,403
Audio	103	\$146.06	\$1,830,291
Rental of TV/VCR/Radio/Sound Equipment	100	\$0.23	\$2,837
Repair of TV/Radio/Sound Equipment	100	\$1.36	\$17,083
Entertainment/Recreation Fees and Admissions	105	\$868.86	\$10,887,707
Tickets to Theatre/Operas/Concerts	104	\$78.90	\$988,636
Tickets to Movies	101	\$24.83	\$311,113
Tickets to Parks or Museums	102	\$38.20	\$478,670
Admission to Sporting Events, excl.Trips	113	\$89.68	\$1,123,723
Fees for Participant Sports, excl.Trips	108	\$143.49	\$1,798,114
Fees for Recreational Lessons	98	\$168.97	\$2,117,306
Membership Fees for Social/Recreation/Health Clubs	107	\$323.93	\$4,059,115
Dating Services	111	\$0.88	\$11,030
Toys/Games/Crafts/Hobbies	103	\$187.04	\$2,343,822
Toys/Games/Arts/Crafts/Tricycles	104	\$158.44	\$1,985,461
Playground Equipment	95	\$7.07	\$88,547
Play Arcade Pinball/Video Games	103	\$4.41	\$55,201
Online Gaming Services	99	\$9.25	\$115,947
Stamp & Coin Collecting	98	\$7.87	\$98,666
Recreational Vehicles and Fees	103	\$202.62	\$2,538,984
Docking and Landing Fees for Boats and Planes	116	\$23.09	\$289,331
Camp Fees	99	\$55.69	\$697,843
Payments on Boats/Trailers/Campers/RVs	107	\$85.19	\$1,067,456
Rental of Boats/Trailers/Campers/RVs	94	\$38.65	\$484,354
Sports, Recreation and Exercise Equipment	103	\$314.29	\$3,938,310
Exercise Equipment and Gear, Game Tables	105	\$112.29	\$1,407,161
Bicycles	98	\$78.55	\$984,262
Camping Equipment	104	\$17.50	\$219,282
Hunting and Fishing Equipment	109	\$67.04	\$840,067
Winter Sports Equipment	100	\$12.85	\$160,970
Water Sports Equipment	98	\$12.26	\$153,633
Other Sports Equipment	92	\$9.76	\$122,260
Rental/Repair of Sports/Recreation/Exercise Equipment	101	\$2.98	\$37,332
Photographic Equipment and Supplies	103	\$62.87	\$787,864
Film	93	\$0.53	\$6,704
Photo Processing	108	\$9.99	\$125,199
Photographic Equipment	101	\$19.91	\$249,500
Photographer Fees/Other Supplies & Equip Rental/Repair	103	\$32.44	\$406,461
Reading	101	\$141.61	\$1,774,464
Magazine/Newspaper Subscriptions	103	\$49.23	\$616,942
Magazine/Newspaper Single Copies	108	\$6.50	\$81,402
Books	99	\$48.44	\$606,942
Digital Book Readers	101	\$37.44	\$469,178

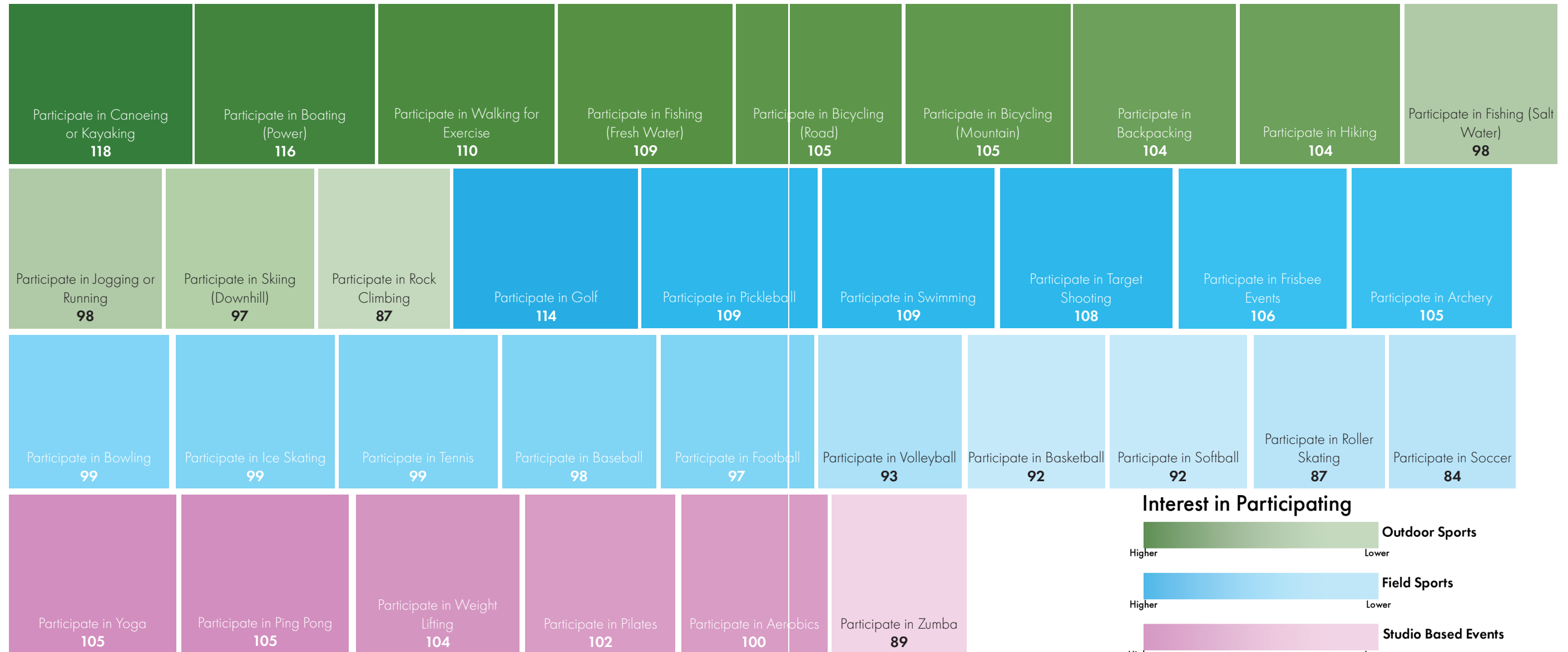
Data Note: The Spending Potential Index (SPI) is household-based, and represents the amount spent for a product or service relative to a national average of 100.

Detail may not sum to totals due to rounding.

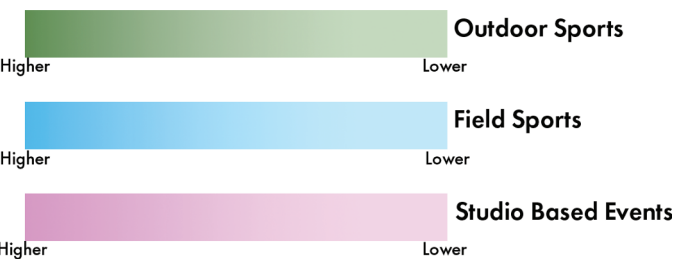
Source: Esri forecasts for 2024 and 2029; Consumer Spending data are derived from the 2021 and 2022 Consumer Expenditure Surveys, Bureau of Labor Statistics.

May 12, 2025

What are the residents of York Township leaning towards?



Interest in Participating



Trends at the State Level

Many statewide studies and plans have been created to better understand the future of parks and recreation. One of the most significant is the 2025–2029 Pennsylvania Outdoor Recreation Plan, which draws on surveys, trend analyses, and reviews of past years. The key findings from this plan, as summarized below, could be key for the township to consider as it develops its roadmap for the years ahead. It is also essential to note that the PA Outdoor Recreation plan will be revised twice during the duration of this (York CRPOSP) plan, and hence, it is essential that the township keeps up to date with the studies and trends.

Key Highlights

Over the past fifty years, shifting population patterns have reshaped how people choose to spend their leisure time and money statewide. Many individuals now place a high value on convenient, close-to-home recreation such as walking, running and biking while also seeking opportunities to travel and experience natural landscapes, local cultures, and unique community amenities.

Demographic changes of all kinds, including those related to age, race, and ethnicity also play a key role in how recreation spaces are used. This has seen a rapid rise in activities such as pickleball which appeals to a wide range of user groups. At the same time, e-assisted recreation, such as bikes and scooters, is expanding access for people with chronic conditions, older adults and those embracing a more urban, car-free lifestyle.

Pennsylvania’s state forests, once remote destinations primarily focused on habitat conservation and timber production, have evolved into active recreation hubs for cyclists, overland campers, motorized users, and many others. These shifts are drawing new people to natural lands and encouraging new ways of experiencing them. Other recreation providers have noted rising trail use and expressed a need for stronger connectivity between parks and green spaces.

The survey responses collected for the state plan reflect some patterns that can be seen in York Township as well. The most popular activities in the state include walking

and running, hiking or backpacking, camping, scenic driving, and other forms of passive recreation. National trends tell a similar story, with hiking, camping, fishing, running, and bicycling leading participation.

When asked what park and outdoor recreation organizations could do to help them participate more, the state plan highlights that the respondents overwhelmingly emphasized the importance of trails by suggesting that building more of them with better connectivity and accessibility in close proximity to residential areas would be highly beneficial and appreciated.

The plan also references a decline in traditional youth sports in recent years, influenced by rising costs, privatization, and increasing competitiveness. Creating opportunities for youth to connect through outdoor activities can offer low-pressure, inclusive ways to get involved. Clubs focused on hiking, trail running, climbing, mountain biking, archery, and other activities can help young people of all skill levels build confidence, community, and lifelong outdoor habits.

Designing progressive, multi-skill trail systems that accommodate walkers, hikers, and bikers together is one example of how providers can create more equitable and inclusive access to outdoor recreation.

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SECTION:

**MAINTENANCE
SYSTEMS**

MAINTENANCE SYSTEMS

Maintenance of existing facilities is a high priority for all Pennsylvanians, according to the State’s Recreation Plan. To provide a more consistent and dependable maintenance program and to improve the level of quality, the Township could work on preparing a detailed department-specific maintenance plan.

The maintenance plan could provide the Township with a system to guarantee future park maintenance is completed in an effective and cost-efficient manner. The Plan could provide guidance to effectively direct future decision-making related to the Township’s park system maintenance. Guidelines should be developed for scheduling ongoing maintenance as well as to address unforeseen issues such as emergencies, weather-related incidents and vandalism.

Although the development of a maintenance plan will require an initial time commitment from the Township’s staff, in the long term, it will greatly benefit the park system’s management, image, and accordingly, the use and enjoyment of the parks by the public. The key to developing a successful plan is to effectively address:

- the community’s needs;
- existing conditions;
- current available resources;
- Township priorities; and
- utilize current staff and Township capabilities.

It is essential that the Township obtain input from all maintenance staff during the planning process. Cooperation and teamwork between staff and the Township administration are key to establishing a realistic, effective, and successful maintenance plan. The Plan should, at a minimum, address the following issues:

1. Establish Goals and Objectives

Define a clear statement of realistic goals and objectives, and identify problems that impact the park system. The goals should identify the park system’s image for the future and provide a prioritized implementation strategy. For instance, a goal might be to “improve safety of ballfields,” and objectives to this goal might be “to increase infield dragging to two (2) times per week

during the peak season” and “to install at least two (2) inches of new infield material to every ballfield during the late spring”.

2. Inventory and Analysis

Develop a regular update schedule for the detailed inventory of all maintenance equipment and available resources, and define the maintenance responsibilities required at each park.

3. Establish Routine Maintenance Standards

Establish maintenance task standards with accompanying specific, measurable criteria to ensure the tasks are achieving the desired result. Evaluations at least twice per year could help provide benchmarks to guide resource allocation. Using a Computerized Maintenance Management System (CMMS) integrated with GIS mapping and mobile tools would allow staff to log tasks, track costs, and respond in real time. Periodic audits of this data would ensure effectiveness and highlight where efficiencies can be gained.

4. Define Work Task Time frames

Work task frequencies should be established to provide the minimum time frame required to complete each task. To evaluate these time frames, an estimate of the required time to complete each specific work task should be prepared. Township staff should be involved throughout the preparation of these estimates to integrate their input, knowledge, and experience as related to each of the tasks defined. An online platform for capturing data is recommended to allow for easy and quick access and analysis when and where needed.

5. Define Potential Projects and Improvements

Once a system to allot time for staff to perform all scheduled tasks, potential projects, and improvements is identified, a prioritized listing of these potential projects should be developed as a guideline for staff as additional time becomes available.

6. Preventive and Routine Maintenance

By developing a program that addresses deferred maintenance and incorporates short- and long-range renovation plans, the Township can prevent costly deterioration. For example, regularly scheduled inspections and turf renovation cycles for ballfields

extend their usable life while keeping them safe and attractive for users.

7. Implementation and Evaluation

Data, such as location and hours for each specific work task, should be recorded daily for duties performed. This data should be evaluated regularly by comparing it to the hours estimated for each routine task. Unexpected work tasks can be assessed separately, but this information will provide background information for refinements to the upcoming year’s schedule. A maintenance request form should be developed and utilized to assign required repairs or maintenance work, monitor the time and resources used to complete a task, and document work performed for future reference purposes. This information will assist management in updating the maintenance plan and will provide documentation for future risk management evaluation. There are various proprietary electronic systems, potentially GIS-based, that allow for location tracking and real-time updates, which could be utilized.

8. Risk Management Plan

The Township should implement some form of a Risk Management Plan. This plan could focus on methods to reduce the frequency and severity of accidents on Township lands. The following summarizes the essential components of a risk management plan that may be instituted by the Township as a standard for addressing these issues.

- Create a plan that methodically identifies hazards and assigns priorities for the correction of these items.
- Implement a sound maintenance program that addresses known problems by correcting them to meet acceptable standards.

- Develop procedures and maintenance guidelines that will prevent accidents before they occur.
- Establish a certified playground inspection program, with resources allocated for short-term fixes and long-term replacement schedules.
- Implement training for all maintenance staff and define a program that identifies acceptable standards and procedures for repairing and inspecting existing equipment and facilities. Additionally, a program should be developed to outline scheduling for maintenance reviews and inspections of all facilities to occur on a periodic basis.
- Document all activities related to inspections, repairs, replacement parts, methods of repair and dates the inspections/repairs occurred and could be documented by the Recreation Director and Road Superintendent.

As part of the Risk Management Plan, the Township will need to specifically address issues related to updating the playgrounds. To address these issues, the Township should implement this work in short-term and long-term phases. The short-term phase items could be addressed with appropriate urgency as noted in the inventory analysis. Long-term items such as the replacement or retrofitting of existing equipment may be implemented over a longer period.

To further improve the maintenance of the facilities and their features, their current conditions need to be assessed and assigned to a priority list. By doing so, it would allow for better and more timely distribution of resources and would facilitate creating a schedule that best suits all parties involved.



Sample List for Considerations for Level of Priority for Improvements

Facility/ Feature	High Priority	Medium Priority	Low Priority
Playground Equipment	Broken parts, sharp edges, unstable structure, failing anchors	Faded labels, minor wear, small cracks	Faded colors, cosmetic scratches, outdated theme
Playground Area	Surface degradation, standing water, hazardous debris	Uneven surfacing, moderate weed overgrowth	Needs landscaping, add shade
Basketball Court	Unstable hoops, large cracks, damaged fencing	Hairline cracks, faded lines, loose backboard	Repainting lines, new nets
Basketball Goal	Unstable or bent goal structure, falling hazard	Loose bolts, slightly tilted	Cosmetic repainting or net upgrade
Swing set	Broken or rusted chains, sharp edges	Squeaky or rusted chains, minor frame issues	Repainting frame, upgrade seats
Pavilion	Structural damage, wasp nests, broken electric outlets	Peeling roof tiles, wasp activity nearby	Repainting, decorative lighting
Picnic Table	Splintered or broken surface, loose or missing legs	Loose bolts, mild rust, surface splinters	Re-varnishing, graffiti removal
Grill	Exposed flames, broken grates, gas leaks	Ash buildup, minor corrosion	Upgrade model, add features
Trash Cans	Overflowing, pest presence, biohazards	Damaged lids, not enough bins	Uniform designs, add recycling
Signage	Missing safety signage, misleading instructions	Weathered but legible signs	Branding updates, add maps
Benches	Broken supports, collapsed seat, sharp edges	Faded paint, loose fasteners	Decorative enhancements
Walking Paths	Deep holes, heaved concrete, water pooling	Small surface cracks, edge erosion	Distance markers, flower edging

Although maintenance may seem like a broad challenge, breaking it down into specific issues with clear, actionable steps provides a more focused path forward and leads to meaningful improvements. The following framework further outlines this approach:

- **Community Stewardship**
Programs such as Adopt-a-Park or Friends of Parks and Trails can engage volunteers in litter pickup, light landscaping, and reporting issues. Signage that recognizes the services of volunteers and appreciation events can also help build a stronger sense of ownership while reducing strain on municipal budgets.
- **Special Events and High-Impact Uses**
Large tournaments, festivals, or special events often place heavy demands on facilities. Policies could link event permitting with maintenance capacity, requiring sponsors to cover cleanup and repair costs. Capping the number or type of high-impact events at certain sites can also protect fields and facilities from overuse.
- **Sustainability and Efficiency**
Energy and irrigation audits, the use of energy-efficient fixtures, and the adoption of meadow plantings in non-athletic lawn areas can reduce long-term costs. Training staff in environmentally sound practices, such as minimizing hazardous waste and preventing erosion during construction, ensures Township operations remain aligned with environmental stewardship goals.
- **Maintenance Investment and Long-Term Sustainability**
To ensure the long-term sustainability of its recreation infrastructure, York Township could establish a dedicated maintenance trust fund for its parks and recreation assets. A consistent, dedicated source of funding will provide stability for repairs, upgrades, and ongoing care of critical facilities. Future planning and capital projects could prioritize low-maintenance, durable, and environmentally sustainable infrastructure. This includes the use of native landscaping, permeable surfaces, and energy-efficient lighting. Implementing a township-wide asset management system that tracks maintenance schedules, life-cycle costs, and condition assessments will help extend the useful life

- of investments and promote accountability.
- **Ongoing Evaluation**
By tracking staff hours, material use, and costs, the Township can make informed decisions about resource allocation. Additionally, incorporating maintenance impact assessments into the approval process for new facilities will help ensure long-term viability and cost control.



William H. Kain County Park

OPEN DAWN TO DUSK
CALL FOR OPEN/CLOSED
TRAIL CONDITIONS
STAY ON TRAIL
PETS MUST BE LEASHED
HUNTING BY PARKS PERMIT ONLY
DO NOT PARK IN FRONT OF GATES

PROHIBITED
ALCOHOL-MOTORIZED VEHICLES
CAMPING-FIRES-SWIMMING
FEEDING WILDLIFE



EMERGENCY: 911
INFORMATION: 717-840-7440



Photo 1 William H. Kain Park

Maintenance according to the Typology of Space

FIELD	1	Rake and Drag Field	Daily	
	2	Line Field	Daily	
	3	Field Maintenance	Daily	
	4	Pulling Water	Seasonal	
	5	Field Layout	Daily	
	6	Painting Field	Quarterly	
	7	Mowing	Daily/ Weekly	
LANDSCAPE	8	Landscape Maintenance	Monthly	
	9	Tree Trimming	Monthly	
	10	Spraying Weeds	Weekly	
	11	Pick Up Landscape Debris	Daily	10 mins
	12	Blower Use	Daily	35 mins
INSPECTION	13	Tot Lot	Weekly	
	14	Equipment	Daily	10 mins
	15	Pathway	Daily	
	16	Field	Daily	15 mins
	17	Fence	Daily	10 mins
	18	Vehicle	Monthly	
SANITATION	19	Cleaning Bathrooms	Weekly	
	20	Restock Supplies	Weekly	
	21	Change Trash	Daily	15 mins
	22	Pick Stick	Daily	25 mins
OTHER	23	Pressure Cleaning	Quarterly	
	24	Painting Amenities	Annually	
	25	General Park Repair	Annually	
	26	Group Project	Annually	
	27	Miscellaneous	Annually	

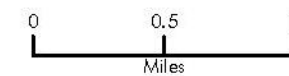
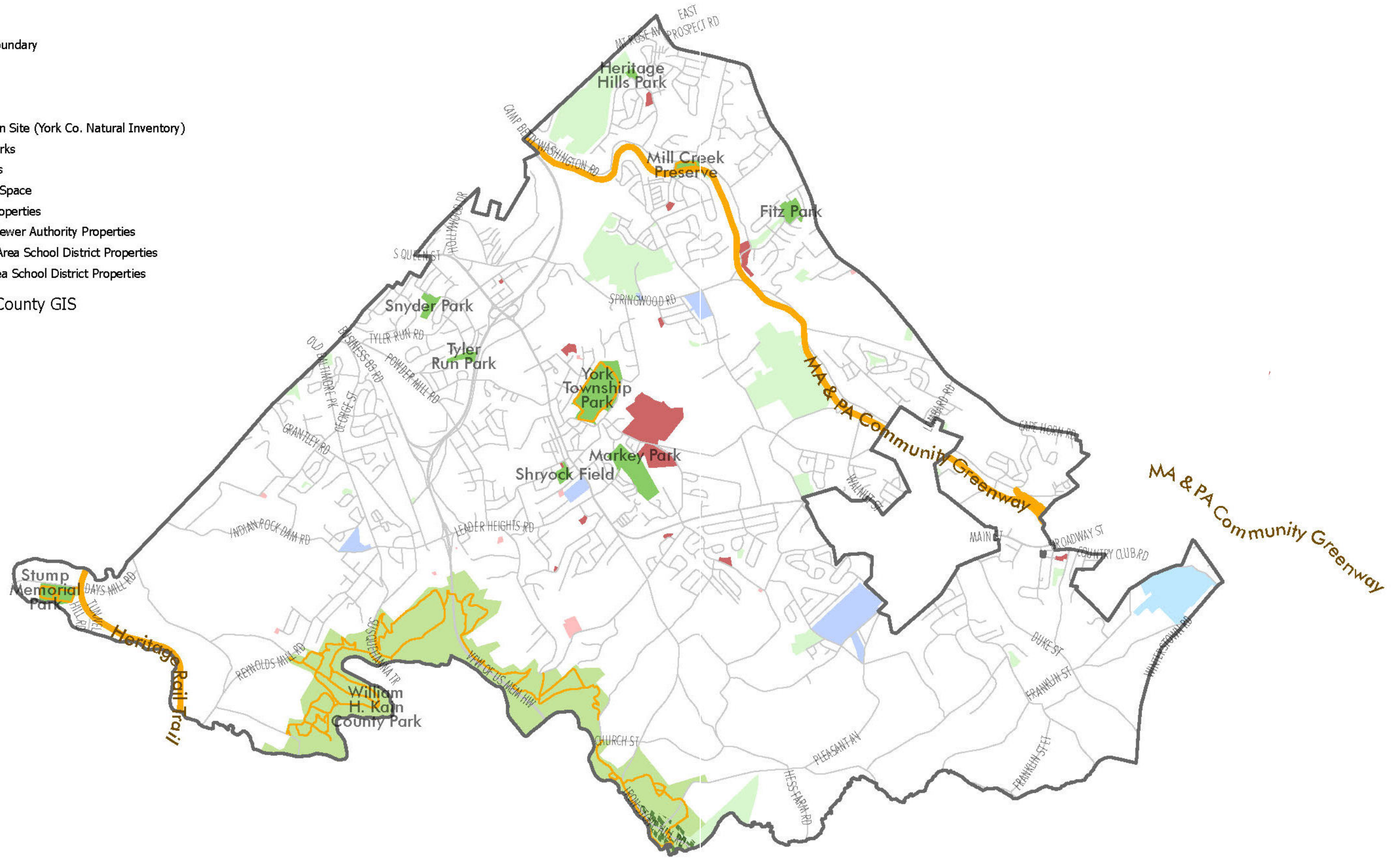
- Mini-parks service small, distinct neighborhoods, or supplement school or private recreation facilities, and are generally reached by walking. The recommended service area of such parks is less than a 1/4-mile radius and the desirable size is 1 acre or less. NRPA standards recommend a 1/4-to-1/2-acre mini-park per 1,000 residents.
- Neighborhood parks provide intense recreational activities, including court games, walking trails, picnicking, and playgrounds. Due to their substantial benefits, they should be easily accessible by safe walking or bike access to neighborhoods. The recommended service area (1/4 to 1/2 mile radius), which generally serves the immediate neighborhood, and the desirable size is 15 acres or more. NRPA standards recommend a standard of 1 to 2 acres per 1,000 residents, respectively.
- Community parks are the most identifiable feature in a township's recreation system. They may contain landmarks, multi-purpose fields for intense recreation, and tranquil areas of natural beauty. Since they are intended to service the entire community, they are primarily accessible by vehicle and generally have a service radius of 1 to 2 miles. To accommodate the park's intended activities and services, the desirable size is 25 acres or more.
- Regional parks, as the title implies, are large parks (250 acres or more) that serve more than one municipality. Typically, these facilities service populations within 5 to 25 miles of their borders and are accessible by vehicle. Planning standards recommend 20 acres per 1,000 residents.

Classification (Based on NRPA)	Typical NRPA Definition	Typical Min. Size	Service Area Radius	Acreage Requirement per 1,000 Residents (as per NRPA)
		Acres	Mile	Acres
Neighborhood	Walk to park; intense recreational activities; 100% developed	0.25 - 5	0	2
Community/ Special Uses	Drive to park; variable intensity of recreational activities; max. 80% developed	20	3	8
Regional	Drive to park; natural areas with some resource-based activities; max 20% developed	250	25	20
SUBTOTAL				30

Legend

-  Township Boundary
-  Major Trails
-  Minor Trails
-  Roadways
-  Lake Redman Site (York Co. Natural Inventory)
-  Township Parks
-  County Parks
-  Other Open Space
-  Township Properties
-  Water and Sewer Authority Properties
-  Dallastown Area School District Properties
-  Red Lion Area School District Properties

Source: York County GIS



Sample Approach for Maintaining Facilities

In order to manage limited municipal funds and create lively, secure, and sustainable recreational areas that benefit communities, parks must be maintained effectively. Using strategic parks and recreation management techniques is essential for both operational success and responsible use of finances, as public agencies are under growing pressure to deliver high-quality recreational facilities with constrained resources. Public safety, environmental stewardship, and financial effectiveness must all be balanced in today's municipal maintenance programs through methodical strategies that optimize resource use and reduce waste. The data below could be used as a framework/ sample for how this could be achieved.

Annual Maintenance Costs (Per Acre)

- Community Parks: \$3,500-\$6,000 (high use, diverse amenities)
- Neighborhood Parks: \$2,500-\$4,500 (moderate use, basic amenities)
- Natural Areas: \$800-\$2,000 (minimal intervention, trail maintenance)
- Athletic Complexes: \$8,000-\$15,000 (intensive maintenance, specialized care)
- Recreation Centers: \$12-\$20 per square foot (indoor facilities, climate control)

Cost Category	Typical % of Budget	Cost Per Acre Range	Optimization Potential	Primary Strategies
Personnel Costs	60-70%	\$2,500-\$4,500	15-25%	Cross-training, scheduling optimization, automation
Equipment & Machinery	15-20%	\$800-\$1,500	20-35%	Preventive maintenance, life-cycle planning, sharing
Materials & Supplies	8-12%	\$400-\$800	10-20%	Bulk purchasing, inventory optimization, alternatives
Utilities	5-10%	\$250-\$600	15-30%	Energy efficiency, smart irrigation, LED lighting
Contracted Services	5-10%	\$200-\$500	10-25%	Strategic partnerships, performance contracts

Essential Software Features

- Work Order Management: Digital task assignment and tracking systems
- Asset Management: Comprehensive inventory of facilities, equipment, and infrastructure
- Preventive Maintenance Scheduling: Automated maintenance calendar and alerts
- Mobile Applications: Field staff access to schedules, maps, and reporting tools
- Budget Tracking: Real-time cost monitoring and financial reporting
- Public Communication: Resident request systems and status updates
- Inspection Management: Digital safety and compliance checklists
- Vendor Management: Contractor coordination and performance tracking

Approach to Existing Facilities

A clear-eyed assessment of conditions, maintenance demands, and community feedback allows the municipality to make informed decisions about each site's future. Divestment may be appropriate where facilities no longer meet resident needs, present logistical challenges, or overlap with other nearby amenities. In contrast, reinvestment, through targeted upgrades or adaptive reuse, can reestablish a park's value in serving today's residents. Where neither option is feasible in isolation, partnership-driven revitalization offers a powerful alternative.

Collaborating with non-profits, schools, or cultural institutions can bring in new programming, funding, and shared responsibilities. Ultimately, aligning park decisions with the township's demographic trends, fiscal realities, and equity goals ensures that its recreation system remains relevant, resilient, and responsive to evolving community priorities.

Worksheet for Existing Facilities

	Topics to consider	Re-investment	Divestment	Partnership-Driven Revitalization
Park Usage and Accessibility	Duplication of Facilities			
	Is the park duplicating facilities/ services already adequately provided elsewhere in the municipality?			
	Utilization Rates			
	Is the park being frequented enough relative to its size, amenities, and maintenance costs?			
	Accessibility via Active Transportation			
	Is the park easily reachable by walking, biking, or public transit? Is it physically and socially accessible to the entire community?			
	Alignment with Community Location and Needs			
	Is the park still located in an area where it meets the evolving needs of the surrounding population?			
Inclusivity / Accessibility				
Does the facility have ADA access to increase accessibility and facilities to cater to varied groups of people?				

	Topics to consider	Re-investment	Divestment	Partnership-Driven Revitalization
Financial and Operational Sustainability	Diverse Funding Sources			
	Does the park rely on multiple, diversified funding sources (e.g., grants, partnerships, revenue streams), or only on limited municipal funds?			
	Cost Recovery Models			
	Does the park have sustainable cost recovery mechanisms (such as rentals, events, programming) to offset operational costs?			
	Permanent and Stable Funding			
	Is there a dedicated, reliable funding source for this park (e.g., taxes, dedicated bonds, endowments, dedicated funds), or is funding volatile?			
	Management and Operational Costs			
	Is the park managed efficiently regarding staffing, maintenance, and resource utilization compared to other municipal assets?			
	Maintenance and Capital Expenses			
	Are maintenance and capital improvement costs proportionate to the community benefits delivered, or are they disproportionately high?			
	Staffing and Equipment			
	Do the municipality and respective departments have enough staff and equipment to cater to the facility?			
	Current Conditions and Operations			
	Is the facility in good/ usable condition and does it have systems in place for long-term operations?			

	Topics to consider	Re-investment	Divestment	Partnership-Driven Revitalization
Strategic Alignment and Community Value	Strategic Planning and Assessment			
	Is the park regularly evaluated through public input and data analysis to align with community goals?			
	Community Engagement and Support			
	Does the park have strong community support, programming involvement, and volunteer participation, or is there minimal public interest?			
	Alignment with Municipal Recreation and Master Plans			
	Does the park align with the broader parks and recreation master plan, environmental sustainability plan, or comprehensive Municipality planning efforts?			
	Partnerships and Stewardship Groups			
	Are there active groups, nonprofits, or private partners willing to invest time, resources, or funding?			
Environmental and Social Considerations	Environmental Sustainability Contributions			
	Does the park provide valuable environmental benefits (stormwater management, habitat preservation, urban heat island mitigation)?			
	Impact on Equity and Inclusion			
	Would divesting this park disproportionately harm underserved, marginalized, or historically underrepresented communities?			

Relationship with Other Bodies

York Township's Parks and Recreation Department has created numerous value-added collaborations whose tasks are critical in the growth of the number of delivered programs, cost management, and service augmentation for the Township. Through collaboration with sponsors, third-party instructors, non-profit institutions, and the county's departments, the Township is in a position to offer the community different types of programs for the entire cost of staff, logistics, and funding.

Events such as Fall Fun Fest, Friday Flicks, Youth Egg Hunt, and Camp Night Out, all with close to 3,800 participants, are produced in part due to community partner sponsorships from organizations such as OSS Health and ACNB Bank. Partnerships save funds, maximize local publicity, and strengthen relationships in the community. Like partnerships, program partnerships enable the Township to provide high-quality exercise activities (e.g., Zumba and Silver & Fit), educational activities (e.g., CPR, gardening, and HAM radio), and trips to points of interest, at modest costs.

The Township's wide range of programs, from youth dance and self-defense, summer playgrounds, adult conditioning and health and family events, is a direct result of directly responding to residents' needs and desires. A majority of the programs are offered in various price ranges, and the service provisions are subcontracted to the instructors. This system allows for flexibility, reduces risk, and eases responsibility for the Township staff to offer all services in-house.

In addition, by planning with agencies like the York County Area Agency on Aging (YCAAA), York Township is able to seek desirable services, including those in aging-related programming, where others have not yet been established.

In the future, York Township could be in a position to align these relationships by formalizing these roles and partnerships, planning jointly for marketing campaigns, and constructing common measures of performance to ensure ongoing sustainability and resiliency. The efforts will maintain community-

centered relationships with the benefits of encouraging innovation, sustainability, and an increase in recreation opportunities for all.

York Township would greatly benefit by expanding its cooperation with the York Area Recreation Directors (YARD) to further enhance its recreation management systems and operational efficiency as well. Through YARD, the Township can grow its engagement with surrounding townships to exchange resources, training, and best practices in recreation programming, maintenance, and revenue. This expanded collaboration would further strengthen the regional group to identify trends, streamline operations, and develop cooperative use and programming strategies, allowing York Township to reduce costs per user visit and increase overall user activity.

A DCNR Peer Grant would assist in conducting a professional capacity-building study, intergovernmental coordination, and operations planning, directly aligning with DCNR's measure of assessment. Evaluation can monitor performance metrics such as customer visits, total costs, complaint resolution hours, and revenue per visit, providing evidence-based answers to program and facility performance.

By connecting peer cooperation through YARD with technical assistance provided for by DCNR, York Township can enhance the provision of service, eradicate inefficiency, and build a more sustainable recreation system, ultimately leading to responsiveness, accessibility, and community satisfaction in its park and program system.

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SECTION:



EXISTING SYSTEMS

EXISTING SYSTEMS

Programs

Program participation has grown steadily since 2020, with rates peaking at 63% in 2023 and 2024 before a slight dip in 2025. Residents consistently make up the majority of users, typically accounting for 60–70% of participants, with a 4:1 resident to non-resident ratio in most years. Despite open access, this trend highlights that the core user base remains local.

Cancellations have stabilized to around 20% annually, which is significantly less than pandemic-era levels. The Township has responded well these cancellations by adjusting or removing under-performing programs. Youth-oriented offerings, such as summer camps, sports clinics, and seasonal events, consistently show high demand and should remain a focus. Several day trips, as scheduled by the Township also attract steady interest, especially in the spring and fall.

In contrast, several adult programs show declining participation. Long-format fitness classes, financial education, self-defense, and aging-related offerings see lower participation and could be scaled back. Many such programs are already provided by the county. Adult golf and dance classes could be consolidated into fewer sessions to boost attendance. Winter and holiday-season adult programs in general typically draw low turnout and could be minimized or reworked/ revamped.

Pickleball has continued its rapid trajectory increasing by 85.7% year-over-year and by an astonishing 158.6% over three years.

Revenue is strongest in fee-based youth programs and special events. Senior and community outreach programs, while valuable, are largely subsidized.

Future planning should prioritize high-demand, seasonal

youth and family programs, reduce offerings, and align trials for new programs with local interests and marketing efforts to drive engagement.

Through the course of this planning process, however, the need for a unified and enhanced record-keeping method was highlighted. By establishing detailed and consistent logs, the Township can better track meaningful and beneficial data. A recommended format for this information is provided in the tables below.

Worksheet Samples for Record Keeping (Typology)

OVERALL PROGRAM SUCCESS RATE	ATHLETICS / LEAGUES	FITNESS	PROGRAMS/ CLASSES	SPECIAL EVENTS	TRIPS	TOTAL	NOTES
Total Number Offered							
Total Number Completed							
SUCCESS RATE							

PROGRAMS OFFERED BY AGE GROUP	ATHLETICS / LEAGUES	FITNESS	PROGRAMS/ CLASSES	SPECIAL EVENTS	TRIPS	TOTAL	NOTES
Child (under 6 years old)							
Youth (ages 6-18)							
Adult (over 18)							
Family							

Worksheet Samples for Record Keeping (Monthly)

ATHLETICS/ LEAGUES	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	PROGRAM TOTAL	NOTE
A B C														
X Y Z														

FITNESS	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	PROGRAM TOTAL	NOTE
A B C														
X Y Z														

PROGRAMS/ CLASSES	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	PROGRAM TOTAL	NOTE
A B C														
X Y Z														

Facilities

York Township manages a parks and recreation system comprising 228.57 acres of developed and undeveloped land, including nine active parks and two major undeveloped parcels, Markey Park (34.9 acres) and Kehm Park (68.6 acres). These parks offer a mix of traditional athletic facilities, walking trails, playgrounds, and event venues, including the well-utilized York Township Park Building.

Each park has its own identity serving both local and township functions. York Township Park, the largest and most centrally programmed site, hosts a variety of activities and rentals year-round. Other parks like Stump Park and Mill Creek Preserve offer nature-based amenities, including trails and grounds that broaden the Township's recreation profile beyond team sports.

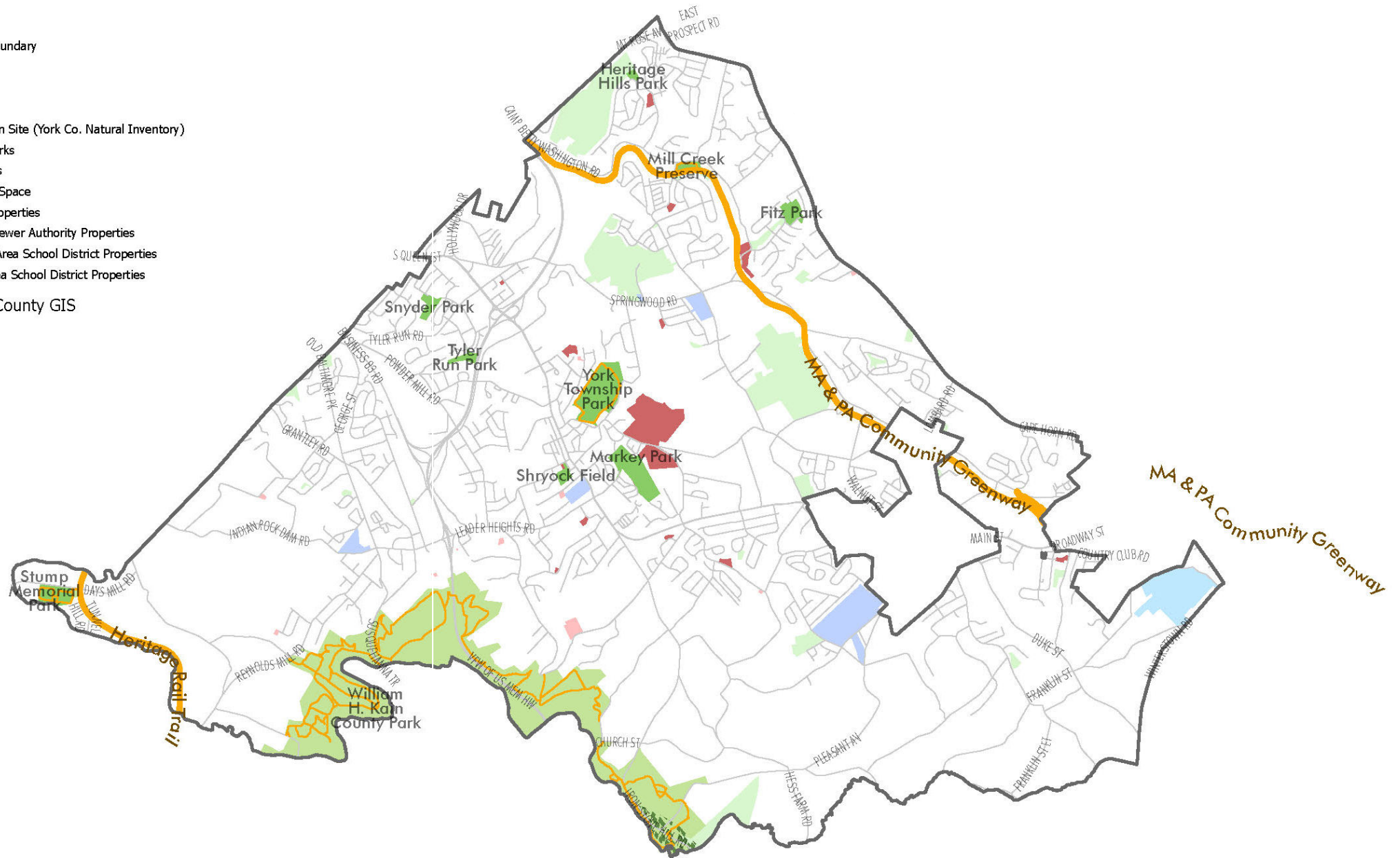
From an infrastructure standpoint, the Township has consistently invested in improvements, including ADA-compliant upgrades, paving, resurfacing, and replacement of aged amenities. This proactive capital planning reflects a commitment to quality and inclusivity. With a growing population and demand, however, space optimization and expansion become pressing priorities.

There is a strategic opportunity to master-plan the undeveloped sites with community input, ensuring future facilities meet demographic shifts and recreational trends. Additionally, more environmental design elements (e.g., green infrastructure, low-impact development) could be integrated to reinforce climate resilience and sustainability goals across the entire system. This opportunity to create entirely new public spaces should not be taken lightly, and could position the Township as a model for innovative recreation planning.

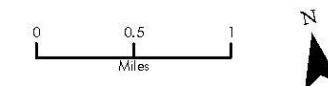
Legend

-  Township Boundary
-  Major Trails
-  Minor Trails
-  Roadways
-  Lake Redman Site (York Co. Natural Inventory)
-  Township Parks
-  County Parks
-  Other Open Space
-  Township Properties
-  Water and Sewer Authority Properties
-  Dallastown Area School District Properties
-  Red Lion Area School District Properties

Source: York County GIS



environmental planning & design LLC
 landscape architects | urban designers | community planners

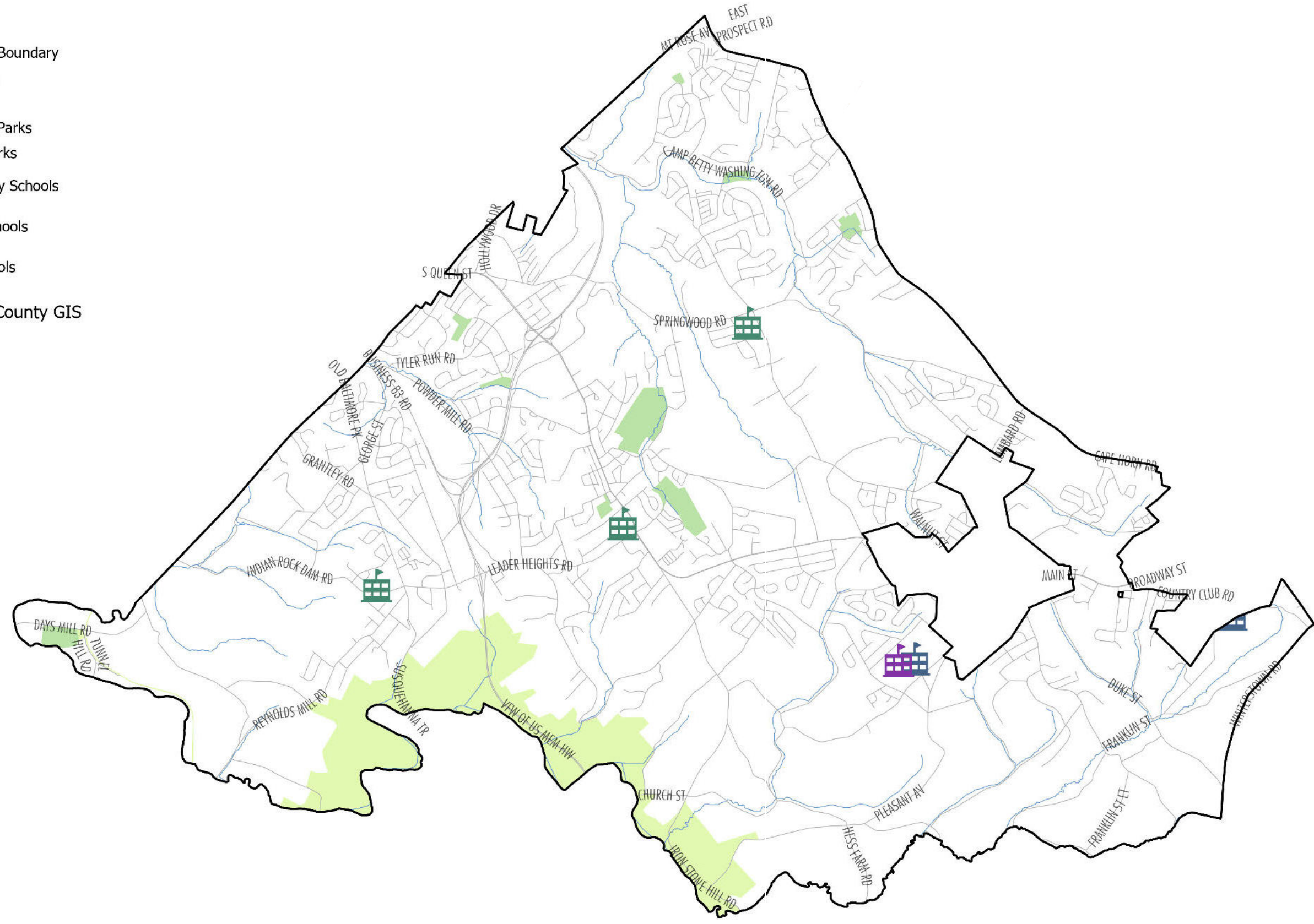


PARKS AND OPEN SPACE
YORK TWP PARKS
 JULY 14, 2025

Legend

-  Township Boundary
-  Roadways
-  Streams
-  Township Parks
-  County Parks
-  Elementary Schools
-  Middle Schools
-  High Schools

Source: York County GIS



Reservations

Reservation trends across York Township’s recreation system provide critical insight into the demand and effectiveness of public space usage. In 2023, there were 2,439 public rentals and 507 township-related uses of park facilities, marking an increase from 2,154 public and 532 township rentals in 2022. Field usage remains the most dominant category, with over 2,100 public field rentals in 2023 alone, underscoring the continued popularity of organized sports in the community.

These reservations support youth leagues, adult recreation, and school-based programs across soccer, baseball, softball, and lacrosse. This level of sustained use places strain on field maintenance, scheduling logistics, and customer service, areas that will require thoughtful upgrades in the coming years.

The Township offers a wide variety of rentable spaces: pavilions, indoor buildings, courts, bocce and volleyball areas. Ease in the use of the reservation systems, however, could be improved. The current reservation model might benefit from a digital overhaul that introduces real-time availability, mobile booking, and feedback integration to optimize scheduling and improve equitable access. Such upgrades will allow staff to manage peak demand while using analytics to inform future resource allocation and capital planning.

Record Keeping Processes

York Township has continued to refine its internal management processes for its parks and recreation activities. Program participation, facility usage, and staff time logs are strictly maintained, reflecting the Township's dedication to transparency, efficient operations, and service accountability. Through these processes, the Township is able to assess the effectiveness of its programs, efficiently align its resources, and learn from its errors.

Time-tracking for part-time and full-time employees and for long-term field and facility reservations are examples of previously established ground-level management practices. There are quite a few opportunities to increase the scope and to automate systems of documentation, primarily in the realm of how tangible assets and infrastructure are documented and tracked.

To realize more effective cross-department coordination and easily accessible information, the Township could establish regularly scheduled meetings between the Recreation, Public Works, and other departments as needed. The meetings could further improve cross-functional communications, promote more synchronized maintenance priorities, and streamline capital planning activities.

The usage of online technology (e.g., Google Workspace) for task management and shared calendars could also enhance in-office coordination and communication. The conversion to the usage of a GIS-based asset register could enable the Township to spatially map park infrastructure in addition to the infrastructure's condition, date of installation, and replacement value.

To improve record-keeping at the site and ease inspections, the Township could consider placing QR codes for important park infrastructure (e.g., courts,

pavilions, playgrounds). These would provide employees with the ability to access digital forms for inspections or maintenance histories instantaneously on a smartphone.

Collectively, these enhancements could enable a more proactive, responsive, evidence-based parks and recreation service system.

Administration

York Township Parks and Recreation Department functions on the shoulders of a well-organized but lean administrative staff augmented in large part by cross-departmental assistance and seasonal help. The department is directed by a full-time Recreation Director, who oversees all programming, personnel, budgeting, maintenance, and strategic planning functions. The Recreation Program Coordinator works closely with the Director, being responsible for program planning, implementation, and assessment, managing part-time employees, and coordinating with partners such as the Dallastown Area School District. The Recreation Administrative Assistant plays a crucial role in handling day-to-day correspondence, registrations, rental function, program coordination, and event assistance.

This administrative hub is supplemented by seasonal personnel, such as Playground Program Coordinators and Counselors, who facilitate direct delivery of summer camps and events. There is also a part-time Recreation Custodian who assists with the maintenance of interior areas. This combined team delivers a diverse set of services that encompass youth programs, adult fitness, community events, and field/facility scheduling.

One of the strongest aspects of Township operations is interdepartmental cooperation with the Public Works Department. Public Works employees, particularly the Recreation Working Foreman and the maintenance team, contribute greatly toward preservation and resiliency of the parks, sport fields, pavilions and stormwater controls. Time-tracking data from the years 2023-2025 depict thousands of yearly hours dedicated to park upkeep, equipment upkeep, lawn care, snow removal, and seasonal preparation, emphasizing the critical role interdepartmental collaboration plays in continuing the recreation system.

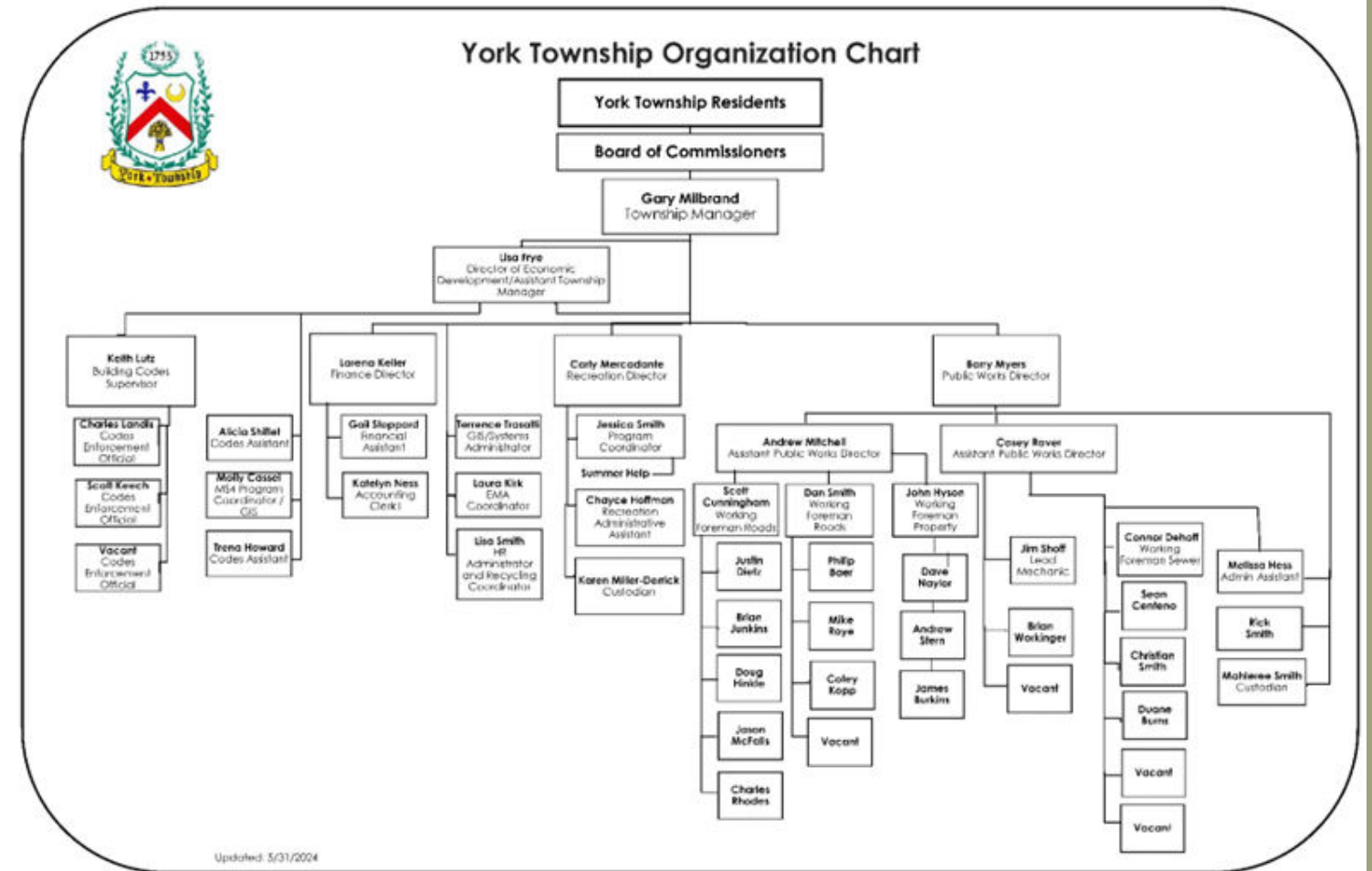
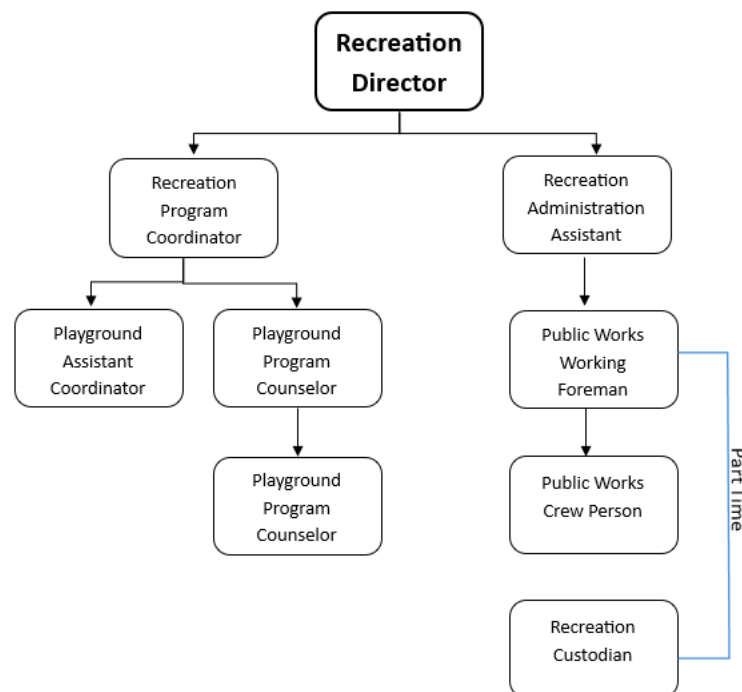
Despite dedicated personnel and success in cross-

departmental coordination, the system is also beset by some administrative challenges ranging from duplication of work, an unorganized volunteer system, etc. These issues could be limiting the Department's ability to scale operations or engage the broader community. In addition, increasing program delivery complexity, field application, and public expectations could require increased staffing levels.

For long-term viability, the Township can formalize a volunteer program, hire part-time or seasonal assistance during peak months, and invest in employee training on digital tools, marketing, and program analysis.

With increasing involvement and expanding facilities, a thoughtful model of staffing, role clarification, and capacity building will be necessary to deliver the recreation services as desired by the York Township residents.

Summary Organization Chart



Finance

York Township's Recreation and Parks Department continues to provide a strong return on community investment, offering a wide range of programs, parks, and facilities that serve residents year-round. The department has maintained steady growth in its budget and programming, keeping pace with rising costs and community expectations. From January 2021 to January 2025, operating costs have increased by a factor of 1.24, and the Recreation department's budget has expanded proportionally to support ongoing operations, while other departments, such as Public Works, have remained nearly unchanged during that same period.

The department's current funding model relies primarily on the Township's general fund, which ensures that recreation services remain accessible and equitably supported by the community. At the same time, there is a growing opportunity to strengthen financial sustainability through creative revenue strategies and more refined cost recovery practices. Currently, department spending exceeds \$1 million annually, with revenues covering roughly 20% of total costs. Per-household revenue, however, has steadily increased, from \$15.56 in 2021 to a projected \$22.07 in 2025, reflecting a healthy upward trend in participation and program value.

One area of clear potential lies in facility rentals and event programming. Field rentals are currently priced as low as \$12 per use without a deposit, compared to rates of \$250–\$300 per day in several municipalities. Even modest adjustments could yield significant returns. For example, raising the fee to \$50 per rental could generate approximately \$70,000 in additional annual revenue, and by further adding a \$25 non-refundable deposit, the inflow could help offset maintenance costs and reduce cancellations.

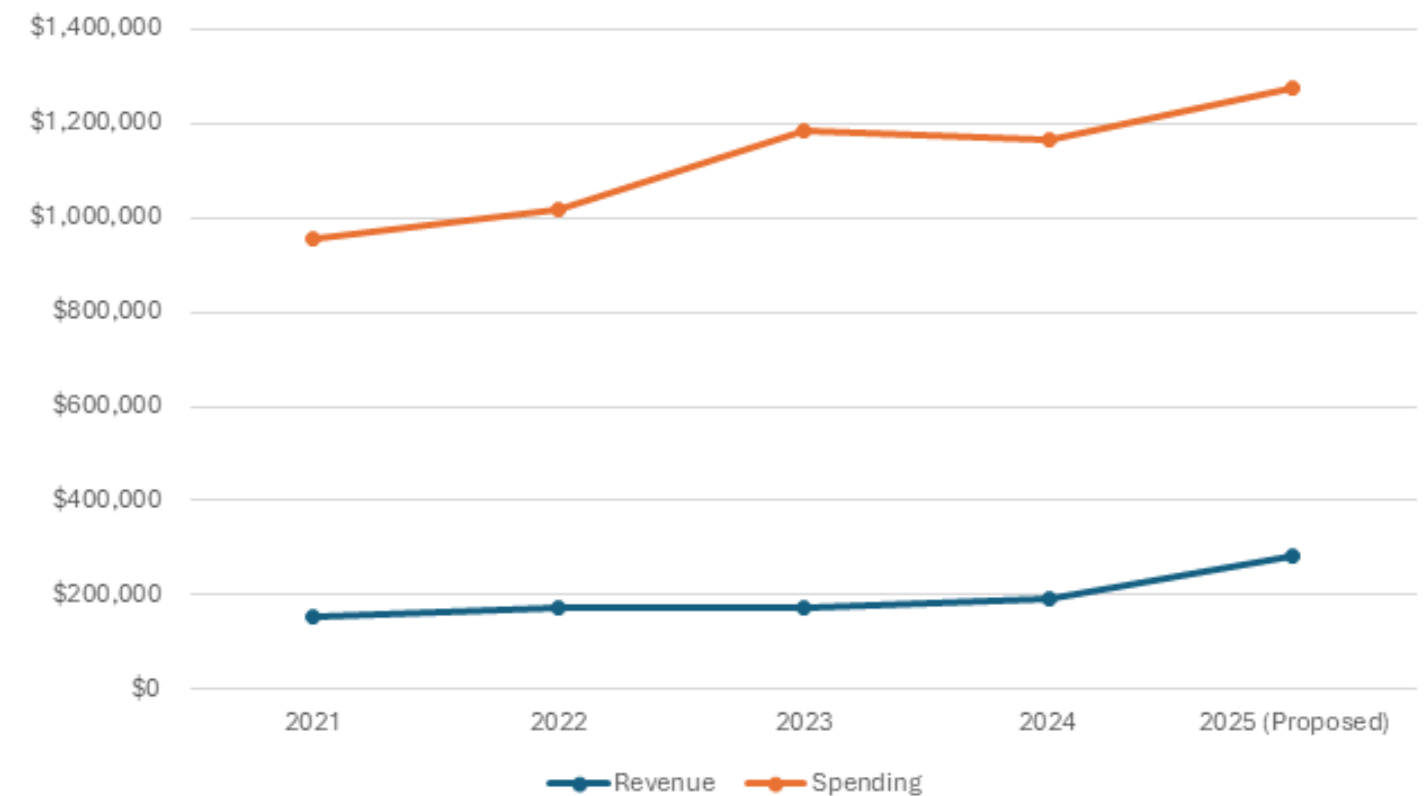
Beyond rentals, the department can explore additional tools such as private event hosting, memberships, admission-based activities, and sponsorships to offset

operational costs and strengthen long-term fiscal balance.

Nationally, roughly 40% of the department's budgets are devoted to programming. For York Township, more resource-intensive programs, like summer camps and holiday-themed events, should aim to be net neutral, supported by a combination of fees, partnerships, and sponsorships to ensure affordability for residents.

A recent Strength, Weakness, Opportunity and Threats (SWOT) analysis highlights the department's many strengths: strong community engagement, growing program participation, and a solid plan for trail and park expansion. These factors create a promising foundation for financial improvement. With targeted enhancements such as updated pricing policies, tiered cost recovery models, and improved technology for scheduling and payments, the Township can continue to build a self-sustaining, adaptable recreation system that meets both community and operational needs.

Spend versus Revenue



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SECTION:



**CONNECTIVITY
AND ACCESS**

CONNECTIVITY AND ACCESS

York Township parklands boast a fairly well-developed road system to provide easy motor-vehicle access to numerous recreation areas. The Susquehanna Trail, the Cape Horn Road, the Springwood Road, and the Leaders Heights Road are the preeminent roads between neighborhoods to the county parkland and municipally owned land. Pedestrian patterns and the utilization of trails, however, are more limited and sporadic.

Sidewalks occur mostly in more established or heavily developed residential neighborhoods and occur primarily in bunches around civic and park nodes such as York Township Park, Tyler Run Park, and Heritage Hills. Those sidewalks provide some degree of walkability, but very few are continuous or even connected between residential neighborhoods. Therefore, less than one-third of the Township's residents live within 10 minutes' walk of a park, well less than the state average. This is a powerful indication of a potential opportunity for the addition of more active walkable access throughout the Township.

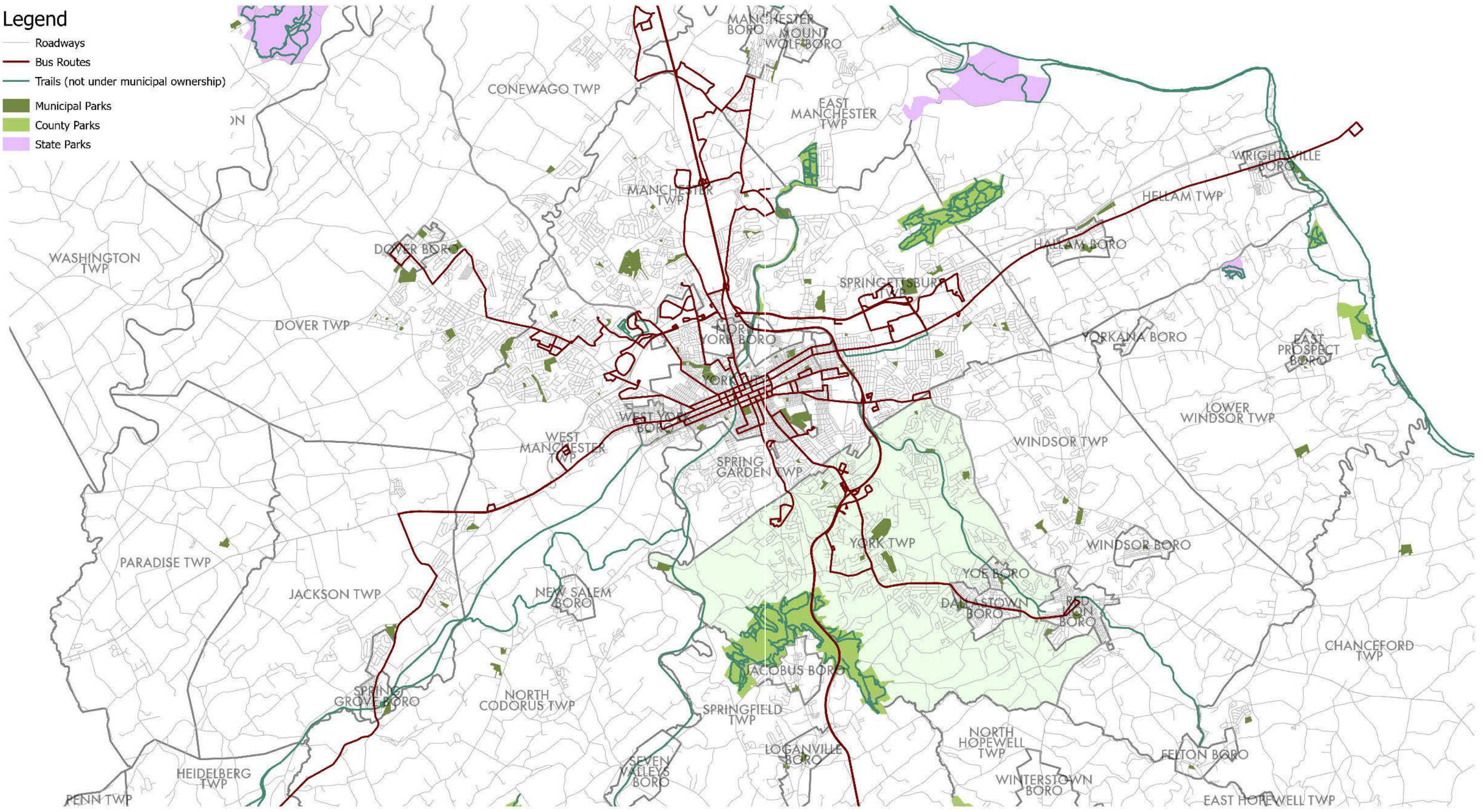
Additional trail infrastructure might be the key to these gaps. The Heritage Rail Trail and the MA & PA Community Greenway are hubs of a broader regional trail system, but many parks in the township are not linked to these assets. Enlarging signs, safe on-street crossings, and brief connector trails could tie isolated parks into a more integrated, multi-modal system of green.

It could also be possible to establish park "districts" or areas of recreation activity by neighborhood patterns of use, such as sporting facilities in the area around the York Township Park site, passive uses in the area around the south parks such as Stump and Mill Creek, and adaptive future use at underused sites, such as Markey Park and Kehm Park.

In the future, more intentional attention to sidewalk design, ADA-compliant planning, and equity in planning infrastructure could ensure that all York Township residents—regardless of income, age, and ability—can safely utilize the parks and green spaces that contribute to York Township's quality of life.

Parks, trails, sidewalks, and bikeways could form a connected and reliable network that links neighborhoods to key destinations such as schools, libraries, and commercial centers. Safety enhancements such as improved crossings, signage, and traffic-calming measures should be applied where pedestrian and bicycle routes intersect with major roads. York Township could also implement adaptive management practices to monitor and manage visitor use, ensuring that recreation areas remain safe, welcoming, and ecologically balanced.

- Legend**
- Roadways
 - Bus Routes
 - Trails (not under municipal ownership)
 - Municipal Parks
 - County Parks
 - State Parks



Trail Systems

York's evolving trail network functions not just as a recreational amenity, but as a core element of civic infrastructure, linking neighborhoods, natural areas, parks, and destinations across the Township. With a variety of trail types including roadside multi-use paths, park-integrated walking and biking trails, and more rugged or natural paths suited for hiking or mountain biking, the system offers accessibility for a wide range of users, from families and seniors to active cyclists and nature enthusiasts.

The Township's trail infrastructure reflects a growing commitment to sustainable, multi-modal connectivity. However, opportunities exist to enhance the network's functionality, inclusivity, and resilience:

- **Expanded Connectivity:** Consistent with Pennsylvania's Outdoor Recreation Plan, trails remain the most requested recreation facility type among residents. The Township should consider expanding trail connectivity and filling gaps between green spaces/ parks/ recreation facilities while ensuring trails meet a range of skill and comfort levels. Doing so may allow more residents, including beginners, youth, older adults and those with mobility limitations, to participate safely. Considering the possibilities of progressive trail systems that accommodate walkers, hikers and cyclists together could further support equitable access and long-term community health.
- **Inclusive Design:** Some trails are suitable for all ages and mobility levels, while others, such as steep or unpaved routes, may only be accessible to more active users. Expanding surface types and signage could better guide users and improve access equity.
- **Formalized Maintenance Practices:** As noted in the Trail Operations Manuals, sustainable trail networks depend on regular, proactive maintenance. York Township could benefit from applying assessment-based upkeep practices and developing an annual maintenance schedule to ensure longevity and safety.

Recommended Strategies

To enhance trail systems, York Township is encouraged to adopt the following strategies:

1. **Design Trail Tiers by Use and Accessibility**
 - Classify trails into multi-use roadside connectors, recreational park loops, and natural surface trails, each with designated maintenance needs and user profiles.
2. **Establish Trail Maintenance Zones**
 - Divide trail segments geographically to streamline volunteer and Public Works coordination. Zones could align with park boundaries or natural divisions.
3. **Utilize Trail Assessment Guidelines**
 - Adopt preventative maintenance models, such as inspections, repair logging, and capital planning to avoid deferred maintenance and ensure a consistent high-quality user experience.

Long-Term Vision

York's trail system should be envisioned as an integrated mobility network, supporting both recreation and non-motorized transportation. With strategic upgrades, inclusive design, and strong inter-agency coordination, trails can connect people not only to parks and nature but also to everyday destinations, fostering healthier lifestyles, economic vibrancy, and ecological stewardship.












A standardized trail communication system should be established to describe trail difficulty, surface type, grade, and allowable uses to help residents make informed decisions about where and how to enjoy recreation safely.

A cohesive way-finding and signage system will further enhance clarity and user experience. Color-coded markers, map kiosks, and digital trail information can make trails intuitive and easy to navigate while promoting safety for new and experienced users alike.

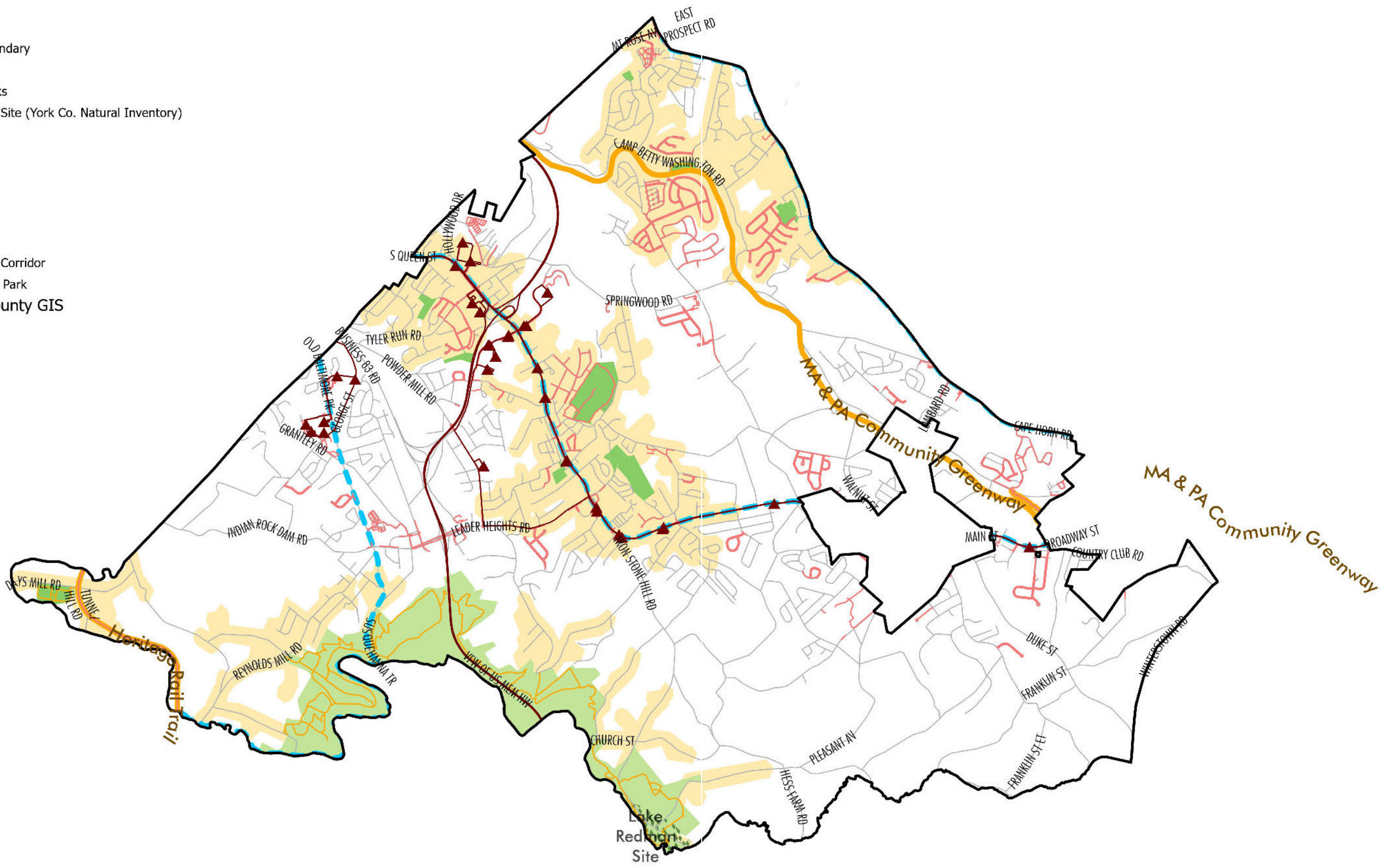
York Township's trail system also represents an opportunity to blend mobility with ecological resilience. Future trail extensions should aim to align with the Township's stormwater network, allowing trails to follow natural drainage corridors and incorporate green stormwater infrastructure. Priority concepts could include

1. Daylighting or enhancing existing drainage swales along proposed trail alignments
2. Incorporating stormwater infrastructure such as bioswales, wet meadows adjacent to paths, etc.
3. Using trails to connect residents to environmental education sites that demonstrate stormwater best practices

Legend

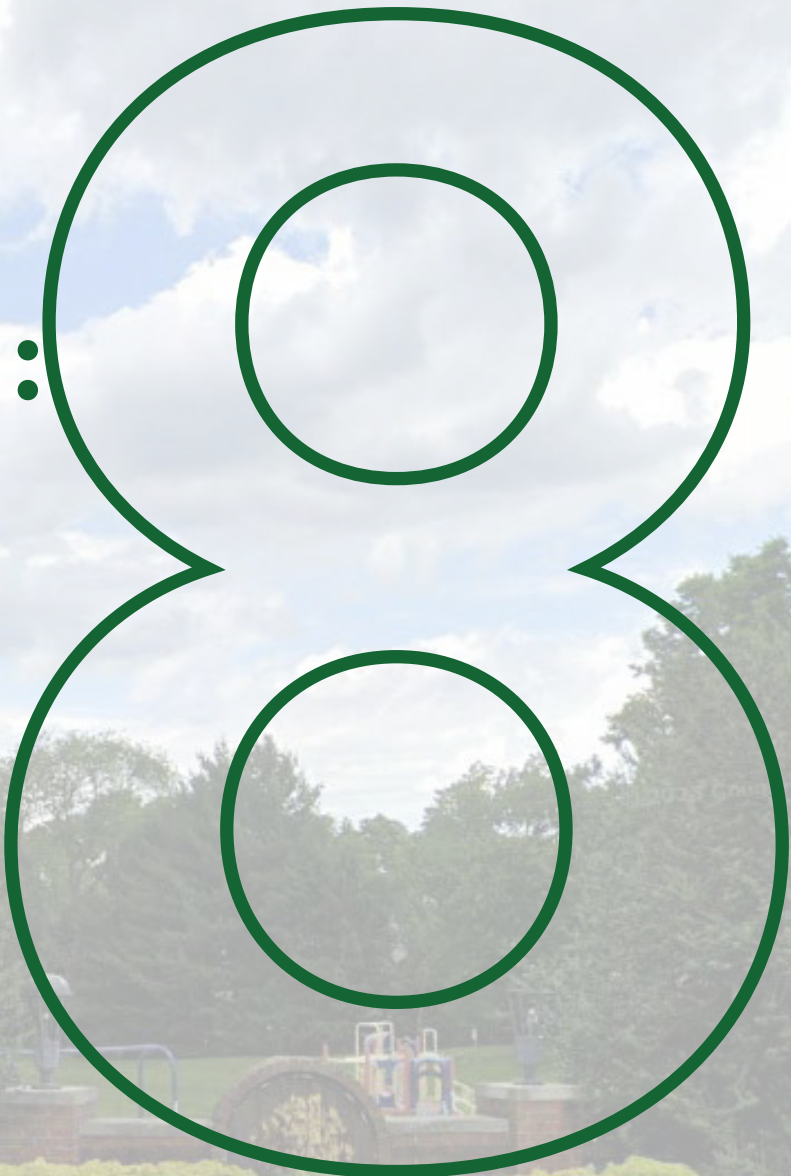
-  Township Boundary
-  County Parks
-  Township Parks
-  Lake Redman Site (York Co. Natural Inventory)
-  Roadways
-  Bus Routes
-  Bus Stops
-  Sidewalks
-  Minor Trails
-  Major Trails
-  Potential Bike Corridor
-  15min From a Park

Source: York County GIS



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SECTION:



**COMPARATIVE
ANALYSIS**

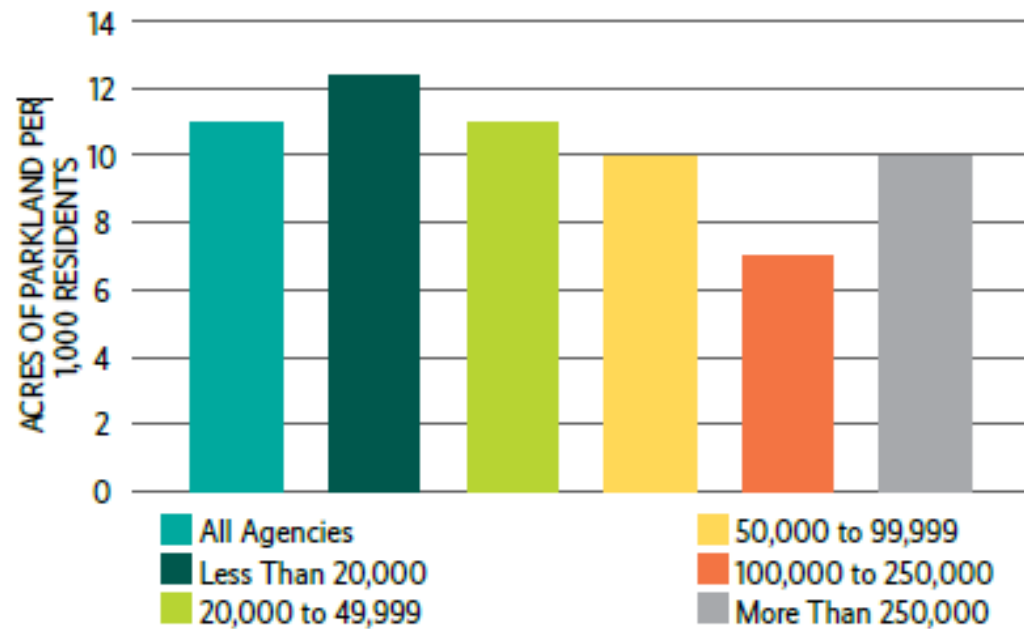
COMPARATIVE ANALYSIS

Current Comparative Standings

Incorporating the National Recreation and Park Association (NRPA) comparative analysis into the Plan provides valuable benchmarking data to guide decision-making and resource allocation. This analysis allows the Township to compare its parks, staffing levels, funding, and services with similar communities nationwide. Additionally, the NRPA's metrics offer insight into evolving trends and public expectations in recreation services, which is especially useful in ensuring our park system remains responsive and future-ready.

As it currently stands, with a population of 30,000 residents and 9 parks which total to 160 acres, the Township has 5.33 acres of parkland per 1,000 residents. This number emphasizes why the underused sites at Markey Park and Kehm Park could be lucrative development sites for the department.

FIGURE 2: ACRES OF PARKLAND PER 1,000 RESIDENTS (BY JURISDICTION POPULATION)



	All Agencies	Less Than 20,000	20,000 to 49,999	50,000 to 99,999	100,000 to 250,000	More Than 250,000
Median	10.6	12.6	11.2	10.2	7.0	10.2
Lower Quartile	5.1	6.0	6.2	4.8	4.4	5.0
Upper Quartile	18.0	20.9	18.0	17.4	15.5	16.7

FIGURE 3: OUTDOOR PARK AND RECREATION FACILITIES (BY PREVALENCE AND POPULATION PER FACILITY)

Types of Facilities	Percent of Agencies	Median Number of Residents per Facility					
		All Agencies	Less Than 20,000	Population of Jurisdiction			
				20,000 to 49,999	50,000 to 99,999	100,000 to 250,000	More Than 250,000
Playgrounds or play structures	93%	3,750	1,990	3,105	3,707	5,016	9,591
Diamond fields	85	4,063	1,833	3,007	3,675	6,821	11,129
Basketball courts, standalone	84	8,000	4,366	7,501	8,363	9,643	15,136
Rectangular fields	83	5,000	2,493	3,333	4,070	7,375	14,238
Tennis courts	72	6,003	3,074	5,461	5,865	8,731	10,524
Dog parks	68	46,917	10,327	27,508	55,135	74,504	128,906
Tot lots	53	12,434	5,323	12,744	12,443	20,180	33,913
Community gardens	52	34,105	8,800	27,262	56,150	55,326	125,935
Swimming pools	49	45,919	9,500	27,081	46,353	65,697	113,219
Skateboard parks	46	54,750	11,284	33,167	60,904	105,567	239,177
Multiuse courts - basketball, volleyball, etc.	42	19,571	5,248	15,531	24,955	47,676	71,750
Pickleball	42	12,597	3,390	7,737	10,500	20,244	42,495
Multiuse courts - tennis, pickleball	37	15,674	4,634	13,000	12,972	34,500	61,213
18-hole golf courses	29	96,391	9,626	32,812	68,208	112,641	251,483
Driving range stations	28	24,360	2,122	12,700	4,914	35,710	172,403
Synthetic rectangular fields	25	43,643	11,284	23,189	36,000	54,254	127,714
Volleyball courts, standalone	23	27,640	9,250	14,280	26,612	46,517	57,456
Splash pads, spray grounds or spray showers	23	54,010	12,756	30,629	54,100	67,685	199,437
Fitness zones/Exercise stations	22	39,188	8,233	27,262	35,000	43,611	111,111
Disc golf courses	20	76,780	11,079	29,445	58,603	118,723	278,884
Ice rinks	19	19,667	8,015	19,770	29,378	102,891	532,258
Walking loops/Running tracks	19	20,017	5,459	18,585	20,527	37,169	68,811
Nine-hole golf courses	14	121,825	17,750	38,333	61,757	126,621	428,359
Overlay fields	10	18,097	10,584	10,000	9,375	22,951	36,070
Racquetball/Handball/Squash courts	9	47,792	13,350	21,791	43,857	42,484	137,076
Waterparks	7	82,250	17,813	32,812	76,780	149,008	332,396

**FIGURE 4: INDOOR PARK AND RECREATION FACILITIES
(BY PREVALENCE AND POPULATION PER FACILITY)**

Types of Facilities	Median Number of Residents per Facility						
	Percent of Agencies	All Agencies	Population of Jurisdiction				
			Less Than 20,000	20,000 to 49,999	50,000 to 99,999	100,000 to 250,000	More Than 250,000
Competitive swimming pools	22%	66,880	8,224	31,000	64,150	110,270	260,000
Pools designated exclusively for leisure (i.e., noncompetitive)	19	71,046	12,203	32,812	63,688	111,385	281,151
Pickleball	19	17,033	4,929	10,463	17,240	29,470	79,795
Multiuse courts – basketball, volleyball, etc.	16	23,755	5,907	14,577	23,755	72,604	64,451
Basketball courts, standalone	12	26,937	5,907	19,173	26,612	77,099	66,002
Multiuse courts – tennis, pickleball	12	17,044	5,800	14,950	15,182	38,757	89,639
Therapeutic pools	11	94,456	10,814	33,306	63,001	121,465	521,114
Walking loops/Running tracks	10	59,630	9,875	32,619	63,336	111,508	301,916
Racquetball/Handball/Squash courts	9	39,744	7,036	16,825	38,326	58,942	118,342
Tennis courts	5	19,286	ISD	6,600	10,605	27,995	60,913

**FIGURE 5: TYPES OF INDOOR PARK AND RECREATION FACILITIES AND AMENITIES
(BY PREVALENCE AND POPULATION PER FACILITY)**

Types of Facilities	Median Number of Residents per Facility						
	Percent of Agencies	All Agencies	Population of Jurisdiction				
			Less Than 20,000	20,000 to 49,999	50,000 to 99,999	100,000 to 250,000	More Than 250,000
Recreation centers (including gyms)	62%	32,786	9,685	24,486	39,886	57,750	67,213
Community centers	59	31,569	8,908	27,858	52,000	55,135	93,758
Senior centers	40	62,201	14,286	31,985	67,190	125,817	311,014
Performance amphitheaters	40	69,604	12,769	32,255	59,000	116,135	374,718
Nature centers	34	133,773	9,430	33,669	71,360	139,248	378,408
Aquatics centers	30	58,496	12,618	31,000	60,824	110,629	248,646
Permanent and semi-permanent restrooms	28	5,580	2,579	4,905	5,520	6,850	11,925
Stadiums	19	103,222	10,633	32,299	64,150	154,198	425,884
Teen centers	12	58,712	14,797	31,785	58,712	124,264	360,153
Indoor ice rinks	12	59,277	8,004	23,512	53,224	108,508	500,000
Arenas	9	95,696	7,057	24,838	68,104	118,500	716,862

**FIGURE 8: TARGETED PROGRAMS FOR CHILDREN, OLDER ADULTS AND PEOPLE WITH DISABILITIES
(PERCENT OF AGENCIES BY JURISDICTION POPULATION)**

	Percent of Agencies	Less Than 20,000	20,000 to 49,999	50,000 to 99,999	100,000 to 250,000	More Than 250,000
Summer camps	83%	65%	86%	92%	84%	92%
Specific senior programs	78	63	79	88	82	82
Specific teen programs	67	50	64	77	69	78
Programs for people with disabilities	66	37	62	78	75	86
STEM (science, technology, engineering and math) programs	57	41	49	66	59	74
After-school programs	52	44	41	51	58	71
Preschool	34	26	34	46	32	36
Before-school programs	19	17	17	23	15	22
Full-day care	7	7	2	8	6	12

Comparison to Similar Communities

The side-by-side comparison of the fees for York Township's parks and recreation to some peer communities highlights opportunities to rebalance the fee structure for York Township. By comparing field rental fees, pavilion rental fees, and summer day camp fees in demographically and similarly constructed communities with regard to factors such as median income, York Township has the opportunity to make informed choices balancing its fiscal responsibilities alongside community access.

Penn, Springettsbury, and West Manchester townships are appropriate points to compare due to the comparable population numbers, suburban environments, and incomes. The townships have implemented time-initiated and tiered pricing, in which the costs more directly correspond to the usage and operating costs of the facilities. A majority of them also utilize deposits and are tiered by time spent playing or by resident status, characteristics favorable to promoting accountability, discouraging the no-show, and creating stable revenues.

York Township fees remain at the lower end of the range regionally. Although this has kept access more affordable, in the future, it could become a cause for the structural deficit in the cost recovery of the Parks and Recreation budget. Equalizing the fees to those of the peer communities could help mitigate the cost deficit, mainly for high-use activities, field rentals, and summer camps.

The application of moderate increments, in particular for peak time booking and non-resident usage, would afford the Township the latitude to provide high-quality service provision without overburdening the taxpayer. Further, adding deposits could provide the township with an extra source of revenue and provide a buffer in case of damages or repairs needed due to the wear and tear as the facilities are used.

Lastly, the Township could consider a cleaning deposit or cleaning fee to ensure that any added costs in staff time or materials related to tidying up after the use of a pavilion or similar amenity don't drive up costs for taxpayers and other users.

The application of this benchmarking methodology places in its stead an equitable and reasonable system for optimizing the Township's fee schedule and creating value and sustainability in its parks and programs.

Comparison to Surrounding Communities for Fees and Deposits

Townships/ County (Median Income)	Field	Field Deposit*	Pavilion	Pavilion Deposit*	Summer Day Camp (Municipal)
York Township (\$82,600)	\$12 / Day		\$50 / Day		~\$50- \$ 80
York County (\$82,238)	\$15/ Booking		\$57/ Day		\$150/ day
Springettsbury Township (\$76,900)	\$10/ Hour - \$80/ Day		\$75/ Hour	\$100 / Booking	\$50 / Day - \$100 / Day
Penn Township (\$78,300)	\$60 / 2-hour slots	\$50 / Booking	\$75 - \$100 / 3-Hour Slot	\$50 / Booking	\$75 / Day
West Manchester Township (\$78,000)	\$15 / Hour		\$50 - \$75 / Day		\$75 - \$85 / Day

*Whether or not the deposits are refundable is to be determined.



Photo | York Township Park

Inclusivity Approach

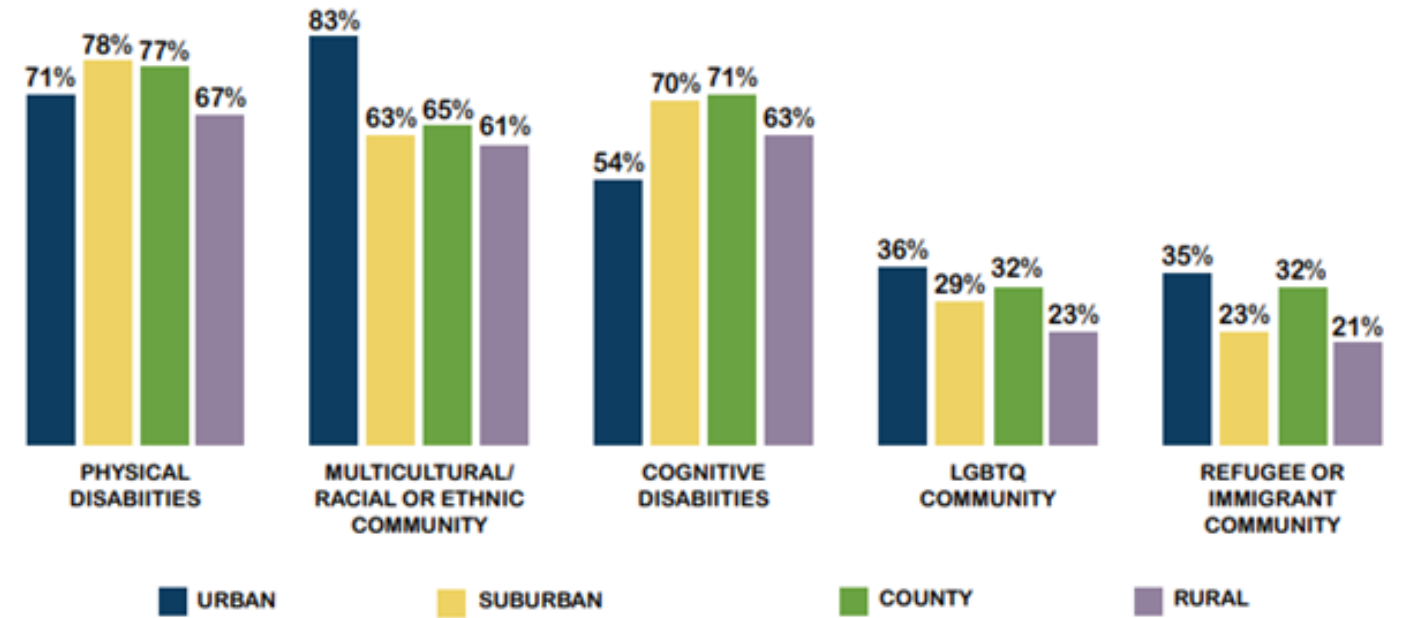
A key opportunity for improvement and betterment for the Township is in the case of inclusivity. Most organizations in the country are already moving in the direction, with 74% of the agencies providing programs and activities aimed at individuals who are differently-abled.

York Township can further promote safe and inclusive recreation environments by integrating universal safety design principles across all park facilities. Enhanced lighting along walkways and parking areas, clear sight-lines, and appropriate traffic speeds around recreation areas will help create spaces where all users feel secure and comfortable.

Inclusivity in design is equally important. Recreation areas should reflect racially and culturally sensitive design practices that welcome residents of all backgrounds. Establishing transparent and easily accessible reporting systems for harassment, vandalism, or discrimination in Township recreation spaces will reinforce York's commitment to equity, respect, and well-being for all users.

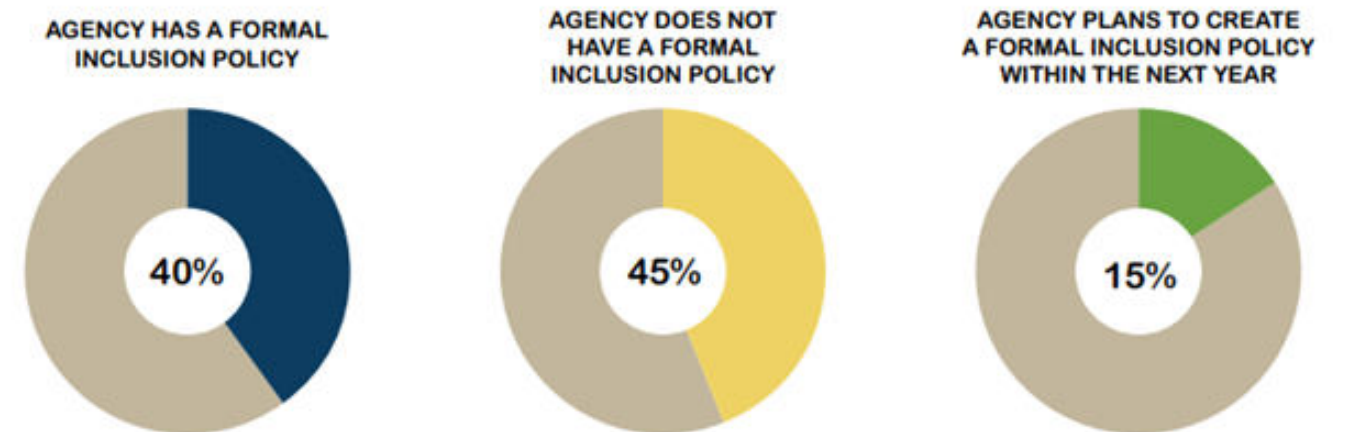
PARK AND RECREATION AGENCIES SPECIFICALLY DESIGN AND MARKET PROGRAMMING AND ACTIVITIES TARGETED TO DIFFERENT MEMBERS OF THEIR COMMUNITIES

(Percent of Agencies by Jurisdiction Type)



TWO IN FIVE PARK AND RECREATION AGENCIES HAVE A FORMAL INCLUSION POLICY

(Percentage Distribution of Agencies)



Recommendations for Inclusive Park and Recreation Design

York Township should strive to create a park system that welcomes and serves residents of all ages, abilities, and backgrounds. Accessible infrastructure could benefit the greatest number of residents and strengthen the Township’s recreation network. Features such as accessible signage, rest areas, seating options and smoother/ treated surface paths may enhance experiences for older adults, families with young children and individuals using mobility devices. While not every area can be fully accessible, many parks and trails could be improved through modest and strategic upgrades that significantly increase usability. These improvements align with statewide goals to support aging populations, people with disabilities, and historically underserved groups.

The following recommendations build upon national best practices in inclusive design and community recreation to help guide the Township:

Beyond ADA Compliance:

- Adopt universal design principles that prioritize equity, dignity, and usability for everyone, rather than focusing solely on ADA minimum requirements.
- Integrate accessibility considerations into all phases of park and facility planning from conceptual design through maintenance, to ensure long-term inclusion and usability.

Physical Accessibility:

- Provide wide, smooth, and gently sloped pathways that accommodate wheelchairs, mobility devices, and strollers.
- Install ramped or transfer-accessible play equipment and ground-level play features for children unable to climb.
- Ensure accessible restrooms, seating areas, and shaded gathering spots throughout Township parks.
- Incorporate tables and benches with companion

spaces that allow users with mobility devices to sit alongside family and friends.

Sensory Inclusive Features:

- Include multi-sensory play panels and interactive elements that engage touch, sound, and sight.
- Designate quiet zones or “sensory retreat” spaces for children or visitors who may need breaks from stimulation.
- Use plant materials with varied textures, scents, and seasonal colors to create a more engaging and calming park experience.

Social Inclusion

- Design integrated play environments where children of all abilities can play together, rather than in separate areas.
- Add group play structures, cooperative games, and multi-user swings that encourage social interaction and shared experiences.
- Maintain open, flexible play layouts to minimize barriers and promote community connection.

Age Inclusivity

- Provide play areas that address multiple age groups, including toddlers, young children, and older youth.
- Incorporate intergenerational features such as walking loops, outdoor fitness equipment, benches for caregivers, and shaded picnic spaces to encourage family and multi-age use.

Comfort and Safety

- Offer shaded rest areas, accessible drinking fountains, and cooling features such as misting stations.
- Use impact-absorbing, mobility-friendly surfacing that supports both accessibility and safety.
- Design parks with clear sight lines for caregivers to easily supervise children.

Way-finding and Communication

- Implement clear, easy-to-read signage featuring pictograms, large text, and multiple languages to improve comprehension for all users.
- Add communication boards at key play areas to support non-verbal or speech-delayed users and caregivers.

Programming and Maintenance

- Expand inclusive programming opportunities, like adaptive recreation events, sensory-friendly activities, and community-wide concerts, movies, or story time at the park.
- Provide ongoing staff training in accessibility, inclusion, and adaptive recreation to ensure consistent and informed service delivery.
- Establish a process for regular evaluation and community feedback to assess the effectiveness and relevance of inclusive features over time.

Expanding Accessible and Adaptive Recreation

York Township should continue to expand accessibility beyond compliance toward full inclusion. This includes increasing the availability of passive and adaptive recreation facilities such as accessible docks and launches, sensory-friendly trails, and community gardens. Passive recreation areas can be designed to accommodate aging populations and people with chronic health conditions through smooth pathways, shaded seating, and rest stops at regular intervals.

Partnerships with disability advocacy groups and adaptive sports organizations could be key to achieving this goal. These collaborations can inform facility design, programming, and staff training, ensuring that all residents, regardless of ability, can participate fully in the Township’s recreation system.

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SECTION:



**PLAN AS A TOOL
FOR THE FUTURE**

PLAN AS A TOOL FOR THE FUTURE

Future Revenue Sources

York Township's Parks and Recreation Department has a strong operational foundation but faces fiscal imbalance. Through modest adjustments in pricing, diversification of revenue, better financial planning, and strategic partnerships, the Township can achieve a more resilient and self-sustaining parks and recreation system that continues to meet community needs.

1. Policy and Pricing Adjustments

- Develop a multi-year financial plan aligned with anticipated growth, facility needs, and service levels.
- Use forecasting tools to anticipate changes in revenue (e.g., taxes, fees, grants) and expenses (e.g., utilities, staffing, maintenance).
- Adopt a tiered pricing model (such as the "Pyramid Pricing Model") to distinguish between essential community-benefit services that remain subsidized and individual-benefit programs that achieve full cost recovery.
- Annually review and adjust fees to ensure equity, sustainability, and transparency, while eliminating unnecessary administrative charges that discourage participation.
- Establish dedicated replacement funds for major equipment and infrastructure, building contributions into the annual budget to prevent emergency spending.

2. New and Expanded Revenue Sources

- Facility Rentals: Implement a tiered rental structure based on residency, time of day, and facility type; add dynamic pricing for online bookings to balance demand and maximize use.
- Sales and Use Taxes: Explore the feasibility of allocating a portion of local sales tax revenue to support parks and recreation.
- Advertising: Utilize Township-owned land for billboards or sponsorship signage where

appropriate.

- Parking Fees: Dedicate parking meter or lot revenue to parks and recreation maintenance.
- Contractual Fees: Charge appropriate use fees for private events such as weddings or concerts held on park property.
- User Fees and Memberships: Continue to refine entrance, rental, and membership fees to better reflect the actual costs of operation, while ensuring rates remain fair and not profit-driven.

3. Partnerships and Community Support

- Friends Groups: Strengthen partnerships with community volunteer groups to assist with fundraising, maintenance, and programming. Hold regular meetings, share project priorities, and develop collaborative funding or grant applications.
- Sponsorships and Partnerships: Formalize agreements with local schools, nonprofits, and businesses to share costs, facilities, or programs, ensuring mutual benefit and long-term sustainability.
- Government Grants: Actively pursue state and federal grants through the Pennsylvania Department of Conservation and Natural Resources (DCNR) and other agencies for capital projects and program support.

4. Accountability and Communication

- Periodically audit financial practices to ensure compliance, efficiency, and transparency.
- Use marketing and public outreach to communicate the value of financial stewardship and how user fees contribute to community improvements.
- Maintain scholarship or fee assistance programs to ensure accessibility for all residents, particularly low-income households.
- Consider impact fees for new developments to ensure they contribute fairly to recreation infrastructure needs.

Approach to Programming

Developing and maintaining parks and facilities requires consistent investment from the Township’s general fund, but recreation programming offers a major opportunity to offset costs while deepening community engagement. Well-designed programs not only generate revenue but also draw people to Township facilities, strengthen neighborhood connections, and improve residents’ overall quality of life.

To ensure inclusivity, York Township’s recreation offerings should continue to be accessible to all residents, regardless of age, income, or mobility. Recreation programming is among the most community-responsive municipal services and its success depends on aligning activities with local interests and involving residents in planning and decision-making.

To keep pace with changing recreation patterns, the Township could consider continuing to invest in a mix of traditional and emerging recreation activities. As organized youth sports participation declines and activities such as hiking, trail running and mountain biking grow, the Township could explore lightly structured, skill-building opportunities for young residents. Creating “try-it” programs, outdoor clubs, and age-friendly trail experiences could help build confidence among beginners and connect more people to nature-oriented recreation.

Currently, the Township provides a strong foundation of traditional recreation categories such as athletics, arts, fitness, and special events. However, analysis of comparable programs and national trends suggests that York Township could greatly expand the variety, structure, and reach of its recreation system, creating a more holistic and lifelong set of offerings for residents.

Building a More Comprehensive, Life-Stage Recreation System

Learning from various models for programming, York Township could adopt a tiered, age-specific programming approach that keeps residents engaged from childhood through older adulthood.

- **Early Childhood:** Add preschool play groups, family music and movement classes, or parent-child outdoor exploration days.
- **Youth and Teens:** Create Township-run youth leagues or skills clinics that make use of local fields such as a fall soccer league or youth flag football, so that York benefits directly from facility use and fee recovery
- **Adults:** Offer fitness leagues, drop-in pickleball or volleyball programs, and wellness classes that accommodate flexible schedules.

Older Adults: Expand health-centric and social programming, including low-impact fitness, walking clubs, volunteer opportunities, and intergenerational programs like reading circles, arts classes, and cooking workshops.

This tiered model ensures that every resident has meaningful recreation opportunities, reducing service gaps for toddlers, teens, and seniors while fostering long-term community connection.

Seasonal and Event-Based Programming

A structured annual calendar could help residents anticipate programs, encourage consistent participation, and streamline marketing. York could align its programming with a predictable seasonal rhythm, such as:

- **Spring:** outdoor sports and community clean-up events
- **Summer:** camps, concerts, and aquatic programs
- **Fall:** festivals, family field days, and recreational leagues

- **Winter:** indoor fitness, arts, and cultural programming

Adding community-wide events such as “Try a Sport” weeks, learn-to-ride clinics, or holiday-themed family nights would strengthen York’s identity as a year-round regional and local recreation destination.

Volunteerism and Partnerships

A more structured volunteer framework could expand the Township’s capacity to deliver high-quality and meaningful programs. Building on existing sponsorships with local businesses and organizations, York could formalize volunteer roles such as coaches, event ambassadors, and park stewards, supported by training, recognition, and leadership opportunities. Partnerships with schools, health organizations, and cultural institutions could also expand access to facilities and program offerings.

Enhancing Senior and Intergenerational Programming

National data from the National Recreation and Park Association (NRPA) highlights a growing need for health-focused and intergenerational recreation. Many agencies now offer exercise classes, volunteer opportunities, social clubs, arts and crafts, cultural enrichment, and organized outdoor recreation tailored for older adults.

York Township could:

- introduce evidence-based wellness programs like tai chi for arthritis, walk with ease, and a matter of balance to promote healthy aging.
- Offer low-cost transportation or meal-based social programs to reduce barriers to participation for residents aged 55+.
- Host educational seminars, health fairs, and local travel opportunities that encourage lifelong learning and exploration.

Building Relationships and Representation in Recreation

York Township should continue strengthening relationships with historically marginalized and underrepresented communities to ensure everyone feels a sense of belonging in the outdoors. Partnering with community groups and cultural organizations can help design programs and events that reflect the Township’s growing diversity.

Cultural festivals, public art, and heritage celebrations can be hosted in parks to highlight the Township’s multicultural fabric. Recreation initiatives should also connect to workforce development, environmental justice and civic participation, encouraging a broader range of residents to see themselves reflected in park spaces and programs.

Health and Wellness Integration

Outdoor recreation plays an important role in advancing public health by encouraging active lifestyles, reducing obesity, and improving mental health. The Township can partner with healthcare providers such as WellSpan and OSS Health to deliver wellness-based programming in parks and along trails.

Examples include walking clubs, “prescription trails,” outdoor fitness circuits, yoga in the parks, and senior mobility programs. These partnerships will strengthen the connection between recreation and community well-being, positioning York Township’s park system as a cornerstone of preventive health infrastructure.

Approach to Environmental Protection

York Township's parks and open spaces play a critical role not only in recreation and community well-being, but also in environmental stewardship and long-term resilience. Building on the goals outlined in the York–Spring Garden Comprehensive Plan, the Township should continue to retain, enhance, and restore open spaces, farmlands, and woodlands to preserve its semi-rural and suburban character while advancing sustainability and water resource protection.

Residents are drawn to York Township for its proximity to open space, farmland and woodlands, the landscapes that define its identity and quality of life. As development continues, the Township's park system can serve as a living network of natural infrastructure, helping to balance growth with environmental protection and flood resilience. The following strategies highlight how York Township can integrate environmental restoration and recreation to achieve multiple community benefits.

1. Restore and Protect Natural Systems

- Prioritize floodplain restoration and stream corridor enhancement as part of future park improvements.
- Reconnecting streams to their natural floodplains can reduce downstream flooding, improve water quality, and create valuable habitat for wildlife.
- Where feasible, remove accumulated sediment and legacy fill, regrade degraded areas, and reestablish natural stream meanders to improve ecological function.
- Reforest riparian buffers and plant native wetland species to stabilize streambanks, filter pollutants, and enhance biodiversity.

2. Integrate Stormwater Management into Park Design

- Design new parks and upgrades with green stormwater infrastructure, such as wetlands, vegetated swales, and shallow retention basins, to slow runoff, improve infiltration, and recharge groundwater.

- Convert select underused or flood-prone areas into multi-functional natural systems that act as stormwater assets rather than liabilities.
- Coordinate with Township engineers and the York County Stormwater Consortium to align these improvements with MS4 permit and Chesapeake Bay watershed goals.

3. Create Multi-Use, Eco-Recreation Spaces

- Develop dual-purpose parks that combine ecological restoration with passive and active recreation opportunities. Restored floodplain meadows and upland slopes can accommodate walking trails, picnic areas, and open lawns, creating educational and scenic recreation experiences.
- Emphasize connectivity between natural areas, including the York County Heritage Rail Trail, Lake Redman, Reservoir Park and future projects, to form a cohesive green network linking recreation and conservation.

4. Conserve Farmland, Woodlands, and Scenic Character

- Continue using tools like the Urban Growth Boundary to protect rural landscapes, farmlands, and wooded hillsides from over-development.
- Support conservation easements, riparian buffers, and woodland preservation programs that safeguard scenic views and habitats while maintaining the Township's semi-rural identity.
- Encourage cluster or conservation subdivision design for future development to preserve meaningful open space and minimize environmental disturbance.

5. Strengthen Partnerships and Funding

- Pursue multi-agency and cross-sector funding opportunities by framing restoration projects as both environmental protection and recreation investments.
- Partnerships with DCNR, DEP, York County Planning Commission, and Chesapeake Bay initiatives can unlock technical expertise and diverse funding streams.
- Explore joint maintenance and monitoring programs

with local schools, watershed groups, and community volunteers to build stewardship and reduce long-term costs.

6. Promote Long-Term Sustainability

- Transition from high-maintenance turf areas to self-sustaining native meadows and forested zones to reduce mowing and chemical inputs.
- Establish ecological monitoring protocols to track water quality, vegetation success, and wildlife return, ensuring projects continue to perform effectively over time.
- Incorporate educational signage and community programming that help residents understand the environmental functions of restored parklands and foster a culture of conservation.

Climate Adaptation and Resilient Park Design

As climate conditions continue to shift, York Township can proactively manage its parks and open spaces to mitigate impacts and protect residents. Tree planting, green infrastructure, and expanded shade structures should be prioritized in areas vulnerable to extreme heat, particularly in historically marginalized neighborhoods.

Recreation areas should be designed and maintained for long-term climate resilience, including the use of flood-tolerant vegetation, stormwater infiltration systems, and renewable energy installations in facilities. These measures will reduce maintenance costs, protect natural assets, and ensure safe, comfortable recreation spaces under future environmental conditions.

Stormwater Management Systems

Stormwater management could play a central role in protecting township assets and the surrounding areas. The Plan encourages expanding the Township's use of best management practices, including constructed wetlands, infiltration basins, vegetated buffers and permeable surfaces. All new facilities should be evaluated for stormwater implications, with priority given to nature-based solutions that increase ecological function while reducing long-term maintenance burdens.

The maintenance could be achieved by implementing steps such as

1. Stormwater infrastructure, including but not limited to drainage channels, culverts, rain gardens and vegetated swales, should be incorporated into the Township's asset inventory and maintenance schedule.
2. Regular inspection cycles, GIS-mapped stormwater features and coordination with the York Township Stormwater Consortium could help enhance flood mitigation and improve park resilience.
3. Integrating stormwater BMPs into maintenance standards will also reduce erosion along trails and fields and improve long-term sustainability of township infrastructure.

Approach to Developing New Facilities

	Topics for Consideration	Partnership
Community Usage and Accessibility		
Duplication of Facilities	Is there an existing surplus of indoor meeting spaces (e.g., libraries, churches, schools with public access)? If not, this facility fills a gap	Partner with schools, faith-based institutions, or nonprofits to co-locate or jointly manage spaces
Utilization Rates	Assess demand through surveys, event requests, and waiting lists for current spaces. High unmet demand justifies investment	Flexible shared-use agreements can increase utilization and reduce redundancy
Accessibility via Active Transportation	Facility should be centrally located, walkable, bike-friendly, and reachable by transit to maximize accessibility	
Alignment with Community Location and Needs	Prioritize locations near population centers, under-served neighborhoods, or where no comparable facilities exist	
Inclusivity/ Accessibility	ADA-compliant design and multipurpose layout to serve seniors, youth, cultural groups, and civic gatherings	
Financial and Operational Sustainability		
Diverse Funding Sources	Explore grants (DCNR C2P2, DCED), philanthropic donations, naming rights, and user fees	Partnerships with nonprofits, foundations, and local businesses
Cost Recovery Models	Rental fees, event bookings, classes, and cultural programming can offset operational costs	Partner with universities, arts organizations, or health systems to program and fund activities
Management and Operational Costs		Shared services model with school districts, nonprofits, or regional authorities
Maintenance and Capital Expenses		Cost-sharing agreements for utilities and upkeep with partner organizations
Staffing and Equipment	Municipality must ensure trained staff (event management, janitorial, tech support)	Partner with community groups or private event companies for staffing

	Topics for Consideration	Partnership
Strategic Alignment and Community Value		
Community Engagement and Support	Strong backing through surveys, meetings, and volunteer commitments justifies reinvestment	Community coalitions or stewardship groups can co-manage programming
Partnerships and Stewardship Groups	Identify local nonprofits, cultural organizations, and civic associations for partnerships	Develop governance models with shared responsibility
Social Considerations		
Impact on Equity and Inclusion	Facility should serve diverse populations, prioritize under-served groups, and keep fees affordable	Equity-focused partnerships ensure programming for all community demographics

Probable Cost for Developing New Facilities

Work	Length of Investment	Scale of Investment	Primary Department	Description
Conduct a structural analysis for a parking garage	0-1 years	\$10k-\$100k		Determine whether a parking garage will be a necessary component for the recreation center based on desired location, audience, and the amenities to be included. Conduct a structural analysis to determine the cost and feasibility of using a garage to accommodate the required parking.
Enact a municipal plan for the indoor center	Ongoing			Create a plan to address the necessary steps for siting and constructing a recreation center. Consider timelines for any required studies and funding sources.
Conduct a feasibility engineering study	1-3 years	\$100k-\$500k		Once the preferred site has been selected, conduct a feasibility study to determine the size and type of facility and parking that could be constructed on site.
Begin financing	5+ years, ongoing			Seek external funding sources as needed and create a financing plan for the design and construction of the recreation center.
Complete architectural engineering design	1-3 years	\$500k-\$1 million		Using previous studies for parking, feasibility, and funding, consult designers for construction documents for the recreation center.
Construct the rec center	1-3 years	\$5 million+		Using the studies and documents from the previous steps, construct the recreation center at the desired location with amenities to meet the community's needs.

Action Plan

The Action Plan for the York Township Parks and Recreation Comprehensive Plan is organized into two parts, List A and List B, to provide a clear, structured approach to moving recommendations forward. This format helps the Township understand how various initiatives relate to one another and how they can progress over time.

List A outlines actions that can be initiated and completed within a shorter timeframe and typically involve coordination through the Recreation Department along with a limited number of partners. These items support steady, visible progress and help maintain momentum as the Township continues to refine programs, enhance park spaces, and respond to community needs. By completing these tasks, the Township can continue to strengthen its recreation system while laying the groundwork for future initiatives.

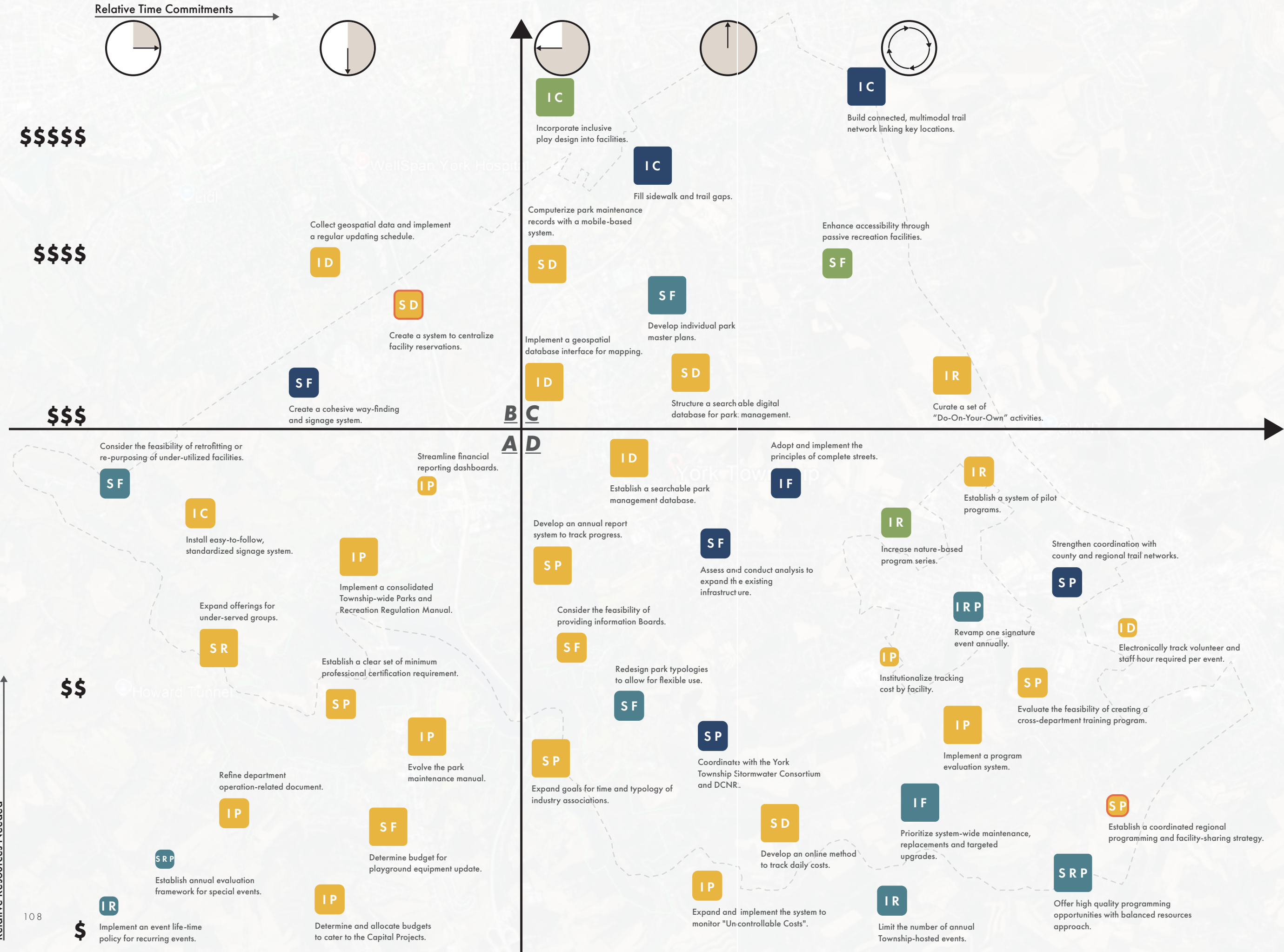
List B includes actions that require a more extended timeline due to their broader scope, need for additional planning, or reliance on multiple departments and outside organizations. These efforts may involve more detailed analysis, resource allocation, or policy development. Though they take longer to complete, they play an essential role in shaping long-term improvements to facilities, operations, and overall recreation services within the Township.

Together, Lists A and B offer a coordinated roadmap that highlights both the steps that can advance promptly and the foundational work necessary for sustained progress. This structure ensures that York Township can move forward thoughtfully, efficiently, and with a clear understanding of how near-term and long-term actions support the community's parks and recreation vision.



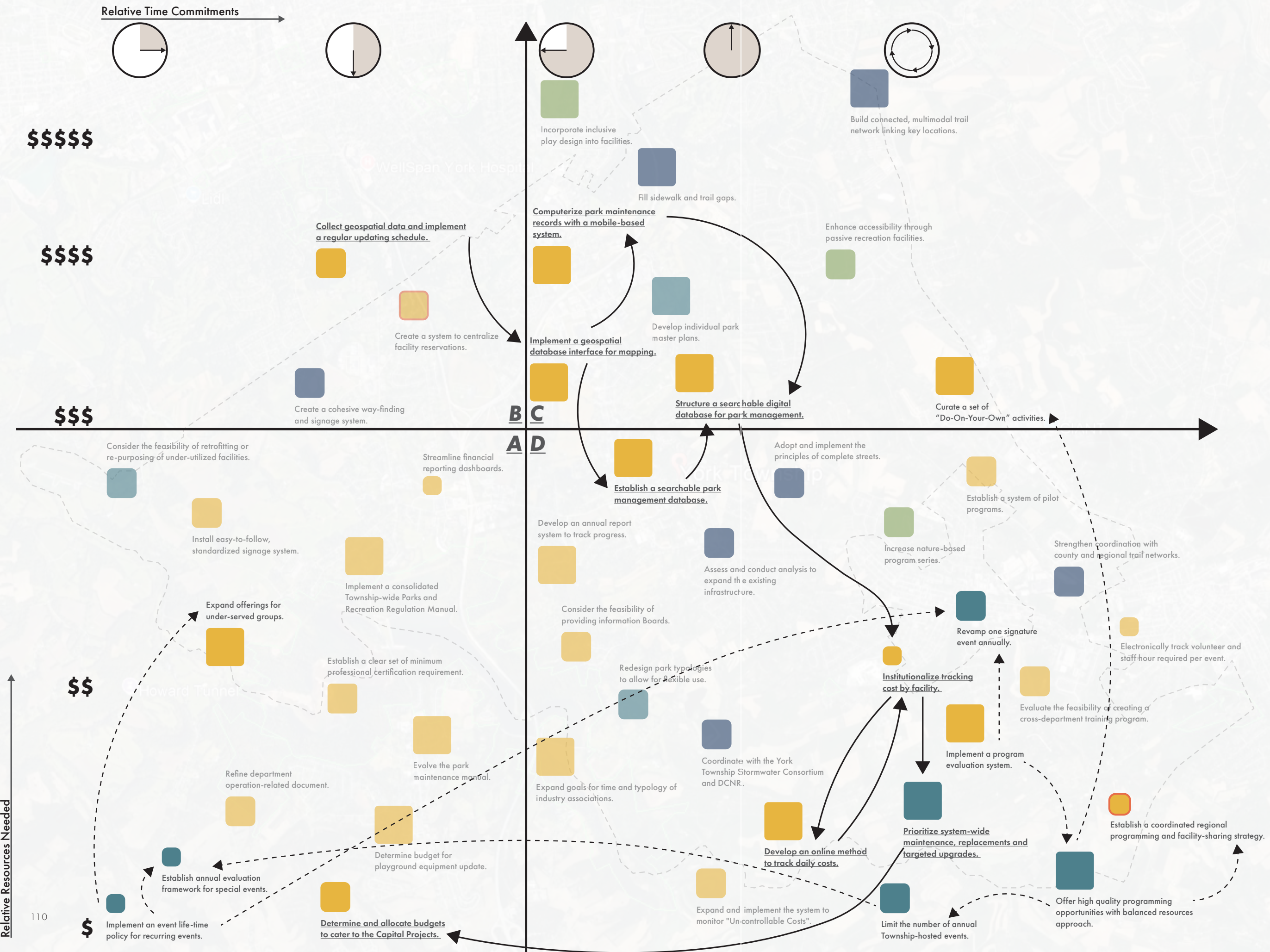
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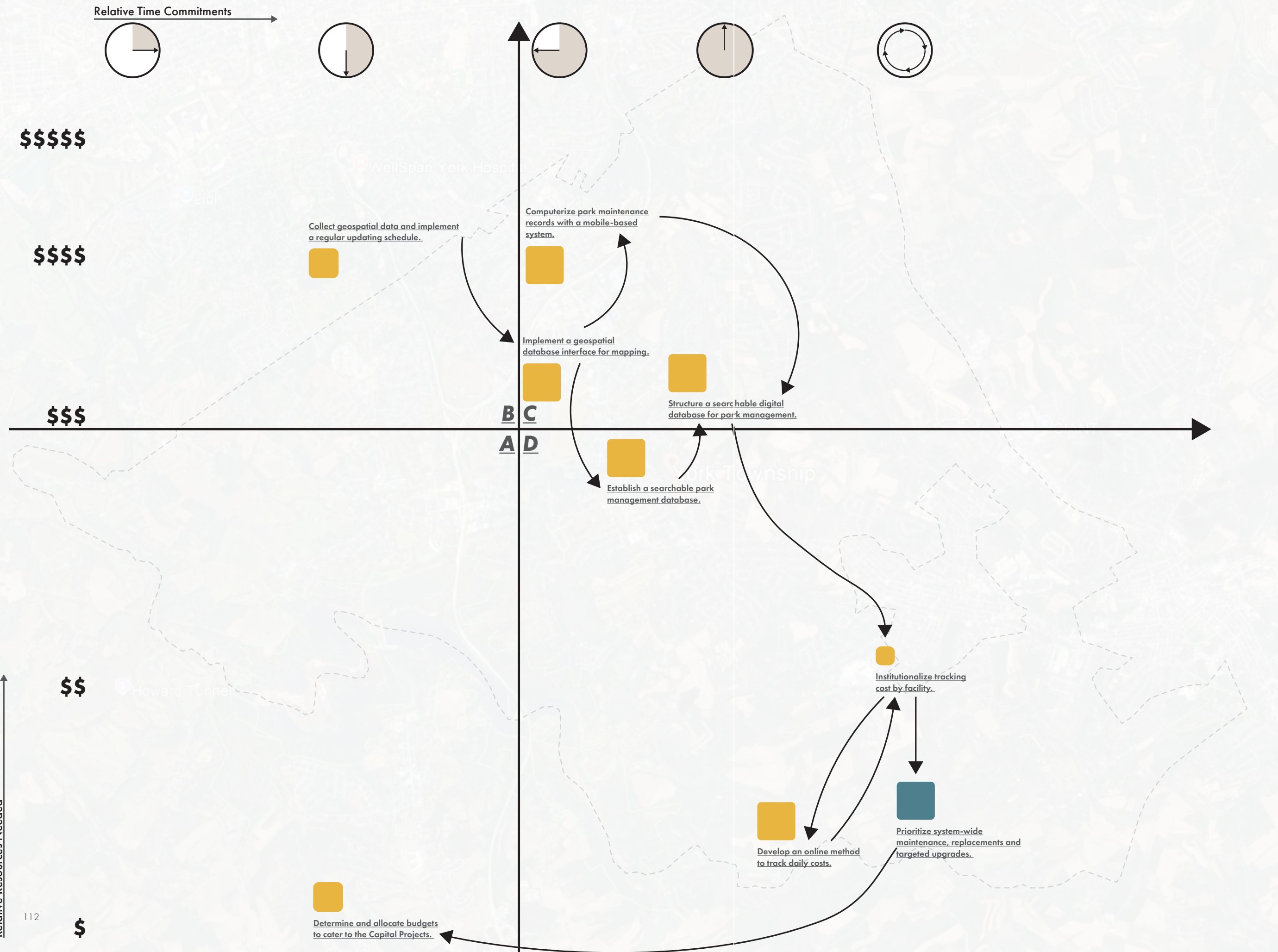
- High Priority
 - Medium Priority
 - Low Priority
 - Environment-Related Actions
 - Connectivity-Related Actions
 - Facilities-Related Actions
 - Operation-Related Actions
 - Partnership Possible for Actions
- \$-\$\$\$\$\$ Relative Resources Needed
- Relative Time Commitments
- S Strategy
 - I Implementation
 - P Policies
 - R Programming
 - F Facilities
 - D Digital
 - C Construction



Legend

- High Priority
- Medium Priority
- Low Priority
- Environment-Related Actions
- Connectivity-Related Actions
- Facilities-Related Actions
- Operation-Related Actions
- Partnership Possible for Actions
- \$-\$-\$-\$-\$ Relative Resources Needed
- Relative Time Commitments



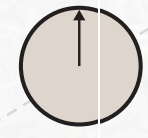
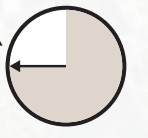
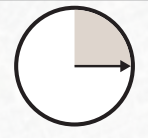


- Legend**
- High Priority
 - Medium Priority
 - Low Priority
 - Environment-Related Actions
 - Connectivity-Related Actions
 - Facilities-Related Actions
 - Operation-Related Actions
 - Partnership Possible for Actions
 - \$-\$-\$-\$-\$ Relative Resources Needed
 - Relative Time Commitments

Legend

- High Priority
- Medium Priority
- Low Priority
- Environment-Related Actions
- Connectivity-Related Actions
- Facilities-Related Actions
- Operation-Related Actions
- Partnership Possible for Actions
- Relative Resources Needed
- Relative Time Commitments

Relative Time Commitments →



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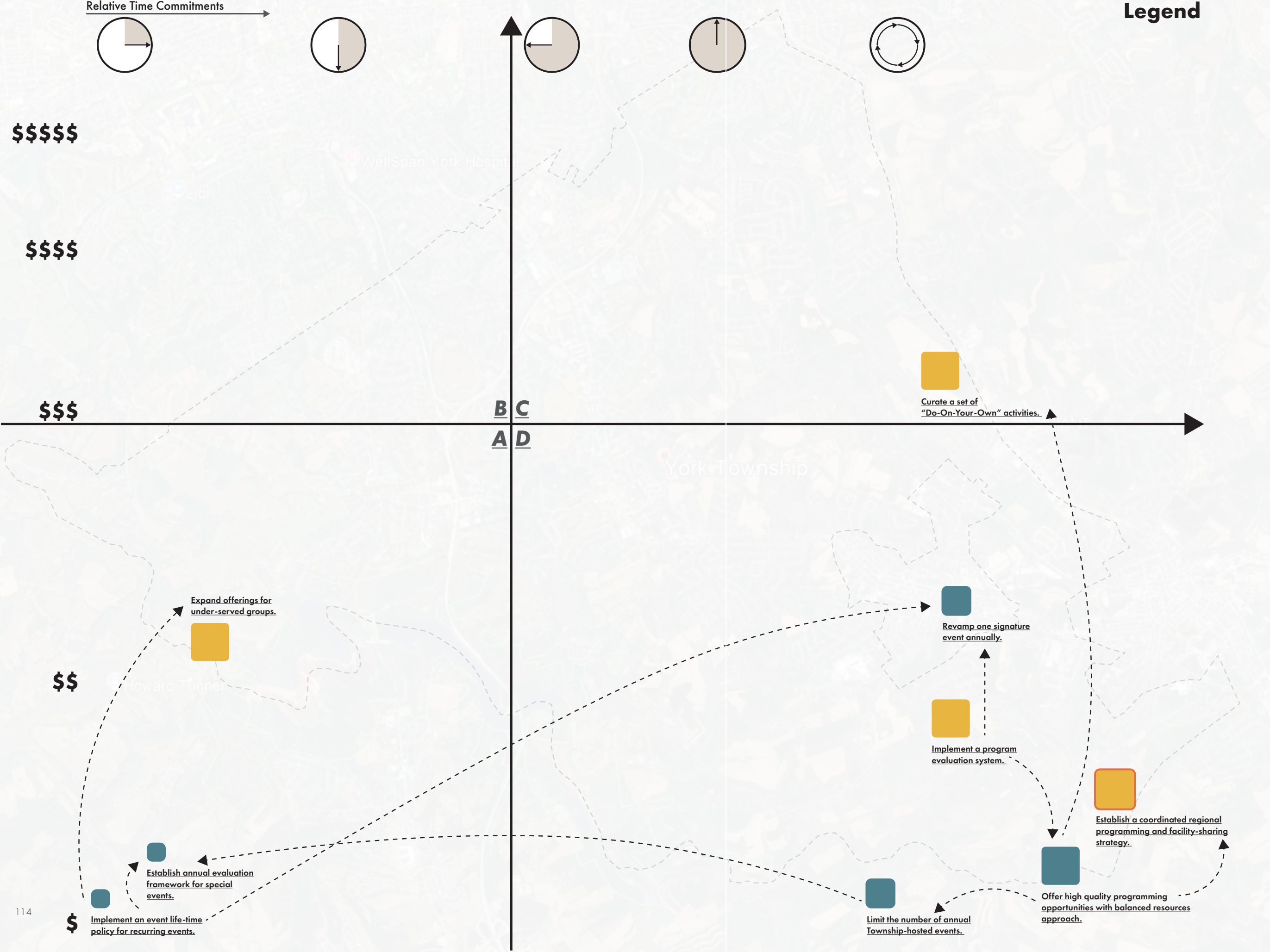
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Relative Resources Needed ↑



Action Plan - List A

Action Items						Areas of Focus		
Sr. No.	Recommended Action	Priority	Departments Involved	Potential Resource Allocation	Potential Time Considerations	Personnel	Operations	Capital
A. Administration								
1	Enhance and implement a Township-wide Parks and Recreation Manual that consolidates policies for scheduling, purchasing, capital projects, maintenance standards and program delivery to strengthen compliance, efficiency and accountability across the entire parks and recreation system.	High	Parks & Rec, Admin, HR	Low	Low	X	X	
2	Advance a comprehensive manual of Department policies related to scheduling, purchasing, capital improvement projects, routine maintenance procedures, etc. to ensure continuity of operations.	High	Parks & Rec, Admin	Low	Medium	X	X	
3	Centralize facility reservations by upgrading the Township's online reservation system and training all frontline staff in its use to streamline operations and increase efficiency.	Medium	Parks & Rec, IT, Public Info	Medium	Low	X	X	
4	Install easy-to-follow, standardized signage system across all parks and recreation sites displaying park names, hours, rules, permitted uses, and safety information in visible, durable formats to enhance public awareness and safety.	Medium	Parks & Rec, Public Works	Low	Low		X	
5	Expand goals/ benchmarks for time and typology of industry associations with organizations such as DCNR, PRPS, etc. to further their offerings and keep systems up to date.	High	Parks & Rec, HR	Low	Medium	X		
6	Determine and allocate budget for playground equipment update based upon the equipment lifespan to ensure safety and quality in the offerings.	High	Parks & Rec, Finance Dept, HR	Low	Medium	X	X	
B. Technology								
1	Implement a geospatial database that includes all data such as park boundaries, trail, walking paths, maintained surfaces, green spaces, township structures (pavilions, gazabos, etc.) infrastructure systems and amenities for the department to make tracking and other functions easier.	High	Parks & Rec, IT, Public Works	Low	Medium	X	X	
2	Computerize park maintenance records with a mobile-based system that delineates routine, seasonal and capital repairs to allow for efficient and controlled response.	High	Parks & Rec, IT, Public Works	Medium	Medium	X	X	
3	Determine and allocate budgets to cater to the Capital Projects as mapped out for the next 5- and 10-years to align with the community demand.	Medium	Parks & Rec, Finance, Planning	Low	Medium		X	X
C. Special Events								
1	Establish an annual program evaluation framework that measures resident participation/ footfall, ROI and efficiency to determine which programs need to be reworked or eliminated.	Low	Parks & Rec, Admin	Low	Low		X	
2	Limit the number of annual Township-hosted events and prioritize events that serve majority of the populations or generate revenue to provide the residents with the best quality recreation.	Medium	Parks & Rec, Finance	Low (savings potential)	Ongoing		X	
3	Strengthen the system to revamp one signature event annually, such as Fall Fest or Camp Night Out, to incorporate evolving community interests and recreation trends.	Medium	Parks & Rec, Public Info	Low	Low recurring	X		
4	Implement an event duration policy for recurring events to prevent stagnation (e.g., no more than 5 years consecutively without redesign).	Low	Parks & Rec, Admin	Low	Low		X	
5	Track volunteer and staff hour required per event in an electronic manner to allow for creating trends for the future events and to plan capacity and recruit accordingly.	Low	Parks & Rec, HR	Low	Ongoing	X		

Action Items						Areas of Focus		
Sr. No.	Recommended Action	Priority	Departments Involved	Potential Resource Allocation	Potential Time Considerations	Personnel	Operations	Capital
D. Operations								
1	Evolve the park maintenance manual to address the specific park/ facilities typologies present in York Township to streamline processes and minimize issues/ concerns.	High	Parks & Rec, Public Works	Low	Medium	X	X	
2	Institutionalize tracking cost by facility (per acre, per capita, per task) to identify funding deficiencies and rationalize capital expenditures.	High	Finance, Parks & Rec	Low	Ongoing		X	
3	Develop an annual report card system to track progress regarding implementation of key goals as established by the departments and respective authorities.	High	Parks & Rec, Admin	Low	Medium	X		
4	Refine and institute a written department operation-related policy document including but not limited to monetary transactions, donations, sponsorships, records management and customer service standards to enhance processes.	Medium	Parks & Rec, Admin, Finance	Low	Low		X	
5	Streamline Financial Reporting Dashboards for more concise monthly insight into program performance, rentals and spending to better understand and develop insights into trends.	High	Finance, Parks & Rec, IT	Medium	Medium		X	
6	Establish a searchable park management database for deeds, easements, use restrictions and maintenance procedures for all properties to increase transparency and ensure smooth working.	High	Parks & Rec, Planning, IT	Medium	Medium	X	X	
E. Programs								
1	Expand programming to cater to all groups of residents of the community so as to make the recreational offerings accessible and engaging for all.	High	Parks & Rec, Public Info	Low	Low, ongoing	X	X	
2	Increase nature-based program series by season (e.g., spring birding, fall nature journaling) to provide new and independent options for the residents to take part in.	Medium	Parks & Rec, Environmental Partners	Low	Ongoing	X		
3	Curate a set of flexible "Do-on-your-Time" activities to cater to different groups of residents and increase involvement.	High	Parks & Rec	Low	Ongoing	X		
4	Establish a system to pilot programs to gauge community response for keeping the offerings up to date.	Medium	Parks & Rec	Low	Ongoing	X	X	
5	Implement a structured program evaluation system to review participation, financial performance and community relevance to keep offerings in sync with the community's interest and wants.	High	Parks & Rec, Finance	Low	Ongoing	X	X	
6	Continue to offer high quality programming opportunities, such as the summer programs, with balanced resources approach to help balance the inflow and outflow.	High	Parks & Rec	Low	Ongoing	X	X	
F. Facilities								
1	Develop individual park master plans for properties of Markey Park and Kehm Park to create a system of phased improvements, reflect community priorities and integrate long-term maintenance and accessibility considerations to align with the Township level demands for recreation.	High	Parks & Rec, Planning, Public Works	Medium	Medium		X	X
2	Enhance passive recreation facilities such as parks (e.g., Mill Creek Preserve) with signage, benches, ADA access, and native landscaping to provide accessible outdoor experiences for all users.	Medium	Parks & Rec, Public Works	High	High		X	X
3	Prioritize system-wide maintenance, lifecycle replacements and targeted upgrades of existing parks and recreation facilities before committing resources to major new construction projects to prevent financial burden on the township.	High	Parks & Rec, Public Works, Finance	Low	Ongoing	X	X	
4	Incorporate inclusive play design that accommodates all ages and abilities such as sensory-friendly play features, accessible trails, etc. to provide options for all groups in the township.	High	Parks & Rec, Public Works, Planning	High	High		X	X

Action Items						Areas of Focus		
Sr. No.	Recommended Action	Priority	Departments Involved	Potential Resource Allocation	Potential Time Considerations	Personnel	Operations	Capital
G. Connectivity								
1	Build a connected, multimodal trail network linking neighborhoods, schools and parks to allow improved access to the facilities.	High	Parks & Rec, Planning, Public Works	High	High		X	X
2	Fill sidewalk and trail gaps to improve access to parks within a 10-minute walk with emphasis on between key facilities such as York Township Park, Kehm Park and Markey Park to promote access and provide passive recreation options.	High	Parks & Rec, Planning, Public Works	High	High		X	X
3	Create a cohesive wayfinding and signage system that includes trail markers, entry signs, regulatory information and other branding elements to support user navigation and strengthen the Township's identity across all park sites.	Medium	Parks & Rec, Public Info, Public Works	Medium	Medium		X	X

Action Plan - List B

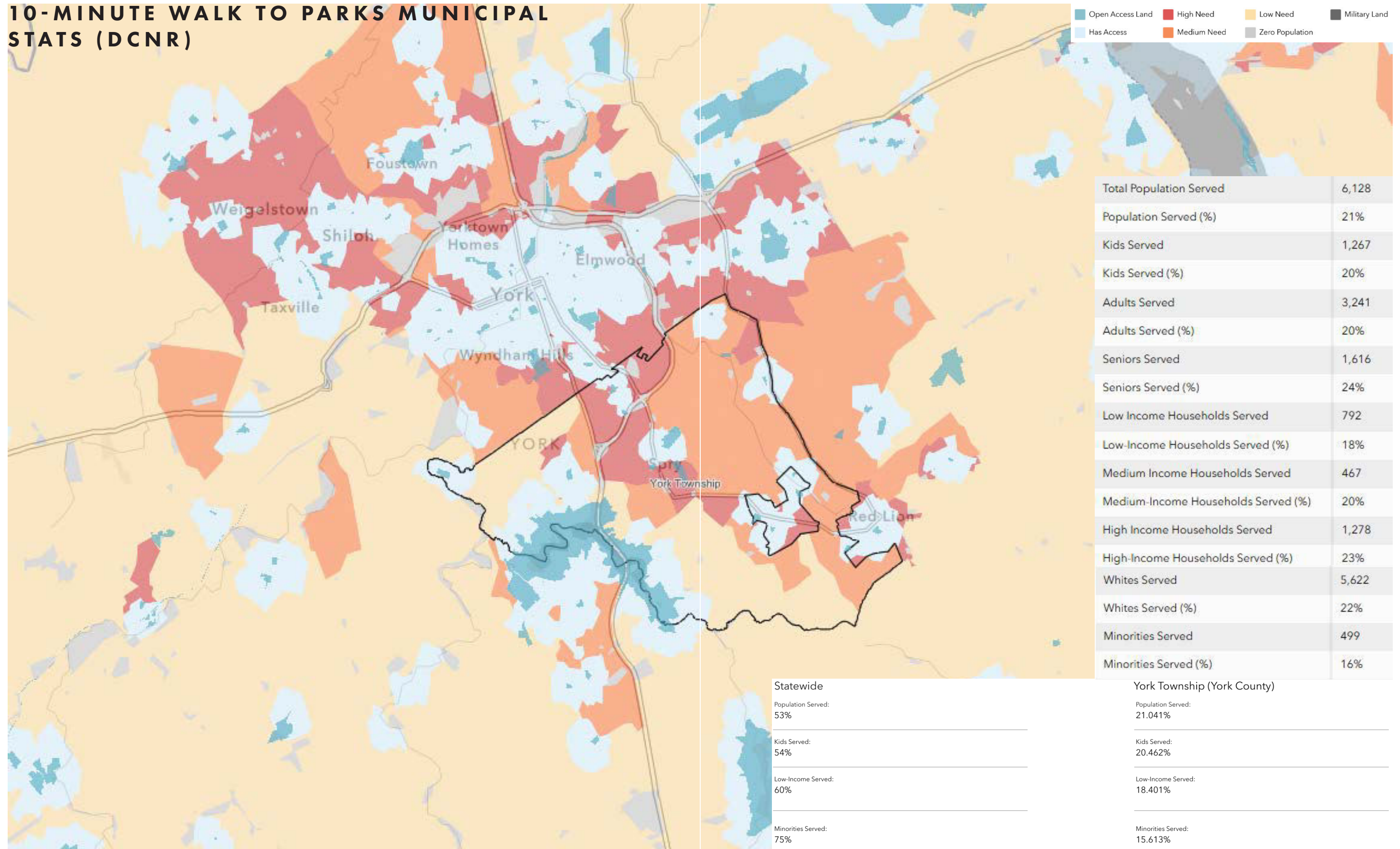
Action Items						Areas of Focus		
Sr. No.	Recommended Action	Priority	Departments Involved	Potential Resource Allocation	Potential Time Considerations	Personnel	Operations	Capital
A. Administration								
1	Consider the feasibility of providing information boards at York Township Parks for self-serve public information.	Medium	Parks & Rec, Public Info	Medium	Medium			X
2	Evaluate the feasibility of creating a coordinated, cross-department training program for both part-time and full-time staff that outlines shared skills, operational procedures, safety protocols, and customer-service standards to improve consistency and workforce flexibility.	Medium	Parks & Rec, HR	Low	Ongoing	X		
3	Establish and update a clear set of minimum professional certification requirements for all supervisory personnel, including credentials and relevant technical certifications, to standardize qualifications, strengthen safety practices, and support consistent service delivery across the system.	Medium	Parks & Rec, HR	Low	Medium	X		
B. Technology								
1	Collect geospatial data including those listed below and implement a regular updating schedule for amenities and points to ensure accurate information for planning, budgeting, and maintenance coordination. <ul style="list-style-type: none"> - Park boundaries and property lines. - Walking paths, hiking trails, and sidewalks. - Maintained surfaces such as athletic fields, gardens, parking lots, and mowed open space. - Unmaintained areas such as woodland, grasslands, wetlands, and waterbodies. - Infrastructure such as electrical lines, receptacles, lighting, water lines, sprinklers, and gas lines. - Structures such as pavilions, gazebos, restrooms, and sheds. - Amenities such as picnic tables, benches, drinking fountains, horseshoe pits, and grills. 	Medium	Parks & Rec, IT, Public Works	Medium	Medium	X	X	X
2	Consider the feasibility of developing a system to track live maintenance to make it more efficient and systematic.	Medium	Parks & Rec, IT, Public Works	Medium	Medium	X	X	
C. Operations								
1	Structure a searchable digital database for park management inclusive of geospatial data, historical records/easements and use and maintenance procedures for cross departmental use and assist long and short-term planning.	High	Parks & Rec, Planning, IT	Medium	Medium	X	X	
2	Develop an online method to track costs for the day-to-day functioning of facilities using factors such as area, per capita, per task, etc. to identify funding deficiencies and rationalize capital expenditures.	High	Finance, Parks & Rec	Low	Ongoing		X	
3	Expand and implement the system to monitor "Uncontrollable Costs" and their inflation (e.g., utilities, insurance, fuel) to allow for better integration into budget projection processes for departments and sub-departments.	Medium	Finance, Parks & Rec	Low	Annual		X	
D. Programs								
1	Establish a coordinated regional programming strategy by establishing communication channels, shared calendars and regularly scheduled coordination meetings with surrounding municipalities to reduce duplication, pool resources and jointly plan overlapping/ complementary programs while reinforcing the Township's unique specialty programs.	High	Parks & Rec, HR	Low	Low, ongoing	X	X	
E. Facilities								
1	Consider the feasibility of retrofitting or repurposing underutilized courts into pickleball courts to meet increasing demand.	Medium	Parks & Rec, Public Works	Medium	Low		X	X
2	Redesign park typologies (e.g., nature/recreation hybrid parks) to allow for flexible community use and seasonal demand.	Medium	Parks & Rec, Planning	Low (study/plan)	Medium		X	

Action Items						Areas of Focus		
Sr. No.	Recommended Action	Priority	Departments Involved	Potential Resource Allocation	Potential Time Considerations	Personnel	Operations	Capital
F. Connectivity								
1	Assess and conduct analysis, if needed with collaborators such as DCNR, to identify key locations or sections to expand the existing pedestrian such as trail infrastructure to improve access to facilities and passive recreation.	Medium	Parks & Rec, Public Works, Planning	Low	Medium	X	X	
2	Adopt and implement the principles of "Complete Streets" to provide better connectivity and access for pedestrians and cyclists.	Medium	Planning, Public Works, Parks & Rec	Low	Medium		X	
3	Strengthen coordination with county and regional trail networks including the Heritage Rail Trail and PA Greenway and pursuing joint funding or maintenance initiatives to share responsibilities and access large scale funding.	Medium	Parks & Rec, Planning, County Partners	Low	Ongoing	X		
4	Coordinate with the York Township Stormwater Consortium and DCNR to integrate green infrastructure and stormwater management into trail and park/open space design, enhancing ecological function and supporting grant opportunities	Medium	Parks & Rec, Public Works, Planning	Low	Medium	X	X	
G. Collaboration and Partnerships								
1	Consider a facility-sharing agreements with surrounding municipalities, school districts and senior organizations fields, events and other uses to better utilize facilities and provide increased options to the residents.	Low	Parks & Rec, Admin	Low	Ongoing	X	X	
2	Increase participation with YARD and other regional networks for maintenance support and programming partnerships to better align the recreation offerings in the group.	Medium	Parks & Rec, Public Works	Low	Ongoing	X	X	
3	Enhance event coordination with external event vendors using pre-developed checklists and documentation templates to avoid any issues and be prepared for all scenarios.	Medium	Parks & Rec, Admin	Low	Low	X	X	

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APPENDIX

10-MINUTE WALK TO PARKS MUNICIPAL STATS (DCNR)



■ Open Access Land
 ■ High Need
 ■ Low Need
 ■ Military Land
■ Has Access
 ■ Medium Need
 ■ Zero Population

Total Population Served	6,128
Population Served (%)	21%
Kids Served	1,267
Kids Served (%)	20%
Adults Served	3,241
Adults Served (%)	20%
Seniors Served	1,616
Seniors Served (%)	24%
Low Income Households Served	792
Low-Income Households Served (%)	18%
Medium Income Households Served	467
Medium-Income Households Served (%)	20%
High Income Households Served	1,278
High-Income Households Served (%)	23%
Whites Served	5,622
Whites Served (%)	22%
Minorities Served	499
Minorities Served (%)	16%

Statewide

Population Served:
53%

 Kids Served:
54%

 Low-Income Served:
60%

 Minorities Served:
75%

York Township (York County)

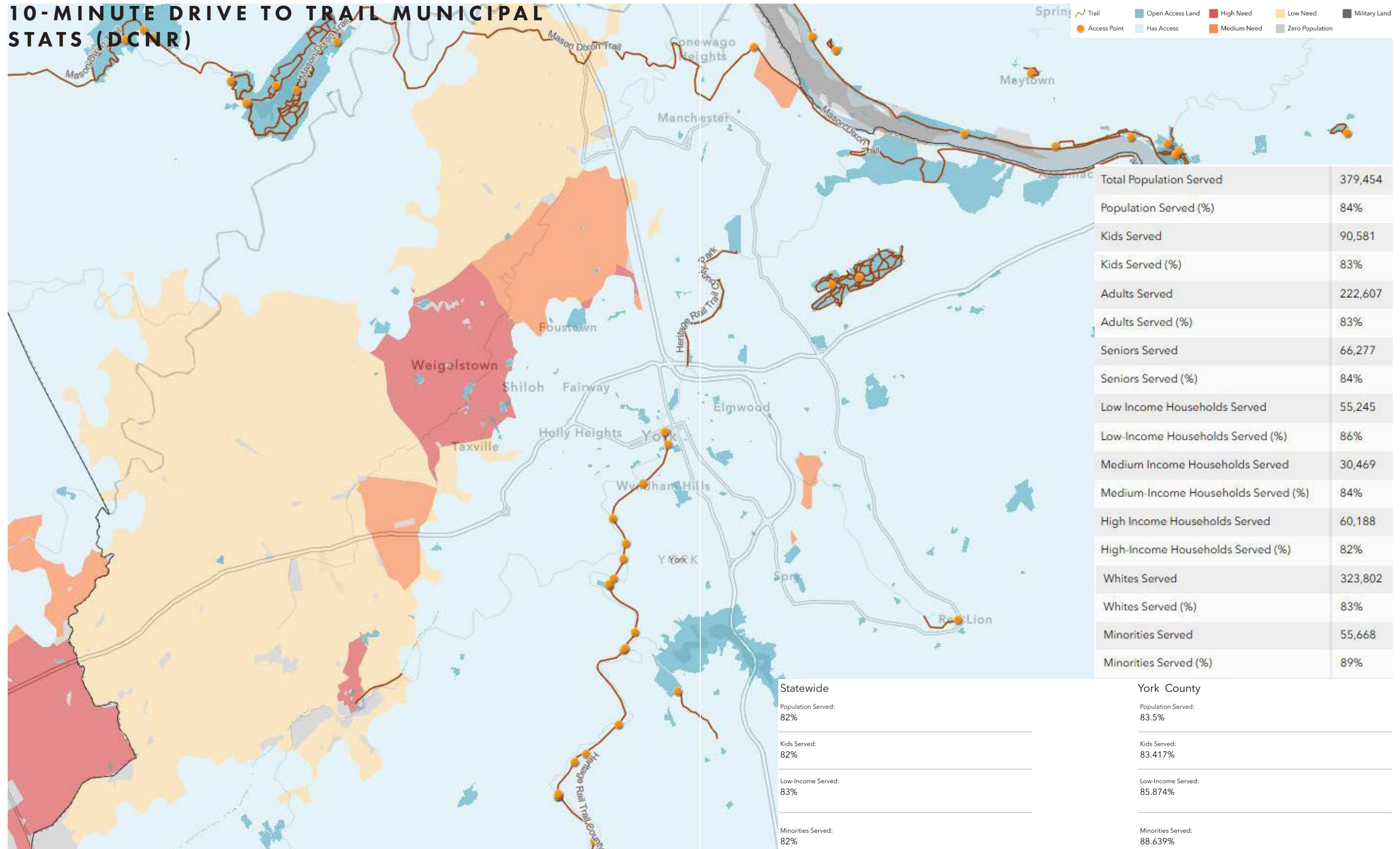
Population Served:
21.041%

 Kids Served:
20.462%

 Low-Income Served:
18.401%

 Minorities Served:
15.613%

10-MINUTE DRIVE TO TRAIL MUNICIPAL STATS (DCNR)

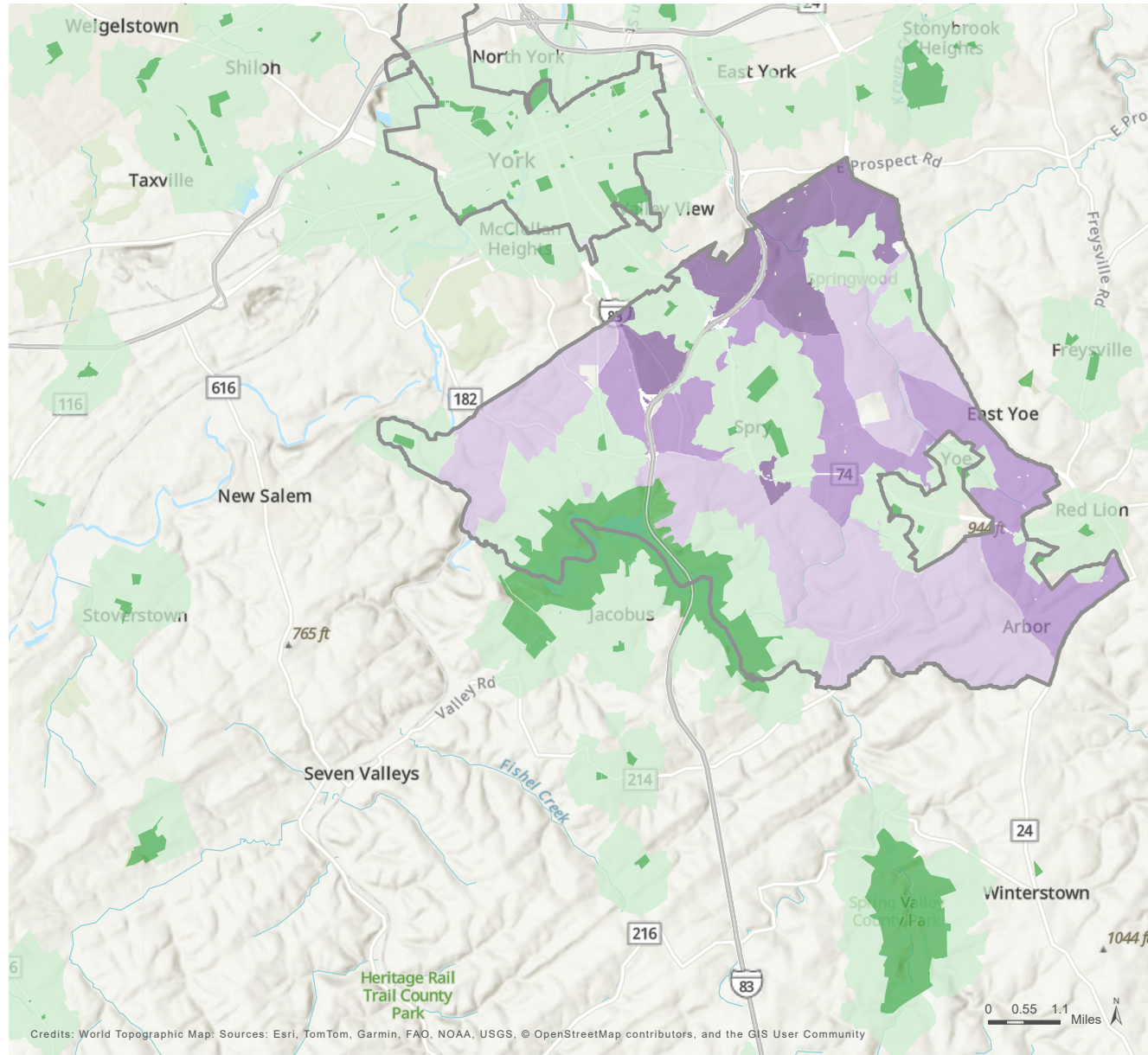


Total Population Served	379,454
Population Served (%)	84%
Kids Served	90,581
Kids Served (%)	83%
Adults Served	222,607
Adults Served (%)	83%
Seniors Served	66,277
Seniors Served (%)	84%
Low Income Households Served	55,245
Low-Income Households Served (%)	86%
Medium Income Households Served	30,469
Medium-Income Households Served (%)	84%
High Income Households Served	60,188
High-Income Households Served (%)	82%
Whites Served	323,802
Whites Served (%)	83%
Minorities Served	55,668
Minorities Served (%)	89%

Statewide
Population Served: 82%
Kids Served: 82%
Low-Income Served: 83%
Minorities Served: 82%

York County
Population Served: 83.5%
Kids Served: 83.417%
Low-Income Served: 85.874%
Minorities Served: 88.639%

10-MINUTE WALK TO PARKS MUNICIPAL STATS (ParkServe)

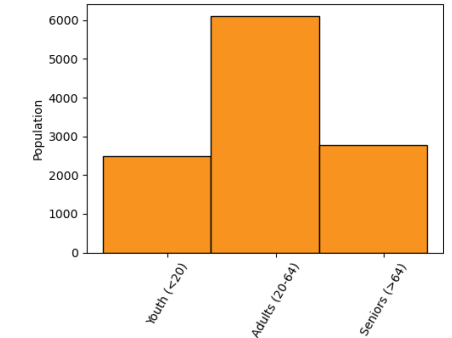


- ParkServe Place
- Park with public access
- 10-minute walk service area
- High priority
- Moderate priority
- World_Hillshade
- Priority areas for new parks (place)
- Very high priority

City Statistics	Current
City: York, PA	
Park Acres	1,135
Total Population	30,558
Served Population	11,388
Percent Served	37.3%

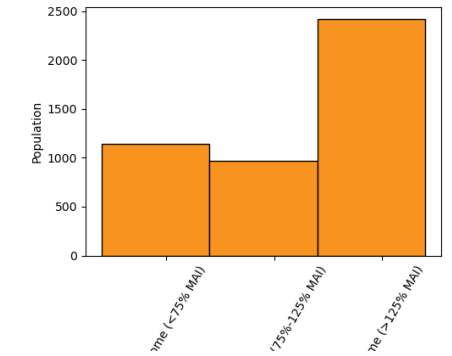
Population	Within a 10-minute walk
Total Population	11,388

Age	Within a 10-minute walk
Children (less than age 20)	2,497
Adults (age 20 to age 64)	6,109
Seniors (age 65 and up)	2,776

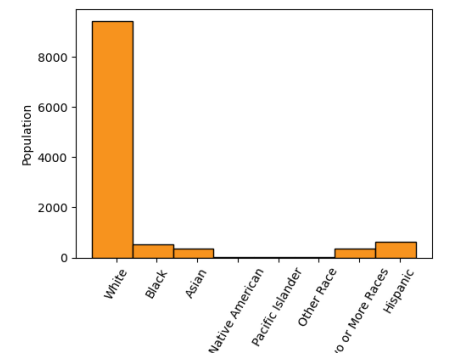


Households by Income	Within a 10-minute walk
Low income	1,143
Middle income	965
High income	2,419

(Generated from urban area median income)



Race/Ethnicity	Within a 10-minute walk
White*	9,439
Black*	529
Asian*	353
Native American*	28
Pacific Islander*	6
Other Race*	28
Two or More Races*	364
Hispanic	638



* Excludes those that report Hispanic origin (which is captured separately from race by the U.S. Census)

Demographic information is derived from ESRI 2024 Demographic Forecast Block Groups data.

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OPINION OF PROBABLE COST FOR PICKLEBALL COURTS

Over the past several years, pickleball has been one of the most rapidly expanding recreational pursuits in York Township, tracking national trends as well as the Township's own demographic evolution. Pickleball was repeatedly cited by residents across all age cohorts as a high-priority facility need, with older adults in particular indicating a interest in active, low-impact forms of recreation. The sport's social nature, space efficiency, and year-round adaptability position it especially well for multi-generational use and community formation.

Public feedback received from surveys and key individual interviews shows significant interest in expanding the number of pickleball courts within the Township park system. Many respondents were enthusiastic about the possibility of converting underused tennis or basketball courts into multi-lined, shared-use courts as an alternative to undertaking large-scale new construction. This idea is aligned with the Township's general goals of fiscal conservatism, lowering debt, and making the most efficient use of existing assets. It also allows room for meeting present demand while leaving open the option for future stand-alone courts if participation continues to grow.

The Comprehensive Recreation, Park, and Open Space Plan recognizes this requirement and provides an estimate of probable cost for new facility and conversion options. The ranges in costs are presented to aid the Township in pursuing external funding, such as potential DCNR Programs and recreation facility grants, as well as local partnership opportunities with the school district and civic organizations.

The Plan recommends that York Township conduct a short feasibility study to identify what existing facilities, such as those at York Township Park or Kehm Park,

are most suitable for conversion to pickleball use, in concert with an examination of parking capacity, accessibility, and neighborhood scheduling needs. This comprehensive approach will assist in ensuring that pickleball development enhances overall park function, optimizes accessibility, and supports the Township's goal of developing inclusive, economically sustainable recreation opportunities for Township residents of all ages.

Typology	Task Breakdown	Estimates
Reworked Existing Courts		
Hard Cost	Site Preparation	\$1.5 / sq. ft.
	Court Renovations	\$9.2 / sq. ft.
Soft Cost		\$0.8 / sq. ft.
New Courts		
Hard Cost	Site Preparation	\$2 / sq. ft.
	Court Construction	\$11.5 / sq. ft.
Soft Cost		\$1 / sq. ft.

YORK TOWNSHIP POSITION DESCRIPTION

POSITION TITLE: Recreation Program Coordinator -

DEPARTMENT: Recreation

REPORTS TO: Recreation Director

JOB CLASSIFICATION: Non-Exempt

PRIMARY FUNCTION:

The **Recreation Program Coordinator** uses independent discretion to plan, organize, supervise, and evaluate activities necessary to provide an area-wide recreational program for individuals and groups of all ages. This employee supervises part-time and/or contracted recreation personnel throughout the year. In the absence of the director, the program coordinator will oversee the operation of the department.

Essential Functions:

- Assisting in hiring, train, supervise, and/or evaluate assigned recreation personnel.
- Prepare and monitor assigned budget area.
- Create, plan, implement, and schedule programs, such as classes, clinics, workshops, and community special events, or direct part-time staff in doing so.
- Promote, organize, schedule, and supervise youth and adult sport leagues, or direct part-time staff in doing so.
- Purchase equipment and supplies for programs as needed.
- Negotiate agreements with contracted instructors and service providers.
- Prepare and maintain a variety of records and reports related to multiple recreational areas, including expense and revenue budgets, safety issues, and activity schedules.
- Attend recreational classes and events as required to ensure smooth operation.
- Respond to citizen questions and resolve complaints as needed.
- Represent the Recreation Department at community meetings and civic organizations as needed.
- Work closely with the Dallastown Area School District, a variety of public and private officials and organizations, representatives from community groups, and the general public in the

development of a quality recreation program.

- Recommend policy development in the area of part-time personnel, programming, and recreation activities.
- Assist the Director in the long-range planning for department facilities.
- Other miscellaneous duties as assigned by the Recreation Director.

QUALIFICATIONS:

Education:

- Four-year degree in Parks and Recreation administration, early childhood development, physical education, or closely related field.
- Minimum of two (2) years of professional-level experience in recreation programs, including supervision/administration of a multi-faceted recreation program. Experience can be substituted for educational qualifications.

Knowledge, Skills and Abilities:

- Principles, practices, and techniques of planning and directing a comprehensive recreation program.
- Principles and practices of administration, supervision, and training.
- Organization and development techniques for recreation programs.
- Scheduling and staffing of recreation facilities.
- Intermediate computer operation.
- Applicable health and safety codes, laws and York Township rules and regulations.
- Identify recreation needs of segments of the community.
- Use independent discretion in creating, planning, implementing, and evaluating comprehensive recreation programs and activities for segments of the community population.
- Effectively manage employees, including part time recruitment.
- Participate in the budget preparation and monitoring process.
- Promote community interest through recreational community programs.
- Prioritize and schedule work, meet schedules and time-lines.
- Work independently with little direction.
- Communicate effectively both verbally and in writing
- Establish and maintain cooperative and effective working relationships with co-workers and the public.
- Read, interpret, apply and explain rules, regulations, policies and procedures.
- Prepare and maintain a variety of records and reports.

YORK TOWNSHIP POSITION DESCRIPTION

CERTIFICATIONS / LICENSES:

- Valid driver's license.
- CPR and First Aid certification.
- Current Act 34 and child abuse clearances.

PHYSICAL REQUIREMENTS:

- Sitting in a normal seated position for extended periods of time.
- Reaching by extending hand(s) or arm(s) in any direction.
- Finger dexterity required to manipulate objects with fingers rather than with whole hand(s) or arm(s), for example, using a keyboard.
- Communication skills using the spoken word.
- Ability to see within normal parameters.
- Ability to hear within normal range.
- Ability to move about in an office setting.
- Ability to work in an outdoor setting for township events.
- Ability to work during day/evening hours, including occasional weekends on an as-needed basis.
- Occasional lifting and carrying of objects weighing 35 pounds or less.

POSITION TITLE: Playground Program Counselor -

DEPARTMENT: Recreation

REPORTS TO: Program Director and Playground Program Director

JOB CLASSIFICATION: Seasonal/Part-Time

POSITION SUMMARY:

The Playground Program Counselor plans, organizes, supervises, and evaluates activities necessary to provide a safe and fun atmosphere for the Summer Playground Program, a multi-week camp held at various park sites in the Township. This employee supervises Playground Program participants throughout the summer season. In the absence of the Playground Program Counselor, a Playground Program Director or other Recreation Department staff will oversee the operation of his/her job.

ESSENTIAL FUNCTIONS:

- Supervise Playground Program participants.
- Create, plan, and implement activities for Playground Program participants.
- Maintain program records and reports related to each park, including attendance sheets, parent sign-in/sign-out sheets, accident reports, incident reports, safety issues, and activity schedules.
- Maintain a clean and safe environment at each playground park on a daily basis.
- Attend weekly staff meetings.
- Respond to citizen questions and resolve complaints as needed.
- Recommend policy development regarding the Summer Playground Program.
- Assist the Playground Program Director in managing playground participants on fieldtrips, swimming pool outings, All Parks Days and special events.
- Other miscellaneous duties as assigned by the Playground Program Director and Recreation Department staff.

QUALIFICATIONS:

Education:

- Applicant must be 17 years of age or older with an interest in earning a degree in Parks and Recreation, Education or a closely related field.
- Experience in recreation programs, athletic organizations, overseeing children either in a home setting or organized group setting. Experience can be substituted for educational qualifications.

Knowledge, Skills and Abilities:

- Ability to plan, organize and direct elements of recreation activities and games.
- Use of creative skills in creating, planning, implementing, and evaluating comprehensive activities for Summer Playground Program participants.
- Prioritize and schedule work and meet schedules and timelines.
- Work independently within the set policies and procedures of programs.
- Communicate effectively both verbally and in writing
- Basic computer operation.
- Establish and maintain cooperative and effective working relationships with co-workers and the public.
- Read, interpret, apply and explain rules, regulations, policies and procedures.
- Prepare and maintain a variety of records and reports.

- Ability to hear within normal range.
- Ability to move about in an outdoor environment.
- Ability to work in an outdoor setting for township events.
- Ability to work during day/evening hours, including occasional weekends on an as-needed basis.
- Occasional lifting and carrying of objects weighing 35 pounds or less.

CERTIFICATIONS / LICENSES:

- Valid driver's license.
- CPR and First Aid certification.
- Mandated Reporter Training certificate.
- Current PA Act 34 Child Abuse History Clearance.
- PA State Police Background Check.
- FBI Fingerprinting.

PHYSICAL REQUIREMENTS:

- Reaching by extending hand(s) or arm(s) in any direction.
- Finger dexterity required to manipulate objects with fingers rather than with whole hand(s) or arm(s), for example, using a keyboard.
- Communication skills using the spoken word.
- Ability to see within normal parameters.

YORK TOWNSHIP POSITION DESCRIPTION

POSITION TITLE: Playground Program Assistant Coordinator

DEPARTMENT: Recreation

REPORTS TO: Program Coordinator

JOB CLASSIFICATION: Seasonal/Part-Time

PRIMARY FUNCTION:

The Playground Program Assistant Coordinator will work closely with Playground Program Counselors, campers, and parents. The Playground Assistant Coordinator will be responsible for the supervision of all Playground Program Counselors while on duty. He/she must be able to work under time constraints, multi-task, and work independently, as well as within a team. In the absence of the Playground Program Director, the Program Coordinator or other Recreation Department staff will oversee the operation of his/her job.

PRINCIPAL DUTIES:

- Primarily responsible for the delegation of duties to all Playground Program Counselors.
- Assists the Program Coordinator in the training, supervision and evaluation of Playground Program Counselors.
- Recommends and carries out new ideas and activities.
- Maintains proper documentation/records, and prepares reports as needed.
- Provides in-camp disciplinary action, if necessary.
- Ensures the park sites have adequate camp supplies/equipment by purchasing supplies as needed and submitting receipts on a timely basis.
- Oversees the planning and implementation of camp activities and ensures all Playground Program Counselors/sites are informed and prepared at the beginning of each day.
- Keeps all Playground Program Counselors and Recreation Department staff informed of any program changes.
- Evaluates program on a weekly basis and suggests alternatives if necessary. Ensures any changes are implemented.
- Maintains used facilities in a clean and orderly condition at all times.

- In the event of absence/illness of any Playground Program Counselor, ensures that suitable changes to the program/daily agenda/staff assignments are made and could mean being a counselor for the day.
- Acts as primary liaison between Playground Program Counselors and parents.
- Oversee weekly Playground Program Counselor staff meetings when needed.
- Other miscellaneous duties as assigned by the Program Coordinator and/or Recreation Department staff.

QUALIFICATIONS:

Education:

- High School Graduate with an interest in earning a degree in Parks and Recreation, Education or a closely related field.
- Minimum of two (2) years of professional-level experience in recreation programs, including supervision/administration of a multi-faceted recreation program. Experience can be substituted for educational qualifications.

Knowledge, Skills and Abilities:

- Principles, practices and techniques of planning and directing a comprehensive recreation program.
- Principles and practices of administration, supervision and training.
- Organization and development techniques for recreation programs.
- Basic computer operation.
- Applicable health and safety codes, laws and York Township rules and regulations.
- Use independent discretion in creating, planning, implementing, and evaluating comprehensive activities for summer playground counselors and participants.
- Effectively manage employees.
- Prioritize and schedule work and meet schedules and time-lines.
- Work independently with little direction.
- Communicate effectively both verbally and in writing
- Establish and maintain cooperative and effective working relationships with co-workers and the public.
- Read, interpret, apply and explain rules, regulations, policies and procedures.
- Prepare and maintain a variety of records and reports.

CERTIFICATIONS / LICENSES:

YORK TOWNSHIP POSITION DESCRIPTION

- Valid driver's license.
- CPR and First Aid certification.
- Mandated Reporter Training
- Current Act 34 Child Abuse History Clearance.
- PA State Police Background Check.
- FBI Fingerprinting.

PHYSICAL REQUIREMENTS:

- Reaching by extending hand(s) or arm(s) in any direction.
- Finger dexterity required to manipulate objects with fingers rather than with whole hand(s) or arm(s), for example, using a keyboard.
- Communication skills using the spoken word.
- Ability to see within normal parameters.
- Ability to hear within normal range.
- Ability to move about in an office setting.
- Ability to work in an outdoor setting for township events.
- Ability to work during day/evening hours, including occasional weekends on an as-needed basis.
- Occasional lifting and carrying of objects weighing 35 pounds or less.

POSITION TITLE: Recreation Custodian

DEPARTMENT: Recreation

REPORTS TO: Recreation Director

JOB CLASSIFICATION: Part Time Hourly

PRIMARY FUNCTION:

The Recreation Custodian is responsible for the upkeep and cleanliness of all Township buildings, including, but not limited to, the breakrooms, floors, meeting areas, bathrooms and locker rooms.

Essential Functions:

- Sweep, mop and vacuum floors.
- Clean kitchens, including appliances and tables
- Clean bathroom and locker room floors, toilet, toilet fixtures, and replace toilet paper/hand soap as needed for all township facilities.
- Sanitize commonly used areas, such as light switches, door handles, and countertops
- Take down tables when necessary
- Restock items in bathroom and kitchen, such as toilet paper, soap and paper towels, as needed
- Keep inventory of cleaning supplies stocked.
- Collect and remove trash and recycling as needed.
- Dust items in room periodically (lamps, tops of heating units, etc.)
- Communicate with Recreation Director and/or Township Manager for any additional areas to clean and sanitize
- Other tasks as assigned

QUALIFICATIONS:

Education:

- High School Diploma or GED

Knowledge, Abilities, and Skills:

- Punctuality
- Reliability
- Communication
- Attention to detail
- Janitorial experience preferred

CERTIFICATIONS / LICENSES:

- Must be able to pass state and federal background checks.

PHYSICAL REQUIREMENTS:

- Frequent standing and walking for extended periods of time.
- Occasional kneeling
- Reaching by extending hand(s) or arm(s) in any direction.
- grabbing
- Finger dexterity required to manipulate objects with fingers rather than with whole hand(s) or arm(s), for example, using a keyboard.
- Communication skills using the spoken word.
- Ability to see within normal parameters.
- Ability to hear within normal range.
- Ability to move about in an office setting.
- Occasional lifting and carrying of objects weighing 35 pounds or less.

YORK TOWNSHIP RECREATION DEPARTMENT
JOB DESCRIPTION

JOB TITLE: Director

DEPARTMENT: Recreation

REPORTS TO: Recreation Board and the Township Manager

PRINCIPAL PURPOSE OF JOB:

The Director is an executive position with the responsibility for planning, development, promotion, coordination, organization and administration of a comprehensive recreation service for the entire community. This position will also supervise other full-time staff members of the Recreation Department. This position will also work nights and weekends as necessary.

LEVEL OF AUTHORITY:

The Director implements the policies of the Recreation Board and serves as the technical advisor and consultant to the Board and community. The Director has executive responsibility for York Township Recreation, its services, personnel and facilities, reporting to and receiving general policy and administrative guidance from the Board of Commissioners through the Recreation Board. Also, the Director adheres to York Township personnel policy and guidance provided by the Township Manager.

EXAMPLES OF DUTIES:

- The following duties are not inclusive of all duties and the incumbent performs other related duties as required:
- Administers the total operation of the Recreation Department in accordance with the policies established by the Recreation Board.
- Supervise and direct the activities of Recreation Department staff.
- Establish, review and coordinate procedures to the end that maximum services may be provided at minimum cost.
- Develop and sustain a broad diversified program of recreation activities and services to meet the needs and interests of York Township residents.
- Develop and implement staff development programs, as needed, to implement departmental changes, improvements, and/or modifications.
- Recruit/aid in selection and employment of department personnel.
- Develop the annual Recreation Department budget based upon guidance from the Recreation Board.
- Supervise the organization and conduct of the community recreation programs, including those activities under direct leadership of others which primarily require provision of facilities, equipment and general administrative service.
- Establish, develop and maintain a meaningful program for ongoing inclusion of volunteers in the recreation program.
- Advise/supervise the acquisition, planning, design, construction and maintenance of recreation areas and facilities under the purview of the department.
- Prepare, compile and provide recommendations for adoption of immediate and strategic plans to meet community needs for adequate and meaningful recreation areas, facilities, service, personnel and finances.

- Study, analyze and report on the effectiveness of the department's services and trends within the area of community recreation.
- Establish and maintain cooperative planning and working relationships with other local community and county agencies and institutions, governmental, voluntary and private, and with state, regional and national agencies tasked with recreation and appropriate related fields. Serve ex-officio as consultant to community agencies concerned with city planning, housing, public welfare, education and other subjects closely related to community recreation. Provide periodic reports to the Recreation Board concerning these relationships and consultation.
- Interpret the recreation program and its philosophy and objectives through all suitable means, including all appropriate publicity and public relations media.
- Develop, analyze and administer the Recreation Department budget and expenditures in accord with established budget appropriation and expenditures procedures and under the guidance of the Recreation Board.
- Recommend the establishment and/or revision of necessary fees and charges for various department services, programs and facilities.
- Attend York Township Board of Commissioners meetings to represent the Parks and Recreation Department and assist in Recreation Board reporting.
- Perform such other tasks, special assignments, and duties as may be assigned by the Recreation Board.

QUALIFICATIONS:

- Education: Graduation with a four-year degree in Parks and Recreation administration or other related field of study.
-
- Experience: Five (5) years of progressive experience as a manager of a Parks and Recreation program.
-
- Certifications: Possession of a valid Pennsylvania State driver's license at the time of appointment or the ability to acquire one within 30 days; CPR and First Aid certification; current Act 34 and child abuse clearances.

KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of:

- Theories and philosophies of recreation and ability to interpret this knowledge to the community and Township leaders.
- Professional, administrative and management skills in the organization, development and maintenance of a comprehensive recreation service involving the operation of recreation areas, facilities, and departmental staff coordination.
- Executive capacity for investigation, analysis, planning, decision-making and implementation of policy.
- Acquisition, function, design, construction, and maintenance supervision of recreation areas, facilities and recreation programs.
- Budget preparation and oversight.
- Basic computer operation.
- Verbal and written communication skills.
- Applicable health and safety codes, laws and York Township rules and regulations.

Ability to:

- Use independent discretion in creating, planning, implementing, and evaluating comprehensive recreation programs and activities for segments of the community population.
- Effectively manage employees, including recruitment, hiring, and firing.
- Participate in the budget preparation and monitoring process.
- Identify and meet recreation needs of segments of the community.
- Promote community interest through recreational community programs.
- Prioritize and schedule work and meet schedules and time-lines.
- Work independently with little direction.
- Communicate effectively both verbally and in writing
- Establish and maintain cooperative and effective working relationships with co-workers and the public.
- Read, interpret, apply and explain rules, regulations, policies and procedures.
- Prepare and maintain a variety of records and reports.

Physical Requirements:

- Sitting in a normal seated position for extended periods of time.
- Reaching by extending hand(s) or arm(s) in any direction.
- Finger dexterity required to manipulate objects with fingers rather than with whole hand(s) or arm(s), for example, using a keyboard.
- Communication skills using the spoken word.
- Ability to see within normal parameters.
- Ability to hear within normal range.
- Ability to move about in an office setting.
- Ability to work in an outdoor setting for township events.
- Ability to work during day/evening hours, including occasional weekends on an as-needed basis.
- Occasional lifting and carrying of objects weighing 35 pounds or less.

YORK TOWNSHIP POSITION DESCRIPTION

POSITION TITLE: Recreation Administrative Assistant

DEPARTMENT: Recreation

REPORTS TO: Recreation Director

JOB CLASSIFICATION: Non-Exempt

POSITION SUMMARY:

The Recreation Administrative Assistant supports the management of the Recreation Department by handling program registrations, maintaining the rental calendar for department facilities, coordinating designated programs, and performing routine administrative and clerical tasks.

ESSENTIAL FUNCTIONS:

- Act as a single point of contact for the Recreation Department, greeting department visitors, answering phone calls and e-mails, responding to inquiries, and directing them to the appropriate personnel as necessary.
- Assist the Recreation Department with evaluating and improving existing programs and services.
- Assist with set-up/breakdown for facility rentals, programs and events.
- Rotate on-call weekends for facility rentals with department staff.
- Maintain and promote program and event information utilizing the Township and department websites and social media accounts.
- Assist in the preparation/review of grants and budget.
- Coordinate and act as point of sales contact for discount ticket sales and yard sale permits.
- Manage Department registrations and rentals, including processing payments and scheduling
- Provide staff support for department programs and events
- Process invoices and maintain filing system for bills.
- Maintain paper and electronic filing systems for records, correspondence, and other material.
- Maintain department bulletin boards, slide shows and flyers
- Assist in preparing materials for various board and/or committee meetings.
- Complete opening and closing procedures
- Coordinate with other front desk staff to monitor front desk area and provide assistance to other departments at front desk when needed
- Oversee park beautification requests.
- Ability to take on the responsibilities of the Department in the absence of the Recreation Director and/or Program Coordinator.
- Other miscellaneous duties as assigned by the Recreation Director.

QUALIFICATIONS:

Education:

- High School Diploma or GED equivalent
- Minimum of 2 years relevant work experience in Parks & Recreation

Knowledge, Skills and Abilities:

- Experience assisting in the planning, organizing and scheduling of events
- Basic computer skills, including e-mailing, social media, electronic calendars, online registration systems and Microsoft Office
- Ability to operate standard office equipment, including copiers and fax machines
- Knowledge of applicable health and safety codes, laws and regulations
- Time management and prioritization skills
- Communicate effectively both verbally and in writing.
- Ability to work a flexible work schedule, including nights and weekends as schedule dictates
- Establish and maintain cooperative and effective working relationships with co-workers and the public.
- Read, interpret, apply and explain rules, regulations, policies and procedures.
- Prepare and maintain a variety of records and reports.
- Knowledge of proper English spelling, grammar, and punctuation.

CERTIFICATIONS / LICENSES:

- Valid driver's license.
- Valid Criminal Record Check
- Valid Child Abuse History Clearance
- Valid Federal Criminal History Record
- Valid First Aid/CPR/AED certification.
- Valid Mandated Reporter Training.

PHYSICAL REQUIREMENTS:

- Sitting in a normal seated position for extended periods of time.
- Reaching by extending hand(s) or arm(s) in any direction.
- Finger dexterity required to manipulate objects with fingers rather than with whole hand(s) or arm(s), for example, using a keyboard.
- Ability to communicate clearly, both verbally and in writing
- Ability to see and hear within normal parameters.
- Ability to move about in an office setting.
- Ability to work in an outdoor setting, including periods of heat and cold
- Occasional lifting and carrying of objects weighing 45 pounds or less.

YORK TOWNSHIP POSITION DESCRIPTION

POSITION TITLE: Working Foreman – Recreation & Property Maintenance

DEPARTMENT: Public Works

REPORTS TO: Assistant Director of Public Works / Recreation Director

JOB CLASSIFICATION: Non-Exempt

POSITION SUMMARY:

The Working Foreman provides supervisory leadership to crew personnel while in a working capacity. In addition, the individual operates equipment and machinery and performs manual labor tasks associated with maintaining the infrastructure, facilities, property, and equipment of the Township.

ESSENTIAL FUNCTIONS:

- Maintain Township Parks, Exterior Grounds at Township Facilities and certain Storm Water Basins to insure their appearance and up keep is in compliance with established Township standards.
- Maintain and insure that the Township Park Storage Building is organized and in a safe and clean environment.
- Direct the activities of assigned crew personnel upon receiving assignments from management.
- Provide leadership at the work area to insure compliance to standards, policies and procedures.
- Teach assigned personnel in utilizing tools and equipment safely, correctly, effectively and properly.
- Complete assignments thoroughly, effectively, efficiently, and in a safe manner.
- Purchase materials, equipment, and supplies as needed for the daily activities according to established policies and procedures.
- Respond to citizen questions and resolve complaints at the work site.
- Establish and maintain cooperative and effective working relationships with co-workers and the public.
- Document the work activity of the crew daily.
- Perform property maintenance at the Township Parks by cutting, trimming, fertilizing, aerating grass areas, repairing the walking paths, maintaining, repairing, and constructing new playground equipment, basketball courts, tennis courts, horseshoe pits, pavilions and the like.
- Perform property maintenance on all other Township owned facilities including the Municipal Complex, storm water management facilities and sidewalks.
- Operate turf equipment, including but not limited to, aerator, sod cutter, sprayers, turf vehicles, lawn mowers, tractors, athletic field equipment, line painter and chalker.
- Perform winter maintenance duties, such as snow removal from roads and / or Township facilities, and the making and placement of de-icing materials.
- Operate hand and power tools.
- Perform field maintenance activities related to MS4 program.
- Operate heavy and highway equipment including, but not limited to, backhoes, road graders, front end loaders, skid steer loaders, lawn mowing equipment, dump trucks, pickup trucks, man lifts, street sweepers, bucket trucks, pavement rippers, backfill and compaction equipment, etc.
- Perform duties associated with roadway maintenance including, but not limited to, bituminous material placement, maintaining traffic (flagging), cutting grass, trimming trees, chipping brush, raking leaves, shoveling snow, clearing debris from catch basins, roadside mowing, street

sweeping, traffic signals maintenance, joint sealing, base repair, etc.

- Perform basic mechanical work on vehicles and equipment (change oil, lube, rotate tires, etc.)
- Perform janitorial duties at all Township buildings and facilities.
- Provide inspection for storm water management BMP's necessary to meet the Township's MS4 permit requirements.
- Other miscellaneous duties as assigned by Public Works management.

QUALIFICATIONS:

Education:

- High School Diploma or G.E.D. equivalent.

Knowledge, Skills and Abilities:

- Must be familiar with the methods, materials, and tools used in the maintenance of municipal infrastructure including but not limited to: a large municipal sanitary sewer collection system, fleet of vehicles, various types of construction equipment, facilities, parks, exterior properties, roads, bridges, culverts, storm water systems, traffic signs and signals, etc.
- Must be familiar with York Township rules and regulations.
- Read and interpret plans, specifications, schematics, and blueprints related to the collection system, roads, snow plow routes, leaf collection routes, etc.
- Ability to work overtime (before and after normal shift, weekends and holidays).
- Ability to respond to an on-call situation resulting from a natural or manmade emergency.
- Make repairs to vehicles, and equipment utilizing hand tools, power tools, welding equipment, etc.
- Make repairs to buildings and other physical properties.
- Prepare and maintain a daily record of activity performed utilizing effective communication skills.
- Ability to follow direction thru the supervisory chain of command.

CERTIFICATIONS / LICENSES:

- Valid Class B CDL license with air brake endorsement.
- Playground Inspection Certification.
- Pesticide License - Category Core and Category 7

PHYSICAL REQUIREMENTS:

- Reaching by extending hand(s) or arm(s) in any direction.
- Finger dexterity required to manipulate objects with fingers rather than with whole hand(s) or arm(s).
- Ability to see within normal parameters.
- Ability to hear within normal range.
- Ability to operate hand tools, power tools, and other equipment as described above.
- Ability to walk, lift, bend, stand, sit, climb, stoop, squat, shovel, rake and drive for extended periods of time.
- Ability to lift and move objects weighing up to 50 pounds.
- Ability to work outside for prolonged periods of time in hot or cold climates (including rain, wind, sleet, and snow).
- Ability to work during the day and/or at night.

YORK TOWNSHIP POSITION DESCRIPTION

POSITION TITLE: Crew Person – Recreation & Property Maintenance

DEPARTMENT: Public Works

REPORTS TO: Working Foreman - Recreation & Property Maintenance

JOB CLASSIFICATION: Non-Exempt

POSITION SUMMARY:

The Crew Person operates equipment and machinery and performs manual labor tasks associated with maintaining the infrastructure, facilities, property and equipment of the Township.

ESSENTIAL FUNCTIONS:

- Perform property maintenance at the Township Parks by cutting, trimming, fertilizing, aerating grass areas, repairing the walking paths, maintaining, repairing, and constructing new playground equipment, basketball courts, tennis courts, horseshoe pits, pavilions and the like.
- Perform property maintenance on all other Township owned facilities including the Municipal Complex, storm water management facilities and sidewalks.
- Operate turf equipment, including but not limited to, aerator, sod cutter, sprayers, turf vehicles, lawn mowers, tractors, athletic field equipment, line painter and chalker.
- Perform winter maintenance duties, such as snow removal from roads and / or Township facilities, and the making and placement of de-icing materials.
- Operate hand and power tools.
- Perform field maintenance activities related to MS4 program.
- Operate heavy and highway equipment including, but not limited to, backhoes, road graders, front end loaders, skid steer loaders, lawn mowing equipment, dump trucks, pickup trucks, man lifts, street sweepers, bucket trucks, pavement rippers, backfill and compaction equipment, etc.
- Perform duties associated with roadway maintenance including, but not limited to, bituminous material placement, maintaining traffic (flagging), cutting grass, trimming trees, chipping brush, raking leaves, shoveling snow, clearing debris from catch basins, roadside mowing, street sweeping, traffic signals maintenance, joint sealing, base repair, etc.
- Perform sanitary sewer infrastructure maintenance.
- Respond to after hour emergencies related to the sanitary sewer system, winter maintenance, storm-related damage, power failures and the like.
- Clearing brush and debris from storm sewer and sanitary sewer right of ways and easements.
- Enter confined spaces such as wet wells, drywells, manholes, valve vaults, storm water pipes and catch basins.
- Perform basic mechanical work on vehicles and equipment (change oil, lube, rotate tires, etc.)
- Perform janitorial duties at all Township buildings and facilities.
- Provide inspection for storm water management BMP's necessary to meet the Township's MS4 permit requirements.
- Other miscellaneous duties as assigned by Public Works management.

QUALIFICATIONS:

Education:

- High School Diploma or G.E.D. equivalent.

Knowledge, Skills and Abilities:

- Must be familiar with the methods, materials, and tools used in the maintenance of municipal infrastructure including but not limited to: a large municipal sanitary sewer collection system, fleet of vehicles, various types of construction equipment, facilities, parks, exterior properties, roads, bridges, culverts, storm water systems, traffic signs and signals, etc.
- Must be familiar with York Township rules and regulations.
- Read and interpret plans, specifications, schematics, and blueprints related to the collection system, roads, snow plow routes, leaf collection routes, etc.
- Ability to work overtime (before and after normal shift, weekends and holidays).
- Ability to respond to an on-call situation resulting from a natural or manmade emergency.
- Make repairs to vehicles, and equipment utilizing hand tools, power tools, welding equipment, etc.
- Make repairs to buildings and other physical properties.
- Prepare and maintain a daily record of activity performed utilizing effective communication skills.
- Ability to follow direction thru the supervisory chain of command.

CERTIFICATIONS / LICENSES:

- Valid Class B CDL license with air brake endorsement.

PHYSICAL REQUIREMENTS:

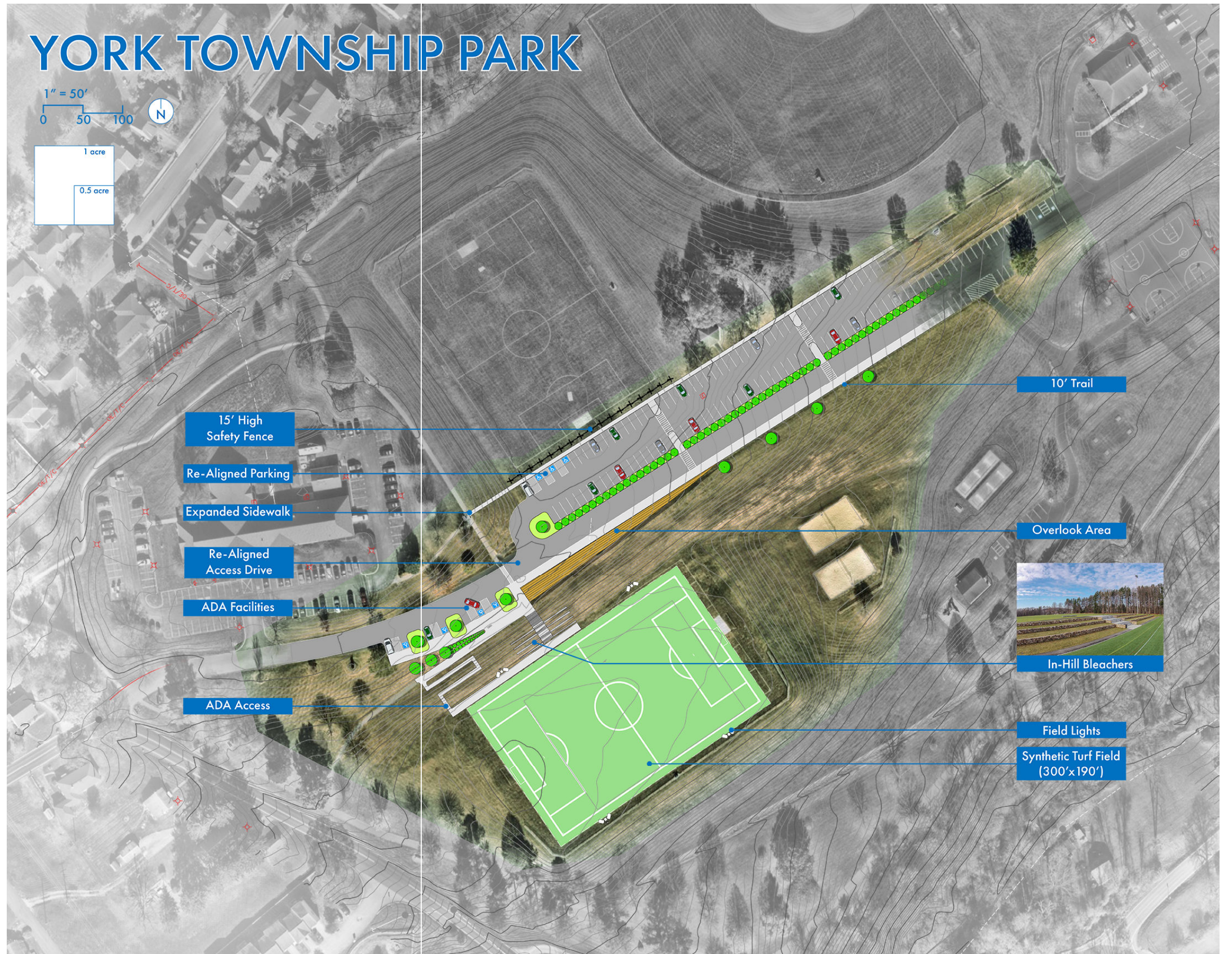
- Reaching by extending hand(s) or arm(s) in any direction.
- Finger dexterity required to manipulate objects with fingers rather than with whole hand(s) or arm(s).
- Ability to see within normal parameters.
- Ability to hear within normal range.
- Ability to operate hand tools, power tools, and other equipment as described above.
- Ability to walk, lift, bend, stand, sit, climb, stoop, squat, shovel, rake and drive for extended periods of time.
- Ability to lift and move objects weighing up to 50 pounds.
- Ability to work outside for prolonged periods of time in hot or cold climates (including rain, wind, sleet, and snow).
- Ability to work during the day and/or at night.

York Township Park - Improvement Plans

As prepared by : Johnson, Mirmiran & Thompson, Inc.

The Township is in the process of developing plans for improvements/ additions the York Township Park. A concept plan has been developed for the field.

The key aims of the concept, among many, is to increase accessibility, ADA compliance and safety measures. The concept as shown in the maps is to add light fixtures in and around the field, installation of fencing and expanded sidewalks.



15' High Safety Fence



Expanded Sidewalk



ADA Facilities



ADA Access

