



LGAA Express

Volume 3, Issue 1

February 15, 2003

Local Government
Administration
Association

Get Ready for the LGAA Conference

The 2003 LGAA Conference promises to be another worthwhile, knowledge gaining and sharing, and enjoyable experience.

Pre Conference Workshop (March 19)
Hear about key issues and trends, and precedent setting cases that have significant impact for our membership and the local government officials, employees, and citizens that we serve.

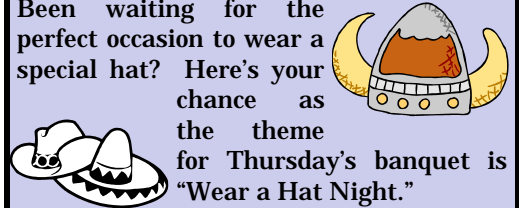
Conference & AGM (March 20 & 21)
Some of our peers will share their knowledge and experiences with:

- How to Fire/How to Hire
- Performance Evaluations
- Interfacing with Customers

A prominent consulting firm will also offer in-depth insight on each of the topics.

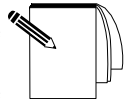
Banquet Theme: "Wear a Hat Night"

Been waiting for the perfect occasion to wear a special hat? Here's your chance as the theme for Thursday's banquet is "Wear a Hat Night."



Volunteer Opportunities

Want to help with the registration table or take notes during a caucus session at the Conference?



Please contact Carol Revega at carol@thorhild.com for further details.

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Board Business

Regular Board Meetings were held on December 13, 2002 and January 24, 2003:

- LGAA will have its name listed in the credits of the Municipal Dispute Resolution videos stating that the LGAA supports the principles of the inter municipal dispute resolution.
- List of law firms will be circulated to LGAA members.
- The topic of LGAA Education Session at the AUMA Convention will be Succession Planning.

Special points of interest:

- * In 2003 the odd numbered zones will be having elections for Zone Directors
- * LGAA Scholarship Deadline extended to April 30, 2003
- * Employment Contracts Handbook on the web

- The LGAA Spring workshop will be held in April 2003 and will focus on government dialogue with representatives speaking on assessment, ASSET, Milenet, Posse, the MGA, MIMS, Crisis Management, Fire Commission, Environment, etc.
- A new LGAA Trade Show Booth Display will be ready for the AUMA Convention.
- Next Meeting: March 19, 2003 in Red Deer

Conference Thoughts

The next edition of the newsletter will feature final thoughts & ideas presented at the 2003 LGAA Conference.

Submitted by: Penny Fox (former CAO - Cremona)

Does a conference really make a difference? Well, last years made a huge impact on me. After the tearful afternoon of listening to my peers open up about their personal experiences I was shocked. It hit me like a rock. I realized my work had taken over my life. I loved my job but it had taken over so much of me. It was no one's fault but my own but it was time for a change.

I got scared. I knew something needed to change so I did some soul searching on the drive home and the following weekend. It soon started to come together and I figured out what had to be done. I needed to slow down and start taking time to look after myself.

How did I do it? I talked honestly and sincerely to my husband, to my Council and my co-workers. I told them I needed to make some changes and that I couldn't do it all anymore. As Brian said, I wasn't "it". The Village could and must be prepared to

carry on without me. I was replaceable. I started to prioritize, to start saying "no" and to depend more on others around me. I talked to colleagues, friends and neighbours and told them I was ready to hear what they had been telling me for years – slow down and take a look at what you are doing.

Two months later a big event happened in my family. My husband got a new job....we made the decision to move. I was scared again. Here was the big challenge – I had to let go of the job I loved. More soul searching was done then off I went to a new home, new town and new life.

Months later I am working in that new town, have a different position, and work with a great CAO. I am rested and I don't carry anywhere near the same stress level. I realize now how close to the edge I was. I am so thankful that there were colleagues out there who cared enough to share their experiences so that I could learn from them.

So can a conference make a difference? **YOU BET IT CAN!** Next time you attend one, sit back and listen, it may be exactly what you need to hear.



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GIS

Our systems integrate with various GIS systems, Online live updating of GIS system.
 Utilize our in house data integration specialist to make this happen

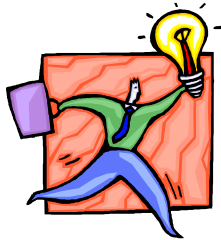
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LGAA Membership and Marketing Committee Needs Input

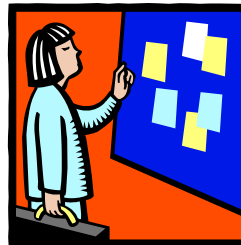
Marketing has assumed an even higher profile for the Membership and Marketing Committee since the adoption of the 2003 LGAA budget.

Committee members are busy working on a new booth. In its initial phase, the emphasis is on marketing the association to prospective members. The process will involve strategic planning, creative concept, logo redesign and slogan development, new trade show booth, display graphics, and pamphlet template. Members can view versions at the LGAA 2003 Conference. Please watch for them and leave your comments - we need your input.



The Committee is also exploring local government linkage to post secondary programs for the practical components and signing up to post secondary employment services/job bank services programs to offer to our membership as an addition to our job e-mail service. Updates and announcements on these activities will be provided through the newsletter and email.

Comments may be sent to the Committee in care of Carol Revega at carol@thorhild.com.



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Zone 1 Examines "Community Branding"

The Zone 1 Fall Meeting was held in Glenwood AB:

- Nancy Frost Smith from Tourism Alberta discussed regional tourism partnerships and packaging the uniqueness of communities ("Community Branding"). Nancy noted that Travel Alberta reps are there to assist communities in setting up marketing plans.
- Alberta Municipal Services - Assessment Services Branch discussed the new ASSET Assessment Program.
- Kevan Jess from the Alberta Fire Commissioner's office reviewed services and technical support his office can provide to municipalities.
- LGAA President Debbie Hamilton discussed current LGAA Board business.
- Niven Parliament gave an update on Municipal Affairs current affairs.

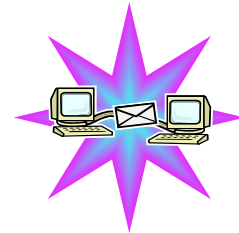


- Thank you to all presenters and to AQUILA for sponsoring the lunch served at the meeting.
- Next meeting: **May 23, 2003** in Lethbridge. Call Terry at (403) 545-2522 if you have agenda topics for this meeting.

Want to receive this Newsletter via E-Mail?

The LGAA Express Newsletter is available in both print and electronic format. To receive your copy of the newsletter via e-mail, send a message to

lgaacommunications@shaw.ca



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Alberta's first Province-Wide Municipal Application Service Provider (ASP) goes live

MicroAge Bellamy Software went live with its first **Bellamy – On Demand** ASP service customer, the Town of Morinville on January 1, 2003. Morinville, like most smaller towns faces the twin challenges of increased public scrutiny, while being asked to deliver more services with fewer resources with in many cases shrinking tax bases.

Computer technology infrastructure appears to becoming less expensive, yet at the same time is becoming more complex and more expensive to deploy and to secure.

When asked about making the change, Colleen Nahernick from the Town of Morinville remarked,

"The transition was seamless and performance over the Internet is great.

We were reluctant to spend taxpayers' money on more IT, when proven lower-cost high-performance choices like BELLAMY – On Demand, are available now. The Bellamy Software outsourced solution provides us more for less.

We get our entire municipal system managed for us offsite – hardware, daily backups, software updates and system maintenance in a more secure environment than our office – so we can focus on our customers."

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Message from the President

2002 was a very busy year for your association. We are 240 members strong and growing each year. We continue to be called upon for advice and to provide input on numerous government committees and task forces.

Your board has gained some new faces this past year. We welcomed two new board members, Zone 4 - Jody Quickstad from Vegreville and Zone 6 - Brenda Rauckman from the City of Ft. Saskatchewan. They both have a great deal of experience in the municipal field and thus are excellent additions to the board.

All position and committee profiles are now complete and the board has developed a comprehensive set of policies. This, of course, is ongoing. The Strategic Plan was also reviewed in detail. It has been substantially modified to better reflect the goals of the board.

As many of you know, we held two workshops this year: Bylaw Writing and Development Agreements. This was a new venture for the association, one that proved to be very successful. Two more sessions are being planned for 2003, one of which will be a government dialog. More information will be made available shortly.

Another initiative your board is completing is a list of lawyers: lawyers that will serve the interest of managers and administration and not their employers. Stay tuned for its release. We are also developing a new tradeshow booth. The Marketing Committee is working on this initiative. A sneak preview is scheduled to be available at the spring conference.

Your board had the pleasure of meeting with Mr. Brad Pickering, Deputy Minister of Municipal Affairs this past year. Topics of discussion included ASSET, Municipal Sponsorship, Milenet, L.G. Election Act, Internship Program, POSSE, Career Days and Communication.



Other organizations the LGAA Board met with in 2002 included a joint session with the Society of Local Government Managers, the Alberta Rural Municipal Administrators Assoc. and the Assoc. of School Business Officials. Another meeting of these associations is scheduled for mid February, joint initiatives being the main focus. We also met with the AUMA Executive. These meetings were very informative and provide for excellent communication opportunities with good dialog.

Please don't forget to visit our website: www.lgaa.ab.ca. It has a new look, is packed with information on the Association and is easy to use.

Your Conference Committee has planned another great conference this year, *All in a Days Work*. It is scheduled for March 19th - 21st in Red Deer. For more information you can visit the website and look under "Education". It promises to provide you with some great information, opportunity for networking and reacquainting with colleagues. I look forward to seeing you all there.

I hope you all have had a successful year. I know the next month will have many of you busy with audits, budgets and spring planning issues. As my time as President of your association draws to a close, I can not help but reflect. I have had the opportunity to make many new friends and to travel the province visiting each zone at least once. This experience has made me realize how truly vast our municipalities are yet, at the same time, how similar. I have gained a wealth of knowledge and understanding and for this I truly thank you for the opportunity. I encourage you all to get involved.

Respectfully Submitted: Deb Hamilton, President

LGAA Notices

LGAA Scholarship Deadline Extended

The application deadline for the LGAA Local Government Certificate Program scholarship has been extended to April 30, 2003.



Please e-mail Carol Revega at carol@thorhild.com for further information.

Employment Contracts Handbook on the Web

The Employment Contracts Handbook is now available on the LGAA web site. The Handbook provides a reference point, advice and assistance for Local Government Administration Association (LGAA) members when dealing with employment contracts before, during, and after employment.



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LGAA Express Newsletter & Web Site

If you have any suggestions or feedback regarding the LGAA Express newsletter or web site please feel free to contact Lori Johnson (LGAA Communications Coordinator & Newsletter Editor):

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Fax: (403)317-1055

Email: lgaacommunications@shaw.ca

Deadline for article submissions for the next LGAA Express newsletter is **May 5, 2003.**

Meet a Member Profile



**Member: Rod Bly
Magrath (Zone 1)**

I began my municipal government career as the C.A.O for the Town of Magrath in 1975 following three years with Alberta Blue Cross. 27 years later I am still the C.A.O at Magrath and it doesn't seem that long. My first year gave me real insight into the role and function of local government. I had two months experience prior to doing my first year end and the following year's budget estimates but, with the help and advice of others in the know, I survived. Veteran CAO Keith Bevans from Cardston provided sage advice mixed with humor. A good sense of humor is mandatory in this business.

My multi-tasking skills were put to the test as I took on everything from project management to hauling the recycling trailer to Lethbridge. I helped to plan and implement many major projects including new water and sewer treatment facilities, ice arena, pool, racquetball court, tennis courts, library, fire hall, numerous subdivisions, irrigation and drainage projects, ambulance service, handibus service and miles of street improvements. I started with a handwritten general ledger progressing through one-write systems to the present computer that is about to be replaced again. This diversity of responsibilities and duties have kept things from being dull.

I became a member of the AUMAA, forerunner to the LGA, in 1976 and served on both executives for about 18 years. I was part of the planning and development of LGA moving it from a social club to the dynamic association that it is today. My membership number is 11 so you know I've been around since dirt. As of April 30/03, I will retire as CAO for Magrath making room for new ideas and direction. If anyone can think of a good use for a high mileage CAO with some road wear, surface rust, and a slipping tranny, I will be slightly available if expectations are not too high.

The one event that is foremost in my memory banks is only indirectly linked to local government. The town owns a fully restored 1928 Ford AA fire truck and a production company shooting a movie wanted to use it, but requested that a town representative be there to look after it. Due to some over officious provincial bureaucrat, the film was never completed and my hopes for stardom were left on a dirt road west of Warner.

I was born and raised in Magrath receiving secondary education from Lethbridge Community College, U of A Extension, and the school of hard knocks. I have been married for 38 years, have 5 children, 8 grandchildren and 3 cars. I grew up in a family of 12. The friendships and associations developed over 27 years will always be part of my most treasured memories until Alzheimer's kicks in, then it's on to new relationships.