

LGAA Zone 4 Meeting – May 24, 2006 – Bashaw

- ◆ We had 10 municipalities represented, low number likely due to delay decision on agenda as Director was trying to coordinate around other events that were scheduled in May.
- ◆ **Directors Report**
 - ◆ LGAA Directors meeting is on May 26, 2006 – only item suggested by Zone to be relayed to LGAA Directors was that at convention the massage therapist needs to be open longer.
 - ◆ Anyone taking any educational courses should consider applying for one of the two scholarships – it's almost like getting free money as qualifying is not difficult
 - ◆ Zone 4 is the zone scheduled to provide entertainment at the LGAA convention next March. Bring any suggestions of what can be done to our October meeting, we will also we need to supply door prizes
 - ◆ Please note the 300th member of the LGAA won a free convention registration for 2007 – this was Shelly McIntosh from Stettler County – cheque will be sent to the County as Shelly was not in attendance.
 - ◆ Zone Director also represents LGAA on the AMHSA (Alberta Municipal Health and Safety Association) and thanked 7 members communities from Zone 4 for being the test communities for the SECOR (Small Employer Certificate of Recognition) program
- ◆ **Election of Zone 4 Director**

Terry Hurlbut from Provost was nominated for position and nominations were ceased. Elected by acclamation for years 2006 & 2007.
- ◆ **Municipal Affairs**

Gary Sandberg and Terry Brown were in attendance to discuss topics such as:

 - ◆ **Ministers Council on Sustainability**
 - ◆ New Revenue Resources – headed by Calgary
 - ◆ Roles and Responsibilities – headed by AUMA
 - ◆ Inter-municipal Relationships – headed by Edmonton
 - ◆ Overview and Implications for Rural and Smaller Communities – headed by AAMD&C
 - ◆ Council recommendations to be in by September 2006, then whatever is agreed upon by the Council will be presented to Minister Renner and it is hopeful these items will make the 2007 provincial budget or be presented for legislative changes
 - ◆ **Targeted Investment**

Discuss centered on how the deserving municipalities were determined, it was consensus of group that the present system is unfair, often municipalities (normally rural) with big reserves seem to qualify and get funding while needy urban municipalities are overlooked. Perhaps undedicated reserves need to be taken into the accounting procedure. Often the amount of money is critical to smaller urban municipalities but is negligible to these larger municipalities.

Therefore it was felt that if this program is to become a permanent program the eligibility needs to be reviewed and become fair.

◆ **Municipal Sponsorship Program**

Renewal of this program is very likely to be announced shortly and it is expected the process will be streamlined so it will be easier for smaller municipalities to apply

◆ **General Discussion**

- ◆ The topic of the educational tax component where the Government of Alberta provided some tax room for municipalities to move into and how many of those in attendance utilized this opportunity. It was felt that we need communities to stand up and be counted and use this room or else the Province will say something like we gave them an opportunity to get funds and they didn't use it, so why should we eliminate the school tax portion of property taxes.
- ◆ Rural Development Plan – it was noted in budget there is \$120 million dollars allocated to Agriculture and Rural Development but really no further details were provided, is Doug Griffith plan from last year being considered for implementation?

◆ **Recruitment and Retention**

Terry Brown briefed members on personnel recruitment and retention and covered points such as:

- ◆ Many communities are now failing and it is because the organizational sustainability which has four pillars is being eroded, the four pillars and problems are:
 - i) Elected (problems could include getting people to run for office when they realize the time and effort they will need to put forth)
 - ii) Administration (difficulty in filling and maintaining positions – this will have further discussion as follows)
 - iii) Community (lack of volunteer spirit in communities, somehow more has to be done to keep this spirit alive)
 - iv) Financial (probably the easiest to fix, money is often a minor concern when related to rest of pillars)
- ◆ Administrative Pillar
 - ◆ Our profession of municipal government has over 30,000 employees so it really is a very large profession
 - ◆ Close to ½ of CAO's anticipate leaving within 6 years and most feel prospects of getting replacement staff are poor, less than 10% of communities have a formal succession plan.
 - ◆ 2/3 of CAO's find it difficult to fill positions
 - ◆ AUMA web site has now over 100 jobs listed and it is estimated only 1 in 4 job opportunities actually are listed on this site

- ◆ Perhaps a start toward the solution is the employment of an Human Resources Recruitment Officer even if a share position between municipalities or on a regional concept basis
- ◆ Part of the problem is the Generation Gap – the philosophical differences between Baby Boomers, Generation X and Generation Y
- ◆ Other suggestions in recruitment included
 - ◆ When advertising positions be prepared to try and find the spouse a employment position as well;
 - ◆ Sell your location, community and work environment
 - ◆ Develop compensation packages
 - ◆ Create pride in the profession
 - ◆ Consider attending job fairs or speaking to school classes about municipal government operations (school classes learn about government but maybe not just the Mayor should be approached as the Administration knows about the grass roots operations)
- ◆ Recruitment Considerations
 - ◆ Develop a personnel program that demonstrates commitment to employees (which will also help with retention) – such as
 - ◆ Meet Generation Wants (flexible hours, top notch equipment)
 - ◆ Job Security (Cross Training etc)
 - ◆ Job Satisfaction (Flexible position, recognition programs)
 - ◆ Hire young people and promote the job mobility potential
 - ◆ Hire summer students on full time when they are done schooling if possible – they already have experience with your organization
 - ◆ Consider getting into the Intern Program and be prepared to hire interns when they are done the program
- ◆ **Municipal Sustainability Planning**

Rachel Bocock from Municipal Affairs made a power point presentation on Municipal Sustainability Planning including:

 - ◆ History and Timeline of the MSP Initiative
 - ◆ Defining what an MSP is
 - ◆ The Guidebook and Tools being developed by AUMA
 - ◆ The requirement of a MSP under the New Deal Agreement (Gas Tax Grants)
 - ◆ What is needed an MSP or and ICSP (Integrated Community Sustainability Plan)
 - ◆ Role of the CAO
 - ◆ MSP Initiative – The Next Steps (Presidents Forum, Northern Alberta Dimensions of Sustainability Workshop [{in the fall – time and site to be determined]})

◆ **Open Table Dialogue – Items Discussed**

- ◆ Next Meeting Date – to be in Holden on October 25th, 2006
- ◆ Agenda Suggestions
 - ◆ Citizen Engagement & Community Visions – Citizens Advisory Groups (how to establish and the value from these groups).
 - ◆ Expanding the Intern Program for time and to allow it to be of benefit to smaller communities

- ◆ At the Spring 2007 meeting it was suggested a topic should include Orientation Packages – everyone to bring what they provide after an election to newly elected officials.

Post Script: from Director

While at LGAA Directors Meeting on May 26th I was given long time member pins to present to several of our members who we hope will attend our next meeting in Holden; Robert Watt – 15 year membership pin, Rob Stoutenberg – 20 year membership pin and Mike Yakielashek – 25 year membership pin.