

Vision:

“The County of St. Paul is a vibrant community which values a high quality of life, balancing rural heritage with a diverse economy”

This Strategic Plan provides *Council's* priority direction to administration in moving St. Paul County forward in achieving the vision.

All direction give to administration is to be fulfilled adhering to the values of the County:

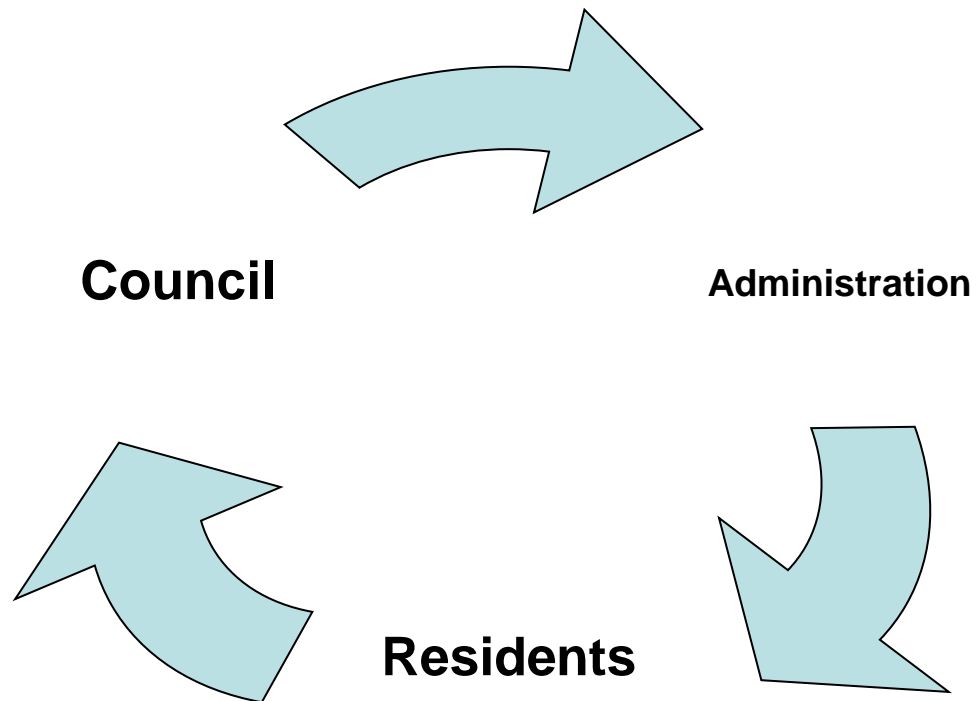
- ☐ Balance
- ☐ Respect
- ☐ Fairness
- ☐ Integrity
- ☐ Accountability
- ☐ Service/Serving

“Strategic Planning is a process by which we can envision the future and develop the necessary procedures and operations to influence and achieve that future”

– Clark Crouch

# Strategic Business Plan 2014

County of St. Paul No. 19



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## **County of St. Paul Strategic Business Plan – 2013**

### **Vision:**

The County of St. Paul is a vibrant community which values a high quality of life, balancing rural heritage with a diverse economy

### **Core Values:**

- ☐ Balance
- ☐ Respect
- ☐ Fairness
- ☐ Integrity
- ☐ Accountability
- ☐ Service/Serving

### **Guiding Principles:**

- 1) Balance the rural character of the County with regional vitality, orderly growth and diversified economic opportunities.
- 2) Promote environmental stewardship and conservation of natural resources.
- 3) Foster innovation and research to improve the community.
- 4) Seek collaborative approaches for effective service delivery and quality of life improvement.
- 5) Strive for operations efficiency and stability to provide affordable services to residents.

**Sustainable Priorities:**

- Preserve the rural character of the County through the conservation of the quantity and quality of the agricultural land, maintaining the beauty and accessibility of the lakes, and good partnerships with urban neighbors.
- Encourage environmentally sound and sensitive development.
- Allow development in such a manner as to limit the removal of higher capability agricultural land, not put undue pressure on the natural environment or the provision of services and not cause unacceptable adverse effects on the agricultural economy and community.
- Utilize natural resources to promote economic diversification which is compatible with the rural environment and environmentally sound so that all residents may enjoy optimum working and living standards.
- Continue to support and promote sustainable and enhanced agricultural research, activities and practices to achieve the rational diversification and intensification of agricultural activities and a profitable and sustainable future for producers.
- Seek inter-municipal plans and cooperative service agreements such that they continue to support better relationships among rural and urban residents, better services and efficiency of services.
- Encourage the development and expansion of institutional facilities to meet the educational, social, religious and cultural needs of residents.
- Ensure the provision essential services such as emergency services, health services, education and gathering places for social and religious activities, to support the renewal and enhancement of vital components of rural lifestyle and quality of life.
- Support the continued, orderly growth of the incorporated urban centers so they can continue to provide a range of commercial, industrial, residential and institutional services to the wider community.
- Minimize the negative impact on the land by encouraging good stewardship of the land.
- Minimize conflicts between agricultural and non-agricultural land users.

## Goal 1 – Governance

**Goal 1. Council uses a “rural filter” in making all decisions and models transparent, participatory and inclusive leadership**

Action	Lead	Target Date	Quarterly Report
Host Annual Meeting – move the annual meeting around the County – 2014 in Elk Point	Council/Sheila	April 2014	<b>Quarter 1 – Annual meeting scheduled for April 8, 2014 – Allied Arts in Elk Point.</b>
Consider potential Contribution to Beaver River Trestle – request is \$50,000	Council	2014	

## Goal 2 – Administration

**Goal 2: Excellence in services provided by Administration is premised on ensuring Council is well-informed, strengthening ties with community partners, building effective working relationships with government, promoting the rural character of St. Paul County and building corporate capacity.**

Action	Lead	Target Date	Quarterly Report
Continue to work on an asset management project to determine life of assets within municipality	Sheila/Darlene	Dec 2014	<b>Quarter 1 - Road Classification Workshop held with Council to finalize classifications and levels of service for County roads – to be approved and communicated to residents in 2<sup>nd</sup> quarter.</b>
Complete High Speed Internet Tower project – installation of 9 new towers – using the Community Broadband Infrastructure Program	Sheila	March 2014	<p><b>Quarter 1 2013 - The County was successful in obtaining the Community Broadband Infrastructure grant. We will be erecting 9 new communication towers in the County that will increase the ability to connect to high-speed internet.</b></p> <p><b>Quarter 2 - Agreements have been signed with Province and MCSNet regarding the project. Grant funds have been received. The project is currently in the hands of MCSNet – completion date to be March 2014.</b></p> <p><b>Quarter 3 – According to MCSNet – 2 towers have been installed. They have also applied for development permits for the installation of the others.</b></p> <p><b>Quarter 4 – do not have an update from MCSNet, however project is supposed to be complete by the end of March 2014.</b></p>

Continue adding County vehicles to AVL System – and/or Working Alone mechanisms	Sheila	Dec 2014	<b>Quarter 1 – Have ordered Supervisor software for 3 vehicles to be used in the field. GPS is being installed on all graders and plow trucks.</b>
Host a Municipal Intern in the Administrative Program if the grant app is successful  Continue 2 <sup>nd</sup> year of Municipal Intern Program  Council to consider participation in Intern Program for 2015 (applications to be out in fall of 2014)	Sheila/all departments	Start May 2013	<b>Quarter 1 2013– Grant application was successful. An Intern was recruited in February. Kyle Attanasio was hired and started work May 6. Quarter 2 - Kyle is working a lot on policy and bylaw development. In addition he is spending time with PW, P&amp;D, ASB, Bylaw Enforcement when situations arise that he will have a learning opportunity. Quarter 3 – Kyle is continuing spending time in other departments as time allows. He is working on additional bylaw/policy development. He has expressed interest in extending the Internship to the second year. Council has discussed this and will consider at the October Council meeting. Quarter 4 – Council has approved to extend the internship to the 2<sup>nd</sup> year.</b>
Communication Plan: <ul style="list-style-type: none"> <li>Review of County Webpage</li> <li>Explore Social Media options for Communication</li> <li>Expand use of radio spots for positive communication and events</li> <li>Continue Newspaper County Page 8</li> <li>Update Welcome Packages with information regarding Transfer Stations and Landfill location and hours</li> <li>Newsletter sent in with tax notices (include transfer station/landfill info)</li> </ul>	Sheila  Kyle/Paulette  Phyllis/Katie  Janice  Linda/Paulette	Start January 2014	<b>Quarter 1 – Paulette/Katie/Kyle will participate in webinar regarding social media - Katie is coordinating “County News” on page 8 of Journal - A newsletter was prepared and finalized to insert with the 2014 Property Tax Notice. - FCSS is utilizing radio spots for advertising their programs.</b>

Implement a new budgeting program that will increase accuracy and simplify monthly reporting to departments. It will allow for department heads to access up to date detailed financial data any time and provide CAO with variance reporting. Also will streamline budgeting process. \$49,000	Sheila/Darlene	June 2014	
Explore IT options – offsite servers – AAMDC Program with ATCO ITech, Electronic Records Management (option with our new photocopier) this will ensure access to data in the event of emergency where the office is inaccessible and/or destroyed.	Sheila/Tim	When Available	
RFP for Auditing services in 2014 – for 4 year period. To be conducted in mid-April	Sheila/Tim	April 2014	

Administration - Policy			
Action	Lead	Target Date	Quarterly Report
Explore dust control matrix – policy regarding who would qualify for free dust control, possible payment or contribution to dust control if not meeting requirements	Sheila/Leo	June 2014	<b>Quarter 2 - Policy to be discussed in July</b> <b>Quarter 3 – Council determined to defer to 2014 Strategic Planning</b>
Explore policy development regarding building of roads for access to subdivision or development. Who Pays? County or Developer?	Sheila	February 2014	<b>Quarter 2 - This is being determined in the Engineering Standards – to be discussed with Council in August.</b> <b>Quarter 3 – Engineering Standards are delayed due to delay in road info from Accurate Assessment.</b> <b>Quarter 1 – Engineering Standards have been approved</b>

			<b>providing direction on these items.</b>
Bridge File replacement – policy to ensure that road construction required for Bridge File is automatically included in road planning	Sheila	June 2014	<b>Quarter 2 – No action yet.</b>
Review of HR Policies	Sheila	February 2014	<b>Quarter 1- Eight policies presented to policy committee and being brought to April Council meeting:</b> Employee Long Service Policy Safety Inspection Policy Overtime Policy Vacation Policy Hours of Work Policy Mechanics' Allowance Policy On-Call Policy Fax Machines/Laptops/Printers Policy  <b>More policies to be reviewed at subsequent Policy meeting in May.</b>
Policy for spraying of noxious weeds on private land	Dennis/Keith	June 2014	<b>Policy presented to policy committee and being brought to April Council Meeting.</b>
Waste Bins in subdivisions	Dennis	June 2014	<b>Quarter 1 – Policy Committee elected to continue with current procedures and situations vary in each development – no policy will be brought to Council. Complete.</b>

Administration - Building Corporate Capacity			
Action	Lead	Target Date	Quarterly Report
Continue Succession planning processes that will ensure staff are ready for new roles as senior staff retire in the coming years. \$35,000 team building, leadership training, knowledge transfer (Asset	Sheila	Dec 2014	<b>Quarter 1 - Effective Teams and Leadership courses completed for the first group in January, second round of staff started courses in March. Great feedback from staff and process changes have been undertaken to improve communication to staff.</b>



Mgt/GIS database)			
Complete review of job duties for all positions to ensure they are clearly defined	Sheila/Managers	May 2014	<b>Quarter 1 – Job descriptions have been developed and signed off by Public Works staff.</b>
Team building for all staff – minimum of 2 events per year	WHSC	Fall 2014	<b>Quarter 1 – Team Building event scheduled for April 17, 2014.</b>
<p>Explore Employee Attraction and Retention Strategies:</p> <ul style="list-style-type: none"> <li>• Employee Engagement Survey</li> <li>• Participation in Job Fairs – start in High Schools</li> <li>• Review of HR Policies – OT Pay vs. OT Banking (1.5), Vacation for Managers, On-call for truck drivers in winter, Amendments to sick pay rather than bringing in STD, Rainy Day Policy, hrs of work – lunch breaks – truck drivers, Family Medical Days</li> <li>• Continuation of Team Building Events</li> <li>• Succession Planning – Effective Teambuilding and Leadership series</li> <li>• Implement Exit Interview Questionnaire</li> <li>• Explore option of Health Spending acct being used as Wellness Account</li> <li>• Explore affordable housing or community housing</li> </ul>			<p><b>Quarter 1 –</b></p> <ul style="list-style-type: none"> <li>• <b>No job fairs were held in St. Paul (Chamber of Commerce was trying to coordinate – but was not successful in getting off the ground)</b></li> <li>• <b>Several HR Policies have been vetted by the Policy Committee for approval in April</b></li> <li>• <b>Team Building event is planned for April</b></li> <li>• <b>Effective Teambuilding and Leadership series started with 2<sup>nd</sup> group of staff.</b></li> <li>• <b>Exit Interview questionnaire is developed.</b></li> <li>• <b>Have had discussions with Lane Quinn regarding benefit plan changes to be brought to Council in 2<sup>nd</sup> quarter.</b></li> <li>• <b>Advertisements for seasonal staff have been put in local papers</b></li> <li>• <b>Janice Fodchuk has been designated as confidential contact person for staff members to address employee concerns.</b></li> </ul>

projects for new employees moving to area <ul style="list-style-type: none"> <li>• Explore ways to find and retain skilled employees</li> <li>• Complete more background research when hiring. Check resumes better</li> <li>• Explore appointing confidential contact person to address employee concerns</li> <li>• Explore attending career days/job fair</li> </ul>			
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### Goal 3 – Assessment

**Goal 3: Assessment meets “best practice” standards, ensuring fair taxation for residents and businesses.**

Action	Lead	Target Date	Quarterly Report
Succession Planning – Head Assessors plans to retire in 2014. RFP in Spring RFP to be for a highbred approach as we will still have one in-house assessor (if Head Assessor is retiring)	Sheila	1 <sup>st</sup> quarter	<b>Quarter 1 –RFP for Assessment to go out in 2<sup>nd</sup> quarter.</b>

### Goal 4 – Economic Development

**Goal 4. Economic development that is environmentally sound, focuses on sustaining agriculture, enhancing rural-based oil and gas utilization or is compatible with rural lifestyle, is encouraged**

Action	Lead	Target Date	Quarterly Report
Work together with HUB, Towns, and Chamber websites to	Sheila/Kyle	Spring 2014	<b>Quarter 1 -</b>

complement each other for Economic Development (part of Communications Strategy – website development)			
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### Goal 5 – Fire/Disaster Services

**Goal 5: Fire and Disaster services increase safety for residents and respond to rural living as effectively as possible**

Action	Lead	Target Date	Quarterly Report
<p>Take a lead role in facilitating the development of a regional emergency management and disaster social services plan. Arrange a joint municipalities meeting with Town of St. Paul, Town of Elk Point, County, and SV of Horseshoe Bay</p> <p>Apply for RCP Grant for the development of Regional Emergency Management Plan</p> <p>Hire consultant to develop Regional Plan and organize table top exercise to implement and validate plan.</p> <p>Continue training staff on Emergency Management Skills</p>	Janice, Dennis, Sheila	<p>January 2014</p> <p>February 2014</p> <p>Asap</p>	<p><b>Quarter 1 – Janice has been working on our Emergency Management Plan, no work has been done on regional plan at this point. Completed in draft for review</b></p> <p><b>Quarter 2 - Janice attended ESS Training and has a manual completed for ESS.</b></p> <p><b>Plan to start the discussion again on a regional plan with the adjacent towns. Have a joint E.M. agency meeting a possible table top exercise with the Town of St. Paul in 1<sup>st</sup> quarter 2014.</b></p> <p><b>Quarter 1- Grant has been applied for and we should have be able to start the process with the consultant and the partners of the plan for the working group to commence development of a regional plan in May.</b></p>
Complete Fire Halls	Dennis	February 2014	<b>Quarter 1 – Fire Halls for Ashmont and Mallaig have been tendered out and awarded. Will be completed in 2013.</b>

<p>Hold Grand Openings for Fire Halls</p> <p>Fence Ashmont Fire Hall</p> <p>Equipment for New Fire Halls – pressure washers, gear storage, meeting room and office furnishings</p>		<p>May 2014</p> <p>Summer 2014</p> <p>February 2014</p>	<p><b>Quarter 2 - Ground breaking occurred for both halls. Water lines have been installed to each building. Building foundations are complete and building packages have arrived are being erected.</b></p> <p><b>Quarter 3 – Work is continuing on both fire halls, expectation that they will be complete prior to yearend. Mallaig fire hall to be completed by year end.</b></p> <p><b>Quarter 4 - Mallaig should be completed by mid-January and Ashmont fire hall by the end of February</b></p> <p><b>Quarter 1 - Fire Halls are very near completion. Departments should be moving into the halls in late April or first part of May.</b></p>
Training required for emergency preparedness and to be part of provincial team (e.g. DSS, CISM training, AEMA Conference)	Emergency Management Team	Dec 2014	Quarter 1 -
Update SCBA equipment in St. Paul Fire Station (County 50% of cost)	Trevor		Quarter 1 -
<p>Explore group to assist fire departments when there is a cattle liner rollover – roundup of livestock.</p> <p>Register any members of this group under the Volunteer Insurance plan.</p>	Dennis/Trevor		<p><b>Quarter 1 - Presently looking into the feasibility of purchasing an emergency livestock trailer, and working with a group from the St. Paul Ag society to assist in incidents that occur with livestock emergencies.</b></p>
Review Fire Agreements with Towns	Dennis/Sheila		Quarter 1- <b>Ongoing</b>
Plan for St. Paul Rapid Response Truck to be updated in 2015 – estimate \$75,000 – Fire Department will apply for grant.	Trevor	2015	

## Goal 6 – Protective Services

### Goal 6: Efficacious law enforcement

Action	Lead	Target Date	Quarterly Report
Host training session/train staff in proper unsightly property enforcement jointly with other municipalities	Sheila	1 <sup>st</sup> quarter 2014	Quarter 1 –

## Goal 7 – Public Works/Transportation/Safety

**Goal 7: Services provided by Public Works minimize negative impact on agricultural land, are provided in a safe, cost-effective manner and enhance quality of life for residents.**

Action	Lead	Target Date	Quarterly Report
Implement new Gravel Haul Road Agreement	Leo/Sheila	1 <sup>st</sup> quarter 2014	Quarter 1 – <b>Leo has been working with Aggregate Operators to sign road use agreements.</b>

### Goal 7A: Road system is maintained and upgraded on a regular basis to ensure safety and good quality roads

Actions	Lead	Target Date	Quarterly Report
Road and Bridge Construction			
Assess MG30 Trial in 2013 for road oiling, and Continue in 2014?	Leo/Ken	Summer 2014	Quarter 1 –
See Appendix A for listing of road, bridge construction, and 2014 equipment replacement	Leo		
Consider joint application under the Building Canada Program for “ring road” north of St. Paul.	Sheila	1 <sup>st</sup> quarter	<b>Quarter 1 – Town of St. Paul is not interested in a joint application – waiting for program guidelines to come out to see if local roads are included.</b>
Sidewalk from new subdivision in Mallaig to Church – SIP Grant	Leo/Dennis/Sheila	Summer 2014	<b>Quarter 1 - In the process of negotiating with a landowner to purchase an easement for the purpose of a sidewalk.</b>
Explore contracting out of more gravel hauling	Leo	Spring 2014	

### Goal 7B: Public works equipment is maintained and upgraded on a regular basis

Action	Lead	Target Date	Quarterly Report
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Shop building efficiency – lighting and overhead doors, air handling and heating.  Complete PW Shop Retrofit	Sheila/Ken	May 2014	<p><b>Quarter 2 – started in 2012; lighting is complete</b></p> <p><b>Quarter 1 – Retrofits to the PW Shop were tendered and opened on April 30. Council to determine if the tender will be awarded at the May Council meeting.</b></p> <p><b>Quarter 2 - Tender awarded. Work is commencing on the HVAC systems.</b></p> <p><b>Quarter 3 - Work is continuing on upgrades at the PW Shop – deadline is November 2013.</b></p> <p><b>Quarter 4 – progress on renovation is slow due to contractor – we have requested an extension to January 31, 2014 – however based on progress at the end of December, will need to consider additional extension request – possibly to June 2014.</b></p> <p><b>Quarter 1 2014 – Work on installation of HVAC Equipment is now progressing – deadline for MCCAC Grant has been extended to May 31, 2014.</b></p>
Retain Old Fire Halls to house PW Equipment/potential youth centre (Ashmont). Cost to keep halls – utilities, insurance, etc approx. \$7500 each.  Need to check safety codes to see if two uses would be allowed in the building			
See Appendix C for listing of equipment purchases	Leo		

<b>Goal 7C: Successful Safety</b>			
<b>Actions</b>	<b>Lead</b>	<b>Target Date</b>	<b>Quarterly Report</b>
Train additional Staff to assist with safety program and conducting safety audits			<b>Quarter 1 - Training courses for 2 employees have been booked for the spring 2014.</b>

Review clerical duties of safety program and delegate to appropriate staff		Jan 2014	<b>Quarter 1 - Crystal St. Arnault to help in this role.</b>
Training program for new equipment operators			<b>Quarter 1 - Training for 2 grader operators has been booked for April.</b>
Training Opportunities for staff			<b>-Workplace Violence Prevention and Prime Contractor courses have been booked for spring 2014.</b>

### Goal 8 - Utilities

<b>Goal 8: Utility systems are maintained and upgraded on a regular basis to ensure effective and efficient delivery of services</b>			
<b>Action</b>	<b>Lead</b>	<b>Target Date</b>	<b>Quarterly Report</b>
Install new water meters in Lottie Lake, Ashmont, Mallaig  Complete new water meter installs – some are seasonal residents		Lottie Lake – 1 <sup>st</sup> quarter Ashmont/Mallaig – Spring 2014	<b>Quarter 1 - Water meters have been installed in Lottie Lake.</b> <b>Water meters for Ashmont and Mallaig are being ordered and installation will be scheduled.</b> <b>Quarter 2 – The water meters have arrived for Ashmont and Mallaig – an installation plan will be developed and implemented soon.</b> <b>Quarter 3 – Water Meters are being installed in Ashmont – scheduled to be installed in Mallaig in October.</b> <b>Quarter 4 – most of the new water meters have been installed. Utility staff have been working out the bugs of installation and electronic meter reading.</b>
Work towards improved water quality in Ashmont and Mallaig - Determine water supply for Ashmont, Lottie Lake – WTP or Transmission line from Spedden - Move Wiggen Test plant to Mallaig following Ashmont		WTP – March 2014  Test Plant – spring 2013	<b>Quarter 1 - Ashmont Water Treatment plant detailed design is complete. As of April 30, ready for tendering. Administration to liaison with AT to determine if projects that exceed the approval will be funded....this will be part of any tender document. Council to determine if we proceed to tender at the May Council meeting.</b> <b>Quarter 2 - Ashmont Water Treatment Plant was tendered out. Council to determine if tender will be awarded</b>

project to enhance water quality there			<p>following review by Alberta Transportation – and approval by Transportation to cover the unfunded portion – when they are able.</p> <p>Quarter 3 – Following meeting with Alberta Transportation and letter received regarding funding – Council determined to put the awarding of the tender for the Ashmont WTP on hold in order to look at other options. Options that will be explored include: connection to Hwy 28/63 Water Commission at Spedden; connection to St. Paul; and construction of WTP. Council will make determination at October Council meeting.</p> <p>Quarter 4 – Council received report from Urban Systems and based on the report made a resolution to proceed with a scope change requesting to build a line from St. Paul to Ashmont – provided the Town of St. Paul is interested in supplying water to the County. Then in November, the County received new information regarding the price of water from the Hwy 28/63 Commission at Spedden, as well they asked Administration to research potential water line from Cold Lake to Glendon.</p>
Complete locating all cc valves with accurate GPS equipment and put in GIS system		Spring 2014	<p>Quarter 1 – GPS equipment ordered. Ongoing</p> <p>Quarter 3 – Equipment has arrived in Edmonton. Staff will be trained in 4<sup>th</sup> quarter.</p> <p>Quarter 4 – staff commenced locating of valve, however due equipment arriving late, computer glitches, and winter all the work was not completed – will resume in the spring.</p>
Conduct Feasibility study for Joint Lagoon in the Lac Sante Area – with the County of Two Hills	Sheila	Summer 2014	<b>Quarter 1 – RFQ and RFP's have been sent out regarding this project. Project was awarded to Urban Systems.</b>
Explore Tank loaders for non-potable water	Sheila, Dennis, Leo		Quarter 1 – Quarter 2 –
When requested, explore providing water to Developments	Sheila	2014 as requested	<b>Quarter 1,2,3 – No requests</b>
Make application under new	Sheila/Tim	When announced	<b>Quarter 2 – Program will not be open for applications until</b>



Federal Program for upgrade of water distribution systems in Lottie Lake, Ashmont, Bayview Beach, potential Co-ops off St. Paul/Elk Point line (with the municipal portion funded by residents)			<b>2014.</b>
Upgrade Mallaig lagoon for sewage truck dumping	Bryan	Summer 2014	<p><b>Quarter 2 – in permit stage</b></p> <p><b>Quarter 1 – this project has been deferred to 2014 – will change location of proposed road to access the lagoon.</b></p> <p><b>Quarter 2 - An agreement has been signed with Bill Manchura providing the County access through his property in order for sewage trucks to dump at the lagoon without using back alley access. Planning and Development to re-send info regarding the development to residents and affected parties. PW to work on getting permits to construct road to the lagoon from the Transfer Station road.</b></p> <p><b>Quarter 1 - Environmental study taking place to determine if permits to cross water course are necessary. Enviro-Mak currently working on this.</b></p>
<p>Review Ashmont Lagoon Feasibility study and work on implementation plan.</p> <p>Short Term measures to extend life of Ashmont Lagoon:</p> <ul style="list-style-type: none"> <li>• De-sludging lagoon - \$85,000</li> <li>• Re-route trucks to Mallaig (once upgrades complete)</li> <li>• Geo-technical review of area for lagoon expansion</li> <li>• Purchase of required land</li> </ul>	Council	<p>January 2014</p> <p>Summer 2014</p>	
Ashmont Sewer Line expansion	Bryan	Summer 2014	Quarter 1 - <b>To be constructed this summer, or as per</b>

to three lots (as per council resolution in 2013)			<b>contractor's schedule</b>
Plan for installation of isolation valves in water distribution systems so that areas of the system can be turned off without affecting entire hamlet.	Bryan/Danny/Dwayne	Summer 2014	Quarter 1 – <b>Not included in 2014 budget, will be considered if Building Canada Grant application for distribution system is not approved.</b>
Conduct and inventory water wells in subdivisions and ensure they are secured and signed as non-potable water supplies. Include their location on the GIS System	Bryan/Danny	Summer 2014	Quarter 1 -

### Goal 9 – Waste Management

<b>Goal 9: Waste management enhances and encourages “best practices” in waste disposal</b>			
<b>Action</b>	<b>Lead</b>	<b>Target Date</b>	<b>Quarterly Report</b>
Waste Storage Sites for Perch Lake and Poirier Development	Dennis	Fall 2014	<b>Quarter 2 – Will completed clay – Gravel pad at Perch Lake</b> <b>Quarter 3 – St. Vincent Waste Storage Site complete. Perch Lake will be completed in the fall. Garner Lake site to defer to next year. Perch lake will not get completed until the spring of 2014. A site has been selected for Poirier Development's bins, and will be constructed in 2014.</b> <b>Quarter 1-</b>
Develop policy around how a subdivision qualifies for garbage bins to be placed	Dennis/Sheila		<b>Quarter 1 – Policy Committee determined that it is difficult to develop policy around the qualification for garbage bins. They felt it was better to leave this on a case by case basis for determination of placement of bins.</b>

## Goal 10 – FCSS

**Goal 10: FCSS services conserve and enhance the rural lifestyle of residents.**

Actions	Lead	Target Date	Quarterly Report
Meet the target set out by the province to spend 50% of the budget on Children and youth programs.	Janice	Dec 2014	
Assist the general Public with ongoing support and Direction	Janice & Katie	Ongoing	<b>Quarter 1 - ongoing</b>
Hold a Seniors Clinic on Alberta Seniors Benefits changes once per year	Janice & Katie	Ongoing	
Organize and host Seniors Festival	Janice & Katie	Dec 2014	
Provide recognition to Community Volunteers	Janice & Katie	Aug 2014	<p><b>Quarter 1 – applied for and received Volunteer Grant from the Province. Appropriate tokens of appreciation were purchased and will be distributed to the following members/volunteers at our local halls (not all halls were included due to funds, but may be acknowledged next year):</b></p> <ul style="list-style-type: none"> <li>• <b>Boscombe Hall</b></li> <li>• <b>Cork Hall</b></li> <li>• <b>Heinsburg Community Club</b></li> <li>• <b>Lac Sante Family Rec Society</b></li> <li>• <b>Mallaig Seniors</b></li> <li>• <b>McRea Rec Centre</b></li> <li>• <b>St. Lina Seniors Centre</b></li> <li>• <b>St. Vincent Rec Centre</b></li> <li>• <b>Elk Point Allied Arts Centre</b></li> <li>• <b>Ashmont do Drop In Centre</b></li> <li>• <b>Ashmont Legion</b></li> <li>• <b>St. Paul Legion</b></li> <li>• <b>Stoney Lake Hall</b></li> </ul>

Provide Support to Rural Crime Watch as Requested	Katie	Ongoing	
Arrange Joint Board Meetings with the Town Of St. Paul FCSs to insure no Overlap of Service	Janice	Nov 2014	<b>Quarter 1 – Joint Meeting with the Town is schedule for April.</b>
Update FCSS Policy & Procedures Manual as requested	Janice	Ongoing	
Welcome Baby program, implement changes as requested	Janice & Katie	Ongoing	
Welcome to the County Packages & implement Changes as requested	Janice & Katie	Ongoing	
Lead the 4 <sup>th</sup> annual Ashmont Summer Program	Janice & Katie	Sep 2014	
Coordinate the 2 <sup>nd</sup> annual Canada Day Event	Janice	Aug 2014	
Administer the Mallaig Moms N Tots	Janice	Ongoing	
Administer the Ashmont Moms N Tots	Janice & Katie	Ongoing	
Coordinate the Volunteer Income Tax Program	Katie	Jun 2014	
Coordinate Seniors Week Events	Janice & Katie	Jun 2014	
Complete the Annual Report As Requested by the Province	Janice	Oct 2014	
Complete Outcome Measures as requested by the Province	Janice	Ongoing	
Provide Support & Direction to Seniors that are being Abused	Janice	Ongoing	
Monitor the community Counselling program- & implement Changes As Requested	Janice	Ongoing	
Provide 1:1 Support to individuals that Request Assistance	Janice	Ongoing	
Consider contribution to the FSLW Program (request \$30,000) not included in FCSS budget – would			

be over and above County required contribution for FCSS			
Explore snow angel volunteer program for hamlets			

## Goal 11 – Agriculture

**Goal 11: Agricultural services are designed to assist the continuation and enhancement of agricultural activities.**

Actions	Lead	Target Date	Quarterly Report
Re-orientate staff in the use of the AIMS system through Accurate Assessment to GPS location and actions taken on weed infestations in the County	Keith/Jack	April 2014	<b>Quarter 1 – Keith is trained on the AIMS system. Will train Warren on the AIMS system. This year we will map out the oxeye daisy outbreak around Ashmont with AIMS.</b>
GPS on mowing equipment	Keith/Jack	April 2014	<b>Quarter 1 - We are still working on getting the GPS on the mowers.</b>
Work with highway maintenance contractor to ensure weeds are controlled around those highways	Dennis/Keith	April 2014	<b>Quarter 2 - Agreed to do some weed control along highways in troubled areas. Costs covered (2013) Quarter 1 - This is based on a per year basis. Transportation will cover costs for any type of work done. Sk Sprayed for weeds on highways near Ashmont. We continue to be in contact with the Ministry of Transportation to ensure their roads are kept clear. Currently we have up to \$5000 to spend on weed control on highways in the County from the Ministry. kk</b>
Coyote Bounty for predation control - \$20,000 for Jan-Mar 2014 and additional \$10,00 for fall 2014	Keith /Jack	Dec 2014	<b>Quarter 1 – Program has ended for the spring with 944 coyotes/1 wolf brought in (in 2012 over 1400 coyotes were brought in). \$10,000 left in the budget to commence the program again in November 2013. Quarter 2 – Quarter 4 – Coyote Bounty commenced again November 1, 2013 Quarter 1 - The coyote bounty has received approximately 1300 coyotes and 3 wolves from the reduction program as of April 1, 2014.</b>

Advocate to the Province regarding the control of Wolf population	ASB		<b>Quarter 1 – The Wildlife Damage Compensation Program resolution was brought forward at this years’ ASB conference to address this.</b>
Sell 30’ Land Roller -	Sheila	January 214	<b>Quarter 1 - The land roller was sold for \$17,900 at the March ASB meeting.</b>
Explore options to resolve dog issues within the County – contract out?	Keith/Jack	Fall 2014	<b>Quarter 1 – We continue to answer dog calls in the County and try to find solutions and avoid fines. With additions of noise cannons and work alone software we will make this safer.</b>
Continue with Oxeye Daisy program – 2014 – Education			<b>Quarter 1 – We will map out the oxeye daisy outbreak around Ashmont and report how it can spread from year to year. We will continue to have discussions with local residents about the weed. We will ensure County roads are clear of oxeye daisy.</b>
Review mowing program – with level of service on road classification program – new construction			<b>Quarter 1 – We will review the classification program to see if our current mowing program needs to be changed.</b>

## Goal 12 – Planning & Development

<b>Goal 12: Development is environmentally sound and sensitive</b>			
<b>Actions</b>	<b>Lead</b>	<b>Target Date</b>	<b>Quarterly Report</b>
Review of County owned land – possible sale of properties  Gravel testing on properties identified in review (when time permits)	Leo	Dec 2014	<b>Quarter 1</b>
Additional P & D staff – review of comparison data from other municipalities. (Clerical position that could include duties for Safety Program)	Krystle/Dennis	January 2014	<b>Quarter 1 – Chelsey Thobin was hired in January.</b>

## Goal 13 – Parks & Recreation

<b>Goal 13: Recreation opportunities are available to the public through the County of St. Paul or partnerships</b>
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Action	Lead	Target Date	Quarterly Report
Completion of Power at Stoney Lake campground	Leo/Ken	Spring 2014	Quarter 1 – approved in 2013 budget Quarter 4 – Power was installed in Stoney Lake – some completion will be required in spring
Playground - Floating Stone	Leo/Ken	Nov 2014	Quarter 1 – <b>Not included in 2014 budget.</b>
Playground - Stoney Lake	Leo/Ken	Nov 2014	Quarter 1 – <b>Not included in 2014 budget.</b>
Playground - Lindbergh - install in spring	Leo/Ken	June 214	Quarter 1 – approved in the 2013 budget Quarter 2 – Playground equipment has been ordered. Quarter 4 – Playground equipment has arrived – was too late in the season to install – defer installation to the spring.
Explore options and costs for a “gathering place” at Lottie Lake		Summer 2014	
Explore developing overflow camping area at Lac Bellevue		Summer 2014	Quarter 1 – <b>Included in 2014 budget – to be completed during construction season.</b>
Explore solar street lighting for new parking lot at Westcove -		Summer 2014	Quarter 1 – <b>Not included in 2014 budget</b>
Explore replacing piers at all parks		Summer2014	Quarter 1 – <b>On going</b>

#### Goal 14 – Library/Culture

**Goal14: Public libraries conserve and enhance the rural lifestyle of residents by providing easy access to information, reading and educational materials**

Action	Lead	Target Date	Quarterly Report
Consideration for contribution to Allied Arts for upgrade of sound system and stage flooring - \$30,000		April 2014	Quarter 1 – <b>Included in 2014 budget.</b>