

## **Priorities Committee Meeting\_Jun18\_2024**

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### **STRATEGIC INITIATIVE AND UPDATE**

#### **CAMA – Awards of Excellence**

##### **Report Purpose**

CAMA President Tony Kulbisky will be presenting the awards that Strathcona County won including the Environmental Leadership and Sustainability Award for the HodgePodge Lodge and the Municipal Inspiring Workplace Award for the People Plan.

##### **Our Strategic Goals**

Goal 3 - Responsible Development

Goal 4 - Municipal Excellence

Goal 3 Priority - Environmental stewardship that addresses climate change and demonstrates responsible use of land and natural resources

Goal 4 Priority - A workplace culture that is connected, inclusive, diverse, and promotes employee development

##### **Report**

Strathcona County has received national recognition from the Canadian Association of Municipal Administrators (CAMA). The County was presented with two 2024 CAMA Awards of Excellence, both in the over 100,000 population category, on June 5, 2024 in Banff, Alberta. A total of 45 submissions were received for this year's awards program.

The County was presented with the **Environmental Leadership and Sustainability Award** for its reuse program, the HodgePodge Lodge. The HodgePodge Lodge is part of Strathcona County's 10-year Waste Roadmap, adopted in 2021, that is rethinking the community's approach to waste. The roadmap outlines a collective, community-wide commitment to rethinking waste and diverting more from landfill.

The HodgePodge Lodge is an initiative that facilitates the reuse of materials within the community. To decrease material going to landfill and empower residents to live an environmentally conscientious, creative and community minded lifestyle, the Lodge collects a mishmash of items that can be reused or repurposed. Since opening in February 2023, the Lodge has seen over 244,900 kg (245t) of knickknacks cycle through the building and away from the landfill.

The Environmental Leadership and Sustainability Award recognizes the dedication to environmental and sustainability excellence in projects that meet the needs of the present without compromising the future. This may include stand-out projects or initiatives or apply to the improvement of corporate processes that demonstrate real benefits to the environment. Sustainability may refer to both environmental considerations and wider sustainability impacts on people, resources, and communities.

The County was also presented with the **Municipal Inspiring Workplace Award**, which recognizes a forward thinking and people first employer / CAMA member municipality that has demonstrated leadership in creating an inspiring and positive work environment for its employees that enhances employee engagement, job satisfaction, and overall well-being.

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Recipients embrace progressive human resources practices that help build a resilient organization and demonstrates strong leadership practices that guide the municipality. This award replaced the Professional Development Award in 2024.

The Municipal Inspiring Workplace Award recognizes Strathcona County's People Plan, which is a document that guides our efforts in creating an inclusive, collaborative, and positive workplace culture. It was formed based on feedback from the County's 2017 employee engagement survey to ensure the continued attraction and retention of the best employees. In 2018, employees from across the organization were engaged to provide input into the People Plan's development—it was created for employees by employees and is truly a grassroots initiative.

The People Plan Stewardship Committee enables representatives from all 17 departments with different positions and years of service to serve as ambassadors for the People Plan. This group of dedicated employees brings their energy and diverse ideas to advising, planning, leading, supporting and promoting engagement activities and connection opportunities for their peers. According to the County's 2023 employee engagement score, employee engagement has jumped to 75% – an increase of 13% since the People Plan launched.

The Canadian Association of Municipal Administrators (CAMA) is a national, non-profit association open to all Chief Administrative Officers (CAO) / City Managers and any person employed in a senior management position that reports directly to a CAO. With a membership of 800 senior municipal employees from all parts of Canada, CAMA collectively represents more than 85% of the nation's population.

### **Council and Committee History**

November 21, 2023	The Priorities Committee was provided an update and overview of Strathcona County's People Plan Stewardship Committee.
September 14, 2021	Council approved the nine themes and associated outcomes in the Waste Management Roadmap. The Roadmap identified the importance of reduction and reuse programming, including the HodgePodge lodge.
June 18, 2019	The Priorities Committee was provided an overview of the People Plan Stewardship Committee and its intentions to support County staff

### **Communication Plan**

The awards will be announced to the public and County staff on June 5, 2024 following CAMA's news releases, using the following channels: County media release, Insider article, all-staff email, County website, social media and digital screens.

### **Enclosure**

- 1 President Tony Kulbisky Speaking Notes