



**2024 CAMA AWARDS OF EXCELLENCE PRESENTATION**

**ENVIRONMENTAL LEADERSHIP & SUSTAINABILITY AWARD  
(HODGEPDGE LODGE – STRATHCONA COUNTY’S REUSE PROGRAM)  
&  
MUNICIPAL INSPIRING WORKPLACE AWARD  
(PEOPLE PLAN)  
FOR A POPULATION OVER 100,000**

**STRATHCONA COUNTY, AB**

**Date: Tuesday, June 18<sup>th</sup> at 10:00 a.m.**

**Location: Strathcona County Hall  
201 Sherwood Drive**

**Chief Commissioner/CAMA Member: Darrell Reid**

**Mayor: Mayor Rod Frank**

Good morning Mayor Frank, Councillors, Staff, Ladies and Gentlemen.

I am pleased to represent the Canadian Association of Municipal Administrators this morning to present Strathcona County with two awards: the Environmental Leadership & Sustainability Award and the Municipal Inspiring Workplace Award.

I am Tony Kulbisky, CAMA President and Board Representative for Alberta and also the CAO for Westlock County. Thank you Darrell for your membership and support to our Association.

## **Description of the CAMA Awards of Excellence Program**

Each year CAMA recognizes the value of excellence and professionalism in municipal administration through the Annual Awards Program in four areas of Program Excellence: Innovation, Environmental Leadership and Sustainability, Inspiring Workplace, and Collaboration with external organizations and municipalities. Awards are presented to local governments and their Chief Administrators in recognition of their creative and successful programs, projects or services.

The Annual Awards Program has been designed to encourage excellence in the art of professional municipal administration. Success stories are circulated widely to provide CAMA members and other local government managers with new ideas that may prove useful for implementation in their own communities.

Because Canada has a unique mixture of small and large communities, the awards for the Innovation, Environmental Leadership & Sustainability and Inspiring Workplace are granted according to population. We offer three population categories: for municipalities with a population under 20,000, for municipalities with a population between 20,001 and 100,000 and for those over 100,000. We were pleased to receive a total of 45 award nominations this year in which all were of excellent quality.

The following evaluation criteria were used by the Committee when reviewing the submissions:

- The extent that the program, project or service involves innovation, creativity and exemplifies a significant change;
- Its impact on the profession of municipal administration;
- The potential a program, project or service possesses to enhance the practices of administrators elsewhere and the degree of their transferability to other local governments;
- The impact of the program, project or service on the municipality and on the organization even if the innovation itself was not new to the profession;
- The sustainability of the results, their long lasting, positive, measurable effects on the success of the organization.

## **#1: Award Presentation**

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.

**This year's winner of the Environmental Leadership & Sustainability Award for a Municipality with a Population Over 100,000 is Strathcona County for your "HodgePodge Lodge Reuse Program"**

**Video to play followed by Award Presentation.**

## **#2: Award Presentation**

The Municipal Inspiring Workplace Award 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. Recipients will embrace progressive human resources practices that help build a resilient organization and demonstrate strong leadership practices that guide the municipality.

**This year's winner of the Municipal Inspiring Workplace Award for a Municipality with a Population Over 100,000 is Strathcona County for your "People Plan"**

**Video to play followed by Award Presentation.**

## Summary of Awards – For Your Information Only

**Strathcona County, AB**  
**2024 CAMA Environmental Leadership & Sustainability Award**  
**(Over 100,000 Population Category)**  
**HodgePodge Lodge – Strathcona County’s Reuse Program**

- **Nominator:** Leah Seabrook, Manager Waste Management Services

Strathcona County, AB is being recognized with a 2024 CAMA Environment Leadership & Sustainability Award, in the over 100,000-population category, for its **HodgePodge Lodge – Strathcona County’s Reuse Program**.

The 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.

These items are not easily recycled through traditional methods of collection and aren't accepted for reuse elsewhere.

During the construction of the Lodge, it was an important goal of Strathcona County to incorporate circular economy principles into the build by ensuring that many of the construction materials were from repurposed and salvaged sources.

At the heart and soul of the Lodge are the volunteers who assist residents and keep items flowing through the building. Over 80 volunteers support the Lodge on a regular basis. In addition, partnerships with many social service agencies in the community have been developed for work experience and/or collection of items.

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. As the saying goes, "One person's trash is another person's treasure!"

The 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.

**Strathcona County, AB**  
**2024 CAMA Municipal Inspiring Workplace Award**  
**(Over 100,000 Population Category)**  
**People Plan**

- **Nominator:** Sharry Sowiak

Strathcona County, AB is being recognized with a 2024 CAMA Municipal Inspiring Workplace Award, in the over 100,000-population category, for their **People Plan**.

The People Plan is a document created by the County to guide their 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 is guided by the County's corporate values of integrity, respect, safety, fairness, and cooperation. It also ties in with the County's strategic goal of Municipal Excellence, in support of a workplace culture that is connected, inclusive, diverse and promotes employee development.

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.

The Stewardship Committee helps to ensure that decisions related to employee engagement, job satisfaction and overall well-being resonate with the County's overarching goals. These principles guide administrators in their day-to-day interactions and strategic choices.

According to the County's 2023 employee engagement score, employee engagement has jumped to 75% – an increase of 13% since the People Plan launched.