

**MACKENZIE COUNTY  
REGULAR COUNCIL MEETING**

**Wednesday, February 28, 2007  
6:00 p.m.**

**Council Chambers, Fort Vermilion, Alberta**

**AGENDA**

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<b>CALL TO ORDER:</b>	1.	a)	Call to Order	
<b>AGENDA:</b>	2.	a)	Adoption of Agenda	
<b>ADOPTION OF THE PREVIOUS MINUTES:</b>	3.	a)	Minutes of the February 13, 2007 Regular Council Meeting	7
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<b>DELEGATIONS:</b>	5.	a)		
<b>GENERAL REPORTS:</b>	6.	a)	Municipal Planning Commission Meeting Minutes January 31, 2007	25
		b)		
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<b>CORPORATE SERVICES:</b>	11.	a)	Residential Tenancy Agreement with the La Crete Municipal Nursing Association	77
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<b>IN CAMERA SESSION:</b>	12.	a)	Town of High Level Negotiations	
		b)	Health Services	
		c)	Personnel & Contracts	
		d)	Wadlin Lake Caretaking Contract	





f)

g)

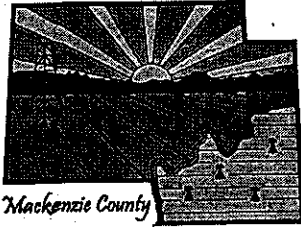
**NEXT MEETING  
DATE:**

13. a) Regular Council Meeting  
Tuesday, March 13, 2007  
10:00 a.m.  
Council Chambers, Fort Vermilion, AB

**ADJOURNMENT:**

14. a) Adjournment





## MACKENZIE COUNTY REQUEST FOR DECISION

<b>Meeting:</b>	<b>Regular Council Meeting</b>
<b>Meeting Date:</b>	<b>February 28, 2007</b>
<b>Presented By:</b>	<b>William Kostiw, Chief Administrative Officer</b>
<b>Title:</b>	<b>Minutes of the February 13, 2007 Regular Council Meeting</b>

### BACKGROUND / PROPOSAL:

Minutes of the February 13<sup>th</sup> regular council meeting are attached.

### OPTIONS & BENEFITS:

N/A

### COSTS & SOURCE OF FUNDING:

N/A

### RECOMMENDED ACTION:

That the minutes of the February 13, 2007 Regular Council meeting be adopted as presented.

Author: C. Gabriel Review Date: February 21, 2007 CAO 



**MACKENZIE COUNTY  
REGULAR COUNCIL MEETING**

**Tuesday, February 13, 2007**

**10:00 a.m.**

**Council Chambers  
Fort Vermilion, AB**

<b>PRESENT:</b>	Bill Neufeld	Reeve
	Walter Sarapuk	Deputy Reeve
	Peter Braun	Councillor
	John W. Driedger	Councillor
	Ed Froese	Councillor
	Willy Neudorf	Councillor
	Greg Newman	Councillor
	Jim Thompson	Councillor
	Lisa Wardley	Councillor
	Stuart Watson	Councillor

**ABSENT:**

<b>ALSO PRESENT:</b>	William (Bill) Kostiw	Chief Administrative Officer
	Carol Gabriel	Executive Assistant
	John Klassen	Manager of Utilities & Facilities
	Paul Driedger	Director of Planning & Emergency Services

Members of the media and the public.

Minutes of the Regular Council meeting for Mackenzie County held on Tuesday, February 13, 2007 at the Council Chambers in Fort Vermilion, Alberta.

**CALL TO ORDER: 1. a) Call to Order**

Reeve Neufeld called the meeting to order at 10:01 a.m.

**AGENDA: 2. a) Adoption of Agenda**

**MOTION 07-099 MOVED** by Councillor Neudorf

That the agenda be adopted as presented.

**CARRIED**

**ADOPTION OF THE PREVIOUS MINUTES: 3. a) Minutes of the January 24, 2007 Regular Council Meeting**

**MOTION 07-100**

**MOVED** by Councillor Froese

That the minutes of the January 24, 2007 Regular Council meeting be adopted as presented.

**CARRIED**

**3. b) Minutes of the January 25, 2007 Special Council (Budget) Meeting**

**MOTION 07-101**

**MOVED** by Councillor Braun

That the minutes of the January 25, 2007 Special Council (Budget) meeting be adopted as presented.

**CARRIED**

**BUSINESS ARISING  
OUT OF THE MINUTES:**

**4. a) None**

**DELEGATIONS:**

**5. a) RCMP**

**MOTION 07-102**

**MOVED** by Councillor Wardley

That the RCMP monthly statistical report for the month of January 2007 be received for information.

**CARRIED**

**GENERAL REPORTS:**

**6. a) Minutes of the December 20, 2006 & January 16, 2007 Municipal Planning Commission Meeting**

**MOTION 07-103**

**MOVED** by Councillor Neudorf

That the Municipal Planning Commission meeting minutes of December 20, 2006 and January 16, 2007 be received for information.

**CARRIED**

**6. b) Action List**

**MOTION 07-104**

**MOVED** by Councillor Thompson

That the action list be received for information.

**CARRIED**

**PUBLIC HEARINGS:**

**7. a) Bylaw 586/06 Road Closure Between Plan 962-4275, Block 4, Lots 18-27, Block 18, Lots 11 and 12, and Block 19, Lots 1-12**

Reeve Neufeld called the public hearing for Bylaw 586/06 to order at 10:13 a.m.

Reeve Neufeld asked if the public hearing for proposed Bylaw 586/06 was properly advertised. Paul Driedger, Director of Planning, answered that the bylaw was advertised in accordance with the Municipal Government Act.

Reeve Neufeld asked the Development Authority to outline the proposed Road Closure Bylaw. Paul Driedger, Director of Planning presented the Development Authority's submission and indicated that first reading was given on June 28, 2006.

Reeve Neufeld asked if Council has any questions of the proposed Road Closure Bylaw. Discussion followed.

Reeve Neufeld asked if any submissions were received in regards to proposed Bylaw 586/06. No submissions were received.

Reeve Neufeld asked if there was anyone present who would like to speak in regards to the proposed Bylaw 586/06. There was no indication that anyone present wished to speak to the bylaw.

Reeve Neufeld closed the public hearing for Bylaw 586/06 at 10:16 a.m.

**MOTION 07-105**

**MOVED** by Councillor Neudorf

That second reading be given to Bylaw 586/06 being a road closure bylaw to close a portion of public road allowance within the Hamlet of Zama between Plan 962-4275, Block 4, Lots 18 through 27 inclusive, Block 18, Lots 11 and 12, and Block 19, Lots 1 through 12 inclusive.

**CARRIED**

Councillor Newman joined the meeting at 10:17 a.m.

**MOTION 07-106**

**MOVED** by Councillor Thompson

That third reading be given to Bylaw 586/06 being a road closure bylaw to close a portion of public road allowance within the Hamlet of Zama between Plan 962-4275, Block 4, Lots 18 through 27 inclusive, Block 18, Lots 11 and 12, and Block 19, Lots 1 through 12 inclusive.

**CARRIED**

**COUNCIL COMMITTEE,  
CAO AND DIRECTORS  
REPORT:**

**8. a) Council Committee Reports**

Councillor Froese reported on the Emerging Trends in Municipal Law session, Connecting the NWT Symposium, and Municipal Planning Commission meetings.

Councillor Braun reported on the budget meeting, Health Needs Assessment meeting, Fire/EMS awards banquet, meeting with Frank Oberle, Municipal Planning Commission meetings, Finance Committee meetings, La Crete Recreation Board annual general meeting, MPC rural country residential open house in High Level, and the AAMD&C zone meeting.

Councillor Newman reported on the budget meetings, Connecting the NWT Symposium, and the Caribou Mountains Advisory Committee.

Councillor Thompson reported on the High Level Industry Advisory Committee meeting and the Fort Vermilion Recreation board annual general meeting.

Councillor Wardley reported on the budget meeting, meeting with assumption RCMP, Zama recreation board meeting, and the AAMD&C zone meeting.

Councillor Watson reported on the negotiations with Town of High Level, Finance Committee meetings, and the MPC rural country residential open house in High Level.

Councillor Neudorf reported on the budget meeting, Agriculture Service Board convention, and the AAMD&C zone meeting.

Councillor Driedger reported on the AAMD&C zone meeting and health recruitment.

Deputy Reeve Sarapuk reported on the Finance Committee meetings, MPC rural country residential open house in High Level, and the Public Advisory Committee meeting.



Reeve Neufeld reported on the MPC rural country residential open house in High Level, AAMD&C zone meeting, and the Finance Committee meetings.

**MOTION 07-107**

**MOVED** by Councillor Newman

That the Council Committee verbal reports be accepted as information.

**CARRIED**

**9. j) Etna's Landing Campground Request**

**MOTION 07-108**

**MOVED** by Deputy Reeve Sarapuk

That the Etna's Landing Campground request be tabled for further information and for discussion at Council's planning session.

**CARRIED**

Reeve Neufeld recessed the meeting at 11:01 a.m. and reconvened the meeting at 11:14 a.m.

**8. b) CAO & Director Reports**

**MOTION 07-109**

**MOVED** by Councillor Thompson

That the Director of Corporate Services report be accepted for information.

**CARRIED**

**MOTION 07-110**

**MOVED** by Councillor Braun

That the Director of Planning & Emergency Services report be accepted for information.

**CARRIED**

**MOTION 07-111**

**MOVED** by Councillor Wardley

That the Manager of Utilities & Facilities report be accepted for information.

**CARRIED**

**MOTION 07-112**

**MOVED** by Councillor Newman

That the Chief Administrative Officer report be accepted as presented.

**CARRIED**

**PLANNING,  
EMERGENCY, AND  
ENFORCEMENT  
SERVICES:**

**9. a) Bylaw 605/06 Area Structure Plan for SW 12-107-14-W5M-Derk Friesen**

**MOTION 07-113**

**MOVED** by Councillor Driedger

That first reading be given to Bylaw 605/06, being a bylaw to adopt the Area Structure Plan for SW 12-107-14-W5M.

**CARRIED**

**9. b) Bylaw 609/07 Subdivision Cancellation  
Plan 952-2134, Block 01, Lot 01, on Part of SW 32-109-18-W5M**

**MOTION 07-114**

**MOVED** by Councillor Newman

That third reading be given to Bylaw 609/07 to cancel subdivision Plan 952-2134, Block 01, Lot 01 on Part of SW 32-109-18-W5M.

**CARRIED**

**9. c) Bylaw 610/07 Land Use Bylaw Amendment to Rezone  
Part of SW 12-107-14-W5M from Rural Country  
Residential District 3 (RC3) to Rural Country  
Residential District 2 (RC2)**

**MOTION 07-115**

**MOVED** by Councillor Neudorf

That first reading be given to Bylaw 610/07 being a Land Use Bylaw amendment to rezone Part of SW 12-107-14-W5M from Rural Country Residential District 3 (RC3) to Rural Country Residential District 2 (RC2).

**CARRIED**

**9. d) Bylaw 611/07 Being a Land Use Bylaw Amendment to  
Rezone Part of SW 7-109-19-W5M from Rural Country**

**Residential District 3 (RC3) to Rural Industrial District  
1 (RI1) – Rural High Level**

**MOTION 07-116**

**MOVED** by Councillor Driedger

That first reading of Bylaw 611/07 be tabled to the February 28, 2007 regular council meeting.

**CARRIED**

**9. e) Bylaw 612/07 Land Use Bylaw Amendment to Amend  
the Minimum Lot Size of the Rural Country  
Residential Districts**

**MOTION 07-117**

**MOVED** by Councillor Neudorf

That first reading of Bylaw 612/07 be tabled for future consideration.

**CARRIED**

**9. f) Bylaw 613/07 Land Use Bylaw Amendment to Amend  
the Discretionary Uses of the Public/Institutional  
District "HP" to include Professional Offices**

**MOTION 07-118**

**MOVED** by Councillor Wardley

That first reading be given to Bylaw 613/07 being a Land Use Bylaw Amendment to amend the discretionary uses of the Public/Institutional District "HP" to include professional offices.

**CARRIED**

**9. g) Legal Counsel Fees to be Charged to Developer**

**MOTION 07-119**

**MOVED** by Councillor Newman

That the Fee Schedule Bylaw be revised to include a \$400.00 fee where a development permit application is a result of intervention by legal counsel after three notifications from the County, and that the revised Bylaw be presented to Council for approval.

**CARRIED**

Reeve Neufeld recessed the meeting at 12:00 p.m. and reconvened the meeting at 12:49 p.m.

**9 h) County Building Construction Task Force Terms of Reference**

**MOTION 07-120**

**MOVED** by Councillor Wardley

That the County Administration Building Construction Task Force Terms of Reference be adopted as amended.

*attach*

**CARRIED**

**9. i) Weather Station – La Crete Airport**

**MOTION 07-121**

**MOVED** by Councillor Neudorf

That Mackenzie County enter into a 20 year lease agreement with the Province of Alberta for the establishment of a Weather Station at the La Crete Airport. The lease size shall be 200 square meters and provided to the Province of Alberta at no cost.

**CARRIED**

Sgt. Ryan Becker with the Fort Vermilion RCMP Detachment joined the meeting to discuss the statistics for the month of January and service delivery in the County.

**9. k) Zama Fire Guard**

**MOTION 07-122**

**MOVED** by Councillor Wardley

That administration request quotations for project ZA-01-06, being a vegetation management prescription within the Hamlet of Zama.

**CARRIED**

**OPERATIONAL SERVICES:**

**10. a) Access Construction Policy PW037**

**MOTION 07-123**

**MOVED** by Councillor Neudorf

That Access Construction Policy PW037 be adopted as amended.

*attach*

**CARRIED**

**10. b) Zama Equipment – Requisition to Purchase**

**MOTION 07-124**

**MOVED** by Councillor Neudorf

That the purchase of the skidsteer be tabled until after the approval of the budget.

**CARRIED**

**10. c) Zama Water Treatment Plant Tender**

**MOTION 07-125**

**MOVED** by Councillor Newman

That administration proceed with the tender for the Zama water treatment plant upgrading, as per Option 1 – construction at existing water treatment plant site, and the sewer upgrade to be funded from the capital budget.

**CARRIED**

**10. d) Gravel Crushing Tender**

**MOTION 07-126**

**MOVED** by Councillor Newman

That administration proceed with a gravel crushing tender for a one year <sup>or option?</sup> and three year supply of gravel in all municipal pit locations.

*in. option? West CC, Frotley, N. Vermilion at the gravel needs of the municipality.*

**CARRIED**

**10. e) Tompkins Landing Ice-Bridge**

**MOTION 07-127**

**MOVED** by Councillor Neudorf

That the Tompkins Landing Ice-Bridge update be received for information.

**CARRIED**

Reeve Neufeld recessed the meeting at 2:19 p.m. and reconvened the meeting at 2:35 p.m.

**CORPORATE SERVICES:**

**11. a) Zama Water Treatment Plant Borrowing Bylaw 614/07**

**MOTION 07-128**  
Requires 2/3

**MOVED** by Councillor Braun

That first reading be given to Bylaw 614/07, being a bylaw authorizing a debenture borrowing in the amount of \$3,178,230 to construct a new water treatment plant in the Hamlet of Zama.

**CARRIED**

**11. b) Finance Committee – Terms of Reference**

**MOTION 07-129**

**MOVED** by Councillor Wardley

That the Finance Committee Terms of Reference be approved as presented.

**CARRIED**

**11. c) Request to Reduce taxes**

**MOTION 07-130**

**MOVED** by Councillor Thompson

That the request for a reduction in property taxes be received for information.

**CARRIED**

**11. d) Residential Tenancy Agreement with the La Crete  
Municipal Nursing Association**

**MOTION 07-131**

**MOVED** by Councillor Newman

That the Residential Tenancy Agreement with the La Crete Municipal Nursing Association be tabled to the February 28, 2007 regular council meeting for further information.

**CARRIED**

**11. e) Rocky Lane Agricultural Society – Request for  
Funding**

**MOTION 07-132**

Requires 2/3

**MOVED** by Councillor Wardley

That \$3,000 be granted to the Rocky Lane Agricultural Society for the bibs purchase with the condition that "Mackenzie County" be printed on it, to be funded from the operating reserve RESV15 – Funding to Community Non-Profit Organizations.

**CARRIED**

**11. f) Request for Taxes Write Off**

**MOTION 07-133**

**MOVED** by Councillor Neudorf

That the request to write off outstanding taxes for tax rolls 076711, 106094, and 313865 be tabled to the February 28, 2007 regular council meeting.

**CARRIED**

**11. g) Request for Sponsorship – Nicole Quick**

**MOTION 07-134**

Requires 2/3

**MOVED** by Deputy Reeve Sarapuk

That Mackenzie County approve the sponsorship request from Nicole Quick, under the RCMP Summer Student Program, in the amount of \$4,250.00 to be funded from the operating budget.

**CARRIED**

**11. h) Mackenzie Regional Water Partnership Initiative**

**MOTION 07-135**

**MOVED** by Councillor Neudorf

That MD of Mackenzie participate in, and submit a Regional Partnership Initiative Exploration grant application for, the Mackenzie Regional Water Partnership under the Alberta Municipal Affairs Partnership Initiative.

**CARRIED**

**MOTION 07-136**

**MOVED** by Councillor Thompson

That MD of Mackenzie agrees to be designated as the managing partner for the Mackenzie Regional Water Partnership for the purposes of receiving, administering, allocating, reporting, and accounting for the grant funds on behalf of the partners.

**CARRIED**

**MOTION 07-137**

**MOVED** by Councillor Froese

That MD of Mackenzie agrees to enter into a Conditional Grant Agreement governing the purpose and use of the exploration grant funds as the managing partner, ~~subject to ratification by the Town of High Level.~~ *other participants*

*keep*

**CARRIED**

**11. i) 2007 Capital and Operating Budgets**

**MOTION 07-138**

**MOVED** by Councillor Newman

That a meeting be held on February 23, 2007 at 10:00 a.m. for further review and adoption of the 2007 operating and capital budgets.

**CARRIED**

**11. j) Mackenzie Housing Management Board**

**MOTION 07-139**

**MOVED** by Councillor Newman

That the Mackenzie Housing Management Board be invited to meet with the Mackenzie County Council on February 28, 2007 at 4:00 p.m.

**CARRIED**

**11. k) Linear Property Assessment Process Session**

**MOTION 07-140**

**MOVED** by Councillor Neudorf

That any Councillor available be authorized to attend the linear property assessment process session in Grande Prairie on February 21, 2007.

**CARRIED**

**11. l) Northern Health Funding & Community Involvement  
in Physician Recruitment and Retention**

**MOTION 07-141**

**MOVED** by Councillor Watson

That the Northern Health Funding and Community Involvement in Physician Recruitment and Retention session be received for information.

**CARRIED**

**11. m) Northern Alberta Development Council**

**MOTION 07-142**

**MOVED** by Councillor Wardley



That Council write a letter of endorsement for Councillor Braun for his application to become a member of the Northern Alberta Development Council.

**CARRIED**

**11. n) Fort Vermilion Recreation Board**

**MOTION 07-143**

**MOVED** by Councillor Newman

That the Fort Vermilion Recreation Board discussion be moved in camera.

**CARRIED**

**11. o) Council Workshop**

**MOTION 07-144**

**MOVED** by Councillor Newman

That a workshop be scheduled for the third week in June and that administration bring back options.

**CARRIED**

**11. p) Cell Phones**

**MOTION 07-145**

**MOVED** by Councillor Wardley

That a \$20 fee be charged to individuals for each cell phone offense during a council meeting and that the dollars collected from these offenses be donated to a charity.

**CARRIED**

**11. q) AAMD&C Spring 2007 Convention**

**MOTION 07-146**

**MOVED** by Deputy Reeve Sarapuk

That Councillors be authorized to attend the AAMD&C spring 2007 convention in Edmonton on March 19-21, 2007 and the Jubilee RiskPro Training Program workshop on March 19, 2007.

**CARRIED**

**11. r) Proof of Elector Eligibility**

**MOTION 07-147**

**MOVED** by Councillor Neudorf

That the proof of elector eligibility be received for information.

**CARRIED**

**11. s) Information/Correspondence**

**MOTION 07-148**

**MOVED** by Councillor Newman

That the information/correspondence items be accepted for information purposes.

**CARRIED**

**IN CAMERA SESSION:**

**MOTION 07-149**

**MOVED** by Councillor Braun

That consideration be given to move in Camera to discuss issues under the Freedom of Information and Protection of Privacy Regulations 18 (1) at 3:28 p.m.

- 12. a) Town of High Level Negotiations
- 12. b) Health Services
- 12. c) Personnel & Contracts
- 12. d) Union Negotiations
- 12. e) Northwest Corridor Development Corporation Strategic Plan
- 12. f) Mustus Lake Centre Lease Agreement
- 12. g) Fort Vermilion Recreation Board

**CARRIED**

**MOTION 07-150**

**MOVED** by Councillor Newman

That Council move out of camera at 4:45 p.m.

**CARRIED**

**12. a) Town of High Level Negotiations**

**MOTION 07-151**

**MOVED** by Councillor Braun

That Councillor Watson, Councillor Newman, and the Chief Administrative Officer be authorized to meet with Footner Forest Products to discuss their needs.

**CARRIED**

**12. d) Union Negotiations**

**MOTION 07-152**

**MOVED** by Councillor Neudorf

That Council reject the Union proposed Collective Agreement and return to the bargaining table.

**CARRIED**

**MOTION 07-153**

**MOVED** by Councillor Wardley

That all Council be appointed to the Bargaining Committee.

**CARRIED**

**12. f) Mustus Lake Centre Lease Agreement**

**MOTION 07-154**

**MOVED** by Councillor Froese

That Paul Driedger and John Klassen review the sales and rental agreement for the Mustus Lake Centre in La Crete.

**CARRIED**

**CAO EVALUATION:**

**13. a) Chief Administrative Officer Evaluation**

**MOTION 07-155**

**MOVED** by Councillor Newman

That the Chief Administrative Officer evaluation be tabled till further notice.

**CARRIED**

**NEXT MEETING DATE:**

**14. a) Regular Council Meeting**

Wednesday, February 28, 2007

6:00 pm

Council Chambers, Fort Vermilion, Alberta

**ADJOURNMENT**

**15. a) Adjournment**

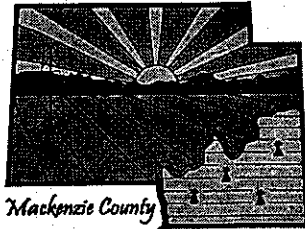
**MOTION 07-156**

**MOVED** by Councillor Braun

That the Regular Council meeting be adjourned at 5:00 p.m.

**CARRIED**

These minutes will be presented to Council for approval on Wednesday, February 28, 2007.



## MACKENZIE COUNTY REQUEST FOR DECISION

<b>Meeting:</b>	<b>Regular Council Meeting</b>
<b>Meeting Date:</b>	<b>February 28, 2007</b>
<b>Presented By:</b>	<b>William Kostiw, Chief Administrative Officer</b>
<b>Title:</b>	<b>Municipal Planning Commission Meeting Minutes January 31, 2007</b>

### BACKGROUND / PROPOSAL:

Information item. The adopted minutes of the January 31, 2007 meeting are attached.

### OPTIONS & BENEFITS:

N/A

### COSTS & SOURCE OF FUNDING:

N/A

### RECOMMENDED ACTION:

That the Municipal Planning Commission meeting minutes of January 31, 2007 be received for information.

Author: C. Gabriel

Review Date: February 21, 2007

CAO 



**Mackenzie County  
Municipal Planning Commission Meeting**

**Wednesday, January 31, 2007 @ 6:00 p.m.**

**Council Chambers  
Fort Vermilion, Alberta**

**PRESENT**

Peter Braun	Chair, Councillor
Daryl Zielsdorf	Vice-Chair, MPC Member
Jack Eccles	MPC Member
Ed Froese	Councillor
Manfred Gross	MPC Member
Paul Driedger	Director of Planning
Vicky Krahn	Planning Administrative Support
Eva Schmidt	Planning Supervisor

**1. CALL TO ORDER**

Peter Braun called the meeting to order at 6:05 p.m.

**2. ADOPTION OF AGENDA**

**MOTION 07-18      MOVED by Manfred Gross**

That the agenda be adopted with the following additions:

4 d) Development Permit Application 15-DP-07  
Good Brothers Construction (2002) Ltd  
Storage Yard (Dirt stockpiles)  
Plan 022 7658, Block 21, Lot 4 (9605-98 Street)  
La Crete

4 e) Policy MPC01 Subdivision Refund

4 f) Subdivision Refund Request  
Larry and Lois Neufeld 58-SUB-05  
SE 13-104-16-W5M

4 g) Subdivision Refund Request  
Jake and Suzanne Wolfe  
NW 31-109-18-W5M; High Level Rural

- 4 h) Vanguard Realty  
Subdivision Application 01-SUB-07  
Right of way Discussion

**CARRIED**

**3. ADOPTION OF MINUTES**

**MOTION 07-19**      **MOVED** by Daryl Zielsdorf

That the minutes of the January 16, 2007 Municipal Planning Commission meeting be adopted as presented.

**CARRIED**

**4. DEVELOPMENT PERMIT APPLICATIONS**

- a) **Development Permit Application 6-DP-07**  
**Robert Schartner**  
**Tradesmen's Business and Sign**  
**(Office Building - Mobile Home)**  
**SE 7-109-13-W5M; Fort Vermilion Rural**

**MOTION 07-20**      **MOVED** by Daryl Zielsdorf

That Development Permit 6-DP-07 on SE 7-109-13-W5M in the name of Robert Schartner, be approved with the following conditions:

1. Minimum building setbacks: 41.15 meters (135 feet) from any road allowances and 15.24 meters (50 feet) from any other property lines.
2. All setbacks from property lines adjacent to the Provincial Highway shall meet Alberta Infrastructure and Transportation setback requirements.
3. All conditions and requirements by Alberta Infrastructure and Transportation are to be met to their specifications and standards.



4. An unlighted sign to identify the farm subsidiary business may be placed in a window or exterior of the house and the sign shall not exceed 1.1 meters (12 square feet).
5. The total site area (lot) shall have a positive surface drainage.
6. PRIOR to installation of a new access or changing location of existing access, complete a Request for Access form by contacting the Road/Maintenance Department for Mackenzie County at 928-3983. Access to be constructed to Alberta Infrastructure and Transportation and Mackenzie County's standards and at the developer's expense.
7. If a sign is placed on the property the sign shall be located a minimum of:
  - i. 200 meters from regulatory signs
  - ii. 3 meters (9 feet) from the outer edge of the road or not less than 1.5 meters from the property line if on private property.
8. The sign shall be a minimum of 1.5 meters to a maximum of 2.5 meters in height above the shoulder of the road.
9. The sign shall be kept in a safe, clean, and tidy condition, or may be required to be renovated or removed.
10. The sign shall:
  - i. Not obstruct the orderly and safe flow of vehicular and pedestrian traffic.
  - ii. Not unduly interfere with the amenities of the district.
  - iii. Not materially interfere with or affect the use, enjoyment or value of neighbouring properties.
  - iv. Not create visual or aesthetic blight.

**CARRIED**

- b) **Development Permit Application 10-DP-07**  
**Good Brothers Construction (2002) Ltd**  
**Covered Storage – (Tarp Structure)**  
**Plan 022 7658, Block 21, Lot 5 (9701-98 Street); La Crete**

**MOTION 07-21**      **MOVED** by Manfred Gross

That Development Permit 10-DP-07 on Plan 022 7658, Block 21, Lot 5 in the name of Good Brothers Construction (2002) Ltd, be approved with the following conditions:

1. Minimum structure setbacks: 9.1 meters (30 feet) front yard; 9.1 meters (30 feet) rear yard; 3.05 meters (10 feet) interior side yard; 9.1 meters (30 feet) exterior side yard, from the property lines.
2. PRIOR to installation of a new access or changing location of existing access, complete a Request for Access form by contacting the Road/Maintenance Department for Mackenzie County at 928-3983. Access to be constructed to Mackenzie County standards and at the developer's expense.
3. The total site area (lot) shall have a positive surface drainage without adversely affecting the neighboring properties.

**CARRIED**

- c) **Development Permit Application 11-DP-07**  
**George Friesen; Tradesmen Business and Sign**  
**SE 4-107-14-W5M; Blumenort**

**MOTION 07-22**      **MOVED** by Daryl Zielsdorf

That Development Permit 11-DP-07 on SE 4-107-14-W5M, in the name of George Friesen, be approved with the following conditions:

1. Minimum building setbacks: 41.15 meters (135 feet) from any road allowances and 15.24 meters (50 feet) from any other property lines.

2. This permit may be revoked at any time, if, in the opinion of the Development Authority, the tradesmen's business has become detrimental or otherwise incompatible with the amenities of the neighborhood.
3. An unlighted sign to identify the farm subsidiary business may be placed in a window or exterior of the house and the sign shall not exceed 1.1 meters (12 square feet).
4. At all times, the privacy of the adjacent dwellings shall be preserved and the farm subsidiary business shall not unduly offend the surrounding residents by way of excessive lighting, noise, traffic, congestion, late visitations by clients, etcetera.
5. Must obtain license from Alberta Motor Vehicle Industry Council (AMVIC).
6. If a sign is placed on the property the sign shall be located a minimum of:
  - i. 200 meters from regulatory signs
  - ii. 3 meters (9 feet) from the outer edge of the road or not less than 1.5 meters from the property line if on private property.
7. The sign shall be a minimum of 1.5 meters to a maximum of 2.5 meters in height above the shoulder of the road.
8. The sign shall be kept in a safe, clean, and tidy condition, or may be required to be renovated or removed.
9. The sign shall:
  - i. Not obstruct the orderly and safe flow of vehicular and pedestrian traffic.
  - ii. Not unduly interfere with the amenities of the district.
  - iii. Not materially interfere with or affect the use, enjoyment or value of neighbouring properties.
  - iv. Not create visual or aesthetic blight.

**CARRIED**

- d) **Development Permit Application 15-DP-07**  
**Good Brothers Construction (2002) Ltd**  
**Storage Yard (Dirt stockpiles)**  
**Plan 022 7658, Block 21, Lot 4 (9605-98 Street); La Crete**

**MOTION 07-23**      **MOVED** by Daryl Zielsdorf

That Development Permit 15-DP-07 on Plan 022 7658, Block 21, Lot 4 (9605-98 Street); Goods Brothers Construction (2002) Ltd., be approved with the following conditions:

1. Minimum stock pile setbacks: 9.1 meters (30 feet) front yard; 9.1 meters (30 feet) rear yard; 3.05 meters (10 feet) interior side yard; 9.1 meters (30 feet) exterior side yard, from the property lines.
2. PRIOR to installation of a new access or changing location of existing access, complete a Request for Access form by contacting the Road/Maintenance Department for Mackenzie County at 928-3983. Access to be constructed to Mackenzie County standards and at the developer's expense.
3. The total site area (lot) shall have a positive surface drainage without adversely affecting the neighboring properties.
4. This permit may be revoked at any time, if, in the opinion of the Development Authority, the storage yard has become detrimental or otherwise incompatible with the amenities of the neighborhood.

**CARRIED**

- e) **Policy MPC01 Subdivision Refund**

**MOTION 07-24**      **MOVED** by Daryl Zielsdorf

That Policy MPC01 Subdivision Refund be adopted as amended and attached.

**CARRIED**

- f) **Larry and Lois Neufeld 58-SUB-05**  
**SE 13-104-16-W5M**  
**Subdivision Refund Request**

**MOTION 07-25**      **MOVED** by Manfred Gross

That a subdivision application refund be granted to Larry and Lois Neufeld at 25% of their application fee, for subdivision application 58-SUB-05 on SE 13-104-16-W5M.

**CARRIED**

Note: Administration should advise the applicant of our refund policy as well as give them the option to apply for an extension.

- g) **Jake and Suzanne Wolfe**  
**NW 31-109-18-W5M; High Level Rural**  
**Subdivision Refund Request**

**MOTION 07-26**      **MOVED** by Manfred Gross

That the refund request for the subdivision application fee for 01MK068 on NW 31-110-19-W5M be refused and the municipal reserve of \$322.74 collected be refunded, if the subdivision is withdrawn.

**CARRIED**

- h) **Vanguard Realty**  
**Subdivision Application 01-SUB-07**  
**Plan 982 0009, Block 24, Lot 1; La Crete**  
**Right of way Discussion**

Developer, Henry Enns contacted Paul Driedger and Peter Braun to discuss his concerns in regards to a 10 meter road right of way that is requested by the County for his subdivision on Plan 982 0009, Block 24, Lot 1 in the Hamlet of La Crete.

The tentative plan Mr. Enns submitted does not allow for the 10 meter right of way, but due to future infrastructure the right of way is a necessity.

Road right of way is to be taken from both sides of 109 avenue. Furthermore, there are future plans of creating a walking trail on the north side of 109<sup>th</sup> street leading to Touranghau Lake (Jake's Lake).

The developer is aware that a 10 meter right of way is required for this subdivision as he has done numerous other subdivisions in the hamlet where this requirement is enforced.

Mr. Enns has sold some of these lots and is a little discouraged as he has sold the property without the right of way in place, which would make the buyer's lot smaller. Proper procedure is to wait until the subdivision has been registered with Land Titles. This subdivision is still in the planning process and is not ready for registration.

Administration will inform the developer, Mr. Enns, that the 10 meter road right of way on the North side of the subdivision must remain in place.

**5. PROPOSED LAND USE BYLAW AMENDMENT**

**John Fehr**  
**NE 17-106-15-W5M**

**MOTION 07-27**      **MOVED** by Daryl Zielsdorf

That the proposal to amend the Land Use Bylaw to allow Rural Country Residential Districts to reduce their minimum lot size requirement to 2 acres (0.81 hectares) where the subdivision is connected to municipal servicing, be presented to Council for decision.

**CARRIED**

6. **ACTION LIST**

The action list was reviewed by the Municipal Planning Commission.

**MOTION 07-28**      **MOVED** by Daryl Zielsdorf

That a recommendation be brought forward to council requesting that a \$400.00 fee be added to a development permit as a result of Legal Counsel fees. Furthermore, that when letters are sent to landowners requesting development permit applications for unauthorized development the letters should state that a \$400.00 fee will be added to their permit fee if they do not apply for the development permit application prior to their violation being forwarded to Legal Counsel.

**CARRIED**

7. **NEXT MEETING DATE**

Municipal Planning Commission meeting dates are scheduled as follows:

- Monday, February 12, 2007 in La Crete at 10:00 a.m.
- Tuesday, February 27, 2007 in Fort Vermillion at 6:00 p.m.
- Wednesday, March 14, 2007 in La Crete at 10:00 a.m.

8. **ADJOURNMENT**

**MOTION 07-29**      **MOVED** by Daryl Zielsdorf

That the meeting be adjourned at 7:20 p.m.

**CARRIED**

These minutes were adopted this 12<sup>th</sup> day of February 2007.

## Mackenzie County

<b>Title</b>	<b>Subdivision Refund</b>	<b>Policy No:</b>	<b>MPC01</b>
<b>Purpose</b>			
Establish a guide for waiving subdivision fees and or giving refunds for cancelled subdivision applications.			

### Policy Statement

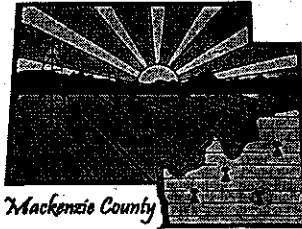
The Municipal Planning Commission sometimes receives requests from developers to refund application fees. This policy will ensure consistency in addressing refund request.

### Guidelines

- 1 Subdivision refunds will be granted in the following amounts if the subdivision application is withdrawn at the following stages:
  - a) 75% - prior to MPC decision has been made.
  - b) 50% - after the MPC decision is mailed but before the Developer's Agreement is prepared by County staff.
  - c) 25% - after Developer's Agreement has been prepared by County staff but before the Developer's Agreement is signed.
  
- 2 No refund will be given at any time after the Developer's Agreement has been signed by the developer and the County unless the subdivision cannot continue due to policies and requirements implemented by other government agencies including but not limited to Alberta Infrastructure and Transportation, Alberta Environment, etc.
  
- 3 If the subdivision must be abandoned due to reasons beyond the control of either the applicant or the County, the Municipal Planning Commission will consider each request on a "case by case" basis.

	Date	Resolution Number
<b>Approved</b>	<b>Jan 31/07</b>	<b>07-24</b>





## MACKENZIE COUNTY REQUEST FOR DECISION

<b>Meeting:</b>	<b>Regular Council Meeting</b>
<b>Meeting Date:</b>	<b>February 28, 2007</b>
<b>Presented By:</b>	<b>William Kostiw, Chief Administrative Officer</b>
<b>Title:</b>	<b>CAO and Director Reports</b>

### **BACKGROUND / PROPOSAL:**

The following reports are attached for information:

- Manager of Utilities & Facilities

The Director of Corporate Services, Director of Planning & Emergency Services, and the CAO report will be distributed on meeting day.

### **OPTIONS & BENEFITS:**

For information.

### **COSTS & SOURCE OF FUNDING:**

N/A

### **RECOMMENDED ACTION:**

That the Director of Corporate Services report be accepted for information.

That the Director of Planning & Emergency Services report be accepted for information.

That the Manager of Utilities & Facilities report be accepted for information.

That the CAO report be accepted for information.

**Author:** C. Gabriel      **Review Date:** February 21, 2007      **CAO** 



# **Manager of Utilities and Facilities Report For February 28, 2007 Regular Council Meeting**

## **Utilities:**

- Attended various Management meetings
- Utilities staff assisted with snow removal in La Crete

## **Facilities/Parks and Playgrounds:**

- Reviewed the Mustus Lake Center lease agreement.
- Shifted the La Crete PST position over to Acting Facilities/Parks and Playgrounds Leadhand until such a time as Union negotiations are complete.

## **La Crete and area Public Works**

- Attended a tour of La Crete and Fort Vermilion facilities with Council on Feb 14<sup>th</sup>.
- There was a substantial snow fall on family day weekend and we had operators out on Sunday and the holiday Monday as well.
- Attended a public works meeting on Feb 21<sup>st</sup> in FV

## **Attachments:**

1. Managers calendar for February and March 2007.

**John Klassen  
Manager of Utilities and Facilities  
Mackenzie County**







# Planning and Emergency Services

## Director's Report

February 28, 2007

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### GENERAL ADMINISTRATION

- Toured County Facilities with Council in La Crete and Fort Vermilion
- Attended 2007 budget meeting
- 2007 La Crete Volunteer Appreciation Supper
  - Under separate RFD

### PLANNING

- Toured the different Country Residential Subdivisions in our County
- Met with a Developer concerned with County regulations
- Ag Land Technical Meeting – looking at a complete map showing all layers of discussion from different agencies
- Met with Town of High Level and Urban Systems to discuss IDP area
  - Possibly acquire some LIDAR topography for some County areas
    - Information attached

### EMERGENCY SERVICES

#### Emergency Medical Services

- Administration
    - Preparing a report for Council on the EMS from incorporation
  - Budget
    - Will be bringing forward 2007 projects for approval
  - Staffing
    - Still actively recruiting for both EMT's and Paramedics in both District's
      - Interviewed for additional staff
    - Working with industrial EMS consultant on staff recruitment and retention
  - Training / Education
    - Paramedic training is going well
-

- Statistics (605 patient contacts in 2006 – breakdown a future meeting)
- Vehicles / Buildings / Equipment
  - Will be bringing forward 2007 projects for approval
- Public Awareness
  - Researching EMS education outreach program for public schools
  - Contracted billboard to advise people to “move over” when meeting emergency vehicles
    - Information attached

### Fire Services

- Administration
  - Residential fire in Zama January 27<sup>th</sup> where HLF D mutual aid was requested
  - Major concern with communications
    - Working with Glentel Communications to bring a presentation to Council on our current communications system and what is required to upgrade to a more effective system
    - Will be meeting with other emergency services with similar geographical issues to review their communications systems
  - Motor Vehicle Collision Response Invoicing
    - Under separate RFD
- Budget
  - Will be working on the 2007 projects
- Members
  - Working on recruitment and retention of more members
- Training / Education
  - Emergency Medical Responder Course
    - Students are preparing for the provincial exam
  - Provincial Regional Training Grant
    - Waiting for results of the grant application
      - HLF D will be the manager of the grant
- Statistics (2006 responses – breakdown not confirmed)
  - 81 Calls – detailed breakdown will be provided at future meeting



- Vehicles / Buildings / Equipment
  - Will be bringing forward 2007 projects for approval
  
- Public Awareness
  - Will be submitting articles in County Image on house addresses

## **ICE BRIDGE**

- The gravel hauling project is complete so there is approximately 80 less loads a day crossing the ice bridge now
- River elevation has been fluctuating but no concerns currently
- Daily inspections at the ice bridge

Respectfully submitted,

Paul Driedger



## Paul Driedger

---

**From:** Chad Fletcher [cfletcher@urban-systems.com]  
**Sent:** Tuesday, February 27, 2007 8:49 AM  
**To:** Paul Driedger  
**Cc:** Steve Faulkner  
**Subject:** LiDAR imaging areas

Paul,

Steve had asked that I gather this information for you in regards to the expansion of the LiDAR survey that is being done in High Level this spring. Based on a 2 km offset of the community boundaries as shown on the attached PDF's the added area of survey is approximately 217 Km<sup>2</sup>, at approximately \$310 per Km<sup>2</sup> will have a cost of roughly \$67,000. If you could review the attached areas, as well as give me some information on how much of the Blue Hills area you would like surveyed, I will contact Airborne Imaging and get a firm quote for the work. Thanks.

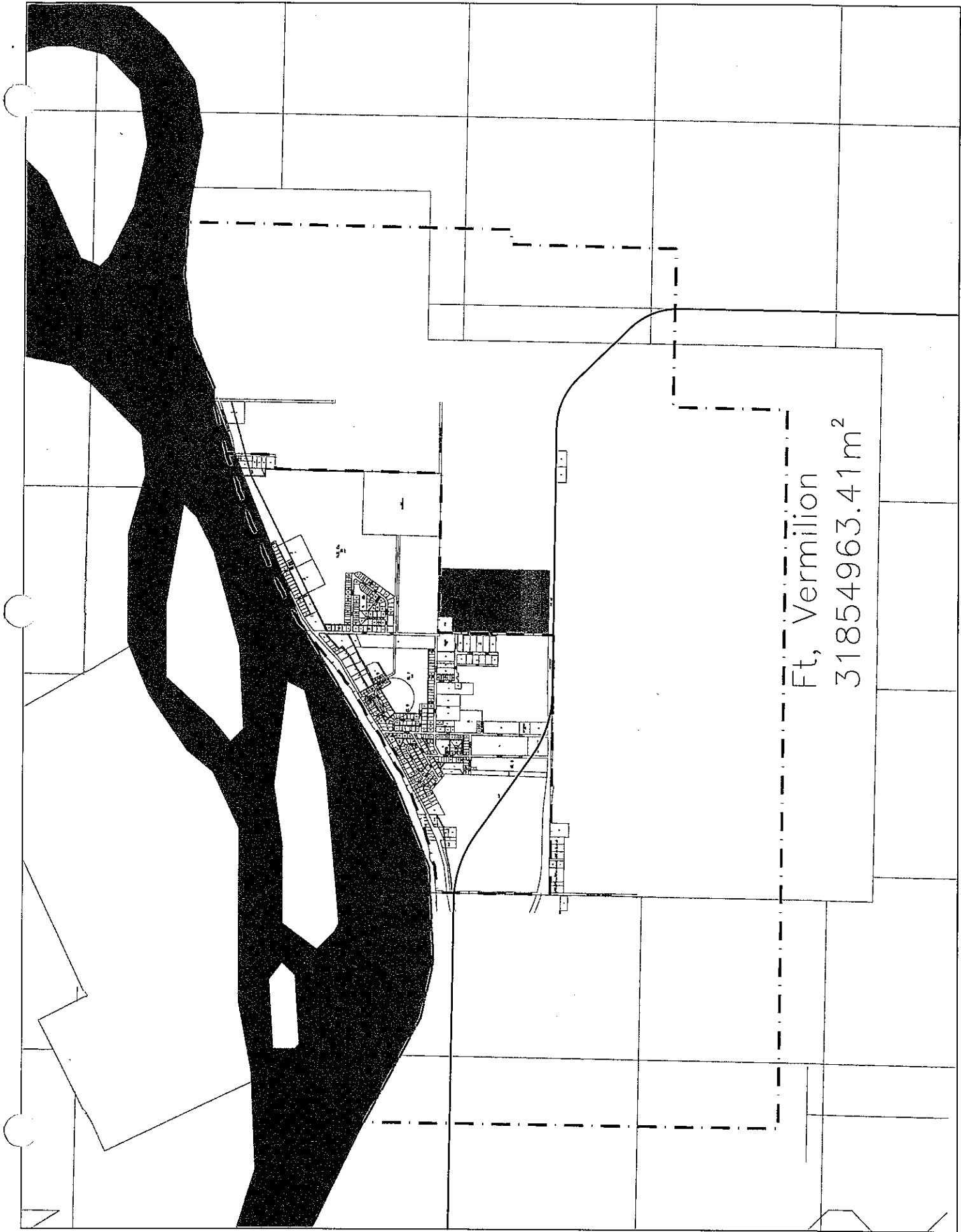
Chad Fletcher EIT

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2/28/2007





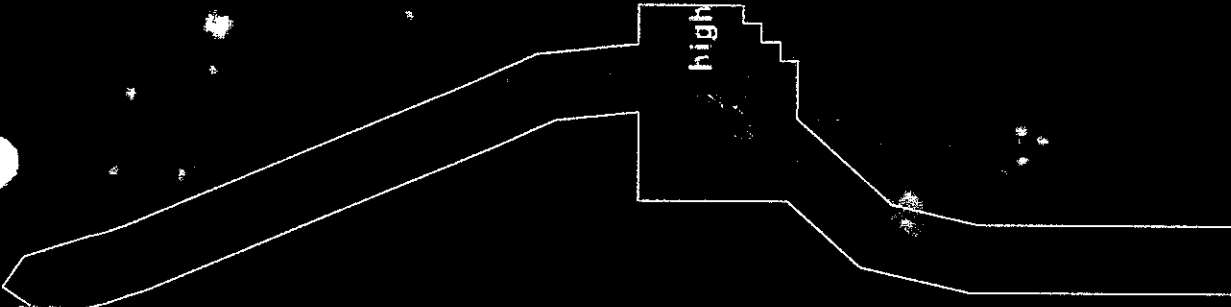
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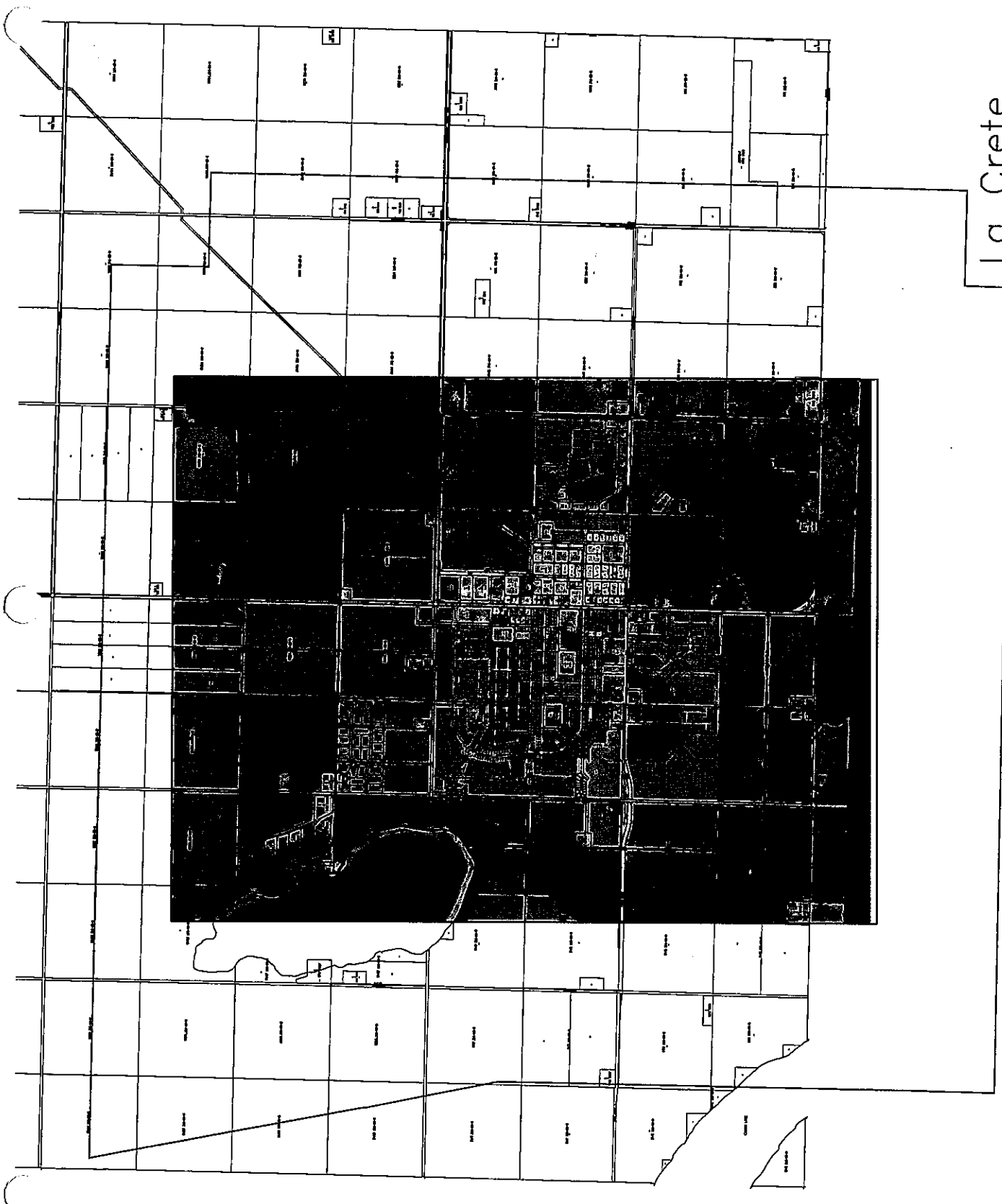
High Level  
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high level, alberta









La Crete

58641036.96m<sup>2</sup>



Zama

37126212.42m<sup>2</sup>





# PARAMEDIC EDUCATION ADVANCEMENT AGREEMENT

Municipal District of Mackenzie No. 23

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THIS AGREEMENT MADE THIS \_\_\_\_\_ DAY OF \_\_\_\_\_ 20\_\_\_\_, AD

**BETWEEN:**

**Municipal District of Mackenzie No. 23**  
(hereinafter called the "MD").

**OF THE FIRST PART**

-and-

\_\_\_\_\_  
(hereinafter called the "Employee").

**OF THE SECOND PART.**

**WHEREAS**, the Employee is requesting funding for the personal advancement of education in the field of Advanced Care Paramedicine.

**WHEREAS**, the Employee desires the MD to provide such funding in return for years of service to the MD at the Advanced Care Paramedic level.

**NOW, THEREFORE**, the Employee and the MD for the consideration hereinafter named, agree as follows:

**1. Training Program**

The training program agreed to by the Employer and the Employee is outlined in Schedule "A", attached.

**2. Employer Assistance**

- (a) The training program as detailed in Schedule "A", attached, must be approved in writing by the Supervisor or Director of Emergency Services in advance of registration.
- (b) The Employer will provide financial assistance to the Employee to pursue the training program as detailed in Schedule "B", attached.
- (c) The Employer will not subsidize in any way the costs or expenses related to repeating or replacing any course or a portion of the program which the Employee has initially failed to successfully complete.

- (d) All other expenses associated with the training program are the sole responsibility of the Employee.

### **3. Employee's Obligations**

- (a) To diligently pursue the training program and corresponding certifications, if applicable, as outlined in Schedule "A".
  - (b) To successfully complete the training program. If the training program is not successfully completed and the Employee does not intend to pursue successful completion, all financial assistance received from the Employer must be immediately repaid to the Employer.
  - (c) To provide to the Employer upon its request all student records including but not limited to test scores, attendance records, completed course marks and discipline records arising from enrolment in the training program outlined in Schedule "A".
  - (d) During the didactic phase of the training program, the Employee is responsible for all regular assigned Public Protection Officer duties, and is responsible for arranging all necessary time off including shift exchanges.
  - (e) If the Employee resigns from his employment or is terminated for just cause, the Employee must repay the Employer's financial assistance towards the training program according to Schedule "C", attached.
  - (f) The Employee agrees that the Employer may deduct the amount owed pursuant to Schedule "C" from any money owed to the Employee (including but not limited to earned wages or salary) at the time of resignation or termination.
4. Both the Employer and the Employee acknowledge that they have sought or have at least had the opportunity to seek independent legal advice before signing this Agreement.
5. The Employee years of service commitment will commence on the calendar date of the successful registration with the Alberta College of Paramedics, and must include a minimum of 182.5 shifts per year.
6. Upon successful registration with the Alberta College of Paramedics, salaries for the Advanced Care Paramedic level are pursuant to the MD of Mackenzie's Collective Agreement

7. This agreement is not to be interpreted as a contract for employment and the MD reserves the right to terminate this Agreement in writing at any time and without reason or compensation to the employee.
8. The Employee shall at all times indemnify and save harmless the M.D. and its respective Council, Councillors, officers, servants, employees, agents and insurers, and their respective heirs, executors, administrators, successors and assigns from and against any and all injuries, losses, liabilities, damages, costs and expenses of any kind whatsoever which at any time or from time to time may be paid, incurred or asserted against the M.D., as a direct or indirect result of the performance of the obligations of the Employee pursuant to this Agreement. This Section shall survive the termination of this Agreement.

**IN WITNESS WHEREOF**, this Agreement is agreed to and accepted by the Employer and the Employee.

**SIGNED** in the presence of:

\_\_\_\_\_  
**WITNESS TO ALL**

\_\_\_\_\_  
**EMPLOYEE**

\_\_\_\_\_  
**MD OF MACKENZIE**

**PARAMEDIC EDUCATION ADVANCEMENT  
AGREEMENT**

**Schedule "A"  
Approved Training Program**

**1. Approved Educational Institution and Program**

Portage College  
Box 417, 9531-94 Avenue  
Lac La Biche, Alberta  
T0A-2C0

Distance Education – Advanced Care Paramedic program

Certification and registration with the Alberta College of Paramedics at the Advanced Care Paramedic level.

**2. Duration of Program**

Commencement date: January 2006

Inclusive of all regularly scheduled classes, seminars and practicum dates as assigned by Educational institution.

Expected completion date: January 2008

**3. Authorized Program Tuition Expenditure**

Year one:	\$3950.00
Year Two:	\$4010.00
Total:	\$7960.00



**PARAMEDIC EDUCATION ADVANCEMENT  
AGREEMENT**

**Schedule "B"  
Employer Assistance**

**1. Approved Education Financial Assistance**

The MD agrees to:

- a) Pay the tuition expenditures outlined in Schedule "A" of \$7960.00
- b) Pay the regular salary for days on practicum that conflict with the regularly scheduled shifts and tours within the maximum time as specified in this Schedule.

**2. Maximum Permitted Duration of Practicum's**

*(Dependant on individual schools practicum)*

**PARAMEDIC EDUCATION ADVANCEMENT  
AGREEMENT**

**Schedule "C"  
Employee Repayment**

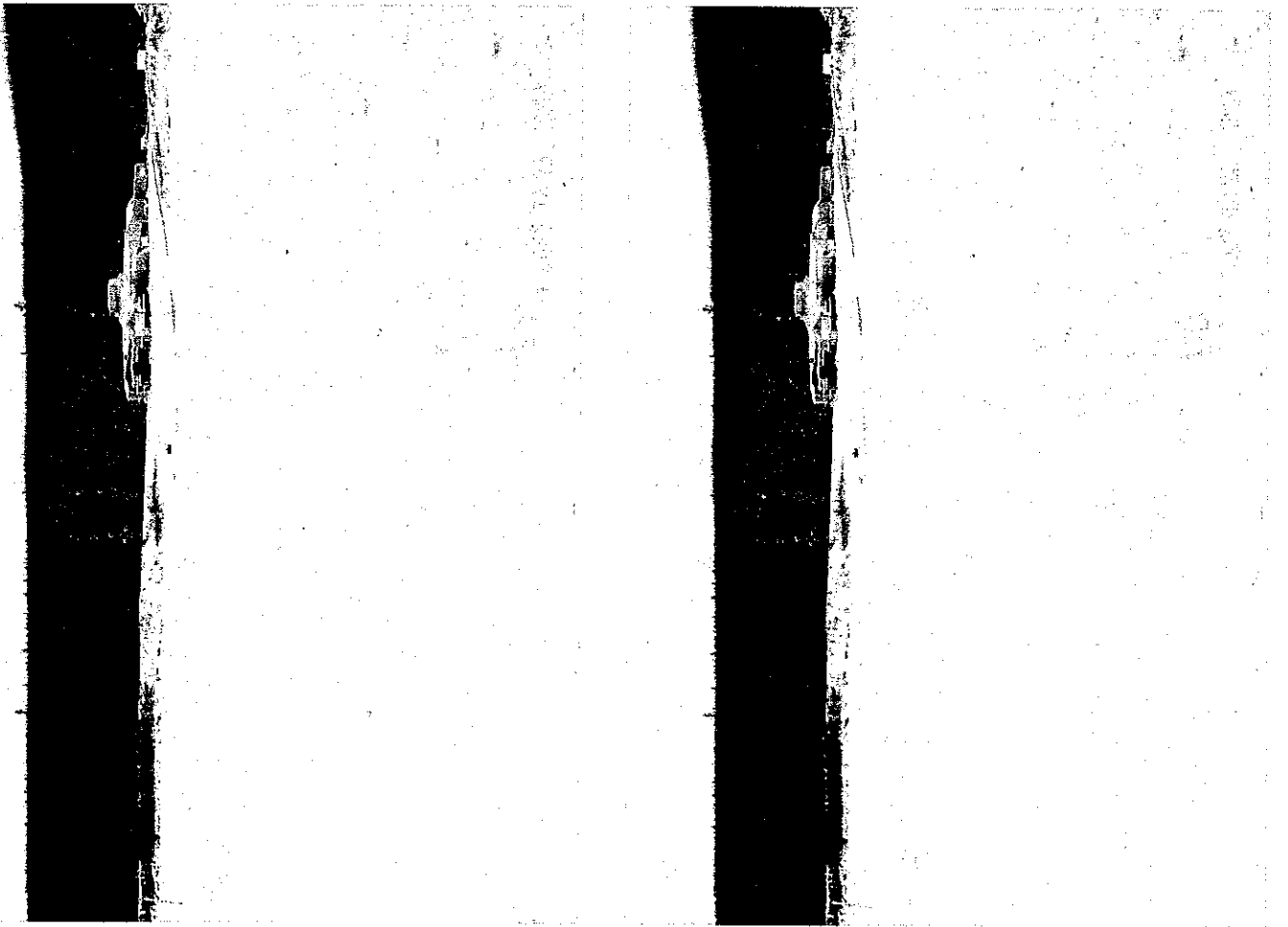
1. If the Employee resigns or is terminated for cause prior to:
  - (a) Completion of the training program, or one year following completion of the program, the Employee must repay 100% of the training program costs paid by the Employer;
  - (b) Two years following completion of the program the Employee must repay 75% of the training program costs paid by the Employer;
  - (c) Three years following completion of the program the Employee must repay 50% of the training program costs paid by the Employer; and
  - (d) Four years following completion of the program the Employee must repay 25% of the training program costs paid by the Employer.
2. Once the Employee has completed four (4) years of service since completion of the training program there will be no remaining obligation to repay the Employer for assistance for the program.

**MAKE ROOM**



**MOVE OVER...**















# May 2007

June 2007

May 2007

M	T	W	T	F	S	S			
1	2	3	4	5	6	7	8	9	10
11	12	13	14	15	16	17	18	19	20
21	22	23	24	25	26	27	28	29	30

M	T	W	T	F	S	S			
1	2	3	4	5	6	7	8	9	10
11	12	13	14	15	16	17	18	19	20
21	22	23	24	25	26	27	28	29	30

Monday	Tuesday	Wednesday	Thursday	Friday	Sat/Sun
	May 1 12:00am Travel to GP 9:30am Court Subpoena to a Witness (10260-99 street, GP) 3:00pm Travel to LC	2 10:00am Ag Land Task Force Mtd. 10:00am Managers Meeting (Fort Vermillion)	3	4	5
7 10:00am Formal Report to CAO (history, current, future) 7:00pm Financial Seminar (BMC)	8 10:00am Council Meeting (Fort Vermillion)	9	10	11	12
14 7:00pm Financial Seminar (BMC)	15	16 10:00am Managers Meeting (Fort Vermillion)	17 Brennan's Birthday	18 Leonard's Birthday	19
21 Victoria Day (Canada) 7:00pm Financial Seminar (BMC)	22	23 10:00am Operations Committee Meeting (Fort Vermillion) 6:00pm Council Meeting (Fort Vermillion) 6:00pm RCM Mtg (FY)	24	25 AGP AGM (Rec/Deer)	26
28 7:00pm Financial Seminar (BMC)	29	30	31		27

# June 2007

June 2007

July 2007

M	T	W	T	F	S	S
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

M	T	W	T	F	S	S
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Monday	Tuesday	Wednesday	Thursday	Friday	Sat/Sun
				9:00am Mackenzie Regional Governance Forum (RVSD office)	June 1
					June 2
					June 3
					June 4
					June 5
					June 6
					June 7
					June 8
					June 9
					June 10
					June 11
					June 12
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					June 23
					June 24
					June 25
					June 26
					June 27
					June 28
					June 29
					June 30
					June 31

Richard/Gert's Anniversary  
 10:00am Formal Report to CAO (history, current, future)  
 7:00pm Financial Seminar (BMC)

AFCA 2007 Conference & Trade Show (Mayfield/Jay, Edmonton)  
 2:00pm Travel to LC

8:00am Travel to Edmonton  
 AFCA 2007 Conference & Trade Show  
 Esther's Birthday

6:00pm RC/Mtg (FW)



**Paul Driedger**

---

**From:** Brice Daly [brice.daly@gov.ab.ca]  
**Sent:** Wednesday, February 21, 2007 3:32 PM  
**To:** Paul Driedger; Jason Gabriel  
**Subject:** ADDITIONAL SPOTS - EOC Grandville course - March 13-16  
**Importance:** High

Paul / Jason,

There is an **Emergency Operations Centre (Grandville)** course coming up on **March 13-16, 2007** in Ottawa, for which there are still available seats due to some cancellations. Do you have any personnel whom you would like to send to this course? They are specifically trying to fill the following positions;

EOC Grandville Mar 13-16

Police: 2  
EMS/Health: 3  
PW/Transp: 2  
Social Services: 1

All course fees, airfare, accomodations & meals are paid for the Federal Gov't.

Please let me know either way

Thanks

*Brice Daly*

EMA District Officer NW (Northwestern) AB  
Office: (780) 538-5295 Long distance call, dial 310-0000, then office number  
Cell: (780) 876-2930  
Fax: (780) 833-4326  
[http://www.municipalaffairs.gov.ab.ca/ema\\_index.htm](http://www.municipalaffairs.gov.ab.ca/ema_index.htm)

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*Note  
leave + Council should  
attend.*

**Canadian Emergency Management College**  
**1495 Heron Road, Ottawa ON**

**Emergency Management Training Program**

The Emergency Management Training Program provides specialized training for senior emergency management personnel and practitioners (including police, fire, ambulance and other emergency personnel). The training focuses on the management of multi-service responses to emergencies through Emergency Operations Centre and Emergency Site Management courses.

**Basic Emergency Management (BEM)**

This course provides an introduction to the basic concepts of emergency management with core elements common to all provinces and territories across Canada. It is designed for officials from all levels of government, emergency measures/management coordinators, and/or planners, emergency responders, volunteers, private sector representatives, etc.

The Basic Emergency Management course, or its equivalent, is offered by most provincial/territorial emergency management organizations (EMOs). This is an entry level course and, along with its provincial/territorial equivalents, is considered a prerequisite for courses conducted at the College.

***Participants***

Recommended for all emergency management personnel

***Course objective***

To provide the participant with a broad base from which to carry out emergency planning and operations

***Prerequisites***

None

***Format***

Offered in the provinces and territories through a range of delivery mechanisms that factor in information specific to the jurisdiction, or CD-ROM version of the course available through the EMOs

***Course availability***

To receive information on their course schedule or to obtain a copy of the CD-ROM version, please contact your provincial/territorial EMO.

## **Emergency Operations Centre Management (EOC)**

This training course prepares emergency management practitioners to carry out their roles as members of an Emergency Operations Centre (EOC) team. The EOC Management course trains participants to effectively manage and coordinate the overall operations within their communities, while also providing the necessary support to the site management team during a multi-service response to an emergency.

### ***Participants***

Recommended for senior level emergency management practitioners who have a decision-making role in the EOC. Course offerings are available for large ("Collegeville") and small ("Grandville") communities. Applicants must confirm that their community size/resource level is consistent with the course offering and demonstrate their emergency role as it relates to the course objective.

### ***Course objective***

To enable the participant to work as a member of the emergency operations centre team that manages the emergency response for a municipality.

### ***Prerequisites***

- Basic Emergency Management (BEM) course or provincial/territorial equivalent, and
- Participant must have a decision-making role in an Emergency Operations Centre that requires the training provided by this course

### ***Format***

Classroom training and application of course concepts in simulated emergency situations

### ***Course availability***

#### **Collegeville**

For communities with a population of 15,000 or more – Duration 4.5 days

March 5-9, 2007

April 30 – May 4, 2007

June 11-15, 2007

#### **Grandville**

For communities with a population of 5,000-15,000 – Duration 4 days

March 13-16, 2007

June 26-29, 2007 → Stuart/Greg.

## **Emergency Site Management (ESM)**

This course prepares emergency management practitioners to carry out their roles as members of an emergency site team. In an emergency situation, new relationships must be established quickly between community organizations, outside agencies, volunteers and other entities from various levels of government who might not normally work together. This advanced level course covers the principles of a coordinated multi-service and multi-jurisdictional response at an emergency site.

### ***Participants***

Recommended for senior level emergency management practitioners who have a key decision-making role as a member of the emergency site team. Applicants must demonstrate their emergency role as it relates to the course objective.

### ***Course objective***

To enable the participant to work as a member of the emergency site team that manages a multi-service/jurisdictional response at an emergency site

### ***Prerequisites***

- Basic Emergency Management (BEM) course or provincial/territorial equivalent, and
- Participants must have a decision-making role on an emergency site management team that requires the training provided by this course

### ***Format***

Classroom training and application of course concepts in complex simulated emergency situations

### ***Course availability***

#### **Collegeville**

For communities with a population of 15,000 or more – Duration 4.5 days

November 20-24, 2006

January 22-26, 2007

March 5-9, 2007

April 30 – May 4, 2007

June 11-15, 2007

For courses offered jointly by the College and provincial/territorial governments, please contact your provincial/territorial EMO.



## Graphical Version

[Home](#) ▶ [Programs](#) ▶ [Emergency management](#) ▶ [Emergency preparedness](#) ▶ [Canadian Emergency Management College](#) ▶ [Programs and courses](#) ▶ [CEMC course dates](#)

# CEMC course dates



### The College

- [About the College](#)
- [Contact us](#)
- [News and events](#)
- [Programs](#)
- [Facilities](#)
- [Enrolment](#)
- [Resources](#)
- [Research fellowship](#)
- [Workshop](#)

The following courses are offered at the Canadian Emergency Management College facilities. Note that some of these and additional courses may also be offered through provincial/territorial [emergency management organizations](#) or online. For more information, please see the descriptions for individual [programs and courses](#).

Course dates for:

- [Emergency Management Training Program](#)
  - [Emergency Operations Centre Management](#)
  - [Emergency Site Management](#)
- [CBRN First Responder Training Program](#)

## Emergency Management Training Program

### Emergency Operations Centre Management

This course prepares emergency management practitioners to carry out their roles as members of an Emergency Operations Centre (EOC) team. [More about the course...](#)

Note: Grandville = population 5,000-15,000  
Collegeville = population 15,000+

Date	Course	Language
20-24 March 2006	Collegeville	English
27-30 March 2006	Grandville	English
24-28 April 2006	Collegeville	English
29 May - 2 June 2006	Collegeville	English
20-23 June 2006	Grandville	English

25-29 September 2006	Collegetteville	English
23-27 October 2006	Collegetteville	English
20-24 November 2006	Collegetteville	English
4-8 December 2006	Collegetteville	French
22-26 January 2007	Collegetteville	English
6-9 February 2007	Grandville	English
5-9 March 2007	Collegetteville	English
13-16 March 2007	Grandville	English
30 April - 4 May 2007	Collegetteville	English
11-15 June 2007	Collegetteville	English
26-29 June 2007	Grandville	English

### Emergency Site Management

This course prepares emergency management practitioners to carry out their roles as members of an emergency site team. [More about the course...](#)

Note: Grandville = population 5,000-15,000  
 Collegetteville = population 15,000+

Date	Course	Language
20-24 March 2006	Collegetteville	English
24-28 April 2006	Collegetteville	English
29 May - 2 June 2006	Collegetteville	English
25-29 September 2006	Collegetteville	English
23-27 October 2006	Collegetteville	English
20-24 November 2006	Collegetteville	English
4-8 December 2006	Collegetteville	French
22-26 January 2007	Collegetteville	English
5-9 March 2007	Collegetteville	English
30 April - 4 May 2007	Collegetteville	English
11-15 June 2007	Collegetteville	English

### CBRN First Responder Training Program

The CBRN First Responder Training Program has four levels: Awareness, Basic, Intermediate and Advanced. [More about the course...](#)

The Awareness and Basic courses are available [online](#).

The Intermediate course is offered at the Canadian Emergency Management College in Ottawa. The Advanced course is provided at Defence Research and Development Canada in Suffield, Alberta.

Date	Level	Language
12-21 September 2006	Intermediate	English
25-29 September 2006	Advanced	English
23-27 October 2006	Advanced	English
31 October - 9 November 2006	Intermediate	English
20-24 November 2006	Advanced	English
28 November - 7 December 2006	Intermediate	English
11-15 December 2006	Advanced	English
12-16 February 2007	Advanced	English
20 February - 1 March 2007	Intermediate	English
12-16 March 2007	Advanced	English
20-29 March 2007	Intermediate	English
17-26 April 2007	Intermediate	English
7-11 May 2007	Advanced	English
29 May - 7 June 2007	Intermediate	English
18-22 June 2007	Advanced	English



CAO REPORT TO COUNCIL  
February 28, 2007

This report and the attached articles are a brief synopsis of the County business affairs we are currently active with.

- 1. Councillor Ward 1** **Page 01**

  - Councillor Neudorf has tendered his resignation effective February 27, 2007 as Councillor for Ward 1.
  - Recommend that we receive this resignation with regret and continue operating without a by-election.
  
- 2. Zama Water** *- in-camera* **Page 02-03**

  - Negotiations are proceeding well with potential partners for the Zama water project.
  
- 3. Gravel** **Page 04-11**

  - General pit information is attached and the tender will be out this week for crushing in three pits.
  
- 4. Canada Alberta Municipal Rural Infrastructure Fund** **Page 12**

  - Discussion and meeting information.
  
- 5. Council Workshop** **Page 13**

  - I encourage Council to set a date and recommend we use Duncan & Craig to assist.
  
- 6. Construction Agreement** **Page 14**
  
- 7. Regional Water** *in-camera*
  
- 8. Maps**

  - Recommend that we purchase new county maps as presented.
  
- 9. Conferences for Council & CAO** **Page 15-21**

  - Natural Gas – page 15
  - Land Use Public Consultations – page 16-17
  - NADC – page 18
  - Canadian Municipal Administrators – page 19
  - Administrator's Workshop – page 20-21

In summary, we are very active in many projects and business matters and we certainly look forward to Council's directives as we move into the 2007 construction year.

Information

	Page
a. Land Acquisition for the Highway 88 Connector Off Ramp	22
b.	
c.	

Willy Neudorf  
Box 1534  
La Crete, AB  
T0H 2H0

February 27, 2007

Mackenzie County  
Box 640  
Fort Vermilion, AB  
T0H 1N0

To Reeve and Council:

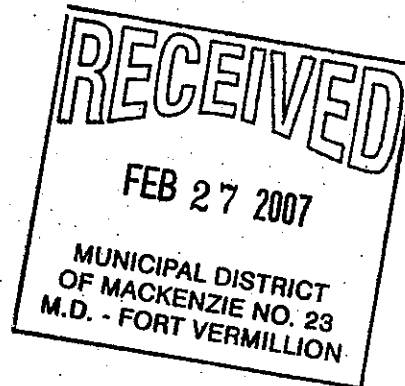
Re: Resignation for Councillor Neudorf

Due to unforeseen economic circumstances I will be relocating to the Lethbridge area and therefore, I will not be able to complete my term as Councilor for Ward 1.

I have greatly enjoyed my time at the table and have learned a lot. I wish Mackenzie County all the best in the future. (Paving Highway 88, so I can come back faster!)

With great regrets,

Willy Neudorf







**Carol Gabriel**

---

**From:** Jim Clark [jclark@dclsiemens.com]  
**Sent:** Friday, February 23, 2007 2:04 PM  
**To:** Alan McCann  
**Cc:** Bill Kostiw  
**Subject:** Zama Groundwater Wells

To: Alan McCann

From: Jim Clark

Re: New Zama Groundwater Wells Licencing

Dear Alan:

We have been advised by MacKenzie County that they wish to proceed with the licencing of the two new groundwater wells recently completed at the Hamlet of Zama. On behalf of the Owner, MacKenzie County, the Owner would like Omni-McCann Consultants Ltd. to proceed with the licencing of the wells as quickly as possible.

It is understood that the Owner will then allow Apache Canada to use the wells on a temporary basis until the new water treatment plant is ready to be commissioned. Once the new raw water supply line to the plant has been constructed Apache Canada will no longer be allowed to use the wells.

Should you require any additional information please contact Mr Bill Kostiw, CAO, at MacKenzie County.

Yours truly,

Jim Clark.

**Carol Gabriel**

---

**From:** Percy, Dan [Dan.Percy@can.apachecorp.com]  
**Sent:** Tuesday, February 13, 2007 4:16 PM  
**To:** Bill Kostiw  
**Cc:** Lisa Wardley  
**Subject:** FW: Paving Contractor for Zama Airstrip

①

Sorry 'bout that. Got the spelling wrong the first time.

-----Original Message-----

**From:** Percy, Dan  
**Sent:** Tuesday, February 13, 2007 4:11 PM  
**To:** 'bcostiw@mackenziecounty.com'; 'lwardley@md23.ab.ca'  
**Cc:** Goossens, John; Scott, Doug; Holbrook, Rodney; Samson, Wally  
**Subject:** Paving Contractor for Zama Airstrip

John Cooper  
"E" Construction Ltd.  
Peace River  
780-624-1753

② Water Supply.

# APPLICATION FOR CRP APPROVAL

**SML 950026  
LACRETE WEST PIT**

**NW-4-106-16-5  
SW-4-106-16-5**

**PREPARED FOR:**

**MUNICIPAL DISTRICT OF MACKENZIE  
BOX 640,  
FORT VERMILION, AB. T0H 1N0**

**PREPARED BY:**

**POSCHNER ASSOCIATES  
AGGREGATE PROSPECTING  
8 SIMONETTE CRESCENT  
DEVON, AB. T9G 1Y5  
PH: 987-0045 FX: 987-0046  
e-mail: [prospectr@agt.net](mailto:prospectr@agt.net)**

**SEPTEMBER 7, 2006**

**POSCHNER ASSOCIATES**  
**AGGREGATE PROSPECTING**  
A Division of 670728 Alberta Ltd.  
8 SIMONETTE CRESCENT,  
DEVON, Ab. T9G 1Y5

PHONE/MESSAGES (780)987-0045 FAX (780)987-0046 KARL POSCHNER/CELL (780)991-0062  
E-MAIL ADDRESS prspectr@agt.net

---

September 11, 2006

Sustainable Resource Development  
2<sup>nd</sup> floor, Petroleum Plaza, South Tower  
9915-108 Street  
Edmonton, Ab. T5K 2G8

**ATTENTION: JOANNE SWEENEY**

**Subject:**  
**SML 950026, Conservation & Reclamation Plan, Application.**  
**Lacrete West (Atlas) Gravel Pit.**  
**W½ 4-106-16-w5m.**

Attached are nine copies of the subject application submitted on behalf of:

M.D. of Mackenzie No.23  
Box 640  
Fort Vermilion, Ab.  
T0H 1N0

If there are any questions please contact Jeff Poschner at the numbers or E-Mail address in the heading.

Sincerely,

Jeff Poschner

**PIT LOCATION**

NW 1/4 SECTION 4 TOWNSHIP 105 RANGE 18 W 6 MERIDIAN

PIT NAME : TOMPKINS LANDING (SML 950057)

TESTED BY : HAROLD MISKEY DATE : NOV. 2006

CALCULATED BY : BOB WINSHIP DATE : NOV. 2006

**GRAVEL TESTING**

**QUANTITY CALCULATIONS**

AVE. OVERBURDEN : 0.7 m (0.1m)

AVE. AGGREGATE : 3.7 m (0.1m)

AREA	LENGTH (m) (USE FORMULA)	WIDTH (m) (USE FORMULA)	SQ. METRES	DEPTH (0.1m)	CUBIC METRES
A	470	85	39,950	3.8	151,810
B	270	180	48,600	4.0	194,400
C	270	60	16,200	4.2	68,040
D	240	200	48,000	4.9	235,200
E	325	70	22,750	4.3	97,825
F	470	95	44,650	5.1	227,715
G	180	40	7,200	4.2	30,240
H	125	50	6,250	1.4	8,750
I	140	35	4,900	6.8	33,320
J	85	70	5,950	2.3	13,685
K	85	45	3,825	0.6	1,913
L	310	20	6,200	2.6	15,500
M	225	170	38,250	3.1	118,575
N	150	70	10,500	4.9	51,450
O	170	75	12,750	3.6	45,900
P	150	45	6,750	3.8	25,650
Q	180	40	7,200	3.0	21,600
R	180	55	9,900	3.6	35,840
S					
T					
U					
V					
W					
X					
Y					
Z					

TOTAL CUBIC METRES 1,377,218

LESS 20% 275,443

ESTIMATED QUANTITY AVAILABLE (m<sup>3</sup>) 1,101,770

ESTIMATED QUANTITY AVAILABLE (yd<sup>3</sup>) = 1,411,089

ESTIMATED QUANTITY AVAILABLE - TONNES 1,798,089

Le

**PIT LOCATION**

SE River Lot 9 TOWNSHIP 108 RANGE 13 W 5 MERIDIAN

PIT NAME : N. Ft. Vermillion Pit

TESTED BY : HAROLD MISKEY DATE : NOV 2006

CALCULATED BY : BOB WINSHIP DATE : NOV 2006

**GRAVEL TESTING**

**QUANTITY CALCULATIONS**

AVE. OVERBURDEN: 2.5 m (0.1m)

AVE. AGGREGATE : 3.7 m (0.1m)

AREA	LENGTH (m) (USE FORMULA)	WIDTH (m) (USE FORMULA)	SQ. METRES	DEPTH (0.1m)	CUBIC METRES
A	280	100	28,000	4.0	112,000
B	280	100	28,000	4.2	117,600
C	280	100	28,000	3.9	109,200
D	210	90	18,900	1.8	34,020
E					
F					
G					
H					
I					
J					
K					
L					
M					
N					
O					
P					
Q					
R					
S					
T					
U					
V					
W					
X					
Y					
Z					

TOTAL CUBIC METRES 372,820

LESS 20% 74,564

ESTIMATED QUANTITY AVAILABLE (m<sup>3</sup>) 298,256

ESTIMATED QUANTITY AVAILABLE - TONNES 486,754

ESTIMATED QUANTITY AVAILABLE (yd<sup>3</sup>) = 390,104

### PIT LOCATION

NW 1/4 SECTION 4 TOWNSHIP 106 RANGE 16 W 5 MERIDIAN

PIT NAME : LaCrete Pit

TESTED BY : HAROLD MISKEY DATE : NOV 2006

CALCULATED BY : BOB WINSHIP DATE : NOV 2006

## GRAVEL TESTING

### QUANTITY CALCULATIONS

AVE. OVERBURDEN: 2.8 m (0.1m)

AVE. AGGREGATE : 3.9 m (0.1m)

AREA	LENGTH (m) (USE FORMULA)	WIDTH (m) (USE FORMULA)	SQ. METRES	DEPTH (0.1m)	CUBIC METRES
A	210	50	10,500	4.3	45,150
B	110	25	2,750	3.8	10,450
C	170	35	5,950	3.6	21,420
D					
E					
F					
G					
H					
I					
J					
K					
L					
M					
N					
O					
P					
Q					
R					
S					
T					
U					
V					
W					
X					
Y					
Z					

TOTAL CUBIC METRES 77,020

LESS 20% 15,404

ESTIMATED QUANTITY AVAILABLE (m<sup>3</sup>) 61,616

ESTIMATED QUANTITY AVAILABLE (m<sup>3</sup>) - 60,594

ESTIMATED QUANTITY AVAILABLE - TONNES 100,557

**PIT LOCATION**

SE 1/4 SECTION 8 TOWNSHIP 110 RANGE 15 W 5 MERIDIAN

PIT NAME : FITLER PIT  
 TESTED BY : HAROLD MISKEY DATE : NOV 2006  
 CALCULATED BY : BOB WINSHIP DATE : NOV 2008

**GRAVEL TESTING  
 QUANTITY CALCULATIONS**

AVE. OVERBURDEN: 3.2 m (0.1m) AVE. AGGREGATE : 3.5 m (0.1m)

AREA	LENGTH (m) (USE FORMULA)	WIDTH (m) (USE FORMULA)	SQ. METRES	DEPTH (0.1m)	CUBIC METRES
A	720	350	252,000	3.5	882,000
B					
C					
D					
E					
F					
G					
H					
I					
J					
K					
L					
M					
N					
O					
P					
Q					
R					
S					
T					
U					
V					
W					
X					
Y					
Z					

TOTAL CUBIC METRES 882,000

LESS 20% 176,400

ESTIMATED QUANTITY AVAILABLE (m<sup>3</sup>) 705,600

ESTIMATED QUANTITY AVAILABLE - TONNES 1,151,539

ESTIMATED QUANTITY AVAILABLE (yd<sup>3</sup>) = 922,890



### PIT LOCATION

SE      SEC      29      TOWNSHIP      108      RANGE      12      W      5      MERIDIAN

PIT NAME : S. Ft. Vermillion Pit

TESTED BY : HAROLD MISKEY      DATE : NOV 2006

CALCULATED BY : BOB WINSHIP      DATE : NOV 2006

## GRAVEL TESTING

### QUANTITY CALCULATIONS

FURTHER EXPLORATION REQUIRED TOWARDS OLD MD 23 PIT TO ESTABLISH QUANTITIES

AVE. OVERBURDEN: \_\_\_\_\_ m (0.1m)

AVE. AGGREGATE : \_\_\_\_\_ m (0.1m)

AREA	LENGTH (m) (USE FORMULA)	WIDTH (m) (USE FORMULA)	SQ. METRES	DEPTH (0.1m)	CUBIC METRES
A					
B					
C					
D					
E					
F					
G					
H					
I					
J					
K					
L					
M					
N					
O					
P					
Q					
R					
S					
T					
U					
V					
W					
X					
Y					
Z					

TOTAL CUBIC METRES      0

LESS 20%      0

ESTIMATED QUANTITY AVAILABLE (m<sup>3</sup>) = 0

ESTIMATED QUANTITY AVAILABLE (m<sup>3</sup>)      0

ESTIMATED QUANTITY AVAILABLE - TONNES      0

X 1.352

OVERBURDEN QUANTITY CALCULATIONS			
PIT NAME	AVERAGE OVERBURDEN DEPTH	TOTAL SQM	CUBIC METRES
TOMPKINS LANDING	0.7	339,825	237,878
FITLER PIT	3.2	252,000	806,400
LACRETE PIT	2.8	19,200	53,760
N. FT. VERMILLION PIT	2.5	102,900	257,250

Gravel →

Approx Ratio

<del>705,600</del> 705,600	1:1
<del>61,020</del> 61,616	1:1
<del>372,820</del> 298,256	1:1

Note EMH had an average of 5.5 m compared to 2.5 m from S&W.



**Canada - Alberta Municipal Rural Infrastructure Fund**

**Fonds sur l'infrastructure municipale rurale Canada - Alberta**

## NOTICE

### CANADA-ALBERTA MUNICIPAL RURAL INFRASTRUCTURE FUND

First Round Project Funding Announcements are being made through the months of February, March and April.

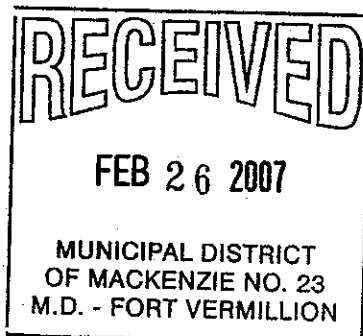
These public announcements will be made jointly by Canada and Alberta.

A funding cap of \$3 million dollars one share (\$3 million federal/\$3 million provincial) or \$6 million total federal/provincial grant per project and community has been put in place.

Successful applicants that have been funded to the \$3 million cap (one share) may not apply on the second round of funding.

Written advice will be sent to all communities that have projects that did not receive funding on this first round. We expect that this information will be available mid March.

Call for Second Round Funding will be made Mid March and will close May 31<sup>st</sup> 2007. Applicants may leave their projects as is, or amend the information, submit a new project or withdraw their project(s).



**Canada**

**Alberta**  
GOVERNMENT OF ALBERTA



2800 Scotia Place  
10060 Jasper Avenue  
Edmonton, Alberta  
Canada T5J 3V9

Telephone (780) 428-6036  
1-800-782-9409  
Fax (780) 428-9683

E-mail [duncancraig@dclp.com](mailto:duncancraig@dclp.com)  
Internet [www.dclp.com](http://www.dclp.com)

founded 1884  
**DUNCAN & CRAIG LLP**

LAWYERS & MEDIATORS

Our File: 83-153810

Your File:

February 23, 2007

VIA FACSIMILE 927-4266,  
and Ordinary Mail

Mackenzie County  
P. O. Box 640  
Fort Vermilion, AB T0H 1N0

Attention: Mr. William Kostiw

Dear Sir:

Re: Council Retreat – 2007

Further to our discussion on Tuesday, February 20, 2007, I would be honoured to make a presentation at your Council retreat.

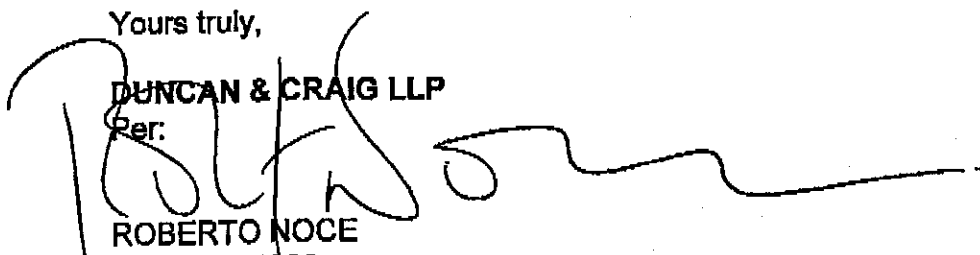
Please advise me of the date and location of the Council retreat. As well, prior to the Council retreat, I would like to discuss my topic with you.

Once again, thank you for giving me this opportunity. I truly enjoyed myself last year and I look forward to seeing you and members of Council in Edmonton.

Yours truly,

**DUNCAN & CRAIG LLP**

Per:

  
ROBERTO NOCE  
(780) 441-4368  
e-mail: [rnoce@dclp.com](mailto:rnoce@dclp.com)  
RN/cjt

P.S. I will be out of the office on Thursday, March 29 and Friday, March 30, 2007.



**MACKENZIE COUNTY  
CONSTRUCTION AGREEMENT**

Between

Mackenzie County  
Box 640, Fort Vermilion, Alberta  
T0H 1N0

and

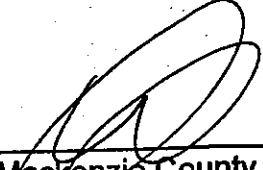
George Braun  
Box 154, La Crete, Alberta  
T0H 2H0

This agreement is for final settlement in regards to the construction project adjacent to Mr. Braun's farm and the dugout located on Mr. Braun's farm at SW 6-107-14-W5M.


The Parties agree to settle for the cash price of \$2,900.00 and Mr. Braun will take full responsibility for cleaning up the project.

The County agrees to pay the sum by March 15, 2007.

Dated this 28<sup>th</sup> day of February 2007.

  
\_\_\_\_\_  
Mackenzie County

Feb 28 / 07  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
George Braun

Feb 28 / 07  
\_\_\_\_\_  
Date





**Carol Gabriel**

---

**From:** Janelyn Loresco [J.Loresco@canadianinstitute.com]  
**Sent:** Friday, January 26, 2007 8:31 AM  
**To:** Bill Kostiw  
**Subject:** Optimizing Natural Gas Production in Western Canada

Dear Mr. Kostiw

**Optimizing  
Natural Gas Production  
In Western Canada**

**Unitization, Down-Spacing, Low Gas Prices, Innovative Fracturing and Resource  
Assessment Tools: How Will They Impact Your Natural Gas Strategy?**

**-- Find out on May 28 and 29, 2007 in Calgary, AB --**

Western Canada's natural gas industry is experiencing many challenges with extended periods of low market prices, increasing environmental issues and regulatory concerns. However, recent changes to regulatory policy are expected to improve cooperation between regulators and producers.

The Canadian Institute's **Optimizing Natural Gas Production** conference will provide project updates technical case studies and best practices from the industry's leading producers and engineering service firms, to ensure that you're on top of your game.

This conference will also deliver recent reports on new regulatory policies, programs and incentives, for senior decision makers such as **Hon. Mel Knight, Minister of Alberta Department of Energy**.

Some of the speakers already confirmed to speak on this program include:

Trevor McLeod, Engineering Manager, Unconventional Gas, Schlumberger Canada Inc.  
Dave Browne, Technical Manager-Fracturing, Trican Well Service Ltd.  
Dave Russum, Manager of Geosciences, AJM Petroleum Consultants  
Bob Dixon, Partner, Forward Energy Group Inc.

Sign up by February 9, 2007 and save \$200 to attend what will be an ideal chance to gain an advantage the evolving midstream market. Check out the advance agenda, at:  
<https://www.canadianinstitute.com/dynamic/AssetFactory.aspx?vid=2321> a copy of this agenda will be f  
to you so that you can have a hard copy.

Register today by calling 1-877 927-7936 or online at [www.CanadianInstitute.com](http://www.CanadianInstitute.com). (Please Quote: Priority Service Code - 337755)

Regards,

1/26/2007

15



**Carol Gabriel**

---

**From:** jason golinowski [jason.golinowski@agfoodcouncil.com]  
**Sent:** Friday, February 23, 2007 1:42 PM  
**To:** epip@agfoodcouncil.com  
**Subject:** Ag and Food Council Public Consultation - Land Use and Environmental Stewardship  
**Attachments:** EPIP Consultation Release.pdf

Dear Municipal Administrators:

It would be greatly appreciated if you could circulate the below information outlining a series of public consultations regarding land use and environmental stewardship to your colleagues and to your councils.

If you have any questions, please feel free to call me at 1-866-955-3714 ext 239. I have also attached a media release for your information.

Many Thanks,

Jason Golinowski  
Agriculture and Food Council of Alberta  
Project Manager  
EPIP

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The Agriculture and Food Council is consulting with Alberta's agricultural producers and land users to verify and elaborate on findings included in its reports on land use and environmental stewardship.

These evening consultations will help the Environmental Policy Initiative Project gauge public opinion on ideas contained in the reports published by the Council's former Ag Summit and Agrivantage Strategic Initiatives (AgSASI) committee: Recognizing and Supporting Environmental Stewardship within the Agri-Food Industry, and Land Use Policy and the Agri-Food Industry in Alberta. These reports are available at <http://www.agfoodcouncil.com/initiatives/epip.aspx>.

Public consultations will be held in:

St. Paul on March 1  
Stettler - March 8  
Grande Prairie - March 12  
Peace River - March 13  
Westlock - March 14  
Brooks - March 19  
Fort Macleod - March 20

All workshops are held in the evenings between 6:00 pm and 9:30 pm.

To register, please contact EPIP Manager Jason Golinowski by e-mail at [epip@agfoodcouncil.com](mailto:epip@agfoodcouncil.com) or telephone (toll-free) 1-866-955-3714 ext. 239.

Albertans who are unable to attend these consultations may provide their input through an online survey by going to the Agriculture and Food Council website ([www.agfoodcouncil.com](http://www.agfoodcouncil.com)).

**For Immediate Release**

**February 20, 2007**

## Feedback sought on Land Use and Environmental Stewardship

**Nisku, Alberta** – The Agriculture and Food Council is consulting with Alberta’s agricultural producers and land users to verify and elaborate on findings included in its reports on land use and environmental stewardship.

“All indications are that recommendations in these reports will achieve a good balance between protecting the environment and allowing agricultural producers to thrive,” said Kenton Ziegler, Chair of Council’s Environmental Policy Initiative Project (EPIP). “These consultations will give all interested parties an opportunity to weigh in on our findings, and provide us with even more insight into these issues. I’m looking forward to seeing the responses.”

These evening consultations will help EPIP gauge public opinion on ideas contained in the reports published by the Council’s former Ag Summit and Agrivantage Strategic Initiatives (AgSASI) committee: Recognizing and Supporting Environmental Stewardship within the Agri-Food Industry, and Land Use Policy and the Agri-Food Industry in Alberta. These reports are available at <http://www.agfoodcouncil.com/initiatives/epip.aspx>.

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Albertans who are unable to attend these consultations may provide their input through an online survey by going to the Agriculture and Food Council website ([www.agfoodcouncil.com](http://www.agfoodcouncil.com)).

The Council is a leader in Alberta’s agriculture and food industry. It is a unique agri-food industry agent with a vision for Alberta’s agriculture, food and life sciences industry to be globally competitive, profitable and sustainable. To help realize this vision, the Council has developed various partnerships with industry and governments. It operates a number of targeted programs and initiatives, and is increasingly viewed by industry partners as a catalyst for policy discussions on important issues and trends affecting the industry.

EPIP is funded in partnership by Agriculture and Agri-Food Canada’s Canadian Adaptation and Rural Development (CARD) fund and Alberta Agriculture and Food.

-30-

**For more information, please contact:**  
Jason Golinowski, EPIP Manager  
Agriculture and Food Council  
Phone Toll-Free: (866) 955-3714 ext. 239  
E-mail: [epip@agfoodcouncil.com](mailto:epip@agfoodcouncil.com)  
[www.agfoodcouncil.com](http://www.agfoodcouncil.com)

**Canada**

**Alberta**

## Concerned about your community's healthcare?

The Northern Alberta Development Council in partnership with the Alberta Rural Physician Action Plan and Alberta Municipal Affairs and Housing is offering a workshop for community members on

# Northern Health Funding and Community Involvement in Physician Recruitment and Retention



March 6, 2007 **Lac La Biche** McArthur Room, McArthur Place, 10307-100 Street

March 27, 2007 **Falher** Club Alouette, 101 Main Street



### NORTHERN HEALTH FUNDING

9:30 a.m. Coffee and introductions

10:00 a.m. Northern community representatives are interested in understanding Alberta's complex health region funding formula. As well, they have voiced concern that the funding formula does not properly reflect northern realities.

#### Session Objectives:

- ◆ Provide an overview of the Alberta Health and Wellness funding formula with particular reference to northern adjustments; and
- ◆ Provide an opportunity to ask questions and give comments about the funding formula.

Dennis Stang, Director of Health Funding and Economics will provide an overview of the Alberta Health and Wellness funding formula and clarify rural and northern funding allocations. A summary of the funding formula will be sent to registrants prior to the workshop.



### COMMUNITY INVOLVEMENT IN PHYSICIAN RECRUITMENT AND RETENTION

11:15 a.m. Rural Alberta communities are striving to ensure that the medical and health needs of their residents are met. Physicians and other health professionals are being sought after by communities throughout Canada and world-wide.

#### Session Objectives:

- ◆ Provide a brief overview of rural physician recruitment and retention;
- ◆ Profile what recruitment and retention approaches are working in rural communities;
- ◆ Identify next steps for participants.

David Kay, Executive Director of RPAP, Rebekah Seidel, RPAP's Rural Physician Consultant North, and Dick Larsen, Community Development Officer with Alberta Municipal Affairs and Housing, will provide an interactive presentation highlighting available resources and methods for physician recruitment and retention.

3:30 p.m. Workshop end

I will attend:  Lac La Biche March 6  Falher March 27

Name: \_\_\_\_\_

Organization: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: (\_\_\_\_) \_\_\_\_\_

Email: \_\_\_\_\_

### No registration fee

Refreshments and lunch will be provided.  
Space is limited - registration is required.

### Please register before:

March 1, 2007 for Lac La Biche  
March 22, 2007 for Falher

FAX this form to (780) 624-6184

or Call the NADC office in  
Peace River at (780) 624-6274  
To call toll free, first dial 310-0000

**Alberta**  
Municipal Affairs  
and Housing

  
**RPAP**  
The Alberta Rural  
Physician Action Plan



Northern  
Alberta  
Development  
Council

18



# Registration Form

36th annual CAMA conference  
May 28 - 30, 2007  
Footprint for Sustainable Cities post-conference  
May 31, 2007  
Fairmont Palliser Hotel  
Calgary, Alberta

## Hire Expectations:

Attracting and retaining the leaders  
of tomorrow — today.

### Delegate information:

CAMA member     Future CAMA member     First-time delegate

Name: \_\_\_\_\_

First name for name tag: \_\_\_\_\_

Title: \_\_\_\_\_

Organization: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_ Fax: \_\_\_\_\_

E-mail: \_\_\_\_\_

Partner name: \_\_\_\_\_

First name for name tag: \_\_\_\_\_

### Method of payment:

Note: For your convenience you may charge different portions of the conference fees to two separate cards.

#### Payment option #1

Cheque     Money Order     VISA     Mastercard

Card #: \_\_\_\_\_

Expiry date (month/year): \_\_\_\_\_ Amount: \_\_\_\_\_

Name on card: \_\_\_\_\_

Signature: \_\_\_\_\_

#### Payment option #2

Cheque     Money Order     VISA     Mastercard

Card #: \_\_\_\_\_

Expiry date (month/year): \_\_\_\_\_ Amount: \_\_\_\_\_

Name on card: \_\_\_\_\_

Signature: \_\_\_\_\_

### Hotel Information

Reservations phone: 1 (800) 231-0644  
or locally (403) 260-1230  
Reservations fax: (403) 266-1796

Please refer to the following code CAMAA for phone, fax or e-mails directly to the hotel.

### Special Conference Rates

To receive special conference rates, enter GRCAM1 in the Promotional Code Field on the [Fairmont Reservations Website](#).

### Mail or Fax Conference registration with payment to:

Canadian Association of Municipal Administrators  
P.O. Box 128, Station A,  
Fredericton, NB  
E3B 4Y2

Fax: 1-506-460-2134  
Phone: 1-866-771-2262  
Email: [admin@camacam.ca](mailto:admin@camacam.ca)

Register by March 31 and qualify for early bird prize draws.





# Municipal Administration Leadership Workshop

Kananaskis Village • Alberta

*May 9 - 12, 2007*

*Register Early!*

All registrations received before March 14, 2007  
will be eligible for the Early Bird Draw.

### Early Bird Prize:

Three nights accommodation at the Executive Resort  
at Kananaskis during the workshop.

# MOUNTAIN

*Refresher*

Are you a municipal administrator, departmental manager or government employee looking for a professional educational experience which provides practical skills for dealing with contemporary issues?

Then consider attending this year's Mountain Refresher, in breath-taking Kananaskis...

This event draws senior and junior-level administrators from urban and rural, large and small jurisdictions who value an opportunity to learn from each other as well as from experts in the field.

The Society of Local  
Government Managers  
of Alberta

P.O. Box 308, 4629-54 Avenue  
Bruderheim, AB T0B 0S0  
Phone: 780-796-3836  
Fax: 780-796-2081

*Our website...*

Keep up-to-date with the  
Municipal Administration  
Leadership Workshop as details  
unfold by checking our website:  
[www.clgm.net](http://www.clgm.net)

# MOUNTAIN Refresher

## 2 1/2 day workshop

Wednesday's half day seminar is intended for all Refresher Workshop participants. Participants must choose from the sessions listed for Thursday and Friday.

### Day 1

#### Wednesday, May 9

- Get, Keep and Grow Talent from All Four Generations

### Day 2

#### Thursday, May 10

- Returning Officer Training (full day session)
- Leadership Development: Putting Theory into Practice – (full day session)
- Wicked Problems: How to Recognize and Solve Them – (1/2 day session, am)
- The Neglected Practice of Followership (1/2 day session, am)
- The Naked Evaluator: Stripping Down Project Evaluation – (1/2 day session, pm)
- The Allure of Toxic Leaders (1/2 day session, pm)

### Day 3

#### Friday, May 11

- Wicked Problems: How to Recognize and Solve Them – (1/2 day session, am)
- R & R: Revisiting & Reinventing the Basics of Municipal Administration/Management "How to Prepare Orientation Packages for New Councillors – (1/2 day session, am)
- Legal Stream 1 -Annexation and Intermunicipal Disputes (1/2 day session, am)
- Now What? How to Orientate Your Council (1/2 day session, repeated am and pm)
- The Naked Evaluator: Stripping Down Project Evaluation (1/2 day session, pm)
- R & R: Revisiting & Reinventing the Basics of Municipal Administration/Management "Meetings and Minutes" – (1/2 day session, pm)
- Legal Stream 2- Planning, Development & Enforcement – (1/2 day session, pm)
- Humour Session – (1/2 day session, pm)

### Get, Keep and Grow Talent from All Four Generations

Begins: Wednesday, May 9 – 1:30 pm  
 Ends: Wednesday, May 9 – 4:30 pm  
 Presenter: Adwoa K. Buahene, M.A., Giselle Kovary, M.A.

To survive and excel in a demand-side labour market, organizations must be able to recruit, retain and develop high potential employees from across all four generations. Your workforce is comprised of Traditionalists, Baby Boomers, Gen Xers and Gen Ys. Each generation has its own unique identity, which impacts performance, productivity and organizational passion. To be an employer of choice, you have to be able to tap into the values, expectations and behaviours of each cohort in order to engage all four generations. By doing so, you will be able to maximize each generation's skills sets, while at the same time managing the differences.

This interactive session explores the generational identities and how they translate into different behaviours in the workplace. We provide the business case for why you should focus on generational identities as a key operational strategy. We explain why the road to creating engaged employees is dependant on your organization demonstrating the characteristics of organizational engagement – transparency, responsiveness and partnering. By working through n-gen's template, you evaluate your recruitment, retention and talent management strategies to ensure alignment with generational identities and organizational engagement.

### Returning Officer Training

Begins: Thursday, May 10 – 9:00 am  
 Ends: Thursday, May 10 – 4:30 pm  
 Presenter: Kelsey Becker Brooks

We will review the election process from start to finish, in accordance with the *Local Authorities Election Act (LAEA)*, so that you are fully prepared to properly conduct a local election with your municipality.

Learn about the legislative changes that have happened since the last election and discuss the procedural, management and legal perspectives. You will be provided with a copy of the LAEA, the Election Handbook and a complete set of election forms.

### Leadership Development: Putting Theory into Practice

Begins: Thursday, May 10 – 9:00 am  
 Ends: Thursday, May 10 – 4:30 pm  
 Presenter: Allan McCaldler & Douglas Irwin, CLGM

Like many organizations, we recognize that the "Boomers" are retiring and will continue to do so for years to come. This will impact local governments significantly because our most valuable resources – people and their knowledge, experience and expert "know how" - will walk out the door upon retirement. The challenge is what can organizations do to mitigate the "brain drain" that will affect so many of us and to ensure a good measure of organizational sustainability.

Over the last 5 years Strathcona County has embarked on a journey to develop its staff for future sustainability of service delivery to their residents. While this is very much a

"work-in-progress" and expected to continue for some years to come, they believe they are on the right track. They have developed an "in-house people and talent development" framework along with a "leadership development" framework to provide an integrated approach. The morning session will provide participants with a thorough overview of Strathcona County's framework with the afternoon a practical "case study" session that explores the elements of a couple of the leadership behaviours that connect their daily work to the strategic needs of their organization.

### Wicked Problems: How to Recognize and Solve Them

This 1/2 day session is repeated on Friday morning.

Begins: Thursday, May 10 – 9:00 am  
 Friday, May 11 – 9:00 am - repeat  
 Ends: Thursday, May 10 – 12:00 pm  
 Friday, May 11 – 12:00 pm - repeat  
 Presenter: Dr. Bert Einsiedel, CEO, Shiraz Management Inc., Professor Emeritus, University of Alberta, and CLGM (Honorary)

Wicked problems are too complex, elusive, and challenging for teams to solve with the same approach that work well on tame problems. Why are wicked problems more difficult to solve? What factors contribute to this difficulty? What happens when a team tries to tame a wicked problem? This workshop will examine what makes wicked problems different and offers some principles and practical tools that administrators and policy makers can apply to a range of complex municipal problems. The course content is based on the work of planners, change management experts, and information systems managers. It proposes a more realistic approach that is different from linear approaches applied to solving simple or tame problems. Participants are expected to work on case studies designed to encourage critical analysis of wicked problems relevant to local government management and administration.

### The Neglected Practice of Followership

Begins: Thursday, May 10 – 9:00 am  
 Ends: Thursday, May 10 – 12:00 pm  
 Presenter: Ed Brownfield, E.E. Brownfield, Management Consultants

The argument goes that with all the focus upon leadership over the last 20 years, this has become a cult and we have forgotten the vital importance of good followership. After all there is no leadership without followers. The practical portion of this workshop is an applied discussion of at least ten approaches to developing good followers, in an HR context.

### The Naked Evaluator: Stripping Down Project Evaluation

This 1/2 day session is repeated on Friday afternoon.

Begins: Thursday, May 10 – 1:30 pm  
 Friday, May 11 – 1:30 pm – repeat  
 Ends: Thursday, May 10 – 4:30 pm  
 Friday, May 11 – 4:30 pm – repeat  
 Presenter: Dr. Bert Einsiedel, CEO, Shiraz Management Inc., Professor Emeritus, University of Alberta and CLGM (Honorary)

Managers who plan, monitor, and evaluate projects need to have confidence that the organization's

scarce resources are in be a source of frustration also be opportunities for common sou... of conf results expe... i these solution lies in why and designed and implemen mean for a project to be timely? This course will principles and tools use evaluating projects. Why by managers and policy and evaluating activities eye of the beholder? Pa work on case studies of critical analysis of proje management and adm

### The Allure of Toxic Leaders

Begins: Thursday, M  
 Ends: Thursday, M  
 Presenter: Ed Brownfie  
 Manager

Bad leadership – what, will deal with what is c: Allure of Toxic Leaders" leadership practices, w these situations and w be more objective if the leader. Finally the pract participants will be a th practice in "giving and behavioral feedback."

### R & R: Revisiting & Basics of Municipal Administration/Management "How to Prepare Orientation Packages for New Councillors"

Begins: Friday, May  
 Ends: Friday, May  
 Presenter: Sandra Doh  
 Municipal A

Interactive step by step a practical council orie have the opportunity to learning new techniqu responsible for what! getting ready for the o

### Legal Stream 1 – Intermunicipal Disputes

Begins: Friday, May  
 Ends: Friday, May  
 Presenter: Bill Barclay  
 Sheila McH

Continuing developme annexation application disputes (Municipal Gc workshop will exami applications, both from requirements, and the advice that will help p best possible position.

**EXH** Engineering  
Services  
Ltd.**LA CRETE**

Box 348  
La Crete, Alberta T0H 2H0  
Telephone: (780) 928-4461  
Fax: (780) 928-4465  
Email: lacrete@exheng.com

February 23, 2007

EXH File: 1006066

Mackenzie County  
P.O. Box 640  
Fort Vermilion, AB T0H 1N0

Attention: Bill Kostiw  
Chief Administrative Officer

**RE: Land Acquisition for the Highway 88 Connector Off Ramp**

Further to our discussions, Barlow Surveying is in the process of finalizing the survey plan and all documents required to complete the land acquisition for the required lands located in the NE 10-106-14-W5M.

In order to finalize the transfer of land required to construct the Highway 88 Connector Off Ramp, both Mackenzie County and the current registered land owner (Mr. John W. Driedger) will have to sign consent forms allowing the survey plan to be registered with Alberta Land Titles Registry. Once registered the land transfer will be complete.

If you have any questions, please call me at (780) 928-4461.

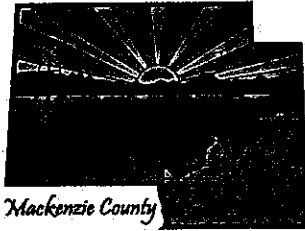
Sincerely,



*J* Jeff Johnston, C.E.T.  
Area Manager

cc: Warren Barlow, Barlow Surveying  
Mark Onaba, EXH La Crete





## MACKENZIE COUNTY REQUEST FOR DECISION

<b>Meeting:</b>	<b>Regular Council Meeting</b>
<b>Meeting Date:</b>	<b>February 28, 2007</b>
<b>Presented By:</b>	<b>Paul Driedger Director of Planning and Emergency Services</b>
<b>Title:</b>	<b>Anti-Bullying Policy ENF-002 and Bylaw 573/06</b>

**BACKGROUND / PROPOSAL:**

On June 13, 2006 the Anti-bullying bylaw received second reading. At that point Council requested that a policy be drafted to outline the enforcement procedures.

Council reviewed the Policy and Bylaw at the January 24, 2007 Operations Committee Meeting and requested it be brought to Council Meeting for adoption.

**OPTIONS & BENEFITS:**

Enforcement Policy ENF-002 was drafted to clearly outline roles and responsibilities for Municipal Enforcement Officers and outlines criteria for "out of scope investigations" pursuant to the Criminal Code of Canada.

**COSTS & SOURCE OF FUNDING:**

Within regular operating budget.

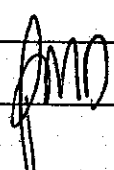
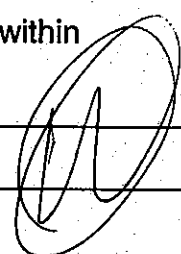
**RECOMMENDED ACTION:**

**Motion 1**

That Policy ENF-002 be adopted as presented.

**Motion 2**

That third reading be given to bylaw 573/06, being a bylaw on Anti-Bullying within Mackenzie County.

<b>Author:</b>	J. Gabriel	<b>Reviewed by:</b>		<b>CAO</b>	
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## Municipal District of Mackenzie No. 23

Title	Anti-Bullying Alternative Measures	Policy No.	ENF002
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Legislation Reference	Municipal Government Act, Section 7
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### PURPOSE

To establish process and guidelines surrounding the investigation and subsequent charges and/or alternative measures regarding offenses pursuant to the Anti-Bullying Bylaw. The process and guidelines are to be followed by any investigating agency including Municipal Enforcement (Bylaw/Special Constable) or RCMP.

### Policy Statement and Guidelines

#### 1) General:

- a) Once there has been a complaint laid pursuant to the Anti-Bullying Bylaw the investigating Bylaw Officer or Special Constable shall ensure that no grounds exist for an investigation pursuant to the Criminal Code of Canada. Violations of a criminal nature such as threats of bodily harm or death, assaults, willful damage to property, thefts, etc. shall be immediately turned over to the RCMP for investigation.
- b) Once it has been established by reasonable and probable grounds that an offense occurred pursuant to the Anti-Bullying Bylaw, the investigating officer shall follow the process outlined in the bylaw regarding charges and subsequent alternative measures.
- c) If it is established by the investigating officer that the violation shall be pursued by Alternative Measures the officer shall initiate an educational anti-bullying session as follows:
  - i) The educational anti-bullying session is a voluntary process and is available only once to an individual. If it has been established that this voluntary option has been selected and completed previously the investigating officer must proceed by way of Violation Ticket.
  - ii) If the education session has not been previously completed the investigating officer shall coordinate the session with the accused and the accused parent or guardian for a mutually agreed upon time, but must be completed within a reasonable period of time from the offense date.
  - iii) The education session may be instructed by the investigating officer, a child services worker, a teacher, or a school counselor. The session shall consist of viewing an age appropriate anti-bully video followed by a discussion and reviewing of any relevant literature.

- d) Once the education session has been completed the Violation Ticket shall be voided and/or an application shall be made to withdraw the ticket. Information regarding the offense and the alternative measures shall be kept on hand by the investigating agency in a confidential file.
- e) All outside agencies initiating any process pursuant to the Anti-Bullying Bylaw or this Policy shall make all attempts to notify the Enforcement Services Department of the investigation and its outcome.

	<b>Date</b>	<b>Resolution Number</b>
<b>Approved</b>		
<b>Amended</b>		
<b>Amended</b>		



**BYLAW NO. 573/06**

**BEING A BYLAW OF  
THE MUNICIPAL DISTRICT OF MACKENZIE NO. 23,  
IN THE PROVINCE OF ALBERTA, TO CONTROL AND REGULATE  
BULLYING OF MINORS AND OR OTHER PERSONS IN THE MUNICIPAL  
DISTRICT OF MACKENZIE.**

**WHEREAS** Section 7(a) and (b) of the Municipal Government Act, R.S.A 2000, c. M-26 authorize a municipality to pass bylaws respecting the safety, health and welfare of people and the protection of people and property, and respecting people, activities and things in, on or near public places or place that is open to the public; and

**AND WHEREAS** the Council for the Municipal District of Mackenzie is establishing a Bylaw, to promote zero tolerance of bullying and to give those who have been charged under the Anti-Bullying Bylaw a choice of paying their fine or attending an educational session and having the charge withdrawn; and

**AND WHEREAS** this Bylaw is not intended, nor designed to replace the Criminal Code of Canada or to replace existing bullying prevention programs currently in use with schools, RCMP or community groups; and

**AND WHEREAS** it is the intent that this Bylaw would be used where there is sufficient evidence of repetitive bullying and charges under the federal or provincial statutes are not appropriate; and

**AND WHEREAS** it is also the intent that the Bullying Offence be used as a last resort.

**NOW THEREFORE**, the Council of the Municipal District of Mackenzie enacts as follows:

**SECTION 1            NAME OF BYLAW**

1.1. This Bylaw may be cited as the "Anti-Bullying Bylaw".

**SECTION 2            INTERPRETATION**

2.1 Where there is a conflict between this bylaw and any other bylaw pertaining to Bullying and/or Anti-Bullying in the Municipality, the provisions of this bylaw shall apply.

### SECTION 3 DEFINITIONS

#### 3.1 In this Bylaw:

- a) **"Bullying"** means the targeted, repetitive harassment by an individual or individuals who are perceived to be maintaining an imbalance of power by the real or threatened infliction of physical violence and attacks, racially or ethnically-based verbal abuse and gender-based put-downs, verbal taunts, name calling and put downs, written or electronically transmitted, or emotional abuse, extortion or stealing of money and possessions and social out casting.
- b) **"Minor"** means an individual between 12 and 18 years of age.
- c) **"Adult"** means a person 18 years of age or older.
- d) **"Peace Officer"** means a member of the Royal Canadian Mounted Police, a Bylaw Officer, or a Special Constable appointed pursuant to the provisions of the Police Act, Revised Statutes of Alberta, 2000, Chapter P-17 and all amendments or successors thereto.
- e) **"Public Place"** means any place, including privately owned or leased property, to which the public reasonably has or is permitted to have access, whether on payment or otherwise, within the corporate limits of the Municipal District of Mackenzie.
- f) **"Repetitive"** means a persistent or continual act. A tedious repetition.
- g) **"Violation Ticket"** means a violation ticket as defined in the Provincial Offences Procedure Act.

### SECTION 4 ENFORCEMENT

#### 4.1 No person shall, in any Public Place:

- a) Cause or allow to be caused Bullying either directly or indirectly, with any person.
- b) While not directly taking part in Bullying, encourage or cheer on, any person committing Bullying.

#### 4.2 Any person who contravenes Section 4.1 of this Bylaw is guilty of an offence punishable on summary conviction and is liable;

- a) For a first offence, to a specified penalty of \$250.00; and
- b) For a second, or subsequent offences, to a fine not exceeding \$1,000.00;

and in default of payment of the fine and costs, to imprisonment ~~for~~  
~~a term not exceeding six (6)~~ months.

4.3 If a Violation Ticket is issued in respect of an offence, the Violation Ticket may:

- a) specify the fine amount established by this Bylaw for the offence; or
- b) require a person to appear in Court without the alternative of making a voluntary payment.

4.4 ~~Anyone~~ who commits an offence, may;

- a) If a Violation Ticket is issued in respect of the offence; and
- b) If the Violation Ticket specifies the fine amount established by the Bylaw for the offence,

make a voluntary payment equal to the specified fine by delivering the Violation Ticket and the specified fine to the Provincial Court Office specified on the Violation Ticket.

## **SECTION 5 ALTERNATIVE MEASURES**

5.1 ~~Anyone who has been charged under this Bylaw with Bullying and a Violation Ticket has been issued:~~

- a) A court date shall be set at least three (3) months from the date of the offence allowing for ~~alternative measures~~ to be made available.
- b) As a one-time opportunity ~~anyone~~ who has been issued a Violation Ticket for ~~Bullying will~~ have the choice to either proceed with the Violation Ticket offense issued to them or to attend an educational anti-bullying session.
- c) If the accused person is a Minor and chooses to attend an educational anti-bullying session, a parent or guardian of the Minor ~~must be notified, and has the option to attend the~~ educational anti-bullying session.

- d) If the accused fails to attend the scheduled educational anti-bullying session they shall pay the fine as identified on the Violation Ticket. Failure to pay the fine constitutes an offence punishable on summary conviction and being liable for a specified penalty or imprisonment.
- e) If the accused attends the scheduled educational anti-bullying session, as per Section 5.1 b) & c) a letter will be sent to the crown signed by a Peace Officer requesting for the Violation Ticket to be withdrawn.

**SECTION 6            REPEAL**

6.1     This bylaw shall repeal Bylaw 558/06.

This bylaw comes into force at the beginning of the day of third and final reading thereof.

First Reading given on the 11<sup>th</sup> day of April, 2006.

\_\_\_\_\_  
Bill Neufeld, Reeve

\_\_\_\_\_  
Executive Assistant

Second Reading given on the 13<sup>th</sup> day of June, 2006.

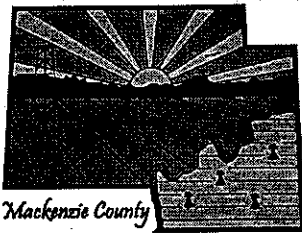
\_\_\_\_\_  
Bill Neufeld, Reeve

\_\_\_\_\_  
Executive Assistant

Third Reading and Assent given on the \_\_\_\_\_ day of \_\_\_\_\_, 2007.

\_\_\_\_\_  
Bill Neufeld, Reeve

\_\_\_\_\_  
Executive Assistant



# MACKENZIE COUNTY REQUEST FOR DECISION

<b>Meeting:</b>	<b>Regular Council Meeting</b>
<b>Meeting Date:</b>	<b>February 28, 2007</b>
<b>Presented By:</b>	<b>Paul Driedger, Director of Planning</b>
<b>Title:</b>	<b>Bylaw 612/07 Land Use Bylaw Amendment to amend the minimum lot size of the Rural Country Residential Districts.</b>

**BACKGROUND / PROPOSAL:**

The development staff was approached by a developer with the request to reduce the minimum lots sizes in Rural Country Residential Districts when the lots are serviced with municipal servicing. The developer indicated that, by reducing the minimum lot size to 2 acres (0.81 hectares), he would be able to recover the cost of servicing the lots.

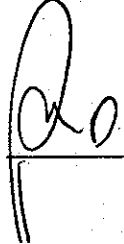
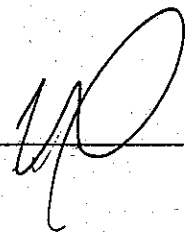
This proposal was presented to the Municipal Planning Commission (MPC) at their January 31, 2007 meeting and it was their recommendation to present the proposed amendment to council for decision.

**OPTIONS & BENEFITS:**

While the original proposal was that of a developer, the MPC decision was to present the amendment of all the Rural Country Residential Districts to allow a minimum of 2 acre (0.81 hectare) parcels when the subdivision is connected to municipal servicing, and therefore the cost of this amendment is borne by Mackenzie County.

This amendment would allow developers the option of developing more lots per quarter when completing a subdivision near the hamlet boundaries. This increased number of lots would aide in paying for the cost of connecting to municipal servicing. In addition, this would prove to be beneficial for future expansion of the hamlet as the servicing would be in place prior to development and therefore the cost of installing the water and sewer later would not be the responsibility of Mackenzie County.

**COSTS & SOURCE OF FUNDING:**


**Author:** Eva Schmidt, Planning      **Reviewed By:**       **CAO** 

Borne by Mackenzie County

**RECOMMENDED ACTION:**

That first reading be given to Bylaw 612/07 being a Land Use Bylaw Amendment to amend the minimum lot size of the Rural Country Residential Districts to 2 acres (0.81 hectares) when connecting to municipal servicing.

*Review Country Residential as  
a whole.*

Author: \_\_\_\_\_ Reviewed by:  \_\_\_\_\_ CAO \_\_\_\_\_

**BYLAW NO. 612/07**

**BEING A BYLAW OF THE  
MUNICIPAL DISTRICT OF MACKENZIE NO. 23  
IN THE PROVINCE OF ALBERTA**

**TO AMEND THE RURAL COUNTRY RESIDENTIAL DISTRICTS IN THE  
MUNICIPAL DISTRICT OF MACKENZIE NO. 23  
LAND USE BYLAW**

**WHEREAS**, the Municipal District of Mackenzie No. 23 has adopted the Municipal District of Mackenzie No. 23 Land Use Bylaw, and

**WHEREAS**, the Municipal District of Mackenzie No. 23 has a General Municipal Plan adopted in 1995, and

**WHEREAS**, the Council of the Municipal District of Mackenzie No. 23, in the Province of Alberta, has deemed it desirable to amend the Rural Country Residential District 1 (RC1), Rural Country Residential District 2 (RC2), Rural Country Residential District 3 (RC3) and Rural Country Residential District 4 (RC4) in the Municipal District of Mackenzie No. 23 Land Use Bylaw.

**NOW THEREFORE**, THE COUNCIL OF THE MUNICIPAL DISTRICT OF MACKENZIE NO. 23, IN THE PROVINCE OF ALBERTA, DULY ASSEMBLED, HEREBY ENACTS AS FOLLOWS:

1. That the Municipal District of Mackenzie No. 23 Land Use Bylaw Section 7.30 Rural Country Residential District 1 "RC1", C., Section 7.31 Rural Country Residential District 2 "RC2", C., Section 7.32 Rural Country Residential District 3 "RC3", C. and Section 7.33 Rural Country Residential District 4 "RC4", C. be amended to replace:

**C. LOT AREA**

(1) Country Residential Uses:

- a) Minimum Lot Area: 1.2 hectares (3.0 acres).
- b) Maximum Lot Area: up to 2.02 hectares (5 acres) unless otherwise approved by the Subdivision Authority.

with:

**C. LOT AREA**

With municipal sewage system:

Minimum 0.81 hectares (2.0 acres)

Maximum 2.47 hectares (5.0 acres)

With private sewage system:

Minimum: 1.2 hectares (3 acres)

Maximum: 2.47 hectares (5.0 acres)

First Reading given on the \_\_\_\_\_ day of \_\_\_\_\_, 2007.

\_\_\_\_\_  
Bill Neufeld, Reeve

\_\_\_\_\_  
Carol Gabriel, Executive Assistant

Second Reading given on the \_\_\_\_\_ day of \_\_\_\_\_, 2007.

\_\_\_\_\_  
Bill Neufeld, Reeve

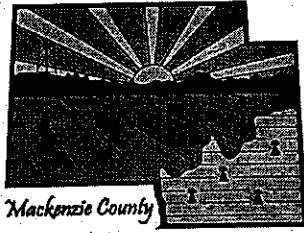
\_\_\_\_\_  
Carol Gabriel, Executive Assistant

Third Reading and Assent given on the \_\_\_\_\_ day of \_\_\_\_\_, 2007.

\_\_\_\_\_  
Bill Neufeld, Reeve

\_\_\_\_\_  
Carol Gabriel, Executive Assistant





# MACKENZIE COUNTY REQUEST FOR DECISION

<b>Meeting:</b>	<b>Regular Council Meeting</b>
<b>Meeting Date:</b>	<b>February 28, 2007</b>
<b>Presented By:</b>	<b>Paul Driedger, Director of Planning</b>
<b>Title:</b>	<b>Bylaw 615/07 Amendment of the Fee Schedule to include Development Permit Extensions and Legal Counsel Intervention Costs</b>

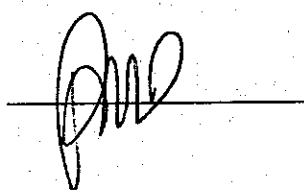
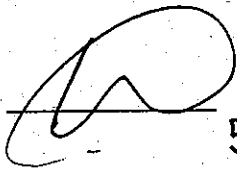
**BACKGROUND / PROPOSAL:**

The development staff has been dealing with several unauthorized development issues and unfulfilled development permit conditions in attempts to have these matters resolved by way of a development permit and/or the completion of changes as required in the development permit. The MPC directed the development staff to send three notices to the developer, informing him/her of the unauthorized development or permit conditions requiring attention, and if no response or action was received, then to proceed to have legal counsel send a letter to the landowner.

This process has been followed and in some instances the developer has proceeded to apply for the development permit or time extension prior to a letter being sent by legal counsel. In other instances the developer has not responded until the receipt of the letter from legal counsel.

**OPTIONS & BENEFITS:**

While the letter by legal counsel has proven to be an effective method in fostering a response or action by the developer, it incurs a cost to Mackenzie County for which no recovery process is in place except the cost of the development permit which is \$50.00 for residential, farm or public institutional and \$100.00 for commercial, industrial, or home based business. These fees are double of the development permit fees as provided by the fee schedule. Any development that commences prior to the issuance of a development shall be charged double the regular permit fee. The cost of having legal counsel send a letter to the developer is approximately \$400. At present, any developer applying for an extension of his/her development permit conditions is not required to pay an extension fee as it has not been included in the fee schedule.

Author: Eva Schmidt, Planning Supervisor      Reviewed By:  CAO 

The legal counsel letters have resulted in compliance from the majority of developers receiving the letters and have provided a clear indication that Mackenzie County is in full support of the Mackenzie County Land Use Bylaw and enforcement of the same. The Municipal Planning Commission and development staff hope that the need for the legal counsel letters will be greatly reduced when the public realizes and understands that the Land Use Bylaw requirements are enforced.

Furthermore, the intent of amending the fee schedule is to provide an incentive to the developers to obtain development permits prior to the commencement of any development and to ensure that the development permit conditions are fulfilled in a timely manner.

**COSTS & SOURCE OF FUNDING:**

N/A.

**RECOMMENDED ACTION:**

**MOTION 1**

That first reading be given to Bylaw 615/07 for the amendment of the fee schedule to include development permit extensions and legal counsel intervention costs.

**MOTION 2**

That second reading be given to Bylaw 615/07 for the amendment of the fee schedule to include development permit extensions and legal counsel intervention costs.

**MOTION 3**

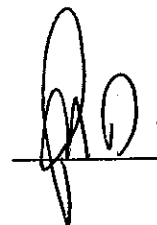
That consideration be given to go to third reading of Bylaw 615/07 for the amendment of the fee schedule to include development permit extensions and legal counsel intervention costs at this meeting.

**MOTION 4**

That third reading be given to Bylaw 615/07 for the amendment of the fee schedule to include development permit extensions and legal counsel intervention costs.

Author: Eva Schmidt,  
Planning Supervisor

Reviewed by: \_\_\_\_\_



CAO \_\_\_\_\_

**BY-LAW NO. 578/06**

**BEING A BY-LAW OF THE  
MUNICIPAL DISTRICT OF MACKENZIE NO. 23,  
IN THE PROVINCE OF ALBERTA  
TO ESTABLISH A FEE SCHEDULE FOR SERVICES**

**WHEREAS**, pursuant to the provisions of the Municipal Government Act, Statutes of Alberta, 1994, Chapter M-26.1, Section 8(c)(i), requires fees to be established by bylaw.

**NOW THEREFORE**, the Council of the Municipal District of Mackenzie No. 23, in the province of Alberta, duly assembled, enacts as follows:

1. The following Service Fee Schedule be adopted:

<u>Item</u>	<u>Amount</u>	<u>G.S.T.</u>
Photocopying	\$ 0.25/sheet	Applicable
Laminating	Double cost of map (min \$5)	Applicable
Tax Certificates	\$25.00	N/A
Compliance Certificates	\$50.00	N/A
Land Titles	\$5.00	Applicable
M.D. Ownership Maps	\$15.00	Applicable
M.D. Ownership Map booklet -Laminated	\$50.00	Applicable
Individual Pages - Laminated	\$10.00	Applicable
Hamlet maps	\$5.00	Applicable
Aerial Photo's	\$5.00	Applicable
All custom maps up to 17" x 22"	\$5.00	Applicable
All custom maps larger than 17" x 22"	\$10.00	Applicable
River map - 14 Laminated Pages	\$25.00	Applicable
Area Structure Plan	\$15.00	Applicable
General Municipal Plan	\$25.00	Applicable
Land Use Bylaw	\$35.00	Applicable
Land Use Bylaw Amendment	\$150.00	N/A
Development Permit -	\$25.00	N/A
Other than commercial or industrial		
Development Permit – Commercial and Industrial	\$50.00	N/A
Development Permit after commencement of construction	Double regular D.P. fee	N/A
Subdivision and Development Appeal (refundable if appeal is successful)	\$250.00	N/A
Subdivision Time Extension	\$50.00	N/A
Subdivision or Boundary Adjustment (all or a portion of the subdivision application may be refundable at the discretion of the MPC)	\$700 + \$200/lot created	N/A
Application		
Boardroom Rental (no charge to non-profit community groups)	\$50.00/day	Applicable
Council or other Board minutes	\$5.00/set	Applicable

Winter Maintenance Flags	\$20.00/1/4 mile	Applicable
Senior/Handicapped Snowplow Flags (Where the Senior/Handicapped person lives in a rural residence where all other persons, excluding spouse or dependent, residing on the property are also Senior Citizens or Handicapped persons)	No Charge	N/A
<b>Dust Control</b>		
Calcium Chloride	\$500/200 linear meters per application	Applicable
Dust Control for Seniors	No Charge	
Sanding Unit & Tandem Truck	\$110.00/hr., min. chg.-1/2 hr.	Applicable
Alberta Agriculture's Irrigation Pump/Pipe	\$300.00/48 hours \$100.00/each additional 24 hours	Applicable
75 HP Tractor Mower 15'	\$55.00 per hour (minimum charge 1/2 hr.)	Applicable
35 HP Tractor Mower 6'	\$35.00 per hour (minimum charge 1/2 hr.)	Applicable
Weed Eater	\$20.00 per hour (minimum charge 1/2 hr.)	Applicable
Sewer Auger	\$20.00 per hour \$100.00 per 24 hours	Applicable
Water Line Thawing Unit	\$20.00 per hour \$100.00 per 24 hours	Applicable

2. Equipment that is not listed in this bylaw will be charged according to the current Alberta Roadbuilders and Heavy Equipment Association Equipment Rental Rates Guide, less 20%.
3. This bylaw revokes all previous bylaws with fees pertaining to fees in this bylaw.
4. In the event that this bylaw is in conflict with any other bylaw, this bylaw shall have paramountcy.

First Reading given on the 24<sup>th</sup> day of May, 2006. (06-370)

(signature on file)  
Bill Neufeld, Reeve

(signature on file)  
Joulia Whittleton, Acting Executive Assistant

Second Reading given on the 13<sup>th</sup> day of June, 2006. (06-406)

(signature on file)  
Bill Neufeld, Reeve

(signature on file)  
Joulia Whittleton, Acting Executive  
Assistant

Third Reading and Assent given on the 13<sup>th</sup> day of June, 2006. (06-407)

(signature on file)  
Bill Neufeld, Reeve

(signature on file)  
Joulia Whittleton, Acting Executive  
Assistant



**BYLAW NO. 615/07**

**BEING A BY-LAW OF THE  
MUNICIPAL DISTRICT OF MACKENZIE NO. 23  
IN THE PROVINCE OF ALBERTA  
TO ESTABLISH A FEE SCHEDULE FOR SERVICES**

**WHEREAS**, pursuant to the provisions of the Municipal Government Act, Statutes of Alberta, 1994, Chapter M-26.1, Section 8(c)(i), requires fees to be established by bylaw.

**NOW THEREFORE**, the Council of the Municipal District of Mackenzie No. 23, in the province of Alberta, duly assembled, enacts as follows:

1. That the Service Fee Schedule be amended to read as follows:

<b>Item</b>	<b>Amount</b>	<b>GST</b>
Photocopying	\$0.25/sheet	Applicable
Laminating	Double cost of map (min \$5)	Applicable
Tax Certificates	\$25.00	N/A
Compliance Certificates	\$50.00	N/A
Land Titles	\$5.00	Applicable
M.D. Ownership Maps	\$15.00	Applicable
M.D. Ownership Map Booklet -Laminated	\$50.00	Applicable
Individual Pages - Laminated	\$10.00	
Hamlet Maps	\$5.00	Applicable
Aerial Photos	\$5.00	Applicable
All Custom Maps up to 17" x 22"	\$5.00	Applicable
All Custom Maps Larger than 17" x 22"	\$10.00	Applicable
River Map - 14 Laminated Pages	\$25.00	Applicable
Area Structure Plan	\$15.00	Applicable
General Municipal Plan	\$25.00	Applicable
Land Use Bylaw	\$35.00	Applicable
Land Use Bylaw Amendment	\$150.00	N/A
Development Permit - Other than Commercial or Industrial	\$25.00	N/A

Item	Amount	GST
Development Permit – Commercial and Industrial	\$50.00	N/A
Development Permit after Commencement of Construction	Double regular D.P. fee	N/A
Development Permit after Legal Counsel Intervention	<del>\$400.00</del> <sup>Legal Fee Cost</sup> <sub>Actual Cost</sub>	<del>N/A</del>
Development Permit Time Extension	<del>\$50.00</del>	<del>N/A</del>
Subdivision and Development Appeal (refundable if appeal is successful)	\$250.00	N/A
Subdivision Time Extension	\$50.00	N/A
Subdivision or Boundary Adjustment Application (all or a portion of the subdivision application may be refundable at the discretion of the MPC)	\$700 + \$200/lot created	N/A
Boardroom Rental (no charge to non-profit community groups)	\$50.00/day	Applicable
Council or other Board Minutes	\$5.00/set	Applicable
Winter Maintenance Flags	\$20.00/1/4 mile	Applicable
Senior/Handicapped Snowplow Flags (Where the Senior/Handicapped person lives in a rural residence where all other persons, excluding spouse or dependent, residing on the property are also Senior Citizens or Handicapped persons)	No Charge	N/A
Dust Control Calcium Chloride	\$500/200 linear meters per application	Applicable
Dust Control for Seniors	No Charge	
Sanding Unit & Tandem Truck	\$110.00/hr., min. chg.-1/2 hr	Applicable
Alberta Agriculture's Irrigation Pump/Pipe	\$300.00/48 hours \$100.00/each additional 24 hours	Applicable
75 HP Tractor Mower 15'	\$55.00 per hour (minimum charge ½ hr.)	Applicable
35 HP Tractor Mower 6'	\$35.00 per hour (minimum charge ½ hr.)	Applicable
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Sewer Auger	\$20.00 per hour \$100.00 per 24 hours	Applicable
Water Line Thawing Unit	\$20.00 per hour \$100.00 per 24 hours	Applicable



2. Equipment that is not listed in this bylaw will be charged according to the current Alberta Roadbuilders and Heavy Equipment Association Equipment Rental Rates Guide, less 20%.
3. This bylaw revokes all previous bylaws with fees pertaining to fees in this bylaw.
4. In the event that this bylaw is in conflict with any other bylaw, this bylaw shall have paramountcy.

First Reading given on the \_\_\_\_\_ day of \_\_\_\_\_, 2007.

\_\_\_\_\_  
Bill Neufeld, Reeve

\_\_\_\_\_  
Carol Gabriel, Executive Assistant

Second Reading given on the \_\_\_\_\_ day of \_\_\_\_\_, 2007.

\_\_\_\_\_  
Bill Neufeld, Reeve

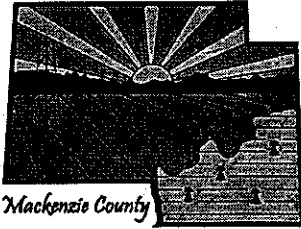
\_\_\_\_\_  
Carol Gabriel, Executive Assistant

Third Reading and Assent given on the \_\_\_\_\_ day of \_\_\_\_\_, 2007.

\_\_\_\_\_  
Bill Neufeld, Reeve

\_\_\_\_\_  
Carol Gabriel, Executive Assistant





## MACKENZIE COUNTY REQUEST FOR DECISION

<b>Meeting:</b>	<b>Regular Council Meeting</b>
<b>Meeting Date:</b>	<b>February 28, 2007</b>
<b>Presented By:</b>	<b>Paul Driedger, Director of Planning</b>
<b>Title:</b>	<b>Rural Country Residential Districts Results from Open House</b>

**BACKGROUND / PROPOSAL:**

Upon Council's request open houses were held in both La Crete, on January 19<sup>th</sup>, and High Level Rural Hall, on February 2<sup>nd</sup>, to give the public the opportunity to discuss Rural Country Residential subdivisions with Council, MPC, and staff.

**OPTIONS & BENEFITS:**

Both open houses were very well attended (about 50 in La Crete and about 25 at High Level Rural Hall) and there was good discussion at both places.

At the La Crete open house the following issues were raised/discussed:

**Rural Country Residential Subdivisions:**

- ⇒ Minimum 10 acreages requirement should be removed
- ⇒ 10 lot requirement is the same as living in town
- ⇒ minimum of 10 parcels makes no sense
- ⇒ Running out of farmland, years ago residential subdivisions weren't allowed on better agricultural land
- ⇒ Residential dogs bother cattle
- ⇒ Lot prices will determine the need for subdivisions
- ⇒ Let the people decide were they want to live
- ⇒ If people are still purchasing lots then it should stay
- ⇒ More requests for dust control
- ⇒ More tax revenue
- ⇒ Be careful where subdivisions are allowed, don't box the Hamlets in

**Author:** Eva Schmidt,  
Planning Supervisor

**Review Date:** \_\_\_\_\_

**CAO**

- ⇒ Country residential subdivisions should not be allowed too close to the Hamlets, they should only be allowed in specific places so the Hamlets can continue to grow
- ⇒ Leave number of acres wide open
- ⇒ Concerned about ground pollution from multiple sewer systems
- ⇒ 2 parcels should be allowed out of every quarter section, it will keep the community alive
- ⇒ Should have to put down asphalt or dust control
- ⇒ Acreage owners should pay for dust control
- ⇒ Oil should be used for dust control
- ⇒ Acreage prices are cheaper than in town because they don't have the same services
- ⇒ Water co-op makes more sense with increased number of acreages
- ⇒ Dust control within Hamlet limits should include all roads within Hamlet limits
- ⇒ Traffic west of La Crete to the river is unbelievable
- ⇒ Consider which lands can be developed without building lift stations
- ⇒ The County is doing a good job, we're still growing; keep it growing
- ⇒ Majority of the people wanted lot sizes to be left wide open

#### La Crete Airstrip

The question was asked how high a priority the La Crete Airstrip should be and the majority said the airstrip should be a high priority and should be paved at all cost.

At the High Level Rural Hall open house the following issues were raised/discussed:

- ⇒ Bylaw should be flexible as to lot sizes; suggested sizes were 3 – 15 acres
- ⇒ Agricultural subdivisions should be allowed to be larger in size
- ⇒ Minimum 10 lots are too many, should be 3 – 4 lots
- ⇒ Increase acreages to 2 – 4 per quarter section
- ⇒ Should have different zonings, one at 3 – 5 acres and another for 5 – 20 acres
- ⇒ Any parcel size should be allowed from 5 – 80 acres
- ⇒ Allowing too many acreages will eventually restrict the farmers
- ⇒ Need bylaws to protect farmers
- ⇒ Tax base doesn't support the added road maintenance costs
- ⇒ County should purchase and develop land instead of private developers
- ⇒ Dust control and road maintenance should be addressed
- ⇒ Acreages should be encouraged on poor agricultural land
- ⇒ Multi-lot subdivision applications should be discussed at an open house
- ⇒ Multi-lot subdivisions should be better advertised
  - Notify more landowners, at least within a 5 mile radius
  - Place billboards on the property for advertisement
- ⇒ Land is being auctioned off around High Level

Author: Eva Schmidt,  
Planning Supervisor

Reviewed by: \_\_\_\_\_

CAO \_\_\_\_\_

**COSTS & SOURCE OF FUNDING:**

N/A

**RECOMMENDED ACTION:**

For discussion.

County Image?

Municipal Dev. Plan

Incorporate in M.D.P. or  
Land Use Bylaw.

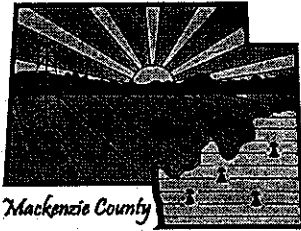
Bea hand

Author: Eva Schmidt,  
Planning Supervisor

Reviewed by: \_\_\_\_\_

CAO \_\_\_\_\_





## MACKENZIE COUNTY REQUEST FOR DECISION

<b>Meeting:</b>	<b>Regular Council Meeting</b>
<b>Meeting Date:</b>	<b>February 28, 2007</b>
<b>Presented By:</b>	<b>Paul Driedger, Director of Planning &amp; Emergency Services</b>
<b>Title:</b>	<b>MD Waterfront Development Task Force Terms of Reference</b>

### BACKGROUND / PROPOSAL:

At the organizational meeting held on October 25, 2006 Council requested that the Terms of Reference for the MD Waterfront Development Task Force be reviewed. The Terms of Reference has been attached for review.

### OPTIONS & BENEFITS:

### COSTS & SOURCE OF FUNDING:

### RECOMMENDED ACTION:

For review and discussion.

Author: P. Driedger

Review Date: February 21, 2007

CAO 





## M.D. of Mackenzie

### Waterfront Cottages Task Force

#### Terms of Reference

#### 1. Members

The Waterfront Cottages Task Force shall be comprised of:

- Four M.D. of Mackenzie Councillors (Councillors Newman, Watson, Braun and Driedger)
- M.D. of Mackenzie Administration

#### 2. Objective, Scope of Activities, and Duties

The Waterfront Cottages Task Force is established to:

- Examine the options of waterfront development on lakes and rivers within the municipality.

The Waterfront Cottages Task Force shall:

- Review the feasibility of waterfront development.
- Determine the type of waterfront development acceptable to all stakeholders.
- Meet with all stakeholders.
- Hold public open houses as required.
- Provide recommendations to Council.
- *open discussed w/ appropriate provincial ministers*

#### 3. Time Period

- The Task Force will meet as required from January 2006 and ongoing.
- Final Recommendation will be brought to Council.

4. Reporting Structure

The Task Force shall report directly to the M.D. Council through its Council members.

5. Administrative and Financial Support

- The M.D. of Mackenzie shall provide resource and financial support.
- The M.D. office shall provide meeting space.
- MD Council Task Force members shall be reimbursed for their expenses as per the Honorariums and Related Expense Reimbursement Bylaw.

*provincial govt*

- With seasonal camping stalls, the number of users will increase. Can the lake sustain that angling pressure?
- Does the campground have a holding tank for sewage?

Reeve Neufeld closed the public hearing for Bylaw 506/05 at 7:03 p.m.

Deputy Reeve Sarapuk requested that this bylaw be brought back for Council review after one year.

**MOTION 05- 409**

Bylaw 506/05

Second Reading

**MOVED** by Councillor Braun

That second reading be given to Bylaw 506/05 as amended, being a bylaw to govern Municipal Parks.

**CARRIED**

**MOTION 05- 410**

**MOVED** by Councillor Braun

That investigation on amending the Recreational Lease we hold with Sustainable Resource Development be pursued.

**DEFEATED**

**MOTION 05-411**

**MOVED** Councillor Newman

That the Waterfront Cottage Development be pursued by the MD of Mackenzie.

**CARRIED**

7. b) **Bylaw 513/05 – Land Use Bylaw Amendment  
Rezone Pt. SW 13-106-15 W5 from Agricultural  
District 1 to Rural Country Residential District 4**

Reeve Neufeld called the public hearing for Bylaw 513/05 to order at 7:12 p.m.

Reeve Neufeld asked if the public hearing for proposed Bylaw 513/05 was properly advertised. Paul Driedger answered that the bylaw was advertised in accordance with the Municipal Government Act.

Reeve Neufeld asked the Development Authority to outline the proposed Land Use Bylaw Amendment. Paul Driedger presented the Development Authority's submission.

Reeve Neufeld asked if Council had any questions of the proposed Land Use Bylaw Amendment. There were none.

- 9. f) Drainage Ditches
- 9. g) Road Repair
- 10. d) Gulf Coast Disaster Relief Assistance
- 12. c) Personnel

**CARRIED**

**ADOPTION OF  
THE PREVIOUS  
MINUTES:**

- 3. a) **Minutes of the August 31, 2005  
Regular Council Meeting**

**MOTION 05-440** **MOVED** by Councillor Watson

That the minutes of the August 31, 2005 Regular Council Meeting be adopted as amended.

**CARRIED**

**BUSINESS ARISING  
OUT OF THE  
MINUTES:**

- 4. a) **Wadlin Lake Cabins**

Councillor Newman clarified that the intent of Motion 05-411 was that the MD take the initiative and pursue the Waterfront Cottage Development, without the Regional Task Force, as the task force has been struck for two years, and there has been no progress.

**MOTION 05-441** **MOVED** by Councillor Driedger

That Councillor Driedger, Councillor Watson, Councillor Newman, and Councillor Braun be appointed to the MD Waterfront Development Task Force.

**CARRIED**

Councillor Froese entered at 10:11 a.m.

**DELEGATIONS:** 5. a) **Daishowa Marubeni Ltd.**

Reeve Neufeld welcomed Alan Robinson, Harvest Planner for DMI to the table at 10:16 a.m.

**MUNICIPAL DISTRICT OF MACKENZIE NO. 23  
REGULAR COUNCIL MEETING  
MINUTES**

Wednesday, January 25, 2006

Page 4 of 7

**8.3 Intermunicipal Development Plan Update**

Planning Supervisor Schmidt had recommended that the Intermunicipal Development Plan Committee proceed to review the Intermunicipal Development Plan. Since the RFD was prepared, a letter was received from the Town of High Level, indicating that they wish to implement a dispute resolution regarding the new Bylaw 544/06, which received first reading on January 10, 2006.

A new meeting will be set with High Level to clarify issues and the Intermunicipal Development Plan is tabled in the interim.

**8.4 MD Waterfront Cottage Development Task Force – Terms of Reference**

**MOTION 06-40**

**MOVED** by Councillor Froese

That the Municipal District of Mackenzie Waterfront Cottage Development Task Force Terms of Reference be adopted as presented.

**CARRIED**

**REMOVED from  
AGENDA**

**8.5 Request for Appointment - (Jake Wolfe)**

This was removed from the agenda at the Reeve's request, as policy is in place for expense requests and because seats available to the MD on the Upper Hay Recreational Hunting and Fishing Advisory Board are filled.

**ADDITION**

**8.6 Ice Bridge**

The many complaints about the lack of an Ice Bridge were brought up. The public does not realize that the ice bridge is the province's responsibility and the MD has no control over it.

Council noted that the AMA website indicates that the Ice Bridge will be open Feb. 1.

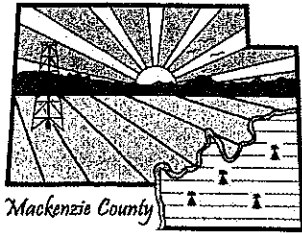
**MOTION 06-41**  
Requires Unanimous Consent

**MOVED** by Councillor Neudorf

That a letter of concern is sent to the Minister of Infrastructure and Transportation about the Ice Bridge.

**CARRIED**





## MACKENZIE COUNTY REQUEST FOR DECISION

<b>Meeting:</b>	Regular Council Meeting
<b>Meeting Date:</b>	February 28, 2007
<b>Presented By:</b>	Paul Driedger, Director of Planning and Emergency Services
<b>Title:</b>	La Crete Volunteer Appreciation Supper

### BACKGROUND / PROPOSAL:

The annual La Crete Volunteer Appreciation Supper has been tentatively scheduled in June, possibly on the evening of the Farmer's Day Community Event. FCSS is inquiring if the County would be interested in again providing the meat for the supper.

### OPTIONS & BENEFITS:

For the last number of years the municipality has covered the cost of the meat for the Volunteer Appreciation Suppers in Fort Vermilion and La Crete. This would usually entail either turkey supper and or pig roast.

### COSTS & SOURCE OF FUNDING:

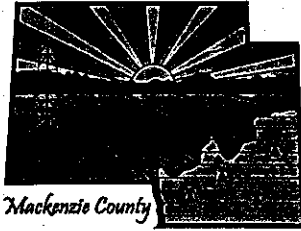
(\$100 - \$500) depending on number of volunteers

### RECOMMENDED ACTION:

That the County cover the cost of the meat for the La Crete Volunteer Appreciation Supper.







## MACKENZIE COUNTY REQUEST FOR DECISION

<b>Meeting:</b>	<b>Regular Council Meeting</b>
<b>Meeting Date:</b>	<b>February 28, 2007</b>
<b>Presented By:</b>	<b>Joulia Whittleton, Director of Corporate Services</b>
<b>Title:</b>	<b>Residential Tenancy Agreement with the La Crete Municipal Nursing Association</b>

**BACKGROUND / PROPOSAL:**

The Municipality entered into a Residential Tenancy Agreement with the La Crete Municipal Nursing Association (LCMNA). The first agreement was signed in October 27, 2004; and the new agreement (amending the rental fee from \$500 to \$750/month) was signed on January 30, 2006 (copies of both are attached). The agreements were not presented in Council previously.

Both agreements state the following:

“The tenant promises to waive all of the property taxes against the premises for the duration of this agreement”

The \$2,663.05 cheque was issued in 2005 to refund the 2005 taxes.

Henry Wiebe of the LCMNA contacted the finance department on December 15, 2006 with respect to the outstanding invoice 1113 from June 16, 2006. This invoice is a request for reimbursement of the 2006 property taxes as per the tenancy agreement. The finance department contacted the MRES on December 15, 2006 to get some clarifications on the agreement and also advising the MRES that only Council could refund taxes.

On January 19, 2007, the \$2,732.18 cheque was issued to refund 2006 taxes (copy of the signed request for a cheque is attached).

**OPTIONS & BENEFITS:**

According to MGA, section 347, only Council could cancel or refund all or part of a tax. According to MGA, section 203, a council may not delegate its power with respect to taxes under section 347 to anyone.

Administration requested that the Finance Committee review the agreement and make a recommendation to Council with respect to invoice 1113 from LCMNA. The Finance Committee reviewed this item and recommended that it be presented to Council since MGA states that whole council by a motion can waive, reduce or refund whole or part of a tax.

The property in question is being used for renting it to two RCMP members. Both individuals have been paying rent to the MD for their units.

**COSTS & SOURCE OF FUNDING:**

Total of \$5,395.23 was paid out from the 2005 and 2006 operating budgets

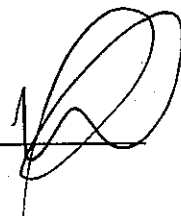
**RECOMMENDED ACTION:**

That all property tax refunds that are not due to a tax assessment amendment as allowed by MGA, Section 305, Correction of roll, or as stated in Policy FIN023, Local Improvement Charge Cancellation, be presented for ratification in Council.

Author: \_\_\_\_\_

Review Date: \_\_\_\_\_

CAO



**RESIDENTIAL TENANCY AGREEMENT**

Between  
La Crete Municipal Nursing Association  
Box 544, La Crete, AB T0H 2H0  
(hereafter called "the Landlord")  
and  
Municipal District of Mackenzie  
Box 640, Fort Vermilion, AB T0H 1N0  
(hereafter called "the Tenant")

**COPY**

*Please note this agreement is for North unit only. Taxes were returned for the whole duplex.*

1. The rental premises are the North unit of a duplex, located at ~~10302-104<sup>th</sup> Avenue~~ in the hamlet of La Crete, Alberta.  
*10404-103 STREET*
2. The term of this agreement shall be for one (1) year, which shall begin on the 1<sup>st</sup> day of November, 2004. The agreement can be extended upon the mutual consent by both parties.
3. The rental fee shall be payable in advance on or before the 1<sup>st</sup> day of each month. The rental fee shall be \$500.00 per month.
4. The tenant may not sublet or assign his or her right under this agreement without written consent from the Landlord.
5. All utilities and garbage removal shall be paid for by the tenant.
6. It is agreed that the following pets are allowed to be kept by the tenant:

7. The tenant promises to give 30 days notice prior to cancelling this agreement. The tenant promises that the premises will be thoroughly cleaned and that all carpets will be steam cleaned immediately after moving out. The tenant further promises that the premises will be in the same or better condition than they were prior to moving in.
8. The tenant promises to waive all of the property taxes against the premises for the duration of this agreement.

*AR  
PMS*

IN WITNESS WHEREOF both parties hereto sign this agreement on the 21 day of December, 2004.  
*OCTOBER*

*Victoria Lee*  
\_\_\_\_\_  
Witness

La Crete Municipal Nursing Association  
Per: *[Signature]*

Municipal District of Mackenzie  
Per: *[Signature]*

**RESIDENTIAL TENANCY AGREEMENT**

Between

**La Crete Municipal Nursing Association**  
Box 544, La Crete, AB T0H 2H0  
(hereafter called "the Landlord")


and


**Municipal District of Mackenzie No.23**  
Box 640, Fort Vermillion, AB T0H 1N0  
(hereafter called "the Tenant")

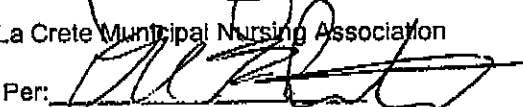
1. The rental premises are the **North Unit** of a duplex located at **10404-103 Street** and the **South Unit** of a duplex located at **10402-103 Street** in the hamlet of La Crete, Alberta.
  2. The term of this agreement shall be for two (2) years, which shall begin on the 1<sup>st</sup> day of November, 2005. The agreement can be extended upon the mutual consent by both parties.
  3. The rental fee shall be payable in advance on or before the 1<sup>st</sup> day of each month. The rental fee shall be \$750.00 per month.
  4. The tenant may not sublet or assign his or her right under this agreement without written consent from the Landlord.
  5. All utilities and garbage removal shall be paid for by the tenant.
  6. It is agreed that the following pets are allowed to be kept by the tenant:
- 
7. The tenant promises to give 30 days notice prior to canceling this agreement. The tenant promises that the premises will be thoroughly cleaned and that all carpets will be steam cleaned immediately after moving out. The tenant further promises that the premises will be in the same or better condition than they were prior to moving in.

8. The tenant promises to waive all of the property taxes against the premises for the duration of this agreement.

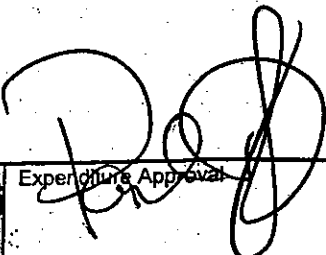

IN WITNESS WHEREOF both parties hereto sign this agreement on the 30 day of January 2006.

  
\_\_\_\_\_  
Witness

Municipal District of Mackenzie  
Per: 

La Crete Municipal Nursing Association  
Per: 

000245 2006 Paul Jucha TION

PO #	Requested By		
Vendor		Invoice Date	
LC Municipal N.		16 Jun 06	
Invoice Number		Invoice Amount	
1113		2732.18	
Coding	GST	Total	
2-26-00-00-236	-	2732.18	
Description/Reason			
 <span style="border: 1px solid black; padding: 2px;">POSTED</span>			
Issue Date	Expenditure Approval	Acc. Clerk	
SEP 14 2006			

Invoice No.: 1113  
 Date: 06/16/2006  
 Page: 1

	Tax	Unit Price	Amount
ent			2,732.18
			2,732.18

As per Acknowledgment.

invoice was signed for a payment on

January 19, 2007

RECEIVED  
 SEP 14 2006 

Comments	Freight	81 0.00
	Total Amount	2,732.18

# LA CRETE MUNICIPAL NURSING ASSOCIATION

Box 544  
La Crete, AB T0H 2H0

**Sold To:**  
MD of Mackenzie  
Box 640  
Fort Vermilion, AB T0H 1N0

# COPY

Invoice No.: 1113  
Date: 06/16/2006  
Page: 1

Business No.: 13430 2686 RT0001

Quantity	Description	Tax	Unit Price	Amount
	To invoice for property taxes as per rental agreement			2,732.18
	Subtotal:			2,732.18
	- No Tax			
<i>As per Agreement.</i>				
<b>RECEIVED</b> SEP 14 2006 <i>[Signature]</i>				
<b>Comments</b>				<b>Freight</b>
				0.00
				82
<b>Total Amount</b>				2,732.18



**OPTIONS & BENEFITS:**

The outstanding taxes totaling \$2,712.60 for Public Works and Government Services properties should be written off as two of the properties improvements were condemned and therefore not eligible for PILT and the third properties improvements were also not deemed eligible for PILT

The MGA states:

**Cancellation, reduction, refund or deferral of taxes**

Section 347(1) If a council considers it equitable to do so, it may, generally or with respect to a particular taxable property or business or a class of taxable property or business, do one or more of the following, with or without conditions:

- (a) cancel or reduce tax arrears;
- (b) cancel or refund all or part of a tax;
- (c) defer the collection of a tax.

Public Works and Government Services will not authorize PILT on properties that have been condemned and/or slated for demolition.

**COSTS & SOURCE OF FUNDING:**

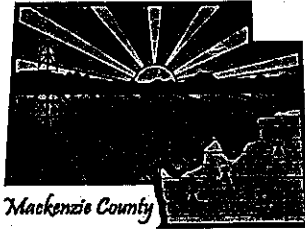
The amount of \$2,712.60 will be written off to 2-12-30-00-922 Tax Cancellations/Bad Debts.

**RECOMMENDED ACTION:**

That Council authorize writing off outstanding taxes in the amount of \$1,766.50 for tax roll 076711, \$866.70 for tax roll 106094 and \$79.40 for tax roll 313865 totaling \$2,712.60.

Author: \_\_\_\_\_ Review Date: \_\_\_\_\_ CAO \_\_\_\_\_





## MACKENZIE COUNTY REQUEST FOR DECISION

<b>Meeting:</b>	<b>Regular Council Meeting</b>
<b>Meeting Date:</b>	<b>February 28, 2007</b>
<b>Presented By:</b>	<b>Joulia Whittleton, Director of Corporate Services</b>
<b>Title:</b>	<b>Well Drilling Equipment Tax Rate Regulation and Assessment Complaints and Appeals Amendment Regulation</b>

### **BACKGROUND / PROPOSAL:**

The Municipality has a Well Drilling Equipment Tax Bylaw as per Alberta Regulation 61/2002.

The Municipality has Assessment Appeal Board that uses Assessment Complaints and Appeals Amendment Regulation.

### **OPTIONS & BENEFITS:**

The Well Drilling Equipment Tax Rate Regulation and The Assessment Complaints and Appeals Regulations have been extended to December 31, 2007 (please see attached).

### **COSTS & SOURCE OF FUNDING:**

NA

### **RECOMMENDED ACTION:**

For information.



Julia

**Alberta** Municipal Affairs  
and Housing  
Assessment Services Branch

15<sup>th</sup> floor, Commerce Place  
10155 - 102 Street  
Edmonton, Alberta, Canada T5J 4L4  
Telephone (780) 422-1377 Fax (780) 422-3110

Attention: Chief Administrative Officer

Re: Well Drilling Activity Report

Dear Sir/Madam:

Please find enclosed a well drilling activity report that Municipal Affairs has prepared for your municipality on the basis of information received monthly from the Alberta Energy and Utilities Board (EUB). This report was generated using well drilling information on record with the EUB as of December 31, 2006.

This report is provided solely as a convenience to municipalities in support of the following legislation:

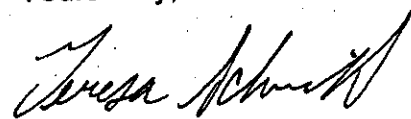
- Section 388(1) of the *Municipal Government Act* states that each council may pass a well drilling equipment tax bylaw, and
- Section 388(2) states that the well drilling equipment tax bylaw authorizes the council to impose a tax in respect of equipment used to drill a well for which a licence is required under the *Oil and Gas Conservation Act*.

The well drilling equipment tax is an optional and one-time tax that municipalities may choose to levy on equipment used to drill a well.

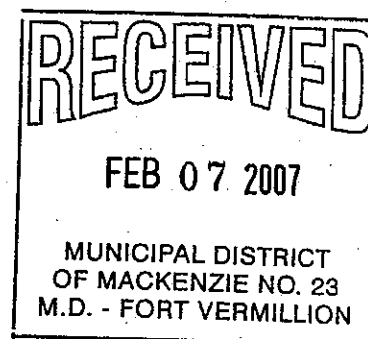
The method of calculating the tax is set out in the Well Drilling Equipment Tax Rate Regulation 61/2002. This regulation is available from the Queen's Printer at [www.gov.ab.ca/qp](http://www.gov.ab.ca/qp), and a copy is attached for your information.

If you have any questions regarding this report, please contact me at (780) 422-8302 or by e-mail at [Gail.Reykdal@gov.ab.ca](mailto:Gail.Reykdal@gov.ab.ca). To call toll free, dial 310-0000 first and then enter (780) 422-8302 after the prompt.

Yours truly,

  
For Gail Reykdal  
Assessment Technician

Attachment







Province of Alberta

**MUNICIPAL GOVERNMENT ACT**

**WELL DRILLING EQUIPMENT TAX  
RATE REGULATION**

**Alberta Regulation 61/2002**

**Extract**

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(no amdt)

**ALBERTA REGULATION 61/2002**

**Municipal Government Act**

**WELL DRILLING EQUIPMENT TAX RATE REGULATION**

**Calculation of tax**

1 The tax under Division 6 of Part 10 of the *Municipal Government Act* must be calculated as follows:

- (a) if the depth of the well is 900 metres or less, \$0.15 per metre of depth, with the minimum tax being \$100;
- (b) if the depth of the well is more than 900 metres but not more than 1500 metres, \$150 plus \$0.30 for each metre of depth exceeding 900;
- (c) if the depth of the well is more than 1500 metres but not more than 1800 metres, \$330 plus \$0.35 for each metre of depth exceeding 1500;
- (d) if the depth of the well is more than 1800 metres but not more than 2400 metres, \$500 plus \$0.75 for each metre of depth exceeding 1800;
- (e) if the depth of the well is more than 2400 metres but not more than 3000 metres, \$1000 plus \$1.80 for each metre of depth exceeding 2400;
- (f) if the depth of the well is more than 3000 metres but not more than 3600 metres, \$2200 plus \$2.85 for each metre of depth exceeding 3000;
- (g) if the depth of the well is more than 3600 metres but not more than 4200 metres, \$4100 plus \$6.00 for each metre of depth exceeding 3600;
- (h) if the depth of the well is more than 4200 metres but not more than 4800 metres, \$8100 plus \$7.50 for each metre of depth exceeding 4200;
- (i) if the depth of the well is more than 4800 metres, \$13 100 plus \$9.00 for each metre of depth exceeding 4800.

**Repeal**

**2** The *Well Drilling Equipment Tax Rate Regulation* (AR 370/94) is repealed.

**Expiry**

**3** For the purpose of ensuring that this Regulation is reviewed for ongoing relevancy and necessity, with the option that it may be repassed in its present or an amended form following a review, this Regulation expires on December 31, 2006.

## Further Update about Regulations

### ***Assessment Complaints and Appeals Amendment Regulation***

The Assessment Complaints and Appeals Regulation has been amended only to extend its expiry date to December 31, 2007. This will allow for further consultation. The process for making a complaint or appeal will remain the same for one year while further consultation takes place. The amendment regulation was filed as AR 309/2006 and comes into force on December 8, 2006.

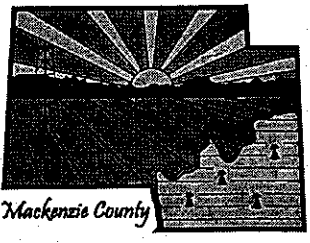
### **Note!!**

**Chief Administrative Officers are strongly urged to inform their assessment review board clerks of the amendment to the above regulation.**

### **Well Drilling Equipment Tax Rate Amendment Regulation**

The Well Drilling Equipment Tax Rate Regulation has been amended only to extend its expiry date to December 31, 2007. This will allow for consultation about proposals for new rates to take place in 2007. The amendment regulation was filed as AR 310/2006 and comes into force on December 8, 2006.





# MACKENZIE COUNTY REQUEST FOR DECISION

<b>Meeting:</b>	<b>Regular Council Meeting</b>
<b>Meeting Date:</b>	<b>February 28, 2007</b>
<b>Presented By:</b>	<b>William Kostiw, Chief Administrative Officer</b>
<b>Title:</b>	<b>Municipal Elections – Appointment of Returning Officer</b>

**BACKGROUND / PROPOSAL:**

In accordance with Section 13 of the Local Authorities Election Act, Council is required to appoint a Returning Officer to preside over the election.

**OPTIONS & BENEFITS:**

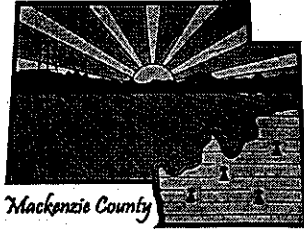
**COSTS & SOURCE OF FUNDING:**

**RECOMMENDED ACTION:**

That the Chief Administrative Officer be appointed as Returning Officer for Mackenzie County for the municipal election to be held in October 2007 and that the Chief Administrative Officer be authorized to appoint Deputy Returning Officers as required.

**Author:** W. Kostiw      **Review Date:** February 21, 2007      **CAO**





## MACKENZIE COUNTY REQUEST FOR DECISION

<b>Meeting:</b>	<b>Regular Council Meeting</b>
<b>Meeting Date:</b>	<b>February 28, 2007</b>
<b>Presented By:</b>	<b>William Kostiw, Chief Administrative Officer</b>
<b>Title:</b>	<b>Tompkins Ferry Capacity Study</b>

**BACKGROUND / PROPOSAL:**

The Feasibility Report for Capacity Increase of the La Crete Pontoon Ferry prepared for Alberta Infrastructure and Transportation has been received.

At the June 13, 2006 regular council meeting, Council approved funding of up to \$2,500 to cost share this study. However, due to the value of this study I recommend that we reconsider payment of our portion.

**OPTIONS & BENEFITS:**

**COSTS & SOURCE OF FUNDING:**

**RECOMMENDED ACTION:**

That Mackenzie County reconsider the cost sharing of the Tompkins Ferry Capacity Study due to the value of the study.

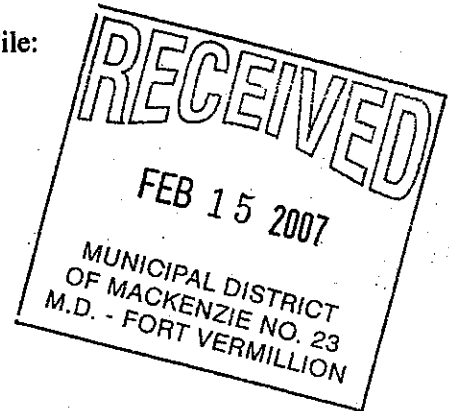
Author: W. Kostiw Review Date: February 21, 2007 CAO



Room 301, Provincial Building  
Bag 900-29, 9621 - 96 Avenue  
Peace River, Alberta, Canada T8S 1T4  
Telephone 780/624-6280 Fax 780/624-2440

February 8, 2007

Our File:



Joulia Whittleton  
Director of Corporate Services  
Mackenzie County No. 23  
PO Box 640  
Fort Vermillion AB T0H 1N0

Dear Ms. Whittleton:

Re: Tompkins Ferry Capacity Study

Further to our letter of July 19, 2006 please find enclosed a copy of the report for upgrading the load bearing capacity of the LaCrete Ferry.

Please find attached also a copy of the invoices submitted by the consultant for the cost of the study and their engineering services.

According to our previous agreement, please forward your share of \$2,500.00 payable to the Minister of Finance, Alberta Government to this office.

If you have any questions or concerns please contact me at (780) 624-6280

Sincerely,

A handwritten signature in black ink, appearing to read "William Gish".

William Gish  
Operations Manager, Alberta Infrastructure and Transportation, Peace Region

JY/fs

Attachment

cc: David Kohut, Acting Regional Director, Alberta Infrastructure and Transportation, Peace Region





# ROBERT ALLAN LTD.

NAVAL ARCHITECTS AND MARINE ENGINEERS

230—1639 West 2nd Avenue

Vancouver, BC V6J 1H3 Canada

**INVOICE NO.** 20701002

January 12, 2007

Ref. 206-110

Your Agreement No. R6-066/06

Alberta Infrastructure and Transportation, Peace Region  
Room 301 Provincial Building  
Bag 900-29  
Peace River, AB T8S 1T4

**COPY**

ATTENTION: Mr. William Gish

**TO:**

Feasibility Report for the Capacity Increase of the La Crete Pontoon Ferry, including enhanced cost estimate.

**TIME**

**Principal**

2.25 hours @ \$145.00	\$ 326.25	
Senior Project Engineer/Senior Project Naval Architect		
12.75 hours @ \$117.50	1,498.13	
Engineer/Naval Architect		
19.50 hours @ \$98.00	1,911.00	
Engineer-in-Training		
46.75 hours @ \$85.00	<u>3,973.75</u>	\$7,709.13

**OUTSIDE SERVICES (documentation attached)**

Kowal Technologies Network—\$1,350.00 @ 1.05 = 1,417.50

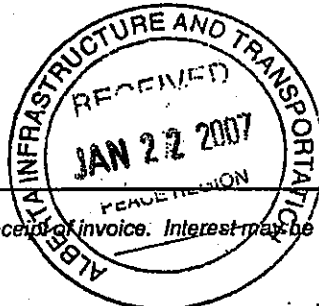
**REIMBURSABLE EXPENSES**

Delivery	\$47.49	
Long distance telephone/fax	11.86	
Printing/reproduction	<u>19.26</u>	
	\$78.61 @ 1.10 =	<u>86.47</u>

**TOTAL TIME, OUTSIDE SERVICES AND REIMBURSABLE EXPENSES** \$9,213.10

Less adjustment to reduce to contract maximum (713.10)

**TOTAL DUE** \$8,500.00



GST REGISTRATION NO. 10456 8860 RT0001

TERMS: Payment due on receipt of invoice. Interest may be charged at the rate of 1.5% per month from date of invoice on balances unpaid after thirty days.





**PEACE REGION**  
Office of the Regional Director

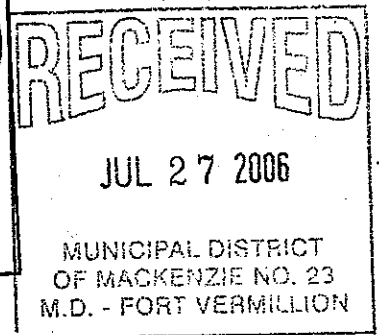
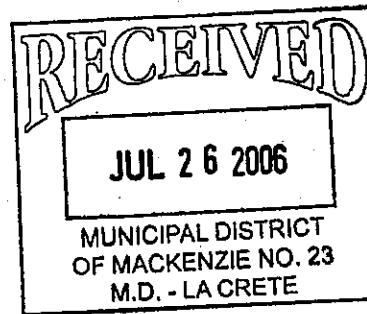
Room 301, Provincial Building  
Bag 900-29  
Peace River, AB T8S 1T4

Telephone 780/624-6280  
Fax 780/624-2440

July 20, 2006

Our File: 2180-23

Ms. Joulia Whittleton, Acting CAO  
Director of Corporate Services  
Municipal District of Mackenzie No. 23  
P.O. Box 1690  
La Crete, Alberta  
T0H 2H0



Dear Ms. Whittleton:

Thank you for your letter of July 11, 2006 regarding the Tompkins Ferry Capacity Study.

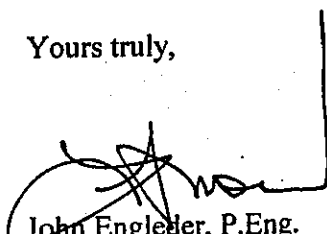
I am pleased by the Council's initiative in approving a cost share study to investigate the possibility of upgrading the load carrying capacity of this ferry.

Peace River Operations is in the process to retain Robert Allan Ltd., Naval Architects and Marine Engineers, to carry on this study and provide us with their report. The report will indicate the feasibility of upgrading and the construction cost estimate associated with it. You will be provided a copy of the report upon conclusion.

The Department will forward the invoices on a cost share basis up to \$2,500 for your portion accordingly.

If you have any questions or concerns, please contact Bill Gish, Operations Manager for Peace River at (780) 624-6280.

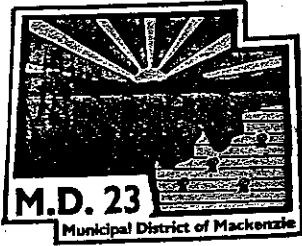
Yours truly,

  
John Engleder, P.Eng.  
Regional Director

JY/mw

cc: Bill Gish, Operations Manager - Peace River, Alberta Infrastructure & Transportation





**Municipal District of Mackenzie No. 23**  
P. O. Box 640, Fort Vermilion, AB T0H 1N0  
Phone (780) 927-3718 Fax (780) 927-4266

July 11, 2006

Mr. John Engleder  
Regional Director, Peace Region  
Alberta Infrastructure and Transportation  
Bag 900, Box 29  
Peace River, AB  
T8S 1T4

Dear Mr. Engleder:

**RE: TOMPKINS FERRY CAPACITY STUDY**

The Municipality was approached by representatives from a local sawmill with respect to Tompkins Ferry capacity. Current capacity allows for one loaded B-train truck and one empty B-train truck. This creates long wait times and considerably slows down the transportation process.

From our understanding, this issue was previously discussed between the sawmill representatives and Bill Gish of Alberta Infrastructure and Transportation. A suggestion was made to undertake a study to review the current load capacity of the Ferry and possible ways to increase it.

At the June 13, 2006 regular council meeting, Council approved up to \$2,500 to cost share a study with Alberta Infrastructure and Transportation with regard to the Tompkins Ferry capacity.

If you have any questions please feel free to contact me at (780) 927-3718. We look forward to hearing from you.

Yours truly,

Joulia Whittleton  
Acting CAO, Director of Corporate Services



**600. CONCLUSIONS**

Based on this study, increasing the cargo load capacity of the La Crete ferry is feasible provided that several modifications are made. For the existing vessel (Configuration #1) to meet the applicable stability criteria and have adequate strength the following modifications were investigated:

- Strengthen the vehicle deck centre line girder
- Install a watertight bulkhead at Frame 9
- Install a quantity of foam to reduce permeability in Port & Starboard Pontoon compartments #2 & 4

However, configuration #1 is not recommended with a cargo load at 140 MT for the following reasons:

- Increase of vessel draft
- Reduction of freeboard
- Pontoon deck submergence during loading and unloading of the tractor trailers
- Compartment access and inspection difficult with large quantity of foam
- Potential for shore side issues which have not been investigated in this study

To increase freeboard and reduce the quantity of foam the following modifications were investigated (Configuration #2):

- Lengthen vessel by approximately 4 metres (with two cuts at each side of vehicle deck)
- Strengthen the vehicle deck centre line girder
- Install a watertight bulkhead at existing Frame 9

Both configurations #1 & 2 will result in an increase of vessel weight, reduction in stability, and perhaps a decrease in vessel performance and manoeuvrability.

The lengthened vessel (Configuration #2) has the following additional characteristics:

- Improved stability (compared with Configuration #1)
- No foam required for lengthened vessel (subject to confirmation of present lightship weight)
- Similar full load draft and freeboard as existing vessel (Configuration #0)

Additional modifications may be required pending further investigation. For example, as the gross tonnage of the lengthened vessel will likely be over 150 (roughly estimated to be 165), additional requirements with Transport Canada (which have not been investigated as a part of this study) may be necessary. It is strongly recommended that before any modifications are decided, the vessel should undergo a lightship survey and thorough inspection, shore details be further investigated, and that the TC requirements of the Gross Tonnage exceeding 150 be confirmed. It is also recommended that the structure of the vessel be analysed based on a finite element model.

**700. RECOMMENDATIONS**

In order to increase the cargo load from 95 Metric Tonnes to 140 Metric Tonnes the vessel will require the following physical modifications:

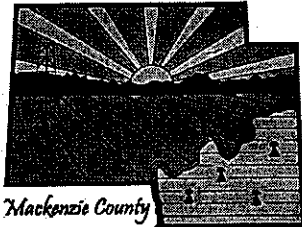
- Lengthen vessel by a minimum of 4 metres (with two cuts at each side of vehicle deck)
- Strengthen the vehicle deck centre line girder
- Install a watertight bulkhead at existing Frame 9

Further recommendations include:

- Perform a vessel lightship survey and thorough hull inspection
- Perform detailed strength review
- Review Transport Canada regulations with respect to tonnage
- Investigate shore details







## MACKENZIE COUNTY REQUEST FOR DECISION

<b>Meeting:</b>	<b>Regular Council Meeting</b>
<b>Meeting Date:</b>	<b>February 28, 2007</b>
<b>Presented By:</b>	<b>William Kostiw, Chief Administrative Officer</b>
<b>Title:</b>	<b>Information/Correspondence</b>

**BACKGROUND / PROPOSAL:**

The following items are attached for information purposes:

	Page
• Council Calendar (February – May 2007)	111
• FCM – New Funding Opportunity for Municipal Solid Waste Projects	115
• Upcoming Bridge Inspection and Maintenance Course	117
• Town of Grimshaw – Signage Funding	121
• NADC Communique – February 1, 2007	127
• Family & Community Support Services Volunteer Appreciation Supper	129
• MD of Fairview – Support for Pavement of Highway 88	131
• BC Natural Gas Symposium	133

**OPTIONS & BENEFITS:**

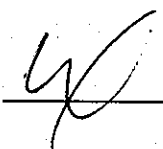
For information.

**COSTS & SOURCE OF FUNDING:**

N/A

**RECOMMENDED ACTION:**

That the information/correspondence items be accepted for information purposes.

Author: W. Kostiw Review Date: February 21, 2007 CAO 



# February 2007

Mackenzie County

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1 Finance Committee 9:00 am (FV) Reeve, Sarapuk, Braun, Watson, CAO, Directors Zama Rec Board Wardley LC Rec Board AGM 7 pm—Braun	2 <b>CR Subdivision Open House</b> (HL Rural Hall) 7—9 pm	3
				Emerging Trends in Municipal Law (Edmonton) Froese		
4	5	6	7 Managers Meeting 10:00 am (FV) CAO & Directors	8 <b>Caribou Mountains Advisory Committee</b> 6:00 pm (FV) Newman, Neudorf (alt)	9 <b>AAMD&amp;C Zone Meeting</b> 10 am (Elks Hall, Grimshaw)	10
		Connecting the NWT Symposium (Yellowknife) Newman, Froese, CAO				
11	12 MPC Meeting 10 am (LC) Braun, Froese, Paul  Finance Committee 1:00 pm (FV) Reeve, Sarapuk, Braun, Watson, CAO, Directors	13 Council Meeting 10 am (Fort Vermilion)  FV Rec Board AGM 7:30 pm Thompson	14 REDI Management Meeting Sarapuk, Braun  REDI Airport Meeting 7:00 pm (HL) Reeve, Wardley	15 La Crete Rec. Board 6 pm—Braun  HPRC 7 pm Driedger, Watson	16 <b>Northern AB Mayors &amp; Reeves</b> (Edmonton) Reeve	17
				Emerging Trends in Municipal Law (Calgary) Braun		
18	19 Family Day	20	21 Ag Land Task Force Tech. Committee 10:00 am (LC) Reeve, Sarapuk, Neudorf, Froese, Paul  Managers Meeting 3:00 pm (FV) CAO, Directors	22	23 <b>Special Council Meeting—2007 Budget</b> 10:00 am (Fort Vermilion)	24
25	26 Mackenzie Housing 12:00 pm Driedger	27 Minister of Health 3 pm Reeve, D. Reeve, CAO  MPC Meeting 6 pm (FV) Braun, Froese, Paul	28 Mackenzie Housing 4 pm (FV) Council, CAO  Council Meeting 6 pm (FV)			

# March 2007

Mackenzie County

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1  Zama Rec Board Wardley	2	3
				Arctic Gas Symposium—Calgary CAO		
4	5	6	7  Managers Meeting 10:00 am (FV) CAO & Directors	8	9  ASB.?	10
11	12  Finance 5pm. MO Library Board 7pm	13  Council Meeting 10 am (FV)	14  MPC Meeting 10 am (LC) Braun, Froese, Paul  REDI Board Meeting 5 pm Sarapuk, Braun	15  Managers Meeting 10:00 am (FV) CAO & Directors  La Crete Rec. Board 6 pm—Braun  HPRC 7 pm Driedger, Watson	16	17  Mackenzie Waste Management Meeting 10 am (FV) Braun, Watson John
18	19	20	21	22	23	24
	AAMD&C Spring Convention Reeve, Braun, Driedger, Wardley, Froese, CAO  <i>Newman</i>					
25	26	27	28  Operations Committee 10:00 am (FV)  Council Meeting 6 pm (FV)	29  Finance Committee 10:00 am (FV) Reeve, Sarapuk, Braun, Watson, CAO	30	31

# April 2007

Mackenzie County

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3 Managers Meeting 10:00 am (FV) CAO & Directors	4	5 Zama Rec Board Wardley	6 Good Friday	7
8 Easter Sunday	9 Easter Monday	10	11 Council Meeting 10 am (FV) REDI Management Meeting Sarapuk, Braun	12 La Crete Rec. Board 6 pm—Braun Premier's Dinner 4 pm (Edm)	13	14
15	16	17	18 Managers Meeting 10:00 am (FV) CAO & Directors	19 HPRC 7 pm Driedger, Watson	20	21
22	23	24	25 Operations Committee 10:00 am (FV) Council Meeting 6 pm (FV)	26	27	28
ARMA—CAO						
29	30					

# May 2007

Mackenzie County

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2 Managers Meeting 10:00 am (FV) CAO & Directors	3 Zama Rec Board Wardley	4	5
PC Annual General Meeting						
6	7	8 Council Meeting 10 am (FV)	9	10 La Crete Rec. Board 6 pm—Braun	11	12
13	14	15	16 Managers Meeting 10:00 am (FV) CAO & Directors	17 HPRC 7 pm Driedger, Watson	18	19
20	21 Victoria Day	22	23 Operations Committee 10:00 am (FV) Council Meeting 6 pm (FV)	24	25	26
27	28	29	30	31		

**Carol Gabriel**

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**From:** Waste RFP [waste.rfp@fcm.ca]  
**Sent:** Thursday, February 08, 2007 11:34 AM  
**To:** Bill Kostiw  
**Subject:** NEW FUNDING OPPORTUNITY FOR MUNICIPAL SOLID WASTE PROJECTS

( LE TEXTE FRANCAIS SUIT)



**New Funding Opportunity For  
Municipal Solid Waste Projects**

On **February 14, 2007** FCM will issue a Green Municipal Fund (GMF) Request for Proposals (RFP) for support implementation of leading edge sustainable municipal solid waste diversion projects.

GMF funding opportunities for capital projects are available through annual RFPs in five sectors of mun Energy, Waste, Water, Transportation, and Brownfields. A competitive RFP process is used to determine best meet program objectives. A limited amount of funding is available for each RFP and as a result only applications will receive funding.

The primary objective of the 2007 Waste RFP is to fund exceptional waste diversion projects that can set excellence for other municipal governments to follow. Funding for projects will be determined by the diverted from landfills as well as the expected social and economic benefits. GMF will award, in total, low interest loans and up to \$1.6 million in grants through the 2007 Waste RFP process.

The GMF Intent to Apply form, along with details of RFP requirements and processes, will be available FCM Centre for Sustainable Community Development or by contacting the Application Co-ordinator on February 14, 2007.

The deadline to submit an Intent to Apply to this RFP is **March 14, 2007**.

Applicants will be notified if their Intent to Apply is accepted and asked to submit a detailed proposal through by a team of independent, third-party experts. The 2007 Waste RFP will close **May 1, 2007**. Final decisions will be available in September 2007.

In addition to capital project funding, GMF provides grants for feasibility studies, field tests, and sustain plans.

**For questions on the GMF 2007 Waste RFP:**

Nathalie Lapointe, Application Co-ordinator, Green Municipal Fund  
24 Clarence Street, Ottawa, ON K1N 5P3  
Phone: 613-907-6261; Fax: 613-244-1515  
E-mail: [waste.rfp@fcm.ca](mailto:waste.rfp@fcm.ca)





PEACE REGION

Room 301, Provincial Building  
Bag 900-29, 9621 - 96 Avenue  
Peace River, Alberta, Canada T85 1T4  
Telephone 780/624-6280 Fax 780/624-2440

February 05, 2007

Our File: 2140-MACK-B

Mr. William (Bill) Kostiw  
Chief Administrative Officer  
Mackenzie County  
PO Box 640  
Fort Vermilion, Alberta  
T0H 1N0

Dear Mr. Kostiw:

**RE: Upcoming Bridge Inspection and Maintenance Course**


Alberta Infrastructure and Transportation has scheduled a Class "B" Bridge Inspection Course on April 23<sup>rd</sup> to 27<sup>th</sup> at the Twin Atria Building, 4999-98 Avenue, Edmonton. The course provides training in completing Class "B" bridge inspections and is recommended for staff that are involved in either inspecting or planning maintenance for bridges and bridge sized culverts. Space in the course is limited with registration based on the attached priority list. There is no charge to attend the course for Municipal Agency staff.

The BIM Field Training Program, that is supplemental to the classroom course and is intended for individuals that plan to become certified Class "B" Bridge Inspectors, is tentatively planned for October 2<sup>nd</sup> to 4<sup>th</sup>, 2006. Please note that successful completion of the Class B Bridge Inspection Course is a prerequisite for the field training program.

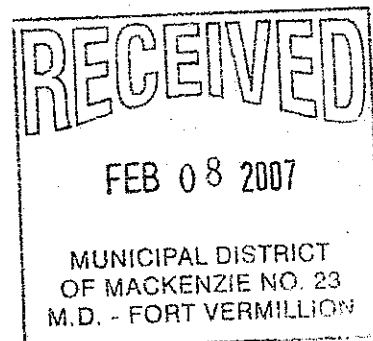
If you have staff that are interested in attending the course please have them complete the attached registration form and submit it to Donald Saunders, P. Eng., Bridge Manager, Peace Region for his review and recommendation by **March 15, 2007**. The completed forms will then be forwarded to the appropriate Department staff in the Twin Atria Building. Individuals will be notified directly by Twin Atria staff if they can be accommodated in the Class "B" Bridge Inspection Course.

Thank you for your concerns in this matter and if you have any questions please contact the undersigned at (780) 624-6280.

Sincerely,

  
Donald Saunders, P. Eng.  
Bridge Manager, Peace Region

Attachments



**BIM INSPECTION COURSE  
REGISTRATION REQUEST**

Name: \_\_\_\_\_ Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

Address: \_\_\_\_\_

Employer: \_\_\_\_\_

Title/Position: \_\_\_\_\_

Job Duties/Responsibilities: \_\_\_\_\_

Education: High School \_\_\_\_\_ Post Secondary \_\_\_\_\_

**Bridge Experience:**

Maintenance & Construction: \_\_\_\_\_

Inspection: \_\_\_\_\_

Course Requested: Class A  Class B  Date of Course Requested: **April 23 – 27, 2007**

**Reason for Taking Inspection Course:**

Personal Interest       Involved with Bridges in my work.       Involved/expect to be involved in Bridge Inspection

Where/How will you be involved in Bridge Inspection: \_\_\_\_\_

Estimated Number of Inspections/Year: \_\_\_\_\_

Do you plan to become a Certified Bridge Inspector:  Yes  No

**BIM Field Training Program**      Date: **October 2 to 4, 2007**

Do you wish to apply for Field Training Program:  Yes  No

**RECOMMENDATION**

**– To be completed by Bridge Manager for department and local municipality staff**

Will candidate be actively involved in bridge inspections? \_\_\_\_\_

Estimate number of bridge inspections/year: \_\_\_\_\_

Comment on candidate's abilities to become a Certified Inspector: \_\_\_\_\_

If candidate not actively involved in bridge inspections, are there other reasons/benefits for attending course: \_\_\_\_\_

Recommend Registration for Course:  Yes  No

Recommend Registration for Field Training Program (if applicable)  Yes  No

Recommended By: \_\_\_\_\_ Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Title: Bridge Manager

<b>COURSE NAME:</b>	<b>CLASS B BRIDGE INSPECTION COURSE</b>
<b>PURPOSE:</b>	To provide basic classroom training and one day of field exercises in the safety and maintenance inspection of standard bridges and bridge-size culverts. Training is in accordance with the department's Bridge Inspection and Maintenance System (BIM) requirements. This course is one of the requirements for certification as a Class "B" Bridge Inspector.
<b>CONTENT:</b>	<ul style="list-style-type: none"> <li>X BIM System Overview and History</li> <li>X BIM Inspection Policy and Procedures</li> <li>X BIM Inspection Forms</li> <li>X Condition Rating System</li> <li>X Standard Bridge and Culvert Components and Terminology</li> <li>X Bridge Loading and Rating</li> <li>X Posting and Utilities Information</li> <li>X Approach Road, Grade Separation and Channel Inspection and Ratings</li> <li>X Basic Structural Considerations for Bridges and Culverts</li> <li>X Basic Material Properties of Timber, Steel and Concrete</li> <li>X Substructure and Superstructure Inspection and Condition Ratings</li> <li>X Bridge, Culvert and Channel Hydraulics</li> <li>X Culvert Inspection and Condition Ratings</li> <li>X Preparation for Inspection and Tools and Equipment</li> <li>X Inspection Safety</li> <li>X Field Inspection Exercises</li> <li>X Maintenance for Standard Bridges and Culverts</li> </ul>
<b>PRE-REQUISITE:</b>	None
<b>PARTICIPANTS:</b>	Open to department, local municipal government staff, private sector consultants and outside government agencies. Preference given to personnel that will be involved in the inspection of provincial bridges and culverts.
<b>DURATION:</b>	5 days
<b>COST:</b>	No cost to department and local road authority staff, \$700.00 plus GST for others.
<b>DATES:</b>	Generally held annually in September or October.
<b>LOCATION:</b>	Alberta Transportation Twin Atria Building 4999 - 98 Avenue, Edmonton, Alberta
<b>CONTACT FOR INFORMATION:</b>	Lloyd Atkin, P. Eng., Bridge Preservation Specialist Phone: (780) 415-1080, Fax: (780) 422-5426, Email: lloyd.atkin@gov.ab.ca
<b>CONTACT FOR WAITING LIST FOR NEXT COURSE:</b>	Nur Versi, Administrative Assistant Phone: (780) 415-1005, Fax: (780) 422-5426, Email: nur.versi@gov.ab.ca

## PRIORITIES FOR BIM INSPECTION COURSES:

1. Department personnel involved in bridge inspection.
2. Non-government personnel involved in bridge inspection for the Department.
3. Local Road Authority personnel involved in bridge inspection.
4. Department personnel involved in bridge maintenance or construction.
5. Other Alberta Government Department or Agency personnel involved in bridge inspection, maintenance or construction.
6. Other Alberta municipality (i.e. cities) personnel involved in bridge inspection, maintenance or construction.
7. Department personnel not involved in bridge inspection, maintenance or construction.
8. Other Government Department or Agency personnel in Canada involved in bridge inspection, maintenance or construction.
9. Non-government personnel involved in bridge inspection, maintenance or construction on public roads in Canada.
10. Others.



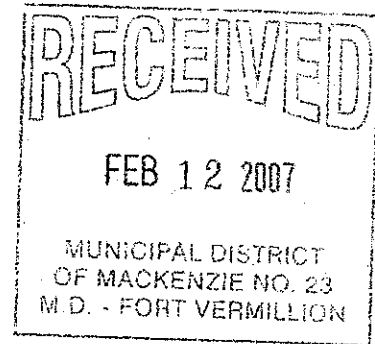
# TOWN OF GRIMSHAW

P.O. Box 377 • 5005 - 53 Avenue • Grimshaw, AB • T0H 1W0  
TELEPHONE (780) 332-4626 • FAX (780) 332-1250  
Website: www.grimshaw.ca

February 08, 2007

Mackenzie County  
Box: 640  
Fort Vermilion, Alberta T0H 1N0

Attention: Bill Kostiw, Chief Administrative Officer  
Reeve and Council



**RE: SIGNAGE FUNDING**  
**Historic Mackenzie Highway Park & Tom Baldwin Memorial Arboretum**

The Grimshaw Downtown Revitalization Committee, in partnership with the Town of Grimshaw and the Mackenzie Municipal Services Agency, has been working on the construction and development of the "Historic Mackenzie Highway Park & Tom Baldwin Memorial Arboretum". This is also home to our new Visitor Information Centre in the community. The project emerged as a means to celebrate the historic importance of the Mackenzie Highway to our region, contributing in large to shape and develop prosperous communities.

The goal of the project can be stated as follows:

*To provide an opportunity for the travelling public and visitors to acknowledge the contribution of the Mackenzie Highway as a key historic element for the development of the north.*

In conjunction with the Visitor Information Centre the Historic Park and Memorial Arboretum project can achieve this goal through:

- Involving communities along the Mackenzie Highway,
- Incorporating interpretive elements that reflect the historic element along the highway,
- Creating an interpretive theme that reflects both regional and local history of communities along the highway.

.../2

### **Mission Statement**

*Making Grimshaw the greatest place to live by providing a quality service to our community in a courteous, timely, efficient and cost effective manner.*

**Mackenzie County,  
Page Two**

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The Historic Park and Memorial Arboretum will serve as a fully landscaped passive recreational and interpretive park, reflecting both local and regional history (Attachment - Schedule A). The design of the park is intended to draw visitors through a "loop" pathway network, with a total of seven (7) interpretive stations, which will inform the public about the importance of every community located along this important highway.

These interpretive signs (Attachment - Schedule B) will consist of two parts. The structural frame will be constructed in metal, sand blasted and painted. The panel part, which contains the information will be made in dibond with vinyl lettering and graphics and then covered with lexan.


- Signage in dibond with lettering & graphics \$ 552.00
  - Lexan cover \$168.00
  - Structure Frames (2) legs complete with foot plates \$ 500.00
- Total Cost = \$ 1220.00

Your community's sponsorship of an interpretive sign will be acknowledged within the Park setting.

We look forward to hearing from you with a favourable response and hope that we can work together on this exciting regional project!

If you have any further questions pertaining to the above noted, please feel free to call me at (780) 332 - 4788.

Yours Respectfully;

  
Tracy Halerewich  
Community Services Director,  
**TOWN OF GRIMSHAW**

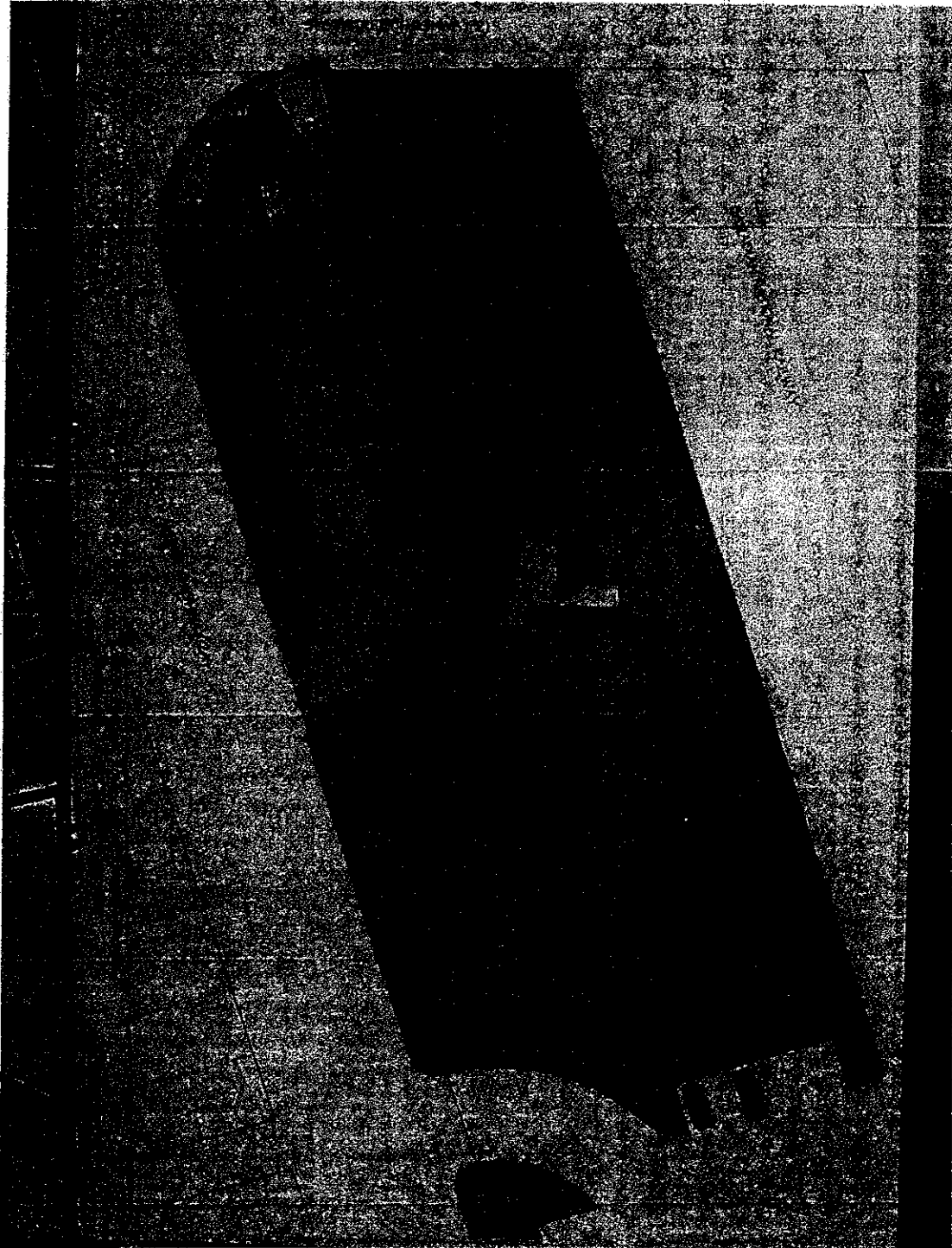
**Enclosure**

**Cc: Grimshaw Town Council,  
Wendy Johnson, C.A.O.  
Grimshaw Downtown Revitalization Committee  
Dolu Gonzalez, Mackenzie Municipal Services Agency**

/TLH

**SCHEDULE A**

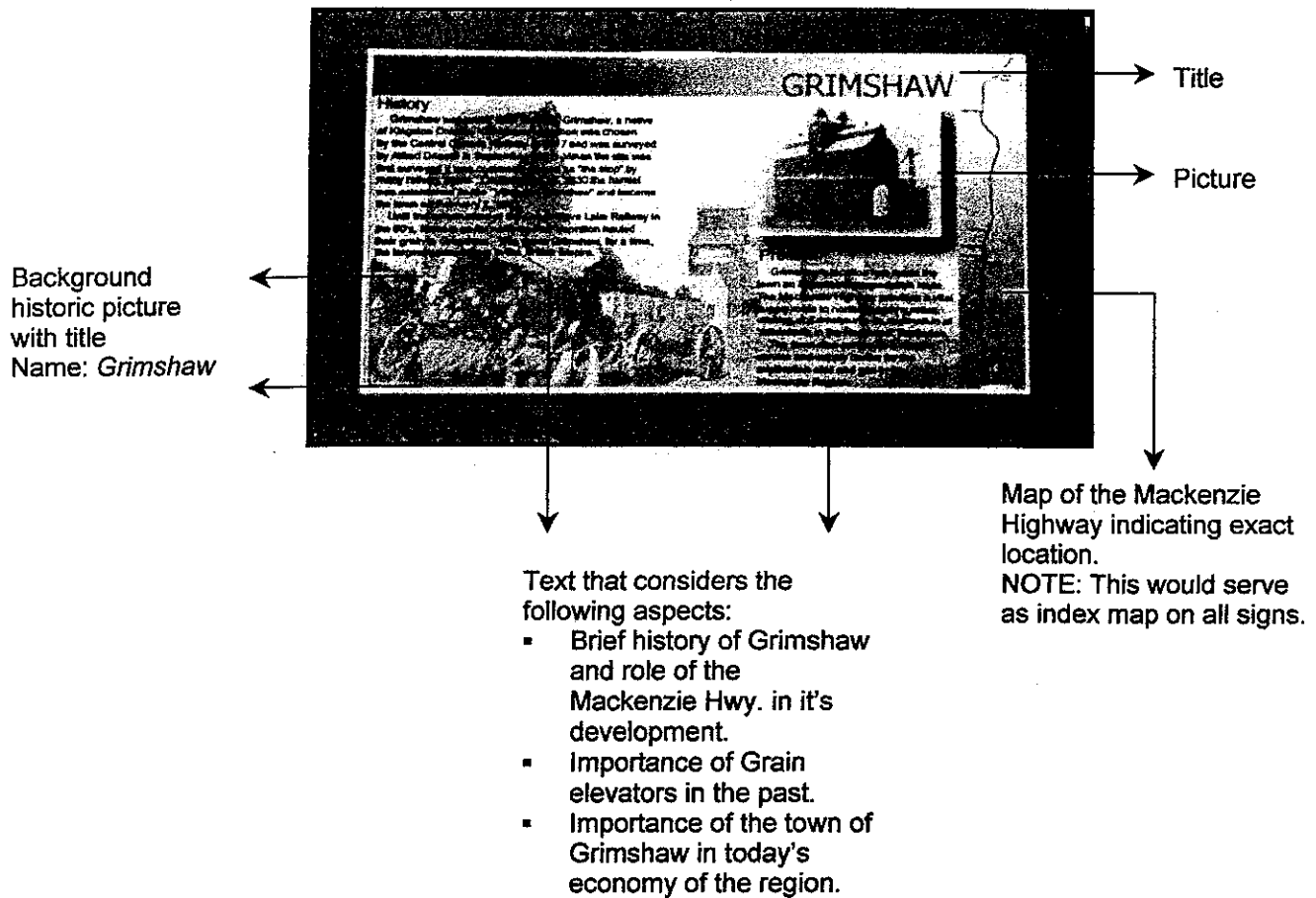
**Historic Mile Zero Mackenzie Park & Tom Baldwin Memorial Arboretum - Map**



## SCHEDULE B

### Sample - Signage for the Town of Grimshaw

**THEME:** COMMUNITIES OF THE MACKENZIE HIGHWAY & TOWN OF GRIMSHAW





**Communities Along The Mackenzie Highway**  
**(Mackenzie County)**

- Meander River
- Steen River
- Indian Cabins





*The purpose of this edition of the NADC Communiqué is to inform you of recent changes at the NADC and of a number of upcoming events.*

### **Denis Ducharme named Chair of the Northern Alberta Development Council**

Bonnyville-Cold Lake MLA Denis Ducharme has been appointed Chair of the Northern Alberta Development Council (NADC). Ducharme replaces former Chair, Ray Danyluk, who has moved on to new responsibilities as the Minister of Municipal Affairs and Housing. As of December 2006, the NADC reports to Cabinet through the Minister of Employment, Immigration and Industry, the Honourable Iris Evans.

### **Upcoming Council meeting in Cold Lake**

The next Northern Alberta Development Council (NADC) meeting and Regional Stakeholders Forum will be held March 15-16, 2007 in the City of Cold Lake. Contact the NADC office in Lac La Biche for more information.

### **Northern LINKS update**

The Northern Alberta Development Council's Northern LINKS program is starting its eighth year assisting schools to encourage students to complete high school and to ease students' transition to post-secondary education. The Northern LINKS Selection Committee is reviewing 39 applications totalling over \$400,000 in funding requests received for the 2007/08 fiscal year. The deadline for applications was December 15, 2006. Almost \$400,000 was distributed in the 2006/2007 year to school divisions, non-profit organizations, Aboriginal schools and organizations, and northern Alberta post-secondary institutions.

### **NADC welcomes new staff member**

Nadia Bourque joins the Northern Alberta Development Council's Lac La Biche office as a Senior Northern Development Officer. Nadia's experience living and working in the northeast region of the province will be a definite asset to the team.

### **NADC contact information:**

Phone: (780) 624-6274 Peace River  
(780) 623-6982 Lac La Biche  
dial 310-0000 first for toll free access  
Email: [nadc.council@gov.ab.ca](mailto:nadc.council@gov.ab.ca)

### **Opportunity seminar to grow entrepreneurialism in the community**

"Growing your Own" is the theme of the opportunity seminar taking place on March 8, 2007 at the Girouxville Community Centre. Speakers will provide information on resources available to start your own small business and tools for successful community engagement and planning. Take in the local panel discussion on community product marketing and hear about the Rosebud Theatre success story. Luncheon keynote speaker is entrepreneur and CEO, Eveline Charles of EvelineCharles Salons and Spas. The seminar is being offered by the Northern Alberta Development Council in conjunction with Conseil de développement économique de l'Alberta.

### **Labour and housing issues the focus of Slave Lake region opportunity seminar**

The Northern Alberta Development Council (NADC) is partnering with the Slave Lake & District Chamber of Commerce to host an opportunity seminar on March 1, 2007 in Slave Lake. The one day seminar will feature sessions on hiring and retaining Aboriginal and foreign workers, local experiences in finding employees, and the impact of housing on employment in the region.

### **Concerned about your community's healthcare?**

A workshop is being offered to help community members understand northern healthcare funding and learn more about resources and methods for community involvement in physician recruitment and retention. The workshop will be offered in Lac La Biche on March 6, 2007 and Falher on March 27, 2007.

### **Upcoming NADC events:**

NADC Meeting - Regional Stakeholders Forum	March 15-16, 2007	Cold Lake
Opportunity Seminar - Growing your Own	March 8, 2007	Girouxville
Opportunity Seminar - Labour and Housing Issues	March 1, 2007	Slave Lake
Workshop - Healthcare Funding and Community Involvement	March 6, 2007	Lac La Biche
Workshop - Healthcare Funding and Community Involvement	March 27, 2007	Falher

**Mark your calendars now!**

*More information on these events is available on the NADC website or by calling our office.*

[www.nadc.gov.ab.ca](http://www.nadc.gov.ab.ca)



# FAMILY & COMMUNITY SUPPORT SERVICES

5103 River Road, Box 637

Fort Vermilion, Alberta T0H 1N0

Ph: (780) 927-4340 Fax: (780) 927-3627

February 15th, 2007

MD #23

Box 640

Fort Vermilion, AB T0H 1N0

RECEIVED

FEB 16 2007

MUNICIPAL DISTRICT  
KENNEDY  
FORT VERMILION

To Whom It May Concern:

It is that time of year again; on Tuesday April 17th, 2007 the Volunteer Appreciation Supper is being held. We are inviting you and your volunteers to the supper. We require you to send in a list of names and addresses of all of those who have helped your organization in the past year. We would like the list in by Friday March 23rd, 2007 please. We will then send out an invitation to each volunteer.

Donations towards the Volunteer Appreciation Supper would be welcomed. If you have any questions please contact FCSS @ 927-4340. Thank you for you time and effort.

Sincerely,



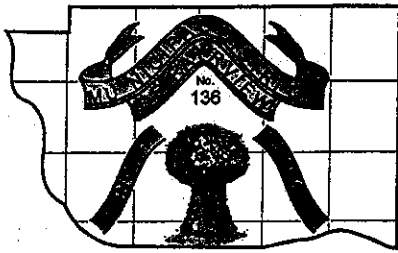
Kristy Adekat

Resource Worker

NATIONAL VOLUNTEER WEEK

APRIL 15th - 21st 2007

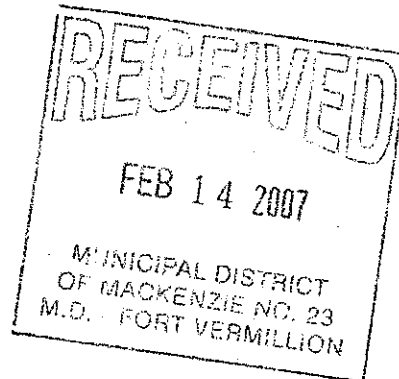




Box 189,  
FAIRVIEW, ALBERTA  
T0H 1L0

Email: mdinfo@mdfairview.ab.ca

PHONE: (780) 835-4903  
FAX: (780) 835-3131



February 8, 2007

MD of Mackenzie No. 23  
Box 640  
Fort Vermillion, AB  
T0H 1N0

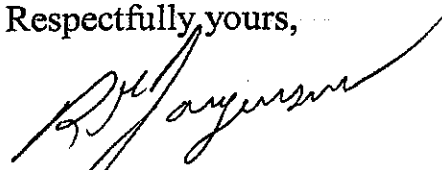
Dear Council:

RE: **SUPPORT FOR PAYMENT – HWY 88**

Support for the pavement of highway 88 South of Fort Vermilion.

The Council of the MD of Fairview wishes to support the MD of Mackenzie to lobby the Alberta Government to pave Highway 88 from Fort Vermilion to Slave Lake. The paving of this Highway will make it safer for the traveling public that have to travel to and from Edmonton, for medical, or other reasons. The highway would also be utilized more as it will significantly shorten the distance required to get to Edmonton.

Respectfully yours,

  
Robert Jorgensen, CAO  
M.D. of Fairview No. 136

RJ/mlh





**Carol Gabriel**

---

**From:** Janelyn Loresco [J.Loresco@canadianinstitute.com]  
**Sent:** Tuesday, February 20, 2007 9:02 AM  
**To:** Bill Kostiw  
**Subject:** BC Natural Gas Symposium

## **BC Natural Gas Symposium** Vancouver

Dear Mr. Kostiw,

I would like to kindly remind you that early bird price for The Canadian Institute's **BC Natural Gas Symposium ends Wednesday February 28, 2007**. This conference, to be held at The Fairmont Hotel in Vancouver BC, will provide you the best opportunity to hear from several senior executives and decision makers who will be speaking on behalf of BC's most influential exploration, production, pipeline, midstream, service and government sectors. These speakers include:

- Richard Dunn, Vice President Business Services, Canadian Foothills Region, Encana Corporation
- Doug Caul, Assistant Deputy Minister, BC Ministry of Energy Mines and Petroleum Resources
- J. Scott Zimmerman, President & CEO, Storm Cat Energy Corporation
- Dan Kirschner, Executive Director, Northwest Gas Association
- Calvin Kruk, Mayor of the City of Dawson Creek
- Jim Eglinski, Mayor of the City of Fort St. John

**Register today** by calling toll-free on **1-877-927-7936** to reserve your place and **save \$200** off the regular registration price of \$1895 for this 2-day conference. (Please Quote: Priority Service Code **-342869**)

Regards,

Janelyn Loresco  
(On behalf of the BC Natural Gas Symposium team)

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~ ADVANCE NOTICE - Condensed Agenda ~

# THE CANADIAN INSTITUTE'S 10<sup>TH</sup> BC NATURAL GAS SYMPOSIUM

**FROM E&P TO PIPELINES AND LNG: BC'S LATEST POLICIES, PROJECTS,  
BEST PRACTICES AND REGIONS FOR FUTURE NATURAL GAS OPPORTUNITY**


JUNE 6-7, 2007

INTERACTIVE WORKSHOPS JUNE 8, 2007

VANCOUVER, BC

Wednesday, June 6, 2007

- 8:00 Registration Opens and Coffee Served ☞
- 9:00 Opening Remarks from the Conference Co-Chairs  
*Derek Doyle, P.Eng*  
Registrar and Executive Director  
Association of Professional Engineers and  
Geoscientists British Columbia
- 9:15 BC's New Energy Policy and Its Expected Impact on  
Natural Gas Opportunities from Wellhead to Burner Tip
- How will the new Energy Policy impact the role of natural gas in British Columbia?
  - Will incentives be provided to encourage greater unconventional gas E&P activity?
  - What steps are being taken to ensure adequate infrastructure capacity in remote regions?
- 10:00 Update on Recent Royalty Programs, Performance-Based  
Policies and Environmental Assessment Recommendations  
*Doug Caul*  
Assistant Deputy Minister  
BC Ministry of Energy Mines and Petroleum Resources
- What types of natural gas projects are covered under the Net Profit Royalty Regime, and for how long?
  - OGC progress report: what steps are being taken to improve the timeliness of project reviews?
  - Defining recent 'performance-based' policies: how will this compare to the traditional command-and-control approach?
- 11:15 Networking Coffee Break ☞

- 11:30 Forecasting Northwest Natural Gas Prices and Demand  
Markets: Where Will It Come From and Where Will It Go?  
*Dan Kirschner*  
Executive Director  
Northwest Gas Association
- Emerging markets: who are expected to be the key markets for and consumers of BC natural gas?
  - How will expected Alaska natural gas and LNG supply impact the demand for BC natural gas?
  - NWGA Outlook: expected changes in BC and Northwest U.S. downstream demand
- 12:30 Networking Luncheon for   
Speakers and Delegates
- 1:45 2007 Report on Natural Gas Production Potential in BC:  
Where are the Hot Spots and What Are the Key  
Challenges to Tap into New Regions?  
*Bob Dixon*  
Partner  
Forward Energy Group Inc.  
*Vic Levson*  
Director, Resource Development and Geoscience Branch  
BC Ministry of Energy, Mines and Petroleum Resources
- Update on exploration and production activity in BC: who is doing what, and where?
  - What are the major constraints to boosting BC's exploration and production activity?
  - Shale, CBM and tight gas: how has unconventional gas development advanced in BC?
- 2:45 Networking Refreshment Break



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**3:00 BC Unconventional Gas: Recent CBM Case Studies and Expected Production Potential**

*J. Scott Zimmerman*  
President & CEO  
Storm Cat Energy Corporation

- Growth strategies for BC unconventional gas: what should be expected for 2007-08?
- Identifying the expected economics of CBM production in selected regions of BC
- Tackling community concerns: effectively addressing environmental and social concerns

**4:00 BC E&P: How Are Northeast BC's Leading Producers Adapting to Changing Regulatory, Technical and Field Realities?**

*Richard Dunn*  
Vice President Business Services  
Canadian Foothills Region, Encana Corporation

- Will BC's Energy Policy provide greater E&P opportunities in the Northeast? Other regions?
- Update on Encana Corporation's latest E&P activity in Jean Marie and Cutbank Ridge
- Will current midstream assets able to meet northeast BC's expected production activity?

**5:00 Co-Chair's Recap and Conference Adjourns**

 <b>Networking Cocktail Reception</b> Sponsored by: <b>HALLIBURTON</b>
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**Day 2: Thursday, June 7, 2007**

**8:15 Coffee Served ☕**

**8:45 Opening Remarks from the Conference Co-Chairs**

**9:00 Stakeholder Panel: Improving BC Aboriginal Consultation and Community Engagement Practices**

*Ellen Frisch*  
Executive Director, Marketing and Community Relations Branch  
BC Ministry of Energy, Mines and Petroleum Resources

*Tony Fogarassy*  
Chair, Energy & Natural Resources Law Group  
Clark Wilson LLP

- How can companies prevent project delays and cancellations through effective consultation?
- Update from the Northeast Energy and Mines Advisory Committee (NEEMAC) on recent dialogue and issues relating to oil & gas production
- Aboriginal consultation: what can be learned from recently proposed pipeline and CBM projects?

**10:00 BC Community Leaders Panel: How to Work with BC's Government and Commercial Sectors to Create Win-Win Partnerships**

*Jim Eglinski*  
Mayor of the City of Fort St. John

*Calvin Kruk*  
Mayor of the City of Dawson Creek

*Dave Porter*  
Executive Member, First Nations Summit,  
Chair, Kaska Dena Council


- Update on recent resource and infrastructure projects in BC and their corresponding opportunities and challenges to communities

- Sustainable municipal and Aboriginal communities; recommendations on building local knowledge and capacity
- What can communities do to attract future business opportunities while ensuring a win-win?

**11:15 Networking Coffee Break ☕**

**11:30 BC Midstream: Will Existing Pipeline and Processing Infrastructure Meet BC's Expected Production Growth?**

- What pipeline and processing projects are being planned to meet forecasted production?
- Will these upgrades meet the needs of new production in Northeast BC? Other regions?
- How have recent demand and supply trends impacted midstream investment strategies?

**12:45 Networking Luncheon for Speakers and Delegates** 

**2:00 Forecasting Northern Opportunities: Timelines and New Requirements for the Alaska and Mackenzie Gas Pipeline Projects**

*Tony Palmer*  
Vice President, Alaska Development  
TransCanada Corporation

- What are the latest timelines for the construction of the Alaska and Mackenzie gas projects?
- What degree of infrastructure and opportunities may exist for BC service and supply sectors?
- Is the Alaska pipeline expected to provide a lifeline or will it constrain natural gas development in Northeast BC?

**3:00 Networking Refreshment Break**

**3:15 BC LNG Update: Forecasting Project Timelines, Gas Sources and the Impact of LNG on Domestic Production**

*Rosemary Boulton*  
President  
Kitimat LNG

- What are the status of and estimated timelines and costs for LNG projects in Kitimat, Prince Rupert and Vancouver Island?
- Where are the supplies of natural gas expected to come from? Where will they go?
- Forecasting labour, equipment and material requirements to ensure successful project completion and management

**4:00 Closing Remarks from the Conference Co-Chairs and Conference Concludes**

**Interactive Workshops – Friday, June 8, 2007**

9:00 am -12:30 pm (*Registration opens at 8:30 am*)

**A** **Fundamentals of Consultation and Accommodation for First Nation Communities in BC**

*George Meadows*, Senior Planner, Hemmera  
*Tom Isaac*, Partner, McCarthy Tétrault LLP

1:30 pm -5:00 pm (*Registration opens at 1:00 pm*)

**B** **Managing CO<sub>2</sub>: Assessing the Benefits and Challenges of Carbon Sequestration**

*Speakers TBD*

**To Register Call 1-877-927-7936 in Toronto Call 416-927-7936 or Fax 1-877-927-1563 in Toronto Fax 416-927-1563**

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# 2007 Draft Budget

Lodge / Assisted Living	Lodge	RASLP Units	Combined
<b>REVENUE</b>			
Resident contribution	524,400	114,000	638,400
Lodge Assistance Grant	176,000	31,000	207,000
Meal Revenue	15,000	5,000	20,000
Contract Revenue	-	328,900	328,900
Sundry	25,000	15,000	40,000
Requisitions	-	-	-
<b>TOTAL REVENUE</b>	<b>740,400</b>	<b>493,900</b>	<b>1,234,300</b>
<b>UTILITIES</b>			
Electricity	45,000	22,000	67,000
Water & Sewer	13,000	6,500	19,500
Heating	46,000	23,000	69,000
<b>TOTAL UTILITIES</b>	<b>104,000</b>	<b>51,500</b>	<b>155,500</b>
<b>OPERATING</b>			
Food & Kitchen Supplies	80,000	35,000	115,000
Linen Supplies	1,000	1,000	2,000
Cleaning & Janitorial Supplies	15,000	5,000	20,000
Lodge Equip non Capital purchases	7,500	30,000	37,500
Activity supplies	3,500	2,500	6,000
Rent	197,600	67,000	264,600
Sundry Operating	1,000	1,000	2,000
Waste Removal	3,400	1,600	5,000
Seniors Handy Van	5,000	3,000	8,000
<b>TOTAL OPERATING</b>	<b>314,000</b>	<b>146,100</b>	<b>460,100</b>
<b>MAINTENANCE</b>			
	45,000	15,000	60,000
<b>ADMINISTRATION</b>			
Wages	1,005,000	570,000	1,575,000
Staff benefits	45,000	30,000	75,000
Office Supplies & Postage	3,000	3,000	6,000
Telephone & communications	4,000	4,000	8,000
Audit Fees	5,000	3,000	8,000
Insurance	7,000	3,000	10,000
Staff travel	2,500	2,000	4,500
Board Member Honoraiums & Expenses	15,000	10,000	25,000
Conference/Staff Training	6,500	5,000	11,500
Memberships	1,500	1,000	2,500
Office Furniture & Equipment	1,500	1,000	2,500
<b>TOTAL ADMINISTRATION EXPENSES</b>	<b>1,096,000</b>	<b>642,000</b>	<b>1,738,000</b>
Previous Year Deficit	64,000	-	64,000
Capital Purchases	17,500	-	17,500
General Capital Reserve	15,000	10,000	25,000
<b>TOTAL EXPENSES, CAPITAL &amp; RESERVE</b>	<b>1,655,500</b>	<b>493,900</b>	<b>2,149,400</b>
<b>TOTAL REVENUE</b>	<b>740,400</b>	<b>493,900</b>	<b>1,234,300</b>
<b>TOTAL DEFICIT</b>	<b>915,100</b>	<b>370,700</b>	<b>1,285,800</b>
Total MD Requisition			
Total Health Cost			
Revenue from Residents			





## 2007 Lodge Budget Notes

### Revenue

Lodge revenue based on 54 residents Jan - April and 42 residents May - Dec  
LAP funding based on 54 residents as of February 2007  
Assisted Living revenue based on 15 residents May - Dec

### Utilities

Lodge as per 2006  
RASLP 1/2 of Lodge based on sq. feet

### Operating expences

Food	based on 2006 average per resident (\$170.00 per res. month)
Linen supplies	increase as more residents from out of community
Janitorial	1/3 increase for RASLP units
Equipment	resident washer / dryer kitchen plate warmer

Activity supp.	increase for RASLP, additional residents
rent	this amount is for 8 months, annual amount \$100,000.00
Sundry	
Waste removal	additional bin
Seniors van	no extra cost

### Maintenance

2006 exceptional high, budget based on past years for Lodge and 1/3 additional for RASLP units

### Administration

Wages	Significant increase for additional RASLP staff and nursing staff
Staff benefits	approved as of Feb. 2007 60% cost covered by Mackenzie Housing
Telephone	
Legal / Audit	cost increase for RASLP units
Insurance	
Travel	
Board	increase but not the 2006 amount, 2006 conf. cost high because of location
Staff training	
Memberships	
Furn. & Equip.	CAO & admin office furniture and 2 computers
Sundry	

Capital Purchases	Conviction Combe (steamer)
-------------------	----------------------------



## Equipment and Capital Purchases

Lodge	
plate warmer	1500
resident washer / dryer	2,000
Dishes	3,000
Vacuum Cleaner	<u>1,000</u>
	7,500

## RASLP

dinning room furniture	10,000
common area furniture	10,000
3 sets of room furniture	3,000
bathing roomcarts	1,000
janitorial carts	1,000
laundry carts, dirty laundry storage container	2,000
vacuum cleaner power heads	1,500
photo copier	<u>1,500</u>
	30,000

## Administration

CAO and Admin office furniture	5,000
2 computers, CAO and Accounting	<u>5,000</u>
	10,000

## Capital

Convection Combo (steamer)	10,000
50% of Lawn Tractor	<u>7,500</u>
	17,500



# **MD of Mackenzie**

## **Wages and salaries surveys**

**Prepared by Mackenzie staff.....1**

**Prepared by AAMD&C.....21**

**Provided by Brownlee LLP.....32**









**Grid Comparison Accounts Payable**

<b>Mackenzie County</b>	2006	1	2	3	4	5	6	7	8
Annual	1885	35,201	36,096	36,991	38,781	40,571	42,361	44,151	45,940
Hourly	7.25	19	19	20	21	22	22	23	24
<b>Annual</b>	2007	1	2	3	4	5	6	7	8
Hourly	1885	40,332	42,194	44,055	45,917	47,778	49,689	51,676	53,743
	7.25	21	22	23	24	25	26	27	29
<b>Mountain View County</b>	2006	Entry	1	2	3	4	5		
Annual	1820	36,398	40,442	41,656	42,905	44,192	45,518	N/A	N/A
Hourly	7	20	22	23	24	24	25	N/A	N/A
<b>Annual</b>	2007	Entry	1	2	3	4	5		
Hourly	1820	38,238	42,487	43,761	45,074	46,426	47,819	N/A	N/A
	7	21	23	24	25	26	26	N/A	N/A
<b>County of Grande Prairie</b>	2007	1	2	3	4	5	6	7	8
Annual	1820	36,572	37,886	39,248	40,658	42,119	43,633	45,201	46,826
Hourly	7	20	21	22	22	23	24	25	26
<b>Town of Slave Lake</b>	2006	Probation	1	2	3	4	5	6	7
Annual	1950	31,473	32,784	33,721	34,657	35,594	36,530	37,467	38,403
Hourly	7.5	17	18	18	19	19	20	20	21
<b>Annual</b>	2007	Probation	1	2	3	4	5	6	7
Hourly	1950	33,343	34,732	35,725	36,717	37,709	38,702	39,694	40,686
	7.5	17	18	18	19	19	20	20	21
<b>Town of High Level</b>	2006	1	2	3	4	5	6	7	8
Annual	1950	37,518	38,552	39,683	40,853	42,042	43,271	44,538	45,845
Hourly	7.5	19	20	20	21	22	22	23	24
<b>Annual</b>	2007	1	2	3	4	5	6	7	8
Hourly	1950	38,513	39,546	40,677	41,847	43,037	44,265	45,533	46,839
	7.5	20	20	21	21	22	23	23	24
<b>Red Deer County</b>	2007								
	33,153.00	to	45,056						
<b>City Of Grande Prairie</b>	2006								
	20,68	to	25						











**Grid Comparison: Accounts Receivable/Utilities**

<b>Mackenzie County</b>	2006	1	2	3	4	5	6	7	8
	1885 7.25	35,201 19	36,096 19	36,991 20	38,781 21	40,571 22	42,361 22	44,151 23	45,940 24
<b>County of Grande Prairie/accountant</b>	2007	1	2	3	4	5	6	7	8
	1885 7.25	40,332 21	42,194 22	44,055 23	45,917 24	47,778 25	49,689 26	51,676 27	53,743 29
<b>Northern Sunrise County</b>	2007	1	2	3	4	5	6	7	8
	1,820 7	36,572 20	37,886 21	39,248 22	40,658 22	42,119 23	43,633 24	45,201 25	46,826 26
<b>Red Deer County</b>	2006	1	2	3	4	5	6	7	8
	38,316	40,758	43,168	45,642	48,084	50,483	52,831	55,526	58,221
<b>MD of Big Lakes</b>	2007	1	2	3	4	5	6	7	8
	33,153	39,977	41,643	43,378	45,185	47,068	48,984	50,916	52,831
<b>County of Lethbridge</b>	2006	1	2	3	4	5	6	7	8
	38,378	39,977	41,643	43,378	45,185	47,068	48,984	50,916	52,831
<b>County of Lethbridge</b>	2007	1	2	3	4	5	6	7	8
	40,297	41,976	43,725	45,547	47,445	49,422	51,422	53,445	55,482
<b>County of Lethbridge</b>	2007	1	2	3	4	5	6	7	8
	36,801	38,636	39,996	41,699	43,482	45,343	47,185	49,016	50,831































**Grid Comparison - Special Constable**

	2006	1	2	3	4	5	6	7	8
<b>Mackenzie County</b>									
Annual	2080	51,907	54,592	55,486	57,276	59,066	60,856	62,646	64,436
Hourly	8	25	26	27	28	28	29	30	31
Annual	2007	59,567	61,429	63,290	65,152	67,013	69,874	72,735	75,596
Hourly	8	29	30	30	31	32	34	35	36
<b>Town of Slave Lake</b>									
Annual	2006	Probation	1	2	3	4	5	6	7
Hourly	2080	39,604	41,254	42,433	43,611	44,790	45,968	47,147	48,325
	8	19	20	20	21	22	22	23	24
Annual	2007	Probation	1	2	3	4	5	6	7
Hourly	2080	46,165	48,089	49,463	50,836	52,210	53,584	54,958	56,332
	8	22	23	24	24	25	26	26	27
<b>MD of Big Lakes</b>									
Annual	2006	46,620	48,562	50,586	52,693	54,889	57,176	59,554	61,932
Hourly									
Annual	2007	48,951	50,990	53,115	55,328	57,633	60,035	62,437	64,840
Hourly									
		26	27	28	29	30	32		













**Grid Comparison**

	1	2	3	4	5	6	7	8
<b>Mackenzie County</b>								
Annual Hourly	2006 50,398	51,293	52,187	53,747	55,765	57,554	59,342	61,110
	2080 8	24	25	26	27	28	29	29
Annual Hourly	2007 53,976	55,744	57,554	59,342	61,110	63,565	66,102	68,744
	2080 8	26	27	29	29	31	32	33
<b>Northern Sunrise County</b>								
Transportation Coordinator	2006 63,671	66,366	69,061	71,556	74,451	77,153	79,861	82,556
Annual Hourly	2080 31	32	33	34	36	37	38	40
<b>Landfill Supervisor</b>								
Annual Hourly	2006 47,500	50,195	52,890	55,585	58,280	60,979	63,686	66,381
	2080 23	24	25	27	28	29	31	32
<b>MD or Fairview</b>								
Annual	2006 59,415	61,479	63,543	65,608	66,983	68,361	69,728	71,123
Public Works Superintendent	2007 1	2	3	4	5	6	7	8
Annual	2007 62,386	64,553	66,721	68,888	70,332	71,779	73,214	74,679
<b>County of Grande Prairie</b>								
Construction Foreman	2007 54,706	56,674	58,710	60,838	63,012	65,277	67,610	
Hourly	2288 24	25	26	27	28	29	30	
Standard hours - 44 per week	2007 1	2	3	4	5	6	7	
<b>Mountain View County</b>								
Leadhands/Bridge Inspectors/Coordinators	2007 56,628	62,920	64,819	66,741	68,754	70,814		
Hourly	2288 25	28	28	29	30	31		
Standard hours - 44 per week	2007 20	less than 6 month	22.48 more than 6 month					
<b>County of Leathbridge</b>								
Hourly - Foreman	2007 55,834	58,252	60,777	63,418	66,177	69,061		
Supervisor of Fleet Services	2,007 1	2	3	4	5	6		
Annual	2,288 47,133	49,489	51,960	54,569	57,292	60,152	63,149	66,306
Public Works Foreman	2,007 21	22	23	24	25	26	28	29
Hourly	2,288 44,845	45,783	46,744	47,728	48,757	49,810	50,885	51,983
Assist. PW Foreman	2007 20	20	20	21	21	22	22	23
Hourly	2,288 20	20	20	21	21	22	22	24







Mackenzie County (2030) Annual	I	1	2	3	4	5	6	7	8
	II	35,194	36,988	38,085	38,085	40,580	42,370	44,158	45,926
	I	37,690	38,563	39,458	40,643	43,077	44,845	46,634	48,422
	II	17	17	18	18	20	20	21	22
2,007	II	18	19	19	20	21	22	22	23
	I	1	2	3	4	5	6	7	8
	II	40,352	42,203	44,054	45,925	47,757	49,670	51,667	53,726
	I	42,910	44,803	46,634	48,506	50,773	52,374	54,475	56,638
County of Grande Prairie Annual	I	19	20	21	22	23	24	25	26
	II	21	22	22	23	24	25	26	27
	I	1	2	3	4	5	6	7	8
	II	19	20	21	22	23	24	24	24
Northern Sunrise County Annual	I	1	2	3	4	5	6	7	8
	II	39,415	42,110	44,805	47,500	50,195	52,896	55,688	58,363
	I	1	2	3	4	5	6	7	8
	II	61,058	63,753	66,448	69,143	71,838	74,533	77,228	80,000
Red Deer County 2,007 Contracted out									
MD of Big Lakes Annual	I	1	2	3	4	5	6	7	8
	II	38,295	39,890	41,553	43,284	45,087	46,966	48,926	50,966
	I	18	19	20	21	22	22	23	24
	II	1	2	3	4	5	6	7	8
2,007	I	40,203	41,885	43,630	45,440	47,342	49,314	51,346	53,428
	II	19	20	21	22	23	24	25	26
	I	1	2	3	4	5	6	7	8
	II	19	20	21	22	23	24	25	26
County of Lethbridge More than 6 mths									
Mountain View County Annual	I	1	2	3	4	5	6	7	8
	II	51,439	57,154	58,869	60,635	62,454	64,328	66,257	68,236
	I	22	25	26	27	27	28	28	29
	II	1	2	3	4	5	6	7	8
2,007	I	54,040	60,045	61,846	63,701	65,612	67,581	69,600	71,669
	II	24	26	27	28	29	30	31	32
	I	1	2	3	4	5	6	7	8
	II	16	17	17	18	18	19	19	20
Town of High Level Hourly	I	18	19	19	20	20	21	21	22
	II	1	2	3	4	5	6	7	8
	I	17	17	18	18	19	20	20	21
	II	19	20	20	21	21	22	23	23
Town of Slave Lake (2030) Annual	I	1	2	3	4	5	6	7	8
	II	36,170	37,677	38,807	39,938	41,068	42,199	43,329	44,460
	I	39,604	41,254	42,433	43,611	44,790	45,968	47,147	48,325
	II	17	18	19	19	20	20	21	21
2,007	II	19	20	20	21	22	22	23	24
	I	1	2	3	4	5	6	7	8
	II	37,255	38,807	39,972	41,136	42,300	43,465	44,629	45,793
	I	40,792	42,492	43,706	44,919	46,133	47,347	48,561	49,775
MD of Fairview Hourly	I	18	19	19	20	20	21	21	22
	II	20	20	21	22	22	23	23	24
	I	1	1+	2	2+	3	3+	4	4+
	II	16	17	17	18	18	19	19	20
2,007	I	1	1+	2	2+	3	3+	4	4+
	II	17	18	18	19	19	20	20	21
	I	1	2	3	4	5	6	7	8
	II	17	18	18	19	19	20	20	21
MD of Spirit River 4-12 mths 1 year									
MD of Peace No. 35 Annual	I	1	2	3	4	5	6	7	8
	II	41,321	42,191	43,083	43,975	44,891	45,839	46,817	47,819
	I	1	2	3	4	5	6	7	8
	II	18	18	19	19	20	20	20	21
2,007	I	1	2	3	4	5	6	7	8
	II	41,321	42,191	43,083	43,975	44,891	45,839	46,817	47,819
	I	1	2	3	4	5	6	7	8
	II	18	18	19	19	20	20	20	21









**Grid Comparison: Utility Officer (Senior)**

<b>Mackenzie County</b>	2006	1	2	3	4	5	6	7	8		
Annual	2080	42,952	42,867	44,762	46,093	48,318	50,107	51,875	53,685		
Hourly	8	21	21	22	22	23	24	25	26		
Annual	2007	1	2	3	4	5	6	7	8		
Hourly	2080	48,412	50,251	52,111	53,972	55,832	58,065	60,388	62,804		
Hourly	8	23	24	25	26	27	28	29	30		
<b>Northern Sunrise County</b>	2006	1	2	3	4	5	6	7	8	9	10
Annual	2080	50,195	52,890	55,585	58,280	60,975	63,665	66,351	69,046	71,741	74,436
Hourly											
<b>Red Deer County</b>	2007 Contracted out										
<b>MD of Big Lakes</b>	2006	1	2	3	4	5	6				
Annual	2080	43,706	45,527	47,424	49,400	51,458	53,603				
Hourly		21	22	23	24	25	26				
Annual	2007	1	2	3	4	5	6				
Hourly		45,891	47,804	49,796	51,870	54,031	56,283				
Hourly		22	23	24	25	26	27				
<b>County of Lethbridge</b>	2007	More than 6 mths									
Hourly		63,366	66,123	69,003	72,013	75,161	78,446				
<b>Town of High Level</b>	2006	1	2	3	4	5	6	7	8		
Hourly		24	25	26	26	27	28	29	30		
Hourly	2007	1	2	3	4	5	6	7	8		
		25	26	27	28	29	29	30	31		
<b>Town of Slave Lake</b>	2006	1	2	3	4	5	6	7	8		
Annual	2080	52,570	54,760	56,325	57,889	59,454	61,018	62,586	64,147	65,712	
Hourly											
Annual	2007	1	2	3	4	5	6	7	8		
Hourly		54,147	56,403	58,014	59,626	61,237	62,849	64,460	66,072	67,683	
Hourly		26	27	28	29	29	30	31	32	33	
<b>MD of Fairview</b>	2006	1	1+	2	2+	3	3+	4	4+	5	
Hourly		23	24	25	26	26	27	27	28	28	
Hourly	2007	1	1+	2	2+	3	3+	4	4+	5	
		24	25	26	27	28	28	29	29	30	







## Salary and Wage Comparisons

### Staff Renumeration

		Salary Actual
Actual CAO Salary	Highest	\$ 145,725
	Lowest	\$ 63,000
	Average	\$ 99,126
	Median	\$ 95,000
	Respondents	37

Position	Salary		Wage		Added Duty-Yes	Contract Yes
	Minimum	Maximum	Minimum	Maximum		
<b>Chief Administrative Officer</b>						
	Highest	\$ 144,755	\$ 170,000			
	Lowest	\$ 58,800	\$ 74,129			
	Average	\$ 88,789	\$ 105,209			
	Median	\$ 86,102	\$ 101,683			
	Respondents	30	28		6	3
<b>A/P Clerk</b>						
	Highest	\$ 44,068	\$ 60,623	\$ 18.53	\$ 20.86	
	Lowest	\$ 28,000	\$ 34,424	\$ 13.95	\$ 16.70	
	Average	\$ 34,207	\$ 43,866	\$ 16.77	\$ 19.57	
	Median	\$ 34,069	\$ 43,260	\$ 16.83	\$ 20.22	
	Respondents	35	35	5	5	18
<b>Accounting Manager</b>						
	Highest	\$ 66,345	\$ 90,395			
	Lowest	\$ 35,195	\$ 43,045			
	Average	\$ 51,942	\$ 66,707			
	Median	\$ 53,284	\$ 69,942			
	Respondents	14	14			2
<b>Admin Assistant/Receptionist</b>						
	Highest	\$ 38,351	\$ 51,113	\$ 13.95	\$ 16.70	
	Lowest	\$ 22,721	\$ 27,300	\$ 10.00	\$ 12.00	
	Average	\$ 31,057	\$ 39,542	\$ 12.04	\$ 14.38	
	Median	\$ 31,054	\$ 39,544	\$ 12.18	\$ 14.44	
	Respondents	37	37	3	3	12
<b>Administrative Assistant</b>						
	Highest	\$ 47,056	\$ 57,772	\$ 12.18	\$ 25.99	
	Lowest	\$ 23,000	\$ 20,000	\$ 12.00	\$ 17.00	
	Average	\$ 33,235	\$ 42,194	\$ 12.09	\$ 21.50	
	Median	\$ 32,925	\$ 41,925	\$ 12.09	\$ 21.50	
	Respondents	27	27	2	2	10





Position	Salary		Wage		Added Duty-Yes	Contract Yes
	Minimum	Maximum	Minimum	Maximum		
<b>Agricultural Fieldman</b>						
Highest	\$ 77,625	\$ 81,000	\$ 21.61	\$ 27.23		
Lowest	\$ 30,000	\$ 30,000	\$ 21.61	\$ 27.23		
Average	\$ 52,963	\$ 65,633	\$ 21.61	\$ 27.23		
Median	\$ 52,614	\$ 65,250	\$ 21.61	\$ 27.23		
Respondents	52	52	1	1	8	
<b>Assessor</b>						
Highest	\$ 95,850	\$ 95,850				
Lowest	\$ 43,391	\$ 50,000				
Average	\$ 61,280	\$ 72,999				
Median	\$ 58,309	\$ 72,616				
Respondents	28	28			3	12
<b>Assistant CAO</b>						
Highest	\$ 108,142	\$ 110,813				
Lowest	\$ 39,864	\$ 60,000				
Average	\$ 69,090	\$ 83,577				
Median	\$ 66,809	\$ 79,550				
Respondents	27	26			10	
<b>Asst P.W. Superintendent</b>						
Highest	\$ 67,070	\$ 93,350	\$ 23.53	\$ 24.73		
Lowest	\$ 40,000	\$ 58,504	\$ 23.53	\$ 24.73		
Average	\$ 53,491	\$ 68,736	\$ 23.53	\$ 24.73		
Median	\$ 50,795	\$ 66,198	\$ 23.53	\$ 24.73		
Respondents	24	24	1	1	1	
<b>Assistant Planner</b>						
Highest	\$ 52,027	\$ 64,380	\$ 23.49	\$ 25.68		
Lowest	\$ 25,504	\$ 33,277	\$ 23.49	\$ 25.68		
Average	\$ 38,733	\$ 50,196	\$ 23.49	\$ 25.68		
Median	\$ 39,793	\$ 49,370	\$ 23.49	\$ 25.68		
Respondents	11	11	1	1	2	1
<b>Asst. Agricultural Fieldman</b>						
Highest	\$ 50,726	\$ 64,832	\$ 23.53	\$ 24.73		
Lowest	\$ 30,000	\$ 41,613	\$ 16.00	\$ 16.00		
Average	\$ 41,660	\$ 52,675	\$ 19.18	\$ 21.02		
Median	\$ 41,500	\$ 51,836	\$ 18.59	\$ 20.89		
Respondents	35	35	4	5	6	
<b>Buggie Operators</b>						
Highest	\$ 38,028	\$ 51,433	\$ 24.25	\$ 27.31		
Lowest	\$ 38,028	\$ 51,433	\$ 13.46	\$ 19.37		
Average	\$ 38,028	\$ 51,433	\$ 18.44	\$ 22.22		
Median	\$ 38,028	\$ 51,433	\$ 18.49	\$ 22.35		
Respondents	1	1	28	30		1



Position	Salary		Wage		Added Duty-Yes	Contract Yes
	Minimum	Maximum	Minimum	Maximum		
<b>Bylaw Enforcement Officer</b>						
Highest	\$ 51,000	\$ 65,160	\$ 19.97	\$ 24.72		
Lowest	\$ 35,180	\$ 51,000	\$ 19.97	\$ 24.72		
Average	\$ 45,073	\$ 57,448	\$ 19.97	\$ 24.72		
Median	\$ 46,377	\$ 56,144	\$ 19.97	\$ 24.72		
Respondents	7	7	1	1	4	1
<b>Crawler Tractor Operators</b>						
Highest	\$ 34,000	\$ 50,000	\$ 21.40	\$ 23.68		
Lowest	\$ 34,000	\$ 50,000	\$ 13.46	\$ 18.61		
Average	\$ 34,000	\$ 50,000	\$ 18.24	\$ 21.76		
Median	\$ 34,000	\$ 50,000	\$ 18.25	\$ 21.90		
Respondents	1	1	24	26		1
<b>Deputy Fire Chief</b>						
Highest	\$ 56,783	\$ 73,744				
Lowest	\$ 40,972	\$ 52,378				
Average	\$ 47,753	\$ 61,504				
Median	\$ 47,102	\$ 62,682				
Respondents	5	5			1	1
<b>Development Officer</b>						
Highest	\$ 70,687	\$ 87,523	\$ 19.97	\$ 24.72		
Lowest	\$ 39,682	\$ 51,360	\$ 19.97	\$ 24.72		
Average	\$ 50,018	\$ 62,422	\$ 19.97	\$ 24.72		
Median	\$ 47,679	\$ 60,660	\$ 19.97	\$ 24.72		
Respondents	28	28	1	1	5	1
<b>Director of Community Services</b>						
Highest	\$ 74,674	\$ 94,517				
Lowest	\$ 42,038	\$ 54,135				
Average	\$ 55,540	\$ 71,049				
Median	\$ 54,137	\$ 70,344				
Respondents	7	7			3	
<b>Director of Finance</b>						
Highest	\$ 79,782	\$ 103,613				
Lowest	\$ 35,000	\$ 53,200				
Average	\$ 63,209	\$ 79,013				
Median	\$ 62,634	\$ 78,724				
Respondents	38	38			12	
<b>Dir. of Plan &amp; Development</b>						
Highest	\$ 79,782	\$ 103,613				
Lowest	\$ 34,790	\$ 48,424				
Average	\$ 60,094	\$ 76,753				
Median	\$ 59,000	\$ 75,432				
Respondents	23	23			7	



Position	Salary		Wage		Added Duty-Yes	Contract Yes
	Minimum	Maximum	Minimum	Maximum		
Dir. of Protective Services						
Highest	\$ 79,782	\$ 103,613				
Lowest	\$ 42,400	\$ 44,622				
Average	\$ 54,719	\$ 68,585				
Median	\$ 53,510	\$ 68,625				
Respondents	13	13			5	
Econ Development/Tourism						
Highest	\$ 65,723	\$ 80,930	\$ 18.66	\$ 40.00		
Lowest	\$ 42,500	\$ 52,996	\$ 18.66	\$ 21.83		
Average	\$ 55,058	\$ 69,081	\$ 16.66	\$ 30.92		
Median	\$ 56,094	\$ 72,433	\$ 18.66	\$ 30.92		
Respondents	11	11	1	2	1	2
Engineering Technologist						
Highest	\$ 61,157	\$ 76,060				
Lowest	\$ 42,630	\$ 54,098				
Average	\$ 49,838	\$ 63,913				
Median	\$ 50,000	\$ 61,639				
Respondents	12	12			2	2
F.C.S.S. Director						
Highest	\$ 60,815	\$ 80,930				
Lowest	\$ 32,044	\$ 40,884				
Average	\$ 46,743	\$ 59,458				
Median	\$ 45,754	\$ 54,138				
Respondents	12	12			1	1
FCSS Program Coordinator						
Highest	\$ 55,635	\$ 76,060				
Lowest	\$ 33,123	\$ 40,000				
Average	\$ 41,913	\$ 54,801				
Median	\$ 38,707	\$ 47,382				
Respondents	8	8			1	1
Fire Chief						
Highest	\$ 63,242	\$ 80,864				
Lowest	\$ 47,768	\$ 62,326				
Average	\$ 55,695	\$ 70,188				
Median	\$ 54,279	\$ 67,340				
Respondents	16	16			3	2
G.I.S. Technician						
Highest	\$ 60,857	\$ 74,880	\$ 22.01	\$ 28.82		
Lowest	\$ 34,621	\$ 38,000	\$ 22.01	\$ 28.28		
Average	\$ 43,680	\$ 55,589	\$ 22.01	\$ 28.05		
Median	\$ 40,493	\$ 56,541	\$ 22.01	\$ 28.05		
Respondents	20	20	1	2	5	1



Position	Salary		Wage		Added Duty-Yes	Contract Yes
	Minimum	Maximum	Minimum	Maximum		
<b>Grader Operators</b>						
Highest	\$ 50,000	\$ 63,446	\$ 22.00	\$ 27.00		
Lowest	\$ 34,000	\$ 45,260	\$ 15.94	\$ 19.13		
Average	\$ 41,533	\$ 51,333	\$ 18.54	\$ 22.08		
Median	\$ 39,857	\$ 50,282	\$ 18.64	\$ 21.70		
Respondents	14	14	35	37	2	
<b>Gravel Checker</b>						
Highest			\$ 21.98	\$ 24.87		
Lowest			\$ 11.50	\$ 15.12		
Average			\$ 16.47	\$ 19.69		
Median			\$ 16.45	\$ 19.44		
Respondents			18	20	2	
<b>Gravel Foreman</b>						
Highest	\$ 75,000	\$ 85,000	\$ 23.53	\$ 26.79		
Lowest	\$ 36,171	\$ 50,731	\$ 15.79	\$ 19.04		
Average	\$ 52,029	\$ 64,397	\$ 19.80	\$ 22.58		
Median	\$ 52,698	\$ 64,447	\$ 20.04	\$ 22.47		
Respondents	11	11	10	11	2	
<b>Gravel Truck Drivers</b>						
Highest	\$ 40,000	\$ 63,446	\$ 22.00	\$ 25.00		
Lowest	\$ 32,000	\$ 32,000	\$ 14.88	\$ 18.26		
Average	\$ 36,932	\$ 48,248	\$ 18.33	\$ 21.56		
Median	\$ 38,295	\$ 49,000	\$ 18.37	\$ 21.67		
Respondents	9	9	32	35		2
<b>H R Coordinator</b>						
Highest	\$ 65,000	\$ 80,930	\$ 20.36	\$ 25.99		
Lowest	\$ 39,793	\$ 44,806	\$ 20.36	\$ 25.99		
Average	\$ 51,655	\$ 63,359	\$ 20.36	\$ 25.99		
Median	\$ 52,293	\$ 65,478	\$ 20.36	\$ 25.99		
Respondents	8	8	1	1	4	
<b>I.S. Manager</b>						
Highest	\$ 56,783	\$ 73,744				
Lowest	\$ 33,500	\$ 43,500				
Average	\$ 49,357	\$ 59,788				
Median	\$ 48,765	\$ 58,000				
Respondents	15	15			1	2
<b>Janitor/Custodian</b>						
Highest	\$ 28,046	\$ 35,616	\$ 13.22	\$ 16.93		
Lowest	\$ 2,100	\$ 2,100	\$ 12.00	\$ 12.00		
Average	\$ 18,810	\$ 21,240	\$ 12.61	\$ 14.47		
Median	\$ 20,000	\$ 20,316	\$ 12.61	\$ 14.47		
Respondents	17	17	2	2		16





Position	Salary		Wage		Added Duty-Yes	Contract Yes
	Minimum	Maximum	Minimum	Maximum		
<b>Labourers (ASB)</b>						
Highest	\$ 25,000	\$ 25,000	\$ 18.39	\$ 26.21		
Lowest	\$ 25,000	\$ 25,000	\$ 10.00	\$ 10.96		
Average	\$ 25,000	\$ 25,000	\$ 14.12	\$ 17.86		
Median	\$ 25,000	\$ 25,000	\$ 13.88	\$ 17.58		
Respondents	1	1	34	37	4	
<b>Labourers (other)</b>						
Highest	\$ 31,844	\$ 40,310	\$ 16.23	\$ 26.21		
Lowest	\$ 31,844	\$ 40,310	\$ 9.00	\$ 10.77		
Average	\$ 31,844	\$ 40,310	\$ 12.34	\$ 15.53		
Median	\$ 31,844	\$ 40,310	\$ 12.42	\$ 15.09		
Respondents	1	1	18	20	1	
<b>Labourers (Public Works)</b>						
Highest	\$ 41,371	\$ 52,374	\$ 20.95	\$ 24.99		
Lowest	\$ 25,000	\$ 25,000	\$ 10.00	\$ 10.96		
Average	\$ 31,050	\$ 36,435	\$ 13.74	\$ 16.76		
Median	\$ 26,780	\$ 31,930	\$ 13.39	\$ 17.06		
Respondents	3	3	40	43	1	
<b>Landfill Operators</b>						
Highest	\$ 39,664	\$ 63,446	\$ 19.34	\$ 24.39		
Lowest	\$ 24,216	\$ 31,930	\$ 10.00	\$ 11.00		
Average	\$ 33,777	\$ 44,132	\$ 14.07	\$ 17.04		
Median	\$ 39,000	\$ 39,000	\$ 13.78	\$ 17.26		
Respondents	5	5	20	22		3
<b>Light Equipment Operators</b>						
Highest	\$ 38,028	\$ 51,433	\$ 22.24	\$ 24.38		
Lowest	\$ 34,000	\$ 50,000	\$ 11.91	\$ 17.42		
Average	\$ 36,014	\$ 50,717	\$ 16.31	\$ 20.04		
Median	\$ 36,014	\$ 50,717	\$ 15.96	\$ 19.22		
Respondents	2	2	30	31		
<b>Mechanics</b>						
Highest	\$ 60,000	\$ 63,854	\$ 27.35	\$ 32.63		
Lowest	\$ 24,000	\$ 45,062	\$ 17.12	\$ 21.54		
Average	\$ 45,084	\$ 54,557	\$ 21.62	\$ 25.67		
Median	\$ 45,739	\$ 55,000	\$ 21.85	\$ 25.13		
Respondents	21	21	21	23	3	
<b>Partsman</b>						
Highest	\$ 45,000	\$ 55,000	\$ 22.01	\$ 27.28		
Lowest	\$ 29,039	\$ 39,951	\$ 14.21	\$ 16.39		
Average	\$ 35,881	\$ 47,139	\$ 18.75	\$ 21.17		
Median	\$ 34,965	\$ 48,101	\$ 19.54	\$ 21.07		
Respondents	11	11	7	9	4	



Position	Salary		Wage		Added Duty-Yes	Contract Yes
	Minimum	Maximum	Minimum	Maximum		
<b>Payroll Clerk</b>						
Highest	\$ 45,028	\$ 58,478	\$ 20.36	\$ 25.99		
Lowest	\$ 23,000	\$ 27,813	\$ 16.83	\$ 18.55		
Average	\$ 35,876	\$ 44,666	\$ 18.05	\$ 21.80		
Median	\$ 35,244	\$ 45,835	\$ 16.97	\$ 20.86		
Respondents	39	39	3	3	24	
<b>Planner</b>						
Highest	\$ 58,053	\$ 76,394	\$ 22.40	\$ 24.59		
Lowest	\$ 39,682	\$ 54,178	\$ 22.40	\$ 24.59		
Average	\$ 51,509	\$ 67,096	\$ 22.40	\$ 24.59		
Median	\$ 52,658	\$ 68,093	\$ 22.40	\$ 24.59		
Respondents	10	10	1	1	1	4
<b>Public Works Office Staff</b>						
Highest	\$ 47,056	\$ 57,772	\$ 16.83	\$ 20.86		
Lowest	\$ 23,000	\$ 33,000	\$ 9.00	\$ 12.00		
Average	\$ 33,644	\$ 42,341	\$ 13.89	\$ 17.46		
Median	\$ 33,658	\$ 42,064	\$ 15.84	\$ 18.49		
Respondents	36	36	3	4	6	
<b>Public Works Superintendent</b>						
Highest	\$ 82,292	\$ 103,281				
Lowest	\$ 40,000	\$ 57,500				
Average	\$ 66,461	\$ 81,890				
Median	\$ 65,673	\$ 80,820				
Respondents	52	52			9	
<b>Records Management Clerk</b>						
Highest	\$ 42,234	\$ 51,697	\$ 16.49	\$ 19.97		
Lowest	\$ 23,302	\$ 23,302	\$ 14.89	\$ 18.76		
Average	\$ 33,117	\$ 43,398	\$ 15.52	\$ 19.52		
Median	\$ 33,538	\$ 45,475	\$ 15.17	\$ 19.84		
Respondents	11	11	3	3	3	
<b>Road Foreman</b>						
Highest	\$ 70,000	\$ 80,000	\$ 27.44	\$ 31.16		
Lowest	\$ 45,000	\$ 54,311	\$ 17.00	\$ 22.57		
Average	\$ 53,047	\$ 66,012	\$ 22.24	\$ 25.81		
Median	\$ 53,000	\$ 65,344	\$ 22.23	\$ 25.85		
Respondents	29	29	12	13	2	
<b>Secretary to CAO</b>						
Highest	\$ 54,877	\$ 62,929	\$ 16.49	\$ 19.84		
Lowest	\$ 29,999	\$ 37,846	\$ 16.49	\$ 19.84		
Average	\$ 38,569	\$ 48,379	\$ 16.49	\$ 19.84		
Median	\$ 38,131	\$ 47,426	\$ 16.49	\$ 19.84		
Respondents	38	38	1	1	12	



Position	Salary		Wage		Added Duty-Yes	Contract Yes
	Minimum	Maximum	Minimum	Maximum		
<b>Shop Foreman</b>						
Highest	\$ 66,500	\$ 80,930	\$ 26.20	\$ 29.15		
Lowest	\$ 41,000	\$ 50,694	\$ 17.76	\$ 19.94		
Average	\$ 53,112	\$ 64,695	\$ 22.20	\$ 25.74		
Median	\$ 52,718	\$ 64,334	\$ 22.35	\$ 26.24		
Respondents	30	30	6	8	5	
<b>Special Constable</b>						
Highest	\$ 55,500	\$ 64,447	\$ 25.28	\$ 25.28		
Lowest	\$ 15,000	\$ 15,000	\$ 25.28	\$ 25.28		
Average	\$ 44,253	\$ 55,095	\$ 25.28	\$ 25.28		
Median	\$ 46,620	\$ 57,176	\$ 25.28	\$ 25.28		
Respondents	23	23	1	1	5	4
<b>Systems Technician</b>						
Highest	\$ 52,000	\$ 62,682				
Lowest	\$ 33,789	\$ 43,881				
Average	\$ 41,750	\$ 52,675				
Median	\$ 41,072	\$ 50,372				
Respondents	9	9			1	1
<b>Tax Roll Clerk</b>						
Highest	\$ 42,000	\$ 60,623	\$ 20.36	\$ 25.99		
Lowest	\$ 28,059	\$ 36,372	\$ 16.83	\$ 18.84		
Average	\$ 35,985	\$ 45,641	\$ 18.14	\$ 21.90		
Median	\$ 35,217	\$ 45,467	\$ 17.24	\$ 20.86		
Respondents	43	43	3	3	18	
<b>Utilities Officer</b>						
Highest	\$ 60,815	\$ 80,930	\$ 27.44	\$ 21.16		
Lowest	\$ 35,244	\$ 41,404	\$ 19.67	\$ 21.85		
Average	\$ 45,268	\$ 58,329	\$ 22.17	\$ 26.76		
Median	\$ 45,028	\$ 57,772	\$ 21.35	\$ 27.23		
Respondents	23	23	6	5	5	
<b>Welders</b>						
Highest	\$ 60,000	\$ 63,854	\$ 27.35	\$ 32.63		
Lowest	\$ 43,000	\$ 46,103	\$ 19.26	\$ 21.54		
Average	\$ 47,792	\$ 55,396	\$ 22.28	\$ 25.30		
Median	\$ 46,784	\$ 54,860	\$ 21.87	\$ 24.99		
Respondents	8	8	12	14	1	1
<b>Yardman (ASB)</b>						
Highest	\$ 43,000	\$ 46,000	\$ 19.09	\$ 21.21		
Lowest	\$ 32,000	\$ 32,000	\$ 9.00	\$ 12.00		
Average	\$ 37,500	\$ 39,000	\$ 14.55	\$ 17.79		
Median	\$ 37,500	\$ 39,000	\$ 15.15	\$ 18.24		
Respondents	2	2	8	8		



Position	Salary		Wage		Added Duty-Yes	Contract Yes
	Minimum	Maximum	Minimum	Maximum		
<b>Others</b>						
<b>Assistant Assessor</b>						
Highest	\$	39,500	\$	49,980		
Lowest	\$	38,992	\$	48,737		
Average	\$	39,246	\$	49,359		
Median	\$	39,246	\$	49,359		
Respondents		2		2		
<b>AESA Specialists</b>						
Highest	\$	51,094	\$	66,286		
Lowest	\$	32,960	\$	43,519		
Average	\$	41,153	\$	52,223		
Median	\$	38,804	\$	49,537		
Respondents		5		5		
<b>Senior Utility Opt / Super.</b>						
Highest	\$	54,990	\$	73,320		
Lowest	\$	38,489	\$	58,696		
Average	\$	49,810	\$	64,516		
Median	\$	53,121	\$	64,732		
Respondents		6		6		
<b>Weed Inspectors</b>						
Highest	\$	33,852	\$	41,266	\$ 18.50	\$ 20.32
Lowest	\$	33,852	\$	41,266	\$ 14.00	\$ 18.27
Average	\$	33,852	\$	41,266	\$ 15.85	\$ 19.47
Median	\$	33,852	\$	41,266	\$ 15.46	\$ 19.64
Respondents		1		1	4	4





## Hours of Work, Benefits and Miscellaneous Information

### Length of Work Week

Position	Work Week Hours				Respondents
	Maximum	Minimum	Average	Median	
Management	50.00	35.00	37.00	36.25	53
Clerical / Technical	40.00	35.00	36.25	36.25	53
Public Works (summer)	55.00	38.00	44.75	44.00	53
Public Works (winter)	50.00	38.00	41.00	40.00	53
ASB Staff	50.00	38.00	40.80	40.00	53

### Vacation

Years of Employment	Vacation Days				Respondents
	Maximum	Minimum	Average	Median	
After 1 year	15	5	11.79	10	53
After 2 years	16	10	13.38	15	53
After 3 years	17	10	14.7	15	53
After 8 years	23	15	18.08	20	53
After 10 years	25	15	20.51	20	53
After 15 years	30	15	22.34	20	53
After 16 years	30	20	23.02	25	53
After 20 years	30	20	24.85	25	53

### Employee Benefits

Type of Benefit	Municipal Share of Premiums (%)				Respondents
	Maximum	Minimum	Average	Median	
Extended Health Care	100.00%	50.00%	80.00%	80.00%	50
Alberta Health Care	100.00%	0.00%	72.00%	80.00%	50
Group Life Insurance	100.00%	0.00%	70.00%	80.00%	51
Dependent Life Insurance	100.00%	0.00%	45.50%	50.00%	40
Income Replacement	100.00%	0.00%	67.00%	71.00%	16
Vision Care	100.00%	0.00%	78.75%	80.00%	28
Dental Care	100.00%	50.00%	81.30%	80.00%	51
Long Term Disability	100.00%	0.00%	59.40%	75.00%	49
Accidental Death	100.00%	0.00%	75.00%	80.00%	49

Other Benefits	Municipal Share of Premiums (%)				Respondents
	Maximum	Minimum	Average	Median	
EAP, EFAP, EFAS	100.00%	80.00%	93.00%	100.00%	5
Health Spending Account	100.00%	100.00%	100.00%	100.00%	3



**Waiting Period to Qualify for Benefits**

Waiting Time	Maximum	Minimum	Waiting Time in Days		Respondents
			Average	Median	
Excluding Dental ( 1 year waiting)	180	0	68.37	90	43
Including Dental	365	0	81.56	90	45

**Local Authorities Pension Plan**

Municipalities Offering LAPP	'Yes' to Offering	Another Plan	No Response	Total
Respondents	50	2	1	53
Are All Employees Eligible?	'Yes'	'No'	No Response	Total
Respondents	11	39	-	50
Who is Eligible?	'Yes'	'No'	No Response	Total
Full-Time Permanent ?	44	-	9	53
Part-Time Permanent ?	14	24	15	53

**AUMA Apex Supplementary Pension Plan**

Municipalities Offering Apex Supplementary Pension Plan	'Yes'	'No'	No Response	Total
Respondents	7	45	1	53
Municipalities Offering Apex Plus Supplementary Pension	'Yes'	'No'	No Response	Total
Respondents	2	49	2	53



## CASUAL LABOURER – LEVEL 1

EMPLOYER	UNION	# OF STEPS	2006			2007			2008		
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr
Ponoka, Town of	AUPE	6	\$8.64	\$10.01	3.0%	\$8.90	\$10.31	3.0%	--	--	--
Edson, Town of (Student General)	CUPE	1	\$12.50	\$12.50	5.0%	\$13.13	\$13.13	5.0%	\$13.78	\$13.78	5.0%
Spirit River, M.D. of	CUPE	3	\$11.48	\$12.33	--	\$11.88	\$12.76	3.5%	\$12.30	\$13.21	3.5%
Taber, Town of (Casual Level I/II)	CUPE	2	\$9.97	\$10.75	--	\$10.30	\$11.10	3.3%	\$10.63	\$11.46	3.2%
Wainwright, Town of	CUPE	1	\$14.84	\$14.84	--	\$15.43	\$15.43	4.0%	\$16.05	\$16.05	4.0%
<b>AVERAGE</b>			<b>\$9.49</b>	<b>\$12.09</b>	<b>4.0%</b>	<b>\$11.93</b>	<b>\$12.55</b>	<b>3.8%</b>	<b>\$13.19</b>	<b>\$13.63</b>	<b>4.0%</b>



## CASUAL LABOURER – LEVEL 2

EMPLOYER	UNION	# OF STEPS	2006				2007				2008						
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr			
Ponoka, Town of	AUPE	6	\$11.04	\$12.78	3.0%	\$11.37	\$13.17	3.0%	--	--	--	--	--	--	--	--	--
Edson, Town of	CUPE	3	\$14.70	\$17.14	5.0%	\$15.44	\$17.99	5.0%	\$16.21	\$18.89	5.0%	\$16.21	\$18.89	5.0%	\$16.21	\$18.89	5.0%
Lethbridge, City of	CUPE	1	\$17.32	\$17.32	--	\$17.98	\$17.98	3.8%	\$18.69	\$18.69	4.0%	\$18.69	\$18.69	4.0%	\$18.69	\$18.69	4.0%
Lethbridge, County of	CUPE	1	\$10.96	\$10.96	4.5%	\$11.46	\$11.46	4.6%	--	--	--	--	--	--	--	--	--
Spirit River, M.D. of	CUPE	3	\$13.92	\$14.79	--	\$14.41	\$15.31	3.5%	\$14.91	\$15.84	3.5%	\$14.91	\$15.84	3.5%	\$14.91	\$15.84	3.5%
Taber, Town of (Casual Level III/IV)	CUPE	2	\$11.52	\$12.30	--	\$11.90	\$12.70	3.3%	\$12.28	\$13.11	3.2%	\$12.28	\$13.11	3.2%	\$12.28	\$13.11	3.2%
Three Hills, Town of	CUPE	6	\$11.16	\$12.83	--	\$11.61	\$13.34	4.0%	\$11.96	\$13.74	3.0%	\$11.96	\$13.74	3.0%	\$11.96	\$13.74	3.0%
Wainwright, Town of	CUPE	1	\$17.28	\$17.28	--	\$17.97	\$17.97	4.0%	\$18.69	\$18.69	4.0%	\$18.69	\$18.69	4.0%	\$18.69	\$18.69	4.0%
<b>AVERAGE</b>			<b>\$13.49</b>	<b>\$14.43</b>	<b>4.2%</b>	<b>\$14.02</b>	<b>\$14.99</b>	<b>3.9%</b>	<b>\$15.46</b>	<b>\$16.49</b>	<b>3.8%</b>	<b>\$15.46</b>	<b>\$16.49</b>	<b>3.8%</b>	<b>\$15.46</b>	<b>\$16.49</b>	<b>3.8%</b>





## AQUAPLEX CASHIER

EMPLOYER	UNION	# OF STEPS	2006			2007			2008		
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr
Ponoka, Town of	AUPE	6	\$9.07	\$10.52	3.0%	\$9.34	\$10.83	3.0%	--	--	--
Brooks, City of (Clerk 1)	CUPE	6	\$14.63	\$16.96	--	\$15.00	\$17.38	2.5%	\$15.37	\$17.82	2.5%
Edson, Town of (Concession Attendant)	CUPE	2	\$10.00	\$10.70	5.0%	\$10.50	\$11.24	5.0%	\$11.03	\$11.80	5.0%
Lethbridge, City of (Concession Operator III)	CUPE	2	\$16.36	\$19.46	--	\$18.45	\$21.33	9.6%	\$20.60	\$23.27	9.1%
Stettler, Town of (Recreation - Casual)	CUPE	4	\$12.52	\$16.23	--	\$12.96	\$16.80	3.5%	\$13.41	\$17.39	3.5%
Taber, Town of (Recreation Cashier)	CUPE	1	\$11.41	\$11.41	--	\$11.78	\$11.78	3.2%	\$12.16	\$12.16	3.2%
Wainwright, Town of	CUPE	1	\$9.84	\$9.84	--	\$10.23	\$10.23	4.0%	\$10.64	\$10.64	4.0%
<b>AVERAGE</b>			<b>\$10.55</b>	<b>\$13.59</b>	<b>4.0%</b>	<b>\$12.61</b>	<b>\$14.23</b>	<b>4.4%</b>	<b>\$13.87</b>	<b>\$15.51</b>	<b>4.6%</b>



# AQUAPLEX OPERATOR

EMPLOYER	UNION	# OF STEPS	2006				2007				2008			
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr
Ponoka, Town of	AUPE	6	\$17.10	\$19.83	3.0%	\$17.61	\$20.43	3.0%	--	--	--	--	--	--
Brooks, City of (Program Coordinator)	CUPE	3	\$16.58	\$18.28	--	\$16.99	\$18.74	2.5%	\$17.42	\$19.21	2.5%	\$19.21	\$23.87	2.5%
Edson, Town of (Pool Programmer)	CUPE	4	\$18.61	\$21.65	5.0%	\$19.54	\$22.73	5.0%	\$20.51	\$23.87	5.0%	\$23.87	\$28.24	5.0%
Lethbridge, City of (Concession Coordinator)	CUPE	1	\$23.50	\$23.50	--	\$25.82	\$25.82	9.9%	\$28.24	\$28.24	9.9%	\$28.24	\$28.24	9.4%
Lethbridge, City of (Arena Rec Operator)	CUPE	1	\$21.84	\$21.84	--	\$24.02	\$24.02	10.0%	\$26.27	\$26.27	10.0%	\$26.27	\$26.27	9.4%
Stettler, Town of (Recreation - Qualified)	CUPE	4	\$15.40	\$18.37	--	\$15.94	\$19.01	3.5%	\$16.50	\$19.68	3.5%	\$19.68	\$19.68	3.5%
Taber, Town of (Programmer/Operator)	CUPE	1	\$17.85	\$17.85	--	\$18.43	\$18.43	3.2%	\$19.03	\$19.03	3.2%	\$19.03	\$19.03	3.3%
Three Hills, Town of (Parks & Rec Maintenance Operator I)	CUPE	6	\$15.13	\$17.43	--	\$15.74	\$18.13	4.0%	\$16.21	\$18.67	4.0%	\$18.67	\$18.67	3.0%
Wainwright, Town of (Level VII Asst. Pool Supervisor)	CUPE	1	\$21.23	\$21.23	--	\$22.08	\$22.08	4.0%	\$22.97	\$22.97	4.0%	\$22.97	\$22.97	4.0%
<b>AVERAGE</b>			<b>\$18.58</b>	<b>\$20.00</b>	<b>4.0%</b>	<b>\$19.57</b>	<b>\$21.04</b>	<b>5.0%</b>	<b>\$20.89</b>	<b>\$22.24</b>	<b>5.0%</b>	<b>\$22.24</b>	<b>\$22.24</b>	<b>5.0%</b>



# RINK ATTENDANT

EMPLOYER	UNION	# OF STEPS	2006				2007				2008			
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr
Ponoka, Town of	AUPE	6	\$9.07	\$10.52	3.0%	\$9.34	\$10.83	3.0%	--	--	--	--	--	--
Edson, Town of (Concession Attendant)	CUPE	2	\$10.00	\$10.70	5.0%	\$10.50	\$11.24	5.0%	\$11.03	\$11.80	5.0%	\$11.03	\$11.80	5.0%
Lethbridge, City of (Concession Operator I/II)	CUPE	2	\$16.36	\$19.46	--	\$18.45	\$21.33	10.0%	\$20.60	\$23.27	9.1%	\$20.60	\$23.27	9.1%
Stettler, Town of (Recreation - Casual)	CUPE	4	\$12.52	\$16.23	--	\$12.96	\$16.80	3.5%	\$13.41	\$17.39	3.5%	\$13.41	\$17.39	3.5%
Taber, Town of (Recreation Cashier)	CUPE	1	\$11.41	\$11.41	--	\$11.78	\$11.78	3.2%	\$12.16	\$12.16	3.2%	\$12.16	\$12.16	3.2%
Wainwright, Town of (Rink Patroller)	CUPE	1	\$8.78	\$8.78	--	\$9.13	\$9.13	4.0%	\$9.50	\$9.50	4.0%	\$9.50	\$9.50	4.0%
<b>AVERAGE</b>			<b>\$11.36</b>	<b>\$12.85</b>	<b>4.0%</b>	<b>\$12.03</b>	<b>\$13.52</b>	<b>4.8%</b>	<b>\$13.34</b>	<b>\$14.82</b>	<b>5.0%</b>	<b>\$13.34</b>	<b>\$14.82</b>	<b>5.0%</b>



# LIFEGUARD

EMPLOYER	UNION	# OF STEPS	2006			2007			2008		
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr
Ponoka, Town of (3 Classes)	AUPE	6	\$9.52	\$12.18	3.0%	\$9.80	\$12.55	3.0%	--	--	--
Edson, Town of (Junior Lifeguard)	CUPE	2	\$12.00	\$13.44	5.0%	\$12.60	\$14.11	5.0%	\$13.23	\$14.82	5.0%
Pincher Creek, Town of (2 Classes)	CUPE	4	\$7.89	\$11.59	2.0%	\$8.15	\$11.97	3.3%	--	--	--
Taber, Town of (Lifeguard/Instructor I)	CUPE	1	\$13.48	\$13.48	--	\$13.92	\$13.92	3.3%	\$14.38	\$14.38	3.3%
Wainwright, Town of (5 Classes)	CUPE	1	\$10.09	\$16.67	--	\$10.49	\$17.34	4.0%	\$10.91	\$18.03	4.0%
<b>AVERAGE</b>			<b>\$10.60</b>	<b>\$13.47</b>	<b>3.3%</b>	<b>\$10.99</b>	<b>\$13.98</b>	<b>3.7%</b>	<b>\$12.84</b>	<b>\$15.74</b>	<b>4.1%</b>

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# HEAD GUARD

EMPLOYER	UNION	# OF STEPS	2006			2007			2008		
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr
Ponoka, Town of (2 Classes)	AUPE	6	\$14.07	\$17.13	3.0%	\$14.49	\$17.65	3.0%	--	--	--
Brooks, City of (Pool Shift Supervisor, 2 Classes)	CUPE	3	\$14.63	\$17.79	--	\$15.00	\$18.23	2.5%	\$15.37	\$18.69	2.5%
Brooks, City of (Aquatic Supervisor)	CUPE	6	\$20.94	\$24.29	--	\$21.47	\$24.90	2.5%	\$22.00	\$25.52	2.5%
Edson, Town of (Senior Lifeguard)	CUPE	4	\$14.70	\$18.13	5.0%	\$15.44	\$19.04	5.0%	\$16.21	\$19.99	5.0%
Pincher Creek, Town of (Pool Assistant Supervisor)	CUPE	3	\$14.75	\$16.85	2.0%	\$15.23	\$17.40	3.3%	--	--	--
Taber, Town of (Lifeguard/Instructor II)	CUPE	1	\$13.66	\$13.66	--	\$14.10	\$14.10	3.2%	\$14.56	\$14.56	3.3%
Wainwright, Town of	CUPE	1	\$19.52	\$19.52	--	\$20.30	\$20.30	4.0%	\$21.11	\$21.11	4.0%
<b>AVERAGE</b>			<b>\$16.04</b>	<b>\$18.20</b>	<b>3.3%</b>	<b>\$16.58</b>	<b>\$18.80</b>	<b>3.4%</b>	<b>\$17.85</b>	<b>\$19.97</b>	<b>3.5%</b>



# INSTRUCTOR (POOL)

EMPLOYER	UNION	# OF STEPS	2006				2007				2008			
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr
			Ponoka, Town of	AUPE	6	\$12.16	\$14.10	3.0%	\$12.52	\$14.52	3.0%	--	--	--
Brooks, City of (Pool Shift Supervisor, 2 Classes)	CUPE	3	\$14.63	\$17.79	--	\$15.00	\$18.23	2.5%	\$15.37	\$18.69	2.5%			
Taber, Town of (2 Classes)	CUPE	1	\$13.48	\$13.66	--	\$13.92	\$14.10	3.2%	\$14.38	\$14.56	3.3%			
Wainwright, Town of (Junior Lifeguard, Levels I/II)	CUPE	1	\$10.09	\$10.98	--	\$10.49	\$11.42	4.0%	\$10.91	\$11.88	4.0%			
<b>AVERAGE</b>			<b>\$12.59</b>	<b>\$14.13</b>	<b>3.0%</b>	<b>\$12.98</b>	<b>\$14.57</b>	<b>3.2%</b>	<b>\$13.55</b>	<b>\$15.04</b>	<b>3.3%</b>			



# LANDFILL ATTENDANT

EMPLOYER	UNION	# OF STEPS	2006			2007			2008		
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr
Ponoka, Town of (2 Classes)	AUPE	6	\$12.77	\$15.54	3.0%	\$13.15	\$16.01	3.0%	--	--	--
Brooks, City of (Clerk 1)	CUPE	6	\$14.63	\$16.96	--	\$15.00	\$17.38	2.5%	\$15.37	\$17.82	2.5%
Edson, Town of	CUPE	3	\$15.14	\$17.50	5.0%	\$15.90	\$18.38	5.0%	\$16.69	\$19.30	5.0%
Three Hills, Town of (Waste Management Attendant)	CUPE	6	\$13.00	\$14.96	--	\$13.52	\$15.56	4.0%	\$13.93	\$16.03	3.0%
<b>AVERAGE</b>			<b>\$13.89</b>	<b>\$16.24</b>	<b>4.0%</b>	<b>\$14.39</b>	<b>\$16.83</b>	<b>3.6%</b>	<b>\$15.33</b>	<b>\$17.72</b>	<b>3.5%</b>



## ACCOUNTING / SECRETARIAL CLERK

EMPLOYER	UNION	# OF STEPS	2006			2007			2008		
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr
Ponoka, Town of (2 Classes)	AUPE	6	\$14.07	\$17.13	3.0%	\$14.49	\$17.65	3.0%	--	--	--
Brooks, City of (Clerk 3)	CUPE	6	\$15.53	\$17.99	--	\$15.91	\$18.44	2.5%	\$16.31	\$18.90	2.5%
Pincher Creek, Town of (All Administrative Assistants)	CUPE	5	\$14.80	\$18.03	2.0%	\$15.28	\$18.62	3.3%	--	--	--
Spirit River, M.D. of (Municipal Clerk)	CUPE	3	\$16.63	\$17.27	--	\$16.90	\$17.87	3.5%	\$17.49	\$18.50	3.5%
Taber, Town of (Clerk Typist - 3 Classes)	CUPE	1	\$17.29	\$18.47	--	\$17.86	\$19.07	3.2%	\$18.44	\$19.69	3.3%
Three Hills, Town of (Administrative Clerk II)	CUPE	6	\$14.57	\$16.75	--	\$15.15	\$17.42	4.0%	\$15.60	\$17.94	3.0%
<b>AVERAGE</b>			<b>\$15.48</b>	<b>\$17.60</b>	<b>2.5%</b>	<b>\$15.94</b>	<b>\$18.18</b>	<b>3.3%</b>	<b>\$16.96</b>	<b>\$18.76</b>	<b>3.1%</b>





# ACCOUNTING CLERK

EMPLOYER	UNION	# OF STEPS	2006			2007			2008		
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr
Ponoka, Town of	AUPE	6	\$17.10	\$19.83	3.0%	\$17.61	\$20.43	3.0%	--	--	--
Brooks, City of (Clerk 5)	CUPE	6	\$16.86	\$19.54	--	\$17.28	\$20.03	2.5%	\$17.71	\$20.53	2.5%
Edson, Town of (Accounting Clerk)	CUPE	4	\$17.37	\$21.38	5.0%	\$18.24	\$22.45	5.0%	\$19.15	\$23.57	5.0%
Lethbridge, City of (Account Clerk, 3 Classes - Excluding Account Clerk IV (Assess))	CUPE	1	\$19.38	\$21.71	--	\$20.21	\$23.33	4.3% - 7.5%	\$21.11	\$25.02	4.5% - 7.2%
Spirit River, M.D. of (Municipal Clerk)	CUPE	3	\$16.63	\$17.27	--	\$16.90	\$17.87	3.5%	\$17.49	\$18.50	3.5%
Taber, Town of (Clerk Typist - 3 Classes)	CUPE	1	\$17.29	\$18.47	--	\$17.86	\$19.07	3.2%	\$18.44	\$19.69	3.3%
Three Hills, Town of (Administrative Clerk II)	CUPE	6	\$14.57	\$16.75	--	\$15.15	\$17.42	4.0%	\$15.60	\$17.94	3.0%
<b>AVERAGE</b>			<b>\$17.03</b>	<b>\$19.28</b>	<b>4.0%</b>	<b>\$17.61</b>	<b>\$20.09</b>	<b>3.6% - 3.8%</b>	<b>\$18.25</b>	<b>\$20.88</b>	<b>3.6% - 4.1%</b>



**POLICE CLERK**

EMPLOYER	UNION	# OF STEPS	2006			2007			2008		
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr
Ponoka, Town of	AUPE	6	\$16.30	\$18.89	3.5%	\$16.79	\$19.46	3.0%	--	--	--
Brooks, City of (Clerk 3/4, 2 Classes)	CUPE	6	\$15.53	\$18.50	--	\$15.91	\$18.96	2.5%	\$16.31	\$19.44	2.5%
Edson, Town of (Police Support Staff)	CUPE	5	\$17.15	\$22.05	5.0%	\$18.00	\$23.15	5.0%	\$18.90	\$24.31	5.0%
Lethbridge, City of (Police Comm Clerk)	CUPE	1	\$20.21	\$20.21	--	\$21.15	\$21.15	4.7%	\$22.17	\$22.17	4.8%
<b>AVERAGE</b>			<b>\$17.30</b>	<b>\$19.91</b>	<b>4.3%</b>	<b>\$17.96</b>	<b>\$20.68</b>	<b>3.8%</b>	<b>\$19.13</b>	<b>\$21.97</b>	<b>4.1%</b>



# SECRETARY 1

EMPLOYER	UNION	# OF STEPS	2006			2007			2008		
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr
Ponoka, Town of	AUPE	6	\$15.52	\$17.99	3.0%	\$15.98	\$18.53	3.0%	--	--	--
Brooks, City of (Clerk 3)	CUPE	6	\$15.53	\$17.99	--	\$15.91	\$18.44	2.5%	\$16.31	\$18.90	2.5%
Edson, Town of (Comm. Serv. Admin. Assistant)	CUPE	4	\$16.71	\$19.69	5.0%	\$17.54	\$20.67	5.0%	\$18.42	\$21.71	5.0%
Lethbridge, City of (Clerk Typist I/III, 5 Classes)	CUPE	1	\$17.79	\$20.57	--	\$18.44	\$21.89	3.7% - 6.4%	\$19.15	\$23.27	3.9% - 6.3%
Lethbridge, City of (Assisntant, 7 Classes)	CUPE	1	\$18.90	\$25.76	--	\$19.97	\$25.76	0.0% - 5.7%	\$21.11	\$25.76	0.0% - 5.7%
Pincher Creek, Town of (All Administrative Assistants)	CUPE	5	\$14.80	\$18.03	2.0%	\$15.28	\$18.62	3.3%	--	--	--
Spirit River, M.D. of (Office Employee)	CUPE	3	\$11.48	\$12.33	--	\$11.88	\$12.76	3.5%	\$12.30	\$13.21	3.5%
Taber, Town of (Clerk Typist - 3 Classes)	CUPE	1	\$17.29	\$18.47	--	\$17.86	\$19.07	3.2%	\$18.44	\$19.69	3.3%
Three Hills, Town of (Administrative Clerk I)	CUPE	6	\$12.93	\$14.84	--	\$13.45	\$15.43	4.0%	\$13.85	\$15.89	3.0%
Wainwright, Town of (Office Clerical - 4 Classes)	CUPE	1	\$14.50	\$18.74	--	\$15.08	\$19.49	4.0%	\$15.68	\$20.26	4.0%
<b>AVERAGE</b>			<b>\$15.55</b>	<b>\$18.44</b>	<b>3.3%</b>	<b>\$16.14</b>	<b>\$19.07</b>	<b>3.2% - 4.1%</b>	<b>\$16.91</b>	<b>\$19.84</b>	<b>3.2% - 4.2%</b>



## ENGINEERING / DEVELOPMENT SECRETARY

EMPLOYER	UNION	# OF STEPS	2006			2007			2008		
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr
Ponoka, Town of	AUPE	6	\$17.10	\$19.83	3.0%	\$17.61	\$20.43	3.0%	---	---	---
Brooks, City of (Clerk 3)	CUPE	6	\$15.53	\$17.99	--	\$15.91	\$18.44	2.5%	\$16.31	\$18.90	2.5%
Edson, Town of	CUPE	4	\$16.71	\$19.69	5.0%	\$17.54	\$20.67	5.0%	\$18.42	\$21.71	5.0%
Lethbridge, City of (Development Services Assistant)	CUPE	1	\$22.75	\$22.75	--	\$22.75	\$22.75	0.0%	\$23.27	\$23.27	2.3%
Pincher Creek, Town of (All Administrative Assistants)	CUPE	5	\$14.80	\$18.03	2.0%	\$15.28	\$18.62	3.3%	---	---	---
Taber, Town of (Clerk Typist -- 3 Classes)	CUPE	1	\$17.29	\$18.47	--	\$17.86	\$19.07	3.2%	\$18.44	\$19.69	3.3%
<b>AVERAGE</b>			<b>\$17.36</b>	<b>\$19.46</b>	<b>3.3%</b>	<b>\$17.83</b>	<b>\$20.00</b>	<b>2.8%</b>	<b>\$19.11</b>	<b>\$20.89</b>	<b>3.3%</b>





# EQUIPMENT OPERATOR 1

EMPLOYER	UNION	# OF STEPS	2006				2007				2008						
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr			
Ponoka, Town of	AUPE	6	\$15.52	\$17.99	3.0%	\$15.98	\$18.53	3.0%	--	--	--	--	--	--	--	--	--
Edson, Town of (Equipment Operator)	CUPE	4	\$16.42	\$19.35	5.0%	\$17.24	\$20.32	5.0%	\$18.11	\$21.34	5.0%						5.0%
Lethbridge, County of (Small Equipment Operator)	CUPE	2	\$17.31	\$18.52	4.5%	\$18.09	\$19.35	4.5%	--	--	--						--
Pincher Creek, Town of (All Operators)	CUPE	2	\$17.55	\$20.10	2.0%	\$18.12	\$20.75	3.2%	--	--	--						--
Spirit River, M.D. of	CUPE	3	\$14.43	\$16.07	--	\$14.94	\$16.63	3.5%	\$15.46	\$17.21	3.5%						3.5%
Stettler, Town of (Transportation - Casual)	CUPE	4	\$12.52	\$16.23	--	\$12.96	\$16.80	3.5%	\$13.41	\$17.39	3.5%						3.5%
Taber, Town of (Recreation Equip. Operator I)	CUPE	1	\$18.88	\$18.88	--	\$19.50	\$19.50	3.3%	\$20.13	\$20.13	3.2%						3.2%
<b>AVERAGE</b>			<b>\$16.09</b>	<b>\$18.16</b>	<b>3.6%</b>	<b>\$16.69</b>	<b>\$18.84</b>	<b>3.7%</b>	<b>\$16.78</b>	<b>\$19.02</b>	<b>3.8%</b>						



## EQUIPMENT OPERATOR 2

EMPLOYER	UNION	# OF STEPS	2006				2007				2008	
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr	
Ponoka, Town of	AUPE	6	\$17.10	\$19.83	3.0%	\$17.61	\$20.43	3.0%	--	--	--	--
Edson, Town of (Equipment Operator 1)	CUPE	4	\$17.96	\$21.17	5.0%	\$18.85	\$22.23	5.0%	\$19.80	\$23.34	5.0%	5.0%
Lethbridge, City of (Machine Operator III)	CUPE	1	\$18.93	\$18.93	--	\$19.74	\$19.74	4.3%	\$20.60	\$20.60	4.4%	4.4%
Lethbridge, County of (Single Axle Truck, Roller & Packer and Tractor Operators)	CUPE	2	\$17.85	\$19.04	4.5%	\$18.66	\$19.90	4.5%	--	--	--	--
Lethbridge, County of (Sign Truck, Spray Boom and Heavy Equipment Operators)	CUPE	2	\$18.51	\$19.72	4.5%	\$19.34	\$20.61	4.5%	--	--	--	--
Pincher Creek, Town of (All Operators)	CUPE	2	\$17.55	\$20.10	2.0%	\$18.12	\$20.75	3.2%	--	--	--	--
Spirit River, M.D. of	CUPE	3	\$16.97	\$17.92	--	\$17.56	\$18.55	3.5%	\$18.18	\$19.20	3.5%	3.5%
Stettler, Town of (Transportation - In-Training)	CUPE	4	\$16.23	\$19.93	--	\$16.80	\$20.63	3.5%	\$17.39	\$21.35	3.5%	3.5%
Taber, Town of (Recreation Equip. Operator II)	CUPE	1	\$19.99	\$19.99	--	\$20.64	\$20.64	3.3%	\$21.31	\$21.31	3.2%	3.2%
Three Hills, Town of	CUPE	6	\$15.83	\$16.29	--	\$16.46	\$19.03	4.0%	\$16.95	\$19.60	3.0%	3.0%
Wainwright, Town of (Equipment Operator I)	CUPE	1	\$20.63	\$20.63	--	\$21.46	\$21.46	4.0%	\$22.31	\$22.31	4.0%	4.0%
<b>AVERAGE</b>			<b>\$17.96</b>	<b>\$19.41</b>	<b>3.8%</b>	<b>\$18.66</b>	<b>\$20.36</b>	<b>3.9%</b>	<b>\$19.51</b>	<b>\$21.10</b>	<b>3.8%</b>	<b>3.8%</b>



### EQUIPMENT OPERATOR 3

EMPLOYER	UNION	# OF STEPS	2006				2007				2008	
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr	
Ponoka, Town of (3 Classes)	AUPE	6	\$17.96	\$22.95	3.0%	\$18.50	\$23.64	3.0%	--	--	--	--
Edson, Town of (Equipment Operator 2)	CUPE	4	\$19.30	\$22.72	5.0%	\$20.26	\$23.86	5.0%	\$21.28	\$25.05	5.0%	5.0%
Lethbridge, City of (Machine Operator IV)	CUPE	1	\$20.37	\$20.37	--	\$21.23	\$21.23	4.2%	\$22.17	\$22.17	4.4%	4.4%
Lethbridge, County of (Construction & Finishing Operators)	CUPE	2	\$19.17	\$20.38	4.5%	\$20.03	\$21.29	4.5%	--	--	--	--
Lethbridge, County of (Hi-Hoe Operator)	CUPE	2	\$19.32	\$20.52	4.5%	\$20.19	\$21.44	4.5%	--	--	--	--
Pincher Creek, Town of (All Operators)	CUPE	2	\$17.55	\$20.10	2.0%	\$18.12	\$20.75	3.2%	--	--	--	--
Spirit River, M.D. of	CUPE	3	\$19.51	\$20.51	--	\$20.19	\$21.23	3.5%	\$20.90	\$21.97	3.5%	3.5%
Stettler, Town of (Transportation - Qualified)	CUPE	4	\$19.45	\$21.20	--	\$20.13	\$21.94	3.5%	\$20.83	\$22.71	3.5%	3.5%
Taber, Town of (Recreation Equip. Operator III)	CUPE	1	\$20.50	\$20.50	--	\$21.16	\$21.16	3.2%	\$21.85	\$21.85	3.3%	3.3%
Wainwright, Town of (Equipment Operator II)	CUPE	1	\$22.09	\$22.09	--	\$22.98	\$22.98	4.0%	\$23.89	\$23.89	4.0%	4.0%
<b>AVERAGE</b>			<b>\$19.52</b>	<b>\$21.13</b>	<b>3.8%</b>	<b>\$20.28</b>	<b>\$21.95</b>	<b>3.9%</b>	<b>\$21.82</b>	<b>\$22.94</b>	<b>4.0%</b>	<b>4.0%</b>



# UTILITY OPERATOR 1

EMPLOYER	UNION	# OF STEPS	2006				2007				2008				
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr	
Ponoka, Town of	AUPE	6	\$16.30	\$18.89	3.5%	\$16.79	\$19.46	3.0%	--	--	--	--	--	--	--
Brooks, City of	CUPE	3	\$19.46	\$20.44	--	\$19.94	\$20.95	2.5%	\$20.44	\$21.48	2.5%	\$21.48	\$21.48	2.5%	2.5%
Edson, Town of (Utility Operator)	CUPE	4	\$16.42	\$19.35	5.0%	\$17.24	\$20.32	5.0%	\$18.11	\$21.34	5.0%	\$21.34	\$21.34	5.0%	5.0%
Lethbridge, County of (Water & Wastewater Operator)	CUPE	2	\$17.85	\$19.04	4.5%	\$18.66	\$19.90	4.5%	--	--	--	--	--	--	--
Pincher Creek, Town of (All Operators)	CUPE	2	\$17.55	\$20.10	2.0%	\$18.12	\$20.75	3.2%	--	--	--	--	--	--	--
Stettler, Town of (Water & Sewer - Casual)	CUPE	4	\$12.52	\$16.23	--	\$12.96	\$16.80	3.5%	\$13.41	\$17.39	3.5%	\$17.39	\$17.39	3.5%	3.5%
Taber, Town of (Utility Operator I/II)	CUPE	1	\$18.88	\$19.99	--	\$19.50	\$20.64	3.3%	\$20.13	\$21.31	3.3%	\$21.31	\$21.31	3.2%	3.2%
Three Hills, Town of	CUPE	6	\$15.81	\$18.11	--	\$16.44	\$18.83	4.0%	\$16.93	\$19.39	4.0%	\$19.39	\$19.39	3.0%	3.0%
Wainwright, Town of	CUPE	1	\$18.74	\$18.74	--	\$19.49	\$19.49	4.0%	\$20.26	\$20.26	4.0%	\$20.26	\$20.26	4.0%	4.0%
<b>AVERAGE</b>			<b>\$17.06</b>	<b>\$18.99</b>	<b>3.8%</b>	<b>\$17.68</b>	<b>\$19.68</b>	<b>3.7%</b>	<b>\$18.21</b>	<b>\$20.20</b>	<b>3.7%</b>	<b>\$20.20</b>	<b>\$20.20</b>	<b>3.5%</b>	<b>3.5%</b>





## UTILITY OPERATOR 2

EMPLOYER	UNION	# OF STEPS	2006			2007			2008		
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr
Ponoka, Town of (3 Classes)	AUPE	6	\$17.96	\$22.95	3.0%	\$18.50	\$23.64	3.0%	--	--	--
Brooks, City of (Operator 2, 3 Classes; Operator 3)	CUPE	3	\$20.44	\$24.91	--	\$20.95	\$25.53	2.5%	\$21.48	\$26.17	2.5%
Edson, Town of (Utility Operator 1)	CUPE	4	\$19.30	\$22.72	5.0%	\$20.26	\$23.86	5.0%	\$21.28	\$25.05	5.0%
Leithbridge, City of (Utility Worker II, 7 Classes)	CUPE	1	\$19.27	\$21.12	--	\$19.90	\$22.16	3.3% - 4.9%	\$20.60	\$23.27	3.5% - 5.0%
Leithbridge, County of (Water & Wastewater Operator, Levels I and II Certified)	CUPE	2	\$18.51	\$20.68	4.5%	\$19.34	\$21.61	4.5%	--	--	--
Pincher Creek, Town of (All Operators)	CUPE	2	\$17.55	\$20.10	2.0%	\$18.12	\$20.75	3.2%	--	--	--
Stettler, Town of (Water & Sewer - 2 Classes)	CUPE	4	\$16.23	\$21.82	--	\$16.80	\$22.58	3.5%	\$17.39	\$23.37	3.5%
Taber, Town of (Utility Operator III/IV)	CUPE	1	\$20.50	\$21.18	--	\$21.16	\$21.86	3.2%	\$21.85	\$22.58	3.3%
Three Hills, Town of	CUPE	6	\$17.41	\$19.95	--	\$18.10	\$20.75	4.0%	\$18.64	\$21.37	3.0%
Wainwright, Town of (Utility Operator II/III)	CUPE	1	\$23.77	\$26.00	--	\$24.72	\$27.04	4.0%	\$25.71	\$28.12	4.0%
<b>AVERAGE</b>			<b>\$19.09</b>	<b>\$22.14</b>	<b>3.6%</b>	<b>\$19.79</b>	<b>\$22.98</b>	<b>3.6% - 3.8%</b>	<b>\$20.99</b>	<b>\$24.28</b>	<b>3.5% - 3.8%</b>



## COMPLEX OPERATOR

EMPLOYER	UNION	# OF STEPS	2006			2007			2008		
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr
Ponoka, Town of	AUPE	6	\$17.10	\$19.83	3.0%	\$17.61	\$20.43	3.0%	--	--	--
Brooks, City of (Program Coordinator)	CUPE	3	\$16.58	\$18.28	--	\$16.99	\$18.74	2.5%	\$17.42	\$19.21	2.5%
Edson, Town of (Senior Arena/Parks Operator)	CUPE	4	\$18.61	\$21.65	5.0%	\$19.54	\$22.73	5.0%	\$20.51	\$23.87	5.0%
Edson, Town of (Family Centre Programmer)	CUPE	3	\$17.37	\$19.18	5.0%	\$18.24	\$20.14	5.0%	\$19.15	\$21.15	5.0%
Taber, Town of (Programmer/Operator)	CUPE	1	\$17.85	\$17.85	--	\$18.43	\$18.43	3.2%	\$19.03	\$19.03	3.3%
<b>AVERAGE</b>			<b>\$17.50</b>	<b>\$19.36</b>	<b>4.3%</b>	<b>\$18.16</b>	<b>\$20.09</b>	<b>3.7%</b>	<b>\$19.03</b>	<b>\$20.82</b>	<b>4.0%</b>



# WATER WORKS FOREMAN

EMPLOYER	UNION	# OF STEPS	2006			2007			2008		
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr
Ponoka, Town of	AUPE	6	\$20.80	\$24.11	3.0%	\$21.42	\$24.83	3.0%	--	--	--
Brooks, City of	CUPE	6	\$22.90	\$26.55	--	\$23.48	\$27.21	2.5%	\$24.06	\$27.89	2.5%
Edson, Town of (Transportation & Utilities Foreman)	CUPE	4	\$22.63	\$24.89	5.0%	\$23.76	\$26.13	5.0%	\$24.95	\$27.44	5.0%
Lethbridge, City of (Foreman (Water & Waste Water), 2 Classes)	CUPE	1	\$21.48	\$24.76	--	\$23.21	\$27.90	8.1% - 12.7%	\$25.02	\$31.14	7.8% - 11.6%
Lethbridge, County of (Foreman, 3 Classes)	CUPE	2	\$18.82	\$24.73	4.5%	\$19.66	\$25.85	4.5%	--	--	--
<b>AVERAGE</b>			<b>\$21.33</b>	<b>\$25.00</b>	<b>4.2%</b>	<b>\$22.31</b>	<b>\$26.38</b>	<b>4.6% - 5.5%</b>	<b>\$24.68</b>	<b>\$28.82</b>	<b>5.1% - 6.4%</b>



**PUBLIC WORKS FOREMAN**

EMPLOYER	UNION	# OF STEPS	2006			2007			2008		
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr
Ponoka, Town of	AUPE	6	\$21.83	\$25.31	3.0%	\$22.49	\$26.07	3.0%	--	--	--
Brooks, City of	CUPE	6	\$22.90	\$26.55	--	\$23.48	\$27.21	2.5%	\$24.06	\$27.89	2.5%
Edson, Town of (Building & Facilities Foreman)	CUPE	5	\$18.14	\$22.45	5.0%	\$19.05	\$23.57	5.0%	\$20.00	\$24.75	5.0%
Lethbridge, City of (Foreman III (Streets & Traffic))	CUPE	1	\$24.27	\$24.27	--	\$26.91	\$26.91	10.9%	\$29.65	\$29.65	10.2%
Lethbridge, County of (Foreman, 3 Classes)	CUPE	2	\$18.82	\$24.73	4.5%	\$19.66	\$25.85	4.5%	--	--	--
Pincher Creek, Town of (Public Works Coordinator)	CUPE	2	\$17.96	\$20.53	2.0%	\$18.54	\$21.20	3.3%	--	--	--
<b>AVERAGE</b>			<b>\$20.65</b>	<b>\$23.97</b>	<b>3.6%</b>	<b>\$21.69</b>	<b>\$25.14</b>	<b>4.9%</b>	<b>\$24.57</b>	<b>\$27.43</b>	<b>5.9%</b>





**LINE FOREMAN**

EMPLOYER	UNION	# OF STEPS	2006			2007			2008			
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr	
Ponoka, Town of	IBEW	1	--	\$31.45	3.0%	--	--	--	--	--	--	--
Medicine Hat, City of	IBEW	1	--	\$37.79	3.5%	--	--	--	--	--	--	--
Red Deer, City of	IBEW	1	--	\$37.27	5.5%	--	--	--	--	--	--	--
<b>AVERAGE</b>	--	--	--	<b>\$35.50</b>	<b>4.0%</b>	--	--	--	--	--	--	--



## JOURNEYMAN LINEMAN

EMPLOYER	UNION	# OF STEPS	2006			2007			2008		
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr
Ponoka, Town of	IBEW	1	--	\$30.06	3.0%	--	--	--	--	--	
Calgary, City of	IBEW	1	--	\$31.64	0%	--	--	--	--	--	
Medicine Hat, City of	IBEW	6	\$19.58	\$34.35	3.5%	--	--	--	--	--	
Red Deer, City of	IBEW	1	--	\$33.85	5.5%	--	--	--	--	--	
<b>AVERAGE</b>	--	--	<b>\$19.58</b>	<b>\$32.02</b>	<b>3.0%</b>	--	--	--	--	--	



## APPRENTICE LINEMAN

EMPLOYER	UNION	# OF STEPS	2006			2007			2008		
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr
Ponoka, Town of	IBEW	4	\$16.53	\$25.55	3%	--	--	--	--	--	
Calgary, City of (Apprentice Construction Electrician)	IBEW	4	\$18.98	\$26.89	0%	--	--	--	--	--	
Red Deer, City of	IBEW	4	\$20.31	\$28.77	5.5%	--	--	--	--	--	
<b>AVERAGE</b>	--	--	<b>\$18.61</b>	<b>\$27.07</b>	<b>2.8%</b>	--	--	--	--	--	



# GROUNDMAN

EMPLOYER	UNION	# OF STEPS	2006			2007			2008		
			START	END	% from prev. yr	START	END	% from prev. yr	START	END	% from prev. yr
Ponoka, Town of	IBEW	2	\$20.75	\$21.75	3.0%	--	--	--	--	--	--
Calgary, City of	IBEW	2	\$22.14	\$22.95	0%	--	--	--	--	--	--
Medicine Hat, City of	IBEW	4	\$17.68	\$25.26	3.5%	--	--	--	--	--	--
Red Deer, City of	IBEW	4	\$19.44	\$24.30	3.5%						
<b>AVERAGE</b>	--	--	<b>\$20.00</b>	<b>\$23.57</b>	<b>2.5%</b>	--	--	--	--	--	--





**MD of Mackenzie**

**CONFIDENTIAL**

**Wages & Salaries Review**

<b>2006 Cost (includes accrued)</b>	<b>2007 Preliminary Budget</b>	<b>2007 Proposed Agreement Budget</b>	<b>Extra Funding Requirement</b>
<b>4,228,907</b>	<b>4,483,808</b>	<b>4,955,707</b>	<b>471,900</b>

**Components of the extra \$471,900 funding required:**

- 1. Due to 4% COLA increase - \$147,900**
- 2. Due to anniversary date change to January 1<sup>st</sup> - \$50,000**
- 3. Due to eliminating first three grids - \$76,247**
- 4. Due to adding three grids - \$29,981**
- 5. Due to increase in standby pay - \$17,702**
- 6. Due to bonuses to red-circled employees - \$7,373**
- 7. Due to adding new positions - \$91,450**
- 8. Due to other factors not related to the new agreement proposal - \$36,648**

**Please review the detailed worksheet attached.**







WAGES & SALARIES	2007 - PB - GL distribution		2007 - New Agreement - GL distribution		Difference	Due to 4% COLA	Due to Anniversary Date Change	Due to Eliminating First 3 Grids	Due to Increase in standby	Due to adding new positions	Due to Red Circled employee bonuses	Other	Sum of Due Differences	Other Information
	Total 2006 Cost - GL	2007 - PB - GL	2007 - New Agreement - GL	2007 - New Agreement - GL										
<b>FIRE DEPARTMENT</b>														
Director of Planning & Emergency Services	\$41,425.88	\$37,911.92	\$39,231.92	\$1,320.00	\$1,320.00							\$1,320.00	\$1,320.00	Corrected vacation to 16%
Supervisor of Emergency Operations	\$20,070.26	\$19,682.02	\$20,037.02	\$385.00	\$385.00							\$355.00	\$355.00	Corrected vacation to 10%
Administrative Assistant	\$5,275.67	\$6,624.86	\$6,889.83	\$264.98	\$264.98							\$264.98	\$264.98	
Administrative Assistant (maternity leave)	\$9,959.36	\$3,170.83	\$3,297.62	\$126.79	\$126.79							\$126.79	\$126.79	
Summer Student - MRES	\$4,594.46	\$2,599.34	\$3,011.48	\$412.13	\$412.13		\$297.56						\$412.13	
<b>TOTAL FIRE DEPARTMENT</b>	\$80,325.63	\$69,968.98	\$72,467.87	\$2,478.90	\$2,478.90	\$506.34	\$297.56	\$10.00	\$0.00	\$0.00	\$0.00	\$1,675.00	\$2,478.90	
<b>AMBULANCE</b>														
Director of Planning & Emergency Services	\$41,425.88	\$37,911.92	\$39,231.92	\$1,320.00	\$1,320.00							\$1,320.00	\$1,320.00	Corrected vacation to 10%
Supervisor of Emergency Operations	\$60,210.78	\$59,046.06	\$60,111.06	\$1,065.00	\$1,065.00							\$1,065.00	\$1,065.00	Corrected vacation to 10%
Administrative Assistant (maternity leave)	\$10,387.98	\$19,874.57	\$20,689.49	\$794.91	\$794.91							\$794.91	\$794.91	
Administrative Assistant	\$23,877.49	\$9,512.50	\$9,892.87	\$380.37	\$380.36							\$380.36	\$380.36	
Casual Admin - MRES	\$934.50	0	\$18,424.34	\$18,424.34	\$18,424.34		\$1,821.51			\$15,894.09			\$18,424.34	Add Casual @ 50% hours
Summer Student - MRES	\$13,783.38	\$7,798.03	\$9,034.43	\$1,236.40	\$1,236.40		\$892.67						\$1,236.40	
<b>Permanent Staff:</b>														
Public Protection Officer IV - EMT	\$55,887.07	\$49,309.91	\$53,083.59	\$3,773.68	\$3,773.68	\$1,973.43	\$1,800.26						\$3,773.68	
Public Protection Officer	\$52,287.36	\$0.00	\$0.00	\$0.00	\$0.00								\$0.00	
Public Protection Officer VIII - Paramedic	\$91,519.71	\$77,951.68	\$82,869.12	\$4,887.44	\$4,887.44	\$2,951.18							\$4,887.44	Changed back to PPO VIII (\$3,850.82) plus Training Office (\$3,320.00)
Public Protection Officer IV - EMT	\$37,035.83	\$0.00	\$0.00	\$0.00	\$0.00								\$0.00	
Public Protection Officer IV - EMT	\$62,857.98	\$49,309.91	\$63,488.66	\$1,178.75	\$1,178.75	\$2,110.91	\$1,802.46						\$1,178.75	Bumped up from level 4 to 6 in 2006 (\$3,008.46) plus District Office (\$3,800.46)
Public Protection Officer IV - EMT	\$55,427.57	\$56,974.18	\$59,253.14	\$2,278.96	\$2,278.96								\$2,278.96	
Public Protection Officer IV - EMT	\$23,732.34	\$49,309.91	\$73,131.14	\$23,821.23	\$1,973.43								\$23,821.23	Changed to PPO VI upon completion of paramedic program
Public Protection Officer V - EMT	\$57,242.52	\$47,578.52	\$53,083.59	\$5,505.07	\$5,505.07	\$1,972.44	\$1,800.26	\$1,732.38					\$5,505.07	
Public Protection Officer V - EMT	\$38,664.73	\$51,780.02	\$57,453.15	\$5,673.13	\$2,140.50	\$1,732.38	\$1,800.26	\$1,955.15					\$5,673.13	
Public Protection Officer IV - EMT	\$1,229.19	\$0.00	\$59,083.59	\$59,083.59	\$59,083.59	\$1,972.44	\$1,800.26	\$3,464.13					\$44,115.75	Hired in 2006 after budget prep complete
Public Protection Officer V - EMT	\$62,993.18	\$50,048.64	\$53,083.59	\$3,034.96	\$1,972.44	\$1,800.26	\$3,464.13						\$3,034.96	Changed back to PPO IV - Proposed Inventory Office duties
Public Protection Officer IV - EMT	\$14,598.66	\$45,847.14	\$53,083.59	\$7,236.46	\$1,972.44	\$1,800.26	\$5,195.15						\$7,236.46	
Public Protection Officer IV - EMT	\$3,107.86	\$0.00	\$59,083.59	\$59,083.59	\$59,083.59	\$1,972.44	\$1,800.26						\$59,083.59	Hired in 2006 after budget prep complete
Public Protection Officer IV - EMT	\$48,740.50	\$49,309.91	\$0.00	\$-49,309.91	\$0.00		\$867.99	\$478.82					\$49,309.91	Quit in 2006 after budget prep complete
Public Protection Officer V - EMT	\$11,949.53	\$48,317.80	\$25,594.34	\$-22,723.46	\$951.01								\$22,723.46	Changed to casual @ 50% hours for 2007
Public Protection Officer V - EMT	\$44,958.96	\$55,242.80	\$59,453.52	\$4,210.83	\$2,041.68								\$4,210.83	Changed to casual @ 25% hours for 2007
Public Protection Officer VIII - Paramedic	\$68,967.51	\$66,854.27	\$73,131.14	\$6,276.87	\$2,812.74			\$3,464.13					\$6,276.87	Changed back to PPO VI (\$3,649.46) plus District Office (\$2,623.88)
Public Protection Officer V - EMT	\$52,251.85	\$55,242.80	\$57,453.15	\$2,210.36	\$2,210.36								\$2,210.36	
Public Protection Officer IV - EMT	\$46,855.38	\$49,309.91	\$59,083.59	\$9,773.68	\$1,973.43								\$9,773.68	
Public Protection Officer V - EMT	\$32,734.69	\$65,930.17	\$69,587.14	\$2,656.97	\$2,656.97								\$2,656.97	
<b>Casual Staff:</b>														
Public Protection Officer IV - EMT	\$29,147.77	\$30,212.67	\$19,195.75	\$-11,016.91	\$713.32	\$651.03							\$11,016.91	Changed to casual @ 50% hours for 2007
Public Protection Officer I - EMR	\$12,396.73	\$20,248.14	\$12,875.41	\$-7,372.73	\$470.23	\$651.03							\$7,372.73	Changed to casual @ 50% hours for 2007
Public Protection Officer VII - Paramedic	\$5,942.44	\$27,054.52	\$18,064.12	\$-8,990.40	\$678.12	\$434.02							\$8,990.40	Changed to casual @ 25% hours for 2007
Public Protection Officer I - EMR	\$5,855.05	\$10,501.49	\$12,875.41	\$2,373.93	\$470.23	\$651.03	\$1,878.63						\$2,373.93	Changed to casual @ 50% hours for 2007
Director of Planning & Emergency Services	\$16,870.40	\$17,826.92	\$17,826.92	\$0.00	\$0.00								\$0.00	
Public Protection Officer I - EMR	\$121.35	\$6,437.71	\$6,437.71	\$6,437.71	\$235.11	\$325.51	\$626.34						\$6,437.71	Hired as casual 25% hours in 2006 after budget prep complete
Supervisor of Emergency Operations	\$11,952.88	\$12,657.12	\$12,657.12	\$0.00	\$0.00								\$0.00	
Public Protection Officer I - EMR	\$1,489.77	\$0.00	\$17,167.22	\$17,167.22	\$626.97	\$868.03	\$950.40						\$17,167.22	Hired as casual 50% hours in 2006 after budget prep complete
Public Protection Officer I - EMR	\$16,947.46	\$18,114.64	\$12,875.41	\$-5,239.22	\$485.29								\$5,239.22	Changed to casual @ 50% hours for 2007
Public Protection Officer V - EMT	\$1,889.43	\$4,409.35	\$13,850.56	\$9,441.21	\$516.06	\$434.02							\$9,441.21	Changed to casual @ 25% hours for 2007
Public Protection Officer I - EMR	\$3,780.72	\$5,602.93	\$6,437.71	\$834.77	\$235.11	\$325.51	\$939.32						\$834.77	Changed to casual @ 25% hours for 2007
<b>AMBULANCE TOTAL</b>	\$1,154,314.19	\$1,149,116.40	\$1,299,607.20	\$150,488.80	\$99,947.99	\$21,412.67	\$31,834.77	\$0.00	\$0.00	\$15,894.09	\$2,637.20	\$38,761.92	\$150,488.80	
<b>ENFORCEMENT</b>														
Special Constable	\$85,745.88	\$75,374.99	\$81,132.50	\$5,757.51	\$2,986.49			\$3,107.02					\$5,757.51	Less shift differential required
Enforcement Officer	\$39,578.70	\$0.00	\$0.00	\$0.00	\$0.00								\$0.00	
Enforcement Officer	\$48,170.34	\$0.00	\$0.00	\$0.00	\$0.00								\$0.00	
<b>TOTAL ENFORCEMENT</b>	\$173,494.92	\$75,374.99	\$81,132.50	\$5,757.51	\$2,986.49	\$0.00	\$0.00	\$3,107.02	\$0.00	\$0.00	\$0.00	\$0.00	\$5,757.51	



2007 - New Agreement - GL distribution  
 2007 - PB - GL distribution  
 Total 2006 Cost - GL

WAGES & SALARIES	Total 2006 Cost - GL	2007 - PB - GL distribution	2007 - New Agreement - GL distribution	Difference	Due to 4% COLA	Due to Anniversary Date Change	Due to Eliminating First 3 Grids	Due to Adding 3 Grids	Due to Increase in standby	Due to adding new positions	Due to Red Circled employee bonuses	Other	Sum of Due Differences	Other Information
<b>TRANSPORTATION</b>														
Public Works Administrative Officer	\$13,333.86	\$3,973.30	\$8,094.50	\$4,121.20	\$1,412.92	\$1,413.68	\$1,359.02					(\$64.42)	\$4,121.20	Sick day from 2007 used in 2006
Equipment Operator II - LC	\$59,940.32	\$55,145.86	\$57,351.50	\$2,205.83	\$2,205.83				\$680.00			\$2,060.86	\$2,205.83	
Equipment Operator II - FV	\$45,370.83	\$47,996.99	\$45,794.18	\$6,797.19	\$1,962.31	\$2,094.02			\$100.00				\$6,797.19	Additional increment increase given in 2006 after budget prep complete
Leadhand - North - FV	\$47,620.11	\$65,544.70	\$68,266.48	\$2,721.78	\$2,621.78			\$2,807.46	\$125.00				\$2,721.78	
Mechanic - FV	\$63,641.25	\$67,737.11	\$73,369.06	\$5,631.95	\$2,699.49				\$703.92				\$5,631.95	
Payroll	\$16,420.42	\$17,598.42	\$18,302.34	\$703.92	\$692.63								\$703.92	
General Maintenance - LC	\$6,002.39	\$17,315.93	\$18,008.56	\$692.63	\$692.63								\$692.63	
Public Works Administrative Officer	\$33,433.38	\$16,986.65	\$19,079.47	\$2,092.82	\$706.46	\$706.85	\$679.52						\$2,092.82	
Director of Public Works	\$0.00	\$98,830.48	\$98,830.48	\$0.00									\$0.00	
Equipment Operator II - LC	\$54,613.57	\$56,114.11	\$60,893.03	\$4,578.91	\$2,244.57			\$2,334.34					\$4,578.91	
Equipment Operator II - FV	\$69,531.64	\$67,114.11	\$67,163.03	\$5,048.91	\$2,244.57			\$2,334.34	\$470.00				\$5,048.91	
Project Services Technologist	\$55,555.15	\$61,180.20	\$70,186.60	\$9,026.40	\$2,447.27								\$9,026.40	Grid error - grid calculated @ 8 hrs/day should be @ 7.25 hrs/day
Equipment Operator I - FV	\$39,978.64	\$45,178.12	\$49,843.90	\$4,665.78	\$1,767.12	\$2,118.65			\$780.00				\$4,665.78	
Administrative Support - LC	\$35,609.15	\$38,049.99	\$39,571.49	\$1,521.50	\$1,521.50								\$1,521.50	
General Maintenance - LC	\$4,576.58	\$0.00	\$0.00	\$0.00									\$0.00	
Equipment Operator I - LC	\$37,025.15	\$46,315.29	\$48,578.00	\$2,263.61	\$1,848.61				\$415.00				\$2,263.61	Overtime increased to 10% on union sheet from 5% on 0% sheet
Lead Hand/Sr. Utilities Officer - Zama	\$45,610.01	\$41,757.21	\$45,334.14	\$3,576.94	\$1,670.29							\$1,906.65	\$3,576.94	
Foreman South - LC	\$56,701.79	\$67,487.11	\$70,186.60	\$2,699.49	\$2,699.49								\$2,699.49	
Equipment Operator II	\$69,438.45	\$67,195.77	\$69,948.60	\$2,752.83					\$85.00		\$2,667.83		\$2,752.83	
Lead Hand - South - LC	\$53,917.01	\$60,033.19	\$66,768.79	\$6,735.00	\$2,458.81	\$2,094.02	\$2,037.17		\$145.00				\$6,735.00	
Equipment Operator II - FV	\$34,566.21	\$56,114.11	\$61,053.03	\$4,938.91	\$2,244.57			\$2,334.34	\$360.00				\$4,938.91	
Equipment Operator I - FV	\$59,865.49	\$54,221.63	\$62,178.03	\$7,956.39	\$2,244.57			\$2,334.34	\$485.00			\$2,892.46	\$7,956.39	Changed from Equip Op. I to Equip Op. II in 2006
Accounts Payable	\$19,896.17	\$25,276.23	\$28,831.48	\$3,555.25	\$1,059.81	\$1,272.32	\$1,223.12						\$3,555.25	
General Maintenance - Zama	\$27,559.56	\$40,980.24	\$42,055.91	\$1,075.67	\$1,546.23	\$1,853.83						(\$2,324.39)	\$1,075.67	Full time equivalent (67.5%) (-\$4,488.00) & position change to Equip Op I (\$2,457.00) factored into union sheet
Equipment Operator II - LC	\$55,272.45	\$57,082.56	\$61,740.50	\$4,657.94	\$2,283.31			\$2,374.63					\$4,657.94	
Mechanic - LC	\$68,666.26	\$67,737.11	\$73,279.06	\$5,541.95	\$2,699.49			\$2,807.46	\$35.00				\$5,541.95	
General Maintenance - LC	\$4,413.54	\$0.00	\$0.00	\$0.00									\$0.00	
Roads Supervisor	\$14,114.78	\$0.00	\$0.00	\$0.00									\$0.00	
GIS Coordinator	\$25,659.72	\$27,531.75	\$31,595.05	\$4,063.31	\$1,105.57								\$4,063.31	Grid error - grid calculated @ 8 hrs/day should be @ 7.25 hrs/day - to be deducted
Seasonal Staff:														
General Maintenance - Summer FV	\$12,184.26	\$10,013.98	\$11,404.58	\$1,390.61	\$439.56		\$951.05						\$1,390.61	
General Maintenance - Casual Zama	\$2,952.80	\$0.00	\$0.00	\$0.00									\$0.00	
Equipment Operator II - Casual FV	\$17,379.56	\$0.00	\$0.00	\$0.00									\$0.00	
General Maintenance - Summer FV	\$13,914.83	\$10,253.74	\$11,504.58	\$1,250.85	\$439.56		\$711.29		\$100.00				\$1,250.85	Parks department employee worked for roads after summer in 2006
General Maintenance - Summer FV	\$4,957.93	\$2,278.61	\$0.00	-\$2,278.61									(\$2,278.61)	Casual changed to 50% hours
General Maintenance - Casual FV	\$10,208.90	\$0.00	\$23,723.24	\$23,723.24	\$865.80	\$1,027.42	\$1,997.11		\$300.00				\$23,722.78	
General Maintenance - Summer LC	\$8,924.74	\$10,013.98	\$11,787.08	\$1,773.11	\$439.56		\$951.05						\$1,773.11	
<b>TOTAL TRANSPORTATION</b>														
	\$1,169,796.99	\$1,323,036.27	\$1,446,523.58	\$125,485.31	\$47,275.60	\$12,580.78	\$9,909.32	\$17,326.93	\$4,080.00	\$0.00	\$2,657.63	\$31,644.40	\$125,484.87	





Total 2006 Cost - GL      2007 - PB - GL distribution      2007 - New Agreement - GL distribution      Due to Anniversary Date Change      Due to Eliminating First 3 Grids      Due to Adding 3 Grids      Due to Increase in standby positions      Due to adding new employee bonuses      Due to Red Circled      Sum of Due Differences      Other      Other Information

WAGES & SALARIES	Difference	4% COLA	Due to Anniversary Date Change	Due to Eliminating First 3 Grids	Due to Adding 3 Grids	Due to Increase in standby positions	Due to adding new employee bonuses	Due to Red Circled	Sum of Due Differences	Other	Other Information
<b>WATER TREATMENT &amp; DISTRIBUTION</b>											
Accounts Payable	\$592.54	\$176.64	\$212.05	\$203.85					\$592.54		
Accounts Receivable/Utilities	\$964.60	\$964.60							\$964.60		
Assistant Utilities Officer - FV	\$2,605.63	\$1,055.20				\$1,550.43			\$2,605.63		
Assistant Utilities Officer - LC	\$2,528.83	\$1,106.83				\$1,422.00			\$2,528.83		
Assistant Utilities Officer - Zama	\$0.00	\$0.00							\$0.00		
Assistant Utilities Officer - Zama	\$31,481.46	\$1,106.83	\$1,327.00						\$31,481.46		Hired after budget prep complete
General Maintenance/Asst. Utilities - Zama	\$2,444.67	\$722.82	\$877.34	\$844.51					\$2,444.67		
General Maintenance - LC	\$433.83	\$433.82							\$433.82		
General Maintenance - LC	\$0.00	\$0.00							\$0.00		
Lead Hand/Sr. Utilities Officer - Zama	\$4,496.05	\$1,743.62				\$2,752.43			\$4,496.05		
Manager of Utilities & Facilities	\$0.00	\$0.00							\$0.00		
Payroll	\$301.68	\$301.68							\$301.68		
Senior Utilities Officer	\$3,759.25	\$1,531.75							\$3,759.25		Leadhand Level 5 put into 0% sheet in error - corrected now - to be deducted
Senior Utilities Officer	\$3,229.71	\$1,480.71				\$1,749.00			\$3,229.71		
Seasonal Staff:	\$0.00	\$0.00							\$0.00		
General Maintenance - Summer LC	\$249.08	\$249.08							\$249.08		
General Maintenance - Summer ZA	\$6,462.60	\$6,462.60		\$1,059.74		\$5,402.86			\$6,462.60		New for 2007
General Maintenance - Summer FV	\$6,462.60	\$6,462.60		\$1,059.74		\$5,402.86			\$6,462.60		New for 2007
<b>TOTAL WATER TREATMENT &amp; DISTRIBUTION</b>	\$66,012.53	\$10,873.57	\$2,416.40	\$3,167.84	\$0.00	\$7,473.86	\$10,805.72	\$0.00	\$51,275.15		\$66,012.53

SEWER COLLECTION & TREATMENT	Difference	4% COLA	Due to Anniversary Date Change	Due to Eliminating First 3 Grids	Due to Adding 3 Grids	Due to Increase in standby positions	Due to adding new employee bonuses	Due to Red Circled	Sum of Due Differences	Other	Other Information
<b>SEWER COLLECTION &amp; TREATMENT</b>											
Accounts Payable	\$692.54	\$176.64	\$212.05	\$203.85					\$692.54		
Accounts Receivable/Utilities	\$771.68	\$771.68							\$771.68		
Assistant Utilities Officer - FV	\$1,737.09	\$703.46				\$1,033.63			\$1,737.09		
Assistant Utilities Officer - LC	\$1,685.88	\$737.88				\$948.00			\$1,685.88		
Assistant Utilities Officer - Zama	\$0.00	\$0.00							\$0.00		
Assistant Utilities Officer - Zama	\$20,987.64	\$737.88	\$884.67						\$20,987.64		Hired after budget prep complete
General Maintenance - LC	\$289.22	\$289.22							\$289.22		
General Maintenance - LC	\$0.00	\$0.00							\$0.00		
Lead Hand/Sr. Utilities Officer - Zama	\$2,997.37	\$1,162.42				\$1,834.95			\$2,997.37		
Manager of Utilities & Facilities	\$0.00	\$0.00							\$0.00		
Payroll	\$301.68	\$301.68							\$301.68		
Senior Utilities Officer	\$2,506.17	\$1,021.16				\$1,485.01			\$2,506.17		Leadhand Level 5 put into 0% sheet in error - corrected now - to be deducted
Senior Utilities Officer	\$2,153.14	\$987.15				\$1,166.00			\$2,153.14		
Seasonal Staff:	\$0.00	\$0.00							\$0.00		
General Maintenance - Summer LC	\$166.06	\$166.06							\$166.06		
General Maintenance - Summer ZA	\$4,308.40	\$4,308.40		\$706.49		\$3,601.91			\$4,308.40		
General Maintenance - Summer FV	\$4,308.40	\$4,308.40		\$706.49		\$3,601.91			\$4,308.40		
<b>TOTAL SEWER COLLECTION &amp; TREATMENT</b>	\$42,805.26	\$7,065.23	\$1,096.72	\$1,616.84	\$0.00	\$6,148.56	\$7,203.81	\$0.00	\$19,684.09		\$42,805.27



	Total 2006 Cost - GL	2007 - PB - GL distribution	2007 - New Agreement - GL distribution	Difference	Due to 4% COLA	Due to Anniversary Date Change	Due to Eliminating First 3 Grids	Due to Adding 3 Grids	Due to increase in standby	Due to adding new positions	Due to Red Circled employee bonuses	Other	Sum of Due Differences	Other Information
<b>PLANNING &amp; DEVELOPMENT</b>														
Director of Planning & Emergency Services	\$42,661.21	\$39,060.77	\$40,420.77	\$1,360.00	\$1,974.76	\$3,063.50	\$2,945.06					\$1,360.00	\$1,360.00	Corrected vacation to 16%
Development Officer - LC	\$43,114.00	\$46,430.76	\$64,414.07	\$7,983.31	\$1,589.83	\$1,589.83	\$1,589.83						\$7,983.31	
Administrative Assistant - LC	\$34,220.25	\$39,749.15	\$41,338.98	\$1,589.83	\$2,489.20		\$2,489.20	\$2,588.86					\$5,078.06	
Development Officer - FV	\$58,380.83	\$62,226.56	\$67,304.63	\$5,078.06	\$0.00								\$0.00	
Planning Supervisor	\$87,461.19	\$92,514.59	\$92,514.59	\$0.00									\$0.00	
GIS Coordinator	\$22,374.48	\$27,531.75	\$31,595.05	\$4,063.31	\$1,105.57							\$2,957.74	\$4,063.31	Grid error - grid calculated @ 8 hrs/day should be @ 7.25 hrs/day - should be a reduction
Summer Student - LC	\$9,758.05	\$12,127.98	\$12,613.65	\$485.67	\$485.67								\$485.67	
<b>TOTAL PLANNING &amp; DEVELOPMENT</b>	<b>\$297,990.01</b>	<b>\$319,641.56</b>	<b>\$340,201.73</b>	<b>\$20,560.18</b>	<b>\$7,645.03</b>	<b>\$3,063.50</b>	<b>\$2,945.06</b>	<b>\$2,588.86</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$4,317.74</b>	<b>\$20,560.19</b>	
<b>AGRICULTURE</b>														
Agricultural Fieldman	\$62,060.74	\$63,328.96	\$67,837.65	\$4,508.69	\$2,388.16	\$2,120.53							\$4,508.69	
Assistant Agricultural Fieldman - Seasonal	\$21,444.63	\$23,528.45	\$25,448.53	\$1,918.08	\$937.73			\$960.35					\$1,918.08	
Assistant Agricultural Fieldman - Seasonal	\$0.00	\$17,278.70	\$19,811.28	\$2,532.58	\$765.90		\$1,766.68						\$2,532.58	
<b>TOTAL AGRICULTURAL</b>	<b>\$83,505.37</b>	<b>\$104,136.11</b>	<b>\$113,095.46</b>	<b>\$8,589.35</b>	<b>\$4,091.79</b>	<b>\$2,120.53</b>	<b>\$1,766.68</b>	<b>\$960.35</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$8,589.35</b>	
<b>PARKS &amp; PLAYGROUNDS</b>														
General Maintenance	\$7,148.07	\$8,901.31	\$10,137.41	\$1,236.10	\$390.72		\$845.38						\$1,236.10	
General Maintenance	\$7,328.39	\$9,114.43	\$10,137.41	\$1,022.98	\$390.72		\$632.26						\$1,022.98	
General Maintenance	\$1,473.24	\$0.00	\$10,137.41	\$10,137.41	\$390.72		\$1,271.62		\$8,475.07				\$10,137.41	
Seasonal Project Services Technologist	\$9,418.43	\$16,857.79	\$0.00	-\$16,857.79					(\$16,857.79)				(\$16,857.79)	
Parks, Playgrounds and Facilities leadhand	\$0.00	\$0.00	\$63,993.95	\$63,993.95	\$2,461.31		\$4,078.46		\$57,454.18				\$63,993.95	
General Maintenance	\$5,289.09	\$8,901.31	\$10,137.41	\$1,236.10	\$390.72		\$845.38						\$1,236.10	
General Maintenance	\$8,296.11	\$9,114.43	\$10,137.41	\$1,022.98	\$390.72		\$632.26						\$1,022.98	
General Maintenance	\$2,225.74	\$8,901.31	\$10,137.41	\$1,236.10	\$390.72		\$845.38						\$1,236.10	
General Maintenance	\$4,934.30	\$0.00	\$0.00	\$0.00									\$0.00	
General Maintenance	\$5,703.36	\$0.00	\$10,137.41	\$10,137.41	\$390.72		\$1,271.62		\$8,475.07				\$10,137.41	
General Maintenance	\$8,241.61	\$9,746.69	\$10,137.41	\$390.72	\$390.72								\$390.72	
<b>TOTAL PARKS &amp; PLAYGROUNDS</b>	<b>\$60,058.34</b>	<b>\$71,537.28</b>	<b>\$145,093.21</b>	<b>\$73,555.93</b>	<b>\$5,587.07</b>	<b>\$0.00</b>	<b>\$10,422.34</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$57,546.53</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$73,555.93</b>	
<b>TOTAL WAGES AND SALARIES</b>														
	\$4,228,906.59	\$4,483,808.34	\$4,955,707.44	\$471,899.11	\$147,456.26	\$49,999.70	\$76,246.56	\$29,981.34	\$17,702.44	\$91,450.15	\$7,372.50	\$51,689.57	\$471,899.50	
														(\$15,041.12) - reduction
														\$36,648.45

1. Please note: 2007 budget amounts include accrued vacation and estimated overtime  
 2. Please note: \* and \*\* - salary amount doesn't include ambulance casual employee pay; Director of Planning & Development accrued vacation pay is split to three departments



Total 2006 Cost - GL  
 2007 - PB - GL distribution  
 2007 - New Agreement - GL distribution

	Total 2006 Cost - GL	2007 - PB - GL distribution	2007 - New Agreement - GL distribution	Difference	Due to 4% COLA	Due to Anniversary Date Change	Due to Eliminating First 3 Grids	Due to Adding 3 Grids	Due to Increase in standby	Due to adding new positions	Due to Red Circled employee bonuses	Other	Sum of Due Differences	Other information
<b>WAGES &amp; SALARIES</b>														
<b>SUMMARY OF ABOVE</b>														
TOTAL ADMINISTRATION	\$737,683.68	\$902,796.22	\$878,591.58	-\$24,204.64	\$21,487.15	\$7,309.10	\$14,286.16	\$5,978.18	\$0.00	\$0.00	\$2,067.47	-\$75,332.72	-\$24,204.66	
TOTAL FIRE DEPARTMENT	\$80,325.63	\$69,988.98	\$72,467.87	\$2,478.90	\$506.34	\$0.00	\$297.56	\$0.00	\$0.00	\$0.00	\$0.00	\$1,675.00	\$2,478.89	
TOTAL AMBULANCE	\$1,154,314.19	\$1,149,118.40	\$1,299,607.20	\$150,488.80	\$39,947.99	\$21,412.87	\$31,834.77	\$0.00	\$0.00	\$15,894.09	\$2,637.20	\$38,761.92	\$150,488.64	
TOTAL ENFORCEMENT	\$173,444.92	\$75,374.99	\$81,132.50	\$5,757.51	\$2,986.49	\$0.00	\$0.00	\$3,107.02	\$0.00	\$0.00	\$0.00	-\$336.00	\$5,757.51	
TOTAL TRANSPORTATION	\$1,169,796.99	\$1,323,038.27	\$1,448,523.58	\$125,485.31	\$47,275.60	\$12,580.78	\$9,909.32	\$17,326.93	\$4,080.00	\$0.00	\$2,667.83	\$31,644.40	\$125,484.87	
TOTAL WATER TREATMENT & DISTRIBUTION	\$299,360.59	\$283,514.46	\$349,526.99	\$66,012.53	\$10,873.57	\$2,416.40	\$3,167.84	\$0.00	\$7,473.86	\$10,805.72	\$0.00	\$31,275.13	\$66,012.52	
TOTAL SEWER COLLECTION & TREATMENT	\$172,426.89	\$184,662.07	\$227,467.32	\$42,805.26	\$7,055.23	\$1,096.72	\$1,616.84	\$0.00	\$6,148.58	\$7,203.81	\$0.00	\$19,684.09	\$42,805.27	
TOTAL PLANNING & DEVELOPMENT	\$297,990.01	\$319,641.56	\$340,201.73	\$20,560.18	\$7,645.03	\$3,063.50	\$2,945.06	\$2,688.86	\$0.00	\$0.00	\$0.00	\$4,317.74	\$20,560.19	
TOTAL AGRICULTURAL	\$83,505.37	\$104,136.11	\$113,095.46	\$8,959.35	\$4,091.79	\$2,120.53	\$1,766.68	\$980.35	\$0.00	\$0.00	\$0.00	\$0.00	\$8,959.35	
TOTAL PARKS & PLAYGROUNDS	\$60,058.34	\$71,537.28	\$145,093.21	\$73,555.93	\$5,587.07	\$0.00	\$10,422.34	\$0.00	\$0.00	\$57,546.53	\$0.00	\$0.00	\$73,555.93	
<b>TOTAL WAGES AND SALARIES</b>	<b>\$4,228,906.59</b>	<b>\$4,483,808.34</b>	<b>\$4,955,707.44</b>	<b>\$471,899.11</b>	<b>\$147,456.25</b>	<b>\$49,999.70</b>	<b>\$76,246.56</b>	<b>\$29,981.34</b>	<b>\$17,702.44</b>	<b>\$91,450.16</b>	<b>\$7,372.60</b>	<b>\$51,689.57</b>	<b>\$471,898.50</b>	





Mackenzie County	2:006	1:00	2:00	3:00	4:00	5:00	6:00	7:00	8:00
PPO 1 EMR	Daily	130.00	138.24	146.48	154.73	162.97	171.21	179.45	187.69
PPO 2 EMR	Daily	150.00	158.24	166.48	174.73	182.97	191.21	199.45	207.69
PPO 3 EMR	Daily	170.00	178.24	186.48	194.73	202.97	211.21	219.45	227.69
PPO 4 EMR	Daily	210.00	218.24	226.48	234.73	242.97	251.21	259.45	267.69
PPO 5 EMR	Daily	230.00	238.24	246.48	254.73	262.97	271.21	279.45	287.69
PPO 6 EMR	Daily	250.00	258.24	266.48	274.73	282.97	291.21	299.45	307.69
PPO 7 EMR P	Daily	310.00	318.24	326.48	334.73	342.97	351.21	359.45	367.69
PPO 8 EMR P	Daily	330.00	338.24	346.48	354.73	362.97	371.21	379.45	387.69
PPO 9 EMR P	Daily	350.00	358.24	366.48	374.73	382.97	391.21	399.45	407.69

Aeromedical	2:007	EMR	EMT	EMT-P
PPO 1 EMR	Annual	23,725.00	25,229.12	26,733.24
PPO 2 EMR	Annual	27,375.00	28,879.12	30,383.24
PPO 3 EMR	Annual	31,025.00	32,529.12	34,033.24
PPO 4 EMR	Annual	38,325.00	39,829.12	41,333.24
PPO 5 EMR	Annual	41,975.00	43,479.12	44,983.24
PPO 6 EMR	Annual	45,625.00	47,129.12	48,633.24
PPO 7 EMR P	Annual	56,576.00	58,079.12	59,583.24
PPO 8 EMR P	Annual	60,225.00	61,729.12	63,233.24
PPO 9 EMR P	Annual	63,875.00	65,379.12	66,883.24

Parkland Ambulance Authority	2:006	Start	1:00	2:00	3:00	4:00	5:00	6:00
EMT - A	Daily	18.97	19.63	20.31	20.99	21.64	22.39	23.15
EMT - P	Daily	23.93	24.62	25.34	26.04	26.73	27.51	28.32
Lieutenant	Daily	41,544.30	20.81	21.53	22.25	22.94	23.73	24.54
EMT - A	Daily	20.11	20.81	21.53	22.25	22.94	23.73	24.54
EMT - P	Daily	25.37	26.10	26.86	27.60	28.33	29.16	30.02
Supervisor	Daily	52,406.80	21.25	22.14	23.50	24.24	25.08	25.93
EMT - A	Daily	21.25	21.98	22.74	23.50	24.24	25.08	25.93
EMT - P	Daily	26.81	27.58	28.38	29.16	29.94	30.82	31.72

HSAA - Peace Country Health EMS	2:006	StartRate	1:00	2:00	3:00	4:00	5:00	6:00	7:00
EMMS Program Leader	Daily	27.14	28.07	29.06	30.09	31.18	32.29	33.43	34.61
EMMS Direct Manager	Daily	26.15	27.08	28.02	29.01	30.06	31.14	32.24	33.28
Registered EMT	Daily	25.18	26.07	26.98	27.95	28.95	29.98	31.05	32.04
Registered EMT - Paramedic	Daily	24.41	25.07	25.95	26.87	27.84	28.83	29.85	30.81
Registered EMT - Ambulance	Daily	19.75	20.27	20.97	21.72	22.52	23.28	24.09	24.81
Registered EMT-District Manager	Daily	21.33	21.89	22.61	23.46	24.32	25.15	26.15	26.81
Emergency Medical Responder	Daily	10.62	11.17	11.73	12.30	12.85	13.41	13.97	14.54

2:007	StartRate	1:00	2:00	3:00	4:00	5:00	6:00	7:00
EMMS Program Leader	Daily	27.92	28.91	29.93	30.99	32.12	33.26	34.43
EMMS Direct Manager	Daily	26.93	27.89	28.86	29.88	30.96	32.07	33.21
Registered EMT	Daily	25.94	26.85	27.79	28.79	29.82	30.88	31.98
Registered EMT - Paramedic	Daily	24.94	25.82	26.73	27.68	28.68	29.69	30.75
Registered EMT - Ambulance	Daily	20.34	20.88	21.60	22.37	23.20	23.93	24.81
Registered EMT-District Manager	Daily	21.97	22.55	23.32	24.16	25.05	25.90	26.93
Emergency Medical Responder	Daily	10.94	11.51	12.08	12.67	13.24	13.81	14.39





	2,006	Start	IOF	Monthly	State	IOF	Monthly
EMR	Hourly	14.04	17.54	Monthly	1,770.50	2,033.25	21,246.00
EMT		17.32	22.07		2,324.25	3,047.26	27,891.00
EMT-P		20.59	26.52		3,600.33	4,555.98	43,203.96
Dispatch		19.09	24.72		2,697.00	3,691.50	32,364.00
Office Staff		15.17	17.96		1,619.50	2,742.00	19,434.00

