

**AGENDA FOR THE REGULAR MEETING OF  
THE COUNCIL OF THE TOWN OF ONOWAY  
HELD ON THURSDAY, JULY 28, 2022 IN THE COUNCIL CHAMBERS OF THE  
ONOWAY CIVIC CENTRE AND VIRTUALLY VIA ZOOM  
COMMENCING AT 9:30 A.M.  
MEETING IS BEING AUDIO/VIDEO RECORDED**

**1. CALL TO ORDER**

**2. ADOPTION OF AGENDA**

*Recommendation:*

*that the July 28, 2022 Regular Council Meeting agenda be approved as presented*

*or*

*that the July 28, 2022, 2022 Regular Council Meeting agenda be approved with the following amendment(s) (as noted at meeting time)*

**3. ADOPTION OF MINUTES – July 14, 2022 Regular Council Meeting**

*Recommendation:*

*that the July 14, 2022 Regular Council Meeting minutes be approved as presented*

*or*

*that the July 14, 2022 Regular Council Meeting minutes be approved with the following amendment(s) (as noted at meeting time)*

Pg 1-5

**4. APPOINTMENTS/PUBLIC HEARINGS**

- a) 9:35 a.m.– Clayton Lord  
Disc Golf discussion  
Information is attached.

Pg 6-24

*Recommendation:*

*that the discussion be accepted for information*

*or*

*some other direction as given by Council at meeting time*

- b) 9:50 a.m.– Jackie Gaffney  
March Flooding

*Recommendation:*

*that the discussion be accepted for information  
or  
some other direction as given by Council at meeting time*

**5. FINANCIAL REPORTS- n/a**

**6. POLICIES & BYLAWS – n/a**

**7. ACTION ITEMS**

- P925-26 a) Snow Pusher – Further to Council's discussion at their July 14 meeting, Administration has prepared a report on the purchase of this equipment. Craig Rudderham will be in attendance for this discussion.

*Recommendation:*

*that Council approve the purchase of the HLA 5500 Snow Pusher at a cost of \$10,900.00 plus GST, from general reserves*

*or*

*some other direction as given by Council at meeting time*

- P927-38 b) Strategic Planning – CAO Duhamel will be presenting a report on the value of strategic planning and next steps to create a strategic plan.

*Recommendation:*

*that Council accept the proposal for the strategic planning process as presented.*

*or*

*some other direction as given by Council at meeting time*

- Pg 39-40
- c) Economic Development Update – further to Council's discussion at their July 14 meeting, CAO Duhamel will provide an update on an economic development committee.

*Recommendation:*

*that Council direct administration to investigate the creation of an economic development committee and consider economic development duties in the director of corporate services job description.*

*or*

*some other direction as given by Council at meeting time*

- d) Budgeting and Financial Planning – CAO Duhamel will provide recommendations for the re-establishment of capital and operating reserves.

*Recommendation:*

*that Council support Administration's recommendations for re-establishing capital and operating reserves*

*or*

*some other direction as given by Council at meeting time*

- e) Employee Code of Conduct – An employee Code of Conduct is being developed to foster good employee behavior, including respect for Council, courteous service, confidentiality, and protocols related to information sharing.

Pg 41-53 . *Recommendation:*

*that Council accept as information Administration's employee code of conduct policy. Implemented July 25, 2022.*

*or*

*some other direction as given by Council at meeting time*

f)

g)

h)

## 8. COUNCIL, COMMITTEE & STAFF REPORTS

- a) Mayor's Report
- b) Deputy Mayor's Report
- c) Councillor's Reports (x 3)
- d) Chief Administrative Officer Report
- e) Public Works Report

*Recommendation:*

*that the Council, Chief Administrative Officer and Public Works written and verbal reports be accepted for information as presented*  
or  
*some other direction as given by Council at meeting time*

## 9. INFORMATION ITEMS

- P954 a) Motorcycle Ride for Dad – Thank you letter to the Town organizing committee
- P955/64 b) Together 4 Health Headlines – AHS July 18, 2022 newsletter
- c)
- d)

*Recommendation:*

*that Council accept the above noted items for information*

**10. CLOSED SESSION** – Pursuant to Section 197(2) of the Municipal Government Act and Section 16(1)(c)(i), Section 17(4)(d), and 27(1)(a) of the FOIP Act

“Third Party Interests” “Personal Privacy” “Privileged Information”

**11. ADJOURNMENT**

**12. UPCOMING EVENTS:**

- |   |           |
|---|-----------|
| - Aug 11, 2022 – Regular Council Meeting  | 9:30 a.m. |
| - Aug 25, 2022 – Regular Council Meeting  | 9:30 a.m. |
| - Sept 8, 2022 – Regular Council Meeting  | 9:30 a.m. |
| - Sept 22, 2022 – Regular Council Meeting | 9:30 a.m. |

TOWN OF ONOWAY  
REGULAR COUNCIL MEETING MINUTES  
THURSDAY, JULY 14, 2022  
COUNCIL CHAMBERS OF THE ONOWAY CIVIC OFFICE AND ZOOM  
COMMENCING AT 9:30 A.M

	<b>PRESENT</b>	<p>Mayor: Lenard Kwasny  Councillor: Bridgitte Coninx  Councillor: Robin Murray  Councillor: Robert Winterford</p> <p>Administration: Tim Duhamel, Interim Chief Administrative Officer  Chris Yuen, Bloom CME Associate</p> <p>5 members of the public joined the meeting via Zoom  2 members of the public joined the meeting in person</p>
	<b>ABSENT</b>	<p>Deputy Mayor: Lisa Johnson  Debbie Giroux, Recording Secretary</p>
<b>1.</b>	<b>CALL TO ORDER</b>	Mayor Lenard Kwasny called the meeting to order at 9:30 a.m. and advised that the meeting will be recorded.
<b>2.</b>	<b>AGENDA Motion 278/22</b>	<p><b>MOVED</b> by Councillor Bridgitte Coninx that Council adopt the agenda of the Regular Council meeting of Thursday, July 14, 2022 with the following additions and amendments:</p> <p>9h) Rope 3/Papal Visit - Lac Ste. Anne County LSAC Information (Councillor Winterford requested)</p> <p>7f) Snow Pusher discussion – moved from Information to Action Items (Mayor Kwasny requested)</p> <p>10) Closed Session (Interim CAO requested)</p> <p style="text-align: right;"><b>CARRIED</b></p>
<b>3.</b>	<b>MINUTES Motion #279/22</b>	<p><b>MOVED</b> by Councillor Robert Winterford that the minutes of the June 23, 2022 Regular Council meeting be adopted as presented.</p> <p style="text-align: right;"><b>CARRIED</b></p>
<b>4.</b>	<b>APPOINTMENTS/PUBLIC HEARINGS  Motion #280/22</b>	<p>Dale Johnson attended the meeting from 9:35 until 10:05 a.m. to discuss economic development in Onoway.</p> <p><b>MOVED</b> by Councillor Bridgitte Coninx that Council's discussion with Dale Johnson be accepted for information.</p> <p style="text-align: right;"><b>CARRIED</b></p>
<b>5.</b>	<b>FINANCIAL REPORTS</b>	n/a

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6.	<p><b>POLICIES AND BYLAWS</b>  <b>Motion #281/22</b></p> <p><b>Motion #282/22</b></p> <p><b>Motion #283/22</b></p> <p><b>Motion #284/22</b></p>	<p><b>MOVED</b> by Councillor Robin Murray that Bylaw 793-22, being a bylaw to borrow to meet current operating expenditures and obligations for the Town of Onoway, be given first reading.</p> <p style="text-align: right;"><b>CARRIED</b></p> <p><b>MOVED</b> by Councillor Robert Winterford that Bylaw 793-22 be given second reading.</p> <p style="text-align: right;"><b>CARRIED</b></p> <p><b>MOVED</b> by Councillor Bridgitte Coninx that Bylaw 793-22 be considered for third reading.</p> <p style="text-align: right;"><b>CARRIED UNANIMOUSLY</b></p> <p><b>MOVED</b> by Councillor Robin Murray that Bylaw 793-22 be given third and final reading.</p> <p style="text-align: right;"><b>CARRIED</b></p>
7.	<p><b>ACTION ITEMS</b>  <b>Motion #285/22</b></p> <p><b>Motion #286/22</b></p> <p><b>Motion #287/22</b></p> <p><b>Motion #288/22</b></p>	<p><b>MOVED</b> by Councillor Bridgitte Coninx that Council direct Administration to bring forward amendments to the Land Use Bylaw, which currently stipulates that a retail cannabis store shall not be located less than 100 metres (328 feet) from a provincial health care facility – to a minimum distance of 30 metres (98 feet).</p> <p style="text-align: right;"><b>CARRIED</b></p> <p><b>MOVED</b> by Councillor Bridgitte Coninx that the Town provide a door prize not exceeding a value of \$150.00 for the 2022 Alberta Beach and District Seniors Club Show and Shine taking place on August 20, 2022 in Alberta Beach, subject to a review by the Interim CAO.</p> <p style="text-align: right;"><b>CARRIED</b></p> <p><b>MOVED</b> by Councillor Robert Winterford that the Town provide a door prize not exceeding a value of \$150.00 (and including some Town promotional items) for the EQUUS Community Connection Charitable Golf Tournament being held on August 4, 2022 (that is raising funds for Search and Rescue Alberta).</p> <p style="text-align: right;"><b>CARRIED</b></p> <p><b>MOVED</b> by Councillor Robin Murray that Council proclaim the week of September 19-25, 2022 as Rail Safety Week, as requested by CN. Mayor Kwasny read a proclamation.</p> <p style="text-align: right;"><b>CARRIED</b></p>



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8.	<b>COUNCIL, COMMITTEE &amp; STAFF REPORTS</b>  <b>Motion #289/22</b>	<p>Craig Rudderham attended the meeting and provided a public works update.</p> <p><b>MOVED</b> by Councillor Bridgitte Coninx that Administration prepare funding source information for a new snow pusher and bring information to a future meeting.</p> <p style="text-align: right;"><b>CARRIED</b></p> <p>Council recessed for 5 minutes at 10:45 a.m. and continued with Action items.</p>
7.	<b>ACTION ITEMS</b> <b>Motion #290/22</b>	<p><b>MOVED</b> by Councillor Robin Murray that Administration advise Lac Ste. Anne County that they have reviewed Lac Ste. Anne County's Subdivision Request 009SUB2022 and have no concerns.</p> <p style="text-align: right;"><b>CARRIED</b></p>
8.	<b>COUNCIL, COMMITTEE &amp; STAFF REPORTS</b> <b>Motion 291/22</b>	<p><b>MOVED</b> by Councillor Bridgitte Coninx that the Council, Interim Chief Administrative Officer and Public Works written and verbal reports be accepted for information.</p> <p style="text-align: right;"><b>CARRIED</b></p>
9.	<b>INFORMATION ITEMS</b> <b>Motion #292/22</b>	<p><b>MOVED</b> by Councillor Bridgitte Coninx that Council accept the following items for information:</p> <ul style="list-style-type: none"> <li>a) Alberta Beach – June 23, 2022 letter from Mayor Angela Duncan responding to Onoway's Challenge to Show Appreciation to First Responders</li> <li>b) Together 4 Health Headlines – AHS July 4, 2022 newsletter</li> <li>c) CN – June 22, 2022 news release regarding their investment of \$365 million in Alberta</li> <li>d) Waste Reduction Week in Canada October 10-26 – Municipal Resource Kit</li> <li>e) Recycling Council of Alberta – June 27, 2022 email advising of their Circular Economy Conference in Jasper in October, 2022</li> <li>f) Town of Onoway Development Permit 22DP06-24 – operation of a home occupation "About that Lash Life" eyelash studio at 4335 Lovell Close</li> </ul> <p style="text-align: right;"><b>CARRIED</b></p>



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10.	<p><b>CLOSED SESSION</b>  <b>Motion #293/22</b></p> <p><b>Motion #294/22</b></p> <p><b>Motion #295/22</b></p>	<p><b>MOVED</b> by Councillor Bridgitte Coninx that pursuant to Section 197(2) of the Municipal Government Act Council move into a closed session at 11:30 a.m. to discuss the following items:</p> <p>“Legal – FOIPP Section 27-privileged information”</p> <p style="text-align: right;"><b>CARRIED</b></p> <p>A recess was held from 11:30 a.m. until 11:32 a.m.</p> <p><b>CLOSED SESSION:</b>  The following individuals were present for the Closed Session:  Mayor Lenard Kwasny  Councillor Bridgitte Coninx  Councillor Robin Murray  Councillor Robert Witterford  Tim Duhamel, Interim Chief Administrative Officer  Chris Yuen, Bloom CME Associate</p> <p>A recess was held from 11:53 a.m. until 11:55 a.m.</p> <p><b>MOVED</b> by Councillor Robin Murray that Council move out of Closed Session at 11:55 a.m.</p> <p style="text-align: right;"><b>CARRIED</b></p> <p><b>MOVED</b> by Councillor Bridgitte Coninx that Council accept the discussion in Closed Session for information.</p> <p style="text-align: right;"><b>CARRIED</b></p>															
11.	<b>ADJOURNMENT</b>	<p>As all matters on the agenda have been addressed, Mayor Lenard Kwasny declared the regular council meeting adjourned at 11:57 a.m.</p>															
12.	<b>UPCOMING EVENTS</b>	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;">July 28, 2022</td> <td style="width: 60%;">Regular Council Meeting</td> <td style="width: 20%;">9:30 a.m.</td> </tr> <tr> <td>August 11, 2022</td> <td>Regular Council Meeting</td> <td>9:30 a.m.</td> </tr> <tr> <td>August 25, 2022</td> <td>Regular Council Meeting</td> <td>9:30 a.m.</td> </tr> <tr> <td>September 8, 2022</td> <td>Regular Council Meeting</td> <td>9:30 a.m.</td> </tr> <tr> <td>September 22, 2022</td> <td>Regular Council Meeting</td> <td>9:30 a.m.</td> </tr> </table>	July 28, 2022	Regular Council Meeting	9:30 a.m.	August 11, 2022	Regular Council Meeting	9:30 a.m.	August 25, 2022	Regular Council Meeting	9:30 a.m.	September 8, 2022	Regular Council Meeting	9:30 a.m.	September 22, 2022	Regular Council Meeting	9:30 a.m.
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\_\_\_\_\_  
Mayor Lenard Kwasny

\_\_\_\_\_  
Chris Yuen

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COMMENCING AT 9:30 A.M

Bloom CME Associate

UNAPPROVED



Pictured: Disc Golf Basket at Canmore Nordic Centre

# Onoway Elks Park Disc Golf Park

07-02-2022

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Written by:  
Birdcage Disc Golf  
Clayton Lord  
Stephen Schoenthaler

## Overview

While disc golf has been a growing sport for many years, its popularity is rapidly expanding. Disc golf was already a quickly growing sport in North America before the pandemic and since it is a socially distant outdoor sport with a low cost to start, it has seen an explosion of popularity in the past year.

This has caused an overwhelming increase in course usage throughout Canada. The existing courses are terribly busy, and we are seeing new courses built all over the globe! There are more than 11,300 disc golf courses worldwide, 275+ in Canada, and more are being opened daily.

Due to the boom in the sport, there has been an increase in Disc Golf related travel and tourism. There is an increasing demand for junior player programs to introduce youth to disc golf and this year will be the start of an Alberta Disc Golf Youth Competition! With the lack of course space, league and tournament registrations have been selling out in hours.

In order for the residents of Onoway to experience this sport and gain from its popularity, we at Birdcage Disc Golf are proposing that a 9-hole course be built in Elks Park. This course would be open to the public and free to play, creating a great amenity and benefit for our community.

## Goals

1. Build a high-quality 9-hole disc golf course open to the public and capable of hosting a disc golf league.
2. Create free public space for an additional outdoor activity.
3. Have a venue for affordable active youth programs.
4. Revitalize an illustrious park in the heart of the town ideal for pedestrian traffic.
5. Partnership with both schools for a new activity to their physical education programs that is in close proximity.

## Community Benefit

### Accessible Community Disc Golf Course and Green Space

In addition to the growing popularity of the sport, one of the most attractive reasons for municipalities to build disc golf courses is they are easy to build in existing park space and can easily coexist with other uses of the park, including walking trails, dog parks, biking, cross country skiing, and more. The combination of trees and open spaces that make a good course also make for a great community park space and some thoughtful park and course design can make all these activities work well in the same space.

We propose a multi-use park, which would have maintained walking trails for all members of the public. There will be no course fees for the public and trails will be placed in such a way that pedestrian traffic will have minimal to no exposure to flying discs unless walkers choose to use the disc golf fairways for walking trails. Warning signs will be placed to let people know when walking onto the course to watch for disc golfers and discs.


### Affordable Youth Sports Programming

Disc golf is much cheaper to start out in than many other activities. Our organization would be looking to seek a partnership with the Onoway Elementary and Junior/Senior High Schools to jumpstart a local youth program. This program would include the ability to obtain beginner sets a discount to provide the schools with an affordable entry into the sport. With plenty of youth tournaments and the Alberta Youth Championships, there are wonderful opportunities for young disc golfers to learn, grow, and have fun with disc golf! We would like to expand this program as we grow the sport and bring disc golf to more players within our communities. A 9-hole course would allow us to have more spaces for more players and make it more available for those that live in and around Onoway.

### Tourism

A well-designed 9-hole course would draw visitors to the town to play it from the Lac Ste. Anne and Parkland counties. A 9-hole course could also facilitate a local seasonal league that could draw on membership fees to help the cost of the minimal course upkeep.

Further to the league, many casual players regularly travel to play courses drawing players from all over Western Canada, with many players traveling to different courses on a weekly basis. The free mobile app UDisc (Available on iPhone and Android) shows course locations



and ratings of all disc golf courses in the world providing a great avenue for players to discover the course and decide to make the trip to play!

### **Provide a Covid-friendly Outdoor Activity.**

Disc golf courses have seen a significant rise in usage during the 2020 season which can be partially attributed to the Covid 19 pandemic. This is an outdoor activity that is quite easy to social distance and stays safe whilst playing this contactless sport. Disc golf has provided a uniquely safe way for friends and family to be active, enjoy the outdoors, and provide much-needed socialization at the same time.

## **Universal Design Considerations**

### **Safety Considerations**

The layout will be intentionally designed for discs to be thrown away from existing walking trails and with treelines protecting errant throws from trails and playgrounds. Safety is a primary concern in the design of this course.

### **Skill Level Considerations**

Taking into consideration the size of the available space and the demographic of the area, a 9-hole beginner course would be ideal. An overall shorter length makes the course more accessible to people of all ages and skill levels while also making it a safer activity in the shared use park. The mix of trees and open areas provides a little bit of challenge that will be bringing the intermediate/advanced players back to try and master the shot shapes.

### **Course Variation**

Each hole would have two basket locations planned. There would only be one basket on each hole, but two locations where the basket can be moved between. This is done using an installed base that the basket is locked into (usually with a padlock). The association will periodically move the baskets between these two locations to add variation to the course and to keep it interesting for players that play the course often. This is a small cost addition to the course and is standard practice on most disc golf courses.

## Location

### Elks Park



Above is a potential course layout for the property.

Elks Park can house a great technical 9-hole, mixed wooded course within the currently little-used areas of the park. Building a disc golf course here requires minimal construction, with underbrush, dead trees, and smaller trees needing to be cleared. We will intentionally design the course so that no mature trees will be removed.

### Location Advantages

- Mature trees and elevation changes create a challenging mixed course that rewards accuracy.
- The central location of this park grants excellent pedestrian access
- Public amenities in Elks Park mean that washrooms are already on-site, and there is nearby parking, and restaurants.
- This property is already mowed and maintained by the town so no additional upkeep is required! Disc golf is a very low-maintenance sport compared to others.

### Location Drawbacks

- Smaller property size means that there would be a restriction on course length and would not allow for any potential expansion opportunities.

## Expenses

Elks Park has existing infrastructure minimizing extra cost to complete the course. The chart below summarizes and shows the retail value of these costs.

Quantity	Item	Per	Cost
9	Disc Golf Basket	500	4500
9	Tee Signs	175	1575
6	Caution Signs	175	1050
9	Tee Pads	1000	9000
1	Course Sign	1000	1000
<b>Total</b>			<b>17125</b>

## Funding Sources

Funding for installation will come in multiple different ways. Firstly, this project qualifies for the Community Facilities Enhancement Program (CFEP). This allows us to use donated time and labor to draw in government funding to match every dollar donated. Secondly, we would look for community sponsorship in the form of hole sponsors, and title course sponsors. There are a number of small businesses in immediate proximity that would benefit from an increase in traffic in the area, as well as some larger businesses in the community looking to give back. Proven fundraising methods for disc golf holes are to sell sponsorships for tee signs and for the main course sign. All funds obtained through fundraising will be matched dollar to dollar with the CFEP.

## Contacts

Clayton Lord Owner and Course Designer

587-337-8018

[birdcageclay@gmail.com](mailto:birdcageclay@gmail.com)

Steve Schoenthatler Owner and Course Designer

780-905-2934

[birdcagecsteve@gmail.com](mailto:birdcagecsteve@gmail.com)








(12)

# THE DISC GOLF GROWTH REPORT

powered by 

## MORE PLAYERS

## MORE COURSES

### 50 MILLION Rounds Played In 2020

35-37 million in the United States  
15-16 million internationally

  
**11.7 MILLION**  
Rounds Scored On UDisc

3x more than 2019

**50% OF NEW DISC GOLFERS**   
Scored 5 Rounds In Their First Month 

 **60% of ALL Disc Golfers**  
Play At Least Once A Month

  
**OVER 11,500**  
Disc Golf Courses In The World

  
**3.5 COURSES**  
Built Every Day In 2020

**91% Of Disc Golf Courses**   
Are Free To Play

  
**77 (AND COUNTING)**  
Countries With Disc Golf Courses

13

LEARN MORE AT [UDISC.COM/GROWTH](https://udisc.com/growth) Published Feb. 2021



## The Disc Golf Boom, One Year Removed

The [2021 Disc Golf Growth Report](#) documented disc golf's explosion, with massive increases in participation and course infrastructure fueled in part by the COVID-19 pandemic and people's desire to find safe alternatives to indoor activities. But that burst of interest in the sport left our team pondering disc golf's place in a post-vaccination world, a future we alluded to in last year's report:

*"Whether this newfound surge in interest holds steady remains to be seen—the enthusiasm numbers shared above bode well—and retention of disc golfers is something our team will be tracking closely in 2021."*

Put simply, we had one big question on our mind for most of the last year:

*Did the disc golf bubble burst after 2020?*

We're happy to report the answer is a resounding "no."

Welcome to the **2022 Disc Golf Growth Report powered by UDisc**, where information from the world's leading player-powered disc golf app will demonstrate how much this sport continues to thrive.



That's up from 3.5 per day in 2020—a **50% increase**.

Disc golf course infrastructure is what will make the sport sustainable for the long haul. Building more places to play has wide-reaching implications for continued growth, whether it's in public parks, private venues, or community spaces like schools and churches. Just look at Calgary, Alberta, Canada as a perfect case study.

According to Calgary Disc Golf Club President James Koizumi, in late 2020 players were faced with losing one of the city's most popular 18-hole courses "indefinitely" as it needed to be pulled for environmental recovery. Another course was set to be removed at least through Fall 2021 for a construction project. That left the club down to one course and scrambling for alternatives as they sought to accommodate the surge of players who found disc golf during the pandemic.

Luckily, they had data on their side.

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Combining UDisc round counts and information from the 2020 Growth Report, Koizumi and his fellow club leaders determined that **disc golf provided more than 1 million hours of recreation** for Calgary citizens. The power of that number has helped the club earn a seat at the table in all parks and recreation planning discussions and helped them find suitable temporary locations while their previous courses were out of commission.

More importantly, that statistic helped Calgary secure six more courses for 2022 and beyond.

Koizumi's advice to fellow disc golfers looking to do the same? **"Translate the stats and align them with city stakeholders' goals."**



# 13,323

## Courses Worldwide

(15% increase from 2020)

That's a whole lot of places to card your next birdie. They can all be found in [UDisc's online course directory](#), as well as in the UDisc app.

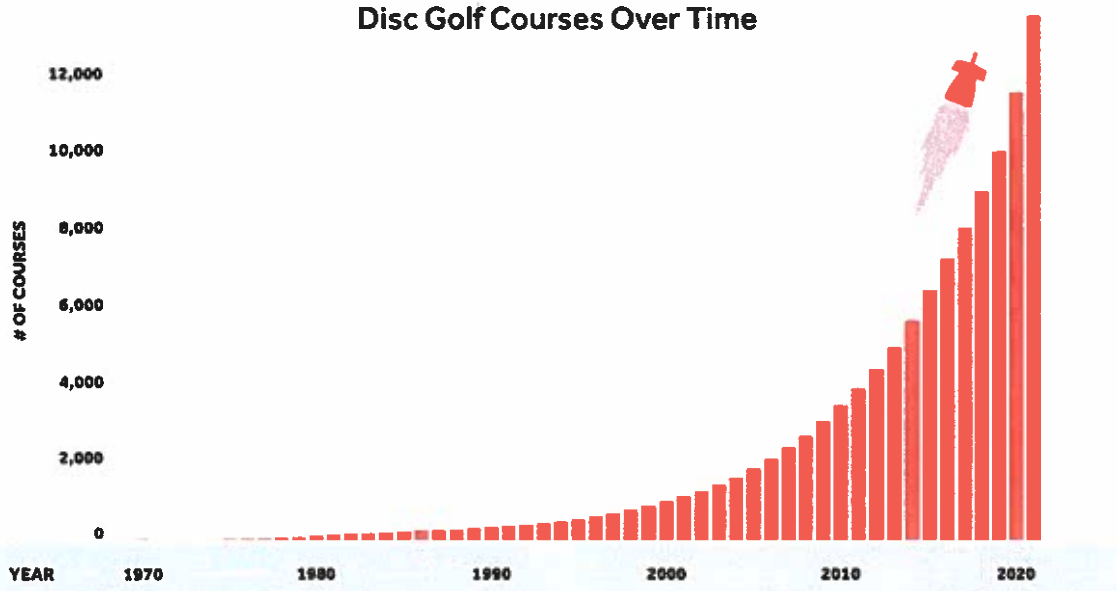


## Of Courses Were Built in the Last Decade

9,450+ courses have been installed since 2012. Take a ride in our disc golf rocket ship and check out how courses have grown over time!



## Disc Golf Courses Over Time



Thank your local disc golf clubs, parks and recreation departments, and volunteers—they've been grinding for the last decade to get more courses in the ground.

Want to make that rocket keep flying higher? Check out our article [How To Get A Disc Golf Course In Your Area.](#)



**90%**  
Of Courses are  
Free to Play

Free courses in public parks continue to be the lifeblood of the sport. Indeed, disc golf's low barrier to entry is one of its most attractive features, as it's easy for new players to dip their toes in the pond and quickly get hooked.

**55%**  
Of Courses are  
in Public Parks



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But if the parks are a little too busy for your schedule, there are plenty of other great venues that are adding disc golf each day:



Golf Courses  
**385**



Schools +  
Universities  
**1254**



Breweries +  
Wineries  
**78**



Ski Areas  
**295**

Disc golf is truly an international affair, with more and more countries adding the sport every day. There are nearly **9,000 disc golf courses in the U.S.**, while more than **4,300 are spread throughout the rest of the world.**



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## Countries with Disc Golf Courses

(And Counting)

As for countries where the disc golf was already established, we've got to give a shoutout to a few places that power through the cold and have built the sport into a national pastime. Check out how many courses these three powerhouses added in 2021:



Norway:  
**142 Courses Added**



Canada:  
**157 Courses Added**



Sweden:  
**165 Courses Added**

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# PARTICIPATION GROWTH

All those new courses have provided a bevy of opportunities for disc golfers to get out and play. And play they did.



That's a nearly **50% increase over 2020 scoring numbers**, a clear sign that disc golf's popularity has staying power.



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Mauka Disc Golf – Princeville, HI

Every U.S. state experienced double-digit growth in rounds played from 2020 to 2021. Disc golfers in **Hawaii**, in particular, flocked to the course in droves: Aloha Staters played 121% more disc golf in 2021!



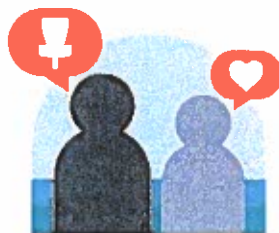
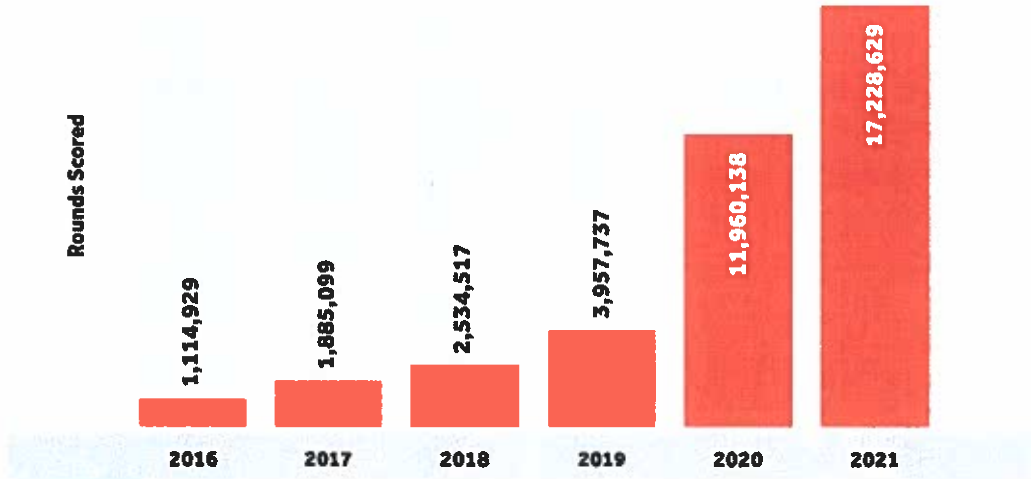
Indeed, a few countries deserve special recognition for their participation growth, as well. Of countries with at least 1,000 rounds scored on UDisc in 2020, **Mexico** set the pace by jumping up 136% in 2021. For countries with 10,000 rounds, the **Åland Islands** grew by 111%. And among nations with more than 100,000 rounds last year, **Denmark** took the crown by doubling its play, logging more than 285,000 rounds with the app.

Some more eye-popping stats:

- Scoring on UDisc has more than quadrupled since 2019.
- Since 2016, scoring has grown by 1,445%.

20

## Rounds Scored on UDisc Over Time



# 90%

## Of Players Introduced at Least One Person to the Sport

Talk about network effects. Disc golf grows via word-of-mouth, as respondents in our November 2021 in-app survey reported huge numbers of sharing the sport with friends and family. Here's the breakdown from more than 7,700 responses:

**51%**  
Of players introduced  
1-3 people

**24%**  
Of players introduced  
4-6 people

**5%**  
Of players introduced  
7-9 people

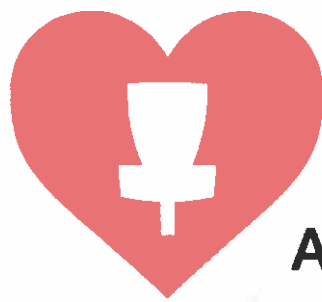
**10%**  
Of players introduced  
10 or more people

**1.1M**  
Players Used UDisc in 2021

Suffice to say, the app has come a long way since it started as a hobby project in 2012. The UDisc community grows and thrives with every round played, every course added, every throw measured, and every review written.

From our team to all of the players, thank you for sharing this milestone with us.

21



**97%**  
Of Players  
Are Still Stoked

Of survey respondents who were playing in 2020, almost all of them carried over their appetite for the sport into 2021: 97% feel as excited or more excited about disc golf than they did last year. If that doesn't bode well for the game's future, we don't know what does.



**59%**  
Of Disc Golfers Play at  
Least Once a Month

We crunched the numbers and found four categories of disc golfers based on their scoring habits with the UDisc app:

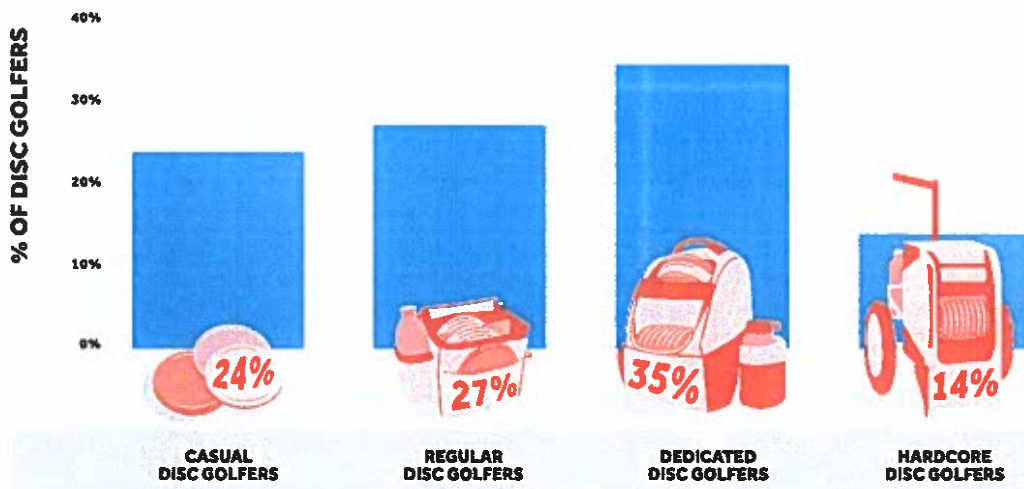
**Casual Disc Golfers: 24%** Casual disc golfers use the app to score a handful of rounds per year. Their interest in the game is developing, or they are familiar with the sport but are not frequent players.

**Regular Disc Golfers: 27%** Regular disc golfers make up just over a quarter of the players on UDisc. They score a round with UDisc roughly once per month and top out around 20 rounds played per year.

**Dedicated Disc Golfers: 35%** Dedicated disc golfers represent a significant portion of the UDisc participation base. These players tend to score with UDisc roughly once a week. They are frequent disc golfers.

**Hardcore Disc Golfers: 14%** Hardcore disc golfers are the final, most avid members of the UDisc population. These enthusiasts play multiple times per week, with some scoring more than 100 rounds per year. The most prolific disc golfer on UDisc scored 1,355 rounds in 2021!

### Player Enthusiasm Report



**Players who adopted the sport in 2020 and 2021 are just as enthusiastic as those who played before the boom.**

We asked players to rate, on a five-point scale, how much they think about disc golf or talk about it with others. The averages of their self-reported results are quite intriguing:

- **Started in 2021:** 3.47 out of 5
- **Started in 2020:** 3.65 out of 5
- **Started in 2019 or earlier:** 3.65 out of 5

Simply put, it doesn't really matter when you started playing. Once disc golf hooks you, it reels you in.

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Fueled by a potent combination of players sharing their love for the game and hard-working organizers building more and more courses, disc golf is seemingly powered by rocket fuel. The sport continues its journey to the stratosphere in 2022, and we're excited to work with the community to get as close as we can.



Founded in 2012 by two Iowa State University graduates, UDisc has grown from a tool born of the need to find disc golf courses into so much more. Disc golfers can now keep score and navigate interactive maps for more than 10,000 courses, run leagues, measure throws, and track their progress as a player from the convenience of their phone. UDisc also supplies instant scoring and statistics for disc golf's top professional events and releases annual rankings of the world's best disc golf courses. With more than 1 million downloads on the Apple Store and Google Play, it is the #1 app for disc golfers.

If you're looking for information about how much disc golf is played in your region, reach out to our team at [hello@udisc.com](mailto:hello@udisc.com) and we'll be more than happy to help.

**Town of Onoway**

**Request for Decision**

Meeting:	<b>Council Meeting</b>
Meeting Date:	July 28, 2022
Presented By:	Craig Rudderham, Public Works Foreman
Title:	<b>Snow Pusher Attachment for Loader</b>

**BACKGROUND / PROPOSAL**

The Town of Onoway Public Works division is considering the purchase of an HLA 5500 series 12' snow pusher for the John Deere 624J loader. The snow pusher measures 12' wide and 42" tall with wings protruding from each end to grab snow windrows left by the grader. In previous years, Public Works has used a standard loader bucket measuring 8'6" wide and 48" tall. The limitations of only having this attachment prevented the removal of windrows in residential areas due to the amount of time needed to do the work and resulted in windrows being piled on road edge and the edges of property. The proposed pusher would move significantly larger volumes of snow/ice and would facilitate a more efficient removal and piling of windrows leaving roads as wide as possible and less snow being left at edge of properties.

**DISCUSSION / OPTIONS / BENEFITS / DISADVANTAGES**

HLA 5500 Series snow pushers ranges in size from 12' to 18' widths with an operational weight of 40,000lbs. The 12' option would be best suited for the Town of Onoway due to the amount of street parking in residential areas. There is a 4500 series of the same design, however it has a height of only 36" and an operational weight of 25,000lbs. The 4500 series is less costly to purchase but would not be address the town's needs as completely the 5500 series.

Another option for removal of snow windrows would be a snow blower attachment for the loader. However, the initial cost of a snow blower would be substantially more and the maintenance cost are also higher. Using a snowblower would also require the contracting of multiple trucks in order to have snow windrows removed in a timely manner.

**Pros:**

The snow pusher attachment is an efficient tool for pushing snow windrows into a pile to be loaded and hauled to snow dump locations.

Its ability to move large volumes of snow would facilitate the removal of windrows along in residential areas from 48<sup>th</sup> street, 47<sup>th</sup> street, 46<sup>th</sup> street, Yeoman Drive, Miller Drive and Payne Ave.

Roadways in the above-mentioned streets would not see a decrease in width from windrows being left on road edge, allowing for better traffic flow and better parking.

Areas that already have windrows piled and hauled to snow dumps, would see this process completed in less time due to the volume of snow that the pusher can move compared to the traditional loader bucket.

Snow windrows would not be left on residents' property, effectively eliminating concerns by residents of sand and salt killing grass. This would also cut down on the amount of spring cleanup needed to remove sand from curbs and boulevards which would result in less time needed for street sweeping.

Minimal upkeep needed on the attachment as there are no moving parts. Cutting edges of the pusher would be replaced as needed.

**Cons:**

Increase in fuel cost due to an increase of snow being transported to the snow storage locations.

At times, another truck would need to be contracted in order to deal with large amounts of snow in a timely manner.

**STRATEGIC ALIGNMENT**

Improved Road Maintenance.

**COSTS / SOURCE OF FUNDING**

\$10,900.00 plus GST. General Reserves.

**RECOMMENDED ACTION**

That council approve the purchase of the HLA 5500 Snow Pusher.

## Town of Onoway

### Request for Decision

Meeting:	<b>Council Meeting</b>
Meeting Date:	July 28, 2022
Presented By:	Tim Duhamel, Interim CAO
Title:	<b>Subject: Strategic Planning</b>

#### **BACKGROUND / PROPOSAL**

The town of Onoway is currently without a current strategic plan. The town has recently designated Tim Duhamel as its interim chief administrative officer. Tim Duhamel is the President of Bloom Centre for Municipal Education and has been contracted by multiple municipalities to complete strategic planning workshops and deliver completed strategic plans.

Examples of municipalities that have contracted Bloom to complete strategic plans:

- Town of Bonnyville
- Town of Wembley
- District of Chetwynd
- Lac La Biche County
- Town of Stony Plain
- Town of Redwater

Bloom is offering to complete a strategic plan for the town of Onoway during the delivery of the management services agreement at no added cost to the Town. Bloom's standard price for the service is \$15,000.

#### **DISCUSSION / OPTIONS / BENEFITS / DISADVANTAGES**

Completing a strategic plan process will clarify council's priorities and vision for the town of Onoway. The process will support the identification of short, mid, and long-term strategic objectives. This will allow administration to develop action plans in support of the achievement of Council strategic priorities and vision for the community. To facilitate this process, Council will need to commit to a full day and a half of workshops. Dates will need to be determined.

#### **STRATEGIC ALIGNMENT**

Good Governance, Service Excellence.

#### **COSTS / SOURCE OF FUNDING**

Bloom is offering to facilitate the process at no cost.



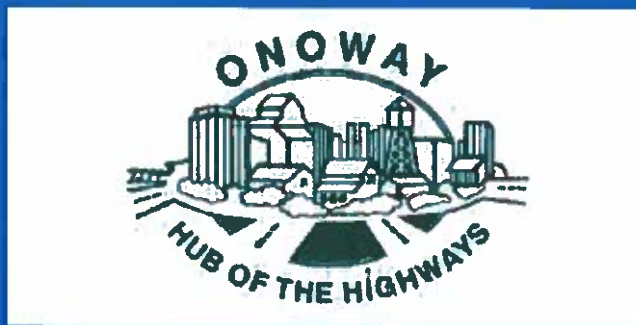
**RECOMMENDED ACTION**

That Council accept the proposal for the strategic planning process as presented.

# BLOOM

Centre for *Municipal Education*

## Town of Onoway Strategic Plan Proposal



July 28, 2022

## PROPOSAL FOR COUNCIL STRATEGIC PLANNING SESSION

July 28, 2022

### 1. Summary

This proposal outlines a potential project to facilitate the municipal Council for Town of Onoway (the "client") through a Council strategic planning session that will focus on developing action plans to meet the strategic goals outlined in Council's Strategic Plan. The session will incorporate the use of Bloom CME's custom Municipal Scan process.

Strategic planning is a misunderstood exercise that too often does not result in actions and plans and that enable Council's vision. The result is unintentional relationship challenges between Administration, Council, and the public.

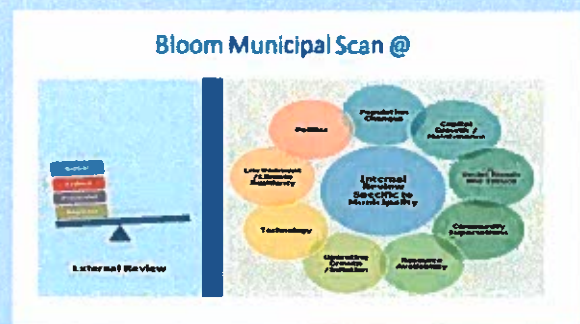
To facilitate success, the strategic planning exercise must integrate effectively with administrative processes such as corporate planning, business planning, and budgeting.

Bloom's approach to the strategic planning exercise is unique in that it focuses on tying strategic goals and vision to a municipality's operational readiness and financial capacity. It is a process grounded in reality. Bloom's strategic action plan workshop tangible action is taken through departmental plans and operating and capital budgets to make the vision of a strategic plan a reality.

Bloom's exercise does not just focus on what "could be". It focuses on:

- "Where are you?"
- "Where do you want to be?"
- "How do you get there?"
- "How do you measure success?"

**Where are you?** Prior to the workshop, Bloom will review all strategic, planning, budget, and operational documents to understand the Town of Onoway's strategic and operational position. An online interview will be conducted with the Town of Onoway executive administration to confirm observations and conclusions from the review in preparation for the workshop.



**Where do you want to be?** Prior to the workshop, observations and conclusions from the review will be provided to council for workshop preparation.

**How do you get there?** The actual workshop day will focus on actionable items over the next 4 years that will enable council's vision for the community. This energised day will focus on fleshing out action plans while exploring both opportunities and challenges to meeting council's vision. Realistic and attainable actions will be identified that consider both human and financial resource constraints to complete the action plans Council deems as priority. A workshop goal is to set council and administration up for success.

From this energized and productive day, the foundation for action plans linked to the strategic plan is created. Bloom provides not just a strategic action plan, but advice and a road map on how to facilitate the action plans through department business plans and budgets, moving your municipality toward success.

**How do you measure success?** Actions approved to move on the strategic plan are identifiable and measurable for an easy reference of the success of the strategic plan through the reporting process. Bloom will provide advice on how this can be achieved.

**The Bloom difference.** How is Bloom different in its approach? Bloom does not see itself as a consulting company. We are former municipal professionals and elected officials focusing on education and best practices. We recognize the need and importance of tangible results leading to success. We have done the things we teach and consult on with great success over our careers and are committed to relaying that success to our clients. We become partners in our client's success and are committed to the development of fruitful and positive relationships.

## 2. Value

The Bloom Team strongly believes the end goal of every project is to provide true value, which is why we have spent extra time defining the value. Here are some significant deliverables and values we believe this project can deliver:

1. A systematic process for reviewing and gathering valuable operational and strategic information through the Municipal Scan framework.
2. Comprehensive identification of real challenges and opportunities.
3. An energized and focused strategic discussion grounded in reality.
4. Identification of a strategic action plan that is linked to Council's Strategic Vision and grounded in the evidence of the municipality's "current state".
5. A roadmap on how to turn the strategic goals and vision into reality through the municipal planning and budget process.

6. An assessment of the organization's readiness and financial capacity to make the vision a reality.
7. A high-quality Council driven, and communicative action plan document will be delivered that speaks to Administration and to the public in a way that is clear and understandable.

### 3. Agenda

AGENDA ITEM	OUTCOME	ACTIVITY
<b>DAY 1: Half Day (optional) Getting Started – Municipal Motivation Senior Administration – A half day session with senior administration focused on municipal value, challenges specific to the Town of Onoway , and improving the Council/Administration relationship.</b>		
Introductions Roundtable	Town of Onoway staff	<i>Roundtable introductions</i>
Presentation	Municipal Motivation - presentation (value of municipalities and the services delivered)	<i>Presentation Roundtable discussion</i>
Municipal Scan	Opportunities and challenge review	<i>Roundtable discussion</i>
Relationship Leadership	Musing on municipal relationship focusing on positive relationships strategies for council and administration	<i>Facilitated discussion</i>
<b>DAY 2: Council Education / Administration Team Building</b>		
Introductions/workshop overview	Workshop orientation and municipal value presentation	<i>Presentation discussion</i>
Municipal basics and value	A presentation focusing on the business of municipalities, today's challenges and opportunities	<i>Presentation discussion</i>

Relationship and team-building	A presentation on positive relationships with the public, between elected officials and council/administration. The session sets the tone for long term relationship success.	<i>Presentation discussion</i>
Municipal Motivation	An energized and entertaining presentation focusing on the value municipalities deliver to residents daily. The session is interactive with elected officials to develop a "public value footprint" specific to the Town of Onoway.	<i>Presentation discussion</i>
Financial Realities and Priority Setting	Bloom will conduct a high-level review of the financial state of the Town of Onoway and will present the findings to the elected officials. This will set the tone for setting priorities within the strategic planning session and for future budgets.	<i>Presentation discussion</i>
Recap	Recap of the day by Bloom. An open discussion on council relationships, council admin relationships. Tips and strategies for successful communication and relationship building will be provided.	<i>Presentation discussion</i>
<b>Day 3: Strategic Plan Session</b>		
Introductions/workshop overview	Workshop orientation and municipal value presentation.	<i>Presentation discussion</i>
Strategic planning framework review	A presentation on strategic planning with a special focus on the Bloom municipal equation and quality of life. The Town of Onoway's mission and values will be discussed. A Council's message to the community will be considered.	<i>Presentation discussion</i>

Bloom Municipal Scan	A facilitated review of the Bloom municipal scan factors specific to the Town of Onoway.	<i>Facilitated discussion</i>
Tie in of Municipal Scan Framework to Strategic Planning	A high-level review of the scan information obtained and how it feeds into the strategic planning discussion.	<i>Presentation/review</i>
Strategic Priorities	Determination of council's strategic priority focus areas, goals, and key objectives.	<i>Facilitated discussion</i>
Strategic Discussion	Council's strategic vision in the context of a long-term vision. A vision for the community will "come alive".	<i>Facilitated discussion</i>
Strategic Action Plans	Actions are discussed to achieve strategic goals and the emergence of plans and how to make the "strategic plan happen" is discussed. Identification of action plans to enable council's strategic vision - 4-year period.	<i>Working session with deliverables</i>
Council / Executive Administration	Recap of the day by Bloom. An open discussion on Council relationships, Council/Admin relationships. Tips and strategies for successful communication and relationship building will be provided.	<i>Presentation discussion</i>
Next Steps	A "roadmap to success" will be discussed to turn the workshop action plan deliverables into reality.	<i>Presentation discussion</i>



Centre for Municipal Education

#### 4. Who We Are

PO Box 3324  
Sherwood Park, AB T8H 2T3  
780-932-8254  
[www.bloomcme.com](http://www.bloomcme.com)

Bloom Centre for Municipal Education (Bloom) is an education and consulting firm dedicated to empowering urban and rural municipalities in Alberta and across Canada. The company was founded in 2016 by municipal professionals possessing 60 years combined experience in the municipal sector. The Bloom team has an intimate understanding of the challenges municipalities face, including those related to asset and financial management, strategic planning, and the revised *Municipal Government Act*. The team's pillars of expertise include financial and asset management, communications, and project management.

Tim Duhamel, President of Bloom, is a full-time educator and consultant whose knowledge and specialized background ties directly to municipal success in all areas. Duhamel is a former municipal finance professional, Municipal General Manager, and CAO who has led municipalities through natural disasters, negotiations, capital plan development, project prioritization, decision making, presentations to Council and messaging for the public.

He has over \$1 billion in capital decisions and \$4 billion in operating budgets under his guidance and is considered one of the top municipal professionals in Canada. He has been contracted to create and deliver numerous courses for the Alberta Government Finance Officers Association (GFOA) and now the Canadian Association of Government Finance Officers (CAGFO) responsible for educating nearly 10,000 municipal finance professionals.

Bloom is supported by a team of associate consultants with backgrounds in finance, leadership, education, municipal governance, administration, project management and communications.

Bloom CME is a registered trade name of its parent corporation, Duhamel Municipal Consulting. Neither Bloom nor its officers and key personnel have any significant or material judgements, claims, arbitration proceedings or suits pending or outstanding.





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## 5. Resources

Bloom CME will provide team members Tim Duhamel, Ryan Duhamel, Annette Wierstra, Chris Yuen, Shane Hill, and Sheri Douglas to complete the project. Bloom CME team members will be continually involved in all aspects of the project. All non-disclose agreements will be signed as requested and the deliverables from this project will become the sole property of the client. All work will be conducted within strict bounds of confidentiality.

All materials, audio visual aids, computer work and other support services will be provided as required. Master copies of final, approved materials will be provided for ownership and reproduction.

The client will provide Bloom CME with reasonable access to key people, documentation, information, and history within a time frame outlined and agreed upon. Bloom CME will be responsible for the project timeline and the scheduling of all meetings and presentations. The client will adhere to the fee structure and reimbursements procedures outlined below.

## 6. Expected Timeline

TBD. Both parties will agree on the expected start time of the project.

## 7. Additional Services

In relation to the project, Bloom CME could provide additional services, such as:

1. Developing Council and public communication plans and budget documents, including media releases.
2. *Development of a corporate plan developing, and documenting administration's actions related to the strategic plan.*
3. Development of a long-term tax strategy reconciling strategic goals and financial realities.
4. Full consultation and support on moving the strategic plan into department business plans, budgets and then the measurement of success through the reporting process.

## 8. Terms and Conditions

Bloom is currently under contract to provide the Town of Onoway interim CAO services. We are pleased to provide this service Within the management services contract at **no additional cost** to the town. Bloom's standard price for this service \$15,000.

## Acceptance

We approve the project as described above and authorize Bloom CME to proceed. Upon acceptance, this proposal forms an agreement between the client, Town of Onoway, and Bloom CME.

Name	Title	Date
Len Kwasney	Mayor	TBD
Tim Duhamel	President, Bloom CME	TBD

\_\_\_\_\_  
 Per: Town of Onoway

\_\_\_\_\_  
 Per: Bloom CME

Signed this \_\_\_\_ day of \_\_\_\_\_, 2022.

President, Bloom CME

## Career Highlights

- ✓ 24 years of municipal government experience
- ✓ GFOA member since 1998
- ✓ Past official education provider for GFOA Alberta and the Canadian Association of Government Finance Officers
- ✓ International lecturer for the Federation of Canadian Municipalities - Kiev, Ukraine on 8 municipal finance topics
- ✓ Finance liaison for the international PLEDGG program for the Federation of Canadian Municipalities, Winnipeg Conference 16 (Peru, Africa, St. Lucia, Ukraine).



## Principal Financial Advisor to Strathcona County's Executive Team, CFO and Council

- ✓ Managed annual budget and long-term plans (\$370M operating budget and \$100M average capital budget)
- ✓ the operating budget (asset management financing)
- ✓ Funding plans for over \$1 billion in capital projects (i.e., roads, utility, transit, facilities etc.)
- ✓ Developed a Municipal Price Inflation (MPI) model. A method used to help understand the cost of the basket of goods for Municipal government
- ✓ Created 5-year operating model for understanding short and long term financial challenges.
- ✓ Developed capital gap analysis to determine 5-year capital funding shortfalls
- ✓ Developed cash flow financing strategy and political messaging for Strathcona County's Community Centre and Library (\$97M)
- ✓ Led Priority Based Budgeting, service program costing, and overhead allocation
- ✓ Former financial lead for Strathcona County's Industrial Heartland team
- ✓ Former Development Levy Committee chair
- ✓ Former Capital Committee chair

## CAO of the Town of Bruderheim

- ✓ Successfully negotiated a funding agreement between Strathcona County, Lamont County and the Town of Bruderheim for a new fire hall and managed the project to construction.
- ✓ Provided leadership during Town of Bruderheim forest fire recovery (\$3.5M fire)
- ✓ Led numerous Council directed changes to success (i.e. Snow removal, fire support, website and town branding, capital projects etc.)
- ✓ Negotiated a revenue sharing agreement for the Lamont County Heartland between the Town and the County

## General Manager of Community and Protective Services for the City of Spruce Grove

- ✓ Lead RCMP, Fire, Ambulance, Family and Community Services, CSS, Recreation, Culture
- ✓ Led the development of a business case and budget approval of the Aerials Gymnastics Facility and City of Spruce Grove partnership (\$12M)
- ✓ Led a review of long-term Fire and Ambulance resource requirements.
- ✓ Participant on the negotiation team for the Provincial/Municipal integrated ambulance provider contract with Alberta Health Services
- ✓ Instigated the restructure of FCSS in the City of Spruce Grove

**Town of Onoway**

**Request for Decision**

Meeting:	<b>Council Meeting</b>
Meeting Date:	July 28, 2022
Presented By:	Tim Duhamel, Interim CAO
Title:	<b>Subject: Economic Development Committee</b>

**BACKGROUND / PROPOSAL**

Town business owner, Dale Johnson was a delegation presenter at the July 14th Council meeting. His presentation provided a history of economic development efforts made by past administrations and town economic development committees. The information presented had both merit and value and provided a reminder of the importance of economic development to the town's success and sustainability.

There is value in having economic development committees comprised of economic development minded residents and local business owners. There is also benefit in having an administrative focus that includes economic development goals. This is typically achieved by having economic development written into a staff member's job description.

Town administration would like to investigate the opportunities and challenges related to creating an economic development committee in the town of Onoway. If this initiative is pursued, it would be prudent to have economic development written into the job description for the Director of Corporate Services position (newly created).

**DISCUSSION / OPTIONS / BENEFITS / DISADVANTAGES**

Coordination of economic development committees can be challenging from both an administrative and political perspective. Additionally, support and coordination of economic development committees can strain administrative resources.

Economic development committees that are well organized and led, bring significant value to communities through the attraction of new business and the support of current business.

**STRATEGIC ALIGNMENT**

Economic Sustainability

**COSTS / SOURCE OF FUNDING**

To be researched and brought back to council at a later date.

**RECOMMENDED ACTION**

That Council direct administration to investigate the creation of an economic development committee and consider economic development duties in the Director of Corporate Services job description.

## Town of Onoway

### Request for Decision

Meeting:	<b>Council Meeting</b>
Meeting Date:	July 28, 2022
Presented By:	Tim Duhamel, Interim CAO
Title:	<b>Employee Code of Conduct Policy</b>

#### **BACKGROUND / PROPOSAL**

In accordance with the *Municipal Government Act* RSA 2000 CL-21, the Chief Administrative Officer is responsible for the implementation of the policies and programs of the municipality. A well-functioning administration requires administrative policy to establish guidance, consistency, accountability, efficiency and clarity on how the organization operates.

Upon review of the Town's policy framework, there is opportunity for Administration to further commit to the principles of integrity, accountability, ethics, and openness through the implementation of an employee code of conduct.

This policy is under consideration by the Interim CAO and it is expected that it will be implemented on July 25, 2022. It is now being brought forward to Council for information.

#### **DISCUSSION / OPTIONS / BENEFITS / DISADVANTAGES**

As a municipal administration, we are charged with service delivery and it is through the commitment of our employees that we build and maintain public trust. Therefore, our employees must be above reproach in their professional dealings, demonstrate high standards of behaviour, and be accountable to the interests of the municipality.

This policy is designed to not only foster good employee behaviour, including respect for Council, courteous and professional service delivery, and confidentiality, but also provide clarity and guidance for employees to help ensure they do not place themselves in a position that would constitute a conflict of interest. Implementation and consistent application of this policy will cultivate an environment of trust, ethical behaviour, and mitigate reputational risk.

Key components of this policy include:

- Standards for personal conduct which includes expectations of respect, integrity and accountability. Consideration of equity, diversity, and inclusion is also expected of municipal employees in their day-to-day interactions.
- Expectation of adherence to established law of the municipality, Government of Canada, and Province of Alberta, including the *Municipal Government Act*.
- Detailed explanation of what may constitute a conflict of interest for an employee of the Town.

- Clear and enforceable consequences for non-compliance with the Employee Code of Conduct Policy.

Council is subject to their own set of conduct that is established by Council Code of Conduct Bylaw 791-21 and therefore are not subject to this administrative policy. Moving forward, it will be prudent to work toward a complete code of conduct framework that will also include regulation of the conduct of those appointed to boards and committees of the municipality.

**STRATEGIC ALIGNMENT**

n/a

**COSTS / SOURCE OF FUNDING**

n/a

**RECOMMENDED ACTION**

That Council accept as information Administration's employee code of conduct policy implemented July 25, 2022.

**TOWN OF ONOWAY**  
Administrative Policy

**Policy Title:** Employee Code of Conduct  
**Adopted by:** Town Staff  
**Effective Date:** July 25, 2022  
**Last Amended:** n/a  
**Policy Owner(s):** Chief Administrative Officer

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## 1. STATEMENT

Acceptable behaviour of a municipal employee differs from that of employees in the private sector as municipal employees work for a public institution ultimately accountable to the public. Our employees observe the highest standards of conduct in their performance of duties, regardless of personal consideration. Employees avoid situations in which their personal interest conflicts, or appears to conflict, with the interests of the municipality in their dealings with persons doing or seeking to do business with the municipality.

Employees must not engage in any conduct or activity that contravenes our municipal bylaws or policies, or any law in force in Alberta or Canada which might:

- detrimentally affect the municipality's reputation;
- make the employee unable to properly perform his or her employment responsibilities;
- cause other employees to refuse or be reluctant to work with the employee, or
- otherwise inhibit the municipality's ability to efficiently manage and direct its operations.

## 2. PURPOSE

This Code of Conduct Policy is intended to:

- provide an understanding of the fundamental rights, privileges and obligations of municipal employees;
- protect the public interest;
- promote high ethical standards among municipal employees;
- provide a means for municipal employees to obtain authorization for conduct in circumstances where they are uncertain as to the ethical appropriateness of that conduct; and
- set out corrective measures for unethical conduct.

## 3. SCOPE/APPLICATION

- 3.1 This Policy applies to all employees of the Town and all employees are required to abide by and act in accordance with it.



- 3.2 This policy does not apply to a sworn member of Council. Separate legislation and policy applies to this body.
- 3.3 The standard that will be applied to determine whether a breach of this Policy exists is that of an independent person who would reasonably determine that the employee's activities, actions, or decisions constitute a breach of this Policy.
- 3.4 This Policy shall come into force upon signature of the CAO.

#### 4. DEFINITIONS

- 4.1 "Administration" means the administrative and operational arm of the Town, comprised of the various departments including all employees who operate under the leadership and supervision of the Chief Administrative Officer.
- 4.2 "CAO" means the Chief Administrative Officer or designate who is the administrative head of the Town.
- 4.3 "Confidential Information" means information that an employee has a legal duty not to disclose. It includes information that is not public, and the disclosure of which could reasonably harm the interests of individuals or organizations, including the Town. For additional clarity, Confidential Information does not include information that has been made publicly available.
- 4.4 "Council" means the Council of the Town elected pursuant to the *Local Authorities Election Act*, RSA 2000 cL-21.
- 4.5 "Councillor" means a member of elected Council including the Mayor.
- 4.6 "Employee" means an individual employed by the Town.
- 4.7 "Family" includes a spouse or common-law partner and also includes, in respect of either or both the employee and their spouse or common-law partner:
  - (a) a parent;
  - (b) a sibling, step-sibling or half-sibling and the spouse of any of them;
  - (c) a child, including an adoptive child and the spouse of any of them;
  - (d) a grandchild and their spouse;
  - (e) a grandparent and their spouse;
  - (f) an uncle or aunt and their spouse;
  - (g) a child of an aunt or an uncle and their spouse;
  - (h) a nephew or niece and their spouse;
  - (i) a current or former foster parent or foster child;
  - (j) current or former ward or guardian; and

(k) a fiancé.

4.8 "Personal interest" includes any interest arising from a family relationship.

4.9 "Policy" means this Code of Conduct Policy for Municipal Employees.

4.10 "Town" means the municipal corporation of the Town of Onoway, in the Province of Alberta.

4.11 "Town Assets" means all property and services of the Town, including Town equipment, internet services, electronic mail, technology, information, images, work product, or supplies. Town assets includes both municipal property and municipal employee time.

## 5. RESPONSIBILITIES

5.1 The CAO or designate will:

- (a) consistently implement, administer and promote this Policy; and
- (b) ensure that Department Leads promote the standards expressed within this Policy to their employees; and
- (c) treat reported violations seriously and in confidence;
- (d) investigate and review any reported violation of this Policy within 5 (five) business days of disclosure, and approve and administer any subsequent corrective action. The CAO may appoint an independent third party investigator to investigate violations of this Policy.

5.2 Department Leads will:

- (a) ensure that all employees in their department are aware and have access to this Policy and follow its terms;
- (b) the consistent administration of the Policy within their department;
- (c) report any perceived or alleged employee violations of this policy to the CAO, or designate, and institute appropriate preventative or corrective action;
- (d) recommend any appropriate changes of this Policy to the CAO.

5.3 Employees will:

- (a) sign a document acknowledging receipt of the Code of Conduct;

- (b) read and comply with the Code of Conduct and request clarification from their Department Heads as required;
- (c) request clarification about any potential violation of the Code of Conduct, including conflict of interest, and obtain approval from their supervisor or Department Head as required;
- (d) disclose in writing to the CAO, through their Department Lead, any current personal, business, commercial, or financial interest which may result in a violation of the Code of Conduct Policy.
- (e) reporting in writing suspected violations of the Code of Conduct Policy to the CAO through their Department Lead; and
- (f) co-operating with those performing an investigation.
- (g) In the absence of a Department Lead, disclosure under Section 5.3 (d) and (e) may be submitted directly to the CAO.

## **6. INQUIRY BY EMPLOYEE**

- 6.1 If there are any questions about the application of this Policy to any situation, the employee should ask their Department Leads for clarification. Guidance may also be sought from the CAO.

## **7. GENERAL CONDUCT**

- 7.1 Employees shall perform their duties with integrity, honesty, respect and in a spirit of public service regardless of their personal or financial interests.
- 7.2 Employees shall show respect and accountability to each other, Councillors, and the public at all times.
- 7.3 No employee shall use indecent, abusive, or insulting words or expressions toward another employee, a Councillor, or any member of the public.
- 7.4 Employees shall treat others equitably and fairly, regardless of a person's race, religious beliefs, colour, gender, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status, or sexual orientation.
- 7.5 Employees shall recognize and value the diversity among workgroup members, customers and citizens.

- 7.6 Employees shall accept responsibility for their actions, behaviour and impact on others.
- 7.7 Employees shall use Town assets only for the performance of Town duties.
- 7.8 Employees shall safeguard Town assets.
- 7.9 Employees shall avoid inappropriate uses of Town assets and shall not use Town assets to advance their personal interests.
- 7.10 Employees must adhere to and uphold the law established by the Parliament of Canada, the Legislature of Alberta, and the bylaws, policies and procedures adopted by Town Council and Administration.
- 7.11 Employees shall respect the governance provisions set out by the *Municipal Government Act*, RSA 2000 cM-26, including the general duties of councillors and chief administrative officer's responsibilities.

## 8. CONFLICT OF INTEREST

- 8.1 A conflict of interest exists when the duties and responsibilities of an employee are compromised by a financial or personal interest which
  - (a) is incompatible with the proper discharge of their duties; or
  - (b) would impair or reasonably give the perception of impairing their independence of judgement or action in the performance of their duties.
- 8.2 The following are examples of situations which constitute a conflict of interest:
  - (a) Accepting private employment or rendering services for private interests when:
    - (i) such employment or services are incompatible with the proper discharge of their official duties;
    - (ii) such employment or services would impair, or reasonably give the perception of impairing their independence of judgment or action in the performance of their official duties;
    - (iii) such employment or services puts the employee in competition with services provided by the Town; or the employee has an advantage derived from their employment with the municipality that is not an interest in common with the public generally.

- (b) disclosing confidential information concerning the property, government, employees, contractual obligations or affairs of the Town without the prior authorization of the CAO or designate.
- (c) using confidential information concerning the property, government, employees or affairs of the Town to advance the financial or personal interest of themselves or others;
- (d) showing favoritism or bias toward any vendor, contractor, or other who does business with the Town;
- (e) accepting gifts or favours from any vendor, contractor or others who do business with the Municipality that may influence them, or could be perceived to influence them, in the proper discharge of their duties, including providing them special treatment;
- (f) representing third party interests before any agency, board, committee, commission or Council or in any action proceeding against the interests of the Town or in any litigation to which the Town is party, without the prior consent of the CAO;
- (g) accepting compensation or a retainer which is conditional upon the actions of any agency, board, committee, commission of the Town or Council;
- (h) having an interest in any municipal contract issued by the Town;
- (i) being in a managerial and subordinate working relationship with a family member or other employee which whom they are romantically involved;
- (j) participating in a hiring process where the employee's objectivity would be compromised, or perceived to be compromised; or
- (k) hiring, or attempting to obtain preferential consideration in connection with the hiring of a member of the employee's family.

**8.3 A Conflict of Interest must be disclosed:**

- (a) in writing by the employee to the CAO through their Department Lead; and
- (b) if the conflict of interest relates to a matter before an agency, board, committee, commission of the Town or Council where the employee will be discussing the matter or providing an opinion on the matter, to the CAO and ultimately to that agency, board, committee, commission or Council.

**9. CONSEQUENCES OF NON-COMPLIANCE**

- 9.1 Any breach of this policy will be treated as misconduct.
- 9.2 The Town will take corrective action in response to any infraction or transgression of this policy.
- 9.3 Misconduct will be reviewed and may result in disciplinary action being taken against the municipal employee, up to and including:
  - (a) sensitivity or ethics training;
  - (b) suspension of employment or duties;
  - (c) dismissal from employment;
  - (d) seeking full financial restitution;
  - (e) commencement of civil action;
  - (f) criminal prosecution;
  - (g) instructing the municipal employee to divest themselves of an outside interest;
  - (h) transferring the municipal employee to another position; or
  - (i) a combination of the above.
- 9.4 Corrective action will be determined by the nature, severity, and effect of the violation, and by the type and frequency of previous violations.
- 9.5 If it is prudent or necessary for the protection of evidence or personnel, or it is otherwise in the public interest to do so, a person subject to an investigation for breach of this Policy may be suspended by the CAO with pay pending the conclusion of the investigation or the implementation of any discipline or remedial action arising therefrom.

**10. SUBMITTING A FALSE REPORT**

- 10.1 Knowingly or recklessly submitting a false report regarding a violation of this Policy will be subject to disciplinary action up to and including dismissal and the Town reserves the right to seek any other proceedings or remedies available to it.

**11. RETALIATORY ACTION**

- 11.1 The identity of the reporting employee shall be kept confidential, except as required by law.
- 11.2 No adverse action shall be taken against any employee who, acting in good faith, reports a potential violation of this Policy.
- 11.3 If retaliatory action occurs, the employee should immediately report the action to their Department Lead or the CAO and the person whom it was reported will investigate and may take disciplinary action.

**12. HISTORY**

Policy Action	Date	Description
New Policy	XX/XX/XXXX	New policy approved by CAO

**APPENDIX A**

**TOWN OF ONOWAY**  
Employee Code of Conduct Declaration

**I certify** that I have received a copy of the Town's Employee Code of Conduct Policy.

**I further certify** that I have read, understand, and agree to the terms set forth in the Town's Employee Code of Conduct Policy in its entirety.

**I acknowledge** that as a Town employee I am expected to be professional, courteous, and demonstrate a high standard of conduct at all times.

**I further acknowledge** that a violation of the Town's Employee Code of Conduct Policy may result in disciplinary action or termination of employment.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Name (Please Print)

\_\_\_\_\_  
Witness Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Witness Name (Please Print)



## APPENDIX B

### Clarity on Section 7.11 – Municipal Government Act Governance Provisions

A municipality is comprised of a council and an administration. The council consists of democratically elected members who are responsible to ensure the peace, order and good governance of the municipality. This broadly covers a range of legislative and functional activities, including strategic planning, advocacy, law making and policy development.

Led by council's only employee, the chief administrative officer, administration is responsible to serve the community by implementing council's goals and strategies. This is accomplished by delivering municipal services and providing advice and support to council.

This governance structure is set out by the *Municipal Government Act* RSA 2000 cM-26 (MGA). It is important for you to know as an employee because it clarifies that you are not a direct employee of the Town Council, nor are you required to report directly to Council, unless you have expressed authorization from the CAO. For additional clarity, an individual member of Council may not direct your duties or ask you to complete work for them or for the municipality without direction being provided to the CAO through Council.

As an employee of the Town, it is important that you respect and follow these governance provisions set out by the MGA.

The *Municipal Government Act* (MGA) establishes a municipal council's principal role in section 201.

#### **Council's principal role in municipal organization**

**201(1)** A council is responsible for

- (a) developing and evaluating the policies and programs of the municipality;
- (b) repealed 2015 c8 s20;
- (c) carrying out the powers, duties and functions expressly given to it under this or any other enactment.

**(2)** A council must not exercise a power or function or perform a duty that is by this or another enactment or bylaw specifically assigned to the chief administrative officer or a designated officer.

**153** Councillors have the following duties:

- (a) to consider the welfare and interests of the municipality as a whole and to bring to council's attention anything that would promote the welfare or interests of the municipality;
- (a.1) to promote an integrated and strategic approach to intermunicipal land use planning and service delivery with neighbouring municipalities;
- (b) to participate generally in developing and evaluating the policies and programs of the municipality;

- (c) to participate in council meetings and council committee meetings and meetings of other bodies to which they are appointed by the council;
- (d) to obtain information about the operation or administration of the municipality from the chief administrative officer or a person designated by the chief administrative officer;
- (e) to keep in confidence matters discussed in private at a council or council committee meeting until discussed at a meeting held in public;
- (e.1) to adhere to the code of conduct established by the council under section 146.1(1);
- (f) to perform any other duty or function imposed on councillors by this or any other enactment or by the council.

The MGA establishes a chief administrative officer's responsibilities in section 207.

**Chief administrative officer's responsibilities**

**207** The chief administrative officer

- (a) is the administrative head of the municipality;
- (b) ensures that the policies and programs of the municipality are implemented;
- (c) advises and informs the council on the operation and affairs of the municipality;
- (d) performs the duties and functions and exercises the powers assigned to the chief administrative officer by this and other enactments or assigned by council.

RECEIVED  
JUL 15 2022

To the Town of Onoway and all the amazing volunteers at the poker stop

My name is Terry WILLISKO and I am one of the CoChairs for the Edmonton Motorcycle Ride for Dad.

Saturday June 11, 2022 was an absolutely perfect day for a motorcycle ride and after a two year Covid forced hiatus the Edmonton Motorcycle Ride for Dad was "BACK ON THE ROAD AGAIN"

Joined by more than 450 members of our motorcycle community gathered in support of Prostate Cancer research and awareness we made our way through the streets of Onoway.

This was the second time the Motorcycle Ride for Dad event has come through the town of Onoway and from the perspective of our Ride for Dad organizing committee and the motorcyclists who attended, the poker stop went very smoothly and was very well organized

We look forward to doing a formal Ride for Dad appreciation plaque presentation to the Town of Onoway in early 2023.

The 2022 Edmonton Motorcycle Ride for Dad charitable campaign has raised just over \$170,000.00 ( \$100,000.00 on ride day alone) with the funds raised staying in the greater Edmonton area to support Prostate cancer research and awareness programs.

A special note of thanks to the town organizing committee for spear heading this event.

Thank you again to the greater Onoway community for your support of the 2022 Edmonton Motorcycle Ride for Dad in the fight against prostate cancer

GUYS .....early detection is the key in the fight against prostate cancer.....  
GET CHECKED ON A REGULAR BASIS.....

Terry Willisko  
Co-Chair  
Edmonton Motorcycle Ride for Dad



TERRY WILLISKO  
CO-CHAIR

twillisko@hotmail.com

Website: [ridefordad.ca/edmonton](http://ridefordad.ca/edmonton)  
[www.facebook.com/MRFD.Edm](https://www.facebook.com/MRFD.Edm)

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# Together Health Headlines

● HEALTH NEWS YOU CAN USE ●

Welcome to **Together4Health Headlines**, a newsletter designed to keep you informed of decisions being made to protect and support Albertans, key public health information, and opportunities for you to connect with AHS.

AHS is committed to ensuring our partners and stakeholders, like you, receive the information you need to help protect yourself, your families, colleagues and staff. If you know of someone else who would benefit from receiving this information directly from AHS, please invite them to subscribe by [clicking here](#), and [respond to this short survey](#) to let us know if you're receiving the information you need in a format that is working for you.

You can unsubscribe from this e-newsletter by clicking the "Unsubscribe" button at the bottom.

***Together4Health Headlines will now arrive in your inbox every two weeks. Watch for our next update on August 2.***

## Today's Update:

- **Things You Need to Know**
  - [Priority: Alberta Surgical Initiative](#)
  - [Interim CEO Video Message: Update from Alberta Precision Laboratories](#)
  - [Connect Care launches first-ever care paths](#)
  - [Breast cancer pathology recognized by HQCA](#)
  - [Additional ambulances on the streets in Calgary and Edmonton](#)
  - [Extension to hours change at Swan Hills Healthcare Centre](#)
  - [Surgical diversion lifted at Red Deer Regional Hospital](#)
- **Enhance Your Health and Wellbeing**
  - [Diabetic eye exams now available in Lac La Biche](#)
  - [Low-stimulus immunization clinics expanded in Edmonton Zone](#)
  - [Chronic Pain Self-Management Program supports Albertans living with long term pain](#)
  - [Free child car safety seat clinics continue this summer and fall](#)
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  - [Wellness Exchange: AHS continues to provide virtual wellness workshops](#)
  - [Blue-green algae bloom advisory issued for Lac La Nonne, Laurier, Steele, Saskatoon, Bear, Astotin and Wizard Lakes](#)
  - [Have fun but stay safe during summer festivals and events](#)
  - [Mobile mammography service to visit Peace River and Grimshaw](#)
  - [Water quality advisory issued for McGrane Beach on Lac La Biche](#)
- **Join the Conversation**

- [Masking Requirements Remain in Place](#)
- [COVID-19 Testing for Healthcare Workers - The Latest Numbers](#)
- **Be Well - Be Kind**
  - [Foundation Good News](#)
  - [Gratitude from Albertans](#)

## Things You Need to Know

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### Priority: Alberta Surgical Initiative

The Alberta Surgical Initiative (ASI) will improve timely access to surgical care in Alberta. The goal of ASI is to ensure adult and pediatric patients receive scheduled surgeries within clinically appropriate timeframes.

#### ***Current Surgical Status***

We continue to work diligently to recover to pre-pandemic surgical status. Over the past four weeks, the average of weekly volumes for surgical activity is 98 per cent of our pre-pandemic surgical volumes. Our total surgical wait list for adults sits at approximately 71,948, compared to approximately 72,860 at the beginning of May. In February 2020, before the pandemic, our total wait list was 68,000.

#### ***Centralized referrals coming in 2022***

As part of the ASI, work is underway on several improvement projects with the ultimate goal of ensuring patients receive surgeries within clinically appropriate timelines.

One project that will launch later this summer is a new central access and intake system for managing referrals called Alberta Facilitated Access to Specialized Treatment (FAST). FAST will accept referrals for orthopedic surgery and urology using a central office in each zone. The office will distribute referrals to surgeons with the shortest wait lists or named providers (i.e., Dr. Smith).

The specialties included in the initial program roll-out will vary by zone. For primary care providers and their patients, this will mean a more timely and predictable referral process.

FAST is being rolled out to 14 specialties across the province through 2024 but will be implemented in phases by zone.

For more information and FAQs, visit the [Alberta Medical Association's FAST webpage](#)

### **Interim CEO video message: Update from Alberta Precision Laboratories**

In addition to COVID-19, one virus that we keep hearing about and monitoring for is Monkeypox. This virus is related to smallpox but typically causes less serious disease.

Although the case number in Alberta is low, we continue to strongly encourage safe health practices to ensure this rare disease does not spread in our province. Thankfully, our talented colleagues at Alberta Precision Laboratories are building and contributing to our understanding of Monkeypox.

Joining me (Mauro) to [tell us more about Monkeypox and what else APL is working on are:](#)

- Dr. Matthew Croxen, Program Lead for Genomics, APL Public Health Laboratory Edmonton
- Dr. Jamil Kanji, Infectious Diseases Physician and Medical Microbiologist at ProvLab, Program Lead for Viral Zoonoses
- Dr. Tarah Lynch, Program Lead for Genomics, APL Public Health Laboratory Calgary



### **Connect Care launches first-ever care paths**

Thanks to nearly three years of hard work and collaboration between AHS Connect Care teams and the Strategic Clinical Networks, Connect Care has launched their first-ever Care Paths.

Care Paths are an advanced form of clinical decision support available in Connect Care that allow for an integrated multidisciplinary approach through shared coordination of a patient's healthcare goals across multiple settings, including acute, community and primary care. They guide goal-based management of health conditions by providing key information, personalizing recommendations, and promoting evidence-informed care.

The first two Care Paths developed in Connect Care are for Heart Failure and Acute Exacerbation of Chronic Obstructive Pulmonary Disease. More Care Paths are planned to be added soon.

This is an important milestone for Connect Care that will undoubtedly help improve patient outcomes and experience. Congratulations to everyone involved for their commitment and expertise in bringing this to life.

### **Breast cancer pathology recognized by HQCA**

The Edmonton Zone's Breast Cancer Pathology is one of several AHS initiatives being recognized with a [2022 Patient Experience Award](#) from the [Health Quality Council of Alberta](#).

Improved integration of radiology, surgery, and pathology for early breast cancer patients is reducing the frequency of repeat surgery. Previously, pathologists would determine successful removal of those targets and cancer days later, and if anything was missed, a repeat operation might become necessary. Now, pathologists in the operating room create X-ray images of the tissue being removed in real time to support the surgeon and enable precise cancer location and removal in one step. The initiative is improving surgery outcomes for patients and reducing the overall number of surgeries needed.



Nine additional ambulances are now operational serving Edmonton and Calgary. The four ambulances in Calgary and five ambulances in Edmonton will help to relieve some pressures on EMS and reduce demand on EMS support from neighbouring communities. Additionally, four new Non-Ambulance Transport vehicles have been added to Edmonton. To learn more about the work that AHS is doing to ensure sustainable high-quality emergency medical services are available for all Albertans, [visit the EMS website](#)

### Extension to hours change at Swan Hills Healthcare Centre

AHS is extending the temporary change to hours of service at Swan Hills Healthcare Centre, due to a lack of registered nursing staff and an inability to secure temporary coverage.

Until August 9, 2022, the Swan Hills Healthcare Centre will be open from 7 a.m. to 7 p.m. and closed overnight, from 7 p.m. to 7 a.m. This will allow existing staff to provide consistent service for twelve hours each day, during the times when the majority of emergency department and outpatient visits occur. In-patient admissions will be paused, except for two designated supportive living beds that can be made available if staffing is supplied to support them.

Patient safety and care remain the highest priorities for AHS. The organization is working hard to ensure everyone will receive the care they need through its partnership with EMS and a robust regional network of healthcare centres.

### Surgical diversion lifted at Red Deer Regional Hospital

The temporary diversion of some emergency general surgery cases has been resolved at Red Deer Regional Hospital Centre (RDRHC) following the successful recruitment of six new Clinical Assistants. Since April 29, it has been necessary for RDRHC to divert some general surgery cases to other surgical sites in the Central Zone – including Camrose, Rocky Mountain House and Drumheller – and to facilities in Edmonton and Calgary following the departure of two Clinical Assistants who supported the hospital's general surgery program.

Patients who needed emergency surgeries, were medically unstable for transport, and those needing scheduled general surgery procedures continued to be supported in Red Deer during this time.

## Enhance Your Health and Wellbeing

*The health and wellbeing of Albertans is the heart of everything we do, and every decision we make. To enhance the health and wellbeing of Albertans, we offer services, workshops, classes, events and support groups to encourage healthy choices that enhance the health and wellbeing of Albertans.*

- [Find what's available in your zone](#)
- [Join Alberta Healthy Living Program Workshops & Classes for adults living with chronic health conditions and/or diseases](#)

*Additionally, primary care providers play a key role in keeping Albertans healthy: when a patient consistently sees the same family doctor, nurse practitioner and team, it can lead to better health. If you need help finding a family doctor, visit [albertafindadoctor.ca](http://albertafindadoctor.ca).*

### Diabetic eye exams now available in Lac La Biche

Patients with diabetes living in and around the community now have a local option for specialized eye exams. People with diabetes are at risk for diabetic retinopathy, a disease that can lead to blindness if not managed. Regular eye exams are part of addressing this risk and these exams must be assessed by a specialist, which can require patient travel. However, a trained licensed practical nurse (LPN) using local equipment is now able to perform retinal photography at Lac La Biche (William J. Cadzow) Healthcare Centre, then send those photos to a specialist in Edmonton for assessment. As temporary pupil dilation is part of the exam, patients are asked to arrange for any assistance they may need after the exam. Patients living with diabetes are encouraged to book an appointment by leaving a message at 780-623-7317. No referral is needed.

### Low-stimulus immunization clinics expanded in Edmonton Zone

needle phobia, or who require an alternate clinical environment. The clinics provide routine childhood vaccines, school-aged vaccines and adult vaccines, with some offering COVID-19 vaccinations.

Appointments can be booked at these clinics by calling the participating public health centers directly:

- Spruce Grove Health Centre (780-968-3700)
- Woodcroft Public Health Centre (780-342-1600)
- Strathcona Health Centre (780-342-4600)
- Leduc Public Health Centre (780-980-4644)
- Bonnie Doon Health Centre (780-342-1520)
- St. Albert Health Centre (780-459-6671)

For information about immunization against COVID-19 please visit [ahs.ca/covid](https://ahs.ca/covid). For more information about immunizations in general, visit [www.immunizealberta.ca](https://www.immunizealberta.ca).

### **Chronic Pain Self-Management Program supports Albertans living with long term pain**

Better Choices, Better Health is a six-week series of workshops designed to support Albertans living with ongoing health conditions explore ways to manage their health and live their life, one step at a time. These workshops are led by trained volunteer leaders, many of whom live with a chronic health condition. This approach ensures an understanding of the challenges participants face and provides a supportive and welcoming environment. Virtual workshops start next month using Zoom. Registration is by phone at 825-404-7460 (press 3).

### **Free child car safety seat clinics continue this summer and fall**

Free child car safety seat inspection clinics are being offered July to October in the Edmonton Zone. AHS is partnering with Edmonton Police Service once a month to host clinics at select recreation centres in Edmonton and AHS Public Health staff are also offering clinics at public health centres throughout the zone over the next several months. The clinics will teach families how to correctly choose, install and use child safety seats in their vehicles. Proper use of a child safety seat has been shown to reduce the likelihood of a child being injured or killed in a motor vehicle accident by as much as 71 per cent.

Clinics will be held on the second Thursday of the month at Edmonton recreation centres around the city through October with the upcoming July clinic being held from 11 a.m. - 1 p.m. at The Meadows Community Recreation Centre (2704 17 St NW). August, September and October dates and locations will be announced closer to the clinic dates.

AHS public health staff will also be offering car seat inspections at various public health centres around Edmonton Zone in the months to come.

- Friday, July 22:
  - Northgate Centre (9499 137 Ave.) from 9:30 a.m.-12 p.m.
  - Woodcroft Public Health Centre (13221 115 Ave.) from 1 p.m. - 3:30 p.m.
- Monday, August 22:
  - Leduc Public Health Centre (4219 50 St.) from 9:30 a.m. - 12 p.m.
  - Devon Public Health Centre (101 Erie St.) from 9:30 a.m. - 12 p.m.
  - Beaumont Public Health Centre (4918 50 Ave.) & Thorsby Public Health Centre (4825 Hankin St.) from 1 p.m. - 3:30 p.m.
- Friday, September 23:
  - Twin Brooks Public Health Centre (1110 113 St.) & East Edmonton Health Centre (7910 112 Ave.) from 9:30 a.m. - 12 p.m.
  - Rutherford Public Health Centre (11153 Ellerslie Rd.) & WestView Health Centre (4405 South Park Drive) from 1 p.m. - 3:30 p.m.

For more information on child safety seats, visit [Car Seat Guidelines in Alberta](#).

### **Learn how to manage stress in challenging times**

Albertans looking for ways to identify and manage stress are invited to participate in a free online workshop facilitated by AHS. These workshops come in two parts –



- Part 2 involves discussing perception, decision-making and communication using techniques taught in Part 1 (completion of Part 1 is essential prior to taking Part 2).

For more information on the upcoming courses, email [ahs\\_heartmath@ahs.ca](mailto:ahs_heartmath@ahs.ca)

### **Wellness Exchange: AHS continues to provide virtual wellness workshops**

Albertans interested in learning skills to cope with change and deal with stress are invited to participate in the Wellness Exchange; a series of free online skill-building workshops designed to help increase an individual's ability to cope with change, build resilience, and improve overall well-being. Topics include problem-solving, positive activities, managing reactions, helpful thinking, and healthy connections. Wellness Exchange workshops begin in September and run through December. If you are interested in learning more, please click [here](#).

### **Blue-green algae bloom advisory issued for Lac La Nonne, Laurier, Steele, Saskatoon, Bear, Astotin and Wizard Lakes**

A blue-green algae (cyanobacteria) bloom has been identified in areas of Lac La Nonne, Laurier, Steele, Saskatoon, Bear, Astotin, and Wizard Lakes. Residents living near the shores of these lakes, as well as visitors to these lakes, are advised to take the following precautions:

- Avoid all contact with blue-green algae blooms. If contact occurs, wash with tap water as soon as possible.
- Do not swim or wade (or allow your pets to swim or wade) in any areas where blue-green algae is visible.
- Do not feed whole fish or fish trimmings from these lakes to your pets.
- Consider limiting human consumption of whole fish and fish trimmings from these lakes, as it is known that fish may store toxins in their liver. (People can safely consume fish fillets from this lake).

If you suspect a problem related to blue-green algae, or if you require further information on health concerns and blue-green algae, please call Health Link at 811. Additional information is also available online, at [www.ahs.ca/bga](http://www.ahs.ca/bga).

### **Have fun but stay safe during summer festivals and events**

During this time of increased socializing, reducing your risk of sexually transmitted infections (STIs) by following safer sex practices is encouraged along with awareness in relation to alcohol consumption. This includes knowing your limits, including when not to drink alcohol at all. Learn more about preventing and protecting yourself from STI's by visiting [MyHealth Alberta](#).

You can call 811 to be connected to your local STI clinic or visit [ahs.ca/srh](http://ahs.ca/srh) for a clinic near you to access testing.

### **Mobile mammography service to visit Peace River and Grimshaw**

Women ages 50-74 will have local access to mammography services when the AHS Screen Test Programs trailer arrives in their communities next month. The mobile mammography trailer will be stationed at the:

- **Peace River Community Health Centre** (10101<sup>st</sup> 68 St., behind the hospital in staff parking area) on August 4, 5, 8, and 9
- **Grimshaw/Berwyn Health Complex** (5621 Wilcox Road, south of building next to loading dock) on August 10, 11, 12 and 13.

Residents can book an appointment or learn more about the program by calling 1-800-667-0604.

### **Water quality advisory issued for McGrane Beach on Lac La Biche**

Due to elevated levels of fecal bacteria currently present in the water at McGrane Beach on Lac La Biche, AHS is advising the public not to swim or wade at this beach area, effective immediately. At current levels, gastrointestinal illness may result from ingestion of the water as well as a possibility of skin, ear, and eye infections with water contact. This advisory will remain in effect until further notice.

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## Advisory Council Volunteer Recruitment!

Volunteers are needed to fill vacancies in Councils across the North Zone, including Lesser Slave Lake, Tamarack, True North and Wood Buffalo Health Advisory Councils. As people who are connected within your communities we ask that you continue to reach out to your networks and help us spread the word.

Health Advisory Councils are comprised of members from communities across Alberta who bring diverse, local perspectives to AHS on the healthcare system. Members are connected to their community and enjoy participating in engagement activities that contribute to improving healthcare services. Councils host public meetings and community events within their geographical area, and members participate in community activities to hear from, and share information with community members.

Learn more about Advisory Councils at [ahs.ca/advisorycouncils](https://ahs.ca/advisorycouncils). To [apply](#), please complete an Expression of Interest (EOI) form and submit to [community.engagement@ahs.ca](mailto:community.engagement@ahs.ca).

## COVID-19 in Alberta

Read the COVID-19 Update

### COVID-19 Testing Changes Come Into Effect July 18

As [announced by the Government of Alberta](#), a number of operational and eligibility changes to COVID-19 testing will come into effect on July 18.

With these changes, people who need COVID-19 testing to inform their care will be eligible for molecular (e.g., PCR) testing with a referral from a clinician. This includes:

- People with symptoms who may be eligible for anti-viral treatment (Paxlovid or Remdesivir)
- People with symptoms who are pregnant
- People who have been referred for testing as part of their medical assessment

Clinicians will be able to determine if there is a need for testing, and decide the best option for their patients, which may include rapid testing at home or in clinic, PCR testing at their clinic, in-clinic swabbing with the sample sent to the lab for molecular testing, or a referral for testing at an AHS site.

Albertans who are [eligible for early treatment](#) are encouraged to contact their care provider to discuss their symptoms and testing options, even if symptoms are mild. If they have questions about anti-virals, their primary care provider can help them make the choice that is right for them. Albertans eligible for early treatment who do not have a primary care practitioner can call 1-844-343-0971 for a clinician assessment to determine if testing is needed, and how to access it.

### Using the AHS booking tool

Eligible Albertans who live or work in high-risk settings can continue to self-refer through the [AHS assessment tool](#). This includes:

- Healthcare and continuing care workers and workers in specific high-transmission risk settings such as correctional facilities and shelters
- People with symptoms who live or work in isolated and remote First Nation, Inuit and Métis communities

Patients referred by a clinician for testing can also book through the AHS tool, but only if their clinician has submitted a lab requisition on their behalf.

For all Albertans, rapid tests will continue to be a readily available and convenient tool for self-diagnosis and we continue to encourage Albertans to test if they have symptoms, and to stay home if they are sick.

The continuous masking requirement remains in place in all AHS settings to protect our workforce and those in our care.

While masking requirements for public settings have been rescinded, patients seeking or receiving care are more vulnerable than the general population and outbreaks in these settings have a serious impact on patient outcomes and our ability to deliver services. The points below offer a few important guidelines:

- [AHS' masking directive](#) continues to apply to AHS staff, physicians, volunteers, designated family/support persons and visitors in patient care areas and in common spaces such as cafeterias and waiting areas
- Reminder: Patients and designated family/support persons and visitors may wear their own N95 or KN95 respirator when entering an AHS facility if it is clean, in good condition and does not have a valve

### COVID-19 Testing for Healthcare Workers - The Latest Numbers

We continue to update the testing data for healthcare workers. These statistics provide the total number of AHS and Alberta Precision Laboratories (APL) employees and physicians tested, including a breakdown of the number of positive tests and those who have been confirmed to have been exposed in the workplace. The testing data does not include rapid antigen test results for healthcare workers.

As of July 13:

- 96,165 employees (AHS and APL combined) have been tested for COVID-19 and, of those tested, 31,354 (or 32.60 per cent) have tested positive
- Of the 15,167 employees who have tested positive and whose source of infection has been determined, 933 (or 6.15 per cent) acquired their infection through a workplace exposure. An additional 2,891 employees who have tested positive are still under investigation as to the source of infection
- 6,883 physicians (AHS and APL combined) have been tested for COVID-19 and, of those tested, 1,749 (or 25.41 per cent) have tested positive
- Of the 624 physicians who have tested positive and whose source of infection has been determined, 31 (or 4.97 per cent) acquired their infection through a workplace exposure. An additional 231 physicians who have tested positive are still under investigation as to the source of infection

## Be Well - Be Kind

### Foundation Good News

Through donor support, our philanthropic partners fund enhancements to healthcare delivery including equipment, programs, renovations, research and education across the province and in your community. [Learn more here.](#)

#### ***Brain computer interface technology helps Glenrose pediatric patients***

Pediatric patients with restricted communication and physical control are using an emerging and promising technology at the Glenrose Rehabilitation Hospital to support their independence to make art and play. Brain computer interface (BCI) is a direct communication pathway between the brain's electrical activity and an external device. Users control BCIs by thinking about specific things, which translate to a command. Through practice, the BCI learns the specific patterns of one's brain to perform a task, such as controlling music or playing a game. Donors to the Glenrose Rehabilitation Hospital Foundation have contributed \$385,000 towards BCI at the site, offering pediatric patients new possibilities and new ways to interact with their environments.

#### ***Melvin inspires his community with a sweet fundraiser***

Melvin Wright is one sweet inspiration when it comes to his fundraising efforts for local healthcare and other worthy causes.





successfully funded several pieces of equipment, including a TRAM (transfer and mobility device), lift chair, Broda chair and blood-pressure machine. He's now focused on fundraising for new overbed tables throughout the facility.

"My first fundraising project was a TRAM for physiotherapy," says Wright, who turned 91 this past spring. "I have a very generous community and, with their support, I was able to raise more than \$10,000 for that equipment."

"Melvin's efforts have supported a variety of needs for our hospital," says Ruth Wold, site manager, Three Hills Health Centre. "The overbed tables he's currently fundraising for will provide more of our patients with a comfortable and accessible surface for meal trays and personal items during their stay."

Along the way, his other boosters have included the Three Hills Health Care Centre Auxiliary. Wright makes his donations to the Auxiliary, who have also contributed funds toward his fundraising endeavours.

"It's important to us to support him because he's helping improve healthcare in our community," says Marion Johnson, president of the Auxiliary. Read more [here](#).

#### ***More natural amenities added to Grande Prairie Regional Hospital***



New trees and shrubs have been planted outside of Grande Prairie Regional Hospital as part of a \$100,000 donation to the Hospital Foundation by International Paper. Hospital Foundation Major Gifts Officer Dawn Miller feels the new natural amenities will make a big difference.

"We've got some beautiful grounds at the hospital, with courtyards and walkways in the surrounding area that connect to Muskoseepi Park. Last year, International Paper put in some shrubs and beautified the QEII. As we were talking, they wanted to continue that support for the new hospital," she explains.

"They've planted some larger trees in the surrounding areas around the hospital. We do have some trees in our courtyards as of now. International Paper has been so generous to the foundation and we appreciate their support."

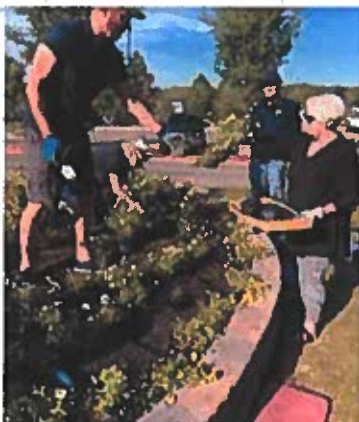
The company is supplying the trees and working with the foundation to provide some fruit trees as well. "Those include raspberry bushes and saskatoon berry bushes, which will be put in the Indigenous garden. They're willing to work with us and the horticulturalist in terms of how we can add more plants to the hospital grounds for the courtyards and more," she says.

Miller feels that these trees and shrubs are not just important for the look of the hospital, but also important for those visiting the hospital for different reasons. "It's all part of wellness. You spend a lot of time at the hospital if you have a loved one there. It's nice to be able to get out and enjoy the sun," says Miller. "The other day, there was a family out there having a picnic and a birthday party with their grandmother. They're not all able to gather in the room due to COVID-19 restrictions, but they are able to go outside for that purpose."

A total of 20 trees and shrubs have been planted at the hospital. These are also very important for staff at the hospital. "Our staff uses those areas just as much as patients and family. We're finding that everyone is using those outdoor areas a lot and really enjoying the spaces we have," she adds. Read more [here](#).

#### ***Medicine Hat Rotary Clubs support hospital beautification***

The Rotary Clubs of Medicine Hat joined their efforts and funds to have a large flower bed built at the Medicine Hat Regional Hospital's ambulatory entrance. Representatives from the clubs came together on Tuesday evening to plant flowers in the new Rotary flower bed.



means to brighten up the day for those people staying in, visiting, or working at the hospital. Flowers are always bright, beautiful, and cheerful. Their presence can help ease the pain of those who are suffering. We look forward to this garden being around for many years in the future."

The Health Foundation is grateful for this addition to the area outside the hospital. "The beautification and addition of flowers will hopefully help to reduce stress and help our community feel more comfortable at the hospital," says Heather Bach, Executive Director. Read more about the [Medicine Hat Health Foundation](#)

**Gratitude from Albertans**

Thank you to all of the Albertans who have taken the time to recognize the work of healthcare providers and physicians.

Messages of gratitude keep pouring in from across the province and beyond during the COVID-19 pandemic. You can see messages on our [Sharing the Love](#) webpage..

**Wrapping Up**

Summer is clearly here, given the temperatures of the past week. We hope you find time over the next several weeks to slow down, rest and recharge. Watch for our next update on August 2.

With gratitude and enduring appreciation,

**Mauro Chies**

Interim AHS President & CEO

**Dr. Laura McDougall**

Senior Medical Officer of Health



**Mauro Chies**

Interim AHS President & CEO

**Dr. Laura McDougall**

Senior Medical Officer of Health

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