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## YOUR BOARD OF DIRECTORS 2020-2021

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# President's Message

- Jason Chorneyko  
President UMAAS

## **“The Only Constant is Change”**

I hope that everyone is navigating the COVID-19 waters as best as you can. I recently had my own COVID-19 scare. On the Tuesday after the August long weekend, I woke up feeling rather unwell. My symptoms were fever (38.4°), chills, and joint aches. I did not really suspect COVID-19, as I had no lung impairment, at least no more than usual for a long-time smoker. Regardless, in our position as CAO we need to show responsible leadership and I decided to call the 811 Health Line. Because I had COVID-like symptoms, a test was scheduled. I drove to Wadena on Thursday and had my online results by Friday afternoon. Thankfully, the results were negative.

I must commend the people at the testing centre. I was in and out very quickly. From the time I entered the Wadena Town limits to the time I left Wadena was a grand total of about seven or eight minutes. I must comment on the test itself. The tester jammed the swab so far up my nostril that it is almost as if they are taking a brain swab instead of a sinus swab. Probably the most uncomfortable five to seven seconds I have experienced. Regardless, the quick turnaround in the testing process relieved a lot of anxiety for me, my staff, and the people with whom I had recent contact.

Back to the editorial topic of change. The name change for the Municipalities of Saskatchewan has resulted in a lot of discussion amongst our peers. As a Municipalities of Saskatchewan Board Observer, I knew a change was imminent. I was at a Board meeting where the consultants hired to assist in the brand change made their presentation. I understand the reasoning for the name change and am fully supportive of this initiative. In a year or two, this name will be the new normal. The most difficult factor I have with the name change is the lack of an acronym. The Board was clear that MOS is not an option and I am now typing Municipalities of Saskatchewan for the third time in one paragraph.

With the name change for the Municipalities of Saskatchewan, I do not want the membership to worry that we will be changing our name. We are still urban

administrators and that is not going to change anytime soon. This will be an issue for someone other than the current UMAAS Executive to deal with; however, mark my words, things will not be status quo in municipal governance forever. I do not believe it will occur during my career, unless I have to work until I am 75; however, I believe that in the next 15-25 years we could possibly have our own name change by dropping the “U” and becoming the Municipal Administrators of Saskatchewan to account for a dramatic change in the governance structure of municipalities. Only time will tell.

Another major change on the horizon is the new requirement for all municipalities, regardless of size, to have a certified administrator. The current legislation does not require municipalities under a population of 100 to have a certified administrator. This change is coming into effect as of January 1, 2021. UMAAS is a supporter of this legislative change as all municipalities have legislative requirements to follow regardless of size. We all have to follow *The Municipalities Act*.

The legislative changes surrounding qualified administrators is going to lead to an increase in requests for mentorship and office inspections. If you have any interest in providing this service to your colleagues, I highly recommend it.

I missed conferring with my colleagues this past June as we had to take the unfortunate, but expected, step of cancelling our 2020 UMAAS Convention. I hope that the pandemic situation will have subsided by June 2021; however, I am not holding my breath. It is worth noting that the Municipalities of Saskatchewan are making plans to hold a virtual convention in February 2021. I will be very interested to see the reception for this type of convention by their membership. My biggest concern is that, for me, the best part of any convention is actually attending the convention.

In closing, I want to wish everyone a pleasant fall as we head into the winter season. Will there be sports? School? Larger gatherings? It is anyone's guess at this time. Stay safe everyone.

# Executive Director's Message

- Richard Dolezsar,  
RMA, Executive Director

So here we are in our six months in to the battle to defeat COVID 19. The following words are perhaps a way to look at the lighter side of things in our current situation. They made me laugh, but there is just enough truth mixed in to consider:

1. So let me get this straight, there's no cure for a virus that can be killed by sanitizer and hand soap?
2. When this virus thing is over with, there still maybe a few people that you want to stay away from you.
3. If these last few months have taught us anything, it's that stupidity travels faster than any virus on the planet.
4. Just wait a second.... So what you're telling me is that my chance of coming through all this unscathed is directly related to the common sense of others? You're kidding, right?
5. People are scared of getting fined or arrested for congregating in crowds, as if catching a deadly disease and possibly enduring a horrible death wasn't enough of a deterrent.
6. If you believe all this will end and we will get back to normal just because everything is reopened, raise your hand. Now slap yourself with it.
7. Whoever decided a liquor store is more essential than a hair salon is obviously a genius.
8. Working from home has caused some confusion for many, some of you may remember when you were little and all your underwear had the days of the week on them, that could be helpful right now
9. Also if you're working from home and catching up on the laundry at the same time, be sure to do a big load of pajamas so you have enough clean work clothes for the week.
10. The real truth of the matter is that the spread of COVID 19 is based on two factors: 1) How dense the population is & 2) How dense the population is.

The old adage that laughter is the best medicine may not always be true, but personally I find that it usually doesn't make the situation any worse. Hang in there, believe me I know you are all on the front lines in every

community, and although we have always been used to dealing with uncertainty the current situation is simply unprecedented.

In other news, I am able to share a bit of information from the summary of our recent UMAAS salary survey. We had 261 responses out of 430 members which is a response rate of 61%, which is more than acceptable for data purposes, but I wish everyone would respond as it would only serve to make the results even more credible when presenting to municipal councils. Here's what the raw #'s tell us: 73% of respondents use the UMAAS Guideline as a resource when negotiating salaries with their councils. 61% of respondents tell us that they are somewhere in the scale for their size of municipalities. With respect to those who answered the question as to where they rated their salary in comparison to where they should be on the current guideline 35% indicated they were on par, 21% said they were above the guideline and 44% said they were below the guidelines recommendations. Needless to say from the above findings, there are substantial variances evident in some municipalities. What we are able to do with the data received is review the current guideline with respect to the high, low and median in each population category and update the base information that is used to formulate the ranges we have in the document. This process is currently underway and indications are that there will be some small adjustments made to the base tables before any CPI increase is applied for 2021. More to come on this item when the 2021 guideline is finalized sometime around December 1, 2020.

Recently a Public Works Superintendent went in to see his CAO "Boss" he says, "We're doing some heavy duty house cleaning at home tomorrow and my wife needs me to help with the attic and garage, moving and hauling the heavy stuff". "Sorry, but we're already short-handed in your department" the CAO replies. "I can't give you the day off." "Well thanks a lot boss" says the Superintendent, "I knew I could count on you."

On a more serious note, in closing, I just want to say that I look forward to seeing you all again in 2021 if conditions permit, in the meantime please be sure not to worry too much about the things you can't change, take one day at a time and tackle one problem at a time. We will make it through these times. Stay safe and take care!

# **Executive Editorial**

**- Aileen Garrett, RMA  
CAO - Town of Unity UMAAS Director Division 4**

2020 has been quite the year, as the entire world has been turned on its head with a global pandemic. While we prepare to adjust to our new normal, precautions such as social distancing and masks may become part of everyday living in both our social and work environments. As professionals and community members, we must continue to lead the way to ensure the health and safety of our communities and municipalities.

Adding to the excitement of this year, Municipal Elections are also approaching fast. It is hard to believe that four years have already passed, and so it leaves us to wonder – what does this mean and how will elections look in our current environment? In times of uncertainty, it is important we rely on what we know. The basics will always remain the same, and as such, we must continue educating our community members on the roles and powers of Council to encourage participation in the upcoming election season.

A key element of this education includes identifying

that Council's main role is to provide leadership and make policies that support the communities they represent. Council members collectively make decisions about services their municipality will provide to residents, how they will be provided, and at what level. Is this a hard sell for our Councils? Perhaps – but, we lean on the passion our Councils have about their communities and the true leadership they provide.

That being said, we also must be cognizant of agendas that may not be in alignment with community goals. As Administrators, we need to maintain our professionalism with Council and the public. Practice consistency, accountability and transparency. Follow the process established by policy. This, I believe, is fundamental in being successful in our profession.

Remember, “When we strive to become better than we are, everything around us becomes better too.”

Good luck to everyone with the upcoming elections and stay safe.

**- Marty Baroni  
CAO - Town of Biggar**

## **Administrator's Profile**

I was born and raised in Calgary, Alberta where I spent most of my youth playing competitive hockey and softball. Being part of a very large family on my mother's side, we were fortunate enough to have annual family reunion in a rural area with a community hall near Bashaw, Alberta.

The highlights of these reunions in addition to visiting all my cousins, aunties and uncles was the annual Bunnock Tournament and In-laws vs Outlaws softball game. I recall being very young and getting paid a quarter to set up the bones after a game and the excitement of hearing the chants of “Macklin, Macklin” during the final game as the winning team was always encouraged to enter the famous Bunnock Tournament in Macklin. As I got older, I was fortunate enough to win a few family tournaments and have played in the tournament in Macklin once and won the “C” side championship with three of my cousins. Having family in Macklin and Kerrobert, I spent some time every summer in Saskatchewan and is probably why I ended up moving to Saskatchewan after finishing my post-secondary education in Calgary.

I met my future wife, Destiny while attending school in Calgary and we decided to move to Kerrobert in 2001 when I accepted a job at an accountant firm in Kindersley and worked there for 10 years. During that time, I married my wife and had two beautiful daughters, Hailey and Isabella. While living in Kerrobert, I was twice elected Councillor for the Town and choose to resign during my second term to accept the position of Assistant Administrator for the Town when that job opened due to a retirement. During that time, I received my Standard Certificate and then moved to Biggar in 2012 when I accepted the position as Assistant Administrator for the Town. I remained in that role until I accepted the position of Chief Administrative Officer with the retirement of Barb Barteski on June 30, 2020.

I am very proud to call Biggar my home and look forward to meeting more of my colleagues when we can do so in the future. Till then, do not be shy to reach out and call if you have a problem or for assistance as our communities are at their best when we work together.



# Community Profile

## *Town of Biggar*

**Submitted by Marty Baroni  
CAO - Town of Biggar**

Surrounded by vast grain fields and pastureland, the Town of Biggar is a spirited municipality where sunrises and sunsets are vibrant and the stars appear brightly at night. It boasts peaceful and spacious, quality small town living.

Biggar is conveniently located adjacent to Highways No. 4, 14 and 51 and is served by both of Canada's major railways. Being less than an hour's drive to two major cities and an international airport, makes Biggar an attractive location for young families and entrepreneurs.

The Town of Biggar was incorporated in 1911 and is now local to industry leaders Rack Petroleum, AGI Envirotank, Prairie Malt, APA Archery and E-Kay Enterprises. Biggar provides many amenities to support everyday living, among opportunities for new business and residential development. According to the 2016 Census, the Town population is 2,226.

Biggar is a great place to raise a family. It flaunts an abundance of parks, organized sports, sports facilities and two excellent school systems. Biggar is a very friendly, family-oriented community. It offers the Biggar & District Daycare Project and number of home-based childcare options. Biggar also accommodates numerous places for religious worship with regular worship services.

Among the various interests for families, the Town of Biggar is proud of the services and activities accessible to seniors and

people of varying abilities. The Biggar New Horizons offers weekly exercise classes, card tournaments, crafting sessions and runs a courtesy car for members to assist with errands and appointments. The Biggar Lionel Jones Wheatland Regional Library and the Majestic Theatre also host programs attractive to seniors. Prairie Branches and the Biggar Association for Community Living offer housing, assisted living and employment opportunities for people with disabilities making Biggar inviting and striving to be inclusive of everyone.

The Town encloses The Biggar Health Centre and Medical Clinic supporting four doctors, home care programs and care home facility selections. Biggar maintains areas for emergency services, essentially the RCMP detachment, Biggar Fire Department, Biggar EMS Ambulance and STARS. Other professional health care services conveniently in town include physiotherapy, chiropractic, massage therapy, an optometrist and a dentist.

Biggar is home to several recreation facilities and areas such as the Recreation Complex, Rec Valley, Jubilee Stadium, Curling Rink, Biggar Aquatic Centre, Splash Park, Biggar & District Regional Park and Biggar Golf Club. Entertainment amenities involve the Majestic Theatre (movies and more), Biggar Museum and Gallery, Biggar Wheatland Library, Biggar Bowl and a large variety of community clubs and organizations for recreation.

**The Town of Biggar welcomes you to visit. You will see why  
"New York is Big, But This is Biggar"**

# Board of Examiners Report

At the May 29,2020 meeting the following certificates were granted:

## Conditional:

Norma Corona	Village of Weldon
Pamela Steininger	Village of Dysart
Victoria Gutheil	Village of Lang
Buddy Stroich	Village of Hodgeville
Baby Connie Cordero	Village of Lake
Lenore	
Angela Robertson	Village of Neudorf
Christine Lamontagne	Town of Southey
Christine Donaldson	Town of Radisson
David Alderdice	Town of Gravelbourg

## Standard:

Tara Neumeier	Town of Kerrobert
David Gillan	Town of Battleford

## Advanced Level 2:

Kyle Van Den Bosch	Town of Central
Butte	
Carol White	Town of Assiniboia

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**“The service not only saved the town considerable money but the advice provided was tailored to our municipal needs.”**

**“Having DAS Legal Expense as a value added service of SUMAssure has been very valuable for The Town of Langenburg.** DAS Legal Expense is provided at no extra cost with our policy. I have accessed the legal advice line three times in the past year. The services was easy to access, convenient, and reliable. We placed our call and had a quick response. The issues were discussed and **the lawyer was quick to research and get back to me with solutions and recommendations.** The service not only saved the town considerable money but the advice provided was tailored to our municipal needs.”

GLEND A LEMCKE | CHIEF ADMINISTRATIVE OFFICER | TOWN OF LANGENBURG

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# *Get recognized for going the extra mile in your municipality!*

*Award-winning municipalities will be celebrated at the SARM midterm convention in November 2020, and the Municipalities of Saskatchewan convention in February 2021.*

Nominations for the 14<sup>th</sup> Annual Saskatchewan Municipal Awards close  
**Friday, September 4 at 4:00 p.m.**

## **Why should we apply?**

- ✦ Provincial exposure
- ✦ Recognition from peers
- ✦ Share best practices
- ✦ Market your community with a promotional video provided to award winners
- ✦ Celebrate your accomplishment by displaying the awards plaque in your office

## **What types of projects receive awards?**

- ✦ Awards are presented to the top three initiatives showing innovation and betterment for the municipality in any area, including environment, heritage, leadership, recreation, and more!
- ✦ An additional award profiles a regional co-operation project, given to a group of municipalities working together.

## **Who can apply?**

- ✦ Urban and rural municipalities
- ✦ Municipal council and administration

## **How can I apply?**

- ✦ Nominations open **Monday, June 1.**
- ✦ Visit [www.municipalawards.ca](http://www.municipalawards.ca) to get full details and a nomination form.
- ✦ Deadline for nominations is **Friday, September 4.**



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 **SASKATCHEWAN  
MUNICIPAL  
AWARDS**

**A Policy of the Urban Board of Examiners in respect to legislative change effective July 3, 2020 requiring all municipalities under 100 population to appoint a qualified administrator as per the *Urban Municipal Administrators Act*.**

1. Any person who is currently employed as the clerk/administrator in an Urban municipality under 100 population as of August 18, 2020 and who has completed the LGA program or has equivalent education as per Section 2 (a) of SCHEDULE "A" the Agreement between SUMA and UMAAS may apply for an office inspection to determine if they have met the required competencies to be issued a Standard Certificate providing they have administered the urban municipality for a period of at least 1 fiscal year.
2. Any person who is currently employed as a clerk/administrator in an Urban Municipality under 100 population that does not possess the required education would be required to obtain a Conditional certificate, complete the LGA or equivalent, obtain proper mentoring and have an office inspection prior to applying for a Standard certificate.
3. The Board of Examiners may grant a permit as per Section 110.1 of *The Municipalities Act* to any person currently employed as at January 1, 2021 as a clerk/administrator in an Urban municipality under 100 population for a period of no more than 18 months if the board feels it would be unreasonable to require the person to meet the requirements of a Conditional Certificate as they transition into retirement. Applications for a permit under this section would only be considered if the applicant provides to the Board:
  - 1) Certified true copy of a council resolution /administrator accepting the resignation of the clerk /administrator at a date no later than June 30,2022.
  - 2) Confirmation that the municipality has not been issued a Notice of Non- Compliance by the Ministry of Government Relations.
  - 3) Confirmation that the municipality has not had their Revenue Sharing grant withheld for any reason by the Ministry of Government Relations.
  - 4) Letter from the auditor of the municipality indicating that there are no non-compliance concerns from the auditor.

This policy shall come into effect immediately.

Adopted by resolution this 18<sup>th</sup> day of August, 2020.