

Request for Decision

Title	Allocation of Approved Municipal Enforcement Service Enhancement
Proposed Motion	That Council allocate the Municipal Enforcement Service Enhancement approved in the 2023 Budget to create a Development Compliance Officer position (0.85 FTE) and an Animal Control Officer position (0.5 FTE).
Administrative Recommendation	Administration recommends that Council allocate the Municipal Enforcement Service Enhancement approved in the 2023 Budget to create a Development Compliance Officer position (0.85 FTE) and an Animal Control Officer position (0.5 FTE), to be funded within the approved 2023 Budget.
Previous Council / Committee Direction	<u>November 23 and 24, 2022 Council Budget Meeting</u> Motion 463/22: Council approved a Municipal Enforcement (Revised) Service Enhancement in the amount of \$127,500 funded from taxation as part of the motion to approve service enhancements and Council Budget Requests.
Report	<u>Background Information</u> <ul style="list-style-type: none"> During the 2023 Budget deliberations, Council considered various Service Enhancement and Council Budget Requests related to municipal enforcement, specifically animal control and development compliance. Recognizing various enforcement needs and priorities, a Municipal Enforcement Service Enhancement in the amount of \$127,500 funded from taxation was approved. This funding was a conservative estimate based on hiring a 1.0 FTE Peace Officer position. At the time of approval, Council requested that Administration bring back options regarding where best to deploy the additional resourcing. Following internal review, the proposed model of a 0.85 full-time equivalent (FTE) Development Compliance Officer and a 0.5 FTE Animal Control Officer was determined. This model would add capacity to both programs and would capitalize on savings from recruiting positions at a lower level than Peace Officer. Full descriptions of both positions were provided during the 2023 Budget deliberations. The full-time equivalent (FTE) staff count approved by Council is monitored and adhered to as an internal budget control. Despite having the budget allocation, a motion is required to increase the permanent FTE count from 1.0 to 1.35.

	<ul style="list-style-type: none"> Administration will endeavour to recruit suitable expertise within the proposed part time allocation and will report back to Council on outcomes. <p><u>External Communication</u></p> <ul style="list-style-type: none"> All Budget 2023 deliberations were conducted in public session. <p><u>Relevant Policy/Legislation/Practices</u></p> <ul style="list-style-type: none"> 2023 Sturgeon County Budget
Implication of Administrative Recommendation	<p><u>Strategic Alignment</u></p> <p>Operational Excellence – The recommended strategy will provide support for two operational areas and Council priorities.</p> <p>Thriving Communities – Committing the resources as proposed will support improved proactive development compliance and additional animal control resources which support cultivating safe, beautiful, and complete communities.</p> <p><u>Organizational</u></p> <p>The proposal will provide necessary support and improve staffing capacity for both animal control and development compliance and enforcement.</p> <p><u>Financial</u></p> <p>Funding was approved in the 2023 Budget. No additional funding is required as the proposed positions would be compensated as bylaw officers rather than peace officers.</p>
Alternatives Considered	<p>Council could consider:</p> <ul style="list-style-type: none"> Allocating approved funding to an animal control officer, with no development compliance support. Allocating funding to a development compliance officer, with no animal control support.
Implications of Alternatives	<p><u>Strategic Alignment</u></p> <p>The alternatives would not provide the benefits of providing resourcing to both animal control and development compliance priorities.</p> <p><u>Organizational</u></p> <p>The alternatives would provide necessary support for either animal control or development compliance and enforcement. The other area would not see a corresponding support.</p> <p><u>Financial</u></p> <p>Resourcing would be in accordance with the approved 2023 Budget.</p>
Follow up Action	<ol style="list-style-type: none"> Initiate recruitment for an Animal Control Officer and a Development Compliance Officer (Protective Services and Planning and Development Services, Q1 2023).
Attachment(s)	None.

Report Reviewed by:	Bonnie McInnis, Manager, Planning & Development Services
	Pat Mahoney, Manager, Protective Services
	Christine Wells, Director, Community Services
	Andrew Hayes, General Manager, Financial Services & Chief Financial Officer
	Scott MacDougall, Chief Operating Officer – COO
	Travis Peter, General Manager, Development & Strategic Services & Acting County Commissioner – CAO

Strategic Alignment Checklist

Vision: *Offering a rich tapestry of historical, cultural, and natural experiences, Sturgeon County is a municipality that honours its rural roots and cultivates desirable communities. Uniquely situated to provide world-class agricultural, energy, and business investment opportunities, the County prioritizes responsible stewardship and dreaming big.*

Guiding Principles: Collaboration | Accountability | Flexibility | Excellence | Safety | Future Readiness | Affordability | Innovation

Community Outcome	Not consistent	Consistent	N/A
Planned Growth			
<ul style="list-style-type: none"> Internationally competitive to attract, grow and sustain diverse businesses; tenacious focus on new growth and innovation 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Modern broadband and digital capabilities 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Low cost, minimal red-tape regulations 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Reliable and effective infrastructure planning; comprehensive land use and infrastructure planning 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Thriving Communities			
<ul style="list-style-type: none"> Beautiful, surprising places with high standards; integrated natural spaces & trail systems; healthy and resilient 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Engaging cultural, historical, and civic amenities; strong community identity and pride 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Safe, welcoming, and diverse communities; small community feel and personal connection; commitment to high quality of life 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Environmental Stewardship			
<ul style="list-style-type: none"> Clean air, land, and water; Carbon neutral municipal practices; circular economy opportunities 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Conservation of natural areas and agricultural lands; enhanced greening and biodiversity; safekeeping ecosystems 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Sustainable development; partnerships with industry and others to drive emission reductions 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Collaborative Governance			
<ul style="list-style-type: none"> Predictable and stable external relationships; volunteer partnerships 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Meaningful connections with Indigenous communities 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Ongoing community consultation and engagement; transparent and action-oriented decision making based on sound rationale 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Respectful and informed debate; clear and supportive governance processes 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Operational Excellence			
<ul style="list-style-type: none"> Engaged and effective people – Council, Admin and Volunteers; continuous learning and improvement mindset; nimble and bold, with strong leadership 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Quality cost-effective service delivery; robust procurement and operational practices and policies; asset management and performance measurement; careful debt and reserve stewardship; long-term financial planning and sustainability 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Future focused thinking to proactively respond to emerging opportunities and challenges 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Alternative revenue generation and service delivery models integrated strategic and business planning 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>