

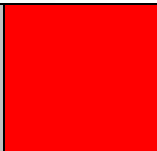
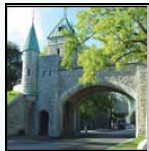


An Electronic update of news and events from the
Canadian Association of Municipal Administrators.

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April 29, 2008

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CAMA National Conference
Quebec City, May 26-28, 2008
Register at www.camacam.ca



CAMA Update

CAMA Conference Exhibitors Featured

In this issue of e-Brief, CAMA is pleased to feature some of the companies exhibiting at this year's conference.

StarGarden Software

StarGarden[®]

StarGarden is a fully integrated web-based Human Resources, Payroll and Work Planning solution designed to meet the needs of structured, position-based organizations with complex pay and benefit issues. StarGarden maintains substantial detailed information about your organization, its structure, compensation and benefits plans, accruals/balances, employees, and payroll. (www.stargarden.com or call 800-809-2880)

StarGarden intègre un ensemble d'outils Web pour la gestion des ressources humaines, des salaires ainsi que pour la planification des travaux. Notre solution répond aux problèmes complexes liés aux salaires et aux avantages sociaux des entreprises structurées et hiérarchisées. StarGarden permet de gérer des informations détaillées sur votre entreprise, sa structure et ses programmes d'avantages sociaux et de rémunération, mais aussi sur ses comptes de régularisation/bilans, sa masse et ses charges salariales. (www.stargarden.com ou appelez le 800 809 2880)



Investigations Canada – CFL Solutions



Investigations Canada is Canada's recognized leader in providing fact investigation, litigation support, and risk management solutions to the complex challenges municipal professionals face. CFL Solutions is our Quebec Partner

Our nationwide network of 30 offices and over 300 experienced investigators can assist municipalities deal with human resources issues, employee malfeasance, escalated complaints, legal & disability claims, contract disputes, insurance claims, security, and policy compliance matters.

The Ravenhill Group



We are Canada's Municipal search specialists. What sets us apart is our unique work as "recruiters". We will not be asking you to spend money on costly advertising. Running ads can very quickly add up to thousands of dollars and then only deliver the very best of the unhappy and the unemployed.

Top candidates are not looking at ads in the paper or internet job postings and would not risk blindly sending their resume. They have their heads down and are working hard. Experience has shown that the very best recruits hadn't even thought about a job change until we called.

Johnson Controls Signs on as Gold Partner

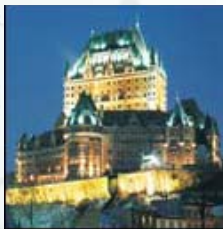


The Canadian Association of Municipal Administrators (CAMA) is pleased to announce that Johnson Controls will be a Gold Partner for the CAMA Awards of Excellence Luncheon. CAMA President Barry Carroll and the board of directors extend a sincere thank you to Johnson Controls for their support of excellence in municipal leadership.

Johnson Controls is a world leader in providing infrastructure improvements that create positive economic impact. They partner with municipal clients to maximize their budgets by renewing facility and utility infrastructure, optimizing operations, reducing the environmental impact of facilities and providing safe and secure environments for constituents and employees.

Johnson Controls can help extend the life of cities' infrastructure, minimize lifecycle costs and improve performance through the implementation of cost effective solutions that provide **GUARANTEED RESULTS**. For more information on Johnson Controls, log on to www.johnsoncontrols.com.

CAMA 2008 National Conference – Deadline to Register is May 15



The 37th Annual CAMA Conference will be held in Quebec City from May 26-28, 2008. This year marks the 400th anniversary of the founding of Quebec City. The theme for the conference is "*Preserving our Legacy*." The deadline to register is May 15.

The cost to register is \$550 plus GST for members and \$650 plus GST for non-members. The partner's program costs \$195 plus GST and the CAMA Golf Day will cost members \$135 plus GST. See the program outline below. For more information and to register for the conference, visit http://www.camacam.ca/conference_2008.asp.

The host hotel for the conference is the Hilton Québec. The deadline for booking hotels rooms at the special conference rate has now past. Delegates can call the Hilton directly at 418-647-6500 or 1-800-447-2411 to check on room availability and any rates that will apply. Other hotels in the area include the Delta Québec Hotel and the Hôtel Courtyard Marriott de Québec.



“Learning Communities” Evening and Symposium, May 28-29

Along with the CAMA and FCM conferences in Quebec, the Canadian Council on Learning (CCL) will host two events on May 28 and 29 pertaining to “learning communities.” Attendees of both events are invited to attend the CCL symposium.

On Wednesday, May 28, from 5 p.m. to 7 p.m., enjoy the “*Hors d'œuvres and ideas*” event at the Hilton Quebec, 1100 Rene Levesque East. The symposium will be held from 8:30 am to 3:30 pm on May 29 at the Hôtel Delta Quebec, 690 Rene Levesque East. It is entitled: *Future prosperity, competitiveness and well-being: Exploring the power of a Community Learning Strategy to achieve broad socioeconomic outcomes.*

Registration to both events is free. Space is limited so please register as soon as possible to avoid disappointment. For more information or to register, contact: David Holtzman, dholtzman@ccl-cca.ca / 604-694-2710, ext. 308 or Sheena Powell, spowell@ccl-cca.ca / 613-786-3230, ext. 217.

2008 ICMA Annual Conference Seeking International Speakers

As in past years, ICMA is making an effort to broaden the international perspective of the ICMA conference educational program. Conference organizers are looking to Canada and CAMA for help in identifying potential panelists for the 2008 conference, which will be held September 21-24 in Richmond, Virginia.

Following is the theme, title and times of educational sessions being developed from ideas generated by the 2008 Conference Planning Committee and other sources. CAMA members who are planning on attending the conference and would be interested and able to contribute to the content of any of these sessions, can contact Ross Hoff, Conference Director and Director of International Member Programs, at 202-962-3646 or rhoff@icma.org for more details. (Please note that conference organizers are not able to consider additional session topics at this time.)

Civic Engagement

- Emerging Technologies: New Mediums for Civic Engagement, Monday, Sept. 22, 12:45–2 p.m.
- Community Ambassadors: Organizing Volunteers to Support Local Government, Tuesday, Sept. 23, 3:30–4:40 p.m.

Environmental Sustainability

- Supporting Green Design and Technology: Policies, Ordinances, and Building Codes, Monday, Sept. 22, 12:45–2 p.m.
- Managing for a Sustainable Future, Tuesday, Sept. 23, 12:30 – 1:45 p.m.
- Regional Governance in Support of Sustainability: Overcoming Political Barriers, Tuesday, Sept. 23, 2–3:10 p.m.

Infrastructure Planning and Financing

- Building It Right the First Time, Tuesday, Sept. 23, 2–3:10 p.m.
- Buried Assets and Buried Liabilities: Dealing with Aging, Hidden Infrastructure, Tuesday, Sept. 23, 3:30–4:40 p.m.

Organizational and Professional Sustainability

- Recruit, Reward, and Retain the Best, Monday, Sept. 22, 9:45–11 a.m.
- The Organization That Works: How to Implement a Learning Culture, Tuesday, Sept. 23, 11 a.m.–12:15 p.m.
- Addition in the Workplace, Tuesday, Sept. 23, 3:30–4:40 p.m.

Managing Small Communities

- Leading Practices for Small-Community Issues, Monday, Sept. 22, 9:45–11 a.m.
- Working Together while Maintaining Identity, Monday, Sept. 22, 2:30–3:40 p.m.
- Boundary-less Models for Funding Infrastructure, Tuesday, Sept. 23, 11 a.m.–12:15 p.m.
- Maintaining a Sense of Place: Keeping the “Small Town” Feeling, Tuesday, Sept. 23, 2–3:10 p.m.
- Small but Mighty: Big Jobs from Small Communities, Tuesday, Sept. 23, 3:30–4:40 p.m.

Personal Issues Facing Local Government Managers

- Looking Out for Me, Monday, Sept. 22, 2:30–3:40 p.m.
- Committed to Your Job and Committed to Your Family, Tuesday, Sept. 23, 3:30–4:40 p.m.



Board News

Upcoming Board Meetings

The next CAMA board meeting will be held on May 25 as part of the CAMA annual conference in Quebec City. The early-Fall board meeting will be held in Whistler, BC – the location of CAMA's 2009 annual conference. The December board meeting has been scheduled for Ottawa, ON.

CAMA Awards Program

Profile of 2007 Award Nominees Continues

As judging for the 2008 CAMA Annual Awards Program and the Municipal Workplace Literacy and Learning Awards of Excellence continues, CAMA e-Brief is pleased to continue its profile of the nominees for the 2007 CAMA awards program. Read on to find out what innovative efforts are taking place across Canada.

Delegation of Authority

Corporation of the City of Windsor, ON

Nominee: Willis Award for Innovation (Population Over 20,000)

City of Windsor's Delegation of Authority allows routine administrative responsibilities to be processed by senior administration, allowing City Councillors to focus on more substantive community-related matters, strategic priorities and policy development.

From noise by-law exemptions to special event road closures, Delegation of Authority relieves Council of the responsibility for numerous routine tasks. Moving these tasks to senior management streamlines legislative and administrative procedures, and allows Councillors more time to focus on more significant issues and conduct City business expeditiously – while keeping Council and residents informed of decisions made. Administration is entrusted to handle certain matters formerly decided by Council and, in effect, shares in the City's governance.

Accountability and transparency are of the utmost importance. The final decisions made by the CAO can be accessed by the public through the City's website or by calling 311 – the City's service information system. Furthermore, a quarterly report is provided to City Council outlining issues related to the protocol itself, and this report also informs Council as to the decisions made by the CAO under delegated authority.

The City of Windsor examined the best practices of other municipalities and intensely reviewed its own practices in order to develop the best possible protocol for Delegation of Authority. Careful consultation was made with staff who deal regularly with each administrative item in order to determine the criteria for approval. Based on the City's research and the results of a one-year pilot, the Delegation of Authority process was fashioned in its current form.

Delegated authority deals with an estimated 200 reports per year. This represents a significant savings in time and Council agenda printing costs. Additionally, the reports submitted to the CAO for approval under the Delegation of Authority are addressed as soon as they are received, avoiding the two-week turnaround time associated with the Council report process.

Successful introduction of the Delegation of Authority protocol establishes a parallel system to the Council report process that is equally effective, yet more appropriate and efficient in dealing with routine administrative matters. Future identification of additional administrative matters that can be addressed by way of delegated authority will result in even further efficiencies.

The development of the Delegation of Authority was collaborative effort, combining contributions from both the Senior Management Team and City Council. For more on this initiative, contact John Skorobohacz, Chief Administrative Officer (CAO), Corporation of the City of Windsor, 519-255-6439 or caodept@city.windsor.on.ca.



Membership Notes

Municipal Revenue – Stability and Sustainability Symposium

The International Property Tax Institute (IPTI), in co-operation with the City of Calgary, the City of Edmonton, and Municipal Tax Equity Consultants Inc. invites you to a one-day symposium entitled “Municipal Revenue – Stability and Sustainability.” The event will be held on Thursday, June 5, 2008 at the Delta Calgary Airport Hotel, 2001 Airport Road, N.E., Calgary, AB.

The cost to attend is \$450 for IPTI members and \$495 for non-members. The fee includes materials, breakfast, lunch, and closing reception. The registration deadline is May 23, 2008. The recommended hotels are the Delta Calgary Airport, 403-250-6024 (Rate: \$199, plus tax) or Sandman Hotel & Suites Calgary Airport, 403-219-2480 (Rate: \$110, plus tax). (Note: Amounts shown are government rates; proper ID must be shown at time of booking.)

For more information on the symposium, and for secure on-line registration and payment, log on to: http://www.ipti.org/calgary_symposium.asp or you can contact, Ian W. McClung, Executive Director, ITPI, 403-241-2271 or mcclungi@telus.net.

- On behalf of the CAMA Board of Directors, we would like to welcome the following new members:
 - Peter Simmons, City Manager, City of Welland, ON
 - Russell Phillips, Chief Administrative Officer, Town of Altona, MB
 - Richard Hare, Corporate Services Director, City of Miramichi, NB
 - William C. Meany, President, ASSET Inc., Etobicoke, ON
 - George Keen, City Manager, City of Airdrie, AB (Returning CAMA Member)
 - Dean Krause, Chief Administrative Officer, Town of High Level, AB
- To have a job posting appear in CAMA’s job broadcast, and on our website, the cost is \$100 for members and \$200 for non-members. For more information, or to have your job listed, please email admin@camacam.ca.

CAMA e-Brief is published every two weeks. Watch for the next issue on:

May 12, 2008

To view the last CAMA e-Brief, visit:
http://www.camacam.ca/about_ebrief.asp.

Job Broadcast is also distributed every two weeks. The next issue will appear:

May 5, 2008

To view the last Job Broadcast listing, log on to:
http://www.camacam.ca/about_job.asp.

To have an item included in e-Brief, please contact wayne.knorr@fredericton.ca. / To unsubscribe from this list, simply reply to this email, or send an email to wayne.knorr@fredericton.ca, Subject: UNSUBSCRIBE.



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