

# Creating a Positive Dialogue with Small Communities

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Jim Puffalt

City Manager

City of North Battleford

# City of North Battleford

- Population of 16,600 ,
- Town of Battleford 4,000 people across the North Saskatchewan River
- Ten 1<sup>st</sup> Nations in immediate Region
- Regional Service Centre
- Regional Health Centre
- Great Tourism Potential
- Gateway to Northwest Saskatchewan Lakes and Forests
- Oil & Gas moving into region
- Just completed 60 million Arts/Leisure Facilities

# City of Estevan

- Population of 13,000
- Tremendous Natural Resources
- Large Industrial Base
- Power Generation and Coal Mining
- Centre of the Bakken Oil Play
- Regional Service Centre
- Major growth, lowest unemployment rate in Canada
- High real estate and rental costs

# Challenges

- Saskatchewan has been on a major growth cycle since 2005
- Availability of skills very limited
- Hard to attract and no accommodation if able to attract
- Employees recruited to other industries and areas
- North Battleford has the # 1 Crime Severity Index on Canada

# Somewhat Unique Features

- Have to have an excellent working knowledge in many areas such as Law, Human Resources, Public Works, Leisure Services, Engineering as you may be the only one that has any of this background where in larger communities there are resources and expertise to provide advice and guidance on specific skill sets. You sometimes are the only one
- Called upon to become an instant expert
- Council Members and Council may not have a firm understanding about Governance
- Can have to be hands on Manager of many departments due to lack of expertise or resources for backup and succession planning.
- Need to develop outstanding regional partnerships as compared to larger Municipalities as there is a larger need to share resources and opportunity.

# Relevant Circumstances

- At one time over a two year span I was City Manager, Public Works Manager and Leisure Services Manager with direct responsibility for over 70% of the staff and operating budget.
- Up to 2009 in Estevan, my responsibilities included Human Resources
- I have had to give advice in areas of crime prevention within 30 days of starting in North Battleford including a coherent presentation to a Provincial Minister of Corrections and Policing
- I have taken a lead role in regional co-operation as a means to expand the tax base and share facilities and services.
- Excessive interference from Council wanting to be involved in day to day.