



Request for Decision

Title	Chief Administrative Officer Contract
Proposed Motion	That Council approve funding of the contract financial obligation to the Chief Administrative Officer (CAO) through the General Operating Reserve 8.1, if necessary.
Administrative Recommendation	Administration recommends identifying the funding for the legal obligations regarding motion 464/17.
Previous Council Direction	<u>November 28, 2017</u> Motion 464/17: That Council adopt the following resolution: BE IT RESOLVED: <ol style="list-style-type: none">1. The letter agreement entered into with the Chief Administrative Officer Peter Tarnawsky, on or about November 28, 2017, is hereby authorized and approved as of the date it was entered into;2. The appointment and employment of the Chief Administrative Officer Peter Tarnawsky be terminated on December 5, 2017, without just cause, due to a mutual parting of the ways as Council believes a change in leadership is needed, and compensation be provided in accordance with the terms in his written contract of employment related to a without just cause termination, as may be required by applicable law and as may be advised by legal counsel;3. The Mayor be authorized to engage the assistance of others;4. The Mayor or her delegate be authorized to engage the services of legal representatives and other agents to assist in all matters covered in this Resolution and related to the termination of the appointment and employment of the Chief Administrative Officer, Peter Tarnawsky;5. All steps and actions incidental or otherwise as may be necessary to give effect to this Resolution may be taken; and6. The rights of the County related to all matters be protected and preserved.
Report	<u>Background Information</u> <ul style="list-style-type: none">• Sturgeon County Council and Chief Administrative Officer (CAO) mutually agreed to part ways on November 28, 2017.

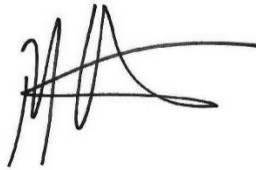
	<ul style="list-style-type: none"> • The CAO Contract contains financial provisions that Sturgeon County is legally obligated to pay; funding these expenditures allows the 2017 budget to remain balanced. • The current balance in the General Operating Reserve is approximately \$2.9 million. • Details of the contract and related public disclosures are currently being reviewed by Sturgeon County’s Access and Privacy Coordinator. <p><u>External Communication</u></p> <ul style="list-style-type: none"> • None. <p><u>Relevant Policy/Legislation/Practices:</u></p> <ul style="list-style-type: none"> • <i>Municipal Government Act, RSA 2000 C.M-26</i> <i>Section 248(1):</i> A municipality may only make an expenditure that is <ul style="list-style-type: none"> a) included in an operating budget, interim operating budget or capital budget or otherwise authorized by Council, b) for an emergency, c) legally required to be paid.
<p>Implication of Administrative Recommendation</p>	<p><u>Strategic Alignment:</u></p> <p>Strong Local Governance and Regional Leadership – The funding of the contract obligations is consistent with Goal 1.2 Sturgeon County is financially stable and fiscally sustainable.</p> <p><u>Organizational:</u></p> <p>None.</p> <p><u>Financial:</u></p> <p>The legal obligations identified with Motion 464/17.</p>
<p>Alternatives Considered</p>	<p>Wait until year-end to identify funding.</p>
<p>Implications of Alternatives</p>	<p><u>Strategic Alignment:</u></p> <ul style="list-style-type: none"> • The funding of the contract obligations is consistent with Goal 1.2 Sturgeon County is financially stable and fiscally sustainable. <p><u>Organizational:</u></p> <ul style="list-style-type: none"> • None. <p><u>Financial:</u></p> <ul style="list-style-type: none"> • The legal obligations identified with Motion 464/17.
<p>Follow up Action</p>	<p>1. Finance will record the proper entries to fund the transaction in 2017.</p>

Attachment(s) | None.

**Report Reviewed
by:**



Manager, Financial Services



Rick Wojtkiw, GM Corporate Support & Acting CAO

Strategic Alignment Checklist

Vision: Sturgeon County: a diverse, active community that pioneers opportunities and promotes initiative while embracing rural lifestyles.

Mission: Provide quality, cost effective services and infrastructure to meet the diverse needs of the Sturgeon County community, while improving competitiveness and sustainability.

Focus Areas	Not consistent	N/A	Consistent
Strong Local Governance and Regional Leadership			
<i>We promote consistent and accountable leadership through collaborative and transparent processes (Strategic Plan, pg. 27 MDP)</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <i>Consistent with neighborhood role (see MDP), master plans, policies</i> 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <i>Considers fiscal stability and sustainability</i> 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> <i>Has a positive impact on regional and sub-regional cooperation</i> 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Respect the Natural Environment			
<i>We acknowledge the importance of a healthy environment and will minimize and monitor our impact on ecosystems (Strategic Plan, pg. 27 MDP)</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <i>Compliance with Provincial and Federal regulations and/or legislation</i> 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <i>Ensure effective environmental risk management</i> 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Community Identity & Spirit			
<i>We will build upon our strengths, where together we will create an inclusive, caring community (Strategic Plan, (Strategic Plan, pg. 27 MDP)</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <i>Promotes and/or enhances residents' identification with Sturgeon County</i> 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <i>Enhances service provision through community partnerships</i> 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <i>Supports Sturgeon County's cultural history</i> 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Planned Growth and Prosperity			
<i>We encourage varied and integrated enterprises that enhance our strong economic base, while balancing the needs of the community and natural environment. (Strategic Plan, pg. 27 MDP)</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <i>Does the proposal align with the Integrated Regional Growth Strategy (map/policies) pg. 26 MDP</i> 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <i>Considers cumulative costs and long-term funding implications</i> 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <i>Targets growth around current or planned infrastructure</i> 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Maintain and Enhance Strong Communities			
<i>We are committed to a safe, secure community, where our residents are respected and provided with access to opportunities. (Strategic Plan, pg. 27 MDP)</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <i>Positive impact on residents' quality of life</i> 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <i>Supports and promotes volunteer efforts</i> 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <i>Provides programs and services that are accessible to all residents</i> 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Operational Excellence			
<i>We have the organizational capability to deliver consistent and defined levels of service to all stakeholders in a professional, efficient, and cost effective manner</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <i>Staff have the knowledge, skills and capability to perform their jobs</i> 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <i>Streamlines operational processes and policies</i> 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <i>Promotes engagement and professional interaction with stakeholders</i> 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <i>Considers a cost-structure which allows Sturgeon County to remain competitive within a regional, national and global context</i> 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>