

Recipe for Productive CAO–Council Relationships

ASVA Annual
Conference

October 2022



FOMG: Lonely at the Top

Examining changing dynamics for
CAOs in Alberta municipalities

- Question: What do retirement trends, population shifts and changing attitudes towards work mean for the administrative capacity within Alberta's municipalities?
- Methodology: Review of workforce data, interviews and a survey of CEOs.
- Goal: Share potential strategies small communities can use to attract and retain qualified CAOs.



Cooking up a Culture of Respect

- Update Code of Conduct Guide
- #Moments Matter Campaign
- Common Ground Project



Other Ingredients for Support

- Alberta Municipalities Advocacy team – advocacy@abmunis.ca
- Peer support from Board
- Casual Legal for brief questions
- EOEP helping councils understand their roles – eoep.ca
- ABmunis events abmunis.ca/events



Panel aka Conversation-Chefs

- Mayor Bernie Poulin
 - Summer Village of Silver Sands
 - Summer Villages of Lac Ste Anne East
- June Boyda
 - CAO, Summer Villages of Itaska Beach, Silver Beach, & Sundance Beach
 - Vice Chair- Society of Local Government Managers
- Jason Wallsmith
 - CAO, Municipal District of Acadia
 - President, Local Government Administration Association



Qs: Setting the table for success

- What advice would you give a new CAO on how to establish a positive working relationship with council and visa versa?

Qs: Avoid spoiling the relationship

- How can elected officials avoid micromanaging?
- How can CAOs avoid or push back against micromanagement?
- What other factors can sour the relationship and how can they be avoided?

Qs: Council/staff dynamic

- How do you manage the council/staff dynamic especially when personal relationships may be involved?

Qs: Dealing with spicy customers...

- What is the role of council versus the role of the CAO/administration in dealing with citizen questions and complaints?

Qs: Skill building question

- Where have you experienced professional growth in your career?
- What are some rewarding and affordable opportunities for skill building and networking?

Your Questions and Ingredients

- Problems
- Questions
- Solutions
- Requests

What's said at ASVA stays at ASVA



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 **Alberta
Municipalities**
Strength
In Members