



Corporate Business Plan 2023-2026



Contents

04	Corporate Business Plan on a Page	11	Carbon Neutral Municipal Operations	17	Reliable, Effective Infrastructure
06	Highlights	12	Modern, Adaptive Administration	18	Economical, Desirable Services
07	Strategic Framework	13	Diversified Revenue and Partnerships	19	Services Summary
08	Strategic Priorities	14	Meaningful Community Connections		
09	Diverse Business Hub	15	Clean Energy Economic Ecosystem		
10	Safe, Beautiful Communities	16	Sustainable, Thoughtful Decisions		

Sturgeon County recognizes we are located on Treaty 6 territory, the traditional homelands of Alexander and Michel First Nations, as well as the Métis Nation of Alberta's Region 4. We are all Treaty People; we love and cherish this place we call home and the land that provides for us—a place where our families, friends, and other relations live and grow. We commit ourselves to continually becoming better Treaty people so that this place and those we love continue to thrive as long as the sun shines, the grass grows, and the rivers flow.



Corporate Business Plan (2023-2026)

"Plan on a Page"

The Corporate Business Plan on a Page highlights the ten strategic priorities included in Sturgeon County's 2022-2025 Strategic Plan and the Initiatives being undertaken to advance the achievement of the Community Outcomes and priorities.



Community Outcomes



Planned Growth



Thriving Communities



Environmental Stewardship



Collaborative Governance



Operational Excellence

Diverse Business Hub

Reinforce Sturgeon County as an internationally competitive and supportive municipality to locate and conduct business.

Economic Development and Competitiveness Strategy Update	Q1 2023
Investment Incentive Expansion	Q1 2023
Designated Industrial Zones: Regulatory Alignment	Q2 2023
Economic Marketing Strategy	Q3 2023
Sturgeon Valley Development Readiness: Land Use Regulation	Q2 2023
Villeneuve Airport Area - Area Structure Plan	Q1 2023
Villeneuve Airport Development Readiness: Future Planning	Q1 2024

Safe, Beautiful Communities

Cultivate safe, beautiful, and complete communities.

Municipal Development Plan: Major Review	Q2 2024
Municipal Lands Encroachment Review	Q2 2023
Agriculture Master Plan and Support Strategy	Q2 2024
Sturgeon Valley Development Readiness: Engineering Standards	Q1 2023
Wetland Replacement Program	Q2 2023
Registered / Unregistered Ditches Review	Q3 2023

Carbon Neutral Municipal Operations

Achieve carbon neutral municipal operations by considering benchmarks that reflect Environmental, Social, and Governance (ESG) measures.

Record Digitization	Q4 2024
Municipal Fleet Dual Fuel Conversion Exploration	Q4 2023

Modern, Adaptive Administration

Prioritize municipal workforce and process and policy modernization that supports a productive and future-ready organization.

Content Management and Collaboration	Q4 2023
Modern Employee Compensation Policy	Q3 2023
Modern Public Engagement Policy	Q2 2023
Planning and Development Digital Permitting	Q1 2025
Resource Extraction Regulatory Review	Q1 2023
Asset Management	Q4 2025

Diversified Revenue and Partnerships

Realize opportunities for alternative revenue generation and shared efficiencies through innovative new models and partnerships.

Waste to Resource	Q4 2026
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Meaningful Community Connections

Acknowledge and celebrate Sturgeon County's history and relationships with Indigenous and other communities.

St. Albert - Sturgeon County Intermunicipal Agreement	Q1 2024
Joint Use Planning Agreements	Q2 2023

Clean Energy Economic Ecosystem

Support long-term transition to a low carbon economy, prioritizing hydrogen and other clean energy production.

Sturgeon Valley Low Carbon Development Planning	Q4 2025
Clean Energy Improvement Program (CEIP)	Q4 2024

Sustainable, Thoughtful Decisions

Embed thoughtful long-range financial and operational planning into decision-making processes.

Villeneuve Airport Development Readiness: Financial Model	Q1 2024
Sturgeon Valley Development Readiness: Financial Model	Q1 2023
Financial Reserve Framework Analysis	Q4 2023
Off-site Levy Policy Review	Q2 2023
Regulated Assessment Review	Q4 2024
Enterprise Resource Planning	Q4 2023

Reliable, Effective Infrastructure

Enhance local broadband, emergency, transportation, and recreation infrastructure.

Rural General Municipal Servicing Standard (GMSS)	Q1 2023
Transportation Master Plan	Q1 2023
Broadband Initiative: Phase I	Q2 2023

Economical, Desirable Services

Ensure residents will be offered cost-effective and highly valued services.

Organizational Service Catalogue: Phase 2	Q3 2023
Service Level Inventory	Q1 2024
Intermunicipal Collaboration Frameworks (ICFs)	Q2 2025

Sturgeon County is an ambitious community—this is true of our residents, our local businesses and industry, our elected officials and municipal administrators. Each of us is part of a connected system that pushes our community forward in realizing new opportunities and prioritizes making things happen.

We are Future Ready!

Here in Sturgeon County, we **dream** BIG.

Located in the north segment of the Edmonton Metropolitan Region, Sturgeon County is a welcoming place to call home. The County offers world-class energy, agricultural, and unique business investment opportunities in a community rich in historic, cultural, and naturally stunning features.

We are bordered by all sizes of neighbouring communities—from bustling urban centers to smaller municipalities with big hearts—as well as the Edmonton Canadian Forces Base and key regional assets like the Alberta Industrial Heartland, the Villeneuve Regional Airport, and the Sturgeon Valley.

As a municipal organization, Sturgeon County is consciously building an adaptable workforce that is laser-focused on enhancing productivity, creating sound processes and policy, and applying a modernized approach to service delivery and resident and business supports. We are committed to responding to emerging opportunities and challenges with a proactive mindset and implementation.

Sturgeon County is proud to have deep-rooted friendships with the Indigenous communities of Alexander First Nation and Michel First Nation and places a high value on maintaining meaningful connections with them. As a municipal organization, we are committed to addressing actions outlined in the ***Truth and Reconciliation Report*** and fostering positive relationships with these communities.

Like many rural communities, the County has faced several challenges over recent years, including economic shifts, high costs of goods, low population density with high infrastructure costs, unpaid taxation from abandoned projects, and responding to the COVID-19 pandemic. Through ongoing effort from our teams, we have persevered and now stand before times of diverse and exciting opportunities.

Sturgeon County is **future-ready**.

The County is charging forward as a leader in Canada's clean energy evolution. Sturgeon County has developed an integrated energy ecosystem and plans that are ambitious but realistic and people-focused.

We are participants in the Edmonton Region Hydrogen Hub—Canada's first and largest hydrogen node. We are advancing innovative projects to trigger real-world change that will help our municipal organization meet its net-zero operations and environmental sustainability goals. This includes exploration of waste-to-resources projects, full scale hydrogen communities, transportation innovation, digitization efforts, and more.

Our nimble and driven approach will enhance our international competitiveness and allow for the successful execution and implementation of plans within our identified **Community Outcomes**.

Sturgeon County is dedicated to being a vibrant municipality to live and conduct **business**.



20,900
RESIDENTS
AND GROWING

2,100
SQUARE
KILOMETERS
IN SIZE

Sturgeon County and
Alexander First Nation
have signed a historic
Relationship Agreement
as partners.

ALUS program aims to **Value,
Protect and Promote**
both the agricultural community
and the region's unique and
precious natural environment.



NEARLY 480,000
ACRES IN FARM AREA
(PRIMARILY CLASS 1 SOIL)

The County's portion of the
Alberta Industrial Heartland (AIH) is one
of the world's most attractive locations for
petrochemical, heavy industrial, and energy
value chain investment.



Close proximity to multi-modal
transportation options,
including world-class air, rail, and heavy haul



TELUS is investing **\$100 million** to connect parts of
Sturgeon County and the City of St. Albert directly to fiber
optic networks to **enhance internet connectivity**

The Alberta Carbon Trunk Line—
the world's largest carbon capture and
storage project—runs through AIH and
has captured and sequestered over
**three million tonnes of
CO2 emissions to date**



**THE VILLENEUVE
AIRPORT**
hosts the **Alberta International
Airshow**, drawing tens of
thousands of spectators to
the event each year

Engaging in work
to address actions
outlined in the
**Truth and
Reconciliation
Report**

1,776
KILOMETERS
of local roads and
185 kilometres of
secondary roads.



Member of the
**EDMONTON
METROPOLITAN
REGION BOARD**
(advancing a regional approach
to land-use planning)

Sturgeon County is a founding member
of **Canada's first hydrogen HUB**, which
is backed by **over \$2 million in funding**

**Pillars of
our economy**

- Villeneuve Airport Area
- Sturgeon Valley South
- Alberta Industrial Heartland



Strategic Framework

Sturgeon County's Strategic Framework defines how our municipal organization meets Council's established vision on behalf of the community. The Corporate Business Plan (CBP) is a key strategic document within the Framework that defines the major initiatives Administration will act on to meet Council's direction over four years.

The CBP plays a critical role in the evolution of our community.

Our Strategic Plan is overarching direction from Sturgeon County Council to its Administration. Created by Council and informed by the community, the Strategic Plan specifies a vision and goals looking forward. Council has established five principal goals for a future-ready Sturgeon County called **Community Outcomes**. Within these Outcomes, Council has

developed coordinating points to illustrate expected benefits with each achievement. Council also set Strategic Priorities to provide clear direction to Administration on the high-level action items that will forge a path to success.

Our goal at Sturgeon County is to advance with intention.

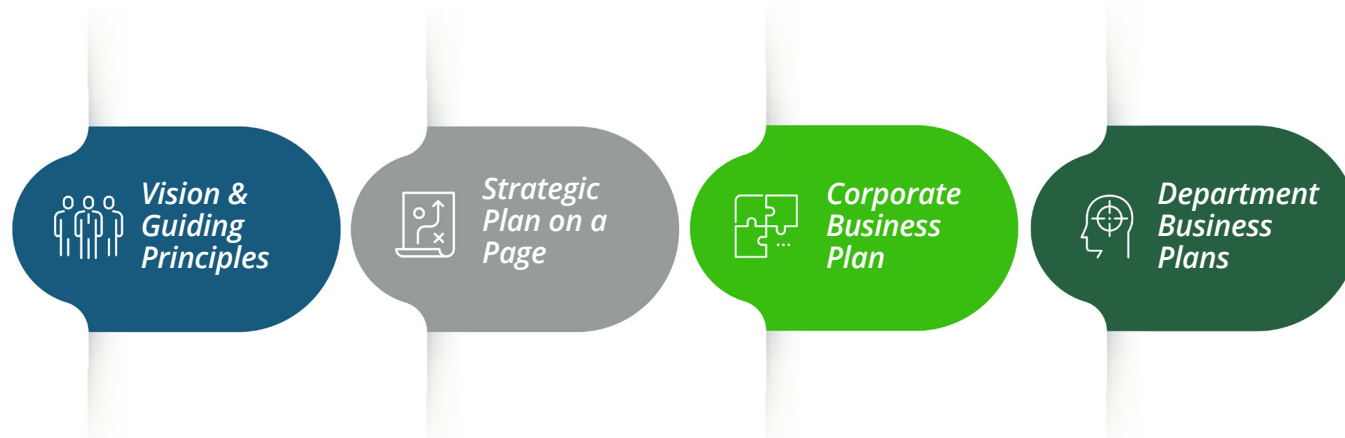
The CBP elaborates on Council's ten Strategic Priorities, cataloguing actions and initiatives to achieve Council direction successfully. The CBP provides details on:

- Key initiatives (special projects with a beginning and end date – typically, a result from master plans, frameworks, strategies, and needs that arise from the community)
- Enhancements to core services (services offered under a significant increase in service levels or that reflect an innovative new delivery approach)

The details within the CBP tell the story of how Sturgeon County is taking decisive steps to make things happen.

Reporting and progress measurement ensures there is a strong connection between the different elements of Sturgeon County's Strategic Framework. A transparent and honest review of the status of corporate initiatives is formally undertaken on a semi-annual basis. To ensure we are continually improving and reaching operational excellence, refinement and updates will be made to our organizational strategic planning documents as needed.

Balancing flexibility in approach with sound strategic planning ensures Sturgeon County remains future-ready to meet new opportunities and challenges as they arise.



Our 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."

Our Guiding Principles

Collaboration	Accountability
Flexibility	Excellence
Safety	Future Readiness
Affordability	Innovation

Strategic Priorities

The Strategic Plan on a Page identifies Council's ten strategic priorities that Sturgeon County will implement over the next four years (and beyond).



Planned Growth



Thriving Communities



Environmental Stewardship



Collaborative Governance



Operational Excellence

Diverse Business Hub

Reinforce Sturgeon County as an internationally competitive and supportive municipality to locate and conduct business.

Safe, Beautiful Communities

Cultivate safe, beautiful, and complete communities.

Carbon Neutral Municipal Operations

Achieve carbon neutral municipal operations by considering benchmarks that reflect Environmental, Social, and Governance (ESG) measures.

Modern, Adaptive Administration

Prioritize municipal workforce and process and policy modernization that supports a productive and future-ready organization.

Diversified Revenue and Partnerships

Realize opportunities for alternative revenue generation and shared efficiencies through innovative new models and partnerships.

Meaningful Community Connections

Acknowledge and celebrate Sturgeon County's history and relationships with Indigenous and other communities.

Clean Energy Economic Ecosystem

Support long-term transition to a low carbon economy, prioritizing hydrogen and other clean energy production.

Sustainable, Thoughtful Decisions

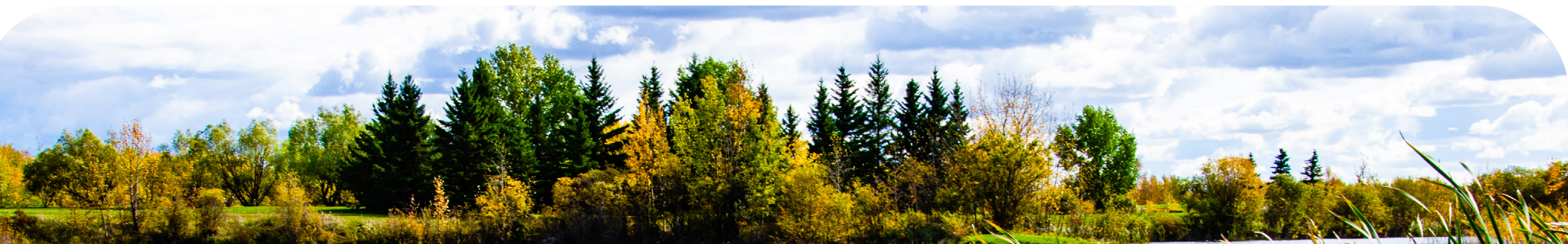
Embed thoughtful long-range financial and operational planning into decision-making processes.

Reliable, Effective Infrastructure

Enhance local broadband, emergency, transportation, and recreation infrastructure.

Economical, Desirable Services

Ensure residents will be offered cost-effective and highly valued services.



Diverse Business Hub

Reinforce Sturgeon County as an internationally competitive and supportive municipality to locate and conduct business.



Expected outcome benefits

- Internationally competitive to attract, grow, and sustain diverse business
- Low cost, minimal red tape regulations
- Tenacious focus on new growth and innovation
- Predictable and stable external relationships



INITIATIVE	DESCRIPTION	DIVISION	TIMELINE
Key Initiatives			
Economic Development and Competitiveness Strategy Update	Update the organization's primary economic strategy and showcase the County's priorities to support domestic and international competitiveness.	Development and Strategic Services	Q1 2023
Investment Incentive Expansion	Conduct an analysis of proposed financial incentives related to select industry types and geographic areas.	Development and Strategic Services	Q1 2023
Designated Industrial Zones: Regulatory Alignment	Collaborate with the Province and other stakeholders to develop and implement recommendations to align regulatory process that enables a one-window service model.	Development and Strategic Services	Q2 2023
Economic Marketing Strategy	Develop an Economic Marketing Strategy that will improve Sturgeon County's position as one of the top investment attraction and business growth destinations.	Development and Strategic Services	Q3 2023
Sturgeon Valley Development Readiness: Land Use Regulation	Complete amendments to the Land Use Bylaw to enable a flexible and competitive development process in Sturgeon Valley South.	Development and Strategic Services	Q2 2023
Villeneuve Airport Area - Area Structure Plan	Prepare a detailed growth framework and overall statutory plan amendment in support of the Villeneuve Airport area development opportunity.	Development and Strategic Services	Q1 2023
Villeneuve Airport Development Readiness: Future Planning	Advance technical bylaw amendments to facilitate the next steps in Villeneuve Airport Area development.	Development and Strategic Services	Q1 2024
INITIATIVE	DESCRIPTION	DIVISION	
Enhancement to Core Services			
Foreign Direct Investment Program	Implement tactics from the organization's Foreign Direct Investment Strategy paired with continued strategic engagement with foreign investors.	Development and Strategic Services	

Safe, Beautiful Communities

Cultivate safe, beautiful, and complete communities.



Expected outcome benefits

- Beautiful, surprising places with high standards
- Engaging cultural, historic, and civic amenities
- Integrated natural spaces and trail systems
- Safe, welcoming, and diverse communities
- Comprehensive land use and infrastructure planning
- Conservation of natural areas and agricultural lands



INITIATIVE	DESCRIPTION	DIVISION	TIMELINE
Key Initiatives			
Municipal Development Plan: Major Review	Update Sturgeon County's Municipal Development Plan in alignment with local strategic direction and regional policy.	Development and Strategic Services	Q2 2024
Municipal Lands Encroachment Review	Conduct an in-depth review of land encroachment regulations within the county and recommend appropriate policy and enforcement mechanisms.	Development and Strategic Services	Q2 2023
Agriculture Master Plan and Support Strategy	Develop an Agriculture Master Plan to establish a long-term growth and diversification vision and a policy, program, and initiative roadmap.	Infrastructure Services	Q2 2024
Sturgeon Valley Development Readiness: Engineering Standards	Complete amendments to the County's General Municipal Services Standards to accommodate new development areas in the Sturgeon Valley.	Infrastructure Services	Q1 2023
Wetland Replacement Program	Collaborate with the Province to prioritize and replace wetlands projects throughout Sturgeon County.	Infrastructure Services	Q2 2023
Registered / Unregistered Ditches Review	Review, catalogue, and develop annual maintenance and expansion program for major drainage systems.	Infrastructure Services	Q3 2023
INITIATIVE	DESCRIPTION	DIVISION	
Enhancement to Core Services			
Open Space Planning	Establish a program to proactively manage and expand the County's open spaces, parks, playgrounds, and trail system.	Community Services	
Regional Fire Service Review	Complete a review of the Regional Fire Service Agreements with neighbouring communities.	Community Services	

Carbon Neutral Municipal Operations

Achieve carbon neutral municipal operations by considering benchmarks that reflect Environmental, Social, and Governance (ESG) measures.



Expected outcome benefits

- Carbon neutral municipal practices
- Partnerships with industry and others to drive emission reductions
- Conservation of natural areas and agricultural lands
- Transparent and action-oriented decision-making based on sound rationale
- Integrated strategic and business planning



INITIATIVE	DESCRIPTION	DIVISION	TIMELINE
Key Initiatives			
Record Digitization	Implement a well-defined digitization plan that will convert paper and paper processes to electronic process regarding access, use, storage, and management of records.	Corporate Services	Q4 2024
Municipal Fleet Dual Fuel Conversion Exploration	Investigate municipal fleet conversion to green fuel alternatives.	Infrastructure Services	Q4 2023
INITIATIVE	DESCRIPTION	DIVISION	
Enhancement to Core Services			
Environmental Stewardship: Community Tools	Provide residents with access to resources to encourage environmental stewardship.	Infrastructure Services	
Sustainable Agricultural Practices	Ensure that natural spaces are conserved and supports are provided to agricultural preservation.	Infrastructure Services	

Modern, Adaptive Administration

Prioritize municipal workforce and process and policy modernization that supports a productive and future-ready organization.



Expected outcome benefits

- Engaged and effective people - Council, Administration, and Volunteers
- Continuous learning and improvement mindset
- Future focused thinking to proactively respond to emerging opportunities and challenges
- Clear and supportive governance processes



INITIATIVE	DESCRIPTION	DIVISION	TIMELINE
Key Initiatives			
Content Management and Collaboration	Develop standards, guidelines, processes, and training on SharePoint implementation.	Corporate Services	Q4 2023
Modern Employee Compensation Policy	Implement a modern, competitive, and cost-effective employee compensation policy reflecting Sturgeon County's compensation philosophy.	Corporate Services	Q3 2023
Modern Public Engagement Policy	Implement a modern public engagement policy, procedures, and tools to improve availability of information and citizen participation in municipal decision-making.	Corporate Services	Q2 2023
Planning and Development Digital Permitting	Implement a digital platform for planning and development permit submissions and approvals to provide applicants with anytime/anywhere service.	Development and Strategic Services	Q1 2025
Resource Extraction Regulatory Review	Conclude the Resource Extraction Regulatory Review based on public input and Council's direction.	Development and Strategic Services	Q1 2023
Asset Management	Implement utility, agriculture, and pavement preservation and evaluation asset management capabilities.	Infrastructure Services	Q4 2025
INITIATIVE	DESCRIPTION	DIVISION	
Enhancement to Core Services			
Supervisory Development Program	Deliver targeted training program to employees interested in pursuing future supervisory position opportunities.	Corporate Services	
Planning and Development Workflow Review and Optimization	Optimize, as part of digitization efforts, new workflows and corporate referral processes that generate greater internal efficiency and better results for residents and developers.	Development and Strategic Services	

Diversified Revenue and Partnerships

Realize opportunities for alternative revenue generation and shared efficiencies through innovative new models and partnerships.



Expected outcome benefits

- Tenacious focus on new growth and innovation
- Alternative revenue generation and service delivery models
- Comprehensive land use and infrastructure planning
- Circular economy opportunities
- Future focused thinking to proactively respond to emerging opportunities and challenges



INITIATIVE	DESCRIPTION	DIVISION	TIMELINE
Key Initiatives			
Waste to Resource	Implement a regional Waste to Resource program that manages and converts waste into usable products.	Infrastructure Services	Q4 2026
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Meaningful Community Connections

Acknowledge and celebrate Sturgeon County's history and relationships with Indigenous and other communities.



Expected outcome benefits

- Meaningful connections with Indigenous communities
- Engaging cultural, historic, and civic amenities
- Safe, welcoming, and diverse communities
- Small community feel and personal connections
- Strong community identity and pride
- Positive culture within the municipal organization



INITIATIVE	DESCRIPTION	DIVISION	TIMELINE
<i>Key Initiatives</i>			
St. Albert - Sturgeon County Intermunicipal Agreement	Develop an Intermunicipal Agreement between Sturgeon County and the City of St. Albert.	Development and Strategic Services	Q1 2024
Joint Use Planning Agreements	Develop Joint Use Planning Agreements with local schoolboards.	Development and Strategic Services	Q2 2023
INITIATIVE	DESCRIPTION	DIVISION	
<i>Enhancement to Core Services</i>			
Truth and Reconciliation	Form and honour meaningful connections with Indigenous communities.	Development and Strategic Services	
County Bounty – Pilot Expansion	Host an expanded County Bounty event for local residents and businesses which showcases Council's community development, Indigenous relations, and economic priorities.	Development and Strategic Services	
Wellness on Wheels (WOW) Program	Encourage in-person conversations to build community and connections among neighbours and to inform residents of FCSS and County services/programs.	Community Services	

Clean Energy Economic Ecosystem

Support long-term transition to a low carbon economy, prioritizing hydrogen and other clean energy production.



Expected outcome benefits

- Internationally competitive to attract, grow, and sustain diverse business
- Clean air, land, and water
- Sustainable development
- Partnerships with industry and others to drive emission reductions
- Meaningful connections with Indigenous communities



INITIATIVE	DESCRIPTION	DIVISION	TIMELINE
Key Initiatives			
Sturgeon Valley Low Carbon Development Planning	Position Sturgeon Valley South as a clean energy community, with complementary partnerships and test sites for home heating, fueling, smart infrastructure, and more.	Development and Strategic Services	Q4 2025
Clean Energy Improvement Program (CEIP)	Provide access to financing and resources for residents and business to make energy efficient building improvements.	Infrastructure Services	Q4 2024

INITIATIVE	DESCRIPTION	DIVISION
Enhancement to Core Services		
Hydrogen Hub Participation and Advancement	Participate and progress the mandate of the Edmonton Hydrogen HUB, a working group of diverse stakeholders that collectively drive initiatives accelerating the development of a regional, national, and international hydrogen economy.	Development and Strategic Services

Sustainable, Thoughtful Decisions

Embed thoughtful long-range financial and operational planning into decision-making processes.



Expected outcome benefits

- Transparent and action-oriented decision-making based on sound rationale
- Future focused thinking to proactively respond to emerging opportunities and challenges
- Long-term financial planning and sustainability
- Careful debt and reserve stewardship
- Integrated strategic and business planning



INITIATIVE	DESCRIPTION	DIVISION	TIMELINE
<i>Key Initiatives</i>			
Villeneuve Airport Development Readiness: Financial Model	Complete an off-site levy model for the Villeneuve Airport area that will support sustainable growth.	Financial Services	Q1 2024
Sturgeon Valley Development Readiness: Financial Model	Conduct an analysis of the detailed financial implications of the Sturgeon Valley South development opportunity, and an update to Off-Site Levy costs, as they relate to Sturgeon County's long-term financial sustainability.	Financial Services	Q1 2023
Financial Reserve Framework Analysis	Conduct a comprehensive review and analysis of the organization's financial reserve framework.	Financial Services	Q4 2023
Off-site Levy Policy Review	Review and develop recommendations on updating the organization's Off-Site Levy Bylaws, processes, policies, and frameworks.	Financial Services	Q2 2023
Regulated Assessment Review	Complete a technical review and audit of the non-residential assessment process to ensure a transparent and equitable assessment application.	Financial Services	Q4 2024
Enterprise Resource Planning	Plan and receive approval on a multi-year core system replacement project.	Financial Services	Q4 2023
INITIATIVE	DESCRIPTION	DIVISION	
<i>Enhancement to Core Services</i>			
Strategic Planning Documents and Reporting Modernization	Update the organization's full suite of Strategic Planning documents and associated reporting mechanisms.	Development and Strategic Services	

Reliable, Effective Infrastructure

Enhance local broadband, emergency, transportation, and recreation infrastructure.



Expected outcome benefits

- Modern broadband and digital capabilities
- Reliable and effective infrastructure
- Integrated natural spaces and trail systems
- Safe, welcoming, and diverse communities
- Commitment to high quality of life
- Predictable and stable external relationships
- Continuous learning and improvement mindset
- Asset management and performance measurement



INITIATIVE	DESCRIPTION	DIVISION	TIMELINE
<i>Key Initiatives</i>			
Rural General Municipal Servicing Standard (GMSS)	Develop an updated GMSS that identifies infrastructure construction design parameters that consider forecasted growth in rural and low density areas.	Infrastructure Services	Q1 2023
Transportation Master Plan	Develop a Transportation Master Plan to guide how Sturgeon County will accommodate future transportation needs in rural and more densely populated areas for the next ten years.	Infrastructure Services	Q1 2023
Broadband Initiative: Phase I	Provide fast, high quality, affordable broadband service to County residents and businesses in the Phase 1 area.	Corporate Services	Q2 2023
INITIATIVE	DESCRIPTION	DIVISION	
<i>Enhancement to Core Services</i>			
Regional Recreation Access and Future Planning	Work with regional partners to establish, track, and report on recreational user data and to explore opportunities for regional delivery of recreational programming and amenities.	Community Services	

Economical, Desirable Services

Ensure residents will be offered cost-effective and highly valued services.



Expected outcome benefits

- Commitment to high quality of life
- Healthy and resilient
- Ongoing community consultation and engagement
- Quality, cost-effective service delivery
- Continuous learning and improvement mindset
- Integrated strategic and business planning



INITIATIVE	DESCRIPTION	DIVISION	TIMELINE
<i>Key Initiatives</i>			
Organizational Service Catalogue: Phase 2	Refine outcomes developed during Service Catalogue Phase 1 to ensure consistent articulation of organizational services and develop an associated financial analysis tool to determine related cost of services.	Development and Strategic Services	Q3 2023
Service Level Inventory	Develop a series of targeted services levels representing work undertaken across the organization and establish a program for service level monitoring and reporting.	Development and Strategic Services	Q1 2024
Intermunicipal Collaboration Frameworks (ICFs)	Engage with municipal neighbours, to consider potential ICF amendments and intermunicipal service agreements, as mandated by provincial legislation.	Development and Strategic Services	Q2 2025
INITIATIVE	DESCRIPTION	DIVISION	
<i>Enhancement to Core Services</i>			
Gravel Road Maintenance System	Enhance gravel road maintenance service levels using a new training and development program.	Infrastructure Services	
Suicide Prevention and Intervention Program	Deliver ASIST Workshop education to community partners, residents, and organizations to train individuals to respond to people with suicidal ideation.	Community Services	
Brand Integration	Integrate the County's corporate brand into materials, signage, publications, and reports.	Corporate Services	

Services Summary

It takes a lot of coordinated effort to successfully run a local municipality. Sturgeon County staff work diligently every day to provide high quality, effective services on behalf of our community residents and businesses. Under various regulatory frameworks, internal and external planning documents, Council direction, and community input, Sturgeon County executes important work that enables the community to flourish. Our departments oversee accountability for many tasks, including (but not limited to) the following:

Agriculture Services

- Conservation
- Trail and Open Space Maintenance
- Vegetation and Pest Management
- Agriculture Industry Supports

Fleet and Facility Services

- Capital Fixed Asset Planning
- Equipment Maintenance
- Property Management

Economic Innovation and Growth Services

- Ecosystem and Partnership Development
- Investment Attraction
- Business Retention and Expansion
- Promotions and Campaigns

Legislative Services

- Council and Committee Support
- Appeal Board Support
- Legislative Projects (e.g., census, elections, etc.)
- Information Access and Privacy Coordination

Executive Supports

- Council Support
- Office of the CAO Support
- Senior Administration Support
- Strategic Initiatives Coordination

Assessment Services

- Property Assessment
- Annual Assessment Coordination
- Assessment Inquiries and Appeals

Information Services

- Geographic Information System (GIS) Services
- Information Technology (IT) Services
- Business Transformation Services
- Information Management Services

Family and Community Support Services

- Community Initiatives and Grants Program
- Community Volunteer Program
- Recreation and Culture Services
- Social Services
- Trails and Open Space Management

Corporate Communications

- External and Internal Communication Support
- Event Management
- Corporate Publications
- Public Relations Services

Protective Services

- Fire Response and Investigation
- Training and Prevention
- Disaster and Emergency Services
- Enforcement Services

Human Resource Services

- Recruitment
- Employee Relations
- Health and Safety (OH&S)
- Policy and Procedure Development
- Training and Development

Corporate Finance and Treasury Services

- Corporate Finance and Treasury
- Budget, Reserves, and Strategic Financial Planning
- Internal Pay and Benefits Coordination
- Insurance Management
- Procurement Office
- Customer Service Desk

Utility and Waste Management Services

- Storm and Wastewater Management
- Water Services
- Infrastructure Management
- Solid Waste Services

Planning and Development Services

- Development and Safety Codes
- Current Planning
- Long-range and Regional Planning
- Land Management




Corporate Planning and Intergovernmental Services

- Government Relations
- Indigenous Affairs
- Regional and Intermunicipal Matters
- Strategic Corporate Planning

Transportation and Engineering Services

- Road Construction and Maintenance
- Road Services (e.g., dust suppression, street sweeping, etc.)
- Bridge Maintenance
- Drainage Management
- Technical Engineering Service

County Information

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