

NEWSLETTER

July 2019

SAVE THE DATES

**Fall Conference:
October 15-18, 2019**

The conference will be held at Digby Pines. [More information is available on our website.](#) Rooms are available to book, so secure your spot now!.

**Financial Management 1 for
Municipal Managers:**

November 7-8, 2019
Strategy, Statements and
Budgets

**HR Management Module 1:
November 15, 2019**

Labour, Law and Employment
Relations

SAVE THE DATE 2020

**50th Annual Fall Conference
September 22-25, 2020:**
DoubleTree Dartmouth, NS



Our Spring Conference was held on June 12-14, 2019 at Summer Street Industries in Pictou County. It had been over 8 years since we were last in Pictou County, and the warm hospitality did not disappoint. The great evening socials and conference sessions helped make the conference a success. A special thank you to all those who volunteered their time on the planning committee.

The evaluations for our conference encouraged us to reach out to members to assist in determining future conference sessions. We have developed a [quick questionnaire](#) for you to fill out. This will provide us ideas on what you would like to see at our conference, either a session or a topic. The questionnaire will close on July 4 at 4:30 p.m. we kindly ask that you respond before then.



The Fall Conference is quickly approaching with only 4 months remaining. The planning committee is putting together a sensational program with a theme "Challenge Yourself in Change." Some of the key sessions will focus on collaboration, innovation, governance and accessibility.

We are excited to announce our 3 keynote speakers for the conference: Tina Varughese, Jeremiah Brown, and Rumeet Billan. Tina's session will focus on giving you the "(re)boot into work-life balance"; Jeremiah's session will share his inspirational story of personal transformation and team unity in becoming a Canadian silver medalist; and Rumeet's session's will focus on her Tall Poppy Syndrome study, which examines how majority of your workplace feels their achievements have been undermined by others.

We are looking forward to release more information about our program in the next couple of weeks. If you haven't already, book your room at the Pines. More information can be found on [our website](#).

“A professional association of current and future municipal government managers and administrators dedicated to excellence in municipal government through education, objective advice and networking.”



Because of the increasing risk to municipalities for cybercrime, AMA is looking at a bulk purchase of a service that would offer a multifaceted approach to protecting the municipal organization from cyberattacks. We are looking at a cloud-based behavioral change solution which would:

- Provide all employees with a personal risk score or and individual’s cyber risk compass so they can personally correct risky behaviors to improve their scores. This will allow employees to see the connection between their good security behaviors and keeping the organization safe;
- Provide relevant training to all employees and council;
- Automatically send out phishing simulations to help correct behavior;
- Provide leadership with a clear overview of the organization’s risk.

The tool will be easy-to-manage and very affordable to both large and small municipalities. The cost of doing nothing could result in a loss tens of thousands of dollars, not to mention the loss of public trust.

If you are interested in this initiative, please contact Janice Wentzell at jwentzell@amans.ca. We are scheduling a demo for CAOs, Directors of Corporate Services and IT Directors or Managers for July 10th at 2:00 p.m. If you have questions, please call 902-423-8323.



AMA has a long-standing relationship with the School of Public Administration. Those graduating from the Masters in Public Administration are the future public servants. A student representative from the Program serves on the AMA Board and often students do research and write papers on municipal government topics as part of their course work.

This year second year students Emi Froud and Eric Levy researched and wrote a paper on Digital Shared Services for Nova Scotia Municipalities. They presented their findings to the AMA Board and their research paper can be found on the [AMA website](#) under Publication and Reports, *Other Reports*



Municipal Workplace Wellness Day A Huge Success

May 23 was proclaimed to be Municipal Workplace Wellness Day across Nova Scotia. Creating this province-wide municipal workplace wellness day sends a message to municipal employees, and future employees, that our government is serious about employee health and well being.

Over 30 municipalities participated in Municipal Wellness Day.



Town of Wolfville

Held a Tropical/Hawaiian themed casual dress day with staff paying \$2 into a 50/50 draw. The winner chose the charity they want to donate half the money to. They hope to do a wellness day on a monthly basis.

Town of Yarmouth

Held a staff barbecue with wellness related activities. They closed down some departments early to allow for all staff to attend.

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Accessibility Workshops Coming in September

In 2017, Nova Scotia became the third province in Canada to pass accessibility legislation. The Accessibility Act sets an ambitious goal for Nova Scotia to become an accessible province by 2030. Municipalities are vital partners in achieving this goal. Once prescribed under the Act, municipalities, and villages must do the following:

- Establish an Accessibility Advisory Committee.
- Develop an accessibility plan within one year.
- Comply with accessibility standards when they are developed and implemented.

AMA is working with the Accessibility Directorate to organize regional workshops to help municipalities get started in the planning of their accessibility plan. Workshop participants will learn helpful tips on how to comply with the act and, most importantly, meet the accessibility needs of your community. The workshop will offer a recommended approach to forming an Accessibility Advisory Committee and developing your accessibility plan. Many of the steps that will be shared were piloted in the Town of Wolfville, which developed Nova Scotia's first comprehensive municipal accessibility plan. Stay tuned for dates and location.



Nova Scotia Joint Municipal Fire Service Committee

The Nova Scotia Joint Municipal Fire Service Committee has released a second information bulletin. The most recent bulletin is on the topic of registration as a fire service. The committee will be producing educational bulletins on a variety of topics concerning fire services in Nova Scotia over the coming months.

All information bulletins are posted to amans.ca/project-and-policy-resources as they are released. Please feel free to distribute these bulletins within your municipality and on social media. The Nova Scotia Joint Municipal Fire Service Committee looks forward to your feedback on how to improve fire operations in Nova Scotia.

Workplace Wellness Day Events

Town of Stellarton

Used a virtual reality set to create a soothing stress releasing atmosphere.



Town of Middleton

Staff did a walk and a catered healthy lunch. They ate in the park outside after their walk. "We rarely ever get out of the office so it was a nice change."

Town of Mahone Bay

Held a casual day and encouraged each department to have a walking or outdoor meeting during the day.

Town of Berwick

Had a local chef come in to do an hour cooking class with 16 staff. She walked them through everything from prep to the final product and provided them with resources for quick and healthy meals

Municipality of Richmond

Held a having a healthy potluck and casual day.



“Making Municipal Government the place to work - where you can make a difference supporting strong local government in Nova Scotia's communities.”

EMPLOYMENT OPPORTUNITIES

[Find out about municipal employment opportunities](#)

CONTACT US

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The 2019 Workplace Wellness Award Application will be available in July. The Wellness Awards recognize municipalities who have made an effort in creating wellness programs that promote and encourage healthy work environments, through increased work productivity and awareness on employee wellness.

There are 3 levels of municipal wellness recognition – gold, silver or bronze. Only municipalities who implemented a wellness program in the past 12 months are eligible to receive an award.

This year we have added a Workplace Innovation Award. The purpose of the Workplace Innovation Award is to recognize municipalities who have developed, and successfully implemented, an innovative approach to some aspect of workplace wellness. All awards are presented at the AMANS Fall Conference. Stay tuned for more information and the applications.



The Municipal Website Venture continues to expand. Recently the Town of Truro expressed interest in the development of a new website for the Truro Business Park.

Over the past few months a two websites have launched. This includes the new website for the [NS Municipal Wellness Day](#) and the updated website for [NSFM](#). We expect to launch new websites for Acadia First Nation and the Town of Trenton over the next few weeks.

Other new projects that are expected to begin in the months to come include the Village of Bible Hill, the Town of Lunenburg and the Municipality of the District of Shelburne. Altogether there are 12 websites that are in various stages of development or are expected to begin some time this year.

For more information regarding the Municipal Website Venture please contact [Andrea Jeffs](#).