Appendix A Sample Community Management Plan Community Council

Part 1: GUIDING PRINCIPLES

VALUES and operating behaviors to be followed by council members:

• accountability to the community residents in matters of finance, administration and delivery of community programs and services

Community Management Plan 20__ to 20__.

- respect for community residents and for each other
- honesty sharing all information in a fair manner to build up community residents and our community

VISION

To create and sustain a safe, healthy, clean and self-sufficient community which encourages community and individual development without endangering our environment.

MISSION

To provide and promote a strong, active foundation for our community which continually evolves to maintain a safe, healthy and self-sufficient community.

Part 2: GOALS

Administration

• To ensure strong financial and administrative management of the community through developing and maintaining the capacity of the community administrative officer (CAO) and all council members.

Public Works and Environmental Services

- To develop and maintain the buildings and community infrastructure, so they are safe, usable and fulfill regulatory requirements.
- To provide safe drinking water.
- To provide environmentally safe wastewater treatment and disposal.
- To provide solid waste disposal as per the regulation.
- To provide training for the public works employee(s) as per the regulation.

Workplace Safety and Health

• To ensure a safe incident, harassment and violence free workplace.

Protective Services

• To provide protection, safety and security to all community residents.

Recreation and Wellness

• To provide support, resources and networking opportunities.

Community Economic Development

• To promote and support community economic growth and development.

Part 3: OBJECTIVES FOR EACH GOAL

Administration

To ensure strong financial and administrative management of the community through developing and maintaining the capacity of the community administrative officer (CAO) and all council members:

- o Complete an annual comprehensive community management planning document.
- o Adequately trained CAO and council in place.
- o Strong financial management practices and reporting.
- o Transparent and effective communication between council, other government agencies and community residents.
- o Sound human resource practices in place (staffing, selection, employee management).

Public Works and Environmental Services

To develop and maintain the buildings and community infrastructure, so they are safe, usable and fulfill regulatory requirements:

- o Maintain community buildings.
- o Maintain utilities and waste disposal system.
- o Provide safe and well-maintained grounds, roads and surface drainage system.
- o Ensure maintenance of vehicles and equipment.
- Implement maintenance management plan.

To provide safe drinking water:

- o Ensure drinking water regulations are followed.
- o Ensure monitoring and reporting of the water system.
- o Ensure maintenance of the water system.

To provide environmentally safe wastewater treatment and disposal:

- o Ensure wastewater regulations are followed.
- o Ensure monitoring and reporting of the wastewater system.
- o Ensure maintenance of the wastewater system.

To provide solid waste disposal as per the regulation:

- o Ensure waste disposal regulations are followed.
- o Ensure maintenance of the waste disposal site.

To provide training for the public works employee(s) as per the regulation:

o Ensure water operator, wastewater operator and waste site operator are certified.

Workplace Safety and Health

To ensure a safe incident, harassment and violence free workplace:

- o Ensure training is complete in workplace safety and health (WSH), including harassment and violence, for community council and employees.
- o Ensure community meets all WSH Act and regulation requirements.

Protective Services

To provide protection, safety and security to all community residents:

- o Provide safe, properly trained and equipped fire services.
- o Provide public education, mitigate risk and enforce safety for community residents.
- o Ensure all community emergency incidents are monitored and the community emergency plan is current and practiced.

Recreation and Wellness

To provide support, resources and networking opportunities:

- o Provide recreation and wellness programming to residents.
- o Promote resources and opportunities.

Community Economic Development

To promote and support community economic growth and development:

- o Review land use documents as required under The Planning Act.
- o Review community needs assessment and guidelines to assess community requirements for a community development corporation (CDC).
- Update the vacant Crown lands listing to address current and future business and residential development.

Objective	20/	20/_	20/	20/	20/_	Comments
Conduct council	X		X		X	After each regular
orientation.						election/by-election.
Develop mutual fire		X				Schedule meeting
aid agreement.						with neighboring
						municipality.
Form a community		X				Request assistance
development						from the department.
corporation.						

Part 4: ACTION PLANS

COMMUNITY COUNCIL ACTION PLAN 20_ to 20_					
Goal/Objective/Activity	Responsibility	Frequency	Completed (Y/N)	Remarks	
ADMINISTRATION					
To ensure strong financial and administrative management of the community through developing and					
maintaining the capacity of the community administrative officer (CAO) and all council members.					
Complete an annual comprehensive community management planning document.					
 develop community management plan 	CAO/Council	Annually,			
(CMP) (includes budget, action plans,		Jan. 31			
staff training plan, five-year					
maintenance plan, five-year capital					
plan)					
conduct review and report of CMP		Quarterly			
action items					

COMMUNITY COUNCIL ACTION PLAN 20 to 20					
Goal/Objective/Activity	Responsibility	Frequency	Completed (Y/N)	Remarks	
Adequately trained CAO and council in p	olace.				
• request new employee orientation from department	Council	As required			
• provide council orientation within one month of a regular election and following a by-election	CAO	Every two years			
 ensure CAO attendance at relevant workshops, training sessions and other opportunities 	CAO/Council	Ongoing			
 ensure council attendance and representation at relevant workshops and other opportunities (ex. NACC conference) 					
Strong financial management practices a	nd reporting.				
 submit financials to department for review 	CAO	Quarterly			
ensure all regular and reoccurring resolutions are passed	CAO/Council	Ongoing			
• ensure council and CAO are aware of and understand financial policies and financial statements	CAO	Ongoing			
ensure outstanding tax collection strategy is in place and residents are educated on importance of paying taxes	CAO/Council	Ongoing			
• ensure locally generated revenue achieves or exceeds 20% of budget and a strategy is in place to collect sufficient revenues to pay for the provision of services					
ensure council adheres to the deadlines set out in The Northern Affairs Act and other legislation applicable to the community					
Transparent and effective communication community residents.	n between counci	l, other govern	ment agencie	es and	
 schedule public meetings with community and department participation 	CAO/Council/ Staff	Semi- annually			
Sound human resource practices in place	(staffing, selection	n and employ	ee manageme	nt).	
 ensure performance appraisals are completed for all employees review human resource policies 	CAO/Council	Annually			

COMMUNITY COUNCIL ACTION PLAN 20_ to 20_					
Goal/Objective/Activity	Responsibility	Frequency	Completed (Y/N)	Remarks	
PUBLIC WORKS AN	D ENVIRONME	NTAL SERV	ICES		
To develop and maintain the buildings and o	community infrastr	ucture, so they	are safe usab	le and	
fulfill regulatory requirements.					
Maintain community buildings.		T		Γ	
 general clean-up of the building 	Public works	Daily			
 inspect the building for internal and 	employee	Monthly/As			
external structural deficiencies and	(PWE)	required			
make necessary repairs					
• inspect the services (electrical,					
plumbing, heating) for deficiencies					
and make necessary repairs		A 11			
review infrastructure audit report and		Annually			
perform needs assessment to address					
deficiencies					
Maintain utilities and waste disposal syste	PWE	Monthly/As			
 inspect water supply system (water treatment plant, equipment, pumps, 	F W E	required			
pipelines, curb-stops) for deficiencies		required			
and make necessary repairs					
• inspect wastewater system (wastewater					
treatment plant, lift stations, tanks,					
equipment, lagoon, pipelines) for					
deficiencies and make necessary					
repairs					
• inspect infrastructure related to solid					
waste management (waste disposal					
site, signs, gate, recycling bins,					
fencing) for deficiencies and make					
necessary repairs					
 review infrastructure audit reports and 		Annually			
perform needs assessment to address					
deficiencies					
Provide safe and well-maintained grounds			ystem.	Π	
• store material, repair pot holes and	PWE	Annually/			
grade the road		As required			
• clean-up/brush ditches for proper		Annually			
drainage					
• inspect culverts for blockage and					
grades and rectify if deficiencies found		A a ma arriva d			
• inspect road elements (signs, guard		As required			
rails, lighting system) and repair/ replace					
replace				1	

COMMUNITY COUNCIL ACTION PLAN 20 to 20					
Goal/Objective/Activity	Responsibility	Frequency	Completed (Y/N)	Remarks	
• inspect ground elements (litter/debris, grass cutting, site furniture, play areas) for maintenance and repair	PWE	As required			
 review infrastructure audit reports and perform needs assessment to address the deficiencies 		Annually			
Ensure maintenance of vehicles and equip	oment.		,		
 conduct general clean-up of vehicles and equipment 	Operator	Daily			
 conduct general inspection (tire pressure, body, glass, mirrors, oil levels, hoses) 		Weekly/As required			
 put in place and maintain first aid kit, fire extinguisher, eye wash unit, backup alarm 	Operator/ Council	Monthly			
Implement maintenance management pla	n.	1			
prepare a maintenance management plan	PWE/CAO/ Council	Annually			
implement maintenance management plan	PWE	Monthly			
To provide safe drinking water.	11 1				
 Ensure drinking water regulations are formulation and the maintain chlorine residual in treated water as per the regulation maintain turbidity of treated water as per the regulation 	Operator	Daily			
immediately advise residents of boil water advisory	Operator/CAO/ Council	As required			
Ensure monitoring and reporting of the v	vater system.	•			
 send bacteria samples to the lab 	Operator	Bi-weekly			
 send trihaolmethane/haloacetic samples to the lab 		Quarterly/ Every second year			
• submit chlorination and turbidity reports to the Office of Drinking Water (ODW) and the department		Monthly			
 immediately report treatment upsets or watermain breaks to the ODW and the department 		As required			
Ensure maintenance of the water system.					
ensure backup chlorine pump and parts are on standby	Operator/CAO	Daily			
inspect treated water storage	Operator	Annually			

COMMUNITY COUNCIL ACTION PLA Goal/Objective/Activity	AN 20 to 20 Responsibility	Frequency	Completed	Remarks
Goal/Objective/Activity	Responsibility	Frequency	Completed (Y/N)	Kemarks
 calibrate water testing equipment 				
 repair or replace pumps/motors/ 		As required		
equipment				
• exercise all watermain valves/		Annually		
curbstops and repair	_			
• repair watermains and service line		As required		
leaks	1.11	1		
To provide environmentally safe wastewater		sposal.		
Ensure wastewater regulations are follow		Doily	T	
secure entrance of facility	Operator	Daily		
• discharge the lagoon only between the dates of June 16 and October 31		Annually		
	_			
• discharge the second cell of lagoon once it reaches 1.0 meter of freeboard				
and samples pass				
Ensure monitoring and reporting of the v	⊥ vastewater systen	 n		
• send lagoon samples to lab prior to	Operator Operator	Annually		
discharge				
• send lagoon sample results to the				
environment officer and the				
department for approval to discharge				
• immediately report treatment upsets or		As required		
wastewatermain breaks to the				
environment officer and the				
department				
Ensure maintenance of the wastewater sy			T	1
• cut grass on berms	Operator	As required		
• remove cattails		Annually		
• repair lagoon berms	_			
repair truck dump/splash pad		As required		
• exercise all wastewatermain valves		Annually		
and curbstops and repair	_	A a magninad		
 repair wastewatermains and service line leaks 		As required		
To provide solid waste disposal as per the r	 			
Ensure waste disposal regulations are followed				
secure the entrance of site when not	Operator Operator	Daily		
supervised	F : 3			
• clean-up windblown litter throughout	1	Bi-annually		
site				
• compact and cover active area, June	Operator	Monthly		
through October				

COMMUNITY COUNCIL ACTION PLA	AN 20 to 20			
Goal/Objective/Activity	Responsibility	Frequency	Completed (Y/N)	Remarks
construct new active area above		As required		
ground with berms and temporary				
fencing				
• burn only clean wood, brush, paper				
and cardboard				
• immediately report emergencies to the				
environment officer and the				
department				
Ensure maintenance of the waste disposal		T	T	T
 maintain proper signage within the site 	Operator	As required		
and at the gate				
 cut grass and brush around the site, 		Monthly		
June through October				
 channel waste into separate areas: 		Daily		
metals, tires, burnables, electronics				
maintain burn pit area		Monthly		
To provide training for the public works emp				
Ensure water operator, wastewater opera			e certified.	T
• include certification courses required	CAO/Council	Annually		
for employees in the staff training plan	_ ~			
	E SAFETY AND			
To ensure a safe incident, harassment and v				
Ensure training is complete in workplace	-	i (WSH), inclu	iding harassn	ient and
violence, for community council and empl	CAO/Council	Ongoing	Ι	<u> </u>
• review individual employee/council	CAO/Council	Ongoing/ As required		
members training plans to ensure		As required		
necessary training is completed and documented				
• adopt, present to staff and follow the	CAO/Council/	Ongoing		
community respectful workplace and	Staff	Oligonig		
harassment prevention policy, and the	Stair			
community violence prevention policy				
Ensure community meets all WSH Act an	d regulation requ	uirements.		
• appoint WSH representatives, both an	Council	Ongoing		
employer (council member) and		3 8 8		
council employee				
complete hazard assessment forms	Staff as	Daily		
complete hazard assessment meeting	assigned by	Monthly		
notes	council			
fill out incident forms		As required		

COMMUNITY COUNCIL ACTION PLAN 20_ to 20_					
Goal/Objective/Activity	Responsibility	Frequency	Completed (Y/N)	Remarks	
• perform a check and log it (ex. fire extinguishers, emergency lighting, exit lighting, eye wash stations, first aid kits, exit doors, guards on tools)	Staff as assigned by council	Monthly			
 review Workplace Safety and Health Manual review safety data sheets and ensure up to date conduct fire drill and document review WSH unplanned and planned audit conducted by the department and ensure deficiencies are rectified review and monitor WSH program requirements for capital projects and contracted work 	Staff/CAO/ Council Staff as assigned by council Staff as assigned by council/Council	Annually Ongoing			
 investigate and create corrective action plan to rectify all incidents including inquiries, respectful workplace, harassment, violence in the workplace 	CAO/Council	As required			
	ECTIVE SERVIO	CES			
To provide protection, safety and security to					
Provide safe, properly trained and equipp					
 ensure a current list of active volunteer firefighters is maintained for insurance purposes complete training/fire activity reports and submit to council and the department 	Fire chief/CAO	Monthly			
 ensure individual training plans are created for each firefighter 	Fire chief	Annually, Jan. 31			
 conduct equipment inventories and submit to council 		Monthly			
 train to a minimum of fire department requirements 	CAO/Council/ Fire chief	Ongoing			
 hold meetings to work on fire budget 	Fire chief/CAO	Monthly			
 ensure fire equipment is well maintained, in operational shape and conduct required annual safety inspection 	Fire chief	Ongoing			
 complete fire reports within seven days of an incident and submit to the Office of the Fire Commissioner and the department 		As required			

Goal/Objective/Activity	Responsibility	Frequency	Completed (Y/N)	Remarks
• conduct public education seminars and/or provide educational materials regarding fire prevention and safety	Fire chief	As required		
maintain log of pagers/radios distributed to firefighters		Monthly		
advance partnerships with neighboring communities for mutual-aid agreements	Fire chief/CAO/ Council	As required		
Provide public education, mitigate risk ar	nd enforce safety f	or communit	v residents.	
 conduct patrols of community and infrastructure at high priority times provide educational seminars on 	Community safety officer (CSO)	Ongoing	,	
 various safety topics attend community functions ensure a visible presence in the community 	_	As needed		
 administer approved enforcement powers while assisting RCMP as requested/required attend incidents within capacity as 		Ongoing		
 required for safety of residents complete CSO workplan and submit to council and the department 		Annually		
complete CSO activity and mileage reports and submit to council and the department		Monthly		
Ensure all community emergency inciden current and practiced.	ts are monitored a	and the comm	nunity emerge	ency plan i
appoint emergency coordinator, if position becomes vacant	Council	As required		
review and renewal of emergency plan	CAO/Council/ Emergency coordinator	Annually		
• conduct table top exercise for local control group on the plan with assistance from the department	Council/ Emergency coordinator			
• conduct hazard assessments within the community	Emergency coordinator			
• monitor all community emergency incidents and report to council and the department		As required		
•	TION AND WELL	LNESS	•	•

Goal/Objective/Activity	Responsibility	Frequency	Completed (Y/N)	Remarks
Provide recreation and wellness program	ming to residents	5.		
hire new recreation workers	CAO/Council	As needed		
provide community-based or	Recreation	As		
individual training	director	requested		
develop recreation and wellness plan	Recreation	Annually,		
to be included in the community	director/CAO	Jan. 31		
management plan				
 renewal of the recreation and wellness 	Recreation	Annually		
plan	director			
review of recreation and wellness plan		Quarterly		
• submit recreation and wellness report	Recreation	Monthly/		
to council and the department	director/CAO	Semi-		
•		annually,		
		Oct. 30 and		
		April 30		
Promote resources and opportunities.				
 identify resources to support 	Recreation	Ongoing		
programming	director			
 promote resources for program 				
opportunities				
 assist community organizations 	Recreation	As required		
	director/	or		
	Council	requested		
 identify and promote funding 	Recreation	Ongoing		
opportunities	director/CAO			
COMMUNITY F			<u>. </u>	
To promote and support community econom				
Review land use documents as required u		T .	T	1
• review development plan and zoning	CAO/Council	Annually,		
bylaws and identify any required		Jan. 31		
amendments				
 hold public meeting to present 		As required		
required amendments				
• forward amendment documentation for				
ministerial approval				
Review community needs assessment and	_	ess community	y requiremen	ts for a
community development corporation (CI		A = · 1		
• identify a community team comprised	Council	As required		
of business owners, community				
residents, elected officials, school				
officials to conduct needs assessment				<u> </u>

COMMUNITY COUNCIL ACTION PLA	AN 20 to 20			
Goal/Objective/Activity	Responsibility	Frequency	Completed (Y/N)	Remarks
 engage with the department and other agencies for an information session on CDC requirements identify community needs 	CAO/Council	As required		
 update community action plan in line with policies and community economic development (CED) strategies and environmental changes implement CED strategy as identified 		Ongoing		
in the needs assessment outcomes				
Update the vacant Crown lands listing to	address current a	and future bus	siness and res	idential
development.				
• identify and verify all vacant Crown lands properties in the assessment roll that are feasible for development	CAO/Council	Annually, Jan. 31		
update list of vacant Crown lands properties		As required		
 forward updated listing to department 				

STAFF TRAINING					
ACTIVITY	Participant	Responsible	Dates	Completed (Y/N)	
CAO/Administrative Staff/Council					
NACC conference in Winnipeg	CAO/Two	Mayor/	August		
	designated	Council			
	council				
	members				
Water Operator Certification Training					
Attend level II water treatment certification	Water	CAO	March		
course at Red River Community College	operator				
(RRCC)					
Maintain Continuing Education Units	Water	CAO/	Annually		
(CEUs) required	operator	Council			
Wastewater Operator Certification Training					
Attend the wastewater treatment Class 1	Wastewater	CAO	March		
certification course at RRCC	operator				
Waste Disposal Site Operator Training					
Attend the Solid Waste Association North	Waste site	CAO	November		
America (SWANA) Landfill Operator Basic	operator				
(LOB) certification course					

STAFF TRAINING					
ACTIVITY	Participant	Responsible	Dates	Completed (Y/N)	
Public Works Employee Training					
Heavy duty equipment operator training	PWE	CAO	April		
WSH Training (includes WSH reps)					
 workplace hazardous materials information system (WHMIS) and spill clean-up winter road training WSH orientation for new and returning workers WSH committee/representatives responsibilities harassment and respectful workplace Toolbox Talks fall protection awareness/refresher excavation and trenching lock out awareness/refresher musculoskeletal injury awareness and prevention fire extinguishers working alone transportation of dangerous goods trenching, shoring and excavation awareness ergonomics field/office personal protective equipment emergency response planning fatigue management confined space awareness contractor management hearing conservation safe work procedures emergency preparedness preventative maintenance workplace inspections prime contractor essentials hazard awareness 	Council member assigned/ Staff	CAO/ Council	Annually, recert. As required (for remaining list)		
standard first-aid	Council	Council	Every		
 confined space entry and rescue 	member		three		
 contained breathing apparatus – full 	assigned/		years,		
and half mask	Staff		recert.		

STAFF TRAINING					
ACTIVITY	Participant	Responsible	Dates	Completed (Y/N)	
 power saw training ladder safety awareness/refresher WSH train the trainer 	PWE		As required		
Fire Department					
Attend the in house community structural firefighting program based on five hours per month – completing all 13 training modules	Firefighters	Fire chief	Monthly		
Standard first aid/CPR training	Fire chief/ Firefighters		Every 3 years		
Class 4 driver's license (air endorsement) Vehicle extrication training (if equipped) Fire ground management training	Firefighters Fire chief	Fire chief/ Council	As required		
6					
Protective Services Attend the three week Manitoba Justice introductory training	CSO	CAO	March		
E M					
 Emergency Management Complete the Emergency Measures Organization online courses: Emergency Management in Manitoba EM100 Incident Command Systems ICS100 Introduction to Emergency Social Services 	Emergency coordinator	CAO	March		
Recreation and Wellness Program					
Attend the Rec Connections Conference in Winnipeg	Recreation director	CAO	February		
Attend the tri-regional recreation director conference			October		
Community Economic Development					
Attend the Vision Quest Conference in Winnipeg	As designated by council to a maximum of two	Council	May		

Part 5: BUDGET FORM

Include a copy of the community's annual operating budget.

Part 6: CAPITAL FIVE YEAR PLAN

Capital Objective	20/	20/	20/	20/	20/	Project	Funding
						Total	Source
Upgrade roads.		\$30.0	\$30.0			\$60.0	Yr 1 – Prov.
							Yr 2 - Fed.
Install traffic signs.		\$2.0				\$2.0	Community
Purchase utility			\$40.0			\$40.0	Community
truck.							·
Capital repairs to				\$15.0		\$15.0	Department
arena roof.							
Waterline					\$15.0	\$15.0	Department
expansion –							
engineering and							
design.							
Year Total	\$0	\$32.0	\$70.0	\$15.0	\$15.0	\$132.0	

Capital Projects for the year 20 to 20	_			
Project Description	Provincial	Reserve	Community	Project Total
-	Grants	Funds	Raised	-
Upgrade roads – stockpile gravel.	\$25.0	\$5.0		\$30.0
Install traffic signs.			\$2.0	\$2.0
Totals	\$25.0	\$5.0	\$2.0	\$32.0