



# ANNUAL REPORT/21

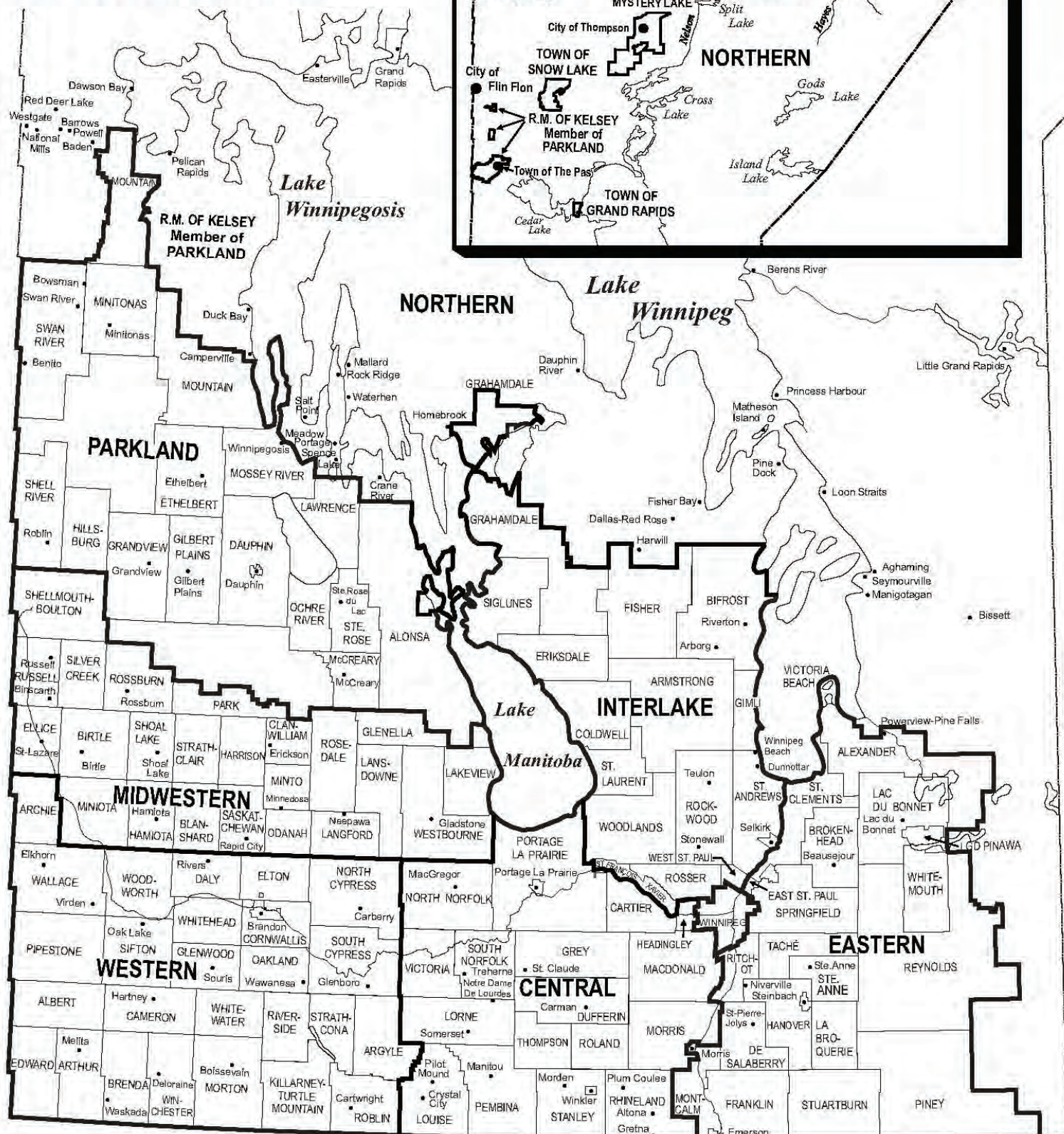


## **Association of Manitoba Municipalities**

Working to achieve strong and effective municipal government.



# ASSOCIATION of MANITOBA MUNICIPALITIES DISTRICTS





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# From the President



**Despite a global pandemic, we have seen many **positive developments** over the last 20 months.**

On behalf of the AMM Board of Directors, it is my pleasure to present to you the 2021 Association of Manitoba Municipalities Annual Report.

There is no doubt that the last year has been a challenging one for all of us. Municipal leaders have grappled with the ongoing pandemic, its associated restrictions, and the resulting loss of revenue.

However, thanks to the strong lobbying efforts of AMM leadership—including files we've been working on for over 10 years—we've seen some successes too.

From a new \$20 million endowment fund for accessibility grants, to \$3 million from Manitoba Infrastructure, to

federal investments in water and wastewater projects and the Universal Broadband Fund, there has been reason to be hopeful for the future.

I commend all elected officials, municipal administrators, and staff for the dedication and commitment you've shown to your communities, particularly in the face of new challenges due to the ongoing pandemic.

I hope as you peruse the pages of this annual report, you feel a sense of pride in the accomplishments we have highlighted. These are YOUR accomplishments, and speak to the strength and character each and every one of you bring to your role as a municipal leader.

**Kam Blight**

# From the Executive Director



**The AMM has continued to be here for our members, in every way possible.**

Whether you are reading this annual report from the comfort of your home or from your seat at the AMM 2021 Fall Convention, our first large-scale in-person event in 18 months, there is no doubt that we have come a long way over the past year.

Municipal leaders have become adept at participating in Zoom meetings, learning about new product offerings via webinars, and virtually electing their fellow officials to serve as AMM directors.

This new reality did not stop our members from participating in our events, which to me speaks to the quality of our offerings and the necessity to network with your fellow elected officials.

I am also thankful that the AMM offers such a robust property/casualty insurance program, employee benefits package, and HR services. In times of office closures, falling revenues, and work disruptions, it is gratifying to know our members will be protected.

The AMM Trading Company switched to the CANOE banner this year, and with that comes a much wider range of products and programs to choose from.

In short, despite the challenges of a global pandemic, the AMM has continued to be here for our members in every way possible.

**Denys Volkov**

# Board of Directors



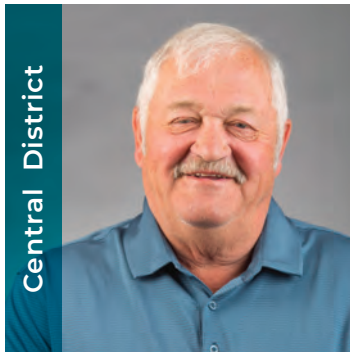
**Reeve Kam Blight**  
RM of Portage la  
Prairie



**Mayor Chris Ewen**  
RM of Ritchot



**Reeve Brad Saluk**  
RM of Brokenhead



**Reeve  
Morris Olafson**  
RM of Stanley



**Councillor  
Nancy Penner**  
City of Morden



**Reeve Cheryl Smith**  
RM of St. Laurent



**Councillor  
Kelly Cook**  
City of Selkirk



**Mayor  
Stuart Olmstead**  
Town of Carberry



**Councillor  
Rhonda Coupland**  
Municipality of  
Boissevain-Morton

# LEADERSHIP



# Board of Directors



Eastern District

**Councillor  
Melanie  
Parent  
RM of Piney**



Eastern District

**Reeve  
Loren Schinkel  
RM of Lac du Bonnet**



Northern District

**Councillor  
Karen MacKinnon  
City of Flin Flon**



Northern District

**Councillor  
Kathy Valentino  
City of Thompson**



Midwestern District

**Mayor Merv Starzyk  
RM of Yellowhead**



Midwestern District

**Councillor  
Linda Little  
Hamiota Municipality**



Parkland District

**Councillor  
Jim Manchur  
Gilbert Plains  
Municipality**



Parkland District

**Reeve  
Ron Kostyshyn  
Mossey River  
Municipality**



City of Winnipeg

**Councillor  
Jeff Browaty**

# TEAM



MMAA

**Nettie Neudorf**

# AMM Members

Alexander, RM  
Alonsa, RM  
Altona, Town  
Arborg, Town  
Argyle, RM  
Armstrong, RM  
Beausejour, Town  
Bifrost-Riverton, Municipality  
Boissevain-Morton, Municipality  
Brandon, City  
Brenda-Waskada, Municipality  
Brokenhead, RM  
Carberry, Town  
Carman, Town  
Cartier, RM  
Cartwright-Roblin Municipality  
Churchill, Town  
Clanwilliam-Erickson, Municipality  
Coldwell, RM  
Cornwallis, RM  
Dauphin, City  
Dauphin, RM  
De Salaberry, RM  
Deloraine-Winchester,  
Municipality  
Dufferin, RM  
Dunnottar, Village  
East St. Paul, RM  
Ellice-Archie, RM  
Elton, RM  
Emerson-Franklin, Municipality  
Ethelbert, Municipality  
Fisher, RM  
Flin Flon, City  
Gilbert Plains Municipality  
Gillam, Town  
Gimli, RM  
Glenboro-South Cypress,  
Municipality  
Glenella-Lansdowne, Municipality  
Grahamdale, RM  
Grand Rapids, Town  
Grandview Municipality  
Grassland, Municipality  
Grey, RM  
Hamiota Municipality  
Hanover, RM  
Harrison Park, Municipality

Headingley, RM  
Kelsey, RM  
Killarney-Turtle Mountain,  
Municipality  
La Broquerie, RM  
Lac du Bonnet, RM  
Lac du Bonnet, Town  
Lakeshore, RM  
Leaf Rapids, Town  
Lorne, Municipality  
Louise, Municipality  
Lynn Lake, Town  
Macdonald, RM  
McCreary, Municipality  
Melita, Town  
Minitonas-Bowsman, Municipality  
Minnedosa, Town  
Minto-Odanah, RM  
Montcalm, RM  
Morden, City  
Morris, RM  
Morris, Town  
Mossey River Municipality  
Mountain, RM  
Mystery Lake, LGD  
Neepawa, Town  
Niverville, Town  
Norfolk Treherne, Municipality  
North Cypress-Langford,  
Municipality  
North Norfolk, Municipality  
Oakland-Wawanesa, Municipality  
Oakview, RM  
Pembina, Municipality  
Pinawa, LGD  
Piney, RM  
Pipestone, RM  
Portage la Prairie, City  
Portage la Prairie, RM  
Powerview-Pine Falls, Town  
Prairie Lakes, RM  
Prairie View Municipality  
Reynolds, RM  
Rhineland, Municipality  
Riding Mountain West, RM  
Ritchot, RM  
Riverdale Municipality  
Roblin, Municipality

Rockwood, RM  
Roland, RM  
Rosedale, RM  
Rosburn Municipality  
Rosser, RM  
Russell-Binscarth, Municipality  
Selkirk, City  
Sifton, RM  
Snow Lake, Town  
Souris-Glenwood, Municipality  
Springfield, RM  
St. Andrews, RM  
St. Clements, RM  
St. François Xavier, RM  
St. Laurent, RM  
St. Pierre-Jolys, Village  
Ste. Anne, RM  
Ste. Anne, Town  
Ste. Rose, Municipality  
Stanley, RM  
Steinbach, City  
Stonewall, Town  
Stuartburn, RM  
Swan River, Town  
Swan Valley West, Municipality  
Taché, RM  
Teulon, Town  
The Pas, Town  
Thompson, City  
Thompson, RM  
Two Borders, Municipality  
Victoria, RM  
Victoria Beach, RM  
Viriden, Town  
Wallace-Woodworth, RM  
West Interlake, RM  
West St. Paul, RM  
WestLake-Gladstone, Municipality  
Whitehead, RM  
Whitemouth, RM  
Winkler, City  
Winnipeg, City  
Winnipeg Beach, Town  
Woodlands, RM  
Yellowhead, RM



# AMM Staff



**Denys Volkov**  
Executive Director



**Linda Hargest**  
Director of  
Administration and  
Marketing



**Nick Krawetz**  
Director of  
Policy and  
Communications



**Stefanie Vieira**  
Senior Policy  
Analyst



**Donna Belbin**  
Events  
Coordinator



**Patti De Baets**  
Finance  
Coordinator



**Ainsley Murdock**  
Client Relations  
Manager



**Nanette Eserio**  
Administrative  
Assistant



# Advocacy Successes

*Despite a global pandemic, we have seen many positive developments over the last 20 months*

## Accessibility Funding

A new **\$20 million endowment fund** that will provide grants **up to \$50,000** to municipalities.

The AMM has been advocating for funding for **over 10 years**.



## Updated MI Service Agreements

**\$3 million for municipalities.** First two priorities focus on **gravel road maintenance** and **noxious weed control**.

## Operating Basket Funding

For the **SECOND year** the Province of Manitoba in consultation with the AMM has committed to flowing **75% of operating basket funding** upfront, with the remaining **25% in the fall**.





## Infrastructure Investments

**\$500 million** to help restart Manitoba's economy, with **\$50 million** dedicated to water and wastewater projects via the Manitoba Water Services Board.



## Universal Broadband Fund

**AMM pushed** the federal government to expedite the roll-out & increase funding to the UBF, which is **now \$2.75 billion** thanks to Budget 2021

## Federal Grade Crossings



**In direct response** to our members concerns, Transport Canada formally announced rail crossings **considered to be low risk are now exempt** from upgrade requirements & the amendments **now extend the compliance deadline by 1 year** (2022) for high priority railways & **3 years (2024) for all other crossings.**

## Bill C-21 Paused

The AMM reached out to FCM, MB Justice, several MP's and PSC Minister Bill Blair to relay municipal concerns. We have reiterated our strong belief that the federal government must adopt a nationwide approach to improving public safety since gun-related crime does not respect local borders.





# Year in Review

## COVID-19



As we continue to adapt to this environment, the AMM commends all elected officials, municipal administrators and staff for your dedication and commitment to your communities, particularly in the face of new challenges due to the ongoing pandemic. We have all seen how the COVID-19 pandemic has caused all orders of government to adjust to an ever-changing reality over the last 20 months. That is why the AMM voiced the importance of consistent communication between the Province of Manitoba and municipalities who remain on the front lines of this pandemic. At the onset of the pandemic, the AMM worked collaboratively with the Department of Municipal Relations to ensure municipal officials remain informed. Thus, we are pleased to see the Department continue to hold regular regional calls throughout the entirety of the pandemic.

Over the course of the pandemic, the AMM has appealed to both the provincial and federal governments requesting greater financial assistance so that municipalities are equipped to continue delivering critical services during and after this pandemic. For this reason, the AMM administered a survey between December 2020 and January 2021 to gather information on the impacts of the Safe Restart agreement, Code Red restrictions, and other financial pressures experienced by municipalities. The goal of the survey was to provide guidance to the provincial and federal governments as they contemplate additional financial assistance to municipalities.

The data from the survey demonstrated that municipalities are under tremendous financial strain and anticipated further revenue losses throughout 2021 and beyond. In fact, 85% of survey respondents indicated Code Red restrictions financially impacted their municipalities while 71% noted the single largest financial hit has been due to the closure of community recreation centres. Thus, it is vital all orders of government continue to work together to ensure municipalities receive all necessary supports, including increased funding to offset operating losses.

So far, our advocacy efforts for greater COVID-19 support have resulted in the Province of Manitoba flowing 75 per cent of operating grants to municipalities back in May, with the other 25 per cent in the fall for the second year in a row. The Province of Manitoba also increased infrastructure investments by an additional \$500 million, with \$50 million dedicated to water and wastewater projects via the Manitoba Water Services Board (MWSB) as part of an economic stimulus package to help restart Manitoba's economy in the wake of the COVID-19 pandemic.

We all know that municipalities have remained on the front lines since the onset of the pandemic delivering essential services that Manitobans depend on. That is why the AMM has formally written to both the Premier of Manitoba and Chief Provincial Public Health Officer to express concerns related to the roll-out of provincial public health orders and their impacts on municipalities across Manitoba.

**The AMM commends all elected officials, municipal administrators and staff for your dedication and commitment to your communities.**

While we appreciate that all orders of governments have held an open line of communication throughout the pandemic, we continue to see provincial public health orders developed and rolled-out without including local insights. It is imperative that future public health orders are developed in consultation with the AMM and municipalities, especially when restrictions directly affect local communities.

Moving forward, we will continue to call on the provincial government to listen to municipal concerns and incorporate local feedback in the development and communication of provincial public health orders.

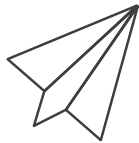
“While we appreciate that all orders of governments have held an open line of communication throughout the pandemic, we continue to see provincial public health orders developed and rolled-out without including local insights. It is imperative that future public health orders are developed in consultation with the AMM and municipalities, especially when restrictions directly affect local communities.”



### IMPACT OF RESTRICTIONS

85% of survey respondents indicated Code Red restrictions financially impacted their municipalities.

85%



### FINANCIAL HITS

71% of survey respondents noted the single largest financial hit has been due to the closure of community recreation centres.

71%



# Year in Review

## \$20 Million Manitoba Accessibility Fund

Since 2011, the AMM has repeatedly voiced concerns over the lack of provincial funding to municipalities to support the effective implementation of accessibility standards. As local communities cannot be expected to shoulder compliance costs and administrative burdens alone, we wish to thank the Province of Manitoba for announcing a new \$20-million endowment fund that will provide grants up to \$50,000 to municipalities and other organizations to eliminate accessibility barriers. Since the AMM supports greater accessibility for all Manitobans, this new endowment fund should significantly benefit local communities and their residents.

While this funding will help municipalities implement accessibility standards across Manitoba, we continue to call on the Province of Manitoba to ensure the Manitoba Accessibility Fund (MAF) framework be supported by a streamlined application process so that all proponents regardless of capacity are able to apply and funding support can be maximized to eliminate accessibility barriers at the local level. As municipalities have been advocating for funding over the last 10 years, it is clear there is a significant need for increased funding to help respond to the needs of local communities to reduce barriers and encourage compliance. Applications for MAF are expected to open in Spring 2022, and the AMM will update our membership as information becomes available.



## \$3 Million Municipal Fee-for-Service Agreements

On May 27, 2021, Manitoba infrastructure formally announced the updated fee-for-service municipal agreements totaling \$3 million for municipalities. The Province of Manitoba and AMM established a working group to analyze and identify options for improvements to deliver services as well as reduce red tape and find efficiencies that benefit both the Province and municipalities. The first two priorities undertaken by the AMM-MI Service delivery Working Group focused on gravel road maintenance and noxious weed control agreements.

Under the new agreements, a new rate structure was established, supported by over \$2.2 million including \$500,000 in additional funding that will reflect traffic volumes on gravel roads and service levels required. The other priority undertaken strengthened existing agreements with local governments to address noxious weed control and enhance accountability for program results. The Manitoba government will invest \$750,000 annually to support local noxious weed control in provincial rights-of-way.

Increased provincial funding will certainly help local Councils enhance service delivery within their communities through these voluntary agreements while compensation rates have been updated to align more with actual costs. The AMM wishes to thank Minister Schuler and the department for a collaborative process. Moving forward, the AMM-MI Service Delivery Working Group will work collaboratively to update and strengthen municipal snow clearing agreements.



## AMM-Province of Manitoba Strategic Collaboration Working Group

The AMM and the Government of Manitoba have a long standing, strong working relationship. In response to the AMM's 'Partners in Growth' campaign, the AMM and the Province of Manitoba established a Working Group focused on strategic collaboration.

The AMM met several times throughout 2020-2021 focusing on many provincial initiatives, including an update on historical funding to municipalities, shared engagement opportunities with municipalities as well as the roll out of the \$30 Million Climate Resiliency/Spring Flood Preparedness program. Over the course of the year, the Working Group also discussed the roll out of the Municipal Service Delivery Improvement Program and the process for the Education Property Tax Phase Out for 2021 and beyond

The purpose of the joint Working Group on Strategic Collaboration is to provide recommendations to the Minister of Municipal Relations and the AMM Board of Directors on key deliverables within a Memorandum of Understanding (MOU) on matters that have a significant impact on municipalities. Initial areas of focus include, provincial-municipal funding models, sharing efficiency opportunities, continued red tape review of provincial regulations that impact municipalities and shared governance practices.

The AMM remains committed to working collaboratively with the Province of Manitoba to help advance our Partners in Growth Initiative so municipalities can continue to help build a stronger Manitoba, especially as we look to recover from the COVID-19 pandemic.



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## → Universal Broadband Fund (UBF)

The economic slowdown has also increasingly highlighted the digital divide between communities. Since more Manitobans are working and learning from home while several businesses are shifting to e-commerce, better broadband connectivity is now more critical than ever.

The AMM along with its partners across the country continued to push the federal government to expedite the roll-out and increase funding to the Universal Broadband Fund, which is

now \$2.75 billion thanks to Budget 2021. Greater funding will help address the present gap in rural broadband throughout Manitoba and we continue to urge the Government of Canada to implement multiple intakes to provide municipalities ample time to develop applications.

# Year in Review

**The AMM remains committed to working collaboratively with the Province of Manitoba to help advance our Partners in Growth Initiative so municipalities can continue to help build a stronger Manitoba, especially as we look to recover from the COVID-19 pandemic.**

## Grade Crossings Regulations and Standards

In direct response to our members concerns, on June 19, 2021, Transport Canada formally announced amendments to the Grade Crossings Regulations and Standards. Under this model, rail crossings considered to be low risk are now exempt from upgrade requirements and the amendments now extend the compliance deadline by one year (November 2022) for high priority railways and three years (November 2024) for all other crossings. The AMM welcomes a new tiered, risk-based approach to allow local communities to adequately budget for rail crossing improvements.

We have consistently advocated for an extension to the upcoming November 2021 compliance deadline due to inconsistent information sharing by railway companies with municipalities as well as the need for increased long-term funding under the Rail Safety Improvement Program (RSIP) to help make compliance upgrades. Thus, we are pleased to see the Government of Canada announce that effective 2021-22, Transport Canada will provide over \$100 million to modernize rail safety and security, which includes ongoing funding to RSIP.

Given that municipalities are facing increased pressures due to the ongoing pandemic, we will continue to advocate for long term, predictable funding to help make railway upgrades moving forward.

Additionally, we will continue to work with Transport Canada to ensure this new risk-based approach is reflective of municipalities and is effectively communicated.

## Climate Action Incentive Fund

As part of Canada's broader federal carbon program, the Climate Action Incentive Fund (CAIF) exists as a vehicle to return funds to the four "backstop" provinces, including Manitoba. Naturally, we have a keen interest in the Municipalities, Universities, Schools and Hospitals (MUSH) Retrofit stream. However, the AMM was disappointed to see that 100 per cent of MUSH stream funding for 2019-20 went directly to schools, despite a promise to fund the entire MUSH sector in previous discussions between the federal government and our organization. While we appreciate the needs of schools, municipalities have many infrastructure projects in need of funding, including many that would contribute to cost-effective, low-carbon, and climate resilient local communities.

As our members continue to raise questions regarding the lack of communication about CAIF rebates for 2020-21 and 2021-22 for the MUSH sector, the AMM formally wrote to the House of Commons Standing Committee on Finance with three recommendations. These recommendations include: consulting with the AMM regarding the status of CAIF given the federal government's legal obligations to return carbon pricing revenues to their province of origin; flow remaining CAIF funds to municipalities to assist with lowering energy costs in recreational and other public buildings; and allow municipalities to utilize these promised funds through unrestrictive grants to reduce red tape and hasten a quicker COVID-19 recovery.

Moving forward, we will continue to call on the federal government to work collaboratively with our organization to ensure the needs and concerns of all municipalities are reflected at the federal level.

# Cities Caucus

**The AMM Cities Caucus meets at least three times annually.**



The AMM Cities Caucus is made up of Manitoba's ten cities. Modeled after the Federation of Canadian Municipalities (FCM) Big City Mayors' Caucus, the AMM Cities Caucus provides opportunities for representatives from each city in Manitoba to share ideas about how to tackle common concerns and key priorities to benefit all municipalities.

The Cities Caucus meets at least three times annually. During the 2020/21 meetings, discussions focused on helping to advance the AMM's 'Partners in Growth' initiative as well as addressing the five-year municipal operating funding freeze and tackling local crime and other community safety issues. Additionally, discussions focused on Bill 37: The Planning Amendment Act and City of Winnipeg Charter Act, COVID-19 impacts and the need for greater economic and financial assistance for all municipalities, and potential increased policing costs due to RCMP unionization.

The traditional fall meeting was hosted by the City of Dauphin on September 22, 2021.

## AMM Cities Caucus:

City of Brandon  
City of Dauphin  
City of Flin Flon  
City of Morden  
City of Portage la Prairie  
City of Selkirk  
City of Steinbach  
City of Thompson  
City of Winkler  
City of Winnipeg



# Meetings



**February 2**  
Central Services  
Minister Reg Helwer



**February 2**  
Crown Services  
Minister Jeff Wharton



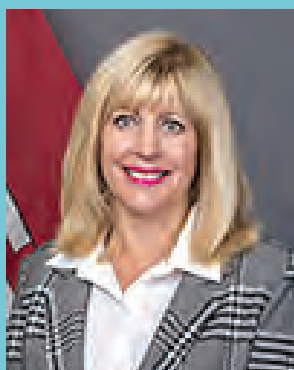
**February 10**  
Conservation and  
Climate Minister  
Sarah Guillemard



**February 10**  
Indigenous and  
Northern Relations  
Minister Eileen  
Clarke

20

**February 10**  
Sport, Culture and  
Heritage Minister  
Cathy Cox



**February 22**  
Health and Seniors  
Care Minister  
Heather Stefanson



**March 1**  
Agriculture and Re-  
source Development  
Minister Blaine  
Pedersen



**March 1**  
Advanced Education  
Skills and Immigration  
Minister Wayne  
Ewasko



Click on the photos above to view the AMM position  
paper for each meeting.

# With Ministers

21



**March 1**  
Justice Minister/  
Attorney General  
Cameron Friesen



**March 5**  
Economic  
Development and  
Jobs Minister Ralph  
Eichler



**March 8**  
Infrastructure  
Minister Ron  
Schuler



**March 18**  
Education Minister  
Cliff Cullen

**April 8**  
Legislative and  
Public Affairs  
Minister Kelvin  
Goertzen



**April 12**  
Families Minister  
Rochelle Squires



**April 12**  
Mental Health,  
Wellness and  
Recovery Minister  
Audrey Gordon

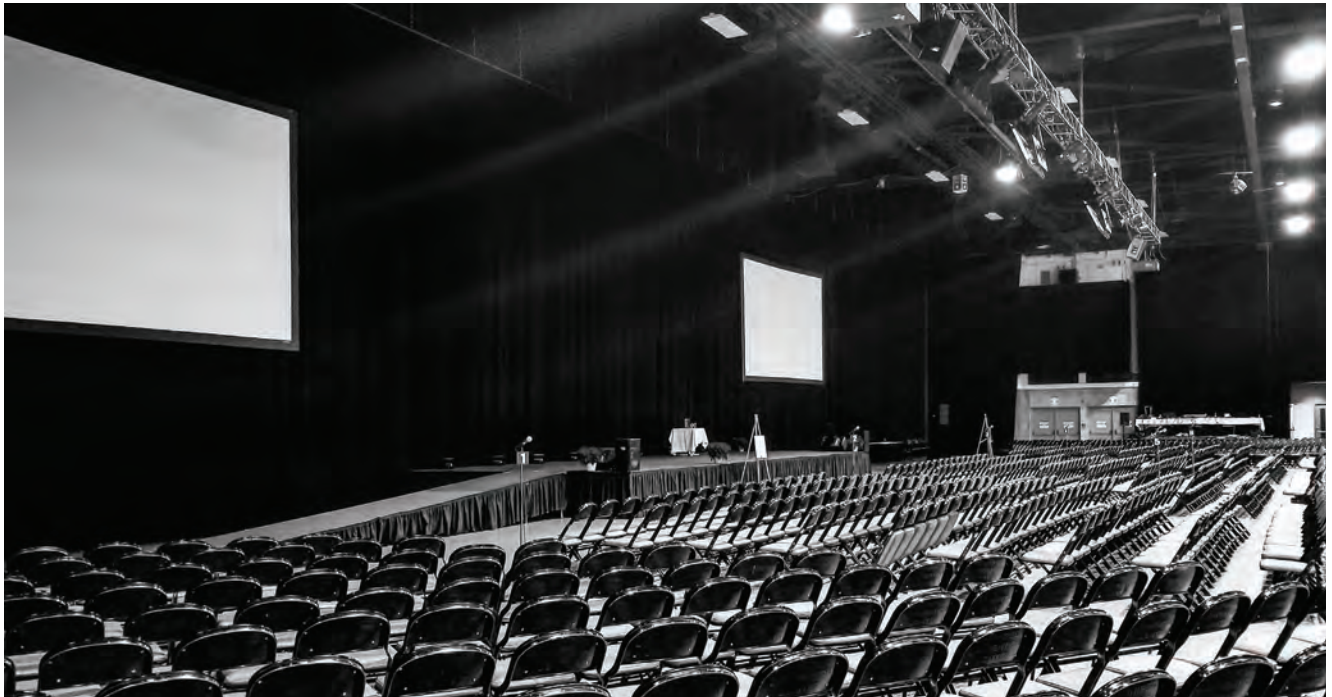


The AMM also meets  
regularly with  
Municipal Relations  
Minister Derek  
Johnson.



Click on the photos above to view the AMM position  
paper for each meeting.

# Member Events



## 22ND ANNUAL CONVENTION

The theme for the AMM's 22nd Annual Convention on November 23, 2020 was "Leading Through Adversity." 687 delegates registered for this virtual event.

**687** DELEGATES

## MAYORS, REEVES & CAOS

Over 200 elected officials and senior administrator, representing 113 municipalities, participated in the Zoom meeting on April 13, 2021

**+200** ELECTED OFFICIALS

## MUNICIPAL VISITS

Municipal Visits bring the AMM (whether in person or virtual!) to local councils to hear firsthand about the issues their communities are involved in. The AMM's goal is to meet with each municipal council at least once during its four-year term.

In 2021, the AMM had visits with 52 municipalities.

**+52** MUNICIPALITIES



# Member Events

## 2021 ANNUAL SPRING CONVENTION

April 14 to 16, 2021: A mix of professional development and policy-based web presentations.

479 registered delegates attended their choice of session:

Leaders Don't Arrive – Randy Grieser, ACHIEVE Centre for Leadership

Manitoba Infrastructure – Service Delivery

Online Reputation Management – Nicole Harris, Maverick Media Solutions

PSA Review & Policing Costs/ Funding to Municipalities – Manitoba Justice

Performance Evaluation/CAO Review – Edna Wolff, People First HR Services

Cyber Liability Issues Affecting Municipalities – Mouna Hanna, Dolden Wallace Folick

Manitoba Climate & Green Plan – Manitoba Conservation and Climate

**479** DELEGATES

## JUNE DISTRICT MEETINGS

June 7 – Eastern;  
130 municipal officials represented  
26 municipalities

June 10 – Interlake;  
78 municipal officials represented 19  
municipalities

June 15 – Central;  
100 municipal officials represented  
21 municipalities

June 16 – Northern;  
29 municipal officials represented 7  
municipalities

June 17 – Western;  
92 municipal officials represented 23  
municipalities

June 23 – Parkland;  
45 municipal officials represented 15  
municipalities

June 24 – Midwestern;  
71 municipal officials represented 14  
municipalities

Elections for District Directors were on the agenda for this year's District Meetings, with two new AMM Directors elected to the Board.

**2** NEW DIRECTORS

# — / Trading Company / —



## Why Canoe?

- ❑ National Unity and growth strategy across Canada - more members = more discounts.
- ❑ Streamline membership focus across Canada - One name rather than individual associations.
- ❑ Canoe Canadian history and pride - trade transportation, national discovery and settlement, etc.  
  
In terms of member changes - nothing changes in terms AMM's involvement, member benefits, pricing, etc. AMM is an affiliated association tied to Canoe. Same contacts, same program, different name/brand. Invoice will still come from AMM but have the Canoe brand/referenced on the invoice.
- ❑ New and Improved Website - user friendly, access to local dealers contacts details, access to RFPs, pricing, keyword search by equipment, etc.



## OFFICIAL SUPPLIERS



**Click here to  
see the CANOE  
2021 Supplier  
Directory.**

# 2021

# Trading Company

## HR SERVICES



There have been 78 unique tickets from AMM members between Sept. 1, 2020-August 31st, 2021. The three top categories have been Employee and Labour Relations, Employment Standards and HR Best Practices. Some common themes are accommodations, terminations, time away from work (sick time, leave of absence), and Covid-19 (mask use, vaccination). There have been 33 towns/RMs who have directly used the service.

In terms of projects (outside of HR OnCall) the team has primarily completed and assisted with employee handbooks, performance management templates, recruitment, and terminations

People First HR Services also participated in the AMM Spring Convention on April 15, 2021 through a one hour session specifically focusing on Performance Evaluation for CAOs at AMM. Understanding that CAOs report to Council and carry various multi-faceted roles, this session explored how to structure a fair and fulsome performance assessment. Key learnings addressed mitigating bias, soliciting feedback, having a successful performance debrief as well as understanding some available tools.

## INSURANCE



136 AMM member municipalities outside Winnipeg participate in the AMM's property/casualty "protected self-insurance" program, administered by Western Financial Group Insurance Solutions.

This industry leading program allows members to gain partial ownership of their program, through an \$11,875,000 annual self-insurance loss pool, used to pay out a portion of claims. Insurance is then purchased from excess insurance providers for coverage in excess of the loss pool amount, to provide municipalities with complete insurance protection. This keeps member premiums much lower than if individual municipalities purchased their own individual coverage, and provides the opportunity for significant refunds in low-claiming years.

With over \$16.25 million in funds returned to municipalities since 2009, this form of protected self-insurance structure provides municipalities with funds that otherwise would be insurer profit, and is only made possible through the participation of municipalities as a whole, in partnership with the AMM & WFGIS.

## EMPLOYEE BENEFITS



For over 40 years, the AMM Employee Benefits Program has focused on pooling all cities, towns & municipalities together across Manitoba to provide a unique program of unmatched control, flexibility and ownership for program participants.

Currently, 112 Municipalities participate, in addition to watershed districts, recreation districts, planning districts, and weed districts, and retirees. Since 2005, the AMM Employee Benefits Program has been self-insured with claims payment being provided by Manitoba Blue Cross.

Under the Program, a large portion of premiums are allocated to a member-owned 'self-insurance' fund. This fund allows for the unique opportunity to circumvent traditional insurance costs, and provide for returns-of-premium when surpluses are built as a result of low-claiming years. This creates a greater level of program stability. In addition, there is substantially more premium to offset larger claims than a group might experience under the traditional open-market. The program has seen participation growth of \$3.4 million within the past six years, equating to a 75% increase since 2016 and has simultaneously returned over \$3.2 million dollars to members.

## PROTECTED SELF-INSURANCE

Returned to municipalities since 2009:

# 16.25M







# Financial Statements



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AMM Financial  
Statements  
Year Ended August 31,  
2021**

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Financial Statements  
Year Ended August 31,  
2021**