

To: Chris Ross
Cc: Council
From: Matthew Goudy, CAO
Date: August 20, 2019

Reference: 11/154/2019-203

RE: Attendance by Council at Staff Functions

FOIP 24(1)(b)(i), 24(1)(d)

We can share with you the results of a recent Employee Opinion Survey that strongly suggests the majority of staff continue to consider the City of Lacombe a good place to work. The other top rankings included, the City's focus on safety, teams working to meet or exceed our customer's expectations and the peers and colleagues our employees have the opportunity to work with.

With respect to the second part of your query and whether senior staff attend the events and the possibility of Council attending the social events, please be advised of the following. There are a number of different BBQ/Staff function events throughout the year sponsored either by the Social Committee, made up of City staff (including some senior staff members), or the CAO's office. The majority of the events are hosted by the Social Committee. The Social Committee is funded directly by City staff – the staff contribute each month from their pay an amount that goes directly through to the Committee to use for these events. Senior staff do attend these events as their calendars allow and do contribute to the Social Committee fund. In consideration of the events that are specifically funded by staff for staff, it is not a preferred venue for Council/Staff interactions.

We have two events sponsored by the CAO's office, the breakfast prior to Lacombe Days and a CAO BBQ mid way through the summer. These two events, although sponsored by the CAO's office, are the Social Committee's responsibility to organize and look after all arrangements. If Members of Council wish to attend the CAO sponsored events, arrangements can be made to advise Council of the dates.

Another opportunity Members of Council have to interact with City staff socially and show their commitment and appreciation to staff is the annual Christmas Party, which is well attended by staff from all areas within the City, as well as City Council.

We trust this letter satisfactorily addresses your questions.

Sincerely,



Matthew Goudy, P.Eng
Chief Administrative Officer

