



## AGENDA ITEM

### National Day for Truth & Reconciliation

**September 23, 2021**

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#### **BACKGROUND**

On June 3, 2021, the Federal Government passed legislation to make September 30<sup>th</sup> a federal statutory holiday. Like all Canadians, this day provides an opportunity for each federal public servant to recognize and commemorate the legacy of residential schools.

Action requested of Council regarding this matter is consideration of how the County should recognize National Day for Truth and Reconciliation.

#### **ANALYSIS**

Of 26 municipalities that responded to a recent survey conducted by an Alberta municipal human resources group, 65.4% are undecided as to how to move forward and are still evaluating their options, 19.2% are planning to recognize September 30<sup>th</sup> as a statutory holiday effective 2021 and going forward, and 15.4% will not recognize September 30<sup>th</sup> as a statutory holiday but will honor the day in some other fashion. The Provincial government has not declared September 30<sup>th</sup> as a statutory holiday as of this time.

Lacombe County currently recognizes 13 paid statutory and non-statutory holidays off for staff.

#### **ALTERNATIVES**

1. Receive this report for information.
2. Authorize the National Day for Truth and Reconciliation federal statutory holiday on September 30<sup>th</sup> as a general holiday for Lacombe County staff commencing in 2021; and further, amend the Lacombe County Human Resources Manual to reflect this change.
3. Direct the County Manager to prepare a report for presentation at a future Council meeting regarding options for Lacombe County honoring National Day for Truth and Reconciliation.
4. Take other action(s) as determined by Council.



## **BUDGET IMPLICATIONS**

If Council were to authorize National Day for Truth and Reconciliation as a general holiday for all County staff the value of 1) salaries paid to salaried employees not working that day, and 2) cost of statutory holiday pay for hourly employees would be approximately \$40,000.

## **LEGISLATIVE RESPONSIBILITIES**

1. Section 153 of the Municipal Government Act (MGA) states that Councillors have the following duties:
  - (a) To consider the welfare and interests of the municipality as a whole;
  - (b) To participate generally in developing and evaluating the policies and programs of the municipality.
2. Section 180(1) of the MGA states that Council may act only by resolution or bylaw.
3. Section 248(1)(a) of the MGA states that a municipality may only make an expenditure that is included in an operating budget, interim operating budget or capital budget unless otherwise authorized by Council.

## **STRATEGIC PLAN**

The following elements of the County's Strategic Plan are relevant to this issue:

### Our Vision:

"An attractive, balanced and progressive community.

### Our Mission:

"Building a safe and vibrant community through leadership, innovation and the development of healthy relationships".

### Key Principles:

1. "Fair and Objective in our decisions and in how we treat individuals".
2. "Accountability for our decisions and for our actions".



## **PUBLIC PARTICIPATION**

For this item, the following engagement will take place:

- *Inform:* To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions

Highlights of all County Council meetings are published on the County Website and in the County News.

## **RECOMMENDATION**

That Council approve the following resolution:

That the County Manager be directed to prepare a report for presentation at a future Council meeting regarding options for Lacombe County honoring National Day for Truth and Reconciliation.

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**PREPARED BY: Tim Timmons, County Manager**

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**REVIEWED BY: Tim Timmons, County Manager**

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