

RC

RURAL COUNCILLOR

VOLUME 49 number 4

WINTER 2016 ISSUE

PUBLISHED BY THE SASKATCHEWAN
ASSOCIATION OF RURAL MUNICIPALITIES

Publications Agreement #40062693

SARM'S YEAR END REVIEW

SARM's Advocacy Efforts; Year End, Audit Preparations; Policing Rural Saskatchewan; SARRC Celebrates 20 Years; Lifeworks; Saskatchewan Hospital Caring for a New Century; Curing Procurement; Hay Transportation Weed Control; Rural Bridge Inspections; Continued Growth a Priority for SARM



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OUR VISION

By being the rural voice, SARM will effectively lead autonomous municipalities in creating a vibrant, diverse economy resulting in a strong, sustainable Saskatchewan.

OUR MISSION

SARM delivers timely, dependable programs and services to meet the needs of its members while influencing government policy and facilitating municipalities to work together to foster rural development and build strong, sustainable communities.



MINISTER'S MESSAGE

BY THE HONOURABLE DONNA HARPAUER
 MINISTER OF GOVERNMENT RELATIONS,
 MINISTER RESPONSIBLE FOR FIRST NATIONS, MÉTIS AND
 NORTHERN AFFAIRS



IN August, it was my honour to be appointed the new Minister of Government Relations and Minister Responsible for First Nations, Métis and Northern Affairs. Over the past several years, I have had the privilege of serving as Minister of Education, Social Services, Crown Investment Corporation, SGI, and SLGA. I am now looking forward to this opportunity to serve as your Minister. While this represents the fourth significant cabinet change for me, the priorities of this cabinet will be the same: keeping Saskatchewan's economy strong and managing our finances through this challenging time.

This past year we had a provincial election cycle, followed by a difficult

budget due, in part, to the pressures of recent commodity prices. Despite the tight fiscal situation, the municipal sector has done well. Our government is proud of its record to serve the interests of rural Saskatchewan, whether it is through our unprecedented municipal revenue sharing funding or education property tax relief. The work municipalities do is critical to the growth of the province and we are proud to be partners with you.

As a government, we are committed to working with our First Nations and Métis partners to ensure our province continues to grow and provide opportunities for all Saskatchewan people. I have been fortunate enough to have built relationships with First Nations

and Métis leaders in my other cabinet positions. It is my hope that I can expand upon and continue my past work with these partners in this new file.

I have crossed paths with many of you at previous SARM conventions while serving as the minister of other portfolios. As someone who grew up in rural Saskatchewan, being raised on a small farm near Guernsey, I look forward to renewing these relationships with you as your Minister and continue working together as partners to serve the people of Saskatchewan.

Photo credit: Chris Hartman



ADVOCACY EFFORTS

At provincial and federal levels

BY RAY ORB SARM PRESIDENT

GREETINGS to all reeves, councillors and administrators.

By the time you read this, the 2016 harvest will be complete, hopefully, and new plans will be in the making for 2017.

On September 19, SARM met with Executives from Canadian Pacific (CP) Rail to discuss the movement of the 2016-17 grain harvest. CP appears genuinely interested in drastically improving their performance, and for good reason. The 2016 crop is a large one, which is pegged above the five-year average and the movement of crude oil has slowed dramatically, which makes the grain crop even more important to a major carrier like CP.

SARM also had input to the meeting with Federal Agriculture Minister Macaulay in August and stated our concerns over the past grain movement as we don't want a repeat of what happened in the 2013-14 crop year.*

On a different note, SARM is concerned with the federal government imposing a carbon tax on Saskatchewan. We issued a press release stating that while we agree with mitigating climate change by reducing greenhouse gases, we feel that the proper consultation process must be followed. Industries, such as agriculture, in our province have

already been highly innovative in carbon sequestration by way of adopting zero-till farming practices.

I was fortunate to have been interviewed on the BNN network to deliver our message that a carbon tax will hurt agriculture and RMs in this province.

We sincerely hope that the federal government will take a second look at this issue and recognize not only what farmers, ranchers and RMs have already done in the way of climate change mitigation, but also what the Province of Saskatchewan has done as a whole.

At the time of this writing, we were in the process of planning a lobby trip to Ottawa. Our team at Hill and Knowlton and our SARM policy staff were arranging meetings with key ministers such as Ag Minister Macaulay, Environment Minister Mckenna and Public Safety Minister Goodale, to name a few.

The main topic of discussion will be SARM's 2017 federal budget request **, grain transportation, *Growing Forward* 3, the Energy East Pipeline and carbon taxes. We are also making a strong request for rural infrastructure funding through the Small Communities Fund which is in phase two of the Building Canada Fund.

SARM will also meet with the Task Force on Policing and the Administration of Justice. Our hope is that the Task Force was called together to deal with what appears to be a serious crime spree in some rural areas of the province. SARM has called for a greater RCMP presence for quite some time now, and we hope to have a wholesome discussion about a more effective rural crime prevention strategy that will include the RCMP, RMs, community safety officers, Crime Stoppers, and perhaps local volunteers through a revitalized province-wide Rural Crime Watch program.

I hope to see you all at the Midterm Convention in Saskatoon from November 9-10. All the best in the meantime. I really hope we can enjoy a pleasant autumn, despite the early snowfall.

*See the link to SARM's response to the Canadian Transportation Act review at www.sarm.ca, under Advocacy/Submissions.

**View SARM's 2017-18 federal budget request online at www.sarm.ca, under Advocacy/Submissions.



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VICE PRESIDENT'S MESSAGE

BY CARMEN STERLING SARM VICE PRESIDENT

A popular saying in our house is "time flies when you're having fun!" As I look back on 2016, a year that saw our oldest daughter accept an internship in St. John, NB and our youngest daughter graduate high school and start university, I am truly reminded of that phrase.

I had the privilege this fall of being acclaimed Reeve of the RM of Weyburn for another term. I am lucky to have sat on council for 14 years. Raising our family, farming alongside my husband and supporting my community as reeve have been incredibly rewarding. The pleasure I experience representing rural Saskatchewan on SARM's Board is another example of the "fun" that makes "time fly." Certainly none of these things are without their challenges, but all have provided a great deal of enjoyment and fun, along the way!

It is my privilege to serve as your vice president, representing and supporting not only you, our member municipalities, but all of rural Saskatchewan as well. As part of SARM's Board of Directors, I have attended meetings with provincial and federal representatives with the goal of educating and advocating on issues affecting rural Saskatchewan.

Over the years, our municipality has used many of the programs and services provided by SARM. We have also encouraged our council and staff to attend the conventions and have submitted resolutions on various issues. Since joining the board, my perspective has expanded from the local focus we tend to have, to understanding the greater role that SARM takes on our behalf. In addition to developing and managing programs for our members and administering grant programs on behalf of the province, SARM plays a key role in advocating for rural issues, particularly those that impact our RMs.

These advocacy efforts are undertaken at all levels of the organization by staff and board members. Many of the issues we advocate on are as a result of member resolutions, but there are also requests from provincial and federal governments to provide comments or recommendations on legislative changes, programs or services from the RM perspective.

Agriculture is an important part of SARM's advocacy efforts. As RMs you are an integral contributor to how SARM develops and communicates its policies. Your resolutions, the accompanying debate, your experiences and concerns, and your responses to our surveys are incorporated into press releases, policy statements and meeting notes and discussions. Your input is crucial to ensuring the positions SARM puts forth are accurate and reflect your needs.

A key component of our advocacy strategy is to develop, build and strengthen relationships with those who can assist with, provide positive support for, and impact the rural issues and concerns that SARM raises. These relationships include, but are not limited to, Saskatchewan and Canadian municipal associations, stakeholder groups, industry organizations and political parties at the federal and provincial level, with a focus on the sitting governments who have the ability to implement legislative and program changes.

It is integral to our success that these relationships be built upon mutual respect. We know that we may not always agree with the government's direction and that we may need to be outspoken to ensure our voice is heard. But, if we handle these situations respectfully, we will get the message across while still foster our relationship. This respect ensures that even when we don't agree, each side is still listening to the other's

position. I have seen firsthand the benefits of these strong relationships built on mutual respect, particularly with the provincial government. They have entrusted SARM to administer grant programs on their behalf and regularly consult us on issues important to RMs and all of rural Saskatchewan.

SARM's involvement in the grant program administration is especially important as it provides an excellent opportunity to ensure the programs are beneficial and responsive to RM needs.

Even with the best communications strategy in place, we may not always achieve immediate results or changes. In some cases, we are able to influence and achieve all of the changes we are looking for, and in others, partial changes or recommendations are adopted. In order to continue focusing government on the need for those changes, SARM's Policy department maintains updated policy positions. These documents form the basis for future meetings and efforts, along with new issues and concerns as they develop.

I hope this article has provided some insight on SARM's lobbying and advocacy efforts, key aspects of our advocacy strategy and the vital role that SARM's membership plays in that strategy. Thank you for your commitment to your own municipality and all RMs by identifying issues, sharing your experiences and offering potential solutions.

I thoroughly enjoy my role on the board, and I am committed to ensuring SARM's advocacy efforts are successful and representative of our member's needs. I hope 2016 has been a successful year for each of you. I wish you good luck, continued success both at home and in your community, and that you have "fun" in 2017!



MESSAGE FROM DIVISION 1

BY BILL HUBER SARM DIRECTOR, DIVISION 1

GREETINGS everyone!

As of March 2016, I am the newest member of SARM's Board of Directors. I was first elected Councillor of the RM of Lipton, No. 217 in Division 1 in 2011. This fall, I had the privilege of being acclaimed as councillor to serve another four years.

I would like to congratulate all of the new reeves and councillors and give a big Thank You to those retiring for all they have accomplished in their roles over the years. I look forward to meeting a lot more of the Division administrators, reeves and councillors at the Midterm Convention this November in Saskatoon.

My involvement with SARM has included a big learning curve, but I have been surrounded by an excellent board and executive. They have all helped me get acquainted with my committees and responsibilities, which has been very appreciated. I would also like to thank the staff members who provided assistance during my orientation. I have thoroughly enjoyed my time on both the SARM Board and the RM of Lipton Council.

The committees I have been involved with as a SARM Director are Agriculture and Infrastructure and Development. The boards that I represent are the Southeast Transportation Planning Committee,

East-central Transportation Planning Committee, and the Saskatchewan Scrap-Tire Association. I look forward to serving SARM and its members in 2017.

As I write this, it is late September and harvest is still not completed in many parts of the province. In most areas, the crops are above average, but the quality is not as good as expected. Here's hoping that we move forward with good weather in the next month, so everyone can finish harvest and their fall work.

Wishing everyone a Merry Christmas and Happy New Year!



MESSAGE FROM DIVISION 2

BY NORM NORDGULEN SARM DIRECTOR, DIVISION 2

AS I write this in late September, we are waiting for the weather to clear up, so harvest can resume. Many RMs are in elections, while others are running business as usual, as is the case in my RM.

I want to take this opportunity to thank and congratulate those reeves and councillors who are retiring for their selfless service they have given the province and their RMs. It is, has and will always be an honour to work alongside all of

you. We at SARM, and especially myself, wish you all well in whatever you do.

It will be equally satisfying to move forward with the new faces and the ones who remain that feel there is still a lot to do, with hills to climb and bumps to level out.

Who knows what will arise in the future? Whether it be education tax issues, carbon tax, payments or credits, provincial

policing, transformational change, government cutbacks or increased support, SARM will always pull together and do what is best for rural Saskatchewan and the province as a whole.

I hope you all had a decent year, and I look forward to seeing as many of you as possible at our Midterm Convention. I also want to wish you a great Christmas season ahead and a prosperous New Year.



MESSAGE FROM DIVISION 3

BY LARRY GRANT SARM DIRECTOR, DIVISION 3

I would like to welcome all new councillors and reeves and thank the retiring councillors and reeves for the time they have put into bettering our communities.

SARM has dealt with many things over the last year in representing you. One I would like to touch on is changes to forage insurance. SARM, the Sas-

katchewan Stock Growers Association and the Saskatchewan Cattlemen's Association have had numerous meetings with the Saskatchewan Crop Insurance (SCIC) over poor participation in forage insurance. With suggested changes from participants, SCIC has rolled out some new and revised programs for forage

insurance. If you're interested, stop by a SCIC office and talk to an agent about how forage insurance can work for you.

As I write this, harvest is not yet over, but yields appear to be above average.

I want to wish everyone a Merry Christmas and a prosperous New Year!



MESSAGE FROM DIVISION 4

BY HARVEY MALANOWICH SARM DIRECTOR, DIVISION 4

THE year 2016 was not very cooperative to the rural sector, starting with infrastructure issues in the spring with frost boils on the roads. A lot of roads were impassible, a headache that RMs had to deal with, with little to no funding from the government. This put some RMs into financial strain as the Provincial Disaster Assistance Program (PDAP) did not cover road frost boils.

Harvest has also been a struggle. What was supposed to be an above average crop turned out to be only average with wet conditions from excessive rains and wet fields reducing crop quality. Once again, Statistics Canada was wrong in its predictions of crop yields and quality.

The issues that will be of importance to SARM in 2017 will be infrastructure issues and funding for roads and bridges as MREP funding reduces. Rural policing is also a major safety issue as RCMP services do not appear adequate thanks to staffing and budgeting shortages. Crime rates are increasing on a yearly basis.

The Quill Lakes water problems are causing major concerns for farmers and people downstream. SaskWater is currently conducting a study to solve the problem. I hope a suitable solution resolves the problem for everyone. Drainage is being blamed for the water in the Quill Lakes Basin, but research shows that drainage only affects the

basin by eight per cent and extenuation weather events, such as rain and snow, are the major factors.

SARM's excellent working relationship with SUMA and other associations will help solve these issues and create a better understanding for urban and rural residents. Working together is the best solution for solving our problems.

In closing, we will see you all at the Midterm Convention to further discuss these issues. I hope all went well with your farming operations, and here's to hoping that the grain prices increase instead of decrease. Merry Christmas and the best to all in health, happiness and prosperity in 2017.



Rural crime watch

A MESSAGE FROM DIVISION 5

BY JUDY HARWOOD SARM DIRECTOR, DIVISION 5

AT the time of writing this article, the media was highlighting the issue of the RCMP's rural coverage and the increased criminal activity in rural Saskatchewan. Most residents believe that our provincial RCMP is on average short staffed, which can directly affect our rural way of life. The actual number of RCMP on duty at any time does not take into account any officers that are away on vacation, sick, maternity leave or participating in training opportunities. Due to these HR circumstances, we are not close to the police coverage we have come to expect in our province, particularly in rural Saskatchewan.

Times are different now, the days of leaving our houses unlocked, keys in our vehicles and buildings open because our neighbours may need something are long past, along with the idea that a "handshake" is law. There are bad guys out there who have no respect for others' property or way of life. These criminals have turned some of us into a sceptical, untrusting society. Now more than ever in rural Saskatchewan we must take responsibility for our own safety and protection of property.

How, you ask? By encouraging area residents to start a Rural Crime Watch. This will take a few serious folks to implement as it takes hard work and commitment. Communicate with your neighbours, set up a phone tree, get email addresses, order signage and call a meeting with the RCMP for their input.

Corporal Mel Zurevinsky with the RCMP is responsible for the Rural Crime Watch program. He will help you organize and supply information, but you will run your group.

What will this mean? Just what the name implies, you are watching in your rural area for crime. You will be vigilant about unfamiliar vehicles and suspicious

behaviours. You will encourage members to keep a notebook, write down license plate numbers of suspicious or abandoned vehicles, and then call the police. Do not engage or be confrontational with suspects; don't get yourself into a bad situation, let the police handle the incident. Take pictures, these days most of us have cell phones with that capability.

If there is an incident in your area, share that information either by phone, email or in person, so your neighbours are on the lookout. In rural areas, we must become the eyes and ears to help prevent crime.

Also, the reality is most rural residents own guns for pest and predator control. You must know and obey the rules for legal storage, transport and usage.

In my RM, we have an active Rural Crime Watch set up many years ago. It is successful because of constant communication. Living on the border of a major city has added an extra criminal element. Criminals' *modus operandi* is to approach a farm house and ask for directions. If someone answers the door, they take the directions; if there is no response, then a break in is likely to follow. In this specific case, there was a camera at the door, so a description of the vehicle and a picture of the suspect were emailed immediately to the police and out to the Crime Watch area, so our residents could be on the lookout.

Here are some ideas to help protect your property and your neighbours:

- Be careful who is invited onto your property as far as outside contractors go, they may be scouting out valuables at your home;
- Lock buildings and vehicles;
- Never leave keys inside of vehicles;
- Add a gate to your property;
- Put up signs - "No Trespassing," "Video Surveillance," or "Dogs On Property;"
- Install surveillance cameras;
- Let your neighbours know if you are going to be away;
- Don't mention on social media that you are heading south for the winter or that you just bought that rare, expensive car you always wanted;
- Keep the yard lights on and add motion activated spotlights;
- Store valuables out of sight;
- If you witness something suspicious at your neighbours' farm, make a note of it;
- Police state that dogs are a deterrent;
- Park a vehicle in your yard, it may put a question in the thief's mind;
- Keep an eye on what is happening in your entire community;
- Don't become a vigilante and then become the criminal - think the situation through very carefully; and
- Protect yourself at all times, but always within the law.

We recognize that the RCMP coverage in some rural areas is extremely limited. You must take responsibility to stop crime by being vigilant, reporting suspicious activities, and communicating with your neighbours. No rural resident wants to be an easy target for criminals, so investigate the possibility of starting your own Rural Crime Watch and contact the RCMP for assistance.

The holiday season is fast approaching. I wish you and your family a very Merry Christmas and a safe, healthy, prosperous New Year.



MESSAGE FROM DIVISION 6

BY ROD WIENS SARM DIRECTOR, DIVISION 6

SEASON'S greetings to all. This past year has been a year of change in our relationship with the various levels of government. The federal government changed to a Liberal government centred mostly in eastern Canada. We need to continue building relationships with the Liberal government. They are saying a number of the right things concerning infrastructure deficits in the country. We need to continue to remind them that we in rural Saskatchewan also have infrastructure needs. We also need to address environmental issues, but we need to do this with a degree of common sense.

The provincial government has also changed. It is still the same party in

power, but there are new ministers in new portfolios. Relationships must be cultivated and renewed with the new cabinet. We need to continue to be a respected voice of rural Saskatchewan.

This past year has also created some challenges for myself. As many of you know, I have not participated in SARM activities for six months. On April 14, I was flown by air ambulance to Edmonton to wait for a liver transplant. On May 6, I received the transplant. My recovery has been slow, and I had another surgery in June to fix some infection complications. I remained in the hospital in Edmonton until August 21. Then, another six weeks in Edmonton for rehab.

I have tried to keep informed by email on the issues SARM has been dealing with, but it is challenging to do this on a cell phone in a hospital bed. I am deeply indebted to my fellow board members for covering for me during this time. I would also like to acknowledge that Division 6 did not have representation at the board table for the last six months.

My hope is to fulfill the rest of my term and then seek re-election next March. I have enjoyed my time at SARM, and I feel that I have made some contributions through my role as a board member.

SARM is the voice of rural Saskatchewan. Let us continue to work together to be that voice.

SARM's board, management and staff

*Wish Everyone a
Merry Christmas and
a Happy New Year!*

SARM

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of Rural Municipalities



CONTINUED GROWTH A PRIORITY

BY JAY B. MEYER SARM EXECUTIVE DIRECTOR



AS we look back on 2016 and reflect on the year it has been for SARM, I want to take a moment to thank our members for their loyalty and dedication to our association. Without you, we would not be a reality. The SARM board and staff are honoured and privileged to serve our RMs on a daily basis and make every effort to provide our members with the best service and advocacy possible.

Governance and capacity building is of the utmost importance to SARM. This year was the inaugural year of the board monitoring its governance through the newly adopted governance policy. This included, but was not limited to, monitoring the code of conduct, board roles and responsibilities, financial conditions and the treatment of members. The board also implemented four strategic priorities moving into the next three

years, one of which focuses on capacity building. Moving forward, we will be working with staff and members on the importance of growth through learning opportunities and furthering education that will aid capacity development.

As staff, we have been concentrating on improving and developing our human resource policies and implementing performance planning for each staff member. We continue to improve, change and grow at our office, while ensuring we have our members' needs covered on a daily basis. Our goal will always be to have our departments functioning at a high capacity, while being as effective and efficient as possible.

Just before fall, we turned the sod on our new building on the east side of Regina. After more than two years of

planning, we are excited to see the construction begin with a goal of next fall for completion. Our new home would not be a reality without the assistance of our dedicated members, and for that we are thankful and very appreciative.

As we look to 2017, we look forward to continued growth and development within our organization. We encourage and look forward to our member's feedback on what you would like to see from us as your association. It was a great year at SARM, here's to finishing off 2016 strong and continuing that momentum into 2017.



The Effective **RURAL COUNCIL** (Part IV)

BY GEORGE B. CUFF FCMC

IN the previous segment, I wrote about the generally accepted roles of a council: representing others, governing collegially, determining (or confirming) the direction for the community, and preparing for meetings. I concluded the segment by outlining my sense of every council's other generic responsibilities.

BUILDING CONSENSUS

While I have written on the need for the mayor/reeve as the chief elected official to work on building consensus among council members, the responsibility of other council members in this regard should also be underlined.

If a council is to succeed at more than just ratifying decisions already made by its administration, there has to be a genuine commitment by at least a majority of the members to work together as a leadership body in order to provide direction and policy-based decisions for the community and the organization. While it would be ideal if all council members were perceived to be working diligently at achieving consensus, the reality is that individual councillors may believe that only their position should prevail, so they are not prepared to find areas of flexibility or compromise. Instead, such members stake out "their" ground and attempt to cajole, coerce or convince others of their position. While they may be successful from time to time, more often than not others simply decline to be moved into more extreme positions and gravitate toward the middle ground.

Building consensus and moving toward good decisions is the responsibility of the chief elected official. However, if he/she is to be successful in that regard, then a cross-section of council members also need to be on their side.

REPRESENTING COUNCIL INTERESTS

A challenge not often anticipated by those running for office is the requirement placed on elected representatives to represent the views of the council to the larger community and, in certain circumstances, to advisory boards and committees. Where a councillor is asked to represent the reeve/mayor at a function, there is a clear expectation that the council's known position (i.e., its policy) will be conveyed by the councillor.

This duty has caused a number of problems when the councillor who is known for their outspoken views speaks to a position that is entirely contrary to that of the council. This is both inappropriate and immature but, unfortunately, a real possibility whenever council members see themselves as free agents, who are fully entitled to speak their own minds and not the will of the council.

Every councillor is expected to represent the known policies of its council. He/she is not to represent the views of individual boards and agencies, only the council's policies. As a council representative on an advisory ABC (agency, board or committee) where the councillor is not required to act only in the best interests of that particular ABC, there is an underlying expectation that the will of the council will be communicated by its representative (if the will of the council is known before an issue is debated or discussed by the agency).

MONITORING PROGRESS ON GOALS/PRIORITIES

While setting the new path is an essential first step, a wise council understands that it must keep its eye on the ball in order

to assure itself that the administration is tackling the priorities it has received from council. Otherwise, the day's agenda will be a continuation of what the prior council established as its mandate.

While the new council may be in agreement with much of what its predecessors decided, it is quite likely that there will be areas of change and sometimes even substantive differences.

The council plays an important and ongoing role in monitoring the performance of the administration through casual observation, attendance at meetings and community feedback. Ensuring that this feedback is provided to the CAO should ensure that any needed corrective actions are taken if and as appropriate. Communicating such feedback to the CAO on an ongoing basis is a valuable role.

A council is also expected (like any major corporate board) to provide regular performance feedback to its CAO. This feedback should incorporate the council's opinions on how well the CAO has helped the council achieve its agenda. A council should also encourage the CAO to be as innovative as possible within the constraints of policy and to bring to the reeve/mayor and council any suggested policy changes that would further support its agenda.

MAINTAINING BEST INTERESTS

Organizations, like human organisms, must take steps to help it retain its health and vitality. In all instances, a council member must be aware of the current and key issues and those steps that will contribute to the municipality's well-being (i.e. fiscal, human resource and physical health). While very positive and

useful decisions may be recommended by the CAO on many issues, there may be some that a council simply does not believe are either warranted or currently in the best interests of the municipality. Determining an alternate course of action is always an option provided that what is finally approved is, in the opinion of council, the appropriate choice for the community.

Every decision and policy choice needs to be seen through this lens: “what do we as the elected leaders believe will best serve the needs of our residents both now and in the future?” Political leadership ought to reflect the collective view of a council as to what would constitute the majority will and be in the community’s best interests based on a clear understanding of the issue(s).

The late American writer Walter Lippman once said (and I paraphrase somewhat) “I presume the public will be what people would choose if they saw clearly, thought rationally and acted benevolently.”

If a council is to succeed at more than just ratifying decisions already made by its administration, there has to be a genuine commitment by at least a majority of the members to work together as a leadership body in order to provide direction and policy-based decisions for both the community and the organization.

SUMMARY THOUGHTS

The role of any member of an elected municipal council is multi-faceted and increasingly complex. Those who want to really make a difference can accomplish far more if they clearly understand the uniqueness of this role and refuse to allow it to be subsumed under a quasi-administrative role.

Governance requires those who can lead and will do so with a strong motive of serving the interests of their rural municipality as a whole.



YOUR TRUSTED RECYCLING EXPERTS





Year End, Audit **PREPARATIONS**

BY LINDA BOSER RMAA DIRECTOR DIVISION 3

THE end of 2016 is fast approaching! Where did the year go? Another year seems to have flown by, and once again, it is time to start thinking about the year end process and audit preparation for your municipality.

Year end is a busy time for administrators, and it can be stressful to think about all the things you need to do to prepare for the end of one year and the beginning of the next. While some of the year end procedures cannot be completed until the new year, there are some preparations that can be done prior to the end of the fiscal year that will save you some time and help ensure your year end goes smoothly.

- Keep an eye on your general ledger balances all year long and ensure your tax roll and major accounts, such as Accounts Receivable, match your trial balance.
- Keep a school liability statement on your computer desktop. Update it each month, and ensure it is in balance. This way the statement is always up-to-date, and if there are problems with it, you only need to look over the past month to find the errors.
- Bank accounts should be reconciled **EVERY MONTH** as soon as possible. Ensure that any stale-dated cheques are cleared before you complete your reconciliations. At year end, the auditor is going to want, at a minimum, your reconciliation for the last month of the year and the first month in the new year.
- Reconcile your payroll accounts. Ensure that they match what you have reported and remitted to date to Revenue Canada and MEPP. Reconciling this before the year end will make the T4 issuance that much easier to accomplish.
- Add any uncollected accounts to the tax roll per your municipality's policy.
- Prepare your aged listing of accounts receivable before the end of the year, review it and determine if they are, in fact, collectible. At this time, any uncollectible items should be written off (by resolution of council), and any doubtful items should be set up as an Allowance for Doubtful Accounts.
- Update any changes to the Tax Title Property listing and ensure that all Tax Title Property adjusting entries have been made for the year.
- If you have inventory, mark your calendar to have a physical count done before December 31. Prepare a listing of all inventories and ensure it agrees with the general ledger. Compile copies of invoices to support your journal entries to inventory.
- Ensure that entries for additions, betterments, disposals or write-downs have been made to your capital asset register. Corresponding journal entries to the General Ledger may also be done ahead of time. Compile copies of supporting asset purchases and sales invoices with details of trade-in information.
- Go through the General Ledger and look for any discrepancies, such as expenses or revenues allocated to incorrect accounts, and do any journal entries to correct the allocations.
- Verify that all minutes were properly signed and pages initialed.
- Verify that all payment vouchers have been initialed by the finance committee. It is a good idea to do this after

every council meeting to ensure that one didn't get inadvertently missed.

- Use an audit binder or file, whichever you prefer, and add copies of required documents for the municipal audit throughout the year, rather than searching for documents at year end. Some of the documents that can be compiled ahead of time are:

1. Supporting documentation for the accounts receivable listing;
2. Supporting documentation for the accounts payable listing;
3. Listing of inventories (e.g., gravel, culverts and applicable invoices);
4. Capital Asset Registry list with acquisition and disposal details;
5. A copy of the approved budget for the year;
6. Copy of the SAMA Annual Assessment Return and Certificate of Confirmation;
7. Listing of tax title property;
8. Copies of insurance documents (both property and liability);
9. A copy of the mill rate return;
10. School division liability statements; and
11. Tax levy documents.

These are just some of the things that can be done before the year end to facilitate the process and audit preparations. Each RM is unique, and there may be other things that can be added to the list. As we approach a busy time of year in municipal offices, anything that can be done ahead of time to ensure a smooth transition from one year to the next is worth the effort!

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Twice a year **RM BRIDGE INSPECTIONS**

BY ALEXANDER UDEY

SARM MUNICIPAL BRIDGE PROJECT MANAGER

IN Saskatchewan there are 1,547 bridges in 203 RMs. The average age of the bridges on the RM road network is 47 years. As the average age of these bridges increase, RMs need to keep the health of them in mind to keep the public safe.

The Municipal Roads for the Economy Program (MREP) administers the Bridge Inspection Program. Certified bridge inspectors visit MREP eligible bridges every three years to perform an inspection. The inspectors look for structural and safety concerns. All bridges with severe deficiencies are flagged by the inspectors and reported, as soon as possible, to SARM's Municipal Bridge Services Department. Immediately after the report is received, Municipal Bridge Services provides recommendations to the RM(s), commonly recommending a weight restriction on the bridge.

Since the bridge inspections are done every three years, there is a significant period of time when the bridges are not inspected. Without regular inspections, bridges can deteriorate unchecked or new damage may go unnoticed. There is a significant risk to public safety if a bridge with an unknown structural or safety deficiency is left open without proper corrective measures in place.

It is in the best interest of both the public and RMs with bridges to do a twice-yearly visual inspection of their bridge inventory. These visual inspections should be done in addition to the inspections by the Bridge Inspection Program.

These visual inspections can be done by the RM's staff or members of the RM Council. It is important to have people go under every bridge to check for any changes to the bridge's structure. The visual inspections should be done by a minimum of two people, together, to ensure the safety of RM personnel. For



more information on what to look for during visual bridge inspections, contact SARM's Municipal Bridge Services Department.

The first inspection each year should be done after the spring runoff when the water level is low enough for the main structural components to be visible. Additionally, this inspection should be done before the start of seeding operations each year.

The second inspection should take place in the fall prior to harvest. This inspection should be done when the water level is at the lowest at the bridge for the year. This inspection may be more intensive than the spring inspection as access to the structural components will be better when the water level is lower.

Major damage is typically caused by large flows, ice or debris impacts. Where the common problems that occur is the damage or loss of the upstream pier piles,

large accumulations of debris caught on the bridge, severe localized scour of the banks, or significant undermining of the bridge abutments associated with road failures.

Any significant changes between inspections should be noted and reported to SARM's Municipal Bridge Services, as a change over a short period of time may indicate a problem with the bridge.

If an RM feels that there are issues with their bridges or requires assistance with them, contact SARM's Municipal Bridge Services Department. SARM's Municipal Bridge Services has the technical expertise and familiarity with RM bridges that can help provide a recommended course of action. All Municipal Bridge Services assistance will be provided to RMs at no cost.

Bridges are an important component of RM road networks and should not be taken for granted.



Lifeworks and **FEELING BETTER NOW**

BY JODI HUGHES

SARM EMPLOYEE BENEFITS ADMINISTRATOR

EVERYONE experiences different types of stress in their life. It may be stress related to finances, dealing with family or a family member, your health, buying a new home or work. People often lack the tools to help them cope with different stresses and how to work through it.

In January 2016, SARM proudly introduced two new tools for members enrolled in the Long Term Disability Benefits program. The Employee Assistance Program, Lifeworks, through Ceridian and the Feeling Better Now Program.

The Feeling Better now program provides DSM-5 Assessments and Evidence-Based Action Plans for 13 major mental

health conditions. The Feeling Better Now program addresses gaps in an individual's mental health care. Through an online assessment, individuals will confidently self-assess mental conditions, identify risks, and compile a comprehensive personalized treatment plan to share with care providers, such as their family physician.

Lifeworks provides confidential counselling, consultations, community referrals, multimedia resources and online access to hundreds of articles, self-assessments, blogs, podcasts, calculators and more. The services are available 24 hours a day, seven days a week and are provided at no additional cost to an employee and

their dependants. Lifeworks can be accessed by the Internet, a toll-free number or a downloadable mobile app.

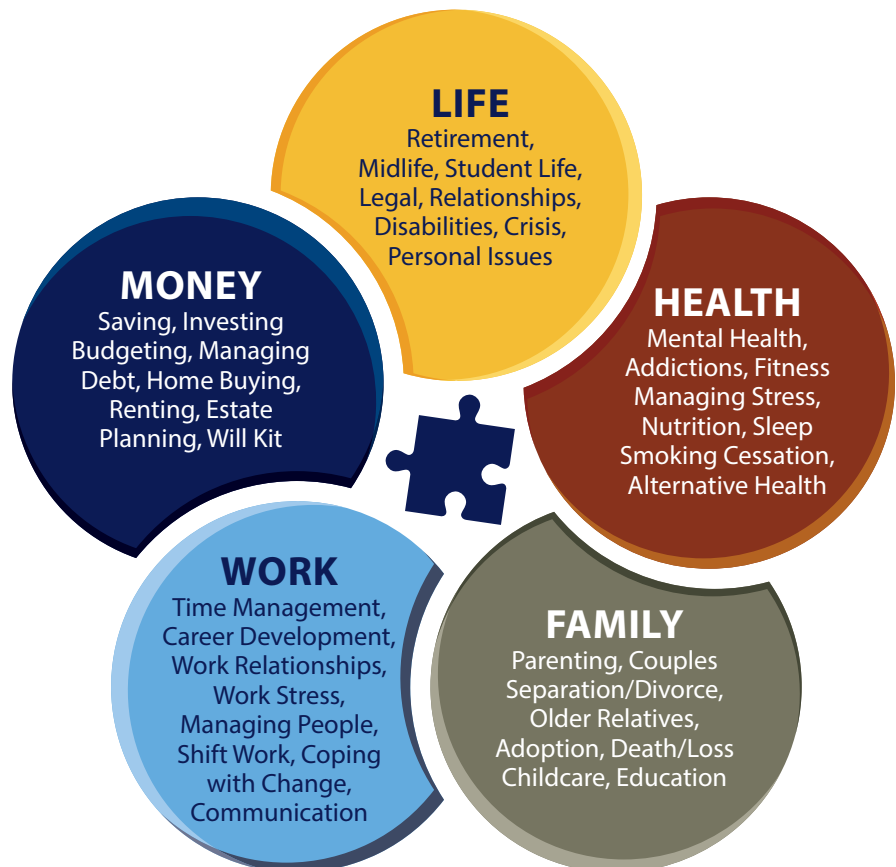
By providing accessible tools to employees, they can access valuable assistance from anywhere in the world. Beyond improving a person's well-being, these tools can also decrease employee absenteeism and increase employee productivity and engagement.

If anyone has questions about either the Employee Assistance Program or the Feeling Better Now Program, please contact Jodi Hughes at 306-761-3727 or jhughes@sarm.ca.

Graphic: www.vectorstock.com

Areas Lifeworks can help with include:

Lifeworks provides confidential counselling, consultations, community referrals, multimedia resources and online access to hundreds of articles, self-assessments, blogs, podcasts, calculators and more.





Above is an architectural drawing of the main lobby for the Saskatchewan Hospital New Beginnings facility that will replace the aging Saskatchewan Hospital North Battleford.

Saskatchewan Hospital New Beginnings

CARING FOR A NEW CENTURY

BY CORINNE BERNIER DELAINEY

THE paint is peeling on the walls, it's either too hot or too cold, your eyes adjust to dim lighting in some wards and glaring fluorescent in others, burnt out areas covered in soot still remain untouched after a fire in 1976, there is no privacy, there are too many people and too few bathrooms ... it was an institution for the insane, reminiscent of our stigmatized vision of how psychiatric institutions are portrayed in the movies.

But, look closer and you will see the glimmers of gold. People interacting like

family. A welcoming and caring environment that immediately makes you smile. There is love here.

Despite, or maybe in spite of, the deplorable living conditions, it is very evident that the staff at Saskatchewan Hospital North Battleford (SHNB) have a unique way of creating family-like connections with their patients, while maintaining the integrity of therapeutic, trusting relationships.

SHNB was constructed more than 100 years ago to house the insane (in those

days they were also considered criminals) and used cutting edge technology like lobotomies, electric shock therapy and LSD to treat patients. Over the years, our understanding of mental health issues has evolved, and so has the philosophy of the hospital.

Today, our philosophical approach is based on a belief in the intrinsic value of each unique human life and a commitment to excellence in the provision of human service. It is important to remember that we care for some of the



most vulnerable people in the province. They are vulnerable mentally, financially, spiritually, and sometimes even physically. They do not have a voice, so their needs are often overlooked. SHNB is the only Psychiatric Rehabilitation Hospital in Saskatchewan.

A new hospital is being constructed in North Battleford. This new 284-bed hospital will have 188 psychiatric rehabilitation beds, replacing the existing 156-bed facility, and a 96-room secure unit for male and female offenders living with mental health issues. This is an innovative approach to delivering mental health care and supports to two separate groups of people with significant psychiatric rehabilitation needs.

Construction costs for the new hospital are fully funded by the provincial government as this is a specialized provincial facility that serves the entire province. As with all new health capital projects in Saskatchewan, fundraising is necessary to cover the costs of all furnishings and equipment.

In 2015-16 alone, 22.5 percent of the 175 patients admitted to Saskatchewan Hospital were referred from the northern half of the province, 47.5 percent from central Saskatchewan, and 30 percent from the southern part of the province.

Saskatchewan Hospital New Beginnings is raising \$8 million to purchase diagnostic and treatment equipment, as well as the furnishings to create a comfortable, home-like environment where people feel safe, respected and accepted. In psychiatry, this is therapeutic. Our patients' needs and wants are simple. They deserve the ability to have privacy, to not share a bathroom with several other people, natural lighting, a healing environment and appropriate building temperatures. They need what the rest

Mental health issues affect people of all ages, education and income levels and cultures. The good news is that all mental health illnesses are treatable.

of us take for granted day after day – a better quality of life.

Consider the loved ones in your life – a parent, spouse, child, friend or colleague; one in five will access mental health services at some time in their life. One quarter of all deaths in people aged 15-24 is suicide, and suicide is the leading cause of death in both men and women from adolescence to middle-age. Mental health issues affect people of all ages, education and income levels, and cultures. The good news is that all mental health illnesses are treatable.

For more information, contact the Saskatchewan Hospital New Beginnings at PO Box 39, North Battleford, SK, S9A 2X8 or phone: 306-446-8428, email corinne.delainey@pnrha.ca or visit our website at <http://saskatchewanhospital-newbeginnings.pnrha.ca/>.

(Top) The current basement hall that houses the patient recreation resource centre and activity room. (Middle) the current classroom is too small for patients upgrading their education. (Bottom) The admissions ward where most patients live upon arriving at Saskatchewan Hospital.



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CURING PROCUREMENT

BY REAGAN REESE SEIDLER SASKBUILDS

WHETHER it's accounting or gravel crushing, RMs are always purchasing. Over 300 RM tenders were posted on SaskTenders alone last year. Making good decisions at the front end is critical, but sometimes it's hard to know how.

"Most of us don't grow up saying, I want to be a procurement professional," says Greg Lusk, laughing.

Lusk is on the government's Priority Saskatchewan team. After hundreds of meetings with local businesses and groups like SARM, their new action plan is to ensure that taxpayers get lasting value for their dollar and that Saskatchewan companies can compete fairly. Here are a few tips to help RMs get the most from their buying power.

RESULTS-ORIENTED

One of the first things RMs can do is to focus on results instead of prescrib-

ing answers. Let suppliers come to you with solutions based on their industry knowledge.

"Do you need an escalator? Or do you need to move people between floors?" Lusk asks.

SaskPower has a team dedicated to receiving ideas. PTI Transformers, a Regina-based manufacturer, brought forward a way to replace smaller substations – power structures inside chain link fences – with units the size of a trailer.

It all started with an offhand comment when a SaskPower supervisor mentioned how much effort goes into setting up a typical substation. That simple act began a chain of innovation.

"A short time later we approached SaskPower and said – here's an idea we think will save you some time and money," recalls PTI's George Partyka.

"We put together a project that combined a transformer, a number of protective switches and devices, and installed them all on one skid. You won't need all the construction, you don't need all the time."

PTI's units – called PODS for Portable Outdoor Distribution Substations – can now be found in Buffalo Pound, Davidson, Kerrobert and Stoughton, with more being planned in the future.

It was an important learning experience for SaskPower. "Tell suppliers your challenges and let the market help," Lusk advises.

BEST VALUE

Another important lesson is to escape the mantra of lowest technically-compliant bid. "Lowest price alone doesn't work," explains Keith Moen, Executive Director of the North Saskatoon Business Asso-



SaskBuilds

ciation. “If price is the only factor you consider, it can hide all sorts of problems.

“It’s like buying tires for your daughter’s car. You don’t necessarily go with the cheapest option because you’re also interested in safety and durability. Point being, as consumers, people have the prerogative and ability to use discretion when making purchases based on a number of factors. Governments should have that same opportunity.”

Factors to include may be:

Quality. Is a product of more use, easier to handle, or more durable?

“Remember the three little pigs,” says Ryan Leech, Vice President of the Saskatchewan Masonry Institute. “The pigs developed strong procurement principles we should all follow.”

Total Cost of Ownership. Look at not only purchase price, but also what it will

cost to administer, license and maintain over its lifetime.

Supplier Experience. Ensure bidders have a record of performance history and demonstrate they can deliver what’s asked. With inexperience comes risk, and you don’t want to be left with change order situations that show up in the future. If a local business or RM offers a good recommendation, that’s meaningful.

Knowledge of Local Conditions. A pencil is a pencil. Building a landfill to withstand our climate requires expertise. Knowledge of local ecosystems, bylaws, building codes and public policies can all affect the value of a good or service. Don’t assume everyone knows how to do business in Saskatchewan.

Leech’s advice is to be cautious with bids that look too good to be true. “If an out of province firm has a lower price

than the locals, it’s important to question why. Do they understand the scope of work? Are their capabilities in line with expectations? And will they be there after the project is complete? Local firms and their staff will always provide a stronger focus and desire to deliver excellence in their service.”

Incorporating these ideas can help make the most of your budget. Detailed guides to write scopes of work, prepare RFPs, declare evaluation criteria, explain best value, and much more are available on the SaskTenders.ca Knowledge Centre. Use their checklists to ensure you’re ready to go to market.

Reagan Reese Seidler is the Director of Strategy & Engagement at SaskBuilds. Views expressed are those of the respective contributors.



POLICING RURAL SASK

THE RCMP in Saskatchewan is committed to the safety and security of Saskatchewan citizens. We protect residents, assist victims, enforce the law, and raise awareness about important crime and safety trends. We also continue to seek new ways of delivering a quality service to meet new and changing needs and expectations. None of this is possible without strong partnerships.

Consulting and collaborating with our partners and stakeholders at all levels in Saskatchewan is vital to meeting our goal in keeping rural Saskatchewan communities safe. We work closely with provincial and municipal governments, First Nations leaders, other Saskatchewan police agencies, and the federal government. These partnerships are essential to successfully preventing and reducing crime across the province, and we continue to build on these existing relationships.

Due to the changing face of Saskatchewan, Saskatchewan's RCMP regularly monitors the dynamic demographic, social, and economic factors that may impact rural areas. The review of these, and the ongoing analysis of crime statistics, intelligence and other data, informs our decision-making on the adjustment and adaptation of service delivery to meet the needs of Saskatchewan communities. It ensures that we have evidence-based, well-focused, crime prevention and reduction initiative resources appropriately allocated. These initiatives employ a balance of traditional enforcement activities, community-led prevention initiatives, and innovative, investigative techniques; all aimed at reducing crime over the long-term in rural Saskatchewan.

Policing rural areas of Saskatchewan is challenging. Our members are responsible for maintaining public safety in multiple communities and vast geographic areas within their detachments. Between

resource levels, the volume of calls, and the distances our members have to travel within their area, it sometimes takes us longer to respond than we would like.

However, we continue to ensure that calls for service are always prioritized, with those involving personal safety receiving the highest priority. Detachment commanders use their local information and intelligence to target efforts and deploy their people to where crime is happening or is expected to happen.

We also have province-wide initiatives in place to prevent crime before it happens, and we are increasing our efforts in monitoring serious, habitual offenders.

We want to acknowledge the dedication and professionalism of our employees in rural Saskatchewan who work hard every day to keep the people of Saskatchewan secure and safe. The results of the work they have done recently includes:

- The arrest and charging of a serial break and enter suspect in the Moomsin area;
- The arrests of two people and the seizure of stolen property in relation to numerous thefts in Saskatoon and surrounding area;
- The bust of a major marijuana grow-op

in the Turtleford area; and

- The arrest and charging of several people in connection with copper-wire thefts from industrial sites in the Colonsay area.

By continuing to work with our partners and stakeholders to develop strategies and initiatives that are specific to each community we serve, we hope to prevent crime before it happens, and ultimately, reduce the impact of crime on the people of Saskatchewan.

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YOU CAN HELP AND RECEIVE CASH REWARDS

IF THE INFORMATION YOU PROVIDE LEADS TO THE ARREST OR CONVICTION OF THE INDIVIDUAL(S) INVOLVED, ANYONE WITH INFORMATION ABOUT THESE CRIMES SHOULD CONTACT THE PROVINCIAL TOLL FREE TIP LINE. CALLS ARE NOT TRACED OR RECORDED AND CALLERS CAN CHOOSE TO REMAIN ANONYMOUS. YOU CAN ALSO REPORT ONLINE AT SASKATCHEWAN.CA/TIP



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On September 12, 2016, Prince Albert Conservation Officers received information regarding a large number of tires that were discarded on private land 2.5 miles west on Tower Lake Road, southwest of Prince Albert. Officers investigated the scene and located approximately 200 tires, which they believed were dumped between July and mid-August of 2016. Dumping of scrap tires and other forms of littering threaten the stability of the province's natural resources and is an offence. *The public's help is needed to solve this case.*



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protecting our environment
SARRC CELEBRATES 20 YEARS



ANTHROPOMORPHISM. A big word. Hard to say. It describes giving human attributes to things such as animals. Think *Lion King* or Mickey Mouse. In Saskatchewan recycling, it means seven common animals given human characteristics to capture your attention. They want you to understand that recycling used oil and antifreeze materials is good for humans and animals as well.

Mother Nature has been good to us. Eighty thousand square kilometres of the province is water with some of the best fishing in the world. Six million hectares of pasture land makes Saskatchewan ideal for livestock. And, millions are fed by our thriving crop industry.

There's nothing mickey mouse about the province or the provincial industry-led stewardship program for recycling used oil and antifreeze materials, which operates under the guidance of the Saskatchewan Association for Resource Recovery Corporation (SARRC).

SARRC celebrated its 20th anniversary this year. Since its inception in

1996, it has facilitated the recovery and reuse of over 300 million litres of used oil, enough to fill 120 Olympic-sized swimming pools.

Why is this important? Remember: "one litre of used oil can contaminate, beyond repair, One Million Litres of Water."

Other materials included in the SARRC program are potentially hazardous. Used anti-freeze is toxic, harmful to humans and animals. Filters contain residual used oil, and burning plastics emits dangerous toxins fouling the air for you and Mother Nature's creatures. Dumping filters and the plastic containers, including Diesel Exhaust Fluid (DEF) containers, also takes up valuable landfill space and degrades agricultural land.

In 2014, SARRC began introducing the animals – fish, owl, horse and cow, beaver, duck and badger – all illustrated with human characteristics. They appear in print, radio and digital ads, on display banners, printed handouts, air fresheners and the doors of 34 purpose built Eco-

Centres, part of the province's nearly 200 year-round collection facilities.

"Their message, while picturesque, is simple," notes Phil Wrubleski, Executive Director, SARRC. "What you do with your used oil and antifreeze materials can have a negative impact on where you and they live, if the materials are not handled properly."

SARRC uses such imaginative creative to motivate people and businesses in Saskatchewan to recycle. Over the past 20 years, the program has grown. Since its inception, 306.48 million litres of used oil, 33.96 million oil filters, 5.27 million kilograms of plastic (oil, anti-freeze and DEF containers), and 398,265 litres of used antifreeze (collection began in 2014) have been recovered, recycled and reused. None of the materials have gone to municipal landfills.

With the 20 litre oil pails favoured by farmers, SARRC's research indicates that farmers annually re-use about 80% of their pails. This results in a 24% province-wide pail re-use. While this is



practical, farmers are continually encouraged to recycle the pails when they wear out and not burn or dump them.

The program has seen ups and downs over its history. The economic meltdown in 2008 and drop in oil prices in 2009 contributed to softer sales of new lubricating products. The past two years have challenged Saskatchewan's robust economy with the further decline of oil prices in 2015. This market has a direct impact on lowering commodity prices for used oil and antifreeze materials.

However, SARRC's stewardship program's economic model provides some shelter from these dark economic clouds. An Environmental Handling Charge (EHC) is levied by first sellers of lubricating products, antifreeze, plastic containers (oil, antifreeze, DEF). The EHC is remitted to SARRC by its 201 member companies. The association, in turn, pays a Return Incentive (RI) to registered collectors/processors in the province's private sector recycling industry. This incentive assures province-wide

recovery, recycling and use of all this automotive waste.

The first twenty years have made a difference to the province's environment - water, land and air. The animals in SARRC's communications reflect all three elements and stress the importance of everyone recycling used oil and antifreeze materials. For this, Mother Nature will thank you.

For more information on the program, visit www.usedoilrecyclingsk.com.



Committing to our planet's future means properly recycling our electronics of the past. That's why EPRA works to keep over 15 million devices out of Canadian landfills every year through convenient and regulated e-recycling programs. Plus, recovered materials go back into the manufacturing supply chain so that fewer natural resources are required.

What can be recycled?



DESKTOP COMPUTERS



PORTABLE COMPUTERS



COMPUTER PERIPHERALS



DESKTOP PRINTERS



DISPLAY DEVICES



PERSONAL OR PORTABLE AUDIO/VIDEO SYSTEMS



VEHICLE AUDIO/VIDEO SYSTEMS (AFTERMARKET)



HOME THEATRE IN A BOX



HOME AUDIO/VIDEO SYSTEMS



NON-CELLULAR TELEPHONES

Find out how and where to safely and securely recycle your electronics now at: recycleMYelectronics.ca/sk. Nature's warranty is counting on it.

This program is funded through Environmental Handling Fees that are applicable to new electronic products sold in the province.



SARM 90th anniversary student scholarship Agricultural Safety and Rural Health

IN 1995, the SARM auctioned off the first copy of its history book for \$2,600. SARM's board of directors directed this \$2,600 to the Canadian Centre for Health and Safety in Agriculture to create the SARM 90th Anniversary \$1,000 student scholarship in Agricultural Safety

and Rural Health. The Network has maintained the scholarship and invites Saskatchewan Grade 12 students, who have parents or guardians paying taxes to an RM, to write an essay on "The Importance of Health and Safety on Their Farm."

This year two scholarships worth \$1,500 were awarded to grade 12 students, Emily Wushke, RM of Willowdale, No. 153, and Darby Chappell, RM of Corman Park, No. 344. Congratulations!

Below are excerpts from their essays.



EMILY WUSHKE

"Stress is another major concern with farming that can cause numerous casualties. Some may not be aware, but stress can cause serious heart problems, including heart attacks, strokes and hypertension. Farmers deal with broken-down equipment, fluctuating prices for their commodities, and the biggest worry of all, Mother Nature. Farmers have a constant worry about what will happen after the next storm; if their crops will survive or be destroyed. Many times, farmers find themselves looking at excellent crops that are producing very well and will soon be ready to hay or combine until, a few days later, a big storm comes and wipes everything out. Crops provide food for communities and income for families, and this is why families find themselves in great deals of stress, worrying about bills and what will happen next. Stress is more dangerous than people realize, and therefore, must be taken very seriously. These health issues prove that there are not only physical disadvantages to being a farmer, but mental ones as well, and every little possible effect must be taken into consideration when planning the safety of the farm. The farm is only as safe as the owner and the people living and working on it make it."



DARBY CHAPPELL

"A person should not only plan for safety, but also for general wellness. Within our family, we take pride in how organized and efficient we work. Our family is quite athletic and sports oriented; staying active allows us all to take a break from work and focus on fun or activity. We also stop equipment for lunch breaks even if the meal is brought to the field. This allows all workers in our family a short break to ensure fatigue is controlled. Before leaving our house, each worker grabs a water bottle/jug of water to ensure hydration is maintained. While working hot summer days, every tractor is equipped with air conditioning to help us stay cool to prevent heatstroke. During the winter months, every worker is provided warm working clothing to avoid frost bite and to ensure workers don't get cold during long tasks. As simple as it may be, working outside allows some noticeable health benefits for farmers."

2017 SCHOLARSHIP

If you are a grade 12 student planning on studying at a post-secondary Saskatchewan school in the fall of 2017, you should consider applying for our scholarship.

This year there will be two scholarships of \$1,500 available. The deadline is December 15, 2016. Your parents must own or rent land and pay taxes to a rural municipality. Download the application

and more details at <http://aghealth.usask.ca/scholarship/index.php>.

Please contact us if your RM is interested in becoming a member, or if you would like to request a clinic or workshop in your community. Call (306) 966-6647 or (306) 966-6644, email aghealthandsafety@usask.ca or visit our website, aghealth.usask.ca.





RURAL COUNCILLOR

HAY, Don't spread those weeds

BY HARVEY ANDERSON

SARM INVASIVE ALIEN PLANTS GROUP PLANNING ADVISOR

WE all have to admit that hay land and pastures are the least managed crop lands for most farmers. This is especially true when we consider weed control. Many highly invasive alien plants are capable of invading pastures and hay land, such as Leafy Spurge, Scentless Chamomile, Common Tansy, Yellow Toadflax and Oxeye Daisy, to name a few. These plants usually have growth and/or reproductive characteristics that give them an advantage over forage and native plants.

Leafy Spurge, Yellow Toadflax and Oxeye Daisy have creeping root systems that can send up new shoots anywhere along the root system. Other species, like Scentless Chamomile and Common Tansy, are prolific seed producers. As soon as the Scentless Chamomile flowers

form, there are seeds in the head that are viable, while Common Tansy holds onto its seed in the flower head long into the winter, which is then spread by equipment, such as mowers, or the wind blowing seeds on top of the snow. These characteristics aid in the weed spread, which is often further aided by human activity of some kind.

Moving hay that has attached viable seeds is one of the main ways that weeds are spread. The weeds can also attach to forage equipment, which will likely be transported back to the main farm site after use, or the weeds may be packaged within the bales of hay, which may be transported to the livestock feeding site, or even worse, sold to a distant producer for their use.

All farmers should be aware of and practice some level of biosecurity for their farms, similar to what hog production facilities have been practicing for years. Farmers should know what species of plants are in their forage fields and have a management plan in place to deal with the weeds they contain. When hay is purchased, ideally the field where the hay was harvested should be scouted for weeds, or at a minimum, questions should be asked about what weeds the hay may contain before the hay is purchased and transported.

If the hay has a weed or weeds that are not present on your property, you may reject the hay or at least have a plan in place to deal with the weeds you may introduce to your property.

Livestock may also eat the weeds in a pasture situation, although weeds are usually less palatable than grasses and native forbs. Weed seeds can pass through livestock digestive systems and some seeds can remain viable. When animals are transported, their manure may act as a vector for these weeds to spread. One RM near the Alberta border has been invaded by Hoary Allysum, which (as the story goes) was brought to the area by a corral cleaning company on contaminated equipment.

RM weed inspectors are more aware of hay movement as a major vector for weed movement and are becoming more proactive in stopping weed transport if they know it is happening in their jurisdiction. Many inspectors use their authority under the *Weed Control Act* to issue orders to stop the movement of hay that is known to contain reproductive plant parts of noxious weeds in their area. Other RMs are creating bylaws to ensure all loads of farm products moved in their RM are tarped, in an effort to reduce weed seed spread.

One of the most dynamic stories of weed introductions in Canada, dates

back to the end of World War II, when Airforce gliders were brought back from Europe to the Gimli Airport in north central Manitoba. Local hay from Europe was used as a packing material in the glider containing crates, which were unpacked on the airstrip borders on the grassed area of the airport.

The grasses were contaminated by an alien invasive weed, Red Bartsia. This land was rented out to a local farmer who harvested the hay with the seeds, and over a matter of a few years, contaminated most rural roads in the Interlake region. This weed is still moving southward and westward toward Saskatchewan. Red Bartsia's seed has Velcro-like hooks that attach to bales dropped out of a baler, which has greatly assisted in its movement. This weed is difficult to control with herbicides, and it has travelled from the Gimli Airstrip to as close as Souris, MB in about 65 years. I predict it will reach our province in the next few years and will cause the hay industry difficulties and expenses well into the future.

Hay and grains are not the only means in which weed seeds can be moved, as weed seeds and propagating plant parts

can be moved in soil materials and gravel as well. The movement of contaminated equipment can also aid in weed spread. For example, the invasive alien plant, Salt Cedar, was likely transported to the three known locations of the province when earth moving equipment was brought to Canada from the US.

A few years ago, the Saskatchewan Forage Council produced five factsheets on forages and how they are connected to the invasive weed movement. The factsheets are still available for download and cover best management practices for dealing with hay, including forage seed, grazing, riparian, and transportation. The council also published a feasibility study, *A Weed Free Forage Program for Saskatchewan*, which is likely a great idea, but too expensive to put into practice. Interested readers can search for the publications and consider using some of the BMP's to reduce the effects that hay has in moving weeds around the province.

Harvey Anderson, an Invasive Alien Plants Advisor, is working with the SK Ministry of Agriculture and SARM. Funding is provided by the Canada-Saskatchewan "Growing Forward" Program.



rural councillor MEMBER NEWS

RM OF ESTEVAN, NO. 5 IN MEMORIAM

KENNETH RAYMOND PHILLIPS

Ken Phillips was born In February 1942. He passed away in June 2016 at St. Joseph's Hospital in Estevan, SK at the age of 74. He lived in the RM of Estevan with his wife, Dianne, and their six children, where he farmed, owned cattle and operated a dairy farm. He had a big family that will cherish his memory forever. Ken was Councilor of Division 3 for eight years from 1981-84, and again from 2001-04.



RM OF SURPRISE VALLEY, NO. 9 IN MEMORIAM ANDRE VIGOUREUX

Andre, better known as Andrew, of Weyburn and formerly of Gladmar, passed away in August 2016 at the age of 84. He was predeceased by his parents and his wife. He is survived by his sisters, Yvonne Hall of Weyburn and Paulette Bert of Radville; step-daughters, Marie, Dianne, Nancy and Darlene; two nephews and six nieces; cousins, Francois (Eveline) Porte of Weyburn and Monique Pyle of Regina; and relatives in France.

Andre was born in July 1932 to Paul and Francoise Vigoureux. He was raised on his parents' farm near Gladmar and attended North Gladmar School. After his schooling, he stayed on the farm, and he also worked part time for neighbours. He acquired his farming land base in the fifties and sixties. Then, in 1981, he took over the family farm. Along with farming, he enjoyed raising his Herford cattle. He spent many hours in the shop

working with his metal lathe as he was always building something, and he also enjoyed camping and bowling.

He served as Councillor for Division 4 of the RM of Surprise Valley, No. 9 from 1982-87. He was also a member of the Minton Elks Lodge No. 519 and St. Eugene's Catholic Church in Minton.

In 1989 he married Marguerite Ryan of Plentywood, Montana. Together, they enjoyed the farm and had a home in Plentywood as well. When Andre suffered a stroke in 2003, they sold the farm and their Plentywood home to retire to Weyburn. Marguerite became ill in the fall of 2013 and passed away in March 2014. A short time later, Andre suffered a fall, breaking his hip. He needed extra assistance, so he moved to a nursing home in Weyburn where he lived until his passing. He will always be remembered as a kind and caring neighbour to everyone.



RM OF COLONSAY, NO. 342 IN MEMORIAM JIM MARKOWSKI

Jim was born in August 1947 and passed away suddenly at the family farm on his 69th birthday. He was born in Meacham. He met and married Linda Bauman in 1976, and together they farmed near Colonsay until his passing. They had three children: Jaime (David), Tara and Ryan, all of Saskatoon.

Jim took great pleasure in building and restoring, and the farm is a showcase of all his work. He loved classic cars (particularly his '57 Fairlane), planting trees, the Riders and his ever loyal dogs. He served on the RM of Colonsay, No. 342 as Councillor for Division 6 from 2006-09.



RM OF REFORD, NO. 379 IN MEMORIAM MARTIN CALVIN GLACKIN

Martin was born in January 1932 in Cavell, the second son to Ruby and Oren Glackin. He passed away peacefully in April 2016 in Wilkie at the age of 84.

The first five years of his life were spent between his dad's home near Cavell and his grandmother's in Spokane, Washington. He attended kindergarten in Spokane and then returned to the farm to live with his parents. After leaving school, he lived with Jack and Katherine Kaufmann in Cavell. The Kaufmann's owned and operated the town store, and he started working there at the age of 17.

In 1951, he began building roads and doing maintenance work for the RM of Reford. In 1954, while still working for the RM, he began farming on his dad's farm. In 1957, he married Helen Dorner of Leipzig. He continued to work for the RM and farm until 1963, when he stopped working for the RM and dedicated his time to farming and his family.

Martin and Helen were blessed with four children: Daryl, David, Dawn and Lynn. Their first daughter, Dawn, was hospitalized most of her short life and passed away at just six months old.

In 1969, Martin was elected Councillor for Division No. 1 of the RM of Reford. He served as councillor until 1978 when he took over as reeve after Louis Kaufmann's retirement. He served in that position until 2002.

Martin also served on several boards and committees, and he was instrumental in building the Tramping Lake Causeway

and Bethany Assisted Living. He was also very proud of his family and took great pride in his wife, kids and grandchildren.

Martin leaves behind his loving and devoted wife of 58 years, Helen; his three children Daryl (Lisa) of Wilkie and children, Natasha, Brittany and Dustin; David (Barbara) of Wilkie and children, Katrina and Jamie; Lynn (Jens) Christiansen of Wilkie; one sister, Anna Stephens of Seattle, and other extended family. He was predeceased by his daughter, Dawn; parents; brother, Bill; and sister, Ada.



**RM OF ARM RIVER, NO. 252
RETIREMENT
LORNE WILLNER**

The ratepayers, council and staff of the RM of Arm River express their appreciation and gratitude to retiring

Reeve Lorne Willner for his 35 years of service to the municipality and district. Throughout his tenure, Lorne was involved in many boards, committees and activities within the region and didn't miss a municipal meeting.

Thank you, Lorne, for your commitment to your community. We wish you all the best in your retirement.



**RM OF LAKELAND, NO. 521
RETIREMENT
AL CHRISTENSEN**

On August 9, 2016, the District of Lakeland honored retiring Reeve Al Christensen (right) who served as reeve from 2006-16. Also retiring were Don

Boyenko (left), who served a partial term from 2015-16 as Councillor for Division 5, and John Ondrusek (not pictured) who served as Councillor for Division 1 from 2010-16.

Reeve Cheryl Bauer-Hyde (center), thanked them for their contributions and extended best wishes on behalf of the RM, council and staff. In appreciation for their service, the RM presented Al with a self portrait caricature and tickets to Shakespeare on the Saskatchewan, while Don and John received a wine decanter set engraved with the district's logo.



**RM SHERWOOD, NO. 159
AWARD PRESENTATION**

At the September 14, 2016 regular Council Meeting of the RM of Sherwood, No. 159, Norm Nordgulen, SARM Division 2 Director, presented the Council with a certificate in recognition of 100 Years of Rural Municipal Government.

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CRIME STOPPERS ANTI-BULLYING INITIATIVE



SASKATCHEWAN Crime Stoppers and the four other Crime Stopper programs in Saskatchewan have teamed up with the provincial government and school divisions to stop bullying. This anti-bullying initiative will give students a 100 per cent anonymous way of reporting bullying and cyber-bullying.

How it works: when someone witnesses or knows of someone either being bullied or bullying others, they can call, email or text Crime Stoppers. They are given a unique number which is how they identify themselves to Crime Stoppers. They give as much information as possible about the incident, and the tip is forwarded to an investigating agency.

If the incident is not criminal, the Crime Stoppers Coordinator will contact the school in question and pass the information on to the School Liaison Officer, who will work with the school's administration to investigate the tip and bring it to a successful conclusion, all while keeping the tipster anonymous and unknown to all parties involved. As the incident was non-criminal, there is no reward paid to the tipster, but the incident will still be investigated.

WHY WE SHOULD INTERVENE WHEN SOMEONE IS BULLIED

1. It breaks the cycle of abuse. When you step in and stop a bully, it breaks the cycle, and you send a message that bullying is not tolerated.
2. Immediate prevention lessens the impact. When bullying is stopped shortly after it starts, the negative impact on the victim is dramatically reduced.
3. Immediate response allows for immediate counseling. When the bully is caught in the act of harassing their victim, it can be determined at that point what level of counseling is necessary. This also applies to the victim.
4. It addresses the issue at its source. When a bully is caught in the act, there is little denying where guilt should be placed. Intervening allows the issue to be addressed immediately, without having to go through a lengthy question and answer process.
5. It reduces suicide rates. When the number of reported instances of bullying are reduced, the number of bullying-related suicides drop, too.
6. It sends a positive message that bullying will not be tolerated. When individuals step in and stop an act of bullying, it sends a positive message to both the bully and their victim. It lets them know that it is acceptable to report bullying when it occurs, whether it happens at school, in the park, a public place or in the home.
7. It allows the bully to receive the help they need. While most people believe that only the victim needs assistance, it is also becoming clear that, in many cases, the bully also needs counseling and guidance.
8. It helps teach tolerance and acceptance. In some cases of bullying, bullies often go after students who are different in some way. Cultural differences, ethnicity, physical handicaps, financial hardship and learning disabilities are all differences for which students may be bullied. Intervention allows both parties to gain a better understanding of the other person's situation.
9. It prevents the problem from escalating. When a faculty member or teacher intervenes in a bullying situation, it sends a distinct message that bullying will not be tolerated.
10. It gives each person the chance to back away without looking weak or fearful. When it comes to bullying, saving face is extremely important. If a student or parent intervenes,

it allows the victim to walk away gracefully without being afraid or ashamed. A bully may go too far and not know how to de-escalate the problem without looking weak or vulnerable. An intervention gives both students a chance to walk away with dignity, even though they may be in a slight amount of trouble.

11. It prevents others from joining in. When incidents take place in front of large groups of students, the group may attempt to join in by taunting or teasing the victim. Quick action by a teacher can help prevent this from happening.
12. It reduces the amount of collateral damage. Other students may begin to fear for their safety and, by acting fearful, increase their chances of becoming the bullies' next target. When faculty members intervene, it shows that the harassment will not be tolerated, reducing the feelings of vulnerability that other students may experience.
13. It helps maintain a sense of order. When faculty members and staff stand up to bullies, it helps to maintain a sense of order where students can feel safe and secure.

Saskatchewan Crime Stoppers will pay up to \$2,000 for information that leads to an arrest or charge of person(s) responsible for this offence or any other serious crime.

Saskatchewan Crime Stoppers is 100 per cent anonymous and does not subscribe to call display, and your calls are neither traced nor recorded. Web and text tips are also encrypted.

Call Crime Stoppers at 1-800-222-TIPS (8477), text TIP206 and your message to CRIMES (274637), or you can submit a tip online at www.saskcrimestoppers.com where you can also view other unsolved crimes in the province.



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