Corporate Business Plan
2025-2028

Sturgeon
COUNTY

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Sturgeon County recognizes we are located on Treaty 6 territory, the traditional homelands of Alexander and Michel First Nations, as well as the Métis Nation of Alberta's Districts 8 & 11. We are all Treaty People; we love and cherish this place we call home and the land that provides for us—a place where our families, friends, and other relations live and grow. We commit ourselves to continually becoming better Treaty people so that this place and those we love continue to thrive as long as the sun shines, the grass grows, and the rivers flow.

Photo Courtesy of North West Redwater Sturgeon Refinery (NWR)

Corporate Business Plan (2025-2028)

"Plan on a Page"

The Corporate Business Plan on a Page highlights the ten strategic priorities included in Sturgeon County's 2022-2025 Strategic Plan and the Initiatives being undertaken to advance the achievement of the Community Outcomes and Priorities.

Community Outcomes

- ***Planned Growth***
- ***Thriving Communities***
- ***Environmental Stewardship***
- ***Collaborative Governance***
- ***Operational Excellence***

Diverse Business Hub

Reinforce Sturgeon County as an internationally competitive and supportive municipality to locate and conduct business.

Industrial Heartland Utility Initiation	***Q3 2022 - Q2 2025***
Industrial Heartland Utility Construction	***Q2 2026 - Q2 2028***
Industrial Heartland Utility Implementation	***Q1 2028 - Q4 2029***
Villeneuve Airport Investment Marketing	***Q2 2025 - Q2 2026***

Safe, Beautiful Communities

Cultivate safe, beautiful, and complete communities.

Greenspace Maintenance Agreement Framework	***Q1 2024 - Q4 2026***
Agriculture Master Plan	***Q3 2023 - Q2 2025***
Fire Master Plan	***Q4 2023 - Q2 2025***
Municipal Development Plan: Regional Alignment	***Q3 2023 - Q3 2025***

Carbon Neutral Municipal Operations

Achieve carbon neutral municipal operations by considering benchmarks that reflect Environmental, Social, and Governance (ESG) measures.

Municipal Fleet Dual Fuel Conversion Pilot	***Q2 2025 - Q4 2027***
Record Digitization	***Q4 2020 - Q4 2025***

Modern, Adaptive Administration

Prioritize municipal workforce and process and policy modernization that supports a productive and future-ready organization.

Communications Audit	***Q1 2024 - Q2 2025***
Content Management and Collaboration	***Q1 2022 - Q4 2025***
Digital Permitting System Implementation	***Q4 2022 - Q4 2025***
Engagement Framework	***Q1 2024 - Q1 2025***
Municipal Election Preparedness	***Q1 2025 - Q4 2025***
Online Services Modernization	***Q1 2025 - Q4 2026***
Safe, Respectful, and Inclusive Workplace Strategy	***Q1 2024 - Q1 2025***

Diversified Revenue and Partnerships

Realize opportunities for alternative revenue generation and shared efficiencies through innovative new models and partnerships.

Community Aggregate Payment Review	***Q3 2023 - Q2 2025***

Meaningful Community Connections

Acknowledge and celebrate Sturgeon County's history and relationships with Indigenous and other communities.

Joint Use Planning Agreements	***Q2 2022 - Q2 2025***
Municipal Ward Boundary Review	***Q1 2027 - Q4 2027***

Clean Energy Economic Ecosystem

Support long-term transition to a low carbon economy, prioritizing hydrogen and other clean energy production.

Sturgeon Valley Hydrogen Development Initiation	***Q4 2022 - Q4 2026***
Sturgeon Valley Hydrogen Development Implementation	***Q1 2027 - Q4 2031***

Sustainable, Thoughtful Decisions

Embed thoughtful long-range financial and operational planning into decision-making processes.

Facility Current State Analysis	***Q3 2023 - Q3 2025***
Facility Long-Range Master Plan	***Q3 2026 - Q3 2027***
Financial System Modernization	***Q2 2024 - Q4 2027***
Municipal Census	***Q1 2026 - Q4 2026***
Regulated Assessment Review	***Q3 2021 - Q2 2025***
Strategic Plan Renewal	***Q1 2025 - Q1 2026***
Sturgeon Valley Operational Impact Review	***Q3 2025 - Q2 2026***
Waste Strategy	***Q3 2024 - Q2 2025***

Reliable, Effective Infrastructure

Enhance local broadband, emergency, transportation, and recreation infrastructure.

Asset Management Implementation	***Q4 2019 - Q4 2025***
Broadband Access Improvement	***Q1 2024 - Q4 2027***
County Park Feasibility Study	***Q1 2024 - Q2 2025***
Natural Asset Management Creation	***Q1 2026 - Q1 2027***
Parks Bylaw Development	***Q1 2024 - Q2 2025***

Economical, Desirable Services

Ensure residents will be offered cost-effective and highly valued services.

Intermunicipal Collaboration Frameworks (ICFs)	***Q4 2023 - Q4 2027***
Intermunicipal Fire Agreements	***Q3 2025 - Q4 2026***
Intermunicipal Recreation Agreements	***Q1 2024 - Q4 2025***

A Community of Opportunity and Innovation

Meet Sturgeon County

Located in the northern part of the Edmonton Metropolitan Region, Sturgeon County is a **vibrant** and forward-thinking community that embraces growth and innovation. Known for its rich history, culture, and natural beauty, the County offers a unique blend of high-quality living paired with business investment opportunities, particularly in the areas of energy, agriculture, and emerging industries.

At the heart of Sturgeon County's economic landscape are key assets like the Alberta Industrial Heartland, Villeneuve Airport, and Sturgeon Valley. These pillars of local development reflect our dual commitment to progress and tradition. Our municipal organization takes pride in adopting modern, future-ready strategies to deliver outstanding services and maintain our role as stewards of **sustainable growth**.

Building meaningful partnerships is central to Sturgeon County's approach. We actively collaborate with neighboring communities, Indigenous Nations such as Alexander First Nation, and various stakeholders across industries, government entities, municipal associations, and advocacy groups. We are dedicated to nurturing these partnerships through strong service agreements, strategic relationship frameworks, and continuous dialogue to achieve shared **goals**.

Sturgeon County is resilient and resourceful, turning challenges into opportunities through planning and foresight. We aim to enhance economic **resilience**, develop quality infrastructure, manage assets intelligently, and pioneer innovative solutions. Our vision is to not just overcome obstacles, but to emerge as a model of viable development and community well-being.

As a leader in the Edmonton Region Hydrogen Hub – the largest of its kind in Canada – Sturgeon County is actively driving projects that deliver real-world impact, aligning with net-zero objectives and commitment to environmental **sustainability**. Our initiatives, including waste strategies, digital innovation, broadband enhancement, and the advancement of the hydrogen economy, are all geared toward ensuring a vibrant future for our community.

This Corporate Business Plan is a testament to the Sturgeon County community's potential under the guidance of *Council's Strategic Plan*. With dedication, vision, and a **commitment to excellence**, the County is well-positioned to seize new opportunities and drive growth for the benefit of residents and businesses.

The Online Property Map was accessed more than **29,000** times in the last year

Over **830,000** paper records have been digitized to date

The **Country Living Expo** provides resources to rural residents through **28** local business and agricultural product booths and **workshops**

Since **2016**, Sturgeon County has donated **$600,000 to STARS**, with **122** County residents being transported to care

County Bounty has seen **14,000** attendees since 2013 and given over **100** opportunities to promote business, including **50** unique local businesses

250 development permits worth **$298,144,776** were approved by Q3 2024

The County has secured a **$16.6 Million** grant and projects **$65 Million** in future infrastructure investments to the **Industrial Heartland,** including County investment, grants, and other outside sources

2.6 Million of funding has been secured from outside sources **for open space projects** in the last four years, including playground improvements, trail and walking path development, and more!

32 homesteading families have been recognized through Sturgeon's **100-Year Farm Family Award** that celebrates heritage and legacy

Medical First Response makes up **36%** of all emergency responses in Sturgeon County

Summer Programs served **1,474** kids over 6 weeks, through Day Trips, Theme Days, and Free Summer Bonus Days

10,222 drainage culverts are maintained throughout the County

The County sells **1,200,000m3** of water a year, which would fill **480** olympic swimming pools!

The County has committed to funding **$125,000** annually for the next 6 years to support **Intermunicipal Recreation** and the Legal arena modernization

365 days of personal and financial information protection through Cyber Security Protocols

Strategic Framework

Sturgeon County's Strategic Framework defines how our municipal organization meets Council's established vision on behalf of the community. The Corporate Business Plan (CBP) is a key document within the Strategic Framework that defines the major initiatives Administration will act on to meet Council's direction over four years.

The CBP plays a critical role in the evolution of our community.

Our Strategic Plan is overarching direction from Sturgeon County Council to its Administration. Created by Council and informed by the community, the Strategic Plan specifies a vision and goals looking forward. Council has established five principal goals for a future-ready Sturgeon County called ***Community Outcomes.*** Within these Outcomes, Council has developed coordinating points to illustrate expected benefits with each achievement. Council also sets Strategic Priorities to provide clear direction to Administration on the high-level action items that will forge a path to success.

Our goal at Sturgeon County is to advance with intention.

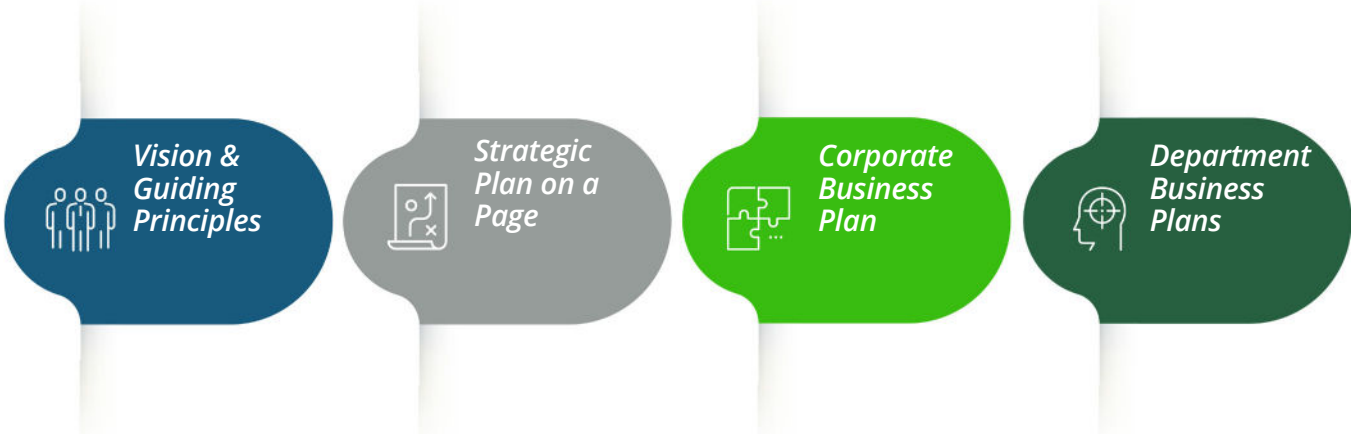
The CBP elaborates on Council's ten Strategic Priorities, cataloguing actions and initiatives to achieve Council direction successfully. The CBP provides details on:

- Key initiatives (special projects with a beginning and end date – typically, a result from master plans, frameworks, strategies, and needs that arise from the community)
- Enhancements to core services (services offered under an increase in service levels or that reflect an innovative new approach)

The details within the CBP tell the story of how Sturgeon County is taking decisive steps to make things happen.

Reporting and progress measurement ensures there is a strong connection between the different elements of Sturgeon County's Strategic Framework. A transparent and honest review of the status of corporate initiatives is formally undertaken twice per year. To ensure we are continually improving and reaching operational excellence, refinement and updates will be made to our organizational strategic planning documents as needed.

Balancing flexibility in approach with sound strategic planning ensures Sturgeon County remains future-ready to meet new opportunities and challenges as they arise.



Our Vision

"Offering a rich tapestry of historical, cultural, and natural experiences, Sturgeon County is a municipality that honours its rural roots and cultivates desirable communities. Uniquely situated to provide world-class agricultural, energy, and business investment opportunities, the County prioritizes responsible stewardship and dreaming big."

Our Guiding Principles

Collaboration	Accountability
Flexibility	Excellence
Safety	Future Readiness
Affordability	Innovation

Strategic Initiatives

Council has endorsed eight Strategic Initiatives to build a bright future for Sturgeon County. These projects span multiple years and ultimately will ensure the community's longterm financial viability.

Identified throughout the Plan by our Sturgeon symbol

Industrial Heartland Utility Provision

Secure an Alberta Industrial Heartland Process Water Intake to ensure future industry has the critical infrastructure needed to prosper.

- Industrial Heartland Utility Initiation (pg. 11)
- Industrial Heartland Utility Construction (pg. 11)
- Industrial Heartland Utility Implementation (pg. 11)

Facilities

Plan for future growth by evaluating current assets against future needs.

- Fire Master Plan (pg. 12)
- Facility Current State Analysis (pg. 18)
- Facility Long-Range Master Plan (pg. 18)

Sturgeon Valley Development

Foster a complete, innovative, and unique community where residents and businesses can thrive for generations.

- Sturgeon Valley Hydrogen Development Initiation (pg. 17)
- Sturgeon Valley Hydrogen Development Implementation (pg. 17)
- Sturgeon Valley Operational Impact Review (pg. 18)

Waste

Evaluation of opportunities throughout the entire waste stream to minimize landfill practices and reduce rate risks.

- Waste Strategy (pg. 18)

Villeneuve Airport Area Development

Position the Villeneuve Airport Area for dynamic investment potential leveraging a regional economic development partnership model: Villeneuve Landing Network.

- Villeneuve Airport Investment Marketing (pg. 11)

Broadband

Bring high-speed internet to all residents and business in Sturgeon County.

- Broadband Access Improvement (pg. 19)

Recreation Facilities

Ensure quality, cost effective recreation amenities and services are available to residents.

- Intermunicipal Recreation Agreements (pg. 20)

Financial System Modernization

Replacement of the legacy Enterprise Resource Planning (ERP) software.

- Financial System Modernization (pg. 18)

Strategic Priorities

The Strategic Plan on a Page identifies Council's ten strategic priorities that Sturgeon County will implement over the next four years (and beyond).

Planned Growth

Thriving Communities

Environmental Stewardship

Collaborative Governance

Operational Excellence

Diverse Business Hub

Reinforce Sturgeon County as an internationally competitive and supportive municipality to locate and conduct business.

Safe, Beautiful Communities

Cultivate safe, beautiful, and complete communities.

Carbon Neutral Municipal Operations

Achieve carbon neutral municipal operations by considering benchmarks that reflect Environmental, Social, and Governance (ESG) measures.

Modern, Adaptive Administration

Prioritize municipal workforce and process and policy modernization that supports a productive and future-ready organization.

Diversified Revenue and Partnerships

Realize opportunities for alternative revenue generation and shared efficiencies through innovative new models and partnerships.

Meaningful Community Connections

Acknowledge and celebrate Sturgeon County's history and relationships with Indigenous and other communities.

Clean Energy Economic Ecosystem

Support long-term transition to a low carbon economy, prioritizing hydrogen and other clean energy production.

Sustainable, Thoughtful Decisions

Embed thoughtful long-range financial and operational planning into decision-making processes.

Reliable, Effective Infrastructure

Enhance local broadband, emergency, transportation, and recreation infrastructure.

Economical, Desirable Services

Ensure residents will be offered cost-effective and highly valued services.

Diverse Business Hub

Reinforce Sturgeon County as an internationally competitive and supportive municipality to locate and conduct business.

Expected outcome benefits

- Internationally competitive to attract, grow, and sustain diverse business
- Low cost, minimal red tape regulations
- Tenacious focus on new growth and innovation
- Predictable and stable external relationships

Photo Courtesy of NWR

INITIATIVE	DESCRIPTION	DIVISION	TIMELINE
Key Initiatives			
Industrial Heartland Utility Initiation	Expand water access and distribution within the Industrial Heartland.	Financial Services	Q3 2022 - Q2 2025
Industrial Heartland Utility Construction	Commence intake construction for water access and distribution to the Industrial Heartland.	Infrastructure Services	Q2 2026 - Q2 2028
Industrial Heartland Utility Implementation	Launch water access and distribution services to the Industrial Heartland.	Infrastructure Services	Q1 2028 - Q4 2029
Villeneuve Airport Investment Marketing	Develop partnership and joint marketing strategy for Villeneuve Airport and surrounding area development interests.	Development Services	Q2 2025 - Q2 2026

INITIATIVE	DESCRIPTION	DIVISION
Enhancement to Core Services		
Investor Website Launch	Develop an investor website to showcase why the County is a desirable place to invest.	Development Services
Investment Competitiveness Review	Assess and recommend methods to improve the County's competitiveness major investment attraction.	Development Services

Safe, Beautiful Communities

Cultivate safe, beautiful, and complete communities.

Expected outcome benefits

- Beautiful, surprising places with high standards
- Engaging cultural, historic, and civic amenities
- Integrated natural spaces and trail systems
- Safe, welcoming, and diverse communities
- Comprehensive land use and infrastructure planning
- Conservation of natural areas and agricultural lands

INITIATIVE	DESCRIPTION	DIVISION	TIMELINE
Key Initiatives			
Greenspace Maintenance Agreement Framework	Develop a Maintenance Agreement Framework for park, trail, and landscape service levels.	Infrastructure Services	Q1 2024 - Q4 2026
Agriculture Master Plan	Develop a Master Plan and strategic growth and diversification framework for the current and future agriculture sector.	Infrastructure Services	Q3 2023 - Q2 2025
Fire Master Plan	Develop a twenty-year strategic framework for fire services.	Community Services	Q4 2023 - Q2 2025
Municipal Development Plan: Regional Alignment	Update Sturgeon County's Municipal Development Plan in alignment with local strategic direction and regional policy.	Development Services	Q3 2023 - Q3 2025

INITIATIVE	DESCRIPTION	DIVISION
Enhancement to Core Services		
Animal Control Bylaw Review	Review and update animal and dog control bylaws.	Community Services
Fire Safety Training Expansion	Expand fire safety training to the public.	Community Services
Enforcement Services Review	Review service standards, processes, procedures, and resourcing of enforcement.	Community Services
Traffic Safety Strategy	Develop a strategy to improve traffic safety and promote inclusive mobility options.	Infrastructure Services

Carbon Neutral Municipal Operations

Achieve carbon neutral municipal operations by considering benchmarks that reflect Environmental, Social, and Governance (ESG) measures.

Expected outcome benefits

- Carbon neutral municipal practices
- Partnerships with industry and others to drive emission reductions
- Conservation of natural areas and agricultural lands
- Transparent and action-oriented decision-making based on sound rationale
- Integrated strategic and business planning

INITIATIVE	DESCRIPTION	DIVISION	TIMELINE
Key Initiatives			
Municipal Fleet Dual Fuel Conversion Pilot	Implement pilot program to strategically convert a small subset of vehicles and test the outcomes.	Financial Services	Q2 2025 - Q4 2027
Record Digitization	Implement a well-defined digitization plan that will convert paper to electronic files and physical forms to digitized workflows.	Corporate Services	Q4 2020 - Q4 2025

INITIATIVE	DESCRIPTION	DIVISION
Enhancement to Core Services		
County Centre Energy Assessment	Complete an energy, cost, and greenhouse gas saving building improvement assessment.	Financial Services
Fleet Services Yard Solar Exploration	Investigate grant availability to install a solar cell in the Fleet Services Yard.	Financial Services

Modern, Adaptive Administration

Prioritize municipal workforce and process and policy modernization that supports a productive and future-ready organization.

Expected outcome benefits

- Engaged and effective people - Council, Administration, and Volunteers
- Continuous learning and improvement mindset
- Future focused thinking to proactively respond to emerging opportunities and challenges
- Clear and supportive governance processes

INITIATIVE	DESCRIPTION	DIVISION	TIMELINE
Key Initiatives			
Communications Audit	Complete an audit of County communications tools and techniques application.	Communications and Strategic Services	Q1 2024 – Q2 2025
Content Management and Collaboration	Implement SharePoint as the corporate records management solution and develop standards, guidelines, processes, and employee training.	Corporate Services	Q1 2022 – Q4 2025
Digital Permitting System Implementation	Implement a digital platform for planning and development submissions.	Development Services	Q4 2022 - Q4 2025
Engagement Framework	Develop standards, tools, and templates for consistent and thoughtful external engagement.	Communications and Strategic Services	Q1 2024 – Q1 2025
Municipal Election Preparedness	Evaluate and implement compliance changes to election processes outlined in Bill 20.	Corporate Services	Q1 2025 - Q4 2025
Online Services Modernization	Prepare all County services to take advantage of web-based service delivery methods.	Corporate Services	Q1 2025 - Q4 2026
Safe, Respectful, and Inclusive Workplace Strategy	Develop a strategy that codifies the County's commitment to a safe, respectful, and inclusive workplace.	Corporate Services	Q1 2024 - Q1 2025

INITIATIVE	DESCRIPTION	DIVISION
Enhancement to Core Services		
Service Catalogue Digitization	Implement an internal digital Service Catalogue and Service Level Inventory tool.	Communications and Strategic Services

Diversified Revenue and Partnerships

Realize opportunities for alternative revenue generation and shared efficiencies through innovative new models and partnerships.

Expected outcome benefits

- Tenacious focus on new growth and innovation
- Alternative revenue generation and service delivery models
- Circular economy opportunities
- Future focused thinking to proactively respond to emerging opportunities and challenges

INITIATIVE	DESCRIPTION	DIVISION	TIMELINE
Key Initiatives			
Community Aggregate Payment Review	Review and develop recommendations to update the Community Aggregate Payment Levy and allocation model.	Community Services	Q3 2023 - Q2 2025

INITIATIVE	DESCRIPTION	DIVISION
Enhancement to Core Services		
External Membership Review	Review and assess effectiveness of all external memberships.	Chief Administrator's Office

Meaningful Community Connections

Acknowledge and celebrate Sturgeon County's history and relationships with Indigenous and other communities.

Expected outcome benefits

- Meaningful connections with Indigenous communities
- Engaging cultural, historic, and civic amenities
- Safe, welcoming, and diverse communities
- Small community feel and personal connections
- Strong community identity and pride

INITIATIVE	DESCRIPTION	DIVISION	TIMELINE
Key Initiatives			
Joint Use Planning Agreements	Develop Joint Use Planning Agreements with local school boards.	Development Services	Q2 2022 - Q2 2025
Municipal Ward Boundary Review	Conduct a municipal ward boundary review.	Corporate Services	Q1 2027 - Q4 2027

INITIATIVE	DESCRIPTION	DIVISION
Enhancement to Core Services		
Community Relations Alignment	Define community partnership goals and develop corresponding strategies.	Communications and Strategic Services
Safe Community Facilitator Pilot	Enhance community safety through prevention strategies and collaboration.	Community Services
Tourism Strategy Exploration	Develop initial tourism strategy and tactical recommendations.	Communications and Strategic Services

Clean Energy Economic Ecosystem

Support long-term transition to a low carbon economy, prioritizing hydrogen and other clean energy production.

Expected outcome benefits

- Internationally competitive to attract, grow, and sustain diverse business
- Clean air, land, and water
- Sustainable development
- Partnerships with industry and others to drive emission reductions
- Meaningful connections with Indigenous communities

INITIATIVE	DESCRIPTION	DIVISION	TIMELINE
Key Initiatives			
Sturgeon Valley Hydrogen Development Initiation	Position Sturgeon Valley South as a clean energy community, with complementary partnerships and test sites for home heating, fueling, and smart infrastructure.	Development Services	Q4 2022 - Q4 2026
Sturgeon Valley Hydrogen Development Implementation	Implement Sturgeon Valley South clean energy test sites for home heating, fueling, and smart infrastructure.	Development Services	Q1 2027 - Q4 2031

INITIATIVE	DESCRIPTION	DIVISION
Enhancement to Core Services		
Advocacy Prioritization	Develop proactive advocacy roadmap that includes advancement in the local hydrogen economy.	Communications and Strategic Services

Sustainable, Thoughtful Decisions

Embed thoughtful long-range financial and operational planning into decision-making processes.

Expected outcome benefits

- Transparent and action-oriented decision-making based on sound rationale
- Future focused thinking to proactively respond to emerging opportunities and challenges
- Long-term financial planning and sustainability
- Careful debt and reserve stewardship
- Integrated strategic and business planning

INITIATIVE	DESCRIPTION	DIVISION	TIMELINE
Key Initiatives			
Facility Current State Analysis	Complete a comprehensive evaluation of existing County facility needs and develop a plan to address areas of improvement.	Financial Services	Q3 2023 - Q3 2025
Facility Long-Range Master Plan	Develop a long-range County facility growth plan.	Financial Services	Q3 2026 - Q3 2027
Financial System Modernization	Execute a multi-year core financial system replacement project.	Financial Services	Q2 2024 - Q4 2027
Municipal Census	Conduct a municipal census.	Corporate Services	Q1 2026 - Q4 2026
Regulated Assessment Review	Complete a technical review and audit of the non-residential assessment process on transparency and equitability.	Financial Services	Q3 2021 - Q2 2025
Strategic Plan Renewal	Review and update Council's Strategic Plan.	Communications and Strategic Services	Q1 2025 – Q1 2026
Sturgeon Valley Operational Impact Review	Complete an analysis of program, staff, and community implications associated with Sturgeon Valley growth.	Development Services	Q3 2025 - Q2 2026
Waste Strategy	Develop a Waste Strategy and implementation plan for sustainable waste stream management.	Infrastructure Services	Q3 2024 - Q2 2025

INITIATIVE	DESCRIPTION	DIVISION
Enhancement to Core Services		
Procurement Policy Implementation	Implement directive, procedure, and process changes to align with the Procurement Policy.	Financial Services
Rural Registered Ditch Enhancement	Enhance the inspection and data collection processes for rural registered ditches.	Infrastructure Services

Reliable, Effective Infrastructure

Enhance local broadband, emergency, transportation, and recreation infrastructure.

Expected outcome benefits

- Modern broadband and digital capabilities
- Reliable and effective infrastructure
- Integrated natural spaces and trail systems
- Commitment to high quality of life
- Predictable and stable external relationships
- Asset management and performance measurement

INITIATIVE	DESCRIPTION	DIVISION	TIMELINE
Key Initiatives			
Asset Management Implementation	Implement utility, agriculture, and pavement preservation and evaluation asset management capabilities.	Infrastructure Services	Q4 2019 - Q4 2025
Broadband Access Improvement	Prepare recommendation and implement Council direction on expanding high-speed internet access in areas outside of Phase One.	Corporate Services	Q1 2024 - Q4 2027
County Park Feasibility Study	Complete a delivery and park provision feasibility study on neighbourhood and County parks.	Community Services	Q1 2024 - Q2 2025
Natural Asset Management Creation	Develop an asset management plan and asset inventory for County natural assets.	Community Services	Q1 2026 - Q1 2027
Parks Bylaw Development	Develop new parks bylaw to address the use of all County parks, trails, and open spaces.	Community Services	Q1 2024 - Q2 2025

INITIATIVE	DESCRIPTION	DIVISION
Enhancement to Core Services		
Gravel Road Modernization	Enhance gravel roads service delivery with grader route optimization, service level benchmarks, and Automated Vehicle Location.	Infrastructure Services

Economical, Desirable Services

Ensure residents will be offered cost-effective and highly valued services.

Expected outcome benefits

- Commitment to high quality of life
- Healthy and resilient
- Ongoing community consultation and engagement
- Quality, cost-effective service delivery
- Continuous learning and improvement mindset
- Integrated strategic and business planning

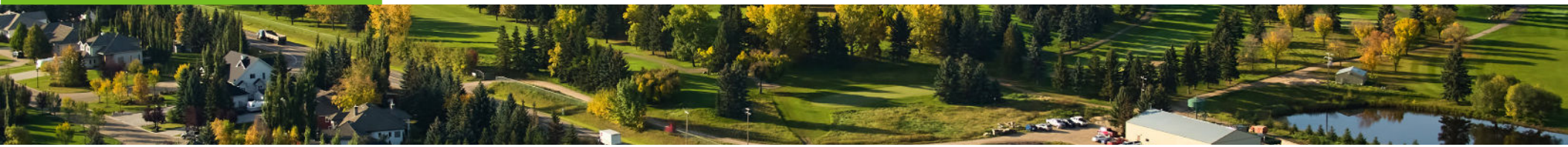
INITIATIVE	DESCRIPTION	DIVISION	TIMELINE
Key Initiatives			
Intermunicipal Collaboration Frameworks (ICFs)	Renew collaboration agreements with neighboring municipalities, as required by provincial legislation.	Communications and Strategic Services	Q4 2023 - Q4 2027
Intermunicipal Fire Agreements	Engage with municipal neighbours to renew fire agreements.	Community Services	Q3 2025 - Q4 2026
Intermunicipal Recreation Agreements	Engage with municipal neighbours to renew recreation agreements.	Community Services	Q1 2024 - Q4 2025

INITIATIVE	DESCRIPTION	DIVISION
Enhancement to Core Services		
Utility Service Request Integration	Integrate service request system with inspection, asset, and reporting processes.	Infrastructure Services
Utility Alert Self-Service Implementation	Enable water usage alert setting functionality for utility customers to monitor personalized water limits.	Infrastructure Services

Services Summary

It takes a lot of coordinated effort to successfully run a local municipality. Sturgeon County staff work diligently every day to provide high quality, effective services on behalf of our community's residents and businesses. Under various regulatory frameworks, internal and external planning documents, Council direction, and community input, Sturgeon County executes important work that sets the community up to flourish.

Our departments oversee accountability for many tasks, including (but not limited to) the following:



Corporate Administration
- Council Administrative Support
- Division Administrative Support

Information Services
- Broadband
- Business Transformation
- Geographic Information System (GIS)
- Information Management
- Information Technology (IT)

Corporate Communications
- Digital Communications
- Community Relations Coordination
- Strategic Communications Services
- Marketing
- Public Engagement

Corporate Finance and Treasury Services
- Accounts Payable and Receivable
- Budget Framework Management
- Financial Governance and Reporting
- Payroll and Benefits
- Treasury Services
- Front Desk / Reception

Human Resource Services
- Health and Safety Management
- Human Resources Framework Management

Integrated Development and Land Services
- Development Engineering
- Development Standards and Levies
- Land Strategy and Management

Protective Services
- Disaster Preparation and Response
- Enforcement Services
- Fire and Emergency Response

Corporate Planning and Intergovernmental Services
- Indigenous Relations
- Intergovernmental Services
- Strategic and Corporate Planning

Transportation and Engineering Services
- Bridge Maintenance
- Drainage Maintenance
- Dust Suppression
- Infrastructure Engineering
- Road Maintenance

Economic Innovation and Growth Services
- Business Retention and Expansion
- Economic Competitiveness
- Ecosystem and Partnership Integration
- Investment Attraction

Fleet and Facility Services
- Facility Management
- Fleet and Equipment Management

Procurement Services
- Contract Management
- Procurement
- Risk and Insurance Management

Assessment Services
- Property Assessment Cycle Management
- Dispute Management
- Assessment Review and Inspection

Family and Community Support Services
- Community Programming and Development
- Emergency Social Support
- FCSS Framework Delivery
- Social Grant Framework Management
- Park and Open Space Management

Agriculture Services
- Agricultural and Environmental Sustainability
- Vegetation Management
- Park, Trail, and Open Space Maintenance
- Horticulture and Conservation

Legislative Services
- Board, Council, and Committee Support
- Bylaw and Legal Management
- Corporate Policy Framework
- Information Access and Privacy Framework
- Legislative Planning

Planning and Development Services
- Current Land Use Planning and Development
- Safety Code Management
- Development Enforcement
- Regional and Long-Range Planning

Utility and Waste Management Services
- Private Sewer and Contracted Services Support
- Solid Waste Management
- Storm Water Infrastructure Management
- Utility Lifecycle and Asset Management
- Wastewater Infrastructure Management
- Water Distribution Management

County Information

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Sturgeon
COUNTY

Corporate Business Plan 2025-2028