

- Municipal Act authorizes CAO -

**For how many years did OMAA beseech
Munic Affairs to amend Munic Act to
authorize Councils to appoint a CAO?**

➤ **2**

➤ **12**

➤ **22**

O M A A – The First 50 Years

Can't Get No Satisfaction

Legislation to permit CAO and specify functions

- **OMAA requests to Min of Municipal Affairs
Every year 1958 to 1969**
- **1970 Darcy McKeough – Munic Act amendment**
- **“Council may appoint...”**
- **“ General supervision over the affairs ...”**

Can't Get No Satisfaction - clarify CAO role vs Mayor role -

- **First raised w Ministry in 1964**
- **Raised by OMAA in each of the 5 Municipal Act reviews between 1970 and 2008**
- **Raised w MMAH every year from 2000-2006**

SO, HOW'S THAT GOING?

O M A A – The First 50 Years

The Pioneers - May 24, 1958 - Royal York Hotel

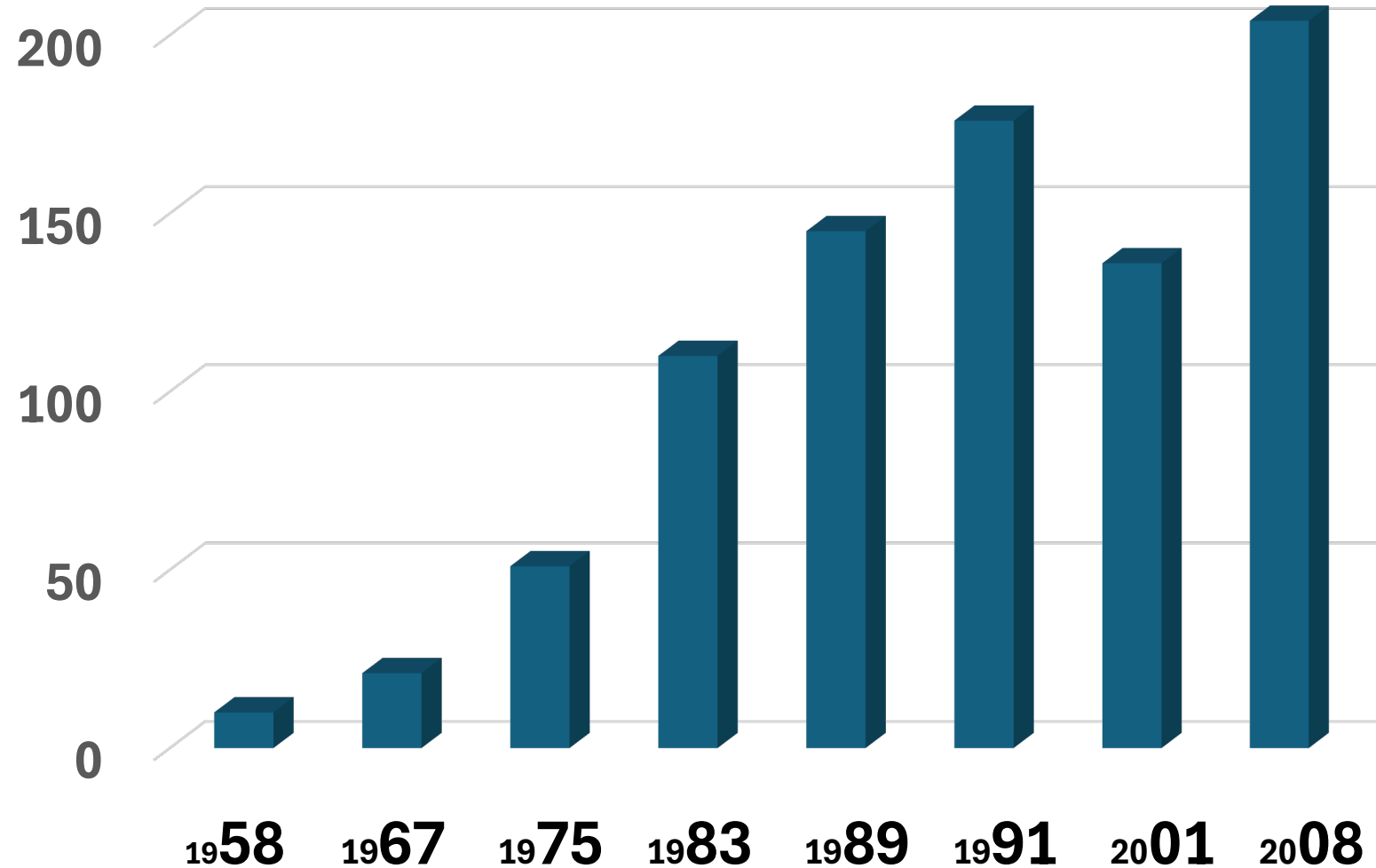
- Windsor
- Sarnia
- Niagara Falls
- Oakville
- Woodstock
- Barrie
- North Bay
- Sudbury
- Belleville
- Brockville

**SEE: Leaders in the Shadows
Professor David Siegel, 2015**

The Pioneers - May 24, 1958 - Royal York Hotel

- **Promote the Council/manager form of local gov't AND Encourage Legislation to recognize Council/Manager structure**
- **Cooperate w other munic associations to better munic gov't**
- **Introduce/encourage in-service training in public admin AND Encourage public admin course in Ontario universities**
- **Compile and utilize information re munic admin, organization, functions**
- **Exchange information and discuss matters of mutual interest**

OMAA Membership 1958-2008



I am Woman

First Female Members

- 1977 - Linda Staples (Vaughan)**
- June Nighbor (Pembroke)

First Female on Exec

- 1984 - Linda Duczak (Tecumseh)**

First Female Pres

- 2002 - Helen MacRae (County Simcoe)**

Come on Baby , Light my Fire

**When did the Fire Marshal try to
slip Fire Chiefs out from under the CAOs thumb ?**

A) 1989

B) 1996

C) 2007

BIG PICTURE – 50s, 60s, early 70s

- **Les Trentes Glorieuses**
- **Growth, Optimism, Trust in Government**
- **Rising incomes** **New services, Big projects**
- **Rapid urbanization** **Urban planning**
- **Annexations, Regional Gov't**
- **Belief in Expertise** **Explosion of educ programs**
- **British and US Influences - ICMA**
- **Unionization – CUPE**

BIG PICTURE – Late 70s, the 80s

- **First major post-war recession**
- **Conservative backlash ... Taxes= bad, Government= them**
- **Inflation - Wage and price controls**
- **Environment, Public participation, female labour force**
- **Municipal Pioneers retiring: Baby boom comes of age**
- **Provincial role: less enabling, more controlling**
- **Municipalities balancing higher expectations with challenged resources**

BIG PICTURE – The 90s and the 00s

THE TIMES

- **A new world ... all hell breaks loose**
 - **e-mail and the internet !**
 - **New Provincial parties in power**
 - **Municipal Sector at the bargaining table**
 - **Rae – “Social contract”**
 - **Harris - “Common Sense Revolution”**
 - **Crombie “who does what” panel; downloading; grants cut**
 - **McGuinty – Prov-Munic Fiscal and Service Delivery Review**
 - **County restructuring**

BIG PICTURE – The 90s and the 00s

OMAA and the PROFESSION

- **Heavy involvement in Prov initiatives, task forces**
- **Sector -wide collaboration and analyses**
- **Restructuring, wage settlements, workplace tensions**
- **Close collaboration w AMO and MFOA –analysis, advocacy**
- **OMAA General Manager engaged to focus on external relations**
- **County restructure, CAO system ubiquitous, OMAA growth**
- **A new age of substantial CAO “turnover”**

LEADER of the PACK

THE RECORD SHOWS

- **OMAA has been the intelligentsia of the Municipal sector**
- **OMAA gets balls rolling**
- **OMAA reaches out unabashedly to bring parties together and to exert influence**

LEADER

Municipal Sector Partnerships

- **AMO Bd**
- **AMO comm'ees**
- **UWO public admin advisory**
- **Ont Metrification Implementn**
- **Munic Health, Safety Assoc**
- **Ont Munic Management Dev Bd**
- **OMERS**
- **Social Contract Negotiating Table**
- **CAMA**

Strange Brew

- **Request for input on Prison conditions**
- **Invited to appoint member to Electrician Licensing Bd**
- **Invited to offer a prize for Agriculture MVP of the year**

Leader - Professional Development

- Dissemination of ICMA publications
- Cy Armstrong – OMAA Education strategy
- Links w Western and Queens
- Ont Munic Mgt Developpt Board –mid-60s to mid 80s
- CAMA
- Joint programs w MFOA re PSAB capital asset accounting
- **So many courses and programs aimed at Municipalities by 1999, OMAA asked OGRA to keep track and keep everyone informed**

Money, money, money

**IN what year did OMAA PAY a workshop speaker
For the first time?**

- A) 1957**
- B) 1967**
- C) 1987**
- D) 2007**

Money, money, money

The First Two PAID workshop speakers

- **STRESS MANAGEMENT**
- **STAFF REORGANIZATION**

Professional Development

**What was the subject
Of the FIRST publication
that OMAA had prepared and printed in 1967?**

- A) Collective agreements**
- B) Development charges (lot levies)**
- C) CAO Employment contracts**
- D) Official Plans**

GOOD-BYE YELLOW BRICK ROAD

1976 AGM Theme =

Cutting costs without cutting services

SO IT BEGAN...

1978 whshp – zero-base budgeting

1979 wkshp - overcoming resistance to change

1982 wkshp – productivity improvement

1983 wkshp – teamwork in times of restraint

AND SO IT CONTINUES...

Leader - Analysis and Advocacy

- **30 years –expert-panel session at AMO conference**
- **30 years –expert-panel session at AMCT conference**
- **Non-stop offers to MMAH to assist with info-collect and analysis**
- **Non-stop offers to AMO to assist with analysis and advocacy**

Leader - Analysis and Advocacy

Sector Bargaining w Province 1990s/2000s

- **OMAA's finest hour: AMO's indispensable ally**
- **Supplied** (In partnership w AMO and MFOA) **the facts to develop + support municipal sector positions**
- **General Manager position to ensure effective leadership and partnerships**

O M A A – The First 50 Years

WE ARE FAMILY

**And Above All:
Mutual Support
and
Information-Sharing**

WE ARE FAMILY

1986 AGM asked Exec for

- **Model CAO appointment bylaw**
- **Effective CAO employment contract, w legal advice**
- **Support and advice to Individual members**
- **Sources of legal advice for individual CAOs**
- **Get Municipal Act amended:**
 - **Common law protections for municipal officers**
 - **Clarity re authority of CAO, Mayor, Council**

Wait a Minute Mr. Postman

OMAA newsletters

- **First = 1976 – mailed 6x/yr – Fred Woods**
- **Never fewer than 2x/yr – pre-spring & pre-fall**
- **Constant pleading w members to share info**
- **First e-newsletter = 2001**

Wait a Minute Mr. Postman

OMAA newsletters

➤ 1977

Province asked for a list of staff broken down by sex and education.

The CAO replied: It's not so much the sex or education that causes the problems, it's the alcohol.

➤ 1978

Margarine has been developed for people over 40.

It's called middle age spread