



# 2025 Corporate Plan

## 1: Corporate Plan

### 1.1: Our mission

*Leading the way for people and business to thrive.*

### 1.2: Service areas

**Agricultural Services**

**Assessment and Land Management Services**

**Corporate Services**

**County Manager's Office**

**Engineering**

**Family and Community Support Services**

**Finance**

**Fire Services**

**Fleet Services**

**Parks and Recreation**

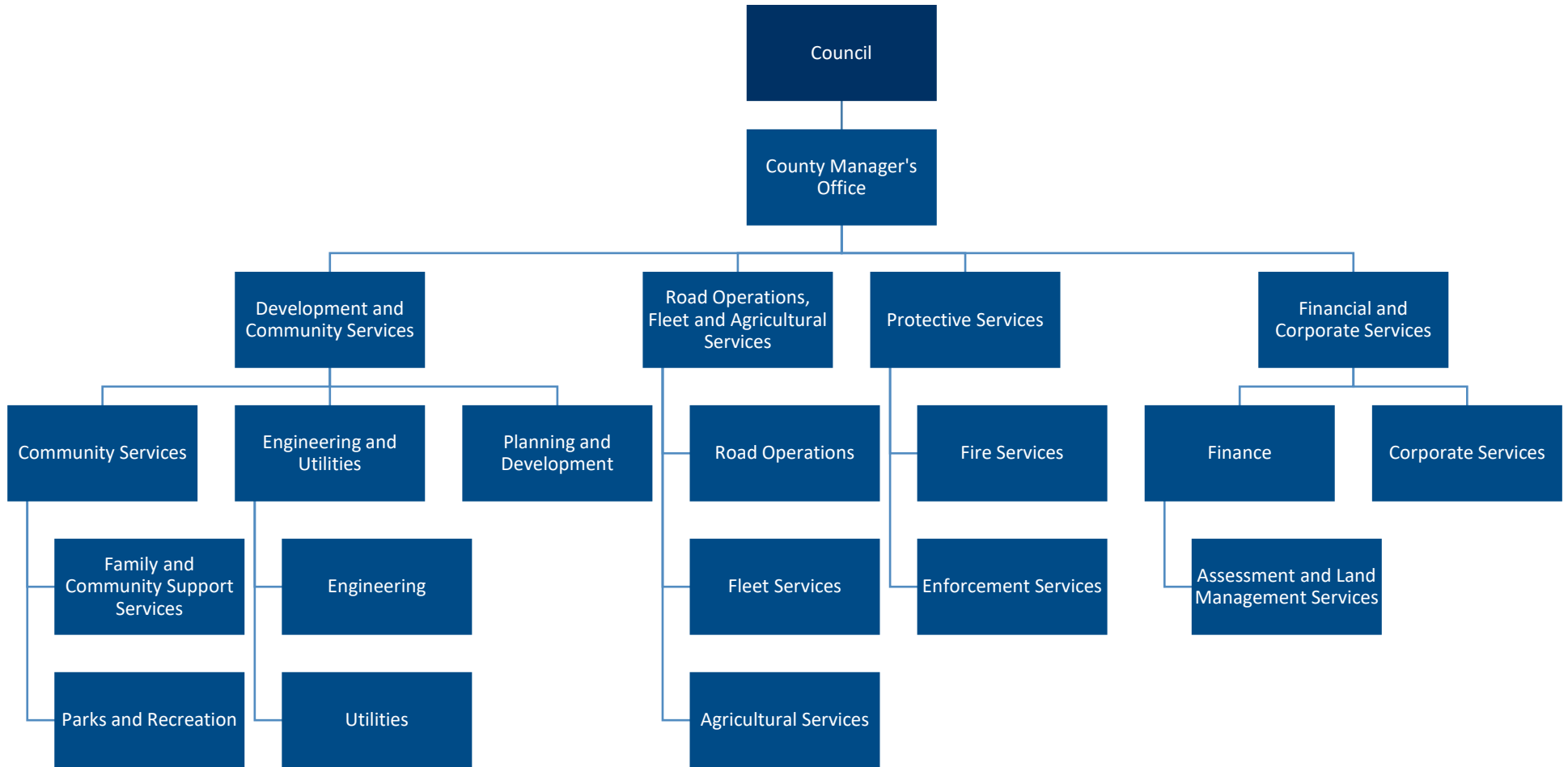
**Planning and Development**

**Road Operations**

**Transit**

**Utilities**

### 1.3: Organizational chart



## 2: Strategic priorities

The Corporate plan outlines department initiatives that move Council’s strategic priorities forward and are the County’s priorities for the upcoming year.

### **2024 – 2025 High priority strategies**

- Maintain a safe County.
  - Provide and maintain safe transportation infrastructure.
  - Enforcement of the Urban Standards bylaw.
- Create an engaged community.
  - Increase regular communication to residents on County initiatives, services, projects and programs.

### **Strategic pillar – Deep community connections**

- Maintain a safe County.
- Work with community partners to meet the needs of County seniors.
- Develop recreation opportunities within the County.
- Promote the historic roots of Leduc County.

### **Strategic pillar – A robust economy**

- Increase investment attraction.
- Build economic resilience.
- Enable increased economic growth and diversification with partners’ assistance.
- Explore methods of providing increased public transportation.
- Capitalize on agriculture and local food production.
- Create efficient transportation infrastructure that meets community needs.
- Establish an effective transportation network to further advance economic development in Leduc County.

### **Strategic pillar – Strong leadership**

- Create an engaged community.
- Demonstrate leadership in regional initiatives and organizations.
- Promote environmental, social and governance principles.

### **Values**

- Accountability
- Integrity
- Passion
- Responsiveness

### 3: Action plan

#### Goal 1

Support democratic process of local government election in fall 2025.

##### Strategy 1.1 – *Strong leadership*

Follow legislated processes as defined in the *Local Authorities Election Act*.

Lead department	Actions	Target dates	Deliverables and/or key performance indicators
County Manager's Office	Provide nomination and candidate's information package.	Q1 2025	Nomination and candidate's information package created and made available.
	Conduct the election process.	Q4 2025	Conduct election that is fair and transparent.
	Complete a council orientation.	Q4 2025	Post-election council orientation held.

#### Goal 2

Continue to evolve and advance County practices and operations to support urban services areas and its growth.

##### Strategy 2.1 – *Maintain a safe County*

Respond to nuisance and unsightly premises and promote compliance.

Lead department	Actions	Target dates	Deliverables and/or key performance indicators
Enforcement Services	Partner with Planning and Development to address concerns about vacant and occupied lands in the residential subdivisions of Royal Oaks, Diamond Estates, Lucas Estates, East Vistas and the hamlet of New Sarepta.	Q2 2025	Distribute annual Urban Standards Bylaw public information campaign.
			Enforce the Urban Standards Bylaw regulations pertaining to the summer maintenance of developed and undeveloped lots in the residential areas.

##### Strategy 2.2 – *Maintain a safe County*

Engage in planning for future fire service delivery according to development in East Vistas.

Lead department	Actions	Target dates	Deliverables and/or key performance indicators
Fire Services	Conduct a comprehensive needs assessment for future fire service delivery based on anticipated development in East Vistas.	Q4 2025	Plan is developed for future level of fire service delivery in East Vistas.

##### Strategy 2.3 – *Strong leadership*

Establish resources and policies to support land stewardship and preservation.

Lead department	Actions	Target dates	Deliverables and/or key performance indicators
Parks and Recreation	Develop policies to support future park development and operations.	Q2 2024	A parks maintenance standards policy approved by Council.

		Q3 2025	A municipal reserve policy to guide development and support parks and recreation service provision approved by Council.
		Q3 2025	An information guide to inform residents of opportunities to preserve and protect their land created and available on the website.

### Goal 3

Continue to implement improvements to policies and processes related to land development, planning approvals, anticipated growth and investment readiness.

#### Strategy 3.1 – *A robust economy*

Continue to develop and refine policies and procedures related to land development in Leduc County.

Lead department	Actions	Target dates	Deliverables and/or key performance indicators
Planning and Development	Continue to lead the activities of the multi-departmental Development and Infrastructure Review Team (DIRT) administrative committee.	Q2 2025	Policy adopted to guide road dedication requirements related to the land subdivision process.
		Q2 2025	Policy adopted to define circumstances under which Real Property Reports are required during the development approval process.

#### Strategy 3.2 – *A robust economy*

Update the Greater Nisku and Area Offsite Levy Bylaw.

Lead department	Actions	Target dates	Deliverables and/or key performance indicators
Planning and Development	Participate in the updating of the Greater Nisku and Area Off-site Levy Bylaw and accompanying administrative directives and procedures.	Q4 2025	Complete fee calculations, draft bylaw and stakeholder engagement.
		Q2 2026	An updated Greater Nisku and Area Off-site Levy Bylaw adopted by Council along with the supporting documentation.

#### Strategy 3.3 – *A robust economy*

In conjunction with Engineering, ensure Leduc County is “business ready” for any potential new developments.

Lead department	Actions	Target dates	Deliverables and/or key performance indicators
Utilities	Develop a utilities master plan to guide the strategic renewal and expansion of Leduc County utilities systems.	Q4 2025	Request for proposal prepared for posting in January 2026.
		Q1 2027	A utilities master plan adopted by Council.

### Strategy 3.4 – *A robust economy*

Conduct analysis of anticipated changes to Leduc County’s growth profile over the long term and identify strategies to address challenges.

Lead department	Actions	Target dates	Deliverables and/or key performance indicators
Planning and Development	Create a comprehensive, multi-sectoral strategy for the long-term growth and development of Leduc County.	Q3 2025	Complete preferred growth scenario development.

### Strategy 3.5 – *A robust economy*

Secure a long-term land supply to support employment and non-residential assessment growth in the County.

Lead department	Actions	Target dates	Deliverables and/or key performance indicators
Planning and Development	Complete West Lands Area Structure Plan for lands west of Edmonton International Airport (YEG).	Q4 2025	Completion of a draft area structure plan document, including future transportation corridor definition, a servicing strategy and a high-level land use concept.
	Complete 510 Local Area Structure Plan for remaining unplanned area of North Nisku.	Q2 2025	Adoption of completed local area structure plan by Council.

### Goal 4

Enhance the County’s commercial tank inspection program.

#### Strategy 4.1 – *Maintain a safe County*

Increase fire prevention and inspection compliance to align with the Quality Management Plan.

Lead department	Actions	Target dates	Deliverables and/or key performance indicators
Fire Services	Develop a tank inspection program.	Q3 2025	Incorporate a database of tanks within Leduc County software systems.
		Q4 2025	Formalize a tank inspection process.
		Q4 2025	Develop a periodic tank inspection schedule.

### Goal 5

Support the business needs of the organization by providing safe, secure, innovative, and sustainable systems.

#### Strategy 5.1 – *Deep community connections, strong leadership and value of accountability*

Enhance resident knowledge, budget transparency and convenience to our residents through the implementation of budgeting software.

Lead department	Actions	Target dates	Deliverables and/or key performance indicators
Finance		Q2 2025	Completion of new reports for 2025 quarterly reporting.

	Implement a budgeting software to enhance current reporting and budgeting capabilities.	Q4 2025	Completion of refreshed 2026 interim budget documents.
		Q4 2025	Online interactive budget webpage for Council and residents to reference throughout the budget process and future years.

**Strategy 5.2 – *Deep community connections, strong leadership and value of accountability***

Conduct a phased implementation of the new Enterprise Resource Planning (ERP) system, including comprehensive stakeholder engagement, targeted training programs and regular progress review to ensure smooth adoption and minimize disruptions.

Lead department	Actions	Target dates	Deliverables and/or key performance indicators
Finance	Implement a new ERP software to enhance department collaboration, decision-making and customer service.	Q3 2025	Communications plan for internal staff and external stakeholders.
		Q4 2025	Completion of interactive in-person training throughout the organization.
		Q4 2025	Regular progress reviews provided to Council through the quarterly reporting process.

**Strategy 5.3 – *Value of responsiveness***

Expand payment options and locations to improve customer convenience and accessibility.

Lead department	Actions	Target dates	Deliverables and/or key performance indicators
Finance	Support implementation of point-of-sale systems in Planning and Development.	Q4 2025	Additional point of sale terminals added.

**Strategy 5.4 – *Value of accountability***

Ongoing commitment to execute the action plans of corporate strategy documents.

Lead department	Actions	Target dates	Deliverables and/or key performance indicators
Corporate Services	Complete a review of the five-year Information Management and Technology strategic plan.	Q4 2025	Review the current strategic plan and report on progress to Council.
Corporate Services	Complete a Leduc County facilities' master plan.	Q4 2025	Create a current state report of existing County facilities.
		Q4 2025	Prepare request for proposals (RFP) document for 2026 implementation.
Fleet Services	Execute actions from Leduc County's Fleet Management Strategy.	Q1 2025	Fleet management committee to prioritize action plan work to be completed in 2025.

		Q4 2025	Report to Council on the advancement of fleet management practices.
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**Goal 6**

Demonstrate leadership in regional and intermunicipal initiatives.

**Strategy 6.1 – *Strong leadership***

Work jointly with the City of Leduc to define mutual growth aspirations.

<b>Lead department</b>	<b>Actions</b>	<b>Target dates</b>	<b>Deliverables and/or key performance indicators</b>
Planning and Development	Create and document mutual expectations for long-term County and City growth.	Q1 2025	Mutual expectations developed and documented.

