



The Insider, Nov. 3

Find out what's new at the RMWB on Nov. 3, 2025.

Cheers for Peers: meet our first set of winners

Cheers for Peers had its first draw last week - just in time for the Oct. 31 and Nov. 1 home games for the Fort McMurray Oil Barons.

Meet your winners!

Stephen Ross received "cheers" from **Jason Derech**, fellow supervisor in Solid Waste Services. Here's what Jason had to say about Stephen:

I would like to nominate my friend and colleague Stephen Ross.

Stephen's commitment and enthusiasm that he brings to the work unit every day is an inspiration to the entire team. Cheers Steve!

Olivia Noseworthy received "cheers" from **Breanna Wallace**, coordinator, Rural Relations. Here's what Breanna had to say about Olivia:

I just want to take a moment to express how grateful I am for my coworker, Olivia Noseworthy. She goes above and beyond every single day, always offering help without

hesitation, showing genuine kindness, and caring deeply about everyone she works with and everyone she comes into contact with.

Her positivity and thoughtfulness make such a difference in everyone's day, and I truly appreciate everything she does. I'm so lucky to get to work alongside someone as compassionate, supportive, and dedicated as her.

Thank you, Olivia, for being such a bright light in our workplace and making the hard days a heck of a lot better!

Wait, what's Cheers for Peers again?!

Let's celebrate the amazing people we work with! Submit a photo or a short message of appreciation for a colleague who makes a difference (BIG or small) and you'll both be entered to win tickets to an upcoming Oil Barons game.

Share your cheers, spread some positivity, and let's celebrate our incredible team spirit!

How it works

1. Share a photo or message of appreciation for a fellow RMWB staff member by emailing TheInsider@rmwb.ca.
2. Both you and the colleague you're recognizing will be entered into a draw for **four Oil Barons tickets**.
3. Before each stretch of [Oil Barons home games](#), we'll announce the date of the next *Cheers for Peers* draw. Make sure to get your submissions in before the deadline!
4. Winners will be featured in the following edition of The Insider - as well as some of the photos and words of gratitude shared that week.
5. If your entry isn't drawn, don't worry! It will carry over to the next draw. **Keep those cheers coming!**

Let's get started: send in your cheers!

The next Cheers for Peers draw is **Friday, Nov. 7** for the Nov. 15 and 16 Fort McMurray Oil Barons home games.

Submit a photo or kind message celebrating a colleague by Friday at noon. We'll draw two names that afternoon.

New Council term has officially begun

On Oct. 29, community members, family and staff witnessed the formal swearing-in of Mayor and Council. This was followed by Council's organizational meeting to establish the structure and procedure for council operations for the upcoming year.

Congratulations to the 2025-2029 RMWB Council!

The first council meeting will take place on Nov. 4 at 5 p.m.

Shout out to the 2025 Election Team!

The election is over, and we have a new Mayor and Council!

The announcement of official results and the subsequent swearing-in ceremony marked the end of more than a year of planning and preparation for the 2025 election.

It was a cross-departmental effort, including Legislative Services, Indigenous and Rural Relations, Legal Services, Planning and Development, Communications and many others.

From planning polling stations and training election workers, to making sure every resident has the right information, the Elections team did everything they could to ensure the region had a smooth, fair, and accessible voting experience.

Thank you to the team who made it possible and the many RMWB staff who helped bring us through the election!

Solid waste team brings Halloween spirit to recycling

The Solid Waste Services team took Halloween to the next level this year dressing up as monsters at the recycling facility to film a fun (and slightly spooky) reminder about recycling right.

The video was a lighthearted way to celebrate Halloween while giving a quick reminder about keeping recycling clean and contamination-free.

You can help your colleagues at Solid Waste this week by making sure all those cardboard treat boxes end up in the light blue bin loose and with the lid closed tight.

If you're unsure about what goes where, you can use the sorting tool and explore helpful videos, posters, and other information about how to recycle in the region at rmwb.ca/recycle.

Big thanks to the Solid Waste team for bringing some Halloween spirit to work and for keeping our community clean year-round!

A small way to support the people who respond first

When emergencies happen, paramedics are there, steady, skilled, and ready to help. It's our turn to return the support. By sharing your feedback or encouraging others to take part in the EMS engagement, you're helping strengthen the service that's there for all of us.

The EMS team is inviting everyone in the region to share feedback about their experiences with emergency care. Whether it's care you received personally, or care provided to a loved one, your input helps identify what's working well and where improvements can be made.

Staff can show their support by taking a few moments to complete the quick poll or short survey available at rmwb.ca/EMScore.

Wood Buffalo shines at the 2025 Communities in Bloom Symposium

At the 2025 Communities in Bloom Symposium & Awards last month, the Municipality was honoured to receive three awards in the categories of **Landscape**, **Community Appearance**, and **Best Downtown Area**.

The award submissions highlighted a variety of programs and projects that reflect the dedication and pride of our community, ranging from the Community Cleanup program and community gardens to the Downtown Revitalization Incentives Program and FireSmart Home Rebate program.

These awards are a testament to the hard work, creativity, and collaboration of the RMWB staff, residents, organizations and volunteers who continue to make the region vibrant, beautiful, and welcoming!

You now have until Nov. 9 to apply to join a board or committee

As you've probably noticed, we have a new Mayor and Council! This is a chance to help your community by advising them on a board or committee. It's also a great way to network and work alongside community leaders.

There are more than 35 vacancies among nine Municipal boards and committees. Apply for an open position at rmwb.ca/council, or at your local municipal office.

 Advisory Committee on Aging

-  Combative Sports Commission
-  Community Identification Committee
-  Community Standards Appeal Committee
-  Homelessness Initiatives Strategic Committee
-  Subdivision and Development Appeal Board
-  Vehicle for Hire Committee
-  Wood Buffalo Housing and Development Corporation
-  Wood Buffalo Economic Development Corporation

SAP updates now live for all staff

Several enhancements have been made to the Employee Self Service (ESS) and Manager Self Service (MSS) systems in SAP. These updates are part of an IT-led initiative to improve functionality and overall user experience, with support from HR and Corporate Services.

Key changes

A new portal in SAP for both employees and managers to use

- You will continue to access it through CORE by selecting “My Self Service” rather than “Employee Self Service” or “Manager Self Service.”

Time entry has changed

- While most actions are the same, there is a new process to assign a cost centre, internal order number or position number for acting roles.

Support and Resources

To help you become familiar with these changes, a variety of videos and guides are available on the Intranet under [Total Compensation & Benefits](#).

Try Transit, Win Prizes – Week 2

Congratulations to our week 2 winner, **Jarrold Saunders**! Jarrold completed **seven transit trips** last week and shared that his rides were great and that he’d always recommend transit to friends.

Don't miss your opportunity to try transit and win prizes and share your feedback with Transit - there are two weeks left in the contest!

How to enter (each ride = one entry): Fill out an online form, share a photo and your feedback to participate. Submit a new form for every ride to boost your odds. Photos may be used in future campaigns.

Prizes:

- Weekly draws: YETI tumbler and YETI water bottle for one lucky winner!
- Remaining Draws: Nov 7, Nov 14 (submit by 12 p.m. on draw days).
- Grand prize: YETI Roadie® 32 Wheeled Hard Cooler. Automatically entered if you submit 5+ entries. Draw: Nov 21. Learn more about RMWB Transit at rmwb.ca/transit.

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November is Financial Literacy Month

Dive into the theme of money in this month's Dialogue newsletter.

Just in time for **November is Financial Literacy Month**, this is a great opportunity to strengthen your financial knowledge and build skills to improve your financial well-being.

4 easy steps to create a personal budget

Behind every successful financial plan is a budget. While budgeting can feel overwhelming or restrictive, it can create freedom by giving you control over your money, helping you reach your financial goals, and reducing stress.

Start by understanding how much you earn and where it goes. This process can reveal valuable insights about your spending habits. But what comes next?

Learn how to calculate your expenses, categorize them, and reach your savings goals.

[Read the article.](#)

How to create future-proof money habits

Are you currently trying to build better financial habits? Whether it's paying off your credit card on a set date or setting time aside each month to update your budget, building new habits can be tough.

We recommend sticking with it for at least 30 days. Once you reach that milestone, it often becomes much easier to keep going until it feels second nature.

If this feels easier said than done, discover how habit stacking can help you stay consistent.

[Read the article.](#)

[Subscribe to the Dialogue newsletter](#) to stay a step ahead on employee benefits, wellness, and productivity news and resources.

Staff snapshots: Where we are & what we're up to

Staff join Legislative Services with bittersweet farewell to Sonia Howes

Last week, staff from across the Municipality joined Legislative Services in the 7th floor board room to celebrate and bid farewell to **Sonia Howes**, manager, Legislative Services, as she embarks on a new chapter.

Best of luck on your new adventure, Sonia!

Talent runs in the family - from guitar riffs to calendar modeling

You may remember seeing Will Collins in an earlier edition of The Insider, when we shared his epic election song that was used to promote voting in the region.

But move over, Will, it's time to recognize your kitty. After putting out a call for votes in this year's FMSPCA 2026 calendar, Will's cat Jake E. Lee rocketed up to fifth place, ensuring a place in next year's calendar!

Way to go, Jake! When can we get a pawtograph?

Contact us

For questions and concerns, contact TheInsider@rmwb.ca.

For previous editions of The Insider, visit the archive on rmwb.ca/staff.