



The Insider, Oct. 20

Find out what's new at the RMWB on Oct. 20, 2025.

Today is Election Day: Get out and vote!

It's time to vote!

Polls are open until 8 p.m. today (Oct. 20). You will need to cast your ballot at a voting station within your ward.

Find details about voting locations, ID requirements and check out candidate profiles at rmwb.ca/election

By law, eligible voters must have three consecutive hours to cast their vote on Election Day.

If your scheduled work hours don't allow for three consecutive hours while the polls are open (9 a.m. – 8 p.m.), you'll be given paid time off to vote.

For example:

- Employees working 8:30 a.m. – 4:30 p.m. already have three consecutive hours after their shift.

- Employees working longer shifts may have their schedule adjusted to arrive late, leave early, or take three hours off during the workday to vote.

Please speak with your leaders to find out when the time off will be provided.

Let's finish strong: Complete your 2025 performance goals!

Key dates and the importance of year-end completion

As we approach the final quarter of the year, it is critical that we take time to complete our Performance Management activities. This process ensures alignment between individual goals and organizational objectives, while supporting accountability, development, and continuous improvement across all departments/divisions.

Completing your goals and participating in the year-end assessment process is essential. It can provide valuable insights for career development, inform future planning and help shape the overall success of the organization.

Key dates

Oct. 31:

All exempt employees must finalize their goal plans in SuccessFactors by this date. *After this date you will not be able to enter comments.*

- Ensure all updates from June through October are reflected.
- Change the goal status to **“completed”** within the goal details page.

Nov. 1–20:

Year-End Assessments will be open for completion by both employees and leaders. Employee and leader guides will be available to support you through the process.

Why performance management matters

Performance management is a critical component of organizational success.

Performance management:

- Drives continuous improvement by aligning individual performance with strategic priorities.
- Promotes employee growth and engagement through feedback, reflection, and goal setting.
- Enhances organizational performance by ensuring that every employee contributes meaningfully to shared objectives.

- Fosters accountability and transparency by providing a structured framework for evaluating outcomes and progress.
- Encourages collaboration and communication between employees and leaders, reinforcing a culture of trust and recognition.

Try Transit, Win Prizes

RMWB staff are invited to try RMWB Transit from Oct. 20 to Nov. 14 and discover the ease, comfort, and convenience of taking transit in Fort McMurray for a chance to win amazing prizes!



Whether it's your daily commute to work or an after-hours trip with friends and family, the newly redesigned transit system makes it easy to get around.

Plus, as RMWB staff, RMWB Transit is **free**: simply show your **employee ID** and hop on board!

Why join in?

- Chance to win amazing prizes!
- Say goodbye to parking lot chaos around Jubilee.
- Relax and let someone else do the driving.
- Discover the new transit system and save money on gas.

How to participate

Each time you ride a transit bus between Oct. 20 to Nov. 14, follow these three simple steps [online](#) for a chance to win.

1. **Upload a photo.**
 - a. A selfie, a scenic shot out the window or a snapshot of your ride.
2. **Tell us about your trip.**
 - a. Date and time of your trip.
 - b. Which route did you use?
 - c. Did you use Transit On Demand?
3. **Share your feedback.**
 - a. How was your ride? Would you recommend transit to a friend or family member?

Submit a new form each time you ride Transit to increase your odds of winning!

Please note that all photos submitted may be used in future communication campaigns.

[Share your Transit ride online.](#)

What could you win?

Weekly Prize Draws: YETI tumbler or water bottle

Winners will be randomly selected each week and announced in *The Insider* the following Monday.

- Draw dates: **Oct. 24 & 31 and Nov. 7 & 14**
- Make sure to submit your entry by 12 p.m. on draw dates to be eligible for that week's prize draw.

Grand Prize Draw: YETI Roadie® 32 Wheeled Hard Cooler

Staff who submit **five or more entries** will be automatically entered into a draw for a **YETI Roadie® 32 Wheeled Hard Cooler!**

- Draw date: Nov. 21

Check out transit routes and schedules, and learn more about Transit On Demand at rmwb.ca/transit.

Take the bus with ICAO Butz in Episode 4 of Potholes & Policies

Follow along as **Jody Butz**, ICAO, gets a behind-the-scenes look at the newly redesigned RMWB Transit system in the latest episode of Potholes & Policies.

Watch now via the **Office of the CAO SharePoint**.

Meet FireSmart Program Manager Alan Gammon



FireSmart Program Manager **Alan Gammon** joined the Municipality a few months ago, coming from Alberta Wildfire where he most recently served as Prevention Officer in the Fort McMurray Forest Area.

He's looking forward to continuing and strengthening FireSmart initiatives across the region and working closely with municipal teams and community partners.

Alan also encourages everyone to get out and enjoy the fall colours while exploring the FireSmart Interpretive Trail this season!

Thank you to everyone who made PIT Count 2025 possible

On Oct. 15 and 16, several members of Community Services and Bylaw Services joined community partners in the Point in Time (PIT) Count.

The count is a coordinated community effort to survey and measure the number of people experiencing homelessness on a given day. The information collected is used to determine needs and services in the community.

Great work everyone!

RES braves the cold with swift water rescue training

Regional Emergency Services members recently took part in swift water rescue training on the Athabasca River.

This type of regular training helps our dedicated first responders be prepared for the unique hazards that local waterways can present in a rescue situation.

October food guide: nourishing soups and freezer-friendly meals

Preparing large quantities of freezer-friendly meals, such as soups, is a tried-and-true way to help you eat healthily. This is especially helpful when schedules are full.

Check out this month's recipe: mushroom soup.

[Read the newsletter for the recipe and more.](#)

Contact us

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

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