



## Message from the Executive Director

Hello GFOA Alberta members!  
Dear Members,

I hope this message finds you well. As we transition into the latter part of the year, I wanted to share some exciting updates and upcoming opportunities that you won't want to miss. This edition is a bit longer than usual, but jam packed with great info!

### Webinars and In-Person Workshops

We're thrilled to announce a series of webinars and in-person workshops designed to support your professional growth and keep you informed about the latest developments in finance. These sessions will cover a range of topics, from emerging trends to practical skills you can apply in your daily work. Keep an eye on your inbox and the GFOA Alberta LinkedIn page for the schedule and registration links.

The webinars are listed further in this email.

### Board Tour of the Lethbridge Exhibition Facility

In preparation for our upcoming conference, our board recently toured the Lethbridge Exhibition Facility. This visit provided valuable insights into how we can enhance our event's impact and ensure a memorable experience for all attendees. The facility's features and capabilities have truly impressed us, and we're looking forward to showcasing them at next year's conference. Stay tuned for more details about the conference as we finalize the agenda and speakers. We're confident that the combination of our curated content and the exceptional venue will make next year's event one to remember.

Thank you for your continued support and commitment to our community. Your engagement makes all the difference, and we're excited about the opportunities ahead.

Best regards,  
Rick Wojtkiw,  
Executive Director

## GFOA 2025 Conference Location



## MUNICIPAL FORUM UPDATE

On August 27<sup>th</sup> GFOA hosted the first Municipal Discussion Forum for municipalities over 10K population. Following a Grant update from Municipal Affairs, the 2 hour, virtual meeting enabled 23 participants to discuss and share their thoughts on important municipal issues such as infrastructure funding gaps, the use of artificial intelligence (AI) in municipal finance, assessment services and the outsourcing of paper invoicing. GFOA is excited to continue hosting these forums for their membership, with the second one was held September 5<sup>th</sup> for Municipalities under 10k population. There will also be a forum held for Rural Municipalities later in September (date yet to be determined). Don't miss out!



## Navigating the ERP vs Best-of-Breed HCM Debate: A Guide for Municipal Finance Executives

The debate between adopting a single Enterprise Resource Planning (ERP) system versus a Best-of-Breed (BoB) Human Capital Management (HCM) solution has been ongoing for decades.

For municipal finance executives, this decision is particularly critical as it directly impacts the efficiency and effectiveness of their operations. Consider The ERP Advantage vs Known Challenges ERP systems offer a centralized platform that integrates various business processes, including finance, procurement, revenue, and HR management.

For municipalities, the appeal lies in the promise of streamlined operations and real-time insights into financial and operational data beneficial for managing budgets, tracking expenditures, and ensuring compliance with financial regulations. However, not all ERP systems are created equal. Many ERP solutions lack the depth and flexibility required to manage the diverse and often unionized workforces found in municipalities. These systems often struggle with adapting to the fluid nature of modern workforces, which include full-time, part-time, and contingent workers. Additionally, ERP systems often require significant customization to meet the specific needs of public sector HR and payroll, leading to increased implementation costs and times. Understanding the Capabilities of Best-of-Breed HCM Solutions BoB HCM solutions are designed specifically to handle the complexities of workforce management, offering specialized modules for payroll processing, compliance, benefits management, and performance management.

For municipalities, BoB HCM solutions can provide the agility needed to adapt to changing workforce dynamics and regulatory requirements. They also offer advanced features like continuous feedback, employee sentiment analysis, and wellness tools, which are essential for attracting and retaining top talent. Modern cloud platforms utilizing APIs have made it easier to integrate BoB HCM solutions with existing ERP systems, allowing municipalities to leverage the strengths of both approaches without sacrificing functionality or compliance. Moreover, BoB HCM systems are built to quickly adapt to evolving regulations, reducing the risk of non-compliance and associated penalties.

Making the Right Choice The decision between ERP and BoB should be guided by the specific needs of the organization. Factors such as cost, degree of fit, implementation components and system maintenance must be considered. Download "ERP or Best-of-Breed HCM: Municipalities Might Have Less of a Debate" authored by TEC Principal Analyst PJ Jakovljevic, to explore detailed insights and expert recommendations. Equip your organization with the knowledge needed to navigate this critical decision and optimize your workforce management strategy.

Derek Lutz, Public Sector Sales Executive, UKG



## UPCOMING WEBINARS

- Leading Practices for ERP Systems
- Macros in Excel
- GST/HST Audits & Examinations

members get  
**more**

**SIGN UP**



## Leading Practices for Optimizing & Implementing ERP Systems [In-Person Workshop] SPACE IS LIMITED VIRTUAL AVAILABLE

DATE: Sept 19, 2024

TIME: 9AM - 3PM

LOCATION: **METRIX LLP** Offices Edmonton

Workshop Highlights:

- Chart of Accounts / Data Structure & Flow:
- Process Mapping, Optimization & System Alignment:
- Change Management in an ERP Implementation:
- Leading Practices in Data Migration, Customizations, and Integrations:

Earn 5 hours of verifiable PD credit

Secure your spot today and take the first step towards optimizing your ERP system for success!

Pricing: \$495 /member in-person, \$400 live virtual

If you would like to register, please contact [communications@gfoa.ab.ca](mailto:communications@gfoa.ab.ca) Refreshments & Lunch included



## Nominate an outstanding Chartered Professional Accountant for a CPA Alberta Achievement Award

The profession of Chartered Professional Accountants is rich with hidden gems. Do you know a CPA or other supporter of the profession who exemplifies integrity, expertise, and commitment, and whose impact and achievements enhance the reputation of all CPAs? Nominate them for a CPA Alberta Achievement Award to recognize their impact, inspire others, and spotlight their remarkable contributions.

The nomination process is simple, and a member of the CPA Alberta Awards Nomination Committee will guide you through the process.

Nominations for 2025 close on October 31, 2024. Illuminate brilliance by nominating a hidden gem today.

Find out more about the CPA Alberta Achievement Awards, the different award categories available for nomination, and the nomination process by visiting <https://www.cpaalberta.ca/Members/CPA-Alberta-Achievement-Awards>.

If you have any questions regarding the CPA Alberta Achievement Awards or the nomination process email [awards@cpaalberta.ca](mailto:awards@cpaalberta.ca).

Nominate now at <https://cpaalberta.smapply.io/>.

## GENERAL LEDGER

SHARE YOUR ARTICLES WITH US



## Do you have an interesting article to share with our members?

We will post it on the the GFOA Alberta website and share links in the monthly General Ledger newsletter.

Please contact Sheila Moore at [communications@gfoa.ab.ca](mailto:communications@gfoa.ab.ca) for more information.

## Check out Open Positions across Alberta

Visit the [Career Postings](#) page to find open positions from municipalities across Alberta. To apply for any, read the post and follow the specific directions for applications at the bottom of each post. Positions will be removed on expiration, so if you apply for any we recommend that you copy the information onto a note or word document for your reference.

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