THE NEWSLETTER FOR ONTARIO'S PUBLIC WORKS PROFESSIONALS

ADVANCE

AORS Promoting knowledge ⇒ Pursuing excellence

FALL 2018

PRESIDENT'S MESSAGE

What did you see at the local associations that encouraged you?
It has been a privilege as President to attend many local and joint association meetings. The attendance at these meetings for both Road Supervisors and Suppliers has been outstanding. I've been at a couple local meetings where elections were held and it's encouraging to see supervisors in the associations put their name forward for one of these active roles. We are starting to see that at the AORS board executive as well and it is very encouraging. This trend continues to bring new ideas and encourages the participation of all members. I have also noticed many of the speakers at these meetings have been relevant for both road supervisors and suppliers. The networking opportunities during these meetings and the social activities cannot be over stated and continue to provide an environment for learning. The joint meetings have become a huge success and are well attended. We are seeing more LAs getting involved in these joint meetings which is helping boost attendance. Keep up the great work!

What do you think is the biggest accomplishment of AORS in the last year?
I would have to say that transitioning the Public Works Leadership Development Program (PWLDP) from a contracted service to the first AORS owned and delivered program is a huge accomplishment. AORS staff, and committee members interviewed 13 instructors from about 100 applicants from around the province to deliver the 8 modules of PWLDP. The 6 instructors selected hail from different parts of the province and will deliver these modules at strategic locations around the province. With this transition AORS can extend the training into locations where it was not previously offered. The new model of the PWLDP began with courses running in Bruce County, Perth, London, Kingston and Barrie. These courses were well attended and AORS goal is to extend into the Northern Regions as well. With the delivery of these programs to local areas it will increase accessibility and decrease travel costs to our membership. A special thanks to AORS staff and committee members for this launch.

Can you talk a little bit about your experience of being AORS president? What advice would you pass on to Phil Wilson, the first vice president?
Representing this great association as president has been an honour and a privilege, one that I will not soon forget. Working with the AORS staff, the board of directors and being able to travel to the local and joint meetings around the province and meeting with our membership and suppliers has been a great learning experience. I am constantly impressed with the

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Rod Cameron CRS-S
AORS President

Association of Ontario Road Supervisors

AORS update

AORS 2018 MUNICIPAL PUBLIC WORKS TRADESHOW WRAP-UP

Wow! Wasn't that a party!!

First and foremost I want to say Thank You to the 2018 AORS Tradeshow Organizing Committee. A special shout out to Vern Amey, Retired, Greater Napanee; Ron VanKoughnet, Greater Napanee; Darrell Townsend and Kyle Bolton, City of Kingston; Dan Chant, Twp of Rideau Lakes; James Tuck, Leeds and Thousand Island Twp; Jeff Thompson and Laura McKenna, Twp of Stone Mills; John Farrell, Twp of Tyendinaga; Kim Payeur and Darren Flower, City of Belleville; Jay VanRossum, Trackmatics Inc.; and our Trusty Tradeshow Treasurer, Steve Roberts!

—2018 chair, Joseph Reid

AORS 2018 MUNICIPAL PUBLIC WORKS TRADESHOW

Vern Amey watches as Joseph Reid presents a $5,000 cheque to the Field of Ability Group

Winners of the 2018 Ross McKenzie Memorial Golf Tournament
L-R are Darren Bauman AMI, Tom Renaud, Town of Petawawa, Doug Bergman AMI, and Eric McConnell, Town of Napanee.

2018 AORS MUNICIPAL PUBLIC WORKS TRADESHOW

The social events, fishing and golf were sold out!

The fishing in the Quinte Fishing Series, Pro-Am Tournament, was a great event. A major thanks to Scott and Shane from White's Wear Parts, Jeff with Road Superior Products and Jay from Trackmatics.

The Ross McKenzie Golf Tournament was held at Trillium Woods Golf Course and was a huge success. Congrats to the winning team and to the buyers of the "Caution Loose Horses" Signs!

We were very impressed with the professionalism and organization of the Quinte Sports and Wellness Centre, the staff there are fantastic, and we couldn't have asked for a better venue. We were impressed with the quality of displays from the vendors and suppliers; it was very hard to select the Best Booth winners!

During the opening ceremonies we had the opportunity to donate $5000 to the Field of Ability Group, to construct a FULLY ACCESSIBLE, BARRIER FREE ball diamond (for more info or to donate: www.fieldofability.com) which was an amazing experience.

This show really showcases what AORS is all about—networking, professional development and promoting Public Works and District 8 wants to be a part of it!

Finally, a special thanks to John Maheu and staff at AORS for the assistance and guidance, we truly appreciated your support; and to all the suppliers and vendors who came out, thank you for a successful year in Belleville.

I encourage your local association to consider hosting the Tradeshow—it brings your group together as a team and builds true friendships.

I would like to wish Glenn Harding and his team in Chathem-Kent all the best for the 2019 show—District 8 has already booked our rooms, see you there!!!

Joseph Reid
2018 AORS Tradeshow Chairperson

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Glen Harding

“The Chatham Kent Road Association is very excited and honoured to host the 2019 AORS trade show at the John D. Bradley Centre. Our committee has been working hard to organize the show with approximately 65% of the booths sold. We are looking forward to hosting the many suppliers and municipal employees who will take part in the 2019 show and all the activities surrounding it. We are planning a bus tour of some local breweries, wineries and the world famous RM restoration facility for those not interested in the Ross McKenzie Golf Tournament, and a supplier appreciation event. See you at the show June 5th and 6th 2019”.

Glen Harding 2019 Trade Show Chair

1 **Winner of the best indoor booth Tacel LTD.** Jeff Smart of Tacel, centre, receives a plaque from show chair Joe Reid and his two sons, Owen and Hunter, left, while AORS president Rod Cameron right looks on.

2 **Winners of the 2018 best outdoor booth Wille North America.** Pictured here are L-R Ric Ross, of Jade equipment, Mark Fischer and Hans Schmitz, Wille North America, and Rod Cameron CRS-S, AORS president

3 AORS president Rod Cameron speaking with CJBQ Radio, Bellville about AORS and the trade show.

SPOTLIGHT 2019
MUNICIPAL DIRECTORY OF PRODUCTS & SERVICES

By mid-January we will print more than 4000 copies of the Spotlight and mail 2000+ copies to members/contacts across Ontario.

The 33nd edition of this popular publication includes:

- 90+ public works supplier product and service categories
- 32 local association (LA) key municipal contact directories
- 32 LA's secretary contact information
- Hundreds of Ontario and Canadian supplier advertisements listed alphabetically and by product category
- Important AORS historical information
- Long-term advertiser lists 5, 10, 15, 20, 25, 30 plus years.

The spotlight committee would like to let suppliers know that the purchase of any ad in the spotlight hardcopy magazine will also include the same ad in an electronic version on the AORS website.

My new co-chair, Derek Scholten of Colvoy Equipment, who replaces Mike Ward from Viking-Cives Ltd., and myself, would like to thank our committee members for all their hard work and dedication in helping to put together another great publication of the Spotlight magazine.

In September of this year AORS held a suppliers meeting in Owen Sound with suppliers and directors in attendance. The question of what more we could do to enhance the Spotlight Magazine was put forth and I was pleased to hear their responses. The suppliers indicated that they were more than happy with the publication. They especially were pleased with this year's amalgamation of the hard copy with the AORS website.

This is good news, as the success of Spotlight is a testimonial of the dedication and continuing support from the numerous suppliers, who renew their ads each year without question.

The 33rd edition of Spotlight has been a challenge as numerous companies have amalgamated or downsized and a lot of key players have retired, leaving the need for committee members to renew relationships.

We are asking all AORS members to help by telling your suppliers that you saw their ad in Spotlight and when dealing with a new supplier, introduce him/her to the publication and briefly explain the numerous benefits it has to offer.

Together with your help we will continue to produce and publish the best "Municipal Tool" a municipal worker will ever need.

Larry Maddeaux, Co-chairman
of the Spotlight Committee

Match the Municipal slogan

Let's see how many of the following municipalities you can match up with their slogans. Try challenging yourself and stay away from google on this one!

Answers will be published on the web site in one month and in the next edition of the Advance Newsletter.

Match the slogan on the left with the municipality's name to the right

	Dynamic by nature
	Our history, your future
	Ontario's Celtic Heartland
	Worth repeating
	Bridging the past, present and future
	Cultivating growth, shore to shore
	Color it your way
	Our time our place
	I'm in
	Canada's prettiest town

1	ELGIN COUNTY
2	GREY COUNTY
3	PETERBOROUGH
4	SOUTH GLENGARRY
5	CHATHAM KENT
6	WELLAND
7	ECHO BAY
8	GODERICH
9	TOWN OF LAKESHORE
10	TIMMINS

Name this building & Win

Do you recognize this public works building? If you do send an email with your answer to Dennisoneil@aors.on.ca All correct answers will be entered into a draw for AORS paraphernalia.

The 2019 Provincial Roadeo will be held in Renfrew County

AORS 2018 Provincial Safety Truck Roadeo Wrap-Up

The 2018 AORS Provincial Safety Truck Roadeo was held on Wednesday, September 12, 2018, hosted by the Grey County Public Works Association, at the Harry Lumley Bayshore Community Centre in Owen Sound. The Bruce and Grey County Associations held their joint local Roadeo at the same location on Tuesday, September 11, 2018. Thank you to the suppliers who participated as sponsors and exhibitors in the 2-day trade show.

There were a total of 43 drivers and competition was intense. All drivers were very impressive, and competition was strong. The driver of the year John Gleeson, finished with a score of 367 out of a possible 370 points and the two runners up were within 9 points of the winner.

A first for 2018 was some success in encouraging the attendance of approximately 60 high school students. AORS has been trying for several years to get students interested in opportunities in the public works sector and to take the appropriate courses to join our rewarding profession. The students were given an overview of AORS, public works and toured the site and trade show booths. Many seemed very engaged in the day.

1 AORS President Rod Cameron presents the John Gloor Memorial Trophy to Driver of the year John Gleeson of Mississippi Mills.

2 Top three drivers from the 2018 AORS Provincial Roadeo. From left to right are 1st runner up, Richard Elliott, TWP. Adelaide-Metcalfe, Middlesex PWA., Driver of the year, John Gleeson, Mississippi Mills, Lanark County RSA. and Steve Kidd, Township of Selwyn, Peterborough/Kawartha Lakes PWA.

2018 marked the 25th annual AORS Provincial Safety Truck Roadeo. It also marked the re-dedication of the Driver of the Year trophy as the John Gloor Memorial Trophy, in memory of a founding father of the Roadeo and long-time Roadeo Master. Rest in peace John.

1 Driver of the year John Gleeson with two of John Gloor's children, Patricia Taylor and Steven Gloor. Steven and Patricia attended the Roadeo in Owen Sound.

2 AORS president Rod Cameron tries out one of the two simulators that were on site. Participants and guests could try their skills at driving a truck or operating an excavator.

3 Kevin Luckhardt of Trackless Vehicles Ltd. explains the uses and components of a sidewalk plow to students attending the roadeo.

43 drivers from Local Associations who participated in the 25th annual AORS Provincial Truck Roadeo.

continued

AORS update

1. First Vice President Phil Wilson, Grey County PWA hosted the 2018 suppliers meeting in Owen Sound September 27th. There were 43 in attendance and good discussion was held on many issues. Suppliers seemed to be quite pleased with the direction AORS is going. There was some concern expressed about municipal attendance at LA meetings, but the group was very positive about the joint meetings being held at various locations around the province. There was continued support for the spotlight magazine and the trade show. John Maheu, executive director discussed some of the proposed fee schedule changes that would be presented to the board of directors for their consideration the next day.
2. Following the suppliers meeting the board of directors met in Owen Sound on September 28th. The board heard reports from many committees including:
   - **Booth and promotions** Paul Dalton reported that AORS has had a presence at approximately 12 trade show and events in 2018 with several more to come. Paul thanked the members of the committee for their work.
   - **Trade show** Joe Reid, chair of the 2018 show in Belleville reported on the success of their show with 300 booths sold and approximately 1700 attendees. The success of the show has allowed District 8 to make several substantial donations to local hospitals and charities. 2019 show chair Glenn Harding reported that the Chatham-Kent Road Association has approximately 65 % of booths sold and they are working hard towards putting together another great show. Glenn encouraged local associations to promote attendance at the show. Preliminary plans have already begun with the committee for the 2020 show in Barrie.
   - **Spotlight** Co-chair Larry Maddeaux reported that the ad sales are down this year due in large part to company acquisitions and employee changes at other companies. The committee is working very hard to encourage new and pending ads but Larry encouraged all members to help promote the magazine.
   - **Education** The number of trainees for 2018 looks quite encouraging with about 1800 trained to date and the 4th quarter historically being very busy. Revenue seems to be better than in 2017 but education is still intended to be a revenue neutral service. There is much excitement about the new PWLDP model with a full slate of fall courses being delivered by the 6 new instructors. There was discussion regarding renewed efforts in taking more training opportunities to the north.
   - **Roadeo** The 2018 provincial Roadeo, hosted by Grey County RSA was a great success with 43 drivers participating. The top driver, John Gleeson from Mississippi Mills scored an incredible 367 of a possible 370 points. AORS was also successful in getting approximately 60 local high school students to attend the event. The 2019 provincial Roadeo will be held in Renfrew County.
3. John Maheu, executive director presented the board with recommendations from several committees regarding fee adjustments and revenue opportunities. This was a result of the review of current fees and revenue conducted by board members at the June workshop held in Barrie. The recommendations were that several fees be increased in minimal increments to reflect costs and recognize limited budgets for municipalities and effects on supplier members.

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HIGHLIGHTS OF **SUPPLIERS AND BOARD OF DIRECTORS MEETINGS**

September 27–28, 2018, Owen Sound

4. Book 7, Dennis O'Neil, member services coordinator is representing AORS on the technical advisory group reviewing proposed changes to the book. This group met once in September and will meet again in February and July of 2019 with the hope of completing updates by December 2019. Most of the changes proposed are clerical in nature. Dennis will keep the board and membership informed as to the progress of this committee. AORS book 7 trainer, Dan Ferguson is also on this committee.
5. Recent changes to the Minimum Maintenance Standards will affect your winter control operation. Most municipal managers have researched the new requirements but if your local association is interested in learning more, Brian Anderson of the Frank Cowan insurance company would be willing to do presentations at LA meetings.
6. Many of the committees will be meeting over the winter to prepare a budget, complete plans for booths and promotions, education and beginning work on the next strategic plan. There will also be a board of directors meeting at the OGRA conference Sunday February 24th and everyone is encouraged to attend the AGM on Monday Feb. 25th.

1 Suppliers and board members discuss many issues at the 2018 suppliers meeting in Owen Sound prior to enjoying a round of golf in the afternoon.

2 John Maheu, executive director presents the findings and recommendation of the various committees regarding fee and revenue changes to the board of directors at their fall meeting.

3 The board of directors met on September 28th in Owen Sound.

LA News

District 8 Road Supervisors

District 8 Road Supervisors donate to four local hospitals throughout the area. Each hospital received $5,000 from trade show revenues.

1 Trenton Memorial Hospital Foundation is $5000 closer to a new scanner. (L-R) Ron Hogan, City of Quinte West; John Farrell, Twp of Tyendinaga; Joe Reid, City of Belleville; Wendy Warner, TMHF; Ron Vankoughnet, Town of Greater Napanee; Jim Turner, City of Quinte West; Scott Hutchinson, City of Quinte West; Chris Angelo, City of Quinte West. Wendy Warner accepts the $5000.00 for the CT Scanner campaign at Trenton Memorial Hospital, from District 8 Road Supervisors.

2 District 8 donates $5,000 to the Lennox and Addington County General Hospital

3 District 8 donates $5,000 of trade show revenues to the Belleville General Hospital

4 District 8 donates $5,000 to the Prince Edward County Memorial Hospital

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Our 32 Local Associations (LA) are the basic 'close to home' organizational element of AORS.

AORS = COMMUNITY

They offer our members immediate, easy and cost-effective opportunities to:

- Participate in activities and events
- Utilize their right to vote and hold office
- Attend educational programs
- Network with colleagues and peers in a professional setting
- Exchange public works technologies/trends with colleagues, and
- Help support and promote our Association.

These stories are the best examples of the LA contribution to our Association and to our communities!

Niagara Road Supervisors Association

1 Ron Vandelaar, Town of Wainfleet, centre receives his long service award from AORS rep. Kevin Boucock CRS-S, left and Niagara RSA president Ray Chamberlin right.

2 Marianne Tikky, City of Niagara Falls, receives her AORS training award from AORS rep. Kevin Boucock CRS-S, left and Niagara RSA President Ray Chamberlin, right

County of Brant Road Supervisors Association

Six Nations foreman Clayton King, centre, receives his PWLDP certificate from County of Brant RSA rep. Greg Demers, left, and President Dan Bowden.

Elgin, Oxford, and Middlesex County Joint Meeting

On October 19th 2018, Oxford, Elgin and Middlesex associations held their annual fall joint meeting at the Keystone Community Complex in Shedden (Elgin County) with over 110 people in attendance. Pictured here Mark Smuck, Director of Community Services and Cyprus Rife, Supervisor of Operations, for the Township of North Dumfries talk to the crowd about their experience with severe flooding in their township in the spring of 2018. The two presented the dos and don'ts as well as lessons learned from the flooding.

There were also presenters from the OPP communication centre and AORS with an update on recent AORS activities, minimum maintenance standards as well as recent Book 7 reviews and updates.

Barrie Thrasher director of public works with the Town of Cobourg receives a sign to help him navigate through retirement. On his right is Ted Sokay, manager of roads and sewers and to his left is Rick Lean Foreman for the town.

Eastern Ontario Road Superviosors Association

A 5-year Strategy to address labour market shortages in Public Works

As a result of the large turnover of municipal staff in the past several years and the anticipation that this trend will continue, AORS has been working hard to encourage new and younger individuals to consider a career in the public works sector. We have been working with schools and colleges to encourage attendance at AORS functions and targeting them with our publications. At the 2018 Provincial Truck Roadeo in Owen Sound we were successful in getting about 60 high school students to attend the event, take a guided tour, visit the vendor's booths and even get to try out a couple of simulators. AORS is very encouraged to see programs like the one described in the accompanying article, being implemented in Eastern Ontario. Great work Eastern Ontario RSA.

The management team of the Transportation and Planning Services, United Counties of Stormont, Dundas and Glengarry (SDG) identified a labour market shortage and skills gap for public works maintenance equipment operators (NOC 7522) for the county of SDG. Current vacancies go unfilled as employee recruitment efforts do not generate adequate numbers of employment candidates. Those that do apply often do not meet the skill requirements.

To determine if they were alone in this challenge, SDG surveyed their colleagues in Cornwall and throughout SDG and Prescott-Russell United Counties (PR). This survey combined with a discussion with members at a meeting of the Eastern Ontario Road Supervisors Association revealed a province-wide shortage of adequately prepared candidates for employment in public works overall.

With 25 to 30% of the existing workforce in public works eligible to retire in the next three to five years, this current shortage is expected to become even more critical.

To proactively address this labour market shortage, public works managers in Cornwall, SDG and PR, with the support of the Ministry of Training Colleges and Universities, are collaborating with the Eastern Ontario Training Board (EOTB) to develop a five-year human resource strategy.

To date, public works managers in the region have been surveyed to better understand the demographics of their current workforce, skills requirements, workforce development practices, etc.

EOTB is now surveying our employees to better understand their goals, interest in training opportunities, job satisfiers, etc. while being careful to preserve confidentiality, EOTB will be discussing these findings with local public works managers as well as EORSA to consider how these interests may fit with their available training.

All of these inputs will be compiled, summarized and presented to the project steering team. Together with EOTB, the steering committee will use this analysis to form the basis of strategies to address current and future labour market shortages. The draft strategy will then be shared with all partners, feedback incorporated, and strategy finalized. The project team looks forward to sharing the strategy with all EORSA members.

Anyone interested in learning more about the project should contact Ashley Aitken at the Eastern Ontario Training Board, ashley@eotb-cfeo.on.ca or 613-932-0210.

Article contributed by Ewen McDonald AORS rep for Eastern Ontario RSA

West Parry Sound Road Supervisors Association

The West Parry Sound RSA held their annual boat cruise aboard the Chippewa this past August. Association members and their families enjoyed a beautiful day on the water and a great pickerel dinner.

PWAzone

Public Works Academy Training + Professional Certification

PWLDP GRADUATES

Listed here are the eleven graduates of the Public Works Leadership Development Program to date in 2018. These individuals have successfully completed all eight modules of the program. This is a significant accomplishment in furthering their professional careers and a big step towards their CRS-S certification. Congratulations to all!

NAME	MUNICIPALITY
CORSO, Jerry	Municipality of Chatham Kent
DEDMAN, Vaughn	Region of Peel
DEER, Ryan	Municipality of Kincardine
FRIES, Jeff	Township of Meaford
GLEESON, John	Municipality of Mississippi Mills
GOSTICK, Greg	Township of McKellar
McISAAC, Mike	Town of Minto
METRAS, Justin	Township of Oro-Medonte
POLISCHUK, Brad	Town of Huntsville
WAEFLER, Chris	Township of Carling
WEBBER, JEFF	Town of Milton

RYAN DEER

"I highly recommend The AORS PWLD program to anyone wanting to take the next step in their career. The instructors were extremely knowledgeable and had a very wide range of experience in the Municipal Sector."
RYAN DEER, PUBLIC WORKS LEAD HAND, TOWN OF KINCARDINE

JUSTIN METRAS

"Effective infrastructure management requires a holistic understanding of operations and maintenance needs and challenges. The PWLDP series has helped me gain the perspective I need to align and coordinate our team's efforts to get the best possible long-term outcomes."
JUSTIN METRAS CET, CRS, MANAGER OF INFRASTRUCTURE AND CAPITAL PROJECTS, TOWNSHIP OF ORO-MEDONTE

"I have just finished my leadership development program this year. It was very informative and broadened my horizons and gave me lots of tools to work with in the future. The instructors were professional and knowledgeable. I would recommend these courses to anyone that would like to further advance their knowledge in this field."
CHRISTIAN WAEFLER, LEAD HAND, TOWNSHIP OF CARLING

CHRISTIAN WAEFLER

THE AORS VALUE PROPOSITION

To all those invested in public works training and professional development, AORS aims to meet the needs of our members by providing the following:

AORS EXPERTISE

- 50+ training courses designed and delivered through a variety of options/formats
- Cooperative Local Association/LA (i.e. close-to-home) programs to reduce fees for courses, seminars and professional development programs
- Customized adult 'peer to peer' learning experiences to accommodate specific needs
- Strategic cooperative agreements with other professional and private sector organizations (e.g. OGRA, OPWA) to deliver a wide range of cost-effective, high-quality programs
- Volunteer Education Committee and Certification Board to organize and approve all training and professional development programs
- Professional training and human resource development staff committed to quality control and on-going improvement
- Public works career professional development paths with clear guidelines to ensure verification of public works expertise and improved employability

PWLDP

The Public Works Leadership Development Program (PWLDP) was introduced over a decade ago as a stand alone program to address an identified gap in the leadership skills of Ontario's road supervisors. The 8 individual modules that make up the PWLDP were initially designed to give these supervisors a high-level view of the main aspects of their day to day jobs with a focus on the skills required to effectively manage and lead teams. In 2013, the modules were also made prerequisites for the different levels of the Certified Road Supervisor (CRS) designation. Since the inception of the Association of Ontario Road Supervisors (AORS) program hundreds of municipal managers, supervisors, and individuals have completed or are currently enrolled in preparing for leadership positions in the public works profession.

The PWLDP was developed for AORS by Wood Sloan Associates. Each module is tailored to ensure the content is relevant, the learning environment is relaxed, and the learning process includes practical group discussions, activities, and case studies. Each module includes a final exam, developed to ensure learning transfer. The opportunity to network and to learn from each other and the PWLDP instructors is paramount to the success of the program and is a main benefit for participants who take part in the PWLDP modules.

The PWLDP has historically been delivered by Ainslie Wood, Barry Malmsten and Ian Cook of Wood Sloan Associates. However, Ainslie, Barry and Ian retired in the spring, and the program was seamlessly transitioned to new instructors beginning fall 2018. AORS is committed to providing participants of the PWLDP with high quality, professional trainers. As such we have worked diligently with our committees and board of directors to select a team of instructors who bring a wealth of current municipal/public works leadership and facilitation experience.

We would like to take this opportunity to introduce to you the six new instructors selected from over 100 candidates to deliver various modules of this program. All instructors have significant Municipal experiences to share with their classes.

Michelle Poirier, AORS Support Services Coordinator

50+ TRAINING PROGRAMS

1600+ MEMBERS IN ONTARIO

$ **SAVE** ON TRAINING & EDUCATION

INTRODUCING

Jeff Celentano, M.P.A., MCIP, RPP

Jeff is a retired municipal management professional, with over 34 years of local government experience, all of it in Northeastern Ontario. With a professional background as a Registered Professional Planner and a former Manager of Planning Services, Jeff also held positions in the office of the C.A.O. and functioned as a generalist in the HR Department for the City of North Bay. For the last 4.5 years of his career, Jeff was the C.A.O./Clerk for the Municipality of Callander. Since retiring from full-time employment in 2011, Jeff has established Jeff Celentano Consulting Services, of which he is the principal/owner. Jeff is also a Sessional Instructor in Local Government, Public Management, Local & Regional Economic Development and Transportation Geography at Nipissing University. He is also a trained facilitator. He is known to enjoy the occasional game of golf, downhill skiing, glass of single malt and travel. He is married to Susan and they have 3 daughters, sons-in-law and grandchildren.

Craig Davidson

Craig is presently the Treasurer/Administrator for the Municipality of Temagami. Craig has been involved with municipal government for 31 years. He has worked as a municipal auditor, financial advisor and as the CAO, clerk and treasurer for several municipalities including Hastings Highlands, the Town of Bancroft and the Town of Moosonee. Craig served on the board of directors for the Ontario Good Roads Association for 5 years and was the Chair of Member Services for 2. Craig has presented at various conferences on topics ranging from municipal budgeting to financial sustainability.

Lee Anne Doyle

Professionally Lee Anne has held various leadership positions in planning, building, by-law enforcement and municipal administration in both upper and lower tier municipalities in southwestern Ontario. Her education background includes a Bachelor of Environmental Studies (Honours Urban & Regional Planning) from the University of Waterloo; a Bachelor of Education Degree (Specialist Geography) from the University of Windsor and a Master of Public Administration Degree from Western University. She is a member of the Canadian Institute of Planners, Ontario Professional Planners Institute (OPPI), Association of Municipal Managers, Clerks and Treasures of Ontario (AMCTO), and the Ontario College of Teachers (OCT). Her strong leadership skills and professional excellence have been recognized and awarded by numerous organizations. Lee Anne received the Ontario Professional Planners (OPPI) Award in 2006 for her outstanding contributions to the Institute and the planning profession. She is the recipient of the International ATHENA Leadership Award presented by the Windsor-Essex Regional Chamber of Commerce for her professional excellence, service to the community and mentoring of women in achieving their leadership potential. Lee Anne was appointed the University of Waterloo School of Planning 2017-2018 Planner-in-Residence.

SIX NEW PWLDP INSTRUCTORS

Lisa McNiven

Lisa McNiven, B.Sc, C.E.T, worked in the municipal public works industry for 24 years. She helped build great staff/management relationships and brought innovation and a passion for public works to her workplace, and the public. Lisa has a Bachelor of Science degree from University of Guelph, as well as, a Civil Engineering Technology diploma from Georgian College. She also held a Class 3 Water Supply and Distribution Certification for 15 years and still maintains her DZ licence. During her career, Lisa held progressive positions in the water, roads and parks departments, finishing her public works career as Manager of Operations for the Township of Oro-Medonte. Lisa has been involved with the Simcoe County Road Supervisors Association for over 20 years, holding positions such as President, Vice-President, committee member and Secretary. Recently, Lisa changed careers and has joined her family farming operation in Oro-Medonte.

Sandra McKenzie

Sandra is a Certified Human Resources Leader with a Bachelor of Science In Psychology, a Master's Degree in Workplace Learning and Change Adult Education, and a Diploma in Public Administration and Leadership. She has experience working with teams, leaders and employees to improve their effectiveness. She has HR leadership experience with a particular focus on organizational development, learning and change management. She is a dynamic speaker, facilitator and coach; her engaging and interactive workshops challenge participants to work through the tough question in order to move forward in a positive way. Sandra has experience working with the most senior levels of public and private sector organizations as an influencer of change and has contributed as a member of senior leadership teams leading cultural shifts in various organizations.

Steve Roberts

Civil Engineering Technologist. Steve graduated from St. Lawrence College in 1978. Steve has 38 years in municipal infrastructure engineering, construction, operations and project management. He has served as an Engineering Design Technologist with the Town of Oakville, a Public Works Superintendent with Township of Loughborough, Manager of County Roads and Bridges with County of Lennox and Addington. Steve retired in 2016 with a broad experience base in municipal transportation, infrastructure, design, operations/maintenance, construction and capital project management. Steve has been a member of the Ontario Association of Certified Engineering Technicians and Technologists for 41 year and holds OGRA and AORS certifications. He is a 27-year member of AORS and District 8 Road Supervisors Association past Vice President and Treasurer. He was Treasurer for the 2018 AORS trade show and is a part time professor in the Civil Engineering program at St. Lawrence College, Kingston.

ALL LANES OPEN TO YOUR PUBLIC WORKS CAREER

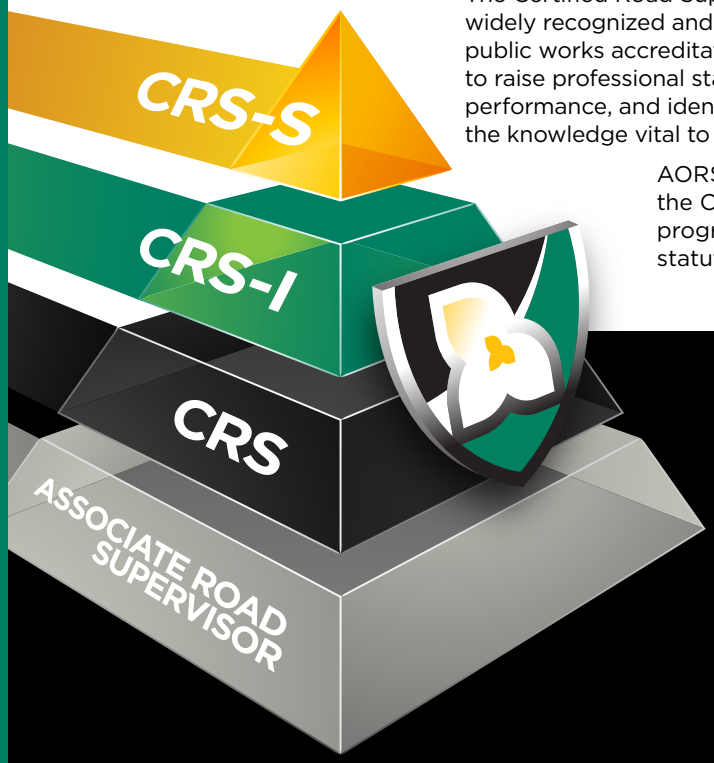
5 BENEFITS OF BEING A REGULATED PROFESSION

CRS

1. Confirms the importance of the profession
2. Increases public trust in the profession
3. Increases career opportunities in the marketplace
4. More consultation by government on related policy issues
5. More credibility as public works experts

CRS PROFESSIONAL DEVELOPMENT PROGRAM

education+experience



The Certified Road Supervisor (CRS) is a legislated, widely recognized and highly successful professional public works accreditation. The CRS program is designed to raise professional standards, improve individual performance, and identify professionals who demonstrate the knowledge vital to public works management.

AORS has the exclusive right to use the CRS designation. Our accreditation program is recognized under provincial statute law.

Who is eligible for the CRS?

If you are an employee within the private/municipal sector hired to supervise construction, rehabilitation or maintenance of core civil public works infrastructure, you are eligible to apply for AORS CRS public works professional development accreditation.

5 STEPS TO CERTIFICATION

1. Gain hands-on supervisory experience in the public works industry
2. Expand your experience with training
3. Decide which certification applies to you: complete the application
4. Display your CRS certificate and Code of Ethics
5. Progress to the next level of certification

CERTIFIED AT CERTIFICATION BOARD MEETING on June 21, 2018

RECLASSIFICATIONS:

Steven Ayerhart (Mun. of West Grey) ..... CRS-S

Kenneth Casselman (U.C. of Leeds & Grenville) ..... CRS-S

Richard Daniel (City of St. Catharines) ..... CRS

Michael Montour (Six Nations of the Grand River) ..... CRS-I

Robert Rosso (Twp. of Centre Wellington) ..... CRS

Michael Russo (City of Mississauga) ..... CRS

Tommy Sauve (City of Cornwall) ... CRS

Jeffrey Sisson (Mun. of Dysart et al) ..... CRS

NEW:

Danny Blatenszky (Town of Ajax) ..... Associate Road Supervisor

Richard Burns (Town of Smiths Falls) ..... CRS

Wayne Caruk (Town of Richmond Hill) ..... CRS

John Chisholm (Township of Seguin) ..... CRS

Chad Davis (City of Brockville) ..... Associate Road Supervisor

Ryan Deer (Mun. of Kincardine) ..... Associate Road Supervisor

Roger Demars (County of Essex) .. CRS

Andy Domingos (Town of Halton Hills) ..... CRS

Josh Machan (Twp. of North Huron) ..... Associate Road Supervisor

Ryan Nechelput (Twp. of Blandford-Blenheim) .... Associate Road Supervisor

Brian Sannachan (Region of Peel) .... CRS

Paul Stevenson (Twp. of Southgate) ..... Associate Road Supervisor

1597 TOTAL CERTIFIED TO SEPTEMBER 2018

(including Associate Members)

The next meeting of the Certification Board is in December, 2018. The Board Secretary must receive your application by Monday, November 19, 2018 (Cheryl Leitch, admin@aors.on.ca). Failure to meet the deadline may result in your application being deferred to the next meeting.

Jan Peter Stroebel (Town of Oakville) ..... CRS

Rick Trahan (Town of Renfrew) ..... Associate Road Supervisor

CERTIFIED AT CERTIFICATION BOARD MEETING September 5, 2018

RECLASSIFICATIONS:

Kevin Hart (Mun. of Marmora and Lake) ..... CRS-S

Brad Hutchinson (County of Wellington) ..... CRS-I

James McCannell (Town of the Blue Mountains) ..... CRS-S

NEW:

Trevor Airhardt (Niagara Region) ..... Associate Road Supervisor

Gregory Andress (County of Bruce) ..... Associate Road Supervisor

Kevin Atwater (County of Renfrew) ..... Associate Road Supervisor

Scott Bangs (Twp. of Papineau-Cameron) ..... CRS

Jason Condon (Twp. of Douro-Dummer) .... Associate Road Supervisor

Robert Cowan (United Counties of Leeds & Grenville) ..... Associate Road Supervisor

Al Diemer (Town of Essex) ..... CRS

Andrew Hamilton (County of Renfrew) ..... Associate Road Supervisor

Robert Hutchinson (County of Simcoe) ..... Associate Road Supervisor

Jeremy Krueger (County of Essex) ..... CRS-I

Tom Lightfoot (Twp. of East Zorra-Tavistock ..... CRS

Dave Melanson (County of Simcoe) ..... Associate Road Supervisor

Daniel Naccarato (Town of Aurora) ..... Associate Road Supervisor

Brady Nolan (Twp. of Howick) ..... CRS

Anthony Petersen (Town of Plympton-Wyoming ..... CRS

Mark Priest (City of Hamilton) ..... CRS

Brad Teschke (City of Guelph) ..... Associate Road Supervisor

Adam Thorn (Twp. of Algonquin Highlands) ..... CRS

The CRS Certificate is a professional accreditation that validates your competency with public works technologies and solutions. The AORS Code of Ethics validates your public works principles.

Certified Road Supervisors are distinctive from other public works personnel. They've demonstrated undeniable expertise in the Public Works industry to co-workers, employers and—most importantly—to themselves.

Protection of Ontario's Land Survey Monuments

We all have our reasons for needing to know where a property limit is situated on the ground. A homeowner needs to know where to place a new fence or a contractor needs to know that a service being installed within the road allowance and not on private property. Whatever the purpose, the common element is the monuments (survey markers) that mark these limits. A licensed Ontario Land Surveyor (OLS) is the only professional that can legally establish/re-establish survey markers.

The Ontario Regional Common Ground Alliance (ORCGA) is mandated in Ontario to enhance safety through the prevention of damage to underground infrastructure. Survey monuments have been identified as being part of the underground infrastructure.

Unlike typical underground infrastructure, survey monuments are much more difficult to attach to an owner. If a monument is removed because of work being performed close to the boundary limit, then the monument should be re-instated as a common "Best Practice".

Prior to title insurance, survey monumentation was constantly being refreshed because new surveys were required for most real estate transactions.

Consequently, the ongoing loss of survey monumentation has created an increased interest in monument preservation. The Surveyor General of Ontario's office has received a growing number of relevant inquiries. So, in cooperation with the Association of Ontario Land Surveyors (AOLS), a task force was established to look for a recourse for the public when they encounter monuments that were intentionally or unintentionally removed.

The task force reviewed the issue of missing monuments and determined that a large number of monuments are being removed through road corridor projects, either road or sidewalk reconstruction or through utility installations. To address these findings, the task force developed a "Best Practice" document to educate the industry about the issue and also developed a Special Provision (SP) entitled "Protection of Survey Monumentation". This provision was approved by the Council of the AOLS.

The document can be found on the AOLS website. http://www.aols.org/resources/special-provision-survey-monument-protection.

The SP is very clear. A pre-inventory of all the monuments is taken by an OLS prior to the start of construction, and by working with the constructor, monuments are preserved during construction. At the completion of the project a post-inventory is performed, all missing monuments are replaced and the OLS signs off that all the monuments within the project are in place.

The creation of the SP was the start of the education process and it gives the industry a sound document to be used in all construction projects. The principles that are outlined in the SP are currently being used by MTO as well as several large Municipalities and are part of the general conditions of contract. However, it will take time to see the benefits of this approach. You can make a difference and help by speaking to your local Municipal Government representatives and explaining that this best practice is in place and their constituents would benefit by adopting the SP. Change will happen if we all work together with the same common goal to preserve these monuments.

The Members of the Monument Protection Committee are:

- David Lamont
- Sabir Ahluwalia
- Dave Bianchi
- Bill Harper
- Mart Himma: Chair
- Al Jeraj: Council Rep
- Grant Stidwill

Article submitted by David Lamont of the Monument Protection Committee.

EXECUTIVE DIRECTOR'S MESSAGE

In the spring edition of Advance, I wrote about the importance and value of networking, whether it be at your Local Association meetings or at a larger event like the annual AORS Municipal Public Works Trade Show. It was great to see so many at the Trade Show, and congratulations to the District 8 Organizing Committee and their members for making it a great success.

In the last month, there will have been several joint meetings of two or more Local Associations, which tend to draw much larger crowds and some great speakers, supplier exhibits, and other activities. Again, kudos to the organizers of these events, and thanks to everyone who makes the time to attend and take advantage of the opportunity to network on a larger scale.

I also had the pleasure of attending the annual AORS Safety Truck Roadeo in Owen Sound on September 12, hosted by the Grey County Public Works Association. A smaller event, but still an excellent networking opportunity for the 43 best municipal drivers from across the province.

None of these events, from a Local Association meeting to the Trade Show, could happen if it weren't for the efforts of many volunteers. Volunteers are critical to the success of AORS and our 32 affiliated Local Associations (LAs). They not only help organize great events, they serve on various committees which help oversee operations, establish priorities and set strategies for our future success. In addition to ensuring the views of their Local Associations are brought forward, the 32 Directors who represent their LAs on the AORS Board of Directors volunteer their time to ensure the Association operates effectively today and into the future.

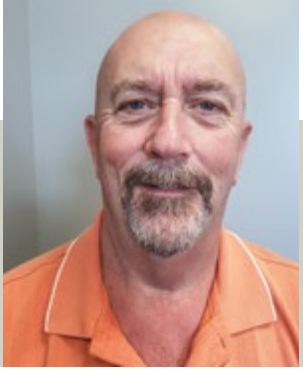
When it comes to volunteering, it's often the same people who step forward time and again. But it doesn't need to be a big commitment. As they say, many hands make light work, so I encourage all our members to consider how they too could contribute. Even a small effort will have a big impact. Agree to serve on the Executive of your Local Association. Help organize an event. Represent your Local Association on the AORS Board, even if only as an alternate when the regular Director is unable to attend. Volunteer to sit on an AORS Committee, such as the Education or Spotlight Committees.

Why volunteer, aside from knowing you are making a meaningful contribution? Those who do so often speak of the personal and professional growth they experience by taking on tasks which fall beyond their normal work duties. There is the opportunity to share their experience and knowledge with others. There is the larger network they develop by working alongside others from outside their municipality or LA. And a volunteer position or two can help round out your resume.

So consider this my Call for Volunteers. Don't know where to start? Talk to one of the Executive members of your LA. Or give me a call if you'd like to get involved at the provincial level. It will be time well spent.

John Maheu
Executive Director

PRESIDENT'S MESSAGE continued from page 1



"We have a very diverse Public Works Department tending to roads, drinking water, Municipal drainage, parks and buildings and when we require training for any aspects of our operations, I look to Ground Force first. The training that we have received has been thorough, pertinent, and well received by our employees. Mostly, when completed, we receive a Certificate of the Training which is sanctioned by AORS which garners great credence if ever required".

PAUL DALTON, PUBLIC WORKS SUPERINTENDENT, DAWN-EUPHEMIA TOWNSHIP

professionalism I see in our association, from staff, board members, suppliers and especially local association members. My advice to Phil Wilson, first vice president, would be what I was told by my predecessors, enjoy your time as president as the year goes by extremely quickly. You will enjoy getting around to local meetings and meeting our membership and working with the AORS staff and the board of directors.

The 2019 AORS trade show will be held in Chatham next year. How are preparations going for that and how would you encourage AORS members to attend?

The 2019 AORS Municipal Public Works Trade Show will be held at the John D Bradley Convention Centre, Chatham, Ontario. In speaking with Glenn Harding, Chairperson of the show, the booth sales are approximately 65% sold and if you have not booked your hotel room you may want to do so sooner rather than later as they are booking up quickly as well. There is no doubt that the Chatham-Kent Road Association will put on a fantastic trade show. I encourage all members to attend one of the biggest municipal indoor, outdoor trade shows in the province. This show will feature many of our supplier members with some new and exciting developments in equipment and services as well as many tried and trusted products as well. I would encourage all municipal members to attend the show and bring some of your staff and councilors with you to view the products. Perhaps you could join with other local associations and organize a bus trip. The supplier members always put the effort in to make this a great show, we as municipal members should support it with our attendance. Hope to see you in Chatham June 5-6, 2019.

Could you talk a bit about the AORS education program and how it is working?

The AORS education program is going strong for 2018. About 1800 people have been trained to date with the 4th quarter, which is typically quite strong still to go, so we anticipate reaching our 3000-student goal. Group training through the local associations has bolstered the Book 7 and chainsaw training program this year and staff intend to peruse that model in 2019 as well as it allows some of the smaller municipalities to access training close to home. A special thanks to all those members who put in an extra effort to promote or organize an AORS training event in your region. Equipment operator training has been quite popular especially the seat time portion. New for 2019, we will be providing some asset management workshops with a grant from the Federation of Canadian Municipalities. These workshops are meant to be peer to peer sessions with some municipal and some supplier speakers. The new PWLDP modules with the 6 new instructors is working very well and have instructed nearly 100 students by this fall. Thanks for giving AORS a chance to educate your staff and we look forward to providing effective training for our members in the future. Educating the next generation is an obligation you owe your municipality.

"The AORS Traffic Control (Book 7) course is very well organized and informative. I feel confident to take what I learned and implement it in various traffic control situations. I highly recommend this course to any individual or organizations".

Ashley Watson Township of Ramara

Do you anticipate many changes as a result of the recent municipal elections?

In Mississippi Mills we saw our council reduced from 11 to 7 members. I would think in general many municipalities will see at least some new councilors. As these new council members come on board we will be doing an orientation of our public works department and policies. This is a good opportunity to inform the new councilors about the importance of AORS, our staff's participation in the location associations, and the professional training that AORS offers. I would also stress the importance of keeping your staff educated, and the importance of acquiring a Certified Road Supervisor/CRS designation.

YOUR PROFESSIONAL ASSOCIATION

LEARN MORE ABOUT AORS AT OUR WEBSITE www.aors.on.ca

AORS

RECYCLED PAPER

Circulation: 1400 copies

Published by
Association of Ontario Road Supervisors (AORS)

ATTENTION READERS:
Please send comments, new ideas or suggestions to: **Education Committee**

Chairman: Greg Demers
Members: Mike Alcock, Kevin Boucock, John Cane, Glenn Harding, Peter Koppisch, John Maheu, Dennis O'Neil, Michelle Poirier, Andrew Sleegers, Darrell Townsend, Joel Yusko.

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