THE NEWSLETTER FOR ONTARIO'S PUBLIC WORKS PROFESSIONALS

ADVANCE

AORS

Promoting knowledge ⇒ Pursuing excellence

FALL 2019

PRESIDENT'S MESSAGE

You attended many local association meetings so far this year. What have you seen there that impressed you or encouraged you going forward?

Traveling to other associations this year I have been impressed by the number of local associations that have large numbers of members come out to meetings. They all seem to be impressed by the presenters whether they are talking about new equipment or techniques they all seem to take something away from the meetings. I am encouraged that there are so many young people in our industry.

I believe that we at AORS must continue to drive home the importance and advantages of regular attendance at local association meetings to the newer members, but I think our association is in great shape heading forward into the future.

What advice would you give to new public works supervisors/ managers regarding getting involved with their local associations?

I would advise new public works supervisors /managers to attend the trade show (when in your area), truck roadeos whether local or provincial and consider joint meetings with neighboring local associations. I have attended a few joint meetings and I am impressed by the number of attendees and the quality of the speakers. All these events give our public works professionals the opportunity to network and learn from each other which is so very helpful in our day to day decision making process.

What do you feel was your biggest accomplishment in 2019? What message would you like to leave with the AORS membership as we move into the final portion of your term as President?

Our biggest accomplishment this year was the workshop in Barrie June 20th. There were some great ideas relating to where our association should be heading in the future. These ideas will be used to formulate the next strategic plan. I would like to take this opportunity to thank John and his staff for all they did preparing for the Workshop.

In my past 15 years in the public works sector I have seen a lot of changes in the technical and practical methods of accomplishing our work. Regulations from provincial and federal government agencies have added an extra burden on all staff. This is both time consuming and financially strapping to our municipalities. Through my involvement with AORS, at both

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Phil Wilson CRS-S
AORS President

Association of Ontario Road Supervisors

AORS update

The 2020 Roadeo will be hosted by the District 8 Road Supervisors Association

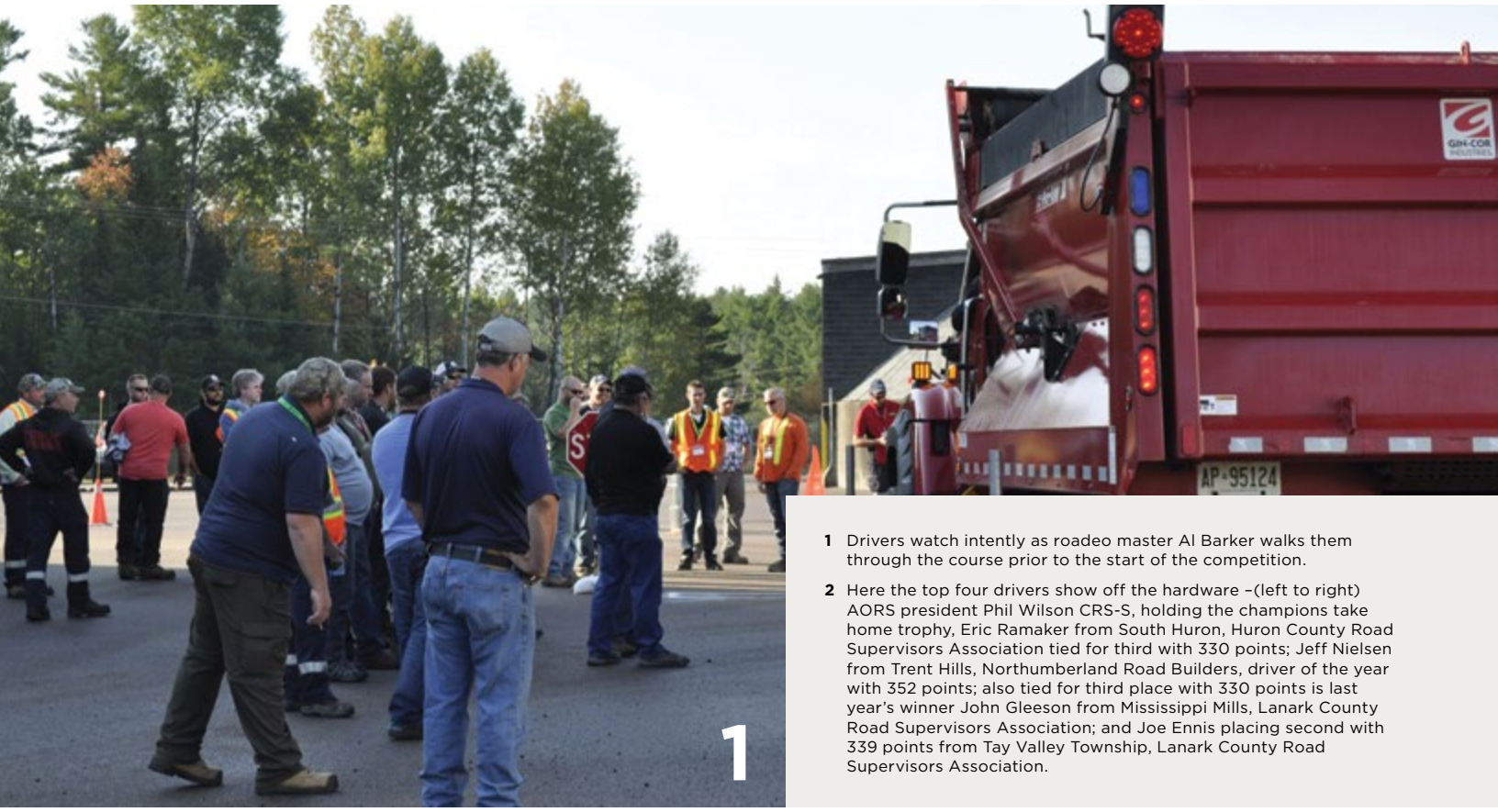
2019 Provincial Truck Roadeo

The Renfrew County Road Supervisors Association did an outstanding job of hosting the AORS 26th annual provincial truck roadeo at the Laurentian Valley public works depot near Pembroke on September 11th. There were 35 drivers from 19 local associations competing for that perfect score of 370. This year's course was set up with some slight changes that made it even more challenging for the participants. Driver of the year, Jeff Nielsen, from Trent Hills managed a score of 352 to win, with several other drivers right on his heels.

All drivers should be congratulated for making it to the provincial level after competing in their local association roadeos for the right to be there. This is an intense competition with many talented operators.

This event is more than just a driving competition. Participants were invited to a social evening preceding the event hosted by AORS, where they could get to know the other drivers a bit. Several supplier members attended the roadeo and displayed their products for participants to see. Lunch was also provided for all drivers, their guests and officials. This event is a great opportunity for these drivers to network with their peers from many municipalities across this great province.

AORS would like to thank the Renfrew County Road Supervisors Association for a job well done hosting the event, and also to encourage all municipal operators to take the opportunity to compete in their local roadeo and try to get to the provincial level.



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1 Drivers watch intently as roadeo master Al Barker walks them through the course prior to the start of the competition.

2 Here the top four drivers show off the hardware –(left to right) AORS president Phil Wilson CRS-S, holding the champions take home trophy, Eric Ramaker from South Huron, Huron County Road Supervisors Association tied for third with 330 points; Jeff Nielsen from Trent Hills, Northumberland Road Builders, driver of the year with 352 points; also tied for third place with 330 points is last year's winner John Gleeson from Mississippi Mills, Lanark County Road Supervisors Association; and Joe Ennis placing second with 339 points from Tay Valley Township, Lanark County Road Supervisors Association.

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Here all 35 qualifying drivers pose for a picture at the Laurentian Valley works yard prior to competition.

continued

AORS update

LOCAL ROADEOS

Many of our 32 local associations host their own roadeo with great success. Some run an event of their own while others partner with neighboring associations and share the workload of organizing, bringing many drivers together for the day.

The roadeos give the drivers an opportunity to showcase their skills in friendly competition, network with their counterparts from neighboring municipalities and discuss common issues and solutions to problems. Safety is always stressed on these days and the networking opportunities and information sharing that happens are invaluable.

There are often supplier members in attendance with displays of their products and services that the participants can view and, in some cases, try out as well. More of our local associations are organizing roadeos each year and it is the goal of the education committee and the AORS Board of Directors to see all LA'S give drivers the opportunity to compete at the local level with the top two drivers from each association qualifying to participate at the provincial competition in September of each year.

If you are given the opportunity to participate or help organize your local roadeo, don't hesitate to get involved. You won't regret it.

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1 Niagara Road Supervisors Association Roadeo
2 Transportation Professionals of Waterloo Region
3 District 8 LA champion
4 Huron County RSA winners
5 Middlesex County RSA winners
6 Oxford County RSA winners
7 Renfrew County RSA winners
8 Simcoe County RSA champion

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AORS update

On September 27th following the suppliers meeting the Board of Directors held their fall board meeting. There were 21 board members in attendance and the following items were reported:

1. **2019 Trade Show Report:** Glenn Harding, chair of the 2019 trade show organizing committee, reported on the final results. More than 1,500 people attended the show in Chatham over the 2 days. Including booth sales, sponsorships, advertising revenues from the trade show magazine, and the golf and brewery tour, the Chatham Kent Road Association netted $57,000 after expenses. In the spirit of giving back, CKRA is working with a financial adviser to set up a trust fund to provide bursaries to students at the ten Chatham-Kent high schools who choose to pursue post-secondary education in the areas of public works, engineering or heavy equipment operation.
2. **2020 Trade Show Report:** On behalf of the Simcoe County RSA trade show organizing committee, John Maheu reported that planning for the 2020 trade show in Barrie is off to a strong start with most of the indoor booths in the Barrie Molson Centre already sold.
3. **2020 Spotlight:** Larry Maddeaux, Spotlight committee co-chair, reported that the committee is hard at work on the 2020 edition. A higher than normal number of advertisers are choosing not to renew their ads for various reasons. Directors were asked to remind their suppliers that Spotlight continues to be the first place municipal members look to find a new supplier. Congratulations to the winners of the draws for companies that committed to advertise in the 2020 Spotlight: Amaco who won a free ad in Spotlight 2020, and Canadian Heat Transfer Solutions who won a free booth at the 2020 Trade Show.
4. **Provincial Safety Truck Roadeo:** The 2019 Roadeo was held at the Laurentian Valley Municipal Centre and Public Works yard on September 11, hosted by the Renfrew County Road Supervisors Association. A total of 34 drivers from 19 local associations competed. Congratulations to Driver of the Year, Jeff Nielsen, from the Township of Trent Hills, representing the Northumberland Road Builders Association. First runner up was Joe Ennis (Township of Tay Valley, Lanark County Road Supervisors Association). Two drivers tied for second runner up: Erik Ramaker (Municipality of South Huron, Huron County Road Supervisors Association), and John Gleeson (Township of Mississippi Mills, Lanark County Road Supervisors Association). The 2020 Roadeo will be hosted by the District 8 Road Supervisors Association.
5. **Education Committee:** Michelle Poirier reported on the successful first year of the relaunched Public Works Leadership Development Program (PWLDP), which is now an AORS owned and delivered program. Dennis O'Neil reported that the overall number of students trained in 2019 is less than in 2018, but net revenues continue to be strong due to the mix of training being delivered.
6. **Strategic Planning:** The board reviewed a first draft of the new 2020–2024 strategic plan, which was the result of the strategic planning workshop held in June. The Strategic Planning Committee will conduct a final review and present the final draft to the board for approval at its February 2020 meeting.
7. **Nominations and Appointments:** Glenn Harding, CRS, Chatham-Kent Road Association, was nominated for the position of 2nd Vice President, to take effect at the AGM next February.

SUPPLIERS AND BOARD OF DIRECTORS MEETINGS

8. **Committees:** The board reviewed and approved the memberships of its various standing committees. While membership on some committees is predefined, others are open to any director or member-at-large. Anyone interested in serving on a committee should contact John Maheu.
9. **Upcoming Meetings**
   - The next meeting of the Board of Directors will be held on Sunday, February 23, 2020, and the AGM on Monday, February 24, in conjunction with the OGRA conference. The conference is returning to the Fairmont Royal York in Toronto.
   - The board will also meet on June 25 – 26 (Barrie), and October 1 – 2 (Grand Bend, Huron County).
   - Local associations are urged to avoid these dates when scheduling meetings and events, and coordinate with neighbouring associations to pick dates that accommodate supplier members who travel to attend several meetings. Directors are encouraged to attend all board meetings or send an alternate from their local association.
   - Dates to mark on the calendar:
   - The week of June 1, 2020 (AORS Trade Show)
   - September 15–16, 2020 (likely dates for the Provincial Truck Roadeo).

AORS directors met with 26 supplier members on September 26, to discuss how AORS and our local associations are doing at helping our supplier and municipal members connect. There was good feedback on the successful trade show hosted by the Chatham Kent Road Association. Suppliers remarked on the value of joint local association meetings and enjoy the opportunity to interact with the larger and more diverse audiences that typically attend. They also appreciate the efforts that some local associations are undertaking to schedule their meetings to avoid conflicts, and where feasible, having neighbouring LAs hold their meetings on consecutive days to make better use of their travel time. It was suggested that LA secretaries / treasurers be invited to participate in a workshop next June to discuss best practices and strategies to simplify their role and improve communications among their members. There was a presentation by Spring Marketing Solutions, a consultant working with AORS to help expand our brand with social media and email marketing. Suppliers who take out a full-page colour ad in the 2020 Spotlight will be featured in targeted social media ads to leverage their respective networks. Following the meeting, there was a friendly round of golf and a Stratford play for the non-golfers. Thanks to first VP Bill Wilson and the Perth County Road Superintendents Association for hosting the meetings and organizing the golf.

continued

AORS update

SPOTLIGHT 2020
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 34th 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.

The 2019 Spotlight has proven once again to be a very valuable tool for both our municipal members and our supplier members. I cannot count the number of times I see the Spotlight directory in a municipal member work vehicle or on their desk with earmarked and folded pages for future reference. As a fellow supplier it has proven to be a valuable tool to our team for referencing municipal contacts. Our suppliers sell and deliver the best products available and they deliver those products to our members by placing their most professional ads in Spotlight.

Work is well under way on the 2020 edition and as you read this newsletter deadlines for advertising and contact updates have passed and we are getting ready to go to press for winter 2020 delivery. Thanks to all the supplier advertisers who have supported the 2020 Spotlight.

This year will mark the first-time full-page advertisers will get the benefit of the AORS social media marketing program. These advertisers in addition to their Spotlight directory and online ad will receive an additional sponsored social media ad from AORS thanking and profiling their company. This ad will be promoted through AORS social media targeting municipal customers using your choice of Twitter, Facebook, or Linked In.

I would like to thank all our Spotlight team members for all their work putting together the 2020 Spotlight edition.

Municipal
Joe Reid, City of Belleville
Ewen MacDonald, South Glengarry
Sylvin Cloutier, County of Haliburton
Glenn Harding, Municipality of Chatham-Kent
Nathan Herrington, City of Cambridge
Darrell Townsend, City of Kingston
Larry Maddeaux, Durham Region PWA (co-chair)

AORS
John Maheu
Dennis O'Neil
Michelle Poirer
Cheryl Leitch

Suppliers
Irwin Plested
John Rivers, Cedar Signs
Matt Durand, Champion
Mike Ward, Viking–Cives
Rick Godfrey
Derek Scholten, Colvoy Equipment (co-chair)
Larry Andrews
Dick Verbeek, Keyline Advertising

Along with co-chair Larry Maddeaux, I would like to thank you for your Spotlight support and wish you a great 2020 season. For those suppliers who missed or decided not to advertise in the 2020 Spotlight directory, I highly recommend you reconsider your decision for the 2021 edition.

Derek Scholten, Spotlight co-chair, Colvoy Equipment

Meet the New Directors

As the Board of Directors continues to evolve due to retirements and members stepping aside, AORS would like to take this opportunity to introduce two of the newest members of the board.

Darwin Nolan

New board member for Lanark County RSA.

CRS-I AORS Rep, Lanark County Road Supervisors Darwin Nolan, proud LCRS member since 2003. I have been with the County of Lanark for over 5 years as the Operations Manager and with the Township of Beckwith for 12 years previously as the Road Superintendent. The connections, networks and friends I have developed through AORS and specifically LCRS has been invaluable to my career progression. LCRS has such a great group of individuals who care so much for the communities we represent, and I've learned so much from my colleagues/ peers like Terry McCann, and recently retired member Rod Cameron to name just a couple. I'm very happy to be on the AORS board. I'm very fortunate as well to have a supportive employer, and my wife, Sharon, three great kids, and three grandchildren.

We have the best professional association in Ontario, and I am looking forward to being on the Board of Directors and on other committees as well in the future.

Darwin replaces outgoing President Rod Cameron as Rod is retired. Welcome aboard Darwin!

Jeff Little

New board member for Middlesex County PWA.

I have been working in the public works field for over 27 years, starting in the early nineties with the County of Middlesex, on the urban crew. I repaired bridges during the summer and plowed snow during the winter. I moved to the Township of London as an Operator and then through amalgamation, became a Road Supervisor for Middlesex Centre.

In 2017 the Township of Adelaide Metcalfe offered me the position of Manager of Public Works and I loved it, but when Lucan-Biddulph posted the same position I took the opportunity to get back closer to the part of the country where I grew up.

I have always enjoyed the public works profession. Improving communities is always rewarding and the feeling you get when you come in out of the cold or driving rain and realize that you have made a difference is very rewarding and I hope to keep that feeling going for many years to come.

I have been involved with my local association for more than twenty years. Over that time, I realized that AORS is about coming together and helping each other succeed. By joining the board, I hope to give back to this organization that has been so important to my own success.

Jeff replaces board member Dave Kester as Dave has moved on to Huron County. We look forward to having Jeff as a member of the board!

Also working with AORS this year is Geraldine Westerink of Spring Marketing Solutions. Geraldine and her company have been engaged to manage AORS social media sites.

I'm excited to introduce you to our newly rebranded social media sites and a new social media strategy for the coming year here at AORS. Our social media sites have been rebranded and freshened up. We're bringing you new, valuable content, and are looking to engage with you, our followers!

We've seen great success in the past few months and are obtaining significantly higher levels of reach and engagement. Our goal is to bring you relevant, engaging content. During the trade show month (June), we saw huge amounts of engagement with our brand. We also reached over 17,000 people. Thank you to everyone who took time to interact with us online!

For the first time, we are introducing a new promotion to all of our full page advertisers in the Spotlight directory. All full page advertisers will receive a thank you post and a sponsored, targeted social media advertisement at our expense. This ad will be targeted to social media users in the municipal industry. This is a great deal!

If you have any questions, feel free to message us on any of our social media sites for more info. I'd be happy to give you additional details about this promotion, or about where we're headed with our social platforms!

If you're on Facebook, Twitter, or LinkedIn, come find us! We're on Facebook (@aorsofficial), Twitter (@aors_official), and LinkedIn (@ Association of Ontario Road Supervisors). Any feedback is welcome (and appreciated).

See you online!
Geraldine Westerink
Spring Marketing Solutions

LA News

Many of the 32 AORS local associations are very active and always looking for ways to improve participation in association events. Here are a couple of examples of the way LA's are working to keep their associations active.

AORS has also seen many joint meetings take place over the past year and even more associations are looking at conducting one with a neighbour. These meetings help to breathe new energy into local associations that take part, while at the same time allow our supplier members to reach many more municipal members in one day. Joint meetings also provide a great opportunity to expose municipal managers and councils to networking opportunities and learning about the benefits of membership in AORS and the local associations.

If your local association is considering a joint meeting or would just like information, please do not hesitate to contact AORS staff for assistance. The Board of Directors has endorsed the document "Guidelines for Joint Meetings", which contains good suggestions to make your meeting more effective.

1 District 8 hosts their ever popular and very well attended golf tournament.

2 They also added a Thousand Island boat tour out of Gananoque this year for the first time and it proved to be quite popular as well.

3 Oxford, Elgin and Middlesex associations learned about railway track safety and responsibility from Canadian Pacific Railway officers.

4 Perth / Huron hear about how cyber attacks are becoming more of a threat and how to protect themselves.

5 Northumberland, Peterborough/Kawartha Lakes, Bancroft and Haliburton associations listened to a very interesting presentation about distracted driving from OPP.

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!

Here is what some people are saying about joint meetings:

"**As a municipally focused company Viking-Cives has always seen value in networking with all ranks of the public works personnel. These joint meetings give us the opportunity to listen, and hear from many customers what the current, and upcoming challenges are within our industry and really tailor our products to the needs of the customers we serve."** Mike Ward, Viking-Cives

"**We recently hosted a very successful joint meeting with Huron County. As we share many of the same suppliers, they were able to see everyone at one location. I also really enjoyed the opportunity to meet and get to know the people from neighboring LA'S. Suppliers set up booths and it was a great day of food, learning and networking."** Ric Elg, Township of North Perth

"**The networking that goes on at these meetings has been of great benefit to me. I find that often I hear members asking, "What did you do when this happened?" We all experience the same problems and, 99% of the time, the solution to these problems is in the room at these joint meetings. The suppliers in attendance are also a great resource. I never dreamt that I would get to know so many people, from so many places, doing the same job that I do, and I consider them all friends".** Marty Lenaers, Norwich Township

"**From a supplier's perspective, the benefits a supplier gains from joint meetings is that we get to mingle and converse with people from two or three associations in one day. We also get a good feel for where the industry is going. I believe the benefits for suppliers and AORS municipal members are endless".** Doug Bergman, AMI Attachments

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LA News

AORS COMMUNITY

Northumberland Road Builders Association

John Cane, AORS rep for Northumberland Road Builders Association, left and Mike Ward of Viking-Cives, present $2,500 in proceeds from their recent joint meeting with Bancroft, Haliburton and Peterborough/Kawartha Lakes to Five Counties Children's Fund Development Coordinator Lois Tuffin.

Long Service Awards

Long service awards were presented recently to some of our members. AORS believes it is very important to recognize those who have contributed to our industry for many years.

1 Left, Paul Heffernan receives his long service award for 24 years with Hamilton Twp. from John Cane, AORS rep. Northumberland Road Builders Association.

2 John Cane right, presents Les Holzmann, Construction Supervisor with Northumberland County with a long service award for 29 years of service.

3 AORS President Phil Wilson presents Roddy Tapp, Town of Aylmer, with a certificate recognizing his 17 years of service as Director of Operations.

EXECUTIVE DIRECTOR'S MESSAGE

Everywhere I look these days I see help wanted signs. And not just in fast food joints and retail stores. It appears there is a growing shortage of trained labour, in all parts of the province, for a wide range of skillsets. Anyone driving across the top of Toronto on the 407 lately may have seen a large sign recruiting DZ truck drivers to train as snowplow operators. Many municipalities are facing similar struggles to get qualified individuals behind the wheel.

We shouldn't be surprised. The experts have been telling us for years that when the baby boomers retired in large numbers, there would be a shortage of qualified people to move into their roles. And now we're seeing it, in most sectors, and at all levels. Automation and AI aren't filling the voids fast enough.

Municipal and other levels of government may have assumed they would be immune from these labour shortages. Given the complaints we hear about the "gig economy", who wouldn't prefer to work for an employer with a reputation for job security, decent wages, excellent benefits, and of course, that gold-plated pension? Not that every municipality offers the same advantages, but as a sector, it's long been considered a great place to work. Even if workers today are less likely to stay with the same municipality their whole career, if they do move, it's likely to another municipality.

But in this new environment, even municipalities are struggling to find the right people to fill vacancies. It appears that younger candidates, the Gen Z and Millennials, are more interested in job flexibility and advancement opportunities than job security and pensions. That may change as they get older, start families and get mortgaged to the hilt but for the time being, how can we attract them and others to pursue careers in municipal public works?

There's no one solution, but forward-thinking employers are trying different tactics to recruit and retain good people. Municipalities will need to do the same. Some options include:

- Be prepared to hire someone who doesn't come with the requisite skills, experience or credentials, and train them. Yes, there's a risk they may not work out, or that they'll leave you and take that training elsewhere. But with the right incentives, hopefully they'll stick around.
- You may have to cast a wider net. Be open to recruiting from other sectors and backgrounds that have transferable skills you can build on.
- Be adaptable and consider adjusting your workplace policies to appeal to different interests. For example, while some staff will still want to rack up lots of overtime, others may prefer to bank the extra time and take extended leaves. Benefit packages may need to be more flexible to appeal to different lifestyles.
- While some people will be content to perform the same job for most of their career, nowadays more people are looking for new challenges and opportunities for growth. If your municipality has a policy and track record of promoting from within, employees are more likely to stick around. Make use of special projects and secondments to offer employees variety and development opportunities, and for you to test their skills.
- Be prepared and proactive. You know roughly when people will retire, and you can anticipate others will leave sooner. Have a succession plan and workforce planning strategy that allows you to develop people before it's urgent and bridge gaps when they occur.
- Train, train and train some more. Whether someone needs new skills to do their current job better, or to develop someone for a future role, training is essential. And employees are more likely to stay invested in an employer who invests in them. Not to mention, well-trained employees pay dividends in improved efficiency and reduced risk exposure.
- Recognize and reward staff for their accomplishments. If they qualify for certification or accreditation, or could with some additional support or training, encourage them to do so.
- Looking further ahead, we need to participate in outreach to high school, college and university students, even grade schoolers, to promote public works as a career option, and municipalities as great places to work.

As part of our new strategic plan, AORS will be developing action plans to assist our municipal members with these challenges. In the meantime, share your success stories so others can benefit.

John Maheu
Executive Director

PWAzone

Public Works Academy Training + Professional Certification

EDUCATION OPPORTUNITIES

One of the key services provided by AORS is linking our membership to professional and relevant education programs that can be delivered close to their home location. All programs provided by AORS are reviewed by the education committee, and AORS staff and directors are in constant communication to ensure courses remain relevant to the needs of the membership.

A primary goal of the education committee is to provide training to 3,000 municipal trainees per year but even more important is to ensure that training is of impeccable quality and as cost effective as possible.

Sometimes this means developing programs such as Asset Management for Small to Medium Sized Municipalities, or acquiring materials, which was done for the Public Works Leadership Development Program (PWLDP). The PWLDP has been a great success for AORS in the past and will continue to provide a basis for leadership training for public works and other municipal employees currently in or hoping to advance into a management position.

Through an agreement with Ground Force training, AORS provides a wide range of equipment operator, truck driver, legislative and supervisor training. AORS can also steer members towards courses offered by industry partners such as the many OGRA courses that qualify towards the provincially accredited Certified Road Supervisor (CRS) designation offered by AORS.

In 2019, after hearing again from our more northern members that they would like to see more training opportunities closer to home, AORS has made a concerted effort to help organize and supply training in the north. This has proven to be very successful with several training sessions completed this year. Most notable are grader and Book 7 training in East Algoma and Book 7, asset management and PWLDP sessions offered in North Bay. We also took our Book 7 course to Wawa Ontario, and Supervisor Due Diligence to Thunder Bay. The education committee would like to thank all those who worked with AORS to facilitate these training sessions.

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

- 60+ 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

The AORS 2020 Training & Professional Development Program Booklet

Here several members of the East Algoma RSA show off their certificates for Book 7 training. From Left to right are: Brian Evans, Prince Township; Harry Hadikin, Municipality of Huron Shores; Donny Cameron, McDonald Township; and Keith Barber, Tarbutt Township.

Here's what people are saying about the AORS training program.

"Our operators recently attended Book 7 training provided by AORS, the feedback from all levels of staff, from newly recruited operators to foreman and seasoned supervisors suggested that this was by far the best Book 7 training that they have received over their career in public works."

Bill Wilson, Operation Co-ordinator, Township of Perth East

60+ TRAINING PROGRAMS

1600+ MEMBERS IN ONTARIO

$ SAVE ON TRAINING & EDUCATION

Pictured above are participants of a one-day snow plow training course in Flesherton.

Here's what people are saying about the AORS training program.

Winter Maintenance School

"The winter maintenance school course was well presented with good materials and many examples. There was good networking amongst participants, the location was excellent, and it was held at the right time of year."

Larry Donaldson, Tay Valley Township

Front end loader training

"I have run this machine for ten years and the instructor showed me things that I did not know. This was an excellent course."

Dave Knight, Town of Erin

Chainsaw Operators Safety Course

"We used Greg Pfaff for our re certification in Chain Saw Operating. His knowledge and experience were tremendous. He engaged staff of all experience levels with effective and new information on saw maintenance and felling trees safely and this knowledge is now used regularly by our department. I would highly recommend Greg for training your staff".

David Kleine, Township of Wilmot

PWAzone

PWLDP

The PWLDP has been very popular over the past two years with many modules booked to capacity. To make sure you do not miss your opportunity to attend the modules you need to achieve the CRS certification you desire, here are the dates and locations for the 2020 sessions. Book your spot early.

2020 PWLDP Training Dates:

MODULE	CLASSIFICATION	DATE	LOCATION
Local Government	CRS	April 21	Belleville
Customer Service	CRS	April 22	Belleville
Leadership & Supervision	CRS	April 23	Belleville
Financial Management	CRS-I	April 29	Oshawa
Talent Management	CRS-I	April 30	Oshawa
Local Government	CRS	May 12	Stoney Creek
Customer Service	CRS	May 13	Stoney Creek
Leadership & Supervision	CRS	May 14	Stoney Creek
Financial Management	CRS-I	May 20	London
Talent Management	CRS-I	May 21	London
Process Management	CRS-S	May 26	Mississauga
Continuous Improvement	CRS-S	May 27	Mississauga
Communications	CRS-S	May 28	Mississauga
Local Government	CRS	Sept 22	Kitchener
Customer Service	CRS	Sept 23	Kitchener
Leadership & Supervision	CRS	Sept 24	Kitchener
Financial Management	CRS-I	Sept 29	Stoney Creek
Talent Management	CRS-I	Sept 30	Stoney Creek
Local Government	CRS	Oct 6	Barrie
Customer Service	CRS	Oct 7	Barrie
Leadership & Supervision	CRS	Oct 8	Barrie

ADDITIONAL DATES MAY BE ADDED TO MEET DEMAND. CHECK THE AORS WEBSITE FOR A CURRENT LISTING OF ALL DATES AND LOCATIONS.

FOR YOUR INFORMATION:
A pass mark of seventy percent (70%) is required on all PWLDP module tests for CRS eligibility. All 8 modules must be successfully completed to obtain a PWLDP Certificate of Completion.

ALL LANES OPEN TO YOUR PUBLIC WORKS CAREER

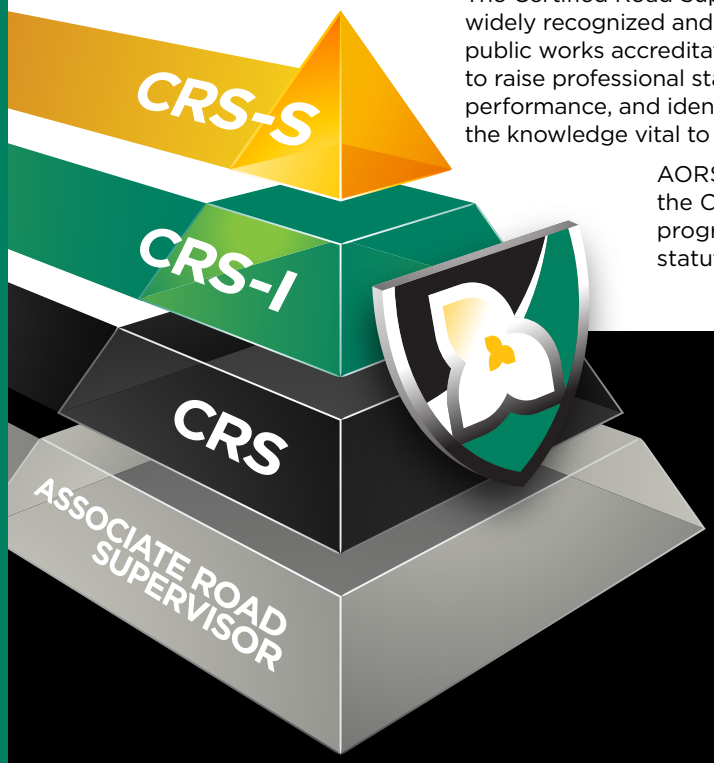
5 BENEFITS OF BEING A REGULATED PROFESSION

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 19, 2019

Jerry Haan (County of Bruce) ..... Assoc. R.S.
Bill Rynard (Township of Uxbridge) ..... CRS
Jeff McCormick (County of Grey) ..... CRS-I
Wayne E. Nodwell (Municipality of Grey Highlands) ..... CRS-I
Theodore Tarquini (Ashland Paving Ltd. ..... Assoc. R.S.
Derek McNicol (City of Burlington) ..... CRS
Geoff Walker (City of Guelph) ..... CRS-S
John Searles (City of Hamilton) ..... CRS
Joel Cox (City of Kawartha Lakes) ..... Assoc. R.S.
Mark Wachowiak (City of London) ..... CRS-I
Darryl Marks (County of Huron) ..... CRS
William Fallowfield (County of Oxford) ..... Assoc. R.S.
Sam Greene (Greater TO Airports Authority) ..... Assoc. R.S.
Bill Finley (Municipality of North Grenville) ..... Assoc. R.S.
Dennis King (Town of Georgina) ..... CRS
Brad Polischuk (Town of Huntsville) ..... CRS-I
Brian Seed (Town of Innisfil) ..... Assoc. R.S.
Brad Galka (Town of Oakville) ..... CRS-I
Mark Wegner (Town of Petawawa) ..... Assoc. R.S.
Ian Mackinnon (Township of Lake of Bays ..... CRS-I
Dan Scholman (City of St. Catharines ..... Assoc. R.S.
Robert (Jim) Borton (Township of Blandford-Blenheim) ..... CRS-I

1656
TOTAL CERTIFIED
TO SEPTEMBER 2019
(including Associate Members)

The next meeting of the Certification Board is in March, 2020. The Board Secretary must receive your application by February 26, 2020 (Cheryl Leitch, admin@aors.on.ca). Failure to meet the deadline may result in your application being deferred to the next meeting.

CERTIFIED AT CERTIFICATION BOARD MEETING September 4, 2019

Adam Weishar (Municipality of Kincardine) ..... CRS-I
David Lembke (City of Kawartha Lakes) ..... CRS
George Burkitt (Township of Stirling-Rawdon) ..... CRS
Robert J. McGill (City of St. Thomas) ..... CRS
Jamie Mazzanti (Town of LaSalle) ..... CRS
Joey Ennis (Township of Tay Valley) ..... Assoc. R.S.
Jake Bolyea (County of Simcoe) ..... Assoc. R.S.
Jonathon M. Hardy (Miller Group) ..... Assoc. R.S.
Ken Lin (City of Barrie) ..... Assoc. R.S.
Joe Costanza (Town of Bradford West Gwillimbury ..... CRS
Frank Himburg (Township of Tay) ..... CRS-I
Charles Saunders (Municipality of Magnetawan) ..... CRS
Kevin Watson (Town of Erin) ..... CRS-I
Dana King (Town of Milton) ..... Assoc. R.S.
David Stoner (Town of Milton) ..... Assoc. R.S.
Chris McGuire (Town of New Tecumseth) ..... CRS
Adam Knapp (Township of Whitewater) ..... Assoc. R.S.
Greg Maxwell (Township of Wollaston) ..... Assoc. R.S.
Neil Allanson (Municipality of Trent Hills) ..... CRS-S
Brent W. Ferguson (Township of Springwater) ..... CRS
Matthew Ropp (Regional Municipality of Waterloo) ..... 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.

Invasive Phragmites. The battle continues

For decades invasive phragmites has been a part of the North American eco-system. In 2005 invasive phragmites was identified by Agriculture and Agri-Food Canada as the nation's "worst" invasive plant species.

Originally from Eurasia, the plant has become an increasing threat to the environment due to its ability to choke out native plants and take over large tracts of land.

It is currently found mostly in the more southern parts of Ontario, but there have been scattered reports of the plant as far north as Georgian Bay and Lake Superior.

Invasive phragmites is a very tenacious plant that grows and spreads easily, quickly out-competing native species for water and nutrients. Invasive Phragmites releases toxins from its roots into the surrounding soil which impedes the growth of and even kills off neighbouring plants. It thrives in disturbed habitats and is often among the first species to colonize a new area. This plant prefers areas of standing water, but the roots can grow to extreme lengths allowing the plant to survive in low water areas. It is closely related to the native species phragmites americanus which is not considered a threat to the environment since it does not alter habitat, has limited impact on biodiversity, and does not deter wildlife.

In a prepared statement Bob Nichols, Senior Media Liaison Officer for the Ministry of Transportation (MTO) stated the MTO and the Ministry of Natural Resources and Forestry (MNRF) recognize the serious threat of invasive phragmites to our natural resources, biodiversity and our

economy. Invasive phragmites can impede highway drainage, impair roadway visibility, grow through pavement, and pose a potential fire hazard within the right-of-way. Since 2017/18, the ministry has spent over $2.4 million on control measures to manage invasive and noxious vegetation species within highway limits across the province.

Experience in Canada and the United States has demonstrated that effective control of phragmites requires an integrated management approach utilizing a combination of herbicide application and mechanical (cutting/rolling) and prescribed burns. Nichols stated that the MTO is supportive of the work the Ontario Invasive Plant Council and the Ontario Phragmites Working Group do to address and improve the management of phragmites in Ontario and that the ministry is committed to working with local road authorities to align invasive species treatment efforts.

Derek Scholten of Colvoy Equipment which provides equipment for a variety of integrated management plans has noted an increase in demand for invasive phragmites control since 2012 when the government began funding programs for eradication and control of the species. Scholten said Colvoy Equipment works with various groups such as landowners, roads and drainage departments, crown corporations and Oceans and Fisheries Canada to control the spread of invasive phragmites.

Nichols said the ministry is currently developing a broader approach to effectively manage vegetation along provincial roadsides including invasive species, and in particular phragmites. The ministry began tracking the extent of phragmites along provincial highways to create a baseline to assess the effectiveness of MTO's phragmites management program. The inventory supports the ministry's prioritization of locations for treatment through maintenance activities.

Many municipalities have spent large amounts of time and money trying to eradicate this plant or at least keep it in check to make roadways safe and drainage systems functional. All indications are that this work will continue as efforts to develop improved practices, herbicides and equipment to help in that fight continue.

Information for this article was taken from: Ontario Ministry of Natural Resources, Invasive Phragmites – Best Management Practices, Ontario Ministry of Natural Resources, Peterborough, Ontario. Version 2011. 15p

"PHRAG" FIGHTING EQUIPMENT

Equipment and applications for phrag fighting

- **Radio controlled steep slope mowers.** Diesel powered operatorless steep slope mowers with tracks that mow phrag in very hard to reach areas.
- **Boom mowers.** Mid mounted tractor boom mowers ranging from 18' to 30' reach with rotary and flail heads that cut phrag in roadside and drainage ditch applications.
- **WetCut system.** A Herbicide system that is mounted to the rear of certain mower heads. It applies a herbicide as the mower is cutting the Phrag.
- **Rear mounted boom mowers** ranging from 10' to 26' reach with rotary and flail heads that mow phrag in roadside and drainage ditch applications
- **Amphibious mowing boats** that mow phrag that grows in marshes and water bodies

We are all Affected

Extra Costs Are Expected to Maintain a Certain Level of Service in Municipalities

Introduction

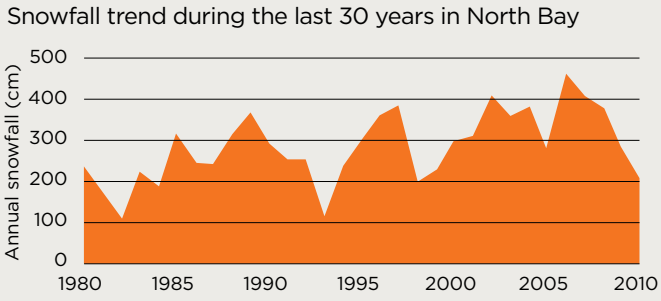
The paramount of municipalities is serving the public, which can be disturbed by failed/critically damaged assets. One of the main stressors to assets is climate change as it can cause a shift in asset design criteria (e.g. value and frequency of extreme rainfall used to design culverts). While climate change has been a concern for more than two decades, it has not been considered for municipal planning until recent years. In Canada, only 19% of municipalities have embraced the effects of climate change in planning[1]. For municipalities, climate change effects are of great importance because the lifecycle of most of the municipal assets is several decades (e.g. lifecycle of most of the bridges is more than 50 years). Inclusion of climate change in municipal planning demands additional budget compared to traditional planning which was based upon a stationary climate which is now a questionable assumption. This budget is needed for extra maintenance, added safety to design criteria, etc. An asset management plan that considers future climate can optimize the cost while providing an acceptable level of service.

A local study

Bonfield, in the district of Nipissing, is planning to follow this pathway to be able to serve its residents in a sustainable and efficient manner. Bonfield is a rural community that with 2000 residents and in an area of approximately 208 km^2. Thirty percent of the residents are either above 65 or under 14 years old. Bonfield is blessed with abundant natural resources e.g. Lake Nosbonssing, Kaibuskong River and densely forested lands. The core engineered assets of Bonfield include

roads, culverts, and bridges. Just like many other northern communities, Bonfield has experienced changes in recent climate trends. As can be seen in Figure 1, in recent years, annual snowfall has followed an increasing trend in the area (data credit: Environment and Climate Change Canada). Based on Canadian climate projections, this increasing trend is expected to continue in the future (not displayed for brevity purposes). As snowfall increases, the required budget to maintain an acceptable level of service in roads increases. This extra budget will likely be spent on snow removal, salt and sand supply, manpower, machinery, and road erosion preventive/rehab activities. This extra budget has already been observed in Bonfield. In winter (defined as November-March) 2018, 6522/month liters of fuel (all types) were spent in Bonfield for plowing the snow compared to 7425/month liters in winter 2019. This extra cost would continue to evolve along with the new pattern of snowfall (which is likely an increasing trend) in the years to come[3,4]. Therefore, a long-term plan is required to systematically allocate enough budget for the above-mentioned activities.

Figure 1: Annual snowfall in North Bay (data from North Bay Airport, ~ 30 km from Bonfield)



Obviously, this new budget to maintain an acceptable level of service in winter could be (or should be) generalized to other services provided by the municipalities such as maintaining gravel roads, culverts, and stormwater conveyance (latter is not the case for Bonfield).

Suggestion

This budget management needs buy-in from the council. In Bonfield, thanks to the mindset of the council and meaningful communication between the staff and the council, this buy-in hopefully needs less effort compared to some other municipalities. However, the key to convincing the council and the public of new budget requirements is starting an asset management policy with a climate lens[1]. Along with that, the financial analysis clearly indicates that spending today is more beneficial to the community in the long run. The National Roundtable

of the Environment and the Economy found that every $1 spent now on adaptation will yield between $9 and $38 worth of avoided damage in the future[5].

References

1. Climate Change and Asset Management, A Sustainable Service Delivery Premier
2. www12.statcan.gc.ca
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4. www.climateatlas.ca
5. Towards Resilience, Durham Community Climate Adaptation Plan, 2016

Author

Hassan Rouhani received his Ph.D. degree in Civil Engineering from the University of Sherbrooke (QC) in 2016. In 2019, he joined the Township of Bonfield to develop a climate change adaptation plan in the framework of a project defined by the Federation of Canadian Municipalities.
climate.change@bonfieldtownship.org

Acknowledgment

The author wishes to thank the FCM and the Township of Bonfield for funding this project. The author appreciates the staff of the Township of Bonfield for their supportive cooperation.

PRESIDENT'S MESSAGE continued from page 1

"As my term of President draws to a close, I would like to encourage all our members to keep up the great work being done across the province. I intend to get to as many meetings and AORS functions as possible and I will encourage our members to keep engaged, as well as encourage our younger supervisors and managers to support and get involved with AORS by taking advantage of the many training courses that we offer."

the local and board of director levels, I have gained immeasurable insight and contacts to help me through these continual changes.

Do you have any projects or activities you would like to complete before February 2020? What advice would you pass on to Bill Wilson, first vice, who will become president at that time?

As my term of President draws to a close, I would like to encourage all our members to keep up the great work being done across the province. I intend to get to as many meetings and AORS functions as possible and I will encourage our members to keep engaged, as well as encourage our younger supervisors and managers to support and get involved with AORS by taking advantage of the many training courses that we offer. A little advice for Bill Wilson, your next president in 2020: Enjoy your time and get to as many meetings as you can. You will enjoy the year meeting our great members. The time will fly by and your term will be over before you know it.

AORS is developing an updated strategic plan for the period 2020–2024. What do you see as some of the most pressing issues AORS and our members are facing in the coming years?

I would like to talk with some of the Wellington County and Muskoka Lakes employees who are members of AORS but don't have a local association to see if there is an opportunity to get them active again.

We also need to do all we can to encourage students and other potential employees to look at public works as a very rewarding career opportunity and to create pathways to help them access the opportunities available. We all need more well trained and reliable public works employees.

Thirdly I believe we need to educate senior management and councils about the great benefits their staffs receive through membership in their local association, AORS training programs, and by becoming involved at the provincial level.

What is the biggest change you've seen during your career in municipal public works?

There are always many challenges and changes along the way. I would say my biggest work-related challenge was convincing CAO's in our area that AORS is an important networking tool and the training AORS provides is top notch when it comes to our municipal employees. In the coming years we will be facing some challenges in our association with retiring members. So again, I encourage you as retiring members to get your replacements interested in AORS. I cannot stress enough how much my involvement with AORS has helped me through my career. After our supplier /directors meeting in Stratford I know we are on the right track with the social media endeavor and we have taken the advice of the suppliers and hope to make our association bigger and better.

AORS 2020 MUNICIPAL PUBLIC WORKS TRADESHOW

2020 TRADE SHOW MESSAGE

While the winter season has just arrived and many municipalities across the province are still working out the final operational touches for the winter season ahead, the Simcoe County Road Supervisors Association is continuing with significant forward momentum on the preparations for the AORS 2020 tradeshow.

With high booth sales to date and excitement of municipal members and suppliers alike, the 2020 tradeshow event is shaping up to be exciting and great!

The 2020 Tradeshow event will be taking place on June 3rd and 4th, located at the Molson Center in Barrie ON. The centralized location offers a wide range of tourism and activities which can be utilized during your visit to the event, including several hotel facilities, close by restaurants and shopping areas, a multitude of golf courses, or even a scenic drive along the lakeshore of Lake Simcoe.

Visitors to the tradeshow can take advantage of participating in the Ross McKenzie Memorial Golf tournament taking place at the Hawk Ridge Golf and Country Club or can register for the "Tastes of Simcoe County Tour," which will visit and sample a range of local micro-breweries and wineries. On behalf of the Simcoe County Road Supervisors Association, we look forward to seeing you at the Tradeshow.

Daniel Cole, 2020 Tradeshow Ambassador.

YOUR PROFESSIONAL ASSOCIATION

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

AORS

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