2018 TRADESHOW EDITION

AORS MUNICIPAL PUBLIC WORKS TRADESHOW

JUNE 6-7 BELLEVILLE

THE NEWSLETTER FOR ONTARIO'S PUBLIC WORKS PROFESSIONALS

ADVANCE

SPRING 2018

Promoting knowledge ⇒ Pursuing excellence

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Association of Ontario Road Supervisors

PRESIDENT'S Message

Introducing Rod Cameron CRS-S 2018 AORS President (Municipality of Mississippi Mills)

Tell us a bit about yourself and how you became involved in public works? What is your current position and what was your path to get here?

I started my public works career in 1988 with the Township of Pakenham as a backhoe operator. In 1990 I was promoted to lead hand and then in 1992 I applied and received the position of road superintendent. In 1998 the Township of Pakenham, Township of Ramsay and Town of Almonte amalgamated to become the Municipality of Mississippi Mills. Upon amalgamation I became the Operations Manager for Mississippi Mills. My duties include overseeing construction projects, scheduling summer and winter maintenance work and water & sewer works. I started working towards my CRS designation in 1992 and was CRS-S certified in 1998 which is one of the proudest accomplishments of my career.

How do you see yourself balancing your current responsibilities with your new AORS responsibilities?

I can't express enough how supportive Council, the CAO, the Director of Roads and Public Works, the public works lead hands and staff of Mississippi Mills have been. Some of my current responsibilities will be shared throughout the department so I am able to dedicate the time that the role of president deserves knowing things are being taken care of at work. I will be travelling the province attending as many AORS events as possible thanks to the support of these people. I believe that AORS is one of the most important public works organizations in the province and I will do my best to support the board of directors, staff, and all our members over the coming year.

How do you feel your experience with the AORS board of directors and executive has prepared you for your role as president?

I joined the board of directors in 2009 representing the Lanark County Road Supervisors Association. I must admit, I was nervous at the first board meeting because I knew I was in a meeting with 31 other public works professionals. At the end of that first meeting (which seemed to go on forever), Dennis O'Neil, then president, welcomed me and gave me advice that I carry with me today and I hope I can do the same for any new board members during my presidency. That is what I feel this association is all about, helping each other, exchanging ideas and making new friends. It is a four-year commitment as you move through the executive from 2nd vice president through to past president but watching and learning from my predecessors has helped me gain the confidence and experience for this role.

Do you have any specific goals that you would like to accomplish during your term?

I am working with the education committee as we transition the Public Works Leadership Development Program (PWLDP) from contracted services to the first AORS owned and delivered training program. The committee is progressing well as we make a few changes to the modules and will be advertising for instructors in May-June. Although there may be a few things to still wrap up in 2019, I will work with the new president, Phil Wilson from Grey County Road Supervisors Association, to get this completed.

I also have committed to several local association meetings around the province. My goal is to attend at least 10 different association meetings as president. I started off on March 7th at the Eastern Ontario Road Supervisors in Cornwall. I look forward to meeting as many members as I can!

At the June workshop meeting we will be brainstorming on what we need to do to ensure financial sustainability of the association. It is very important that the board finds a sustainable plan to deliver the important services AORS provides to its membership, both municipal and supplier. If you have any suggestions, please feel free to reach out to me at rcameron@mississippimills.ca prior to the meeting on June 21st. Or better yet let's talk in person at the 2018 trade show in BellevilleJune 6th and 7th!

The 2018 AORS Municipal Public Works Trade Show will be held June 6th and 7th in Belleville. What message would you like to send to the membership about the show?

ATTENDEES WANTED - Please join us in Belleville, this is going to be one of our biggest shows ever! Inside and outside booths both have waiting lists with currently 315 booths booked. Congratulations to District 8 Road Supervisors Associations, sponsors, suppliers and volunteers for all the hard work that goes into such a great

MEET THE 2018 CORPORATE DIRECTORS

event. I encourage all members to support the trade show by bringing your staff, council and CAO to the event, there is something there for everyone and they won't be disappointed. It will be a show you won't want to miss. Looking forward to meeting you in Belleville, just minutes off the 401!

The public works field will continue to experience a high demand for new leaders over the next several years. How do you see AORS encouraging people, and helping them to prepare for the unique demands of this profession?

It's constant change in the public works field with seasoned supervisors retiring and younger personnel coming up through the ranks. We know there are many very capable and intelligent individuals out there and so we at AORS need to do what we can to assist and encourage them with the transition into leadership roles. I would encourage succession planning through AORS training and emphasize the importance of the certified road supervisors designation, CRS for new leaders. The CRS is recognized under provincial statute and many municipalities require it as a job requirement for roads supervisory positions. It is our duty as supervisors to get the proper training in place, so the younger generation is prepared to step in as new leaders. It will also help them prepare for the demands of this profession that can be fulfilling, rewarding and a great experience. Educating the next generation is an obligation you owe your municipality.

From Left to right are Bill Wilson, CRS, second vice, from the Township of Perth East, Perth County Road Association; Rod Cameron CRS-S, 2018 AORS president, from The Municipality of Mississippi Mills, Lanark County Road Supervisors Association; Phil Wilson, CRS-S, first vice, Township of Southgate, Grey County Public Works Association; and Kevin Boucock CRS-S Town of Fort Erie, Niagara Road Supervisors Association.

How will you encourage our membership to become involved in their local associations and take on leadership roles there?

Get out to your local association meetings, your colleagues and supplier representatives value your input. Organize a joint meeting with another association to share ideas and thoughts. Focus presentations on topics that are of interest to your local membership. I encourage members to get involved in their executive, don't sit back, make a difference in your local association! Although the meeting presentations and AORS training programs are very important to the membership one cannot overstate the importance of the networking opportunities that AORS events can bring. I have attended many AORS functions where I have had very beneficial "informal" discussions with colleagues who were facing the same challenges as we do in Mississippi Mills. If you have a problem or unique challenge there is probably someone at your local association who has faced that issue and would be very willing to share information.

2018 AORS MUNICIPAL PUBLIC WORKS TRADESHOW

JUNE 6-7
BELLEVILLE
(QUINTE SPORTS AND WELLNESS CENTRE)

Come on out and visit the 2018 AORS trade show to be held in Belleville at the Quinte Sports and Wellness Centre on June 6th and 7th. This year's show will feature 315 indoor and outdoor booths and promises to highlight some new products and services as well as the tried and true.

The Ross McKenzie Memorial Golf Tournament will be held at the Trillium Wood Golf Club on Tuesday June 5th. Registration from 11:00 am to 12:30pm. Shotgun start 12:30 pm sharp.

"District 8 is excited to welcome everyone to Belleville on June 6 and 7. We are thankful to all the suppliers who have registered early and will be here on display to share their knowledge and new services/products. Special thanks need to be noted to John Maheu for all his help along the planning process. Our tradeshow committee is very happy to share with everyone the spirt of District 8! See you all at the show"

JOE REID 2018 TRADE SHOW CHAIR.

Suppliers make a major commitment to be at our Trade Show.

Our dedicated suppliers put a lot of effort into preparing for this show and would love to see you there to discuss your needs and showcase their equipment and services.

AORS CONNECTIONS

Four reasons to visit the 2018 AORS Trade Show in Belleville

1. Gain useful insight into new and emerging equipment and technology in the public works industry.
2. Speak directly to dealers and representatives from over 200 companies about products and services available to you.
3. Network with public works professionals from across the province who do the same work with similar equipment.
4. Provides senior managers and councilors a firsthand look at the equipment and services required by public works.

There will also be a walleye fishing tournament held on the Bay of Quinte June 5th starting at 12:00 noon.

AORS update

BOARD OF DIRECTORS MEETING

February 25, 2018

The Board of Directors meeting was held on Sunday, February 25, with 27 directors or alternates in attendance, representing 27 of 32 local associations. Thank you to these very dedicated directors.

1. **Membership**: Total membership increased by 7% from 2,196 in 2016 to 2,360 in 2017. This includes members from 32 local associations, plus 352 CRS program members who do not belong to an association, compared to 241 in 2016. Other membership categories that saw increases were the supplier members and honourary (retired) LA members. This contrasts with the municipal LA members, which have been steadily declining in recent years, to 907 in 2017. This suggests that as municipal members retire, they are not being replaced by the municipalities, and/or their replacements are not joining their local associations. AORS staff are available to work with LA executives to promote the value of LA membership to municipalities and their public works employees. AORS recognized 12 members who retired in 2017 and will present Long Term Service Awards to them at upcoming LA meetings. Associations which have not yet requested certificates for their 2017 retirees can still do so.
2. **Booth & Promotions:** AORS had a presence at 16 trade shows, exhibitions, seminars or other organizations' meetings in 2017 to promote the association, our training and certification programs, Spotlight magazine and the AORS Trade Show. AORS will attend a similar number of events in 2018, with a focus on municipal conferences in order to raise awareness of AORS among municipal leaders. Members are encouraged to let AORS staff know about any events in which AORS might participate.
3. **2017 AORS Municipal Trade Show:** The Perth County Road Superintendents Association (PCRSA) reported on the success of the Milverton show. More than 1,900 people attended, with 268 booths sold. The show was a financial success for both AORS and the PCRSA which netted $86,000 after expenses. They donated 90% back to various community charities and retained 10% for LA operations and training.
4. **2018 AORS Municipal Trade Show:** The District 8 Trade Show Organizing Committee reported on the event planned for Belleville on June 6 and 7, 2018. Booth sales have been very strong. All indoor and outdoor booths are sold out! Members are encouraged to attend

Executive director John Maheu addresses the board of directors at their February 25th meeting.

The AORS booth was a busy spot at the OGRA annual conference at the Royal York in Toronto February 25th to 27th. Staff and board members had a chance to interact with members and introduce ourselves to new people. This booth is a very valuable part of the AORS networking strategy because it allows us to keep apprised of what is important to our membership and forge new relationships. The booth is a great tool for letting people know what AORS is about and what services we can provide. The booth and promotion committee will continue to attend the 15 to 20 events annually to promote our association and serve our membership.

what promises to be a very exciting show, and to bring colleagues from their municipalities and local associations. Anyone interested in either the Ross McKenzie Memorial Golf Tournament or Pro-Am fishing derby on June 5, is encouraged to register early as these events are expected to sell out. The District 8 organizing committee also launched a sponsorship program to help offset expenses and thanked the many organizations that stepped up to support the cause.

5. The Chatham Kent Road Association is working hard on organizing the 2019 show to be held in Chatham at the John D. Bradley Convention Centre on June 5th and 6th 2018. The Chatham Kent committee will be at the Bellville show to unveil their plans.
6. **2020 AORS Municipal Trade Show:** The board of directors approved the trade show committee's recommendation to award the 2020 show to the Simcoe County Road Supervisors Association, to be held in Barrie at the Molson Centre.
7. **Spotlight:** The 2018 edition of Spotlight was published, consisting of 176 pages and 292 ads, up from 280 ads in 2017. Congratulations and thanks to the Spotlight committee members for their hard work. The 2018 Spotlight is the 32nd edition of this popular publication, and includes a special feature recognizing two of the long-term advertisers who have shown their support since the early days. An online version of Spotlight was launched in 2017, in the form of a searchable directory found on the AORS website. Members are encouraged to reference Spotlight when looking for a new supplier, acknowledge those suppliers who advertise, and promote Spotlight to suppliers who don't.
8. **Education Committee:** There was a total of 2,705 trainees in 2017, up from 2,550 in 2016. Despite the increase, revenues from the training programs declined significantly, while costs increased, resulting in a net loss for the fiscal year. In 2018, the PWLDP will be transitioned from a contracted service to an AORS owned and delivered training program, as the original developers and trainers have decided to retire. Thanks to all local associations and municipalities who have entrusted AORS with their training and certification needs. The 2017 Provincial Roadeo, hosted by the Eastern Ontario Road Supervisors Association in Cornwall, was a success with 39 participants. Congratulations to Coulter Cahill, Driver of the Year. The 2018 Provincial Roadeo will be held in Owen Sound, hosted by the Grey County Public Works Association. the board of directors approved a recommendation to rename the Roadeo Trophy the John Gloor Memorial Trophy, in honour of the long time Roadeo Master, who passed away in 2017.
9. **Strategic Plan:** Progress continued to be made against several of the strategic objectives in the 2015—2019 Strategic Plan, The Road to Excellence. In June, the board will convene a special workshop to examine the association's fee and cost structures, to ensure we remain fiscally viable, while continuing to deliver relevant and cost-effective services to our members. The board is also interested in exploring new revenue streams; any suggestions should be directed to John Maheu's attention.
10. **Finance Committee:** Revenues declined in 2017 by 6% in the education program which resulted in a net loss for 2018. Not withstanding the loss AORS remains on a strong financial footing with solid reserves and good cash flow. The board approved the 2018 budget and is confident that a rebound in the education revenues will return AORS to a balanced budget.
11. **Upcoming Meetings:**
    - The Certification Board will meet June 21, 2018. Check the AORS website for the deadlines for submitting applications to be considered at this meeting.
    - The next meeting of the board of directors will be held on June 22, 2018 preceded by the workshop on June 21. Both meetings will be held in Barrie.

ROADEO PRESENTATION AND TROPHY DEDICATION

On December 1, 2017 AORS lost one of it's great contributors to the truck roadeo circuit. John Gloor, dedicated official and long time roadeo master will be sorely missed by many. John began his public works career with Perth County in 1984 as the Mechanic/Shop Foreman at the Mitchell public works yard. John was instrumental in the formation of the annual AORS Provincial Safety Truck Roadeo and provided his services at many local roadeo's as well. John was truly a driving force for the AORS roadeo program and was the ambassador for the 2017 trade show held in Perth County.

At their last meeting the board of directors voted unanimously to honour John for his many years of dedication by renaming the annual provincial truck roadeo trophy the "John Gloor Memorial Trophy". This memorial trophy will be presented for the first time to the winner of the 2018 roadeo being held September 12 in Owen Sound.

AGM MEETING

The AORS annual general meeting was held February 26th at the Royal York Hotel, Toronto in conjunction with the OGRA annual convention.

There were 97 members, 16 non-members and guests, and 5 AORS staff in attendance, a 20 % increase over 2017. Great turn out! The membership heard reports on activities by several committee chairs and were updated on the board of director's activities for 2017. See the LA update for further details. Bill Wilson CRS from the Township of Perth East; Perth County Roads Association was introduced as the new "second vice". The AGM is also a great venue to recognize members for various achievements in education, long service and individual accomplishments.

At the end of the meeting a draw was held for an AORS jacket which was won by Albert Dionne, Township of Black River-Matheson.

1 Albert Dionne, Twp. of Black River-Matheson (Northeastern Ontario Public Works Organization was the winner of the AORS jacket drawn from the names of all members in attendance at the AGM.

2 Past president Greg Demers CRS-S presents outgoing president Kevin Boucock CRS-S with an AORS Lifetime Membership Certificate and a gold watch in appreciation for his dedication over the past several years.

3 Incoming president Rod Cameron CRS-S addresses the membership and outlines his hopes for his 2018 term as president.

4 2017 Roadeo winner Coulter Cahill from Adelaide Metcalfe Township was presented with the trophy for top driver at the OGRA awards luncheon. Pictured here are AORS Past President, Kevin Boucock right, Coulter Cahill, centre and Linda McAusland, Deputy Minister of Transportation. Coulter scored 364 of a possible 370 points.

LONG TERM SERVICE AWARDS

The Association of Ontario Road Supervisors is proud to recognize those individuals who have made long term commitments to their municipalities or the public works profession in general. Those listed here are members of AORS in good standing for a minimum of 15 years (or number of years the local association has been in existence), have been in municipal roads supervision for a minimum of 15 years and retired in 2017. If there is anyone you know who would meet these criteria and has not been recognized please let the AORS staff know and we will ensure that they are properly recognized.

NAME	LOCATION	YEARS OF SERVICE
DALE KULP	**Township of Elizabethtown-Kitley** District 8 Road Supervisors Association	**32 years** of service as Director of Public Works
RON VANDELAAR	**Township of Wainfleet** Niagara Road Supervisors Association	**16 years** of service as Operations Supervisor
ERIC MARSHALL	**Township of Severn** Simcoe County Road Supervisors Association	**23 years** of service as Public Works Supervisor
WILLIAM DAVID GRYLLS	**County of Peterborough** County of Peterborough & City of Kawartha Lakes Public Works Association	**30 years** of service as Manager of Operations
BRIAN BOX	**Township of McNab Braeside** Renfrew County Road Supervisors Association	**27 years** of service as Road Superintendent
STEPHEN CROUGH	**Township of Selwyn** County of Peterborough & City of Kawartha Lakes PWA	**17 years** of service as Public Works Manager
JOHN CANE	**Northumberland County** Northumberland Road Builders Association	**33 years** of service as a Supervisor
LARRY MUNRO	**County of Bruce** Bruce County Public Works Association	**22 years** of service as a Supervisor
CRAIG BERNARD	**County of Renfrew** Renfrew County Road Supervisors Association	**19 years** of service as Patrol Supervisor
RAY LEONARD	**Township of South Frontenac** District 8 Road Supervisors Association	**20 years** of service as a Lead Hand
ED BRADFIELD	**Municipality of Bayham** Elgin County Municipal Supervisors Association	**15 years** of service as Foreman/Supervisor
KEITH MILLER	**Township of Stone Mills** District 8 Road Supervisors Association	**25 years** of service as Public Works Manager
WADE PATTERSON	**County of Renfrew** Renfrew County Road Supervisors Association	**25 years** of service as Supervisor
BRIAN POUNTNEY	**Town of Carleton Place** Lanark County Road Supervisors Association	**25 years** of service as Public Works Superintendent

1 Joe Reid presents certificate to Dave Kulp for 32 years of service to The Township of Elizabethtown-Kitley.
2 Joe Reid presents certificate to Ray Leonard for 20 years of service to the Town of Frontenac.
3 Joe Reid presents certificate to Keith Miller for 25 years of service to the Town of Stone Mills
4 Harold Nelson, right, with Stephen Crough as Stephen accepts his certificate recognizing 17 years of service with the Township of Selwyn.
5 Michelle Poirier left, and Chris Mantha right, present certificates to Brian Box, second from the left, for 27 years of service with the Township of McNab Braeside, and Craig Bernard for 19 years of service with the County of Renfrew.

LA News

Revenues realized by local associations by hosting the annual AORS trade show are often used to enrich their communities, and provide educational opportunities for their employees and future public works leaders. Local associations will dedicate funds to assist their municipalities with training and education costs or setting up bursaries with local colleges and high schools. These funds are often created with the goal of long term funding and in the case of bursaries are designed to continue virtually forever as only the interest is distributed to the students. Many of these funds are used to leverage matching funding from other levels of government.

Oxford County Road Supervisors Association

Oxford County Road Supervisors Association AORS rep. Aden Corcoran presents Andrew Vermeeren with a cheque for $1,500 to further his studies in the CET program at Fanshawe College. This bursary was established with funds from the 1994 show.

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!

Perth County Road Superintendents

Perth County Road Superintendents Association donated over $60,000 of the funds generated from the 2017 trade show to the Stratford Perth Community Foundation to further their work in the community. Pictured here L-R are Bill Wilson AORS rep., Tracy Van Kalsbeek executive director of the foundation and John McCelland, director of public works, County of Perth. They also set aside funds for future training.

Lambton County Road Supervisor Association

The Lambton County Road Supervisor Association made donations to the Canadian Red Cross BC fire relief fund and the Sarnia Legion's poppy fund in 2017. Pictured here is the Sarnia Legion representative receiving a cheque from Glen Hamill of the Lambton association. The funds were made possible by supplier sponsorship of lunches.

Elgin County Municipal Supervisor Association

Elgin County Municipal Supervisor Association recognized two of its members for their dedication and service. Elgin County MSA president Steve Adams (left) and Jake McKillop Township of Southwold (right) present plaques to past president Glen Golem (2nd from left) and long serving treasurer James Howie.

LA News

AORS COMMUNITY

Oxford County works towards greening its fleet, including converting two snow plows to compressed natural gas (CNG)

In an effort to reduce greenhouse gas emissions and promote low-carbon transportation options, Oxford County is shifting towards cleaner burning fuels and electric power for its fleet of vehicles. This shift has primarily focused on the vehicles that contribute the most to climate change: those driven frequently and diesel engine vehicles.

Some of the most heavily-depended upon vehicles are the county's ambulances, which are in constant use and are often idling to keep equipment functioning. To alleviate some of this, hybrid technology was explored. This resulted in two hybrid-electric ambulances equipped with anti-idling technology and solar paneled roofs—a first in Canada that will reduce emissions without sacrificing response times or quality of care.

Additionally, to address the high number of light duty trucks in the county's fleet that make up a large portion of the emissions created, compressed natural gas (CNG) was chosen as a realistic alternative that could be retrofitted to existing vehicles. CNG is the cleanest burning fuel on the market today, producing 20-30% fewer greenhouse gas emissions and 95% fewer tailpipe emissions than petroleum products, making it a promising option for what is often 24/7 use. With numerous light duty vehicles successfully converted to CNG, Oxford County began exploring the possibility of expanding CNG capabilities, resulting in Canada's first two compressed natural gas snow plows. These vehicles are depended upon in the winter months, so reliability cannot be compromised. However, by working in close cooperation with partners and driven by the county's sustainability commitments, a fleet solution that balances environmental, financial and community priorities was met.

To continue this shift towards cleaner burning fuels, Oxford County has also partnered with its curbside collection contractor, HGC Management Inc. to convert and pilot a dual-fuel diesel and CNG waste and recycling collection truck. This vehicle will reduce emissions by 10-15%, and will make a great addition to Oxford's Net-Zero Waste Management and Education Centre in Salford, which is powered by solar photovoltaic panels on-site.

Together, these efforts will continue to reduce emissions while demonstrating the effectiveness and efficiency of the low-carbon technology that is currently available. By working with contractors and industry partners, Oxford County will continue to push boundaries that will result in reduced greenhouse gas emissions and 100% renewable energy by 2050.

Article contributed by Chelsea Martin Communications Intern, Oxford County

This is your newsletter where we would like to cover issues our membership would like to hear about. If you have an event or an idea for a story, you would like to see in this publication, or would just like to make a comment, we would love to hear from you.
I can be contacted at dennisoneil@aors.on.ca

Northumberland Road Builders Association

Almaguin Road Superintendents

On September 13th the Almaguin Road Superintendents had a snow plow day at the Machar Township Garage. Doug Vardy from Freightliner North Bay demonstrated a new truck with equipment from Gin-Cor. Doug explained the truck and its systems and went through a pre-trip inspection. Rob Kent from Gin-Cor talked about the box and snow plow equipment. Angel Hargrove from the M.T.O. talked about inspections done at the scales or on the roadside. Approximately 50 municipal employees enjoyed lunch supplied by Freightliner.

Pictured here left to right are Steven Kosmala, civil engineering student from Loyalist College receiving a bursary of $1,000 from John Cane, Northumberland Road Builders Association AORS rep. and Dennis Martin, OACETT chair, Quinte chapter. Ray Bertrand was also awarded $1,000 for the Sir Sandford Fleming College bursary. The joint bursaries were established from funds from the 2010 trade show and funding from OACETT.

MIDDLESEX COUNTY PUBLIC WORKS ASSOCIATION

Pictured here are the winners of the Middlesex County Public Works Association curling bonspiel held on March 16th in Ilderton. From L-R are Mark Warden, E.S. Hubbel and Sons; Chris Thompson, Roto-Mill; and Dave Kester, Township of Lucan-Biddulph. This was a great day of networking.

PWAzone

Public Works Academy Training + Professional Certification

PWLDP AWARD RECIPIENTS

NAME	MUNICIPALITY
CERTIFICATES OF COMPLETION	
BENDALL, Brian	City of London
CARVALHO, Joe	Regional Municipality of Waterloo
COLLINS, Derek	Township of Zorra
DILLABOUGH, Rob W.	Township of Frontenac Islands
FAUGHT, Brad	Canadian Nuclear Laboratories
HARDING, Glenn	Municipality of Chatham-Kent
KING, Clayton	Six Nations of the Grand
MARTIN, Scott	County of Dufferin
MCGEAN, Steve	Township of West Lincoln
PAWLASZYK, Tony	City of London
POIRIER, Michelle	AORS
WALKER, Geoff	City of Guelph
WEISHAR, Adam	Municipality of Kincardine

The AORS education committee under the leadership of chairman Greg Demers recognized the following individuals at the annual general meeting in February and awarded those present with certificates of completion of all eight modules of the Public Works Leadership Development Program. The completion of this program demonstrates great pride in their profession and the desire to improve their leadership skills.

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

Public Works Leadership Development Recipients

Pictured here receiving their certificates at the AGM from left to right are Adam Weishar, Municipality of Kincardine; Scott Martin, County of Dufferin; Glenn Harding, Municipality of Chatham Kent; Brad Faught, Canadian Nuclear Laboratories, and Geoff Walker, City of Guelph.

Adam Weishar with Municipality of Kincardine CAO Sharon Chambers was the recipient of the 2017 Marvin Halladay Memorial Award for the highest overall score on all eight modules of the PWLDP. Adams scored 95%. Great job Adam and congratulations!

50+
TRAINING PROGRAMS

1600+
MEMBERS IN ONTARIO

$ SAVE
ON TRAINING & EDUCATION

Local association education and training awards

Each year the education committee recognizes individuals or local associations who demonstrate leadership and commitment to the AORS training and professional development program. These individuals give their time and resources to assist in the delivery of the AORS training in their area. Without them it would be very difficult to deliver our "close to home" training model.

NAME	MUNICIPALITY
LOCAL ASSOCIATION AND TRAINING AWARDS	
Ray Chamberlain	City of Welland (Niagara Road Supervisors Assoc.)
Brad Dausett	Municipality of Strathroy-Caradoc (Middlesex County Public Works Assoc.)
Russ Fraser, CRS-I	City of Brockville (District 8 Road Supervisors Assoc.)
Peter Koppisch	Township of Seguin (West Parry Sound Road Supervisors Assoc.)
Shaun Martinho	Town of Kingsville (Essex County Municipal Supervisors Assoc.)
Miguel Pelletier	Municipality of Chatham-Kent (Chatham-Kent Road Assoc.)
Perry Ramsay, CRS-I	Municipality of Meaford (Grey County Public Works Assoc.)
Bryan Ritchie, CRS	Township of Tay (Simcoe County Road Supervisors Assoc.)
Marianne Tikky, CRS-I	City of Niagara Falls (Niagara Road Supervisors Assoc.)
Mike Tout	County of Brant (County of Brant Road Supervisors Assoc.)

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1 AORS executive director John Maheu left presents Russ Fraser, City of Brockville, with his training award.

2 AORS rep and second vice president Phil Wilson, left and Grey County Public Works Association president Marty Zevenbergen, right present Perry Ramsay with his training award.

3 Those Local association training award recipients able to attend the AGM were presented with plaques. They included from L-R Miguel Pelletier, Chatham Kent Roads Association; Ray Chamberlain, Niagara Road Supervisors Association; Mike Tout, County of Brant Road Supervisors Association; Bryan Ritchie, Simcoe County Road Supervisors Association, and Peter Koppisch, West Parry Sound Road Supervisors Association.

1566 TOTAL CERTIFIED TO MARCH 2018

(including Associate Members)

The next meeting of the Certification Board is in June 2018. The Board Secretary must receive your application by Monday, June 4, 2018 (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 on December 7, 2016

RECLASSIFICATIONS

Perry Kelly (Town of Bancroft).. CRS-S

Bill Hayes (Municipality of South Bruce).....CRS

Jeff Waldon (Township of Asphodel-Norwood).....CRS-I

Keith Stewart (Municipality of Grey Highlands).....CRS-S

Sean Thomas (Town of Goderich).....CRS-I

Tim Millar (County of Lanark).....CRS-I

Arran Campbell (Municipality of Gordon/Barrie Island).....CRS-I

Kyle Harrison (Town of Oakville)...CRS

Rod McClure (Township of Guelph/Eramosa).....CRS-S

John Falvo (Regional Municipality of Niagara).....CRS

Richard Petrie (Regional Municipality of Niagara).....CRS

Robert Goodfield (Town of Pelham).....CRS

Justin Metras (Township of Oro-Medonte).....CRS

NEW

Jamie Mazzanti (City of Owen Sound).....CRS

Steve Van Leusen (City of Barrie)..... Associate Road Supervisor

Geoff Walker (City of Guelph).....CRS-I

Andrew Beaton (City of London)..CRS

Fredrick Potthast (City of Niagara Falls).....CRS-I

Marianne Tikky (City of Niagara Falls).....CRS-I

Brian Wyatt (City of Port Colborne)... Associate Road Supervisor

William Morrison (County of Perth).....CRS

Daryl Cybulski (County of Renfrew).....CRS

Stephen Adams (Municipality of Bayham).....CRS

Scott Hodgson (Municipality of Brighton).....CRS

Jerry Corso (Municipality of Chatham-Kent)..... Associate Road Supervisor

Jeff Hyndman (Municipality of South Dundas).....CRS

Joe Catania (Town of Richmond Hill)... Associate Road Supervisor

Kevin Watson (Town of Erin).....CRS

Nicholas Chevalier (Town of Fort Erie)..... Associate Road Supervisor

Michael Prior (Town of Gananoque)..... Associate Road Supervisor

Derek Young (Town of Pelham)..... Associate Road Supervisor

David Dunne (Township of Guelph/Eramosa).....CRS

Gregory Gostick (Township of McKellar).....CRS

Jonathan Goulet (Township of Russell)..... Associate Road Supervisor

Jean-Francois Mainville (United Counties of Prescott & Russell).....CRS

Adam Ryan (City of Stratford)..... Associate Road Supervisor

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.

CERTIFIED AT CERTIFICATION BOARD MEETING on March 14, 2018

RECLASSIFICATIONS

Jason Post (Township of Limerick) ..... CRS-I

Yanick Beaudin (City of Guelph) ... CRS

John Hoover (City of Markham).. CRS-I

David Armstrong (Township of Central Frontenac) ..... CRS

Rick Yule (Township of Oro-Medonte) ..... CRS-I

Tom Coulson (Town of Bradford West Gwillimbury) ..... CRS-I

John Moreau (Town of Wasaga Beach) ..... CRS

Andrew Beaton (City of London).. CRS

Nicholas Chevalier (Town of Fort Erie) ..... CRS

NEW

Scott Matheson (Township of North Kawartha) ..... CRS

James Walsh (City of Barrie) ..... Associate Road Supervisor

Jon Harasym (City of Brampton)... CRS

Peter Boyle (City of Guelph) ..... Associate Road Supervisor

Sam Carducci (City of Hamilton) ... CRS

Sarah Poole (City of Hamilton) ..... CRS

Mark Priest (City of Hamilton) ..... Associate Road Supervisor

James McPherson (City of Pickering) ... Associate Road Supervisor

Ed Roloson (Municipality of Bayham) ..... CRS

Stephen Gibbons (Municipality of Grey Highlands) ..... CRS

Jeff Cawker (Municipality of Port Hope) ..... Associate Road Supervisor

Wayne Teeuwissen (Town of New Tecumseth) Associate Road Supervisor

Troy Unruh..... (Township of Georgian Bluffs)..... Associate Road Supervisor

Jonathan Tooley (Township of North Frontenac) ..... CRS

John Daniel Hartley (United Counties of Leeds & Grenville) ..... Associate Road Supervisor

Randy McManus (United Counties of Leeds & Grenville).... Associate Road Supervisor

"Acquiring my CRS-S has been a great tool for my professional development. The required courses and experience have helped me in many ways. I would recommend to anyone considering getting the accreditation that they work their way to CRS-S."
Perry Kelly CRS-S,
Manager of Public Works,
Town of Bancroft

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.

CRS education+experience PROFESSIONAL DEVELOPMENT PROGRAM

AORS PUBLIC WORKS ACADEMY

The Certified Road Supervisor (CRS) is a legal, 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.

Spotlight 2018

Larry Maddeaux co-chair 2018 Spotlight committee

Now that the most successful 32nd Edition of the Spotlight, Road and Municipal Directory has been distributed, the dedicated volunteers who can be found on page five of the Directory, have already launched the 2019 campaign to produce the 33rd edition of Spotlight.

This year's edition of Spotlight showcased 292 suppliers and service providers who service the municipal industry. It is their dedication and continuing support to AORS which helps make the Spotlight a very professional and useful tool for all municipal workers.

Two long term suppliers who have advertised in Spotlight since it's inception are featured on page 8. A special thank you goes out to Andy Spriet of Spriet Associates and to James Delamere of Stinson/Owl-Lite for their long time continued support of AORS.

As a long-time member of the Spotlight committee and sometimes co-chair, I must admit I am old school and I believe in a hard copy of Spotlight sitting on my desk or beside me in my truck. This year we have taken the directory to a new and exciting plateau by amalgamating the hard copy and the AORS website to produce an online connection which services both the young and the old. This expanded format also benefits the suppliers in numerous ways.

As always, we encourage all our members to communicate with our suppliers and when purchasing a product or service let them know "You saw their ad in the Spotlight Directory or on the AORS website".

NATIONAL PUBLIC WORKS WEEK

MAY 20 TO MAY 26, 2018

This week should be celebrated by raising public awareness of your services and activities related to the maintenance and operations of roads and public works facilities. (road construction, snow removal, traffic signs and traffic signals) as well as public parks (pathways, trees and playgrounds). It also recognizes the hard work and dedication of public works professionals in our community. Many municipalities hold open houses, demonstration activities, or put equipment on display for school age children. This is an opportunity for municipal public works departments to engage the public and demonstrate some of the great work we do. Most municipal public works departments work very hard to provide essential services to the public and this week is a chance to recognize this effort which quite frankly is not done often enough.

Although it may be a bit late for municipalities that have not planned events for 2018 we would encourage you to look forward to 2019 and plan an event in your municipality or even better get together with a neighbour and organize a larger event. Please, if you do have an event, take some pictures and send them to me at dennisoneil@aors.on.ca and I will use them in future editions of the Advance newsletter.

› Let's get out there and show people what we do!

Executive Director's Message

At the AORS AGM in February, we had well over 110 members and guests in attendance. I'm not sure, but I suspect that's a record! It was great to see so many members come to find out what is happening at their Association, to hear about new initiatives, meet the new executive, and join in the recognition of several of their peers who received awards or certificates of appreciation for their accomplishments and contributions over the previous year.

Much of this info could be found by reading the newsletter or searching the website, but attending meetings helps build real relationships, opens lines of communication, and makes us aware of things we might not otherwise ever hear about. As they say, you don't know what you don't know. And while social media has made virtual networks accessible anytime, anywhere, the value of meeting face to face cannot be underestimated.

As AORS Executive Director, I have the privilege of attending many of our local association (LA) meetings across the province, where I see firsthand the power of networking. Our supplier members will attest to the benefits of getting to know their customers personally. Equally important are the relationships that develop between the municipal members from neighbouring municipalities. Thanks to these contacts, individuals are much more inclined to call one of their peers if they have a question or need some help. At some recent meetings, there were great presentations and impromptu discussions about how different municipalities dealt with recent flooding events. Other LAs routinely use their local network to do joint tendering or arrange group training sessions, benefitting from economies of scale municipalities can't achieve on their own.

At many LA meetings it's noted that some municipal members rarely or never attend. Some municipalities choose to not even participate as members, or limit who can be involved. It's easy to fall in the trap of being too busy. But the investment of a few hours to attend your LA meetings a few times each year will pay dividends in effectiveness and efficiencies you can't find anywhere else. So I highly recommend—join as a member of your Local Association, attend the meetings, sit with someone you don't know, introduce yourself, ask questions, participate in the conversations. You won't regret it. And if there isn't a Local Association in your area, give me a call to discuss how you can get the most value from your AORS membership!

Local Association meetings aren't the only way AORS members can network with their peers. Training

events also offer great opportunities to get to know colleagues from near or far. And then there's the biggest networking event of the year—the annual AORS Municipal Public Works Trade Show. I look forward to seeing many of you in Belleville in June.

Hope to see you there.

John Maheu,
AORS Executive Director

YOUR PROFESSIONAL ASSOCIATION

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

AORS

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

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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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