2019 TRADESHOW EDITION

AORS MUNICIPAL PUBLIC WORKS TRADESHOW

JUNE 5-6 CHATHAM

THE NEWSLETTER FOR ONTARIO'S PUBLIC WORKS PROFESSIONALS

ADVANCE

SPRING 2019

Promoting knowledge ⇒ Pursuing excellence

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Association of Ontario Road Supervisors

PRESIDENT'S Message

Introducing Phil Wilson, CRS-S, AORS President for 2019 Township of Southgate, Grey County PWA

Could you tell our readers about yourself including how you got into the profession, career highlights, and a little about you personally?

I was born and raised in Dundalk, Ontario which is now a part of the Township of Southgate where I have worked for the past 14 years. I married my wonderful wife Debbie just short of 38 years ago and we have two great children, Brittany and Robert. Brittany is the Academic Coordinator / Instructor at Brian College in Toronto and Robert works at the London Hunt Club Golf Course and is a video coach with the London Knights, OHL hockey club.

Over the last 40+ years I have done many different things from banging nails to owning my own trucking business, and now my current job as public works foreman/fleet manager.

In 2005 I decided to follow in my grandfather's footsteps and started working at the Township of Southgate. My grandfather was the road supervisor, Reeve of Proton Township and Warden of Grey County. I do not however plan on following in the political part of my grandfather's path.

What made you decide to embark on the road to AORS 2019 President and how do you feel you will benefit from the experience?

From my time on the Board of Directors I have seen some great leadership from past presidents, and this inspired me to take the path to the president's position. Greg Demers and Darryl Townsend approached me at a fall meeting in Fort Erie about letting my name stand for Second Vice and I was more than happy and quite excited to be nominated by them to run. I chose to pursue the position of President of AORS 2019 because I believe it is a great organization that provides some of the best training, and member services in the municipal sector. We provide many municipalities with professional, close to home training which helps their employees to work efficiently and safely. AORS also provides great opportunities for municipal managers to network and discuss common issues with their peers. I believe these services are great for the municipalities of Ontario. I look forward to visiting many local associations this year and learning how our membership deals with problems that we all face. This is knowledge that I can take back and use in my job, as well knowledge that I can take back to my local association. I also believe the association is a great networking tool that any of us can pick up the phone and call anyone in the province and get ideas for solving problems that face us in our day to day operations. I would like to encourage other directors to travel the path of the presidency as you will enjoy working with the AORS staff. It is an experience of a lifetime that you will never forget.

The 2019 AORS Municipal Public Works Trade Show was held June 5,6 at the John D. Bradley Convention Centre in Chatham, Ontario. What were your observations at this event?

I thought the Trade show was one of the best shows I have attended. The crowds were great and I never heard a negative comment from suppliers the entire show. Congrats to Glenn and his team.

Is there anything that you specifically want to accomplish during your time as President?

I am looking forward to the workshop in Barrie, and hearing what the membership brings to the table in regard to what services and practices they would like to see focused on by the AORS board and staff and to see what direction we can take the association. I would also like to see an increase in the CRS accreditation program. I plan to encourage all board members to promote the program to our membership, along with the benefits that are offered in achieving your accreditation. I believe we need to pass this on to the younger members of all the local associations. CRS is a very important accreditation and a great benefit to AORS members. We all know we are an aging group with many retirements coming in the near future. We have many younger people with great skills and huge potential coming up through our ranks and we need to work to show them the benefits of becoming an AORS member and what we can do for each other. We will need younger members to become involved at the local and board levels to keep our association viable and vibrant. I would also like to work with staff and the education committee to increase our training program as we have some of the best trainers in the province delivering our courses.

MEET YOUR NEW EXECUTIVE

The new AORS corporate directors for 2019, pictured here, are eager to serve the membership and ready to guide the board of directors through 2019. Thank you to Kevin Boucock who is moving on and welcome to our newest member, second Vice, Mike Alcock.

The new 2019 corporate directors, from left to right are second vice president, Mike Alcock, Township of Morris Turnberry; First vice president, Bill Wilson CRS, Operations Coordinator, Township of Perth East; president, Phil Wilson, CRS-S public works foreman/fleet manager, Township of Southgate; and past president, Rod Cameron CRS-S, operations manager, Mississippi Mills.

How would you encourage the membership to take full advantage of what AORS has to offer?

I would encourage all municipal managers and supervisors to become members of this great organization, to get involved with committees, volunteer for executive positions, even join the board of directors and who knows, maybe some day become president. All members should also take advantage of the many close to home training opportunities we offer for members and their staff. As a member you are opening yourself up to a wealth of knowledge from other members and suppliers. This can only make it easier to do your job by keeping up to date with changing technologies and trends in the industry. One of the unique things about AORS is that we have both municipal and supplier members, and this affords us unlimited opportunities for networking and learning about new products, services, and techniques from both service providers and municipal practitioners.

In closing I would just like to say I look forward to meeting many of our members at their local association meetings and AORS events throughout the year and seeing the province on my travels.

Your board of directors is made up of 32 dedicated individuals who give of their own time to serve as directors while maintaining their responsibilities at their respective municipalities. These individuals represent their local members at three meetings per year and many also serve on various committees and advisory groups throughout their tenure. AORS would like to introduce you to the board members, some who have been on the board long term, some for just a few years, and several new members who have joined the board within the past 18 months.

2019 BOARD OF DIRECTORS

FRONT ROW: Left to right, Mike Alcock, Second Vice President, Huron County RSA; Bill Wilson, First Vice President, Perth County RSA; John Maheu, AORS Executive Director; Phil Wilson, President, Grey County PWA, Rod Cameron, Past President, Lanark County RSA.

SECOND ROW: Joe Reid, District 8 RSA: Karla Musso-Garcia, Simcoe County RSA; John Cane, Northumberland County RBA; Larry Maddeaux, Durham Region PWA; Royal Lafleur Nipissing RSA; Kevin Boucock Niagara RSA; Perry Kelly, Bancroft District RSA; Darnell Bernardo, Haldimand & Norfolk PWA; Jim Borton, Oxford County RSA.

THIRD ROW: Dave Kester, Middlesex County RSA; Peter Koppisch, West Parry Sound RSA; Colin Hawkins, North of Superior PWA; Doug Kemp, Almaguin RSA; Harry Hadikin, East Algoma RSA; Kirby McArdle, Essex County MSA; Ewen Mac Donald, Eastern Ontario RSA; Nathan Herrington, Transportation Professionals of Waterloo Region; Harold Nelson, County of Peterborough/city of Kawartha lakes PWA;

BACK ROW: Sylvin Cloutier, Haliburton County RSA; Gary Pipe, Bruce County RSA; Paul Dalton, Lambton County RSA; Scott Martin, Dufferin Caledon RSA; Glenn Harding, Chatham Kent RSA; Andrew Sleegers, Elgin County RSA

Absent from the photo were long time board members Joel Yusko, Manitoulin and North shore RSA; Greg Demers, County of Brant RSA; and newcomer Colin Saunders Bruce County RSA.

MEET THE **NEWEST MEMBERS** OF THE BOARD OF DIRECTORS

As a new feature AORS would like to introduce you to the newest board members and tell you a little about these individuals who are willing to step forward and lead in their profession. We feel it is important that the membership knows who these dedicated people are.

Karla Musso-Garcia Director, Simcoe County RSA

Karla began her venture into Public Works in 2004, when she started with the City of Barrie as a Parks Planning Technician. Karla worked with the urban forester department and was able to gain a new perspective in public works. A chance conversation with the urban forester about selection of tree species that would tolerate things such as plowing and salting piqued her interest in the operational world of municipal roads. The following year Karla began working in the operations department of the City of Barrie which allowed her to work on many facets of operations including wastewater collection, storm water management, water distribution, right of way occupancy permits, winter maintenance, and fleet technology integrations. In 2010 Karla continued her career at the Town of New Tecumseth as the senior technologist of roads and fleet where she was able to develop and implement various operational tactics and programs in a developing rural and urban community. Karla then became the manager of operations. In 2017 Karla served as the president of the Simcoe County RSA. having served as 2nd vice and vice the previous years. In 2018 she moved on to the Township of Oro-Medonte as the manager of operations where she now oversees the parks and the transportation divisions. Karla lives in Barrie with her husband Frank, and their two children, Kiera and Jakob.

It is also worth noting that Karla is the first woman to join the AORS board of directors. It is great to see more women in our industry every year and the board of directors is proud to introduce Karla as it's first female member.

Joseph Reid CRS-S Director, District 8 RSA

Joseph Reid, CSR-S, proud District 8 member since 2006 when I first joined as an associate member. I have been with the City of Belleville for over 17 years and have progressively moved through positions, starting as a labourer, operator, then road supervisor and now general manager of transportation and operations. Some of you may remember me as the past chair of the 2018 tradeshow committee when it was held by District 8 in Belleville.

I have a passion for helping others with professional development and supporting peers. I am also deputy school director of the TJ Mahoney program at the annual OGRA Guelph road school.

The connections, networks and friends I have developed from AORS and specifically District 8 has been invaluable to my career progression. District 8 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 John Farrell, and retired members such as Vern Amey to name two.

I'm very happy to be on the AORS board and glad to have Darrell Townsend as a past president to call upon when I have questions. He's been very supportive and helpful.

I'm very fortunate as well to have a supportive wife, Margo and two great kids, Owen and Hunter, who are understanding of me being away when I need to work.

We have the best professional association in Ontario, and I am looking forward to being on the board and on the Spotlight and trade show selection committee as well.

You will be a great asset to the AORS board Joe!

Colin Saunders, CRS Director, Bruce County PWA

Colin began his career 19 years ago with the Municipality of Arran-Elderslie as a water operator, and in 2006, joined the municipality of Brockton as the utilities manager overseeing the water and wastewater systems. Colin continued to expand his knowledge and leadership skills, and in January 2014 he was promoted to director of operations. In this role, he was responsible for the utilities, works and recreations departments. Colin recently accepted the position of manager, environmental services with the town of Saugeen Shores overseeing the water/wastewater, solid waste and recycling services.

Colin has been actively involved with the Bruce County Public Works Association for many years, and is currently on the second year of a two year term as president. He has his CRS designation and believes strongly in the principles of AORS and in promoting the education and certification programs.

Colin and his wife Cindy live outside of Chesley and have been married for 35 years. They have four daughters and so far, four grandchildren. He has very rarely turned down an invitation for a round of golf.

Colin joins the board of directors as the Bruce County Public Works Association's representative as of June 2019. **Welcome aboard Colin!**

Jim Borton, CRS Director, Oxford County RSA

Jim Borton is the new board member for the Oxford County Road Supervisors Association, a position he has held for just under a year after the retirement of Aden Corcoran. Jim also continues to serve as the Oxford association's secretary treasurer and is very involved in many aspects of his LA. Jim started his municipal career in 2004 with the City of Brantford as a laborer/driver and in 2015 accepted the position of road supervisor with the Township of Blandford-Blenheim where he currently serves as the director of public works. His first introduction to AORS was through the education program at the PWLDP courses.

Jim lives north of Burford along Whiteman's creek with his wife Michelle, their son Dylan and daughter Lexi. Jim says that he believes the people you meet through AORS and the knowledge you can gain is invaluable and he recommends everyone get involved with their LA and/or AORS.

We are confident that Jim will be a valuable board member and a real asset for the association. **Glad to have you with us Jim!**

Colin Hawkins Director, North of Superior PWA

I have been a member of the North of Superior Public Works Association since joining the City of Dryden Public Works Department in 2016 as the Manager of Operations. I came to Ontario in 2012 from Humboldt, Saskatchewan with my wife Samantha and our two sons. Samantha and I are happy to be back in her hometown of Dryden, Ontario surrounded by friends and family.

My background is in construction management, most recently having built over 175 megawatts of renewable energy projects throughout North America from Hawaii to Wisconsin including 40 MegaWatts of Solar in Northwestern and Northeastern Ontario. I am responsible for many disciplines within public works including waste management, stormwater management, parks services and, of course, roads maintenance.

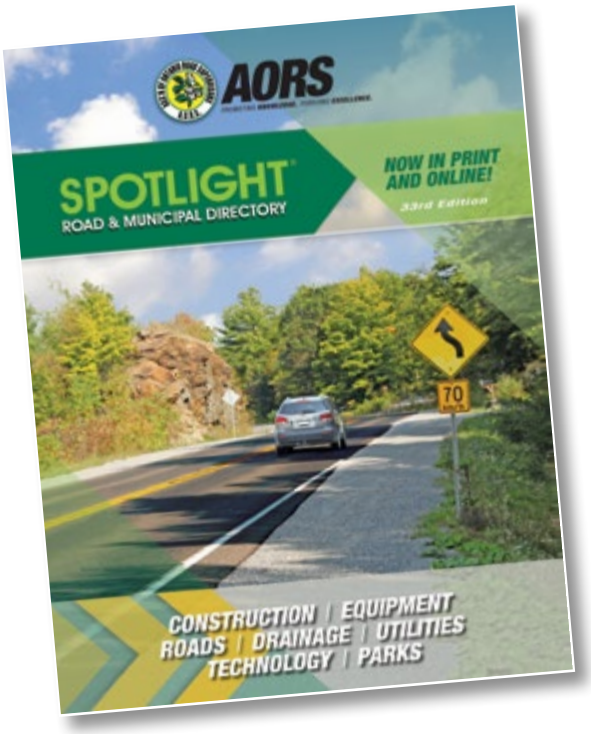
My enthusiasm for AORS and the North of Superior Public Works Association comes from a focus on education. Roads operations in the northern regions of Ontario is some of the most challenging work in the world because of the confluence of weather, geology and the economic landscape of the region. Our operators, supervisors and patrollers in the north have a need for education as the grey wave moves through the ranks of public sector employees.

I look forward to working with AORS through the mandate of the NSPWA, to bring the premium education products that AORS has developed to keep our roads safe and effective. **Great to have talented people from all parts of our province on the board.**

Spotlight 2019

Larry Maddeaux co-chair Spotlight committee

As promised the Spotlight Committee and our dedicated professional suppliers along with the expertise of Dick Verbeek from Keyline Advertising has delivered another successful (33rd) edition of the Spotlight Magazine.



By mid-January we had printed over 4000 copies of Spotlight and mailed 2000 plus copies to our members, suppliers and contractors within and outside of Ontario. This magazine is also very popular at various trade shows and events throughout the year and at this time we are considering a reprint as so many have been distributed.

As mentioned previously, this edition had been challenging as numerous companies had either amalgamated or were in the middle of downsizing and were undecided on how to proceed with their ads. This indecision led to a number of companies reworking their ads to meet their changing makeup and in doing so did not meet our deadline to advertise.

But even with this happening the 2019 Spotlight Magazine published with an amazing 260 ads along with 13 new ads from as far away as British Columbia.

Our dedicated suppliers are in some ways like a master chef. A master chef uses only the best products and they know that delivery of what they are serving has to be equal to the product itself.

Our suppliers provide to our members some of the best products available and they deliver those products to them by placing their most professional ads in Spotlight.

Next time you flip through Spotlight, don't just flip through it, take it page by page and actually look at the professionalism and pride each and every ad delivers and when ordering a product or service from a supplier not only tell them "you saw their ad in the Spotlight" but also mention how great it looked.

Derek Scholten, of Colvoy Equipment, my co-chair and I, would like to thank the Spotlight members and AORS staff for their dedication and hard work throughout year. We also welcome four new team members, Sylvin Cloutier from Haliburton, Joe Reid, from Belleville, Glenn Harding from Chatham-Kent, and Nathan Herrington from Cambridge. New members are always welcomed.

Mike Ward (centre) is presented with a big screen TV by spotlight Co-Chairs Larry Maddeaux left, and Derek Scholten right.

All AORS members are eligible for a chance to win this prize. If you give AORS a lead for an ad and it ends up as a sale for the spotlight book, you get a ballot placed into the draw. A winner is drawn from the entries at the December spotlight meeting. AORS will do the follow up with the client. If 10% of our members took advantage of this incentive our spotlight would be much bigger and thereby generate more revenues to increase what AORS could do for our members. Think about a company you deal with that is not in the book.

AORS 2019 MUNICIPAL PUBLIC WORKS TRADESHOW

JUNE 5-6 CHATHAM (JOHN D. BRADLEY CONVENTION CENTRE)

Left to right, Mayor of Chatham Kent, Darrin Canniff, AORS President, Phil Wilson, CRS-S, 2019 Trade show chairman, Glenn Harding, CRS, 2019 Trade Show Ambassador, Pat Bruette and AORS Executive Director John Maheu.

A pipe band leads the parade of dignitaries to the podium for the opening ceremonies.

Another very successful AORS trade show was held in Chatham at the John D. Bradley Centre on June 5th and 6th. The show was preceded by the Ross McKenzie memorial golf tournament on June 4th where approximately 100 golfers enjoyed a beautiful day, some great comradery and dinner. For those who were not golfers there was a tour of some local craft breweries followed by a tour of R & M Restorations, a world-renowned antique car restoration business.
The weather threatened on the first day of the show but for the most part cooperated. Approximately 1500 people passed through the show over the two days, taking in the 168 indoor and 111 outdoor booths. There were numerous municipal service providers, equipment manufacturers, and distributers who displayed all the latest products available to assist municipalities with delivery of services throughout the year. This is the largest show of its kind in the province and AORS is very proud to bring it to our municipal members annually. We would like to congratulate the Chatham Kent Road Association for all the hard work they put in to make this year's show a success. They showed great dedication over the last several years to prepare and can be very proud of the outcome.

Thank you to chairman Glenn Harding and his committee!

Winners of the 2019 Ross McKenzie memorial golf tournament. From left to right are Dallas Rees from Trackmatics, presenting the trophy, AORS president Phil Wilson,CRS-S, Philip Van Tol, Dican Inc., Ray Chamberlain, City of Welland and Paul Peyton from the City of Port Colborne. The group finished with a score of -11. Great game guys!

WINNER OF THE BEST INDOOR BOOTH
E. S Hubbell & Sons Ltd.

Left to right are, AORS president Phil Wilson, CRS-S, E.S Hubbell sales staff, Marc Warden, Matt Duncan, Jenn Arthurs. and 2019 trade show chair Glenn Harding

E. S. Hubbell gave away a fire pit to the person who could guess closest to its weight. The winner was Joe Turner of Essa Township who guessed 1450 lbs. the weight was 1458 lbs.

WINNERS OF THE BEST OUTSIDE BOOTH
Valley Blades

Left to right are Glenn Harding, Valley Blades staff, Rae Little, Brent Crossey, Derrick Mayhew and Brian Knight. Center is AORS President Phil Wilson, CRS-S, presenting the award.

In the background is a 1989 Champion grader restored by the staff at Dawn Euphemia Township. This grader was the 20,000th one produced in Goderich. To commemorate the milestone Champion installed a chrome air stack box and control levers. The machine had over 20,000 hrs on it with only a new set of valves in the engine! Now that's Canadian built quality!

All companies who committed to an ad in the 2020 Spotlight prior to the end of the show are entered in a draw. Phil Wilson, CRS-S, AORS President congratulates Maarten Taal of Canadian Heat Transfer Solutions, winner of a free booth for the 2020 show in Barrie.

MESSAGE FROM THE **2019 Municipal Trade Show** COMMITTEE CHAIRMAN

Well, another AORS Municipal Trade Show has come and gone!

The venue was fantastic! There were so many positive comments from the vendors. The vendors and suppliers are very important to our organization. One of our goals was to ensure that they all had a very positive experience here in Chatham-Kent. It was reassuring to hear so many people enjoyed their time here.

Everyone who participated in the Ross McKenzie Memorial Golf Tournament, which was held at the Links of Kent Golf Club or the Hops & Horse Power Tour had a fantastic day. This was an excellent way to showcase what Chatham-Kent has to offer. What a great way to kick off the AORS Trade Show with a relaxing and stress free event (if you consider golfing stress free).

After more than 2 years of planning and preparing the members of the Chatham-Kent Road Association are extremely proud of the results from their efforts towards ensuring everyone who attended the event had the best possible experience. I would like to thank the entire Chatham-Kent Road Association Organization Committee for their hard work and commitment. Thank you to Mayor Canniff and Chatham-Kent Council for their support. Last, but not least, thank you to John Maheu and the entire AORS admin staff for all their support and assistance.

Best wishes to Don Nelson and all the members of the Simcoe County Road Supervisor Association for the 2020 AORS Trade Show. We are looking forward to attending their event in Barrie next year!

Thank you all again and have a great summer!

Glenn Harding, CRS
AORS 2019 Trade Show Chairman

MESSAGE FROM THE **2020 Municipal Trade Show** COMMITTEE CHAIRMAN

Wow, what a great show down in Chatham-Kent this year!

A big congratulations Glenn Harding and his crew down there for the awesome work they did. It sure gives a person a different perspective when working the show. I really did enjoy myself and even garnered up some newfound enthusiasm for the show here in Simcoe County next year! As of 3:00pm on June 6, we sold 183 indoor and outdoor booths! We're all very excited about these numbers and of the prospect of using up even our reserve indoor/outdoor booths. With less than a year to go now, our dedicated tradeshow committee members continue to work diligently in the background toward another awesome show in 2020. We will be hosting a day of golf at the beautiful Hawkridge Golf and Country Club, as well as a Taste of Simcoe Brewery tour. The Barrie Molson Center is the ideal location for an event like our tradeshow. There's easy access to major highways and countless amenities, numerous hotels, and an extraordinary waterfront!

I know you've heard it before, but we really can't thank all our sponsors enough. You've been so kind, and so generous, and really do need to know that without you, these shows simply would not exist. By the way, if you were unable to get your ad into our tradeshow magazine on the first run, fear not, as we will be producing a second run for release in September. Contact our magazine rep at marc@jjei.com for more information.

In the meantime, everyone, have an awesome summer and we will see you next year here in Barrie for the 35th AORS Annual Municipal Public Works Tradeshow!

Don Nelson
AORS 2020 Trade Show Chairman

2019 AORS MUNICIPAL PUBLIC WORKS TRADESHOW

AORS update

BOARD OF DIRECTORS MEETING

February 24, 2019

1. **Meeting Attendance:** The board of directors meeting was held on Sunday, February 24, with 29 directors in attendance, representing 29 of 32 local associations. The AGM was held on Monday February 25, with 116 in attendance. Thanks to all who participated!
2. **Membership:** Total members declined slightly from 2,287 in 2017 to 2,164 in 2018, this includes members from 32 local associations, plus 256 members through the CRS program who are not members of an LA (vs. 279 in 2017). Other membership categories that saw declines were the supplier members and honourary (retired) LA members. After several years of declines, the number of paid Municipal LA members increased to 924 in 2018. AORS recognized 15 members who retired in 2018 (see pictures and listing) and will present long service awards to them at upcoming LA meetings. LAs that did not request certificates for their 2018 retirees can still do so. Members are reminded to update their contact info on the AORS website if they are not receiving updates and documents directly from AORS.
3. **Booth & Promotions:** AORS participated in 17 trade shows, exhibitions, seminars or other organizations' meetings in 2018, where we promoted the association, our training and certification programs, Spotlight and the AORS Trade Show. AORS will attend a similar number of events in 2019, with a renewed focus on municipal conferences to raise awareness of AORS among newly elected councilors. Members are encouraged to let AORS know about other events in which AORS may want to participate.
4. **2019 AORS Municipal Trade Show:** The Chatham-Kent Trade Show organizing committee reported on the event planned for Chatham on June 5 and 6, 2019. Booth sales have been strong, with over 93% of booths sold. Members are asked to promote the show to their supplier members and are encouraged to attend with colleagues from their municipalities and Local Associations. In addition to the Ross McKenzie Memorial Golf Tournament on June 4, the organizing committee has organized a Hops & Horsepower tour, a "Celebration of Craft Beer

29 of 32 directors participated in the Board meeting in Toronto on February 24th

and Classic Cars". Both are expected to sell out so book early. The organizing committee continues to welcome sponsors who wish to raise their profile at the show.

5. **2021 AORS Municipal Trade Show:** The board of directors approved the trade show committee's recommendation to award the 2021 show to the Middlesex County Public Works Association, to be held in Strathroy at the Gemini Sportsplex.
6. **Spotlight:** The 2019 edition of Spotlight was published, consisting of 160 pages and 260 ads, down from 292 ads in 2018. Congratulations and thanks to the Spotlight Committee members for their hard work. This 2019 Spotlight is the 33rd edition of this popular publication, and includes a special section featuring testimonials from both municipal members and long-term advertisers. Use of the online version continues to grow. 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.
7. **Education Committee:** There was a total of 2,999 trainees in 2018, up from 2,705 in 2018. There was good growth across all program areas. The PWLDP was successfully transitioned from a contracted service, and relaunched as an AORS owned and delivered program in the fall of 2018. Thanks to all local associations and municipalities who have entrusted AORS with their training and certification needs. The 2018 Provincial Roadeo, hosted by the Grey County Public Works Association in Owen Sound, was a success with 41 participants. Congratulations to John Gleeson, CRS-I, Driver of the Year. The 2019 Provincial Roadeo will be held in Laurentian Valley, hosted by the Renfrew County Road Supervisors Association. We encourage all Local associations to send their top two drivers to this prestigious event.
8. **Strategic Plan:** Progress continues to be made against several of the strategic objectives in the 2015–2019 Strategic Plan, The Road to Excellence. On June 20th there will be a local association workshop held in Barrie where LA members will be invited to work alongside the directors to draft a new plan for the 5-year period 2020–2024.
9. **Finance Committee:** Revenues increased by over 12% to $1,048K, with growth across all business lines. Costs were kept in check, resulting in a net profit of $109K, a strong turnaround from the previous year.
10. **Awards:** Many awards were presented at the AGM to some very deserving recipients. Congratulations to all! Those who were unable to accept their award at the AGM will be presented with their certificate at their local association or municipality.
11. **Upcoming Meetings:**

- The certification board will meet on June 19, 2019. Check the AORS website for the deadlines for submitting applications to be considered at the certification board meetings.
- The next meeting of the board of directors will be held on June 21, 2019, preceded by the aforementioned Local Association Strategic Planning Workshop on June 20. Both meetings will be held in Barrie.
- CRS-S,

TOP: Great turn out at the Annual General Membership meeting on February 25th. There were many local associations represented.

MIDDLE: Past President Kevin Boucock, CRS-S, right, and incoming President, Phil Wilson, CRS-S, left, present outgoing President Rod Cameron with an honorary life membership and a gold watch.

BOTTOM: President Rod Cameron, CRS-S, presents draw winner Gary Pipe, , CRS-I, Bruce County with an AORS jacket. All members in good standing and present at the AGM are eligible for the draw.

LONG SERVICE AWARDS

Every year AORS recognizes individuals who have retired, have been a member of AORS and served as a municipal roads/public works supervisor for a minimum of 15 years. These individuals have shown great leadership and professionalism in the municipal field as well as long term dedication to their municipalities.

In the Bruce County Public Works Association there was a total of 6 retirements in 2018 so we are not sure if it is something in the water or if they grew tired of dealing with water in the frozen state? AORS president, Phil Wilson, CRS-S, was on hand at their spring meeting to present certificates to these members. Unable to attend the Bruce County meeting but very deserving of their recognition were:

- Hugh Nichol, 17 years of service as foreman with the Town of Huron-Kinoss
- Brian Knox, 27 years of service as Engineer with the County of Bruce
- Scott Gaslick, 30 years of service with the County of Bruce

1 **RAY UNDERWOOD, CRS-I**, 30 years service as foreman with the County of Bruce

2 **BILL BEST**, 41 years of service as grader operator/ supervisor with the Municipality of Brockton

3 **LARRY MUNRO**, 22 years of service with the County of Bruce as a supervisor (retired in 2017)

LONG SERVICE AWARD RECIPIENTS
FROM OTHER JURISDICTIONS ALSO RECOGNIZED AT THEIR MEETINGS

4 **STEVEN BOLAND**, 19 years as director of public works with the County of Renfrew.

5 **ED COULAS, CRS-I R**, 24 years as general foreman, Town of Renfrew

6 **KEVIN ENGLEHART, CRS-S RA**, 19 years as road construction maintenance technician with Elgin County. (Kevin is pictured here with one of the many situations he will not miss!)

7 **ELDON BRYANT, CRS RA**, 30 years as superintendent with the Township of Adelaide-Metcalfe

8 **DOUG CAMPBELL, CRS R**, 50 years with the Town of Fort Erie!

9 **LARRY GARRETT, CRS-I**, also 50 years with the Town of Petrolia!

Not often we see two people with 50 years of service each. These guys must have started when they were 10?

Also very deserving of recognition but unavailable for a photo were the following three retirees. These individuals will be recognized at a future meeting of their local association

NAME	LOCATION	YEARS OF SERVICE
RODDY TAPP	**Town of Aylmer** Elgin County Municipal Supervisors Association	**17 years** of service as Director of Operations
LARRY SAUNDERS, CRS-I	**Norfolk County** Haldimand & Norfolk Public Works Association	**29 years** of service as Supervisor of Roads Operation
PAUL HEFFERNAN	**Township of Hamilton** Northumberland Road Builders Association	**24 years** of service as Manager of Operations

Also retiring in 2018 was Ron VanKoughnet, CRS-I RA, from Greater Napanee, District 8 RSA, after 26 years of service.

LA News

AORS 2018 Roadeo Driver of the Year

At the OGRA awards luncheon, Jennifer Graham Harkness, MTO regional director, west, presents John Gleeson, CRS-I, AORS 2018 roadeo driver of the year with the John Gloor Memorial trophy while Rod Cameron, CRS-S, AORS past president and Chris Traini, OGRA past president look on.

The real strength of the Association of Ontario Road Supervisors is with the 32 local associations from across this vast province and our ability to network.

There is great diversity in the way these LA's work but one thing they all have in common is the desire to improve their professional skills and serve and improve their respective municipalities. This sometimes comes in the form of local training sessions, local roadeos, meetings where they discuss LA business and learn about new products and technologies, or even raising funds for local organizations.

Each edition we like to focus on some of the activities that take place over the course of the year and recognize the LA's that are willing to share with others their efforts to make their communities a bit better place for all.

AORS would encourage any local association that has an event they feel is "news worthy" to please send some pictures and information to dennisoneil@aors.on.ca and we will include it in a future edition.

We are also interested in hearing from you about any story of interest that you might like to see in the newsletter. It could be anything from a significant weather event to new legislation, or a product or event of interest to others. Please help us to keep this publication relevant and to provide information that you and your fellow members would like to read about. This is your Advance Newsletter!

Oxford/Middlesex County Road Supervisor Associations

Winners of the Oxford County RSA local roadeo

Winners of the Middlesex County RSA local roadeo

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!

South Frontenac Road Superintendents

Brian Kirk, CRS-I, of South Frontenac, presents the District 8 top driver Scott Bryant from Loyalist Township with the trophy.

Simcoe County Road Supervisors Association

Marc Youell of the Simcoe County RSA presents a donation to Georgian Village and Manor long term care facility.

Oxford County Road Supervisors Association

Aden Corcoran, AORS rep. left and Steve Oliver, CRS-I, Oxford County RSA President, presented Derek Collins with his 2017 PWLDP completion certificate. All three pictured are with Zorra Township.

PWAzone

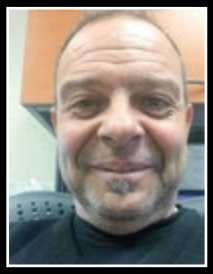
Public Works Academy Training + Professional Certification

PWLDP AWARD GRADUATES

NAME	MUNICIPALITY
CERTIFICATES OF COMPLETION	
Justin Bishop	City of Oshawa
Scott Cameron	Township of Drummond/North Elmsley
Jerry Corso ASSOC. R.S.	Municipality of Chatham-Kent
Vaughn Dedman CRS-I	Regional Municipality of Peel
Ryan Deer ASSOC. R.S.	Municipality of Kincardine
Jeff Fries CRS-I	Municipality of Meaford
John Gleeson CRS-I	Municipality of Mississippi Mills
Gregory Gostick CRS	Township of McKellar
Kevin Hart CRS-S	Municipality of Marmora and Lake
Alex Laros CRS-I	City of Cambridge
Mike McIsaac	Town of Minto
Justin Metras CRS	Township of Oro-Medonte
Brad Polischuk CRS	Town of Huntsville
Jason Vowel CRS-I	Municipality of Central Elgin
Christian Waefler ASSOC. R.S.	Township of Carling
Jeff Waldon CRS-I	Township of Asphodel-Norwood
Jeff Webber CRS-I	Town of Milton

Each year a select few graduate the PWLDP after completion of all eight modules. This is a great accomplishment by these individuals and is deserving of recognition. Certificates of completion are presented at local association meetings following the AGM each year. Following is a list of the 2018 graduating class.

"I would like to take this opportunity to encourage anyone who wants to help achieve their goals and aspirations with advancing to a leadership role within the municipal sector. I highly recommend the PWLDP provided by AORS. From a roads operator to a roads supervisor, the PWLDP has the key elements that will assist you in being a great Leader. I strongly recommend enrolling in this program. Thank you AORS!"



Joe Carvalho, CRS-I, Region of Waterloo

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, SWANA) 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 are the members of the 2018 graduating class who attended the annual general meeting in Toronto.

Others who could not be at the AGM and receiving their certificates at their LA meetings are.

Steve McGean

Ryan Deer Assoc. R.S.

The Marvin D. Halladay award is presented to the graduating student with the highest average mark, after completion of all eight modules of the Public Works Leadership Development Program. Pictured here is the 2018 recipient, Justin Metras CRS from the Township of Oro-Medonte who scored an average of 92%. Quite an accomplishment Justin!

Justin Metras, CRS, right, receives the Marvin D. Halladay award for 2018 from AORS President Rod Cameron, CRS-S.

50+
TRAINING PROGRAMS

1600+
MEMBERS IN ONTARIO

$ SAVE
ON TRAINING & EDUCATION

Local association training and education certificates of appreciation

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	
Rick O'Brien	Renfrew County Road Supervisors Assoc.
Jeff Hyndman CRS-I	Eastern Ontario Road Supervisors Assoc.
Kerri Meier and Don Huston CRS-I	Bruce County Public Works Assoc.
Aden Corcoran	Oxford County Road Supervisors Assoc.
Paul Dalton CRS-S	Lambton County Road Supervisors Assoc.
Perry Kelly CRS-S	Town of Bancroft
Todd Bryant, Brian McMillan CRS-S and Dave Lembke Assoc. R.S.	County of Peterborough/City of Kawartha Lakes PWA.
Les Holzmann CRS-I	Northumberland Road Builders Assoc.

LA EDUCATION AWARDS

A vibrant education program is a crucial part of the services that AORS provides to our members. The education committee and staff work hard to ensure that our courses and seminars remain current and relevant to municipal professionals across the province. This could not be done without the assistance of local associations and even more importantly champions within these LA's. For this reason, the education committee recognizes LA's and individuals that go above and beyond to help deliver these education programs to their areas.

Pictured here are the 2018 recipients representing their local associations.

1 **CHRIS KUNOPASKI** on behalf of Renfrew County RSA.

2 **JEFF HYNDMAN, CRS-I**, on behalf of Eastern Ontario RSA.

3 **DON HUSTON, CRS-I** on behalf of Bruce County PWA.

4 **ADEN CORCORAN** on behalf of Oxford County RSA

5 **PAUL DALTON, CRS-S**, on behalf of Lambton County RSA.

6 **PERRY KELLY, CRS-S**, on behalf of the Town of Bancroft

7 **BRIAN MCMILLAN, CRS-S,** on behalf of the County of Peterborough/City of Kawartha Lakes RSA.

8 **JOHN CANE, CRS-I** on behalf of Northumberland Road Builders.

1628 TOTAL CERTIFIED TO MARCH 2019

(including Associate Members)

The next meeting of the Certification Board is in September 2019. The Board Secretary must receive your application by August 16th, 2019 (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 5, 2018

Yamileth (Jamie) McCarthy (Twp. of Elizabethtown-Kitley) ..... CRS

Rob Dillabough (Twp. of Frontenac Islands) ..... CRS-S

Steven Lewis (Twp. of Uxbridge) ..... Assoc. R.S.

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

Jeff W. Follis (City of Owen Sound) ..... CRS-I

Philip Wilson (Township of Southgate) ..... CRS-S

Robert Kenline (Norfolk County) .. CRS

Brock VanAlstine (Town of Perth) ..... Assoc. R.S.

Giocondo (Joe) Bianchi (City of Brampton) ..... CRS

Gary Medeiros (City of Burlington) ..... CRS

David Cracknell (City of Guelph) ..... Assoc. R.S.

Glen Inglis (City of Guelph) ..... CRS

Jason Manning (City of Hamilton) ..... CRS

Patrick Tiller (City of London) ..... CRS

Chad Box (County of Brant) ..... Assoc. R.S.

Matthew Marck (County of Grey) .. CRS

Darren Umpherson (County of Lanark) ..... Assoc. R.S.

Daniel Beach (Municipality of Wawa) ..... CRS

Scott Edwards (Town of Georgina) ..... CRS-S

David Ostertag (Town of Richmond Hill) ..... Assoc. R.S.

Timothy Pompeo (Town of Richmond Hill) ..... Assoc. R.S.

Jeff Hassard (Town of Whitchurch-Stouffville) ..... Assoc. R.S.

David Moncion (Twp. of Larder Lake) ..... CRS-I

Adam Prouse (Twp. of South West Oxford) ..... CRS

Kevin Vande Beek (Town of Bradford West Gwillimbury) ..... CRS

Nathan Herrington (City of Cambridge) ..... CRS-I

CERTIFIED AT CERTIFICATION BOARD MEETING on March 6, 2019

Barry Gray (U.C. of Stormont, Dundas & Glengarry) ..... CRS

Rick McNutt (Municipality of Meaford) ..... Assoc. R.S.

Andrew Boyd (Town of the Blue Mountains) ..... CRS

Dan Wood (Twp. of Georgian Bluffs) ..... CRS

Paul Stevenson (Twp. of Southgate) ..... CRS

Bill Peever (Norfolk County) ..... CRS

Chris Thomson (Norfolk County) ... 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.

Shawn Vanacker (Norfolk County)..... CRS-S
Rick Pickett (Municipality of Central Huron)..... CRS
Michael John Duffy (County of Lambton)..... Assoc. R.S.
James Taylor (Municipality of Central Manitoulin)..... CRS
Ryan Johnston (Municipality of Middlesex Centre)..... Assoc. R.S.
Michael McDougall (Municipality of Middlesex Centre)..... Assoc. R.S.
Lee Smith (Municipality of Middlesex Centre)..... CRS
Greg Vanderydt (Municipality of Middlesex Centre)..... CRS
Andrew Neil (City of Brampton).... CRS
Steve Miller (City of Guelph)..... Assoc. R.S.
Brad Teschke (City of Guelph)..... CRS
Brian Bendall (City of London).... CRS-I
Tony Pawlaszyk (City of London)..... CRS
Brian McDonald (County of Brant)..... CRS
Graham Robertson (MTO)..... CRS
Jeremy Armitage (Municipality of Meaford)..... CRS
Matthew Burrows (OM&R 407 East Development Group)..... CRS
Kyle Wyer (OM&R 407 East Development Group)..... CRS
Sanford Clause (Oneida Nation of the Thames)..... CRS
Aaron Doxtator (Oneida Nation of the Thames)..... Assoc. R.S.
Jeff Webber (Town of Milton)..... CRS-I
Ryan Rettie (Twp. of Muskoka Lakes)..... CRS
Fred Bourbonnais (Twp. of Russell)..... Assoc. R.S.
Matthew Bos (County of Simcoe)..... Assoc. R.S.
Craig DeCarie (County of Simcoe)..... CRS-S
Bryan Gonneau (Town of Collingwood)..... CRS
Scott Haw (Twp. of Springwater)..... CRS-I
Alex Laros (City of Cambridge).. CRS-I
Joe Carvalho (Region of Waterloo)..... CRS-I

"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.

Asset Management for small to medium sized municipalities

At the request of some members and as a result of recognizing a need for asset management awareness for small and medium sized municipalities AORS applied in 2018 for funding from the Government of Canada through the Federation of Canadian Municipalities, for funds to assist in delivering training in this area. This application was for the delivery of 6 one day asset management awareness workshops. In late summer of 2018 AORS was notified that we were indeed successful with our application for funding of 80% of "eligible costs" for these workshops and preparations for the sessions began.

As many AORS members are employed with small to medium sized municipalities we felt that this would be very relevant information for our members. We also felt that there seemed to be a gap in the awareness of the legislation, and ability of many municipalities to meet the new regulations for asset management due to lack of staffing.

These sessions are developed to raise awareness of the requirements of asset management, through several presenters and group discussions. Keynote speaker Brian Anderson will discuss the legislation's impacts on public works, municipal presenters speak about what they are doing in their municipality, how neighboring municipalities are sharing resources and suppliers will discuss what they can do to assist your staff in collecting and managing data.

With the spring sessions in Peterborough and Walkerton completed with very positive feedback from both, staff are now working on planning for the three fall sessions. In an effort to try to reduce cost we are bringing the sessions to three locations across Ontario. The fall session will be held in the following municipalities. Specific venues can be found on the AORS website on the registration forms.

http://aors.on.ca/wp-content/uploads/AORS-Workshop-Print-Flyer-FALL-2019.pdf

- North Bay, ON, September 17th
- Perth, ON, October 8th
- London, ON, November 5th

AORS encourages public works managers, supervisors and operators to attend one of these sessions and we feel strongly that they would also be very beneficial to finance department staff as well as members of council. Having these other departments involved has helped to generate more group discussion and sharing of ideas, which is our goal for these workshops.

See you at one of the workshops!

Looking ahead at the 2019/2020 winter season with Windsor Salt

1. **Winter 2018/2019 left many Ontario municipalities scrambling to procure salt for their road operations and having to pay significantly more than budgeted to obtain an adequate supply. Can you explain why these shortages occurred?**
Windsor Salt met its commitment to municipalities in the province of Ontario, but long, harsh winters can deplete supplies and availability of road salt.

   Generally speaking, road salt pricing is set before the winter season even begins as we are awarded annual customer contracts in the spring/summer/fall through a public bidding process with provincial departments of transportation, cities and municipalities and other customers.

   Heavy snow in some areas last winter depleted a number of local municipality supplies and some production challenges faced by other suppliers caused short-term lag in some supply chains.

2. **Has the situation leading to the 2018/2019 salt shortages been rectified? If so, how?**
The last couple of winters were extremely harsh and production setbacks faced by other suppliers have led to supply constraints across the industry.

   We've been working around the clock to replenish inventory and stockpiles and where possible, have used multiple modes of transportation including ships, barges, trucks and rail to transport salt from our sites and other points in our network.

3. **Has this type of extreme salt shortage happened before? If so, when, and what were the ramifications for municipalities and long-term effects if any?**
We plan our road salt inventory levels around awarded customer contracts even before the winter season starts, and we deliver in increments based on orders from customers.

   As part of our normal course of business, we are mining and stockpiling salt all-year round to keep a steady supply available to our customers and try to meet demand when stockpiles are depleted as quickly as possible.

4. **What can the Ontario public works roads departments reliant on salt for their winter operations expect for next season in terms of supply and cost?**
We will continue to work with municipalities of Ontario to help meet the demand through multiple modes of transportation and obtaining salt supply from other sources because we have the largest production and distribution operations in Canada.
We've already been working to predict 2019/2020 winter supply; however, Ontario may continue to experience a strain on supply as we replenish.

   In terms of costs, road salt pricing is set before the winter season even begins and there are many variables that can affect the cost including supply and demand, production costs and freight costs.

5. **Please include any further comments you wish to see included in our article.**
We produce de-icing salt year-round to keep a steady supply available to customers, and our team works 24/7 to keep up with demand. Even with round-the-clock shifts, producing and delivering road salt isn't as simple as refilling the saltshaker on the kitchen table.

   The production and supply chain processes are quite complex. Harsh winters can deplete our inventory, and logistical challenges can also prevent salt from reaching its destination. This can include hazardous road conditions, rivers and ports that freeze during the winter, and other weather events that may restrict vessel shipments.

   We are working closely with the municipalities of Ontario before the 2019/2020 winter season begins so that they have enough salt in storage to weather multiples storms.

Executive Director's Message

As I write this, the Ontario government is about 6 months into its review of regional governments in Ontario, with a report due summer or fall. The purpose of the review is to make recommendations on opportunities to improve regional governance and service delivery, with a focus on efficiency and accountability.

While the majority of AORS members work for municipalities other than the 82 which are the subjects of the review, all Ontario municipalities are anxious to hear the recommendations for hints on what changes could eventually be imposed on them.

Some anticipate there will be another wave of forced amalgamations, harkening back to the Harris government of 1995–2002. While some studies found that the promised cost savings were not realized, there persists a perception that bigger is better, in part due to the economies of scale that a larger municipality might enjoy over smaller ones.

It's likely the report will include findings on the different levels of representation among the different municipalities (e.g. number of councillors), as well the optimum division of responsibilities between the upper tier(regional) and lower tier municipalities. When it comes to service delivery, no doubt we'll hear many references to improved efficiency.

AORS members are accustomed to being asked to find efficiencies. With Public Works often the largest item in their municipal budgets, PW managers and supervisors are routinely expected to do more with less: maintain or improve levels of service and comply with ever-increasing regulations while supporting their council's promise of little or no tax increases. As impossible as it may seem, most are able to deliver on at least some levels. How do they do it?

As AORS Executive Director, I'm fortunate to attend many of the meetings our 32 affiliated Local Associations hold every month. Time and again I've observed our members working together to achieve economies of scale without sacrificing the autonomy and responsiveness of a smaller organization. They do this by partnering with their neighbouring municipalities on various initiatives. Sometimes it's through a formal structure, such as a Shared Services Committee that Oxford County uses or a bit less formal one like the group sharing municipal asset management information and forms in Perth County. Other times it's less formal, like issuing joint tenders to secure more and better priced bids than any one of the smaller municipalities could attract on their own. Or bringing larger groups together for training at lower per person pricing and delivered locally reducing associated travel costs. I've seen examples of municipalities sharing resources, from a piece of heavy equipment down to a simple traffic counter or reflectometer. Even a skilled staff resource, such as a Municipal Engineer or Road Supervisor, can be shared among several small municipalities.

When the members aren't working specifically to find economies of scale, they still benefit from the opportunity to discuss common issues and share experiences and best practices. A Local Association meeting is an

excellent forum to learn about new regulations, and improved technologies, equipment, products or services. The networking that happens over lunch is often as valuable as the presentations. Thanks to the relationships that are developed, I've seen members come to the aid of a fellow member whose municipality is faced with a disaster like a tornado or flooding, no need to ask.

So, is your Local Association working to find efficient and cost-effective solutions to your members' common problems? Are you taking full advantage of everything your Local Association has to offer?

John Maheu,
AORS Executive Director

YOUR PROFESSIONAL ASSOCIATION

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

AORS

RECYCLED PAPER

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ATTENTION READERS:
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