2016 TRADESHOW EDITION

AORS MUNICIPAL PUBLIC WORKS TRADESHOW

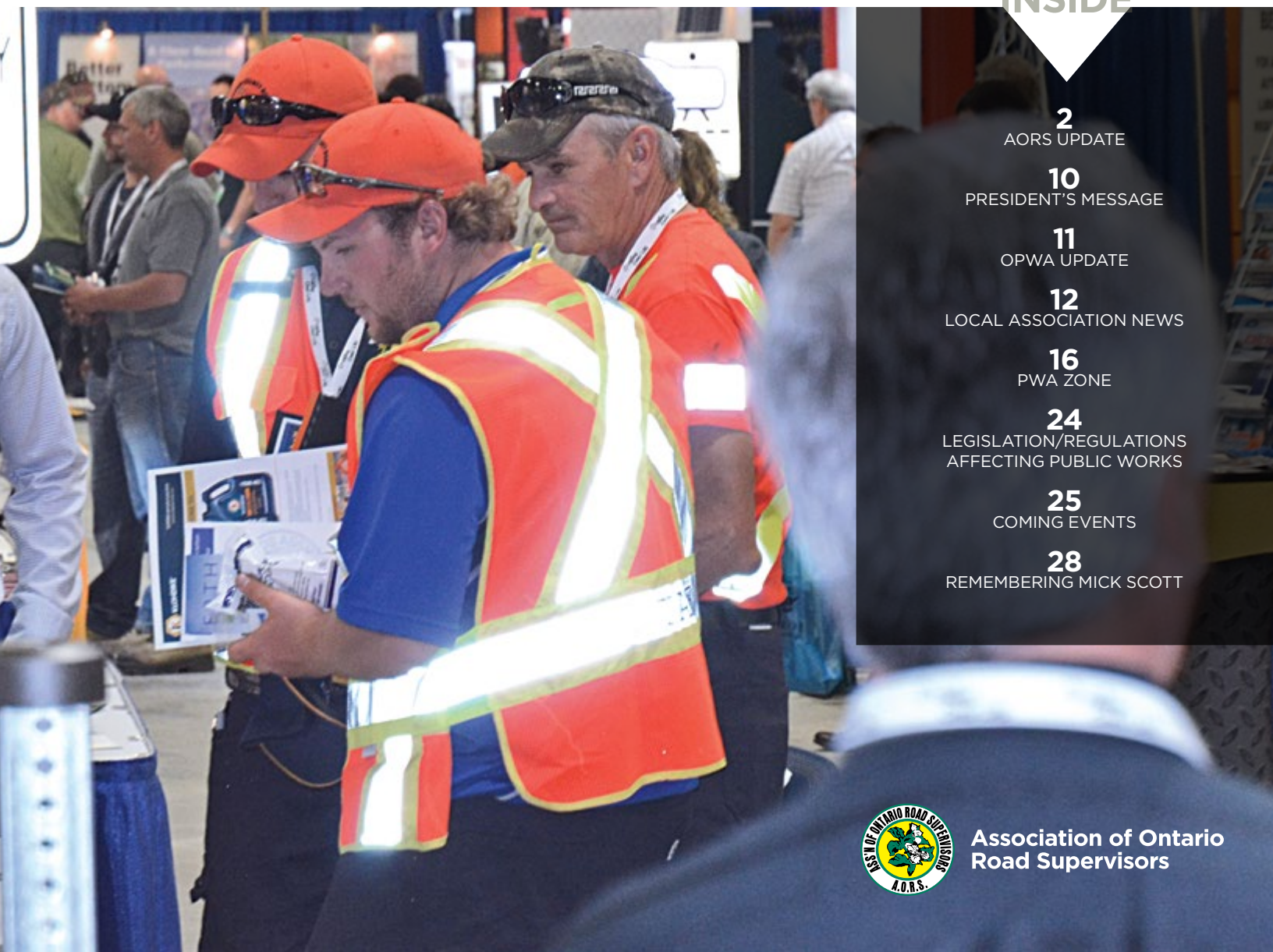
JUNE 1-2 WEST NIPISSING

THE NEWSLETTER FOR ONTARIO'S PUBLIC WORKS PROFESSIONALS

ADVANCE

SPRING 2016

Promoting knowledge ⇒ Pursuing excellence



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Association of Ontario Road Supervisors

AORS update

2016 AORS MUNICIPAL PUBLIC WORKS TRADESHOW

“The Trade Show will not only be a great experience with excellent venues but a perfect networking opportunity where all regions will be able to centrally meet at once.”

Antoine C. Boucher, P. Eng. (President, NRA; Chairman 2016 Trade Show)

The NRA cordially extends an invitation to staff in Ontario’s 444 Municipalities to attend the show in the ‘Gateway to the North’. The Ross McKenzie Memorial Golf Tournament, a fishing excursion and other site visits in the area will round out your visit to the area.

JUNE 1-2
STURGEON FALLS (MUNICIPALITY OF WEST NIPISSING)

The 31st annual AORS Municipal Public Works Trade Show (June 1–2) is hosted by the Nipissing Road Association (NRA). The 2016 Trade Show Organizing Committee have made some real progress and are ready for a great turnout.

SUPPORT THE EXHIBITORS

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

They would like to connect with you, their current and prospective clients and friends. Please make an effort to visit their booths to learn about important products and services in your industry.

AORS CONNECTIONS

Support the Organizing Committee

Here are 10 ways you can help:

1. Plan/budget to attend and bring your associates
2. Tell your Council and community about the event
3. Promote the event at a Local Association meeting
4. Organize a Local Association bus trip to the show
5. Ask all your suppliers if they are participating
6. Thank your suppliers who have already purchased exhibit space
7. Look for networking opportunities (bring your business card)
8. Come prepared if you are a serious potential customer
9. Visit the AORS 'Welcome Centre'
10. Give AORS practical ideas you have to improve the show.

AORS update

HIGHLIGHTS OF **BOARD OF DIRECTORS** AND **ANNUAL GENERAL MEMBERSHIP MEETINGS**

February 21–22, 2016
Royal York Hotel, Toronto

MEET THE 2016 CORPORATE DIRECTORS

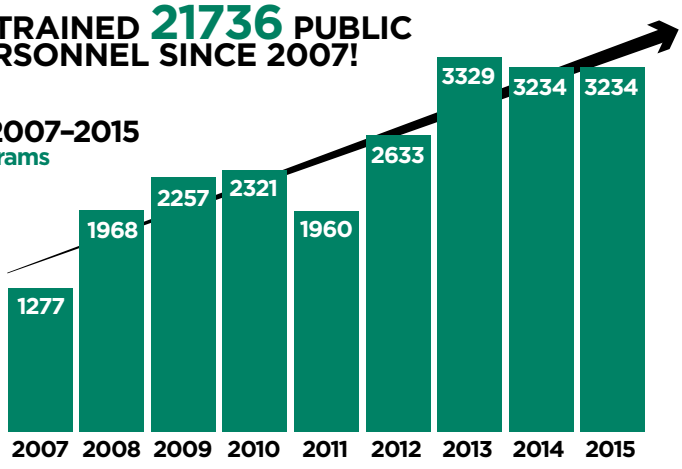
(L to R) Andy Coghill, (CRS-I, C.Tech., Manager of Public Works, Town of Kingsville) 2nd Vice President; Kevin Boucock, (CRS-S, Supervisor, Roads and Drainage Services, Town of Fort Erie) 1st Vice President; Darrell Townsend, (CRS-I, Supervisor, Public Works, City of Kingston) Past President; Greg Demers, (CRS-I, Road Superintendent, County of Brant) President.

1. **MEMBERSHIP:** Increased from 2,057 in 2014 to 2,124 in 2015, including members from 32 Local Associations plus 260 members through the CRS program who are not members of an LA.
2. **BOOTHS & PROMOTIONS:** AORS promoted the Association, our training and certification programs, Spotlight and the AORS Trade Show at 16 trade shows, exhibitions, seminars or other organizations' meetings in 2015. AORS will attend 16 to 18 events in 2016 with a continued focus on municipal conferences to raise awareness of AORS among municipal leaders.
3. **2015 AORS MUNICIPAL TRADE SHOW:** The Huron County Road Supervisors Association netted over $65,000 from booth sales after expenses and generously donated the majority to several Huron County charities including the Student Nutrition Program, Canadian Tire Jump Start, the Christmas Bureau and the SPCA.
4. **2016 AORS MUNICIPAL TRADE SHOW (June 1–2, 2016):** The organizing committee reported that booth sales and other plans are going well. Members are encouraged to attend and bring their LA, Municipal and private sector colleagues and promote the show to their suppliers. The Ross McKenzie Memorial Golf Tournament, a fishing excursion and other site attractions in the area will round out your visit to the area.
5. **2018 AORS MUNICIPAL TRADE SHOW:** The Board of Directors approved the Trade Show Committee's recommendation to award the 2018 show to the District 8 Road Supervisors Association (City of Belleville; Quinte Sports and Wellness Centre). The Committee reported that it was a very tough decision this year. Both Local Associations that submitted proposals were thanked for their efforts and professional submissions.

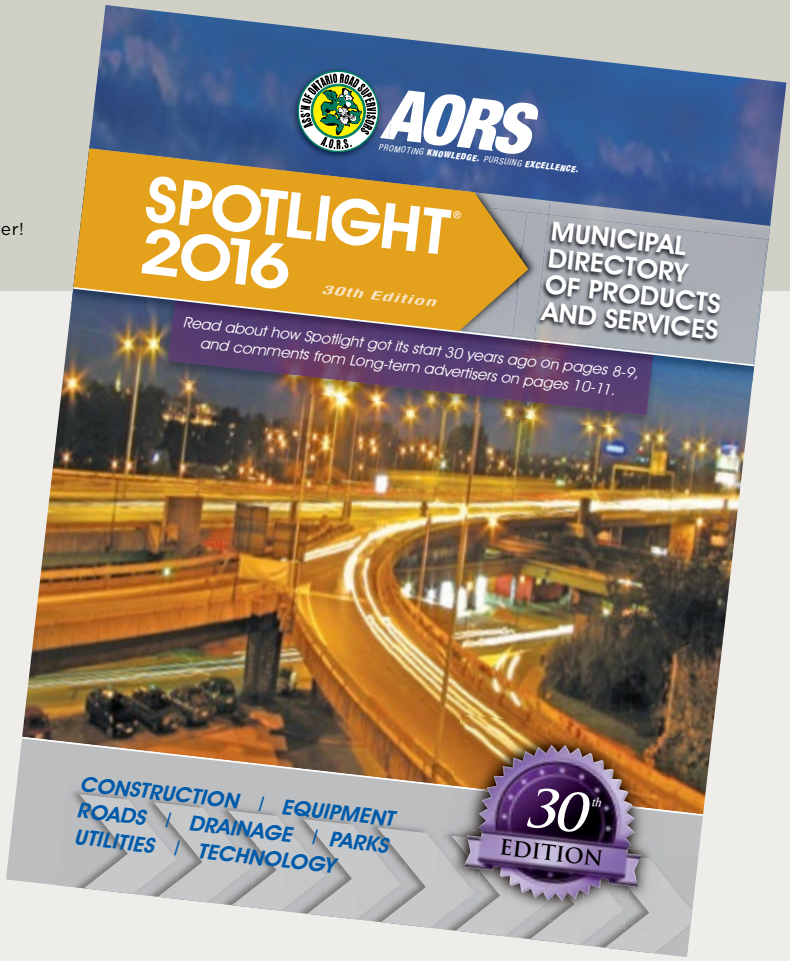
In 2016 AORS welcomes back members of the Muskoka Association of Road Supervisors.

AORS HAS TRAINED 21736 PUBLIC WORKS PERSONNEL SINCE 2007!

Attendance 2007–2015
All Training Programs



The 30th edition of Spotlight is the best ever!



6. **SPOTLIGHT:** The 30th edition (168 pages; 271 ads) of this popular publication includes special features to recognize some of the long-term advertisers who have shown their support since the beginning, and the early committee members whose perseverance ensured Spotlight got off to a strong start. Congratulations and thanks to the Spotlight Committee members for their hard work.
7. **EDUCATION COMMITTEE:** There was a total of 3,234 trainees in 2015—exceeding the 3,000 target for three years in a row—consisting of increased registrations for equipment operator training and the Public Works Leadership Development Program (PWLDP). The 2016 PWLDP is being held in Woodstock, Peterborough, Mississauga, Chatham-Kent and London. New CRS applications rebounded in 2015; total Certifications including Associate members (up to December 2015) meeting = 1432. Thanks to all Local Associations and Municipalities who trust AORS for their training and certification needs.
8. **STRATEGIC PLAN:** Progress was made against several of the strategic objectives in the new 2015–2019 Strategic Plan, The Road to Excellence, including: leveraging strategic partnerships; preparing for the demographic shift; improving our IT proficiency and enhancing our education programs.
9. **EXTERNAL COMMITTEES:** The Board received updates from a number of external committees. Reports from the Ontario Roads Coalition, the Minimum Maintenance Standards Review Task Force, and the Ontario Road Salt Management Group will be posted on the AORS website.
10. **AORS/OGRA TASK GROUP:** The two organizations met twice in 2015 to discuss training and education programs, certification programs, and opportunities to cross-promote.
11. **FINANCE COMMITTEE:** AORS enjoyed a positive fiscal 2015 with a 17% increase in revenues to over $1.6M. Following 2 years of rebuilding reserves, the net profit was a modest $3,520, consistent with the 2015 budget focus on reinvesting in marketing and promotions and to develop new systems to improve efficiency. The Board approved the 2016 operating and capital budgets, with a projected profit of $65K and funds set aside for a new AORS vehicle.
12. **CONSTITUTIONAL CHANGE:** A By-law was approved changing the definition of Members in the AORS Constitution to ensure alignment between the Constitution and the Association of Ontario Road Superintendents Act and clarify that individuals who are unemployed are still eligible for membership and certification.

Doug Kemp (L) AORS Representative, Almaguin Road Supervisors Association, winner of the 'We Need Your Leads' contest for new Spotlight ads receives $1000 gift card from John Maheu.

PRESIDENT GREG DEMERS SPEECH AT AGM

This is the first time we have included the text of AORS President's AGM speech in the 'Advance'. We thought it was important for our members who were unable to attend the AGM to read his sincere and astute words.

Good afternoon Ladies and Gentlemen. It's a great honour to accept this position as AORS President. I'd like to thank the County of Brant for supporting AORS and my commitment to this great 55-year-old public works Association. Councillor Brian Coleman and Michael Bradley, General Manager, Operations Division are in attendance today. I'd also like to thank the AORS staff—John Maheu, Shirley Dufton, Cheryl Leitch, Mick Scott, Graham Zeisner—for managing the business affairs of the Association as we progress in a very positive manner. My personal gratitude to all the Board of Directors members who continually help me grow as a public works professional. Ewen MacDonald, Dennis O'Neil, Darrell Townsend and Larry 'Mad Dog' Maddeaux in particular guided me towards new rewarding challenges.

During the next year I will use my skills to develop lasting relationships and forge partnerships with other organizations to promote AORS services and expand our membership base. That is very important for our professional associates who provide essential services to residents in every community throughout the Province. Together we will continue to educate the general public about the value and necessities of Ontario public works projects.

We all speak about the demographic shift; but what are we doing about it? I have 23 years left in this industry so this is near and dear to me. When I visit your Local Associations this year I will be asking you about your executive succession plans. What are you doing to promote public works as a viable career? How can AORS help? I'm new to this position and I want to hear from you. Bring me your new challenges, new ideas and together we'll make a positive change.

Lastly I'd like to thank my wife who was unable to attend today. She continually ensures that I make it to every meeting on time with my tie/clip, paperwork. So when you folks meet her please say thanks for keeping me in line.

Thank you for attending today and let's grow our great Association together.

AORS 2015 BY THE NUMBERS

2124 members from 32 Local Associations

16 trade shows, exhibitions and/or meetings attended by Trade Show booth

1432 CRS accreditations to date

3241 trainees in education and professional development programs

30 editions of Spotlight magazine

2018 District 8 Road Supervisors Association hosts the Municipal Public Works Trade Show in Belleville, ON

17 percent increase in 2015 revenue over 2014

AORS Roadeo trailer has a new wrap!

UPDATE

2016 AORS PROVINCIAL SAFETY TRUCK ROADEO

The 2016 Roadeo (Wednesday, September 14) is hosted by the Chatham-Kent Road Association at the John D. Bradley Convention Centre in Chatham.

"I will be meeting with our LA and our Committee sometime in May or June to get a final direction in place and move forward with the organization of the Roadeo. We are considering a mini-trade show and other interesting public works attractions for the operator contestants and their families/guests, dignitaries and the general public. My main goal is to place a huge spotlight on the Operators. I want people to know what we do, how we do it, and what an essential part of the community public works employees are. I am going to try my hardest to make this the best Truck Roadeo ever!! I hope to make the members of AORS and all the Equipment Operators in Ontario proud of the great work we all do! Full steam ahead!!"

Glenn Harding (Road Supervisor/Chatham Township) Roadeo Committee Chair

AWARDS PRESENTED

The 2015 Marvin D. Halladay Memorial Education Award

Chris Mantha, Supervisor, Roads/Fleet, City of Pembroke received the 2015 award presented to the Public Works Leadership Development Program/ PWLDP attendee who completed the program in the last year with the highest overall average amongst all 2015 graduates.

Local Associations (LA) Education and Training Awards

were presented to the following Municipal staff for organizing significant group winter operations training sessions for their member Municipalities:

- Vince Beaudoin (City of Welland)
- Dan Belleau (Twp. of North Dundas)
- Perry Chatwell (Twp. of Central Manitoulin)
- Paul Dalton (Twp. of Dawn-Euphemia)
- Ruth Frawley (Twp. of Central Manitoulin)
- Peter Koppisch (Twp. of Seguin)
- Yvonne Lynch (County of Peterborough)

And to:

- Harry Hadikin (Twp. of Huron Shores)—Pre-trip Inspection

Winter Maintenance School and Gravel Road School Certificates of Appreciation

were presented to the following public works personnel who generously shared their local practitioner expertise with course attendees:

- Don Purchase (City of London)
- Darrell Townsend (City of Kingston)
- Damon Wells (City of Kingston)
- Paul Dalton (Township of Dawn-Euphemia)
- Lee Ripenburg (Town of Lincoln)
- Larry Van Wyck (Town of Erin)

Driver of the Year Award

Steve Kidd from the Township of Selwyn, (Peterborough/Kawartha Lakes Public Works Association) received the 'Driver of the Year' trophy for his performance at the 2015 AORS Provincial Safety Truck Roadeo.

AORS Long Term Service Awards

Presented to the following members in good standing for a minimum of 15 years (or number of years local association has been in existence) and who have been in municipal roads supervision for a minimum of 15 years of service and retired in the period January 1, 2015 to December 31, 2015:

- Scott Woolley, Road Superintendent, Township of Southwold, Elgin County Municipal Supervisors Association (16 years of service as a Superintendent)
- Dave Hagerty, Foreman, Township of Southwold, Elgin County Municipal Supervisors Association (15 years of service as a Foreman)
- Doug Reinhardt, Municipality of South Bruce, Bruce County Public Works Association (39 years of service as a Supervisor)
- Joe Kenda, County of Huron, Huron County Road Supervisors Association (16 years of service as a Supervisor)

1 Scott Woolley (R) receives his Long Term Service Award from Greg Demers

2 Dave Hagerty (R) receives his Long Term Service Award from Greg Demers

3 Doug Reinhardt (C) receives his Long Term Service Award from Vern Weppler (L), President, Bruce County Public Works Association/BCPWA and Greg Demers

4 Joe Kenda (R) receives his Long Term Service Award from Greg Demers

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5 Darrell Townsend (L) Past-President presents Chris Mantha the Marvin D. Halladay Memorial Education Award

6 Darrell Townsend (R) presents the LA Training & Education Awards to (L to R) Harry Hadikin, Vince Beaudoin, Paul Dalton and Joe Ryman (on behalf of Peter Koppisch)

7 Kevin Boucock (R), AORS 1st Vice President presents Gravel Road School Certificate of Appreciation to Lee Ripenburg

8 Darrell Townsend (L) and Damon Wells received Winter Maintenance School Certificates of Appreciation

9 Steve Kidd (2nd from L) receives the 'Driver of the Year' AORS trophy from Darrell Townsend (L) and Kathryn McGarry (Parliamentary Assistant to the Minister of Transportation/MPP for Cambridge) and Gerry Chaput (Assistant Deputy Minister, Ministry of Transportation)

PRESIDENT'S Message

Introducing Greg Demers CRS-I, AORS President (Brant County Road Supervisors Association)

Greg Demers (Road Superintendent, Corporation of the County of Brant Public Works Department) is one of the up-and-coming new breed of AORS Directors. His past experience has educated him about the value and necessity of public works and his new role as President has energized him to promote AORS and our membership services throughout Ontario during his tenure. We thought you should to get to know Greg a bit better so we asked him a few probing questions and as you might expect his answers indicate that we are under the guidance of a capable, ambitious and eager new leader.

How did you get into public works?
I was hired by Steed and Evans Limited under Ken Lang's mentorship early 2001. I was initially hired to be a Road Patrolman but quickly moved into a member of the special projects team. Steed and Evans gave me the initial opportunity and exposure to learn modern maintenance skills and practical knowledge for our great industry.

I moved to the public sector late 2004 where I accepted a position with the City of Brantford Public Works Department. Brantford is where I started my journey towards being a Certified Road Supervisor.

Tell us about your work with the County of Brant (tenure, # of staff, and responsibilities).
I started with the County of Brant September 2015 as a Road Superintendent. I work with several staff from four satellite yards within our large geographical area. My construction season focus is on signs and signals at this time. During the winter season I oversee nighttime operations on a rotating schedule. My duties and responsibilities will increase as more programs develop. The County of Brant has an incredible atmosphere of respect and customer care from all levels. Senior leadership is very supportive of staff development.

Did your experience as AORS 2nd and 1st Vice- President prepare you well for your new role? What advice did you receive from former executive members that will help you over the next few months?
My experience from the first day I joined the Board of Directors in 2009 has all been positive. Moving to the executive was a little intimidating at first because I was following some very impressive professionals. I'm finding my groove now by attending as many LA meetings as I can. I want to encourage everyone to get involved. Being a member of AORS has been one of the most rewarding professional experiences I have ever had.
I had a lot of advice from all my predecessors before I stepped into the role of President. The best advice was to "enjoy, have fun because it goes fast."

What kind of time will you be able to devote to your role as President over the next few months? How will you have impact when you are representing AORS?
I have received a large amount of support from our Deputy CAO, Director and Council to be involved where needed. I have contacted several Local Associations and set up times where I can visit a meeting and carry our message across the Province.

As President you are an Ambassador for AORS and public works personnel across the province. I want to bridge communication and get conversations taking place between public works personnel. My impact as an individual will rely on membership feedback and participation. I want to hear everyone's ideas so I can spread their word. (greg.demers@brant.ca please send me your thoughts!)

> **"My impact as an individual will rely on feedback and participation of AORS members. I want to hear everyone's ideas so I can spread their word."**

What are your main priorities—from the Strategic Plan—for the Association during your tenure and how will you contribute to achieve those objectives?
Diversity, Diversity, Diversity, Succession planning oh yeah..... DIVERSITY

PRESIDENT'S MESSAGE continued on page 27

OPWA UPDATE

On January 28, 2016 OPWA hosted its Annual Conference & Awards luncheon at the Mississauga Grand Event Centre. The day kicked off with the annual business meeting, at which time Sam Sidawi from the City of Hamilton officially assumed the Presidency of OPWA from Debbie Korolnek of Simcoe County. The meeting also saw the introduction of three new OPWA Board members, namely Ed Dujlovic from the City of Stratford, Tricia Hamilton from the Ontario First Nations Technical Services Corporation and Sam Mattina from the City of Brantford.

This year's Conference theme was "Latest Perspectives on Project Delivery Methods". It featured presentations from a variety of expert speakers on subjects ranging from Public Private Partnerships to Energy Performance Contracts. Your Executive Director, John Maheu, was one of approximately 200 people in attendance.

The National Public Works Week/ NPWW (May 15-21) kick-off event will take place on May 12th at the Mississauga Event Centre. We hope AORS will encourage its members to actively participate in NPWW and play a leading role in demonstrating to the general public the importance of the work carried out by Public Works Professionals. This year's theme is "Public Works—Always there"—a truism if there ever was one.

After the summer break, OPWA will focus its attention on the APWA PWX Annual Conference (Public Works Expo; August 28-31, Minneapolis). The event has been totally rebranded and restructured to bring it more into line with current public works practices and the needs of its members. As usual, one of the highlights of PWX 16 will be the OPWA (Ontario Chapter) dinner. Details of the event will be made available later this year.

OPWA is an extremely active association providing many educational and social opportunities for its members. We welcome AORS participation and involvement in these events since the interests of OPWA members mirror those of your own. We have several other events planned for 2016 including a Curling Day (October 27), Fall technical workshop (Nov 3; topic to be determined) and a Construction Inspectors Training Course (Nov 30–Dec 1; Niagara).

We look forward to AORS support for these events and to our ongoing collaboration on common issues related to infrastructure and public works. We view our relationship with AORS members as truly special and one that can provide a mutual benefit to our combined memberships.

Best regards,
Terry Hardy
OPWA Executive Director

The 2016 National Public Works Week Poster theme is "Public Works Always There." This theme showcases the pervasiveness of public works. Communities depend on public works, and the men and women of the profession are always there and always ready.

Name this building & Win AORS Apparel

This public works depot and salt dome is typical of many hundreds of similar structures in Ontario. Humble yet proud and functional. If you think you know where it is — the exact Municipality — and you are the first person to contact us by phone or email you will win your choice of AORS corporate apparel (see page 28 for contact info). ***Note: this contest is not open to AORS Directors or staff.***

LA News

Northeastern Ontario Public Works Organization (NEOPWO)

Mike McLean, Northern Rep., McAsphalt Industries spoke about 'Today's Asphalt Solutions'

NEOPWO held their 31st Annual Meeting & Trade Show (April 27), Manager's Forum and Training Day (April 26) at Northern College in Timmins, ON. Training courses included hoisting/rigging, leveling, pond/lagoon operation/maintenance and working at heights.

Approximately 175 northeastern Ontario public works personnel attended the Trade Show (55 exhibitors) which also featured several live equipment operation demos.

A special note of thanks to NEOPWO Executive members

Christine Heavens (Exec. Director, Community, Business Development & Employment Northern College and Doug Walsh (Director of Public Works, City of Temiskaming Shores) for developing the final Public Works Leadership Development Program (PWLDP) module (Communications) to ensure the entire NEOPWO cohort (11 attendees) completed all the courses within their LA. As well, thank you to Ken Krcel (Public Works Mgr., City of Timmins) for organizing the entire NEOPWO program. Well done!

Steve Black (Mayor, City of Timmins) welcomes NEOPWO suppliers and delegates.

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!

TOP: On Monday, April 26th 9 attendees completed the last Public Works Leadership Development Program (PWLDP) module; the program began in November, 2014. They were presented with Completion Certificates at the Annual Meeting in front of their peers. Congratulations to: Eric Côté and Alain Isabelle (Town of Kapuskasing), George Guppy and Ken Krcel (City of Timmins), Gary Horzempa (Town of Cochrane), Victor Legault (Town of Cobalt), Steve MacLean (Town of Iroquois Falls), Al Proteau (Town of Temiskaming Shores), Shane Skinner (Town of Cochrane). Congratulations to everyone!

BOTTOM: (L to R) Ken Krcel, Christine Heavens and Doug Walsh received AORS Local Association Training & Education Awards for their significant organizational contribution to the NEOPWO Public Works Leadership Development Program.

PWLDP graduates (L to R) Ken Krcel, Victor Legault, Al Proteau and George Guppy.

Ray Leonard and his colleagues used CPR training to help a coworker

Bill Jones

District 8 Road Supervisors Association (D8)

The importance of CPR Training in South Frontenac!!

Ray Leonard, who many of you may know as organizing the annual bus trip to the Trade Show for D8, used his training in CPR to save a co-worker's life recently. One of the Township's mechanics suddenly had a heart attack. Thankfully Ray and co-worker Bill Jones (another D8 Member) performed CPR and used the Defibrillator. Ray said "It was the best feeling in the world to see Mark walk back through those doors!" Also involved were Dennis McEwen, Joe Redden, Scott Warren, Robert Greenwood, Kim Mattice, and Bonnie Robinson from the Township.

The importance in having staff training in First Aid, CPR/AED is paramount to a training plan, and this is a great reminder to all of us. District 8 Road Supervisors Association is very proud of Ray and Bill!! And so are all of your public works associates throughout Ontario! *Report prepared by Joseph Reid (City of Belleville/D8 Secretary)*

LA News

AORS COMMUNITY

Simcoe County Road Supervisors Association (SCRSA)

Karla Musso-Garcia A.Sc.T (Town of New Tecumseth) was recently named Manager, Roads and Fleet after a Municipal service delivery review.

"As the Manager of Roads and Fleet I oversee the work of 35 Staff in the Winter and 27 staff in the Summer/Fall seasons. As a Roads Business Unit overseeing 3 urban centres (Alliston, Beeton and Tottenham) we are responsible for 715 Lane KM of Roadway, 88 KM of Sidewalks, 50,174 M2 of Municipal Parking lots, over 5,300 Urban Street Trees, 2,549 Street Lights, collaborate with 2 BIA associations and numerous community events. As the Fleet Services Business Unit we oversee the tendering and specifications of vehicle purchases Town wide (excluding Fire Services), Fleet Efficiency Management, GPS tracking, Fuel Site Management and Town Wide Fleet Maintenance".

Karla is SCRSA Second-Vice President. The Executive is currently investigating via survey reduced attendance by Municipal members. She is contacting the membership to find out why they do not go to the meetings. Based on the feedback the executive will develop additional strategies for member retention, engagement and participation.

Eastern Ontario Road Supervisors Association (EORSA)

EORSA members routinely take full advantage of various AORS training and professional development programs. Last October Dan Belleau, Director of Public Works, North Dundas Twp. helped us organize a successful 'snowplow operator' course for 65 attendees. For his efforts Dan was presented a Local Association (LA) Training & Education Award.

Graham Zeisner, AORS Training Coordinator presents Dan Belleau (L) with a Local Association Training Award. Thanks Dan for helping us organize a cost-effective program in your LA.

Muskoka Association Of Road Supervisors (MARS)

Jason Krynicki, Executive Director of Transportation Infrastructure, Town of Huntsville reports that he is in the initial stages of re-organizing the LA including developing membership data, constitution, bank accounts and setting up meeting dates. His associates in the District Municipalities agree that MARS/AORS alliance is a worthwhile goal and would be beneficial to potential members and their employers.

AORS staff and Executive members are ready, willing and able to help Jason when requested. Our Provincial public works associates are looking forward to having MARS back on the team!

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1 The 2015 AORS Trade Show (TS) Executive Committee presented a cheque for $10,000 to the Goderich Canadian Tire Jumpstart program in memory of Roger Cunningham. Harry Bell, Jumpstart regional manager and Ila Cunningham (directly behind the cheque) receive the donation.

2 Nancy Fisher, Ontario Student Nutrition Program Coordinator (centre behind cheque) receives the $28,000 cheque from HCRSA TS Committee members.

3 Centre (L to R behind cheque) Barb Hogan, Barb Allen and Trish Harris (Huron County Christmas Bureau staff) receive the $10,000 cheque from HCRSA TS committee members.

HCRSA TS Committee members in photos: Sean Thomas, Chip Wilson, Andrea Fisher-Lobb (Town of Goderich), Joanne Fields (Munic. of South Huron), Joe Hallahan (retired), John Rivers (Cedar Signs Inc.), Cathy Cook (CT Environmental Ltd.). Missing from pictures: Joe Ryan (Twp. of Huron East) and Jason Parr (Twp. of South Huron).

Huron County Public Works Organization (HCRSA)

$50,000—A Generous Contribution to Huron County

The HCRSA 2015 Trade Show Committee chose four local charities and organizations to distribute funds raised from the show.

- **Canadian Tire's Jumpstart program: $10,000** Jumpstart gives kids from families in financial need the same chance to participate as their neighbours, their classmates and their friends. The donation to Jumpstart was done in memory of Roger Cunningham (Road Supervisor/Central Huron; HCRSA member) who passed away last March.
- **Ontario Student Nutrition Program (OSNP): $28,000** The OSNP provides breakfast or snacks to all the schools in Huron County for anyone who needs it.
- **Huron County Christmas Bureau: $10,000** There are five bureaus in the county that provide services to families in need. Last year the organization helped 489 families and 1022 children.
- **Huron SPCA: $2000** The Society for the Prevention of Cruelty to Animals provides animal protection, rehabilitation and care.

Thank you to the HCRSA for these significant community contributions!

MTO Hotmix Paver of the Year Award

At Ontario Road Builders' Association (ORBA) Convention and Annual General Meeting several awards and honours were presented to members in the industry for their dedication and service to the Association and the road building industry in Ontario.

Recipients 2015:
Lavis Contracting Co. Limited
Contract: 2013-3018
Location of Contract: Highway 23, North of London from Highway 7 to Highway 8.

Lavis is a long-time member of AORS LA's in SW Ontario

Public Works Organizational Transitions

- **Lyndon Kowch** (formerly with City of Stratford) is the new Operations Manager, Municipality of North Perth.
- **Marty Lenaers** was promoted to Public Works Superintendent, Township of Norwich upon the retirement of Ron Smith. Congratulations Marty and thank you Ron for your public works service.

Local Associations are asked to submit their membership lists if they haven't already done so, including retired members who wish to remain active. LA's are reminded to submit meeting dates, meeting agenda and minutes, updated lists of executives, etc. for posting on the AORS website/calendar and on their respective web pages.

PWAzone

Public Works Academy Training + Professional Certification

NOTEWORTHY AWARDS
FOR CRS PUBLIC WORKS PROFESSIONALS FROM AORS PARTNER ASSOCIATIONS

Lee Gosnell receives his award from Rick Champagne, OGRA President (L), Kathryn McGarry (Parliamentary Assistant to the Minister of Transportation/MPP for Cambridge) and Gerry Chaput (Assistant Deputy Minister, Ministry of Transportation)

OGRA MICHAEL WOODCROFT AWARD

OGRA's BOD established the award in 1989 to promote the betterment of municipal road personnel. The winner of the award is the graduate from the T.J. Mahony Road School receiving the highest overall average in the two-year course (i.e. construction & maintenance). The 2015 recipient was Lee Gosnell, CRS (Public Works Superintendent, Municipality of West Elgin).

OPWA 2015 PUBLIC WORKS LEADER OF THE YEAR AWARD

This prestigious award for an outstanding and dedicated career and service as a Public Works Professional was presented to Jerry Ball, CRS-S (Director, Transportation & Environmental Services, Twp. of Oro-Medonte.

Jerry was born and raised in Oro-Medonte and has proudly served the municipality and the community for over 35 years. Although he will officially retire from public works in August 2016, he will continue to be a local source of knowledge and experience for the many individuals he has mentored throughout his career. Jerry is a man who is not only deserving of this award recognition through his numerous professional accomplishments but a man who truly embodies a life-long dedication to the public works sector.

Congratulations Lee and Jerry. Your AORS public works professional associates are very proud of you!

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

RURAL ROAD MAINTENANCE (RRM) PROGRAM

Lee Ripenburg, lead facilitator in the program reports that with the help of Austin Watts (Ground Force Training Inc.) "we had good round-table discussions with everyone and heard from many how they enjoyed the learning-from-each-other experience." So far, I do believe that this is going to be a worthwhile program given the interest that municipalities are showing."

RRM Testimonials

"The Rural Road Maintenance Course was excellent. I loved the "How to Get the Most out of Training" tips. Sitting with other townships rather than with colleagues was a good learning strategy. Both instructors were very good and approachable. Group discussion exercises were good in content, number and duration. Overall, a great course. I would recommend this to others. Thank you!" North Elmsley Township

"Another great course. I enjoyed the brain-storming exercises as it created a lot of beneficial conversation on all subject matter. The instructors were very knowledgeable and kept a great pace/flow over both days." City of Kingston

"The Rural Road Maintenance course was very interesting. I met a lot of good people and we shared our experience with each other. I learned a lot of information which I intend to pass along to other staff and supervisors. The instructors were very knowledgeable and were thorough. I would recommend this course to my fellow employees." City of Vaughan

Upcoming RRM Course Locations

Thunder Bay: May 17–18
Timmins: May 25–26

The faciliator (Lee Ripenburg, Mgr. Roads & Fleet, Town of Lincoln) uses an informal but effective 'peer educator' type of approach that ensures all attendees learn with and from each other about rural road maintenance topics.

We Need Your Support!

50+ TRAINING PROGRAMS

1600+ MEMBERS IN ONTARIO

$ SAVE ON TRAINING & EDUCATION

ALL LANES OPEN TO YOUR PUBLIC WORKS CAREER

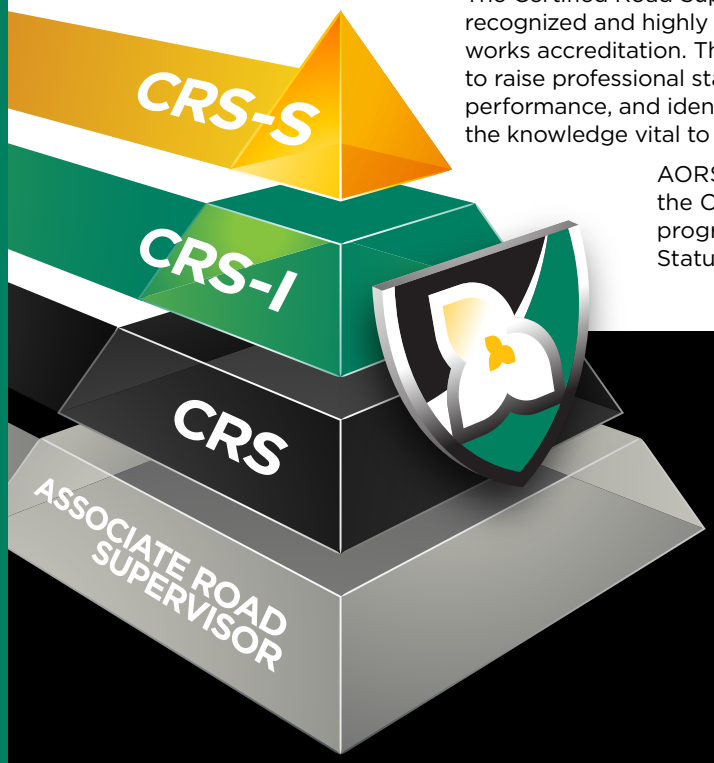
5 BENEFITS OF BEING A REGULATED PROFESSION

CRS

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

CRS PROFESSIONAL DEVELOPMENT PROGRAM

education+experience



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

AORS has the exclusive right to use the CRS designation. Our accreditation program is recognized under Provincial Statute Law.

Who is eligible for the CRS?

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

"The CRS certification program has given me all the tools to become very confident in my public works career. I highly recommend to other individuals to take advantage of the training and the recognition that CRS will provide for you.

Scott Price, CRS-S, Urban Roads Foreman, Twp. of North Huron.

"The CRS-S program has helped me improve in all aspects of my new role as the Area Supervisor for the City of Mississauga including; confidence in decision making, a wider knowledge base and greater satisfaction in the end result of a project. Can't say thank you enough!!!"

Joe Ottaviano, CRS-S, Area Supervisor, City of Mississauga Transportation and Works Division.

"My career in Public Works began in 1986 in the small northern community of Englehart Ontario in 1986 as an Equipment Operator/Labourer and continued with successive promotions to Superintendent of Public Works. In 2012 I became a Director of Public Works (Munic. of North Huron). Continuing educational opportunities and the CRS prgram have supported my professional development and kept me up to date on public works industry standards and procedures. The CRS Professional Development Program is an invaluable resource and I strongly encourage all public works staff to acquire the designation."

Kelly Church, CRS-S, Director of Public Works, Township of North Huron.

"I have been with the City of Belleville full time since 2002 and a proud AORS and District 8 member since 2006. I recently received my CRS-S designation—and I'm extremely proud of this achievement! The program that AORS and Local Associations have for profession development is incredible—the educational component of the program is top notch and the other opportunities to grow professionally are priceless; with skills such as public speaking, organization and leadership within the LA's. With all of these skills, I use my knowledge and experience to make confident decisions and therefore serve Council, Senior Management, and the public more effectively".

Joseph D. Reid, CRS-S, CET Supervisor, Road Services, City of Belleville.

"The CRS Professional Development Program has been an excellent source to gain the education and knowledge required in our constantly changing industry. The courses have provided me the opportunity to further develop my professional skills to move my career from a labourer in the Town of Fort Erie to my present position as Manager of Operations for the Township of Wainfleet. I recommend that individuals take the opportunity available to them through these courses."

Richard Nan, , CRS-S; Manager of Operations, Township of Wainfleet.

Certified At Certification Board Meeting on December 8, 2015

NEW

Dave Beckett (Municipality of Port Hope)....CRS

Richard Daniel (City of St. Catharines)....Assoc. R.S.

Rick Dunford (Township of Selwyn)....CRS-I

John Falvo (Region of Niagara)....Assoc. R.S.

Shaun Martinho (Town of LaSalle)....Assoc. R.S.

Darcy Mitchell (County of Lambton)....Assoc. R.S.

Chad Papple....CRS

Richard Petrie (Region of Niagara)....Assoc. R.S.

Bryan Ritchie (Township of Tay)....CRS

Todd Thibodeau (Town of St. Marys)....CRS

Aaron Turner (County of Lambton)....Assoc. R.S.

Kevin Vande Beek (Town of Aurora)....Assoc. R.S.

Trevor Williams (Town of Halton Hills)....Assoc. R.S.

RECLASSIFICATIONS

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

Kelly Sean Church (Township of North Huron)....CRS-S

Darrell Knowlton (Town of New Tecumseth)....CRS

Scott Loos (Town of Laurentian Hills)....CRS-I

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

Richard Nan (Township of Wainfleet)....CRS-S

1449 TOTAL CERTIFIED TO MARCH 2016

(including Associate Members)

The next meeting of the Certification Board is June 23, 2016. Your application must be received by the Board Secretary at least one week prior to the meeting date. Failure to meet the deadline may result in your application being deferred to the next meeting.

Joe Ottaviano (City of Mississauga)....CRS-S

Joseph Reid (City of Belleville)....CRS-S

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

Certified At Certification Board Meeting on March 14, 2016

NEW

Darnell Bernardo (Norfolk County)....Assoc. R.S.

Scott Caslick (County of Bruce)....CRS

Tom Coulson (Town of Innisfil)....CRS

Vaughn Dedman (Region of Peel)....CRS

Ronald Andrew Foster (City of Barrie)....CRS

Kyle Harrison (Town of Oakville)....Assoc. R.S.

James Lane (Town of Fort Erie)....CRS

R. Keith McCoy (Township of Armour)....CRS

Steve Oliver (Township of Zorra)....CRS-I

Bill Peever (Norfolk County)....Assoc. R.S.

Daniel Readman (Town of Gravenhurst)....Assoc. R.S.

Colin Saunders (Municipality of Brockton)....CRS

Chris Thomson (Norfolk County)....Assoc. R.S.

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

Keith Weier (Region of Niagara)....CRS

Adam Weishar (Municipality of South Bruce)....CRS

RECLASSIFICATIONS

Neville Brown (City of Vaughan)....CRS

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

Rick Lean (Town of Cobourg)....CRS-I

Scott Price (Township of North Huron)....CRS-S

Andrew Sleegers (Municipality of Central Elgin)....CRS

Jason Vowel (Municipality of Central Elgin)....CRS-I

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.

AORS PUBLIC WORKS ACADEMY

Train here. *Advance anywhere.*

The AORS Education Committee would like to thank all trainees and their employers for their on-going support. Thanks to you and our professional training partners we have become Ontario's **'five star'** training and education organization. That means that our training will always be:

- **close-to-home**
- **relevant**
- **cost-effective**
- **timely and;**
- **provided by a professional public works organization.**

That is the AORS planning, legislative and constitutional mandate!

AORS CERTIFICATION BOARD

Your CRS Application Is In Good Hands

You filled in your CRS application or reclassification form thoroughly and forwarded it to AORS office. So what happens to it then? Well, your application will be objectively and confidentially reviewed (4x/year) by the following experienced and accomplished Ontario public works professionals:

AORS Members:
Kevin Boucock: CRS-I, Town of Fort Erie (Niagara Road Supervisors Association)
John Cane: CRS-I, County of Northumberland (Northumberland Road Builders Association)
Larry Maddeaux: Retired (Durham Region Public Works Association)

External Members:
Melissa Abercrombie: P. Eng., County of Oxford (Municipal Engineers Association Rep.)
Brian Anderson: Frank Cowan Company (Ontario Good Roads Association Rep.)
Richard Puccini: P. Eng., Dillon Consulting Limited (Member-at-Large)

Certification Board Chair:
John Maheu: M.A.Sc. P.Eng. Executive Director AORS

Certification Board Secretary:
Shirley Dufton, Administrative Assistant, AORS
Cheryl Leitch, Administrative Coordinator, AORS

"I have a degree in Civil Engineering from Western University. I started as a Project Engineer at Oxford County in 2006 and became Manager of Roads/Facilities in January 2014. I'm responsible for the ongoing maintenance of a 1271 km road network, 130+ fleet and the maintenance of 300+ buildings including 628 social housing units and 228 long-term care beds.

What I am looking forward to most in my role as MEA rep on the AORS Certification Board is seeing how a Municipality's organizational structure effects job descriptions and a CRS candidate's ability to achieve each certification level. A job title does not fully indicate a person's duties or responsibilities and therefore the additional required information (e.g. education, experience) in the CRS application enables the board members to make a fully objective decision".

Melissa Abercrombie, P. Eng. is the Municipal Engineers Association (MEA) representative on AORS Certification Board. Melissa is also Vice-President, Oxford County Road Supervisors Association. Thanks for your volunteer efforts Melissa!

5 STEPS TO CERTIFICATION

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

PWLDP 2016 Training Dates

MODULES	CLASSIFICATION	2016	LOCATION	STATUS
Local Government	CRS	May 10	Mississauga	FULL
Leadership	CRS	May 11	Mississauga	FULL
Customer Service	CRS	May 12	Mississauga	FULL
Financial Management	CRS-I	May 17	Chatham-Kent	FULL
Talent Management	CRS-I	May 18	Chatham-Kent	FULL
Communications	CRS-S	May 19	Chatham-Kent	CANCELLED
Process Management	CRS-S	May 18	London	OPEN
Continuous Improvement	CRS-S	May 19	London	OPEN
Local Government	CRS	June 7	Woodstock	FULL
Leadership	CRS	June 8	Woodstock	FULL
Customer Service	CRS	June 9	Woodstock	FULL
Local Government	CRS	June 14	Mississauga	FULL
Leadership	CRS	June 15	Mississauga	FULL
Customer Service	CRS	June 16	Mississauga	FULL
Local Government	CRS	Sept. 21	Mississauga	OPEN
Leadership	CRS	Sept. 22	Mississauga	OPEN
Customer Service	CRS	Sept 23	Mississauga	OPEN
Local Government	CRS	Oct. 4	Peterborough	OPEN
Leadership	CRS	Oct. 5	Peterborough	OPEN
Customer Service	CRS	Oct. 6	Peterborough	OPEN
Process Management	CRS-S	Oct. 12	Mississauga	OPEN
Continuous Improvement	CRS-S	Oct. 13	Mississauga	OPEN
Talent Management	CRS-I	Oct. 18	Mississauga	FULL
Financial Management	CRS-I	Oct. 19	Mississauga	FULL
Communications	CRS-S	Oct. 20	Mississauga	OPEN
Financial Management	CRS-I	Oct. 24	Belleville	OPEN
Talent Management	CRS-I	Oct. 25	Belleville	OPEN

For Your Information: A pass mark of seventy percent (70%) is required on all PWLDP module tests for CRS eligibility. PWLDP modules are very popular and new dates and locations are being added to meet demand. If you are interested in enrolling but haven't been able to register due to full classes, let the AORS office know so we can plan future sessions accordingly.

Look who's registered for upcoming PWLDP training.

- Patroller
- Lead hand
- Administrative Assistant
- Assistant Foreman
- Roads & Maintenance Supervisor
- Construction Supervisor
- Director of Public Works
- Foreperson
- Operator
- Director of Operations
- Roads Foreman
- Supervisor Sign & Pavement Marking
- Supervisor of Roads
- Superintendent of Public Works
- Machine Operator Class 1
- Superintendent of Roads & Maintenance.

Have you registered for the upcoming modules? They are filling up quickly!

PWLDP
PUBLIC WORKS LEADERSHIP DEVELOPMENT PROGRAM

The following Municipal staff were presented PWLDP Certificates of Completion:

- Andrew Coghill (Town of Kingsville)
- John Doak (City of Pickering)
- Chris Gimmer (City of Brantford)
- Don Huston (Municipality of Kincardine)
- Scott Loos (Town of Laurentian Hills)
- Chris Mantha (City of Pembroke)
- Ken Vegh (Town of Kingsville)

(L to R) Don Huston, Ken Vegh, John Doak, Andy Coghill, Chris Mantha

THE FOLLOWING PUBLIC WORKS PERSONNEL COMPLETED THE PWLDP IN 2014

Craig Nicolucci (L) receives PWLDP Certificate of Completion from John Maheu

Michelle Mathies, Town of Halton Hills(L) receives PWLDP Certificate of Completion from John Maheu

ONTARIO TRAFFIC MANUAL BOOK 6— WARNING SIGNS: TRAINING

YOUR DUTY OF CARE TO THE 'ORDINARY DRIVER'

The Municipal Act, S.O. 2001, in Section 44 (1) defines a municipality's duty of care as follows: "The Municipality that has jurisdiction over a highway or bridge shall keep it in a state of repair that is reasonable in the circumstances, including the character and location of the highway."

Section 44 (2) creates legal liability as follows: "A municipality that defaults in complying with sub-section (1) is, subject to the Negligence Act, liable for all damages any person sustains because of the default."

To keep roads in a state of repair is not just limited to providing a safe driving surface. The duty of care extends to road design which includes pavement markings & placement of correct signage. Drivers need positive guidance from proper signage and pavement markings. When the signage & pavement markings are missing or incorrect, collisions can & do occur. Injured parties seek financial recourse against the road authority.

OTM–CASE LAW

The courts realize that they are not experts in all facets of municipal road maintenance. The courts look to accepted best practices when looking at whether or not a municipality's actions or inactions are reasonable. The Ontario Traffic Manual (OTM) is a well-respected manual in the road engineering community and is accepted by the courts as a best practice. There would have to be a very compelling reason not to follow it.

In Ferguson v Brant County (2005) a young driver failed to negotiate a curve on Scenic Drive. Plaintiff's counsel alleged that the municipality breached the Ontario Traffic Manual with respect to the signage mandated by the manual. The court ruled that "the standard of care of the County was not adequate to protect users of Scenic Drive from non-repair. It allowed sub-standard signage to remain in place for too great a time.

The OTM is recognized by the courts as a best practice

It allowed drivers to believe that a curve was gentler than it really was ... This court finds that the County allowed Scenic Drive to remain in a state of non-repair. In the circumstances, the provisions of Section 44 of the Municipal Act do not provide the County with a defence." The County was held 55% liable.

In Deering v City of Oshawa & Town of Scugog Justice Howden wrote: "where a road manual is one respected within the road engineering community as the OTM is, and the guideline in question uses the word 'must' the Court should approach it in the sense that there should be some compelling reason not to follow it in the circumstances and context within which the transportation engineer is working. This approach would provide some distinction from a guideline reading 'should'.

WHAT YOU DON'T KNOW WILL HURT YOU

TRAINING SESSIONS

Frank Cowan Company, in partnership with the Association of Ontario Road Supervisors (AORS) and the Ontario Good Roads Association (OGRA) is working on developing a series of training sessions on the Ontario Traffic Manuals. The first training in this series will discuss primarily Ontario Traffic Manual—Book 6, Warning Signs. References will also be made to Book 1B, Book 1C, Book 5 and Book 11.

These sessions are ideal for senior managers, frontline managers, forepersons and field staff responsible for patrolling roads. The learning objectives are:

- Understanding the concept of Positive Guidance
- Identifying proper warning signage for a given hazard
- Placing chevron alignment signs properly
- Developing a sign management program
- Establishing appropriate retro-reflectivity standards

TRAINING SESSIONS WILL BE OFFERED AS FOLLOWS:

- June 3: North Bay
- Sept. 13: Durham Region
- Sept 20: London
- Oct. 4: Kingston
- Oct. 11: Collingwood

Information regarding this session is available on Frank Cowan Company, AORS and OGRA websites.

What is your answer to the following important questions?

Municipalities should be able to answer "Yes" to all of the questions below:

- Do you know how many signs you have?
- Do you know if you have the right signs in the right places?
- Do you know the condition of your signage?
- Do you have a sign management and/or maintenance program in place with sufficient documentation?
- Are you meeting the Minimum Maintenance Standards for signage with sufficient documentation?

Louis Cripps, Advantage Specialties/Advantage Data Collection
(AORS & OGRA Supplier Member)

2015 COMING EVENTS

June 1-2: AORS Municipal Public Works Trade Show; West Nipissing Community & Recreation Centre

June 3: OTM Book 6 (Warning Signs): North Bay

June 23-24: AORS Local Association Workshop and Board of Directors Meetings; Barrie Ontario

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May 15-21: APWA/CPWA/OPWA National Public Works Week (NPWW)

May 22-25: American Public Works Association North American Snow Conference; Hartford CT. www.apwa.net/Snow

June 12-15: Association of Municipal Managers, Clerks and Treasurers of Ontario (AMCTO) Annual General Meeting and Conference; Niagara Falls ON. www.amcto.com

August 28-31: American Public Works Association International Public Works Congress and Exposition; Minneapolis MN. www.apwa.net/PWX

September 14-16: Ontario East Municipal Conference; Kingston ON. www.oemc.ca

AORS Raises Concerns: (1) impact of large agricultural equipment on rural roads and (2) stable, predictable infrastructure funding.

At the OGRA/ROMA conference AORS Directors (Greg Demers, Darrel Townsend, Dennis O'Neil, Ewen MacDonald, Andy Coghill, Kevin Boucock, John Maheu) participated in delegations that met with Jeff Leal (Minister of Agriculture, Food and Rural Affairs), Brad Duguid (Minister of Economic Development, Employment, and Infrastructure) and Steven Del Duca (Minister of Transportation).

They raised AORS' concerns regarding the impact of certain farm use equipment on rural roads and stable, predictable infrastructure funding. The following response was received from Minister Jeff Leal.

Ministry of Agriculture, Food and Rural Affairs
Office of the Minister
77 Grenville Street, 11th Floor
Toronto, Ontario M7A 1B3
Tel: 416-326-3074
Fax: 416-326-3083

Ministère de l'Agriculture, de l'Alimentation et des Affaires rurales
Bureau du ministre
77, rue Grenville, 11e étage
Toronto (Ontario) M7A 1B3
Tél. : 416-326-3074
Téléc. : 416-326-3083

Ontario

MAR 2 3 2016

Darrell Townsend
President
Association of Road Supervisors
dtownsend@cityofkingston.ca

Dear Mr. Townsend:

It was a pleasure meeting your delegation at the Ontario Good Roads Association/Rural Ontario Municipal Association Combined Conference. I appreciated learning of your concerns regarding the conditions of our provincial roads and the impact larger farming equipment can have on traffic flow and safety.

I would encourage you to keep working with your member municipalities, the farming community and the Ministry of Transportation to collaboratively address the issues you have raised. I will also raise this matter with the Ontario Federation of Agriculture.

I would also like to take this opportunity to share details of the recently announced changes to the permanent Ontario Community Infrastructure Fund (OCIF) program. We are expanding and improving the program to help further build the foundation for economic development in rural and northern communities.

The province is providing small, rural and northern municipalities with expanded access to predictable, stable annual funding to build and repair roads, bridges, water and wastewater infrastructure. Funding for OCIF will triple — from $100 million to $300 million a year by 2018-19. This will include $200 million in predictable, formula-based funding and $100 million in application-based funding.

Once again, thank you for taking the time to meet with me.

Sincerely,

Jeff Leal
Minister of Agriculture, Food and Rural Affairs

Good Things Grow in Ontario
A bonne terre, bons produits

Ministry Headquarters: 1 Stone Road West, Guelph, Ontario N1G 4Y2
Bureau principal du ministère : 1 Stone Road West, Guelph (Ontario) N1G 4Y2

PRESIDENT'S MESSAGE continued from page 10

AORS Trade Municipal Public Works Trade Show (June 1–2, West Nippissing ON) will be the most important event in 2016. What is your message to your Ontario public works associates regarding the show?

Get to the SHOW! West Nipissing is a beautiful part of the Province that is only a few hours north of Toronto. Take advantage of this learning and networking opportunity.

Bring your challenging road issues and meet with the professionals that have the solutions. We are a Provincial organization and it's important we show our Northern Colleagues and Supplier members support.

2015 was another successful year of training and certification (CRS). What will stabilize and/or grow these programs in the future?

The public works industry is constantly evolving. I was talking to a road supervisor that had 15 years of experience and he was talking about the good old days! Has that much changed in a short time? I say yes it has. Modern technology (mechanical, electronic, computer etc.) has changed all aspects of our day-to-day operations so related training programs will have to adjust accordingly. We no longer just open the chute to spread salt and move snow from the left to the right. We measure, place, treat, record everything once we turn the ignition. That's if your truck still operates by key! With many Road Supervisors set to retire over the next 5 to 10 years educating your more talented employees to move into these roles is an obligation you owe your municipalities.

What is your message to those Municipalities and/or Municipal staff who are reluctant to join AORS (i.e. 'never members' or former members) or attend LA meetings if they are members?

Jump in! You will gain experience by exchanging your issues and ideas with other Municipal/private sector colleagues. We have chosen great careers made possible by our residents; this is your opportunity to give back to your community. You will be rewarded with friendships and a sense of accomplishment that will span many years.

What best practices for membership engagement/ recruitment/retention have been most successful in your Local Association?

Bring perspective members out to a meeting. Share a meal and stories; be honest about the time commitments. Being involved is not taxing at all. I encourage any member to join the Board of Directors at the Provincial level. If you are interested please approach your AORS Representative and ask to attend the annual Local Association Workshop in Barrie.

AORS BOD/AGM meetings (Feb 21/22 at ROMA/OGRA Convention) had record attendance. What do you attribute that to?

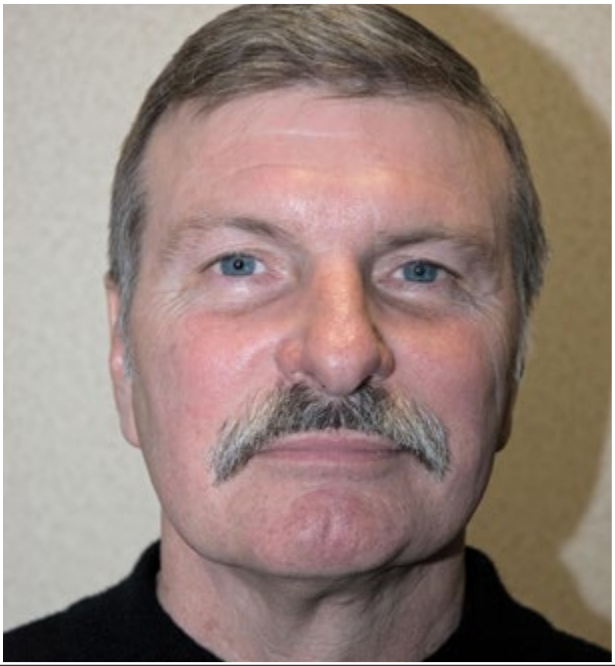
AORS is recognized as a viable group of professionals through our certification programs and community involvement. Local Associations/LA's have generously provided some very large bursaries and donations to community organizations and that is getting us recognized through our LA leaders. We are creating a lot of 'what's next' type of interest.

The 2013 LA workshop was well attended (approx. 35-40) and successful. The 2016 LA workshop is your opportunity to steer our Association toward successfully meeting our strategic priorities.

"If you are interested please approach your AORS Representative and ask to attend the annual Local Association Workshop in Barrie."

The Board approved another LA workshop for June 23, 2016. The focus will be on maintaining and improving the Educational program quality and relevance; and expanding the use of social media, apps and other internet technology/IT tools to communicate with a new generation of members, and promote AORS outside of our traditional membership.

How would you like to see us communicate with you and/or your Local Association members in the future? Should AORS have an app or Facebook, Twitter or Instagram etc. pages? What about AORS event apps, web chats, blogs or a YouTube channel? What goals, strategies and policies do we need to develop? Let us know directly or through your LA Executive so that they come to the June workshop with your great input and ideas!



MICK SCOTT: AORS SUPPORT SERVICES COORDINATOR

Remembering **Mick Scott**

A heartfelt letter was sent to all LA's on March 8, 2016 from Greg Demers, AORS President. His message reflects the positive influence Mick had on all of us in the public works industry.

Dear Friends and Colleagues,

As we prepare to say our final good-bye to Mick Scott, I would like to extend my personal sympathies to Mick's family, friends and co-workers.

Mick joined AORS November 1, 2009 and filled the role of Support Services Coordinator. Mick was dedicated, enthusiastic, loyal and hardworking, a true professional that exemplified what AORS stands for. I personally met Mick in 2009 when I attended my first Director's meeting. Mick, being a kind and very perceptive person could see I was out of my element and invited me to join the group for a drink. After a few quick questions he eased me into the conversation and I have not stopped talking in seven years. My position with AORS has improved immensely in a short time, and a great deal of that can be attributed to mentoring under Mick whenever possible. I will miss sharing stories of "the old roads days" with Mick and plan to honour him by passing on his knowledge.

I ask my fellow Directors to share a story and a moment of silence at your next meeting and reflect on how lucky we were to have Mick Scott help us grow as an organization and as individuals.

With deepest sympathies,

Greg Demers, CRS-I
AORS President
Director, County of Brant Road Supervisors

YOUR PROFESSIONAL ASSOCIATION

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

AORS

RECYCLED PAPER

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

Chairman: Dennis O'Neil
Members: Mike Alcock, Kevin Boucock, John Cane, Greg Demers, Kevin Englehart, Peter Koppisch, John Maheu, Darrell Townsend, Joël Yusko and Graham Zeisner.

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