AORS ADVANCE

FALL 2023

THE NEWSLETTER FOR ONTARIO'S PUBLIC WORKS PROFESSIONALS

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Association of Ontario Road Supervisors

Promoting knowledge ➔ Pursuing excellence

AORS MUNICIPAL PUBLIC WORKS TRADESHOW

Proudly Hosted By

MIDDLESEX COUNTY PUBLIC WORKS ASSOCIATION

Heat Design: Best Outdoor Booth Winner

TRADE SHOW 2023

JUNE 7–8, 2023, STRATHROY, ONTARIO

The Middlesex County Public Works Association would like to thank the tradeshow committee, volunteers, visitors, vendors and AORS members who attended and organized the tradeshow in June at the Gemini Sportsplex in Strathroy. Together we all made it the success that it was. We also had great weather for the show and for the Ross McKenzie Memorial Golf Tournament at Caradoc Sands.

There were over 1,600 visitors in attendance and over 240 vendors demonstrating all of their great products. The show has helped our organization come together and build better relationships within Middlesex County including all the lower-tier municipalities, First Nations communities and the City of London. It was a busy couple of days but very rewarding to see everyone come out to enjoy the event, with some great conversations and laughs with people from all across the province.

Thanks again to all who attended, and I look forward to seeing you at the 2024 AORS tradeshow in Cornwall.

—Jarett Hoglund | Chairperson, 2023 AORS Tradeshow Committee
Middlesex County Public Works Association

Ryobi Canada: Best Inside Booth Winner

Congratulations to the top four-some at the Ross McKenzie Memorial Golf Tournament during the 2023 AORS Trade Show. The winning team came from the City of London and was comprised of Anthonly Bolzonello, Joseph Bolzonello, Dan Duff and Joel Gillard (seen here with AORS President Mike Alcock). Their names have been added to the trophy!

IS THERE A GLIMMER OF HOPE FOR **TRUCK SHORTAGES?**

By: Kelly Elliott, AORS Marketing & Communications Specialist

Municipalities have been struggling post-COVID in securing trucks when they put out for bids and tenders, which is impacting the way municipalities are able to provide a standard level of service. We reached out to some of our supplier members to see what municipalities should expect when going out to tender, and if there is any glimmer of hope going into 2024 that shortages will be one less concern that our municipal members will have to deal with.

Mike Ward from Viking-Cives explains "industry wide we are seeing slower, yet continual incremental increases in raw materials and supplied components. This coupled with longer lead times should be expected". He goes on to say, "continually, we as a bodybuilder, are being told by most all of the chassis' manufacturers are suffering from supply chain disruptions, ranging from frame rails to electronic components". Ward predicts that these supply chain disruptions will slowly be remedied and is hopeful that things will become more efficient in the next 1-2 years.

Kevin Tomich from Navistar says "a year or so ago, it was all about semiconductors. What we didn't realize at the time was that many other supplier shortages lay just below the surface, but we did not have the visibility to them as the semiconductor challenge overshadowed them. As semiconductors have improved, other supply issues continue to arise. What we have found is that we need to work with our suppliers and partners more closely to ensure the supply chain is robust and resilient, while continuously identifying new opportunities and ways to strengthen those areas of opportunity to best serve our customers today and ensure their demands can be met in the future." He continues to say that "the industry in total cannot support the current truck demand so all customers have had to adjust to a lower quantity of vehicles arriving than what they would like." Is Navistar optimistic for the future? Tomich explains "as we uncover more issues, we are able to work with suppliers to bolster them or find alternative suppliers to ensure continuity in supply. So, directionally, once we resolve a supply issue, it is less likely to resurface."

"Municipalities need to be aware of additional charges over and above the tendered price (surcharges and freight increases) and fluid delivery dates. The days of getting multi-year contracts are not possible with the changes to EPA emissions, OEM increases and rapidly changing exchange rates," explains Jamie Impola from Rush Truck Centres of Canada. Impola is cautiously optimistic about the issue getting better for municipalities and is hopeful that we will see things begin to improve in the latter half of 2024, that said, Impola explains that "truck manufacturers are tasked with reducing the pollution output of vehicles to be compliant with new government relations. Major changes in technology historically drove an increase in demand in the advance of a new technology being released to the market (ie. alternative fuel and zero-emission solutions. This coupled with the supply chain disruptions over the past couple years, could make the next few years just as challenging for vehicle supply". As for advice for municipalities, he says "embrace new procurement options such as co-operative purchasing programs to help expedite the decision process so customers can act quickly when suppliers have order availability."

One key takeaway from all suppliers is summed up by Ward from Viking-Cives who says, "industry suppliers are continually trying to pivot in this new landscape in order to continually serve their municipal customers in the most positive, cost-effective and efficient manner possible". The relationships our supplier members have built with their municipal customers are extremely important, and moving forward, that will continue to be the case.

Municipalities will also have to take measures to extend the usable life of the equipment already in their fleets, and in dire situations, consider purchasing second-hand equipment to bridge the gap until new equipment can be secured.

Do you have a creative solution

you have implemented in your municipality that could help others, or have you completed a special project you would like to share?

Contact Kelly Elliott
at kellyelliott@aors.on.ca to have it featured!

Finding a Creative Solution

By ***Scott Edwards CRS-S***

AORS Director of Almaguin Road Superintendents Association

During the Fall of 2022, the Municipality of Magnetawan's Foreman Charles Saunders and Equipment Operator Matthew Towler had an idea for some sort of blower to be in front of the road grader to remove leaves and debris that slow down the operation. They started to research different types of blowers and came up with the Toro Pro Force Blower, which is used by some Roads Departments in the United States and towed behind a pickup truck. I contacted Chris Emerton, the Commercial Territory Manager of Turf Care Products located in Newmarket, to discuss this sort of application of this product and cost. As the quote we received was reasonable, and I was sold on the idea, I pitched the purchase to our Council who also saw this as a time/labour saving piece of equipment and approved for budget. When Chris came up to Magnetawan to demonstrate the unit, we could see after one pass in the parking lot towed behind our patrol truck the value for our municipality and staff. Since then, we use the unit for rural sweeping in unpopulated areas, as well as for the tree brushing operations to quickly remove debris and branches off the roadway. To note, it takes an estimated 10-15 minutes at 10kph to blow off 1 km of roadway depending on the amount of debris.

PRESIDENT'S Message

It is one of the greatest honours of my life to be the president of AORS and represent Public Works Professionals in Ontario. I am about halfway through my term as President, and I could not be prouder of the dedicated work that you all do. I am also extremely proud of the work that AORS Staff and Board of Directors has been, and continues to do, on all our behalf with education, advocacy and especially their focus on future Public Works professionals. Congratulations to you all and it is an honour to work along side all of you.

Ontario municipalities are going to be facing a dire labour shortage when it comes to entry-level public works positions. Communities will feel this labour shortage in terms of levels of service where the public feels it hard—maintaining roads! Is this why AORS is working so hard on this?

That is exactly the point and why it is essential for AORS to continue to advocate for municipalities, especially where it relates to Public Works. Public Works professionals are proactive by necessity and realize the effect this labour shortage will have on the lives of the people they serve. Unlike other sectors that may wait for the impact and expect someone to help, Public Works professionals are trying to prevent the worst of this impact and with the help of AORS we are being proactive to prevent this crisis.

You have always been passionate about this issue, and an advocate for AORS taking a leadership role. How did you get your start in public works?

I always knew that my career would be based in physics + math = engineering. So, when it came time to go to college, my Dad said "you should talk to Bob Cluff (engineering technologist) at the County of Huron". I found out that his career had a wide variety of duties utilizing engineering talents, some indoors and some outdoors and always seeing jobs through from conception to finish. This really appealed to me.

Graduating in the mid 90's in Civil Engineering Technology put me right in the middle of one of the largest construction downturns in over a century which made finding desirable work a challenge. I began working as a seasonal Construction Tech at the MTO but within 3 years the MTO laid off 1,500 construction techs which flooded the market. For the next several years I worked mainly seasonal and short-term contracts mainly in road, bridge, and municipal services construction work and eventually landed full time permanent employment at a consulting firm. A few years later we decided we wanted to live and raise our children closer to where we wanted to play. We needed to have good paying jobs with benefits and a secure retirement. I was fortunate that I managed to create a resume that resulted in a Public Works management job in Huron County. It took 10 years to put that resume together, but it was all worth it.

Why is it so important to capture the attention of high school students to the potential that a career has in municipal public works?

Public Works has such a diverse scope of opportunity employing a wide range of talents, skills and abilities. Getting potential public works employees interested early will enable them to achieve knowledge in the areas needed for their public works path. Whether that is prerequisites for post secondary school, or technical courses that will be an asset to their future career or working for the local public works department as a student, starting early is benefit to any successful public works career.

A career in public works provides a high rate of job satisfaction, allows you to live where you want to play while receiving a competitive salary with benefits and a secure retirement future. Public Works is a future that can really grow on you if you have time to dream about it.

This provincial government has been putting a huge focus on getting youth into skilled trades. Does the work that AORS is doing play into that?

I think the work AORS is doing could play into that, but the traditional trades seem to have a huge head start on us. This head start began long before worker shortages began with trades like carpenter, electrician, mechanic etc. becoming more formalized. When it comes to most Public Works careers, they seem to have been left on the cutting room floor. Public Works is not a traditional trade. Education is broken down into college, university and trades. If you fall between the cracks it is going to be more difficult to fill positions. This is where AORS will make the difference by bringing public works into these mainstream educational categories.

How can our local associations help spread the message of the work that AORS is doing?

Just like high school students can have a career in public works where they want to live, we have Public Works departments where they are going to school. Local associations can open lines of communication with their local schools and let students interact with public works professionals. Sharing real life experiences is the best way to engage our future Public Works professionals while also identifying the path to get there. But it does not stop there. Continuing education through AORS beyond your first career can open all the doors right up to the top of the organization.

MEET YOUR 2023–2024 EXECUTIVE

2023 President
Mike Alcock

What can we do in our local municipalities as public works leaders to encourage youth in our own communities to give public works a try?

First, I believe that we need to create the pathways to careers for Public Works Professionals. We also need to focus on how appealing a career in public works is to all genders and their families. There are good careers available that will fit your lifestyle where you and/or your family want or need to live. An example is if you want to operate heavy equipment, but a transient lifestyle or long commute is not a fit for you or your family, public works may be the career for you. This goes for all public works jobs. I guarantee there is a public works department where you want to live and play.

> **“A career in public works provides a high rate of job satisfaction, allows you to live where you want to play while receiving a competitive salary with benefits and a secure retirement future.**

From left to right are, Second Vice-President Karla Musso-Garcia CRS-I representing Simcoe County RSA, First Vice President Joe Reid CRS-S representing District 8 RSA, President Mike Alcock representing Huron County RSA, and Past President Bill Wilson CRS representing Perth County RSA.

AORS update

ANNUAL GENERAL MEETING

April 17, 2023

1 **The Marvin D. Halladay Education Award** is presented to the PWLDP graduate with the highest overall average amongst all graduates from the previous year. Congratulations to Dan Scholman, CRS from the City of St. Catharines who was presented with this award at the AGM!

2 **A brand new award at the 2023 AGM was our Volunteer of the Year Award**. We were very excited to present this to a long-time volunteer—Larry Maddeaux, CRS-I. Congratulations, Larry!

3 **Certificates of Completion** for our Public Works Leadership Development were presented to our 2022 graduates at the AGM. This is an achievement of hard work!

Steve Adams CRS, Mun. of Bayham, Jeff Barry, City of Oshawa, Joe Battaglia CRS-I, City of Vaughan, Yanick Beaudin CRS-I, City of Brockville, Richard Daniel CRS, Reg. Mun. of Niagara, Ryan DeSutter CRS, Twp. of Malahide, Michael Dunstall, Town of Milton, John Gaddye CRS, Twp. of Centre Wellington, Curtis Hammond CRS-I, City of Mississauga, Darren Harvey Assoc. R.S., City of St. Thomas, Kat Hodgins, City of London, Marielle McLaughlin, City of Pembroke, Norman Nussio CRS-I, Town of Essex, Rich Petrie CRS-I, City of St. Catharines, Dan Scholman CRS, City of St. Catharines, Peter Sniuolis, City of Hamilton, Brad Swift CRS-I, Twp. of Centre Wellington, Matthew Teeple, Twp. of Malahide, Darren Willand Assoc. R.S., City of St. Thomas.

THE NEWEST BOARD MEMBERS AND STAFF

Greg Maxwell, CRS

Public Works Supervisor and
Fire Chief for Limerick Township

Hello all! My name is Greg Maxwell CRS and I am the Public Works Supervisor and Fire Chief for Limerick Township. I have been married for 34 years and have 5 children. I started my career in municipal work for the Town of Bancroft in 2004 as their Mechanic/ Operator and after 13 years, I moved onto Wollaston Township with the possibility of taking over the Road Supervisor's position upon his retirement. However, a job opportunity came available in Limerick Township for a Road Supervisor position, so I applied and was successful in the process. Thanks to all my road schooling courses I had taken, and the Public Works Leadership Development Program, I was able to apply through AORS for my CRS accreditation, which I received. I am the President of our local Bancroft and District Roads Supervisors Association. People who know me know that one of my favorite sayings is " LIVIN' THE DREAM" and that I am doing.

Darcy Mitchell, CRS-I

Roads Supervisor, County of Lambton

Darcy Mitchell has been with the County of Lambton since 2008. During his tenure he has run various pieces of equipment, been involved in the Health and Safety Committee was the Secretary of his local Roads Association and is currently a Roads Supervisor.

Darcy is married to Dana and they have two boys, Nash and Jackson. Outside of work Darcy is a 20 year veteran of the Oil Springs South Enniskillen Volunteer Fire Department and Oil Springs Legion. He is the 4th generation to be involved in the family oil field and can often be found working there in his spare time. He enjoys raising cattle and chickens with his boys, hunting, coaching his kid's baseball and hockey and travelling.

Being part of AORS is an opportunity to learn and network with other local associations. Darcy looks forward to bringing these learnings back to the various municipalities within the County of Lambton to further enhance and sustain the road system for the future.

Camila Hidalgo

AORS' Communications Co-Op Student

Camila Hidalgo, AORS' Communications Co-Op Student, and her husband Andres welcomed Thiago into the world on July 15th. The AORS staff were thrilled to be able to meet Thiago this summer and welcome the newest little addition to our team!

2023 SUPPLIERS/ DIRECTORS MEETING

In September, Vice-President Joe Reid CRS-S hosted AORS Board of Directors and Supplier members in Belleville, ON for the annual Suppliers/ Directors meeting. This meeting is a way to strengthen our supplier member relationships, and solidify how we can better work together. After the meeting at the Fairfield Inn and Suites in Belleville, the groups split off for an afternoon of fun in the Belleville region.

The first group went for lunch and a round of golf at Trillium Wood Golf Club. The second group enjoyed an afternoon exploring wineries in Prince Edward County, including Gravel Hill Vineyard and Broken Stone Winery. They also had a tour at the National Air Force Museum of Canada, fed ostriches at Struisvogel Ranch and enjoyed box lunches from Farm Girl Café in Stirling. In lieu of supplier sponsorships, VP Joe requested donations to Gleaners Food Bank which serves Belleville and Hastings County and a large donation of non-perishable food items, gift cards and cash was presenting to Gleaners.

2023 Provincial Truck Roadeo

Professional, safe driving skills were on full display at the AORS Annual Provincial Safety Truck Roadeo at the Eastlink Arena in Clinton, ON on September 20, 2023 with a dash of friendly competition. Huron County Road Supervisors Association were the proud hosts of a record setting number of competitors, with 38 of the top municipal drivers representing their local associations and competing for cash, prizes and the 'John Gloor Memorial Trophy' - the best equipment operator award in Ontario Public Works. A special shout-out to the West Parry Sound Road Supervisors Association who hosted their very first local association Roadeo in order to send their two top drivers!

Both drivers representing the Bruce County Public Works Association plowed through the competition and came out in first and second place respectively. Len Phillippi, from the Township of Arran-Elderslie, finished with an impressive score of 359, out of a possible 370 points, placing first and winning both the John Gloor Memorial Trophy, and the title of "Driver Of The Year". Casey Hillier, also an employee with the Township of Arran-Elderslie, finished with a score of 325, taking second place. Second runner-up for the event was Lonnie Liedtke from the County of Renfrew.

Thank you to Joe Ryan CRS-I, Brady Nolan CRS-I and the rest of the Huron County Road Supervisors Association for a job well done!

1 Len Phillippi, Township of Arran-Elderslie, "Driver Of The Year" winner and the John Gloor Memorial Trophy

2 First runner-up Casey Hillier, also with the Township of Arran-Elderslie

3 Second runner-up Lonnie Liedtke, County of Renfrew

4 The 2023 Provincial championship drivers

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HOST A LOCAL ROADEO

If you would like information about hosting a local roadeo or help organizing one please contact Dennis O'Neil, Member Services Coordinator, dennisoneil@aors.on.ca

"You would be amazed at how much satisfaction you can get from getting involved and chairing or co-chairing a local roadeo in your area.

"Helping to organize a local roadeo in your area or LA will reengage your membership and help reignite your local association.

continued

AORS update

> **“ Competition at local roadeos is always friendly and one can always pick up some new skills and tips.**

> **“ Drivers who attend local roadeos learn new skills, pick up or reinforce many safety tips throughout the day and get to network with neighboring drivers!**

SPOTLIGHT

Can you believe that we are two thirds of the way through 2023?

The days are just slipping away, but our 38th Edition of the Spotlight hardcopy magazine has been well underway for some time now.

I'm very pleased with how many Suppliers have stepped up and renewed their ads before the yearend rush. In doing so they have guaranteed their participation in the" free Trade Show Booth draw" for next years trade show and the September "free ad draw" for the 2024 edition.

Our dedicated committee members which consist of volunteers, Directors, Suppliers and AORS staff have been busy following up on new supplier ads, as well as renewing existing ads. You may get tired of me continuing to praise the committee in every report, but if you actually knew how supportive and passionate they all are at getting ads and keeping the Spotlight magazine successful, you would feel guilty if you did not recognize them at every opportunity.

With that said, Co-chair Derek Scholten of Colvoy Equipment and I are always looking for new committee members, municipal and/or Suppliers. All you need is a little time, a computer and a phone. In addition to joining a very special committee group you could win a $1000 gift certificate and you get to display your photo on the front pages of 4000 magazines throughout the province. Not a bad deal for a little time spent.

The new features we added to the 37th edition of Spotlight was well received.

The new "supplier advertisers" section, the extra thick full-page ads and my favourite, the addition of the 35-year long term Spotlight advertisers.

I did receive some comments on our front page, and we are continuing to improve it each year, so if you have any suggestions or pictures, you think may be appropriate of a municipal nature, send them to us for our consideration.

Larry Maddeaux
Spotlight Co chair

As First Vice-President Joe Reid, a dedicated committee member can confirm, the Suppliers are very pleased with Spotlight, as Joe and I split up this year's Trade Show to canvass the Suppliers on renewing their ads and soliciting new ads. The comments were all very positive with no complaints on pricing or exposure. They are also impressed with the free on-line edition of Spotlight which can be found on the AORS website.

I think Kelly Elliott, AORS Marketing & Communications Specialist, summed it up in her August email blast to our members and suppliers.

Is Your Spotlight Handy?

Keep it close by when looking for quotes for your next project. It's a great way to have hundreds of quality suppliers at your fingertips.

Remember, when dealing with your contractors, existing or new, let them know that you found their name and/or product information in either the hardcopy or online Spotlight Directory.

In closing I would like to thank all suppliers, long-term and new, for their continuing support and the Spotlight Committee for all their hard work and dedication over the years.

2023 LONG SERVICE AWARDS

At the AGM, we were pleased to present Long Service Awards to those now retired members who devoted their careers to serving our communities. Congratulations, and thank you for your service!

NAME	LOCATION	YEARS OF SERVICE
BRAD ADAMS	**City of Thunder Bay,** North of Superior Public Works Association	**26 years of service as a Manager of Roads**
DWIGHT AIRHARDT	**City of Port Colborne,** Niagara Road Supervisors Association	**20+ years of service as a Roads Supervisor**
JOHN CAIN	**Township of St. Joseph,** East Algoma Road Superintendents Association	**17 years of service as a Superintendent of Public Works**
DOUG CHAPMAN	**Township of Howick,** Huron County Road Supervisors Association	**17 years of service as a Roads Foreman**
BILL DE WIT	**City of Cornwall,** Eastern Ontario Road Supervisors Association	**15 years of service as a GM, Infrastructure and Municipal Works**
GIULIANO DUNI	**Town of Wasaga Beach,** Simcoe County Road Supervisors Association	**27.5 years of service as a Manager of Fleet, Purchasing**
JOHN FARRELL	**Township of Tyendinaga,** District 8 Road Supervisors Association	**21 years of service as a Roads Supervisor**
RANDY HILLS	**Municipality of Brooke-Alvinston,** Lambton County Road Supervisors Association	**23 years of service as a Public Works Manager**
JIM KLAVER	**County of Lennox and Addington,** District 8 Road Supervisors Association	**15 years of service as a Supervisor, Roads & Bridges**
MARTIN LANGDALE	**County of Middlesex,** Middlesex County Public Works Association	**37 years of service as a General Superintendent**
GREG MCGRATH	**County of Simcoe,** Simcoe County Road Supervisors Association	**31 years of service as a Construction Superintendent**
JIM MIDDEGAAL	**County of Huron,** Huron County Road Supervisors Association	**16 years of service as a Patrol Supervisor**
BILL MITCHELL	**Haldimand County,** Haldimand & Norfolk Public Works Association	**32 years of service as a Supervisor, Roads Operations**
HAROLD NELSON	**Township of Douro Dummer,** County of Peterborough/City of Kawartha Lakes Public Works Association	**34 years of service as a Manager of Public Works**
DAN NEWMAN	**County of Essex,** Essex County Municipal Supervisors Association	**30 years of service as a Manager, Maintenance Operations**
LORNE RATHWELL	**Township of Laurentian Valley,** Renfrew County Road Supervisors Association	**30 years of service as a Public Works Supervisor**
RICK SMITH	**Township of Warwick,** Lambton County Road Supervisors Association	**17 years of service as a Public Works Team Leader**
DARRELL TOWNSEND	**City of Kingston,** District 8 Road Supervisors Association	**22 years of service as a Public Works Supervisor**
PHIL WILSON	**Township of Southgate,** Grey County Public Works Association	**17 years of service as a Public Works Foreman, Fleet Manager**

LOCATE FEE UPDATE

By: Kelly Elliott, AORS Marketing & Communications Specialist

I would first like to take the opportunity to thank all of our members who took the time to advocate for municipalities across the province when it came to the proposed locate fees by Enbridge, and the impact it would have on each of your communities. Because of this advocacy and the feedback received to the Province, the Ministry of Energy and the Ministry of Public and Business Service Delivery launched a consultation period over the summer of 2023 to hear from stakeholders.

On behalf of our Members, AORS provided these ministries both a written and oral submission outlining the concerns shared.

On September 14, 2023, the provincial government presented the key findings from their consultations with stakeholders. The key feedback included prioritizing locates and locate delivery timeframe, dedicated locator models, exemptions for low-risk excavation work, improved data quality, sharing of locates, and of course, charging for locates. In terms of charging for locates, a majority of stakeholders showed "strong support" for prohibiting charging for locates with some stakeholders noting that a new charge would have negative impacts on getting construction done faster and would lead to new costs for project owners and/or taxpayers. Other stakeholders raised concerns that prohibiting charging for locates could "limit opportunities for cost recovery measures for infrastructure owners" and suggested specific types of projects be charged but residential locates remain free.

Provincial staff noted any potential legislative changes or amendments would be brought forward for government consideration in Fall 2023. AORS will keep our members abreast of any changes or amendments as they come.

If you have any questions or concerns about this advocacy or have any other issues or concerns you would like AORS to advocate on behalf of our members, please contact me at ***kellyelliott@aors.on.ca***.

EXECUTIVE DIRECTOR'S MESSAGE

As municipalities continue to deal with the mass retirement of public works employees across the Province, AORS has been working behind the scenes to best advocate for Ontario municipalities and ensure the level of service our communities receive is not impacted by this hit to the labour force.

A key piece of this work is encouraging secondary school graduates and post-secondary students to consider municipal public works as a viable and successful career option.

The AORS Board Executive and Marketing and Communications Specialist Kelly Elliott were pleased to have delegations at the Good Roads Conference back in April with the Ministry of Education, Ministry of Labour, Immigration and Skilled Trades and the Ministry of Agriculture and Rural Affairs to lay the groundwork to the Province about promoting municipal public works as a great career option.

AORS recently completed a survey by Ontario municipalities to better grasp the challenges municipalities are facing in terms of hiring entry level positions. Over 90% of respondents reported that they received less than 5 applications in their last postings for entry level positions, compared to a flood of applicants in times past! From the survey, the lack of qualified applicants and having to compete with the private sector are the biggest challenges municipalities are facing. In the survey results, we also identified what requirements public works directors and managers would like a successful candidate to have in terms of developing a municipal equipment operators' course. We will be taking all of this information to colleges across the province to look at developing a course that would give young people the skills they need to be better prepared applying to a municipality. Stay tuned for more information in the near future as we continue to work on this.

In addition, AORS has been pleased to participate in LEVEL UP skilled trades career fairs across the province hosted by the Province of Ontario. By the time these career fairs wrap up in November, AORS will have visited Sault Ste. Marie, Sudbury, Dryden, Hamilton, Windsor, London, Mississauga, Oshawa and Ottawa promoting public works career options to thousands of elementary and secondary school students. To help get our message across, AORS has developed "Why Public Works" brochures and posters, and partnered with the Lanark County Road Supervisors Association to prepare a short video highlighting the variety of work a public works employee might encounter. These resources also extoll the benefits of working in the municipal sector.

We encourage our members to connect with local secondary schools and career fairs to promote public works careers. If you need any support with this work, including "Why Public Works?" literature or a copy of the video, please contact Kelly Elliott at ***kellyelliott@aors.on.ca***.

John Maheu
Executive Director

AORS Staff and Executive meet with MPP Patrice Barnes from the Ministry of Education

LA News

SUBMIT
YOUR LA NEWS OR ANNOUNCEMENTS

to be featured in the newsletter and/or on AORS social media

CONTACT
kellyelliott@aors.on.ca

County of Peterborough & City of Kawartha Lakes Public Works Association

Justin McGill (County of Peterborough) scored a hole in one on the 6th hole at Keystone Links Golf and Country Club in Cavan Monaghan during the AORS Peterborough and Kawartha Lakes Golf Tournament on August 24th. Manager of Operations, City of Oshawa looks on. Way to go John!

Eastern Ontario Road Supervisors

President and AORS Director of Eastern Ontario Road Supervisors Tommy Sauve CRS presented Bill de Wit CRS with his Long-Service Award (15 years). Bill retired from the City of Cornwall after 35 years, his last 15 years were spent within the Municipal Works division as a Manager and GM.

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!

County of Brant Road Supervisors Association

AORS Past President and current Director of the County of Brant Road Supervisors Association, Greg Demers CRS-S shared this photo from a get-together this past summer—"Lifelong friendships that started through the Association". Left to right AORS Past Presidents: Greg Demers CRS-S (2016), Rod Cameron CRS-S (2018) and Darrell Townsend CRS-I (2015).

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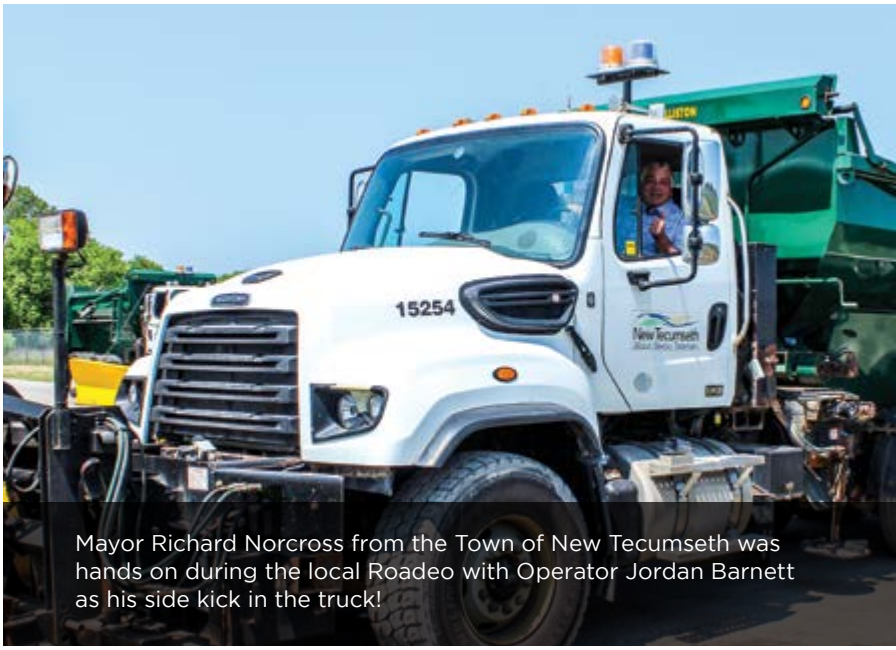
Long-Service Presentations

1 Andrew Sleegers CRS-I presents Mike Hare CRS-S with his Long-Service Award certificate.

2 Lorne Rathwell receives his Long-Service Award from President Mike Alcock.

East Algoma Road Superintendents Association

AORS Director of East Algoma Road Superintendents Association Harry Hadikin (left) presents John Cain (right) with his Long Service Award representing his 17 year service for the Township of Hilton on St. Joseph Island.



Mayor Richard Norcross from the Town of New Tecumseth was hands on during the local Roadeo with Operator Jordan Barnett as his side kick in the truck!

PWAzone

Public Works Academy Training + Professional Certification

TRAINING UPDATE

By Christie Little, AORS Programming & Training Coordinator and Dennis O'Neil, AORS Member Services Coordinator

2023 is proving to be an exceptional year for AORS training. With Book 7 updates being released at the end of 2022 and the launch of our condensed version for Unplanned Events, we have trained a record number of students both in person and virtually with our new and updated material. The new two hour Unplanned Events course was developed with first responders in mind but has been of significant value to other municipal and utility workers who are required to attend emergency scenes until a proper traffic control plan is implemented.

Another addition to our training portfolio in 2023 was Chipper Training, a spin-off from our Chainsaw Operator Safety Course, which continues to be very popular as well. It comes from a desire to provide workers with the knowledge and the basic skills to operate and maintain a woodchipper safely and efficiently. This is a three hour course focusing solely on your model of chipper.

The demand for in-person learning is quite evident with our registration numbers for PWLPD modules reaching capacity for most dates. Having said that, the demand for online options is still significant, especially with limited location offerings for this year. We maintain our belief that the networking that takes place during in-person courses is an invaluable part of any training session. With that in mind, we are hopeful to provide more locations for 2024. And while we can't feasibly be everywhere in the province, we do welcome input from the membership on where the demand is and possible venues for the modules. Each of the PWLDP modules are currently undergoing a review and we look forward to rolling out the updates for our spring sessions. Not to worry if you've recently taken any of the modules, the changes will be more of a refresh, not a content overhaul! Ground force training is also very busy with many municipalities requesting equipment operator evaluations as well as various equipment operator training sessions. With winter right around the corner, winter patroller courses as well as plow operator courses are very popular right now. There are several options for winter snow school as well. Have a look at the AORS web site for information.

The Education Committee will continue to monitor the ever-changing situation and consider the requirement for new and improved courses on an ongoing basis. We encourage you to contact AORS staff, AORS Member Services Coordinator, Dennis O'Neil, ***dennisoneil@aors.on.ca*** or AORS Programming & Training Coordinator, Christie Little, ***christielittle@aors.on.ca*** for all your training needs.

THE AORS VALUE PROPOSITION

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

AORS EXPERTISE

- 60+ training courses designed and delivered through a variety of options/formats
- Cooperative Local Association/LA (i.e. close-to-home) programs to reduce fees for courses, seminars and professional development programs
- Customized adult 'peer to peer' learning experiences to accommodate specific needs
- Strategic cooperative agreements with other professional and private sector organizations (e.g. OGRA, 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

Jason Gear

is a trainer with 20+ years of experience, specializing in chipper, chainsaw, and heavy equipment.

His career started in the private sector, with his own company in the logging industry. Jason's past experience as an Operations Manager with a nationwide explosives company before becoming a Heavy Equipment Operations Professor at Fleming College (Lindsay) provides him with a vast wealth of training background. Jason left Fleming College when he obtained the position of Corporate Driver Trainer for the City of Belleville, and he joined our team at AORS as a chipper and chain saw trainer in the spring of 2023. He has completed several courses through the current year with very positive results.

Jason is also Fire Chief in his home Municipality of Madoc, and he has a very busy home life with his wife of 25 years, Colleen, and 2 children. Jason and Colleen also foster three children in their home.

AORS is very excited to welcome Jason on board as our newest trainer for Eastern Ontario and look forward to a long-term relationship with him.

Welcome aboard Jason!!

60+ TRAINING PROGRAMS

1900+ MEMBERS IN ONTARIO

$ SAVE ON TRAINING & EDUCATION

PWAzone

The Provincially recognized designation of Certified Road Supervisor (CRS) is well recognized and respected throughout the public works industry in Ontario. Each quarter the AORS Certification Board considers applications from public works professionals to obtain their CRS designation. The various levels of certification require a specific number of years of roads related supervisory experience as well as designated courses. AORS, in cooperation with Good Roads, have strived to make these courses available through the pandemic, to allow individuals to continue to pursue their CRS certification or to advance to various levels of designation. The following lists represent those individuals who have been granted certification or reclassification over the last year.

Congratulations to all!!

1910

TOTAL CERTIFIED

TO DECEMBER 2022

(including Associate Members)

Certified At Certification Board Meeting March 16, 2023		
Dylan Adams	Mun. of Marmora and Lake	CRS
Vinni Bonazza	Town of Parry Sound	CRS
Matthew Bos	Twp. of Adjala/Tosorontio	CRS
Mark Boxell	Mun. of Trent Hills	Assoc. R.S.
Dimitri Buzinde	City of Windsor	Assoc. R.S.
Troy Cameron	Mun. of Northern Bruce Peninsula	CRS-I
Jason Cole	Haldimand County	CRS
Jason Dalgleish	Town of Smiths Falls	CRS-S
Dale DeJong	City of Brockville	CRS
Claude Dumas	City of Greater Sudbury	CRS
Mike Dwyer	Town of Greater Napanee	CRS
Daniel Ferrari	Town of Caledon	Assoc. R.S.
Mike Fletcher	Reg. Municipality of Niagara	CRS
Henry Garcia	Town of Caledon	CRS
Joel Gillard	City of London	CRS
Brooke Gillispie	County of Northumberland	CRS
Jerry Haan	County of Bruce	CRS-I
Rick Henderson	City of Greater Sudbury	CRS-S
Matthew Humphreys	Town of Deseronto	Assoc. R.S.
Anthony Incitto	City of Richmond Hill	CRS-I
Scott Jaques	Reg. Municipality of Niagara	CRS
Robert Koldyk	Mun. of Chatham-Kent	Assoc. R.S.
Greg Maxwell	Township of Limerick	CRS
Michael McDougall	Mun. of Middlesex Centre	CRS
Dan Mohr	Town of Caledon	CRS
Ryan Newton	Town of Grimsby	CRS
Shawn O'Brien	City of Cornwall	CRS
Matthew Oliveira	City of Mississauga	CRS
Andrew Orr	Mun. of Trent Hills	Assoc. R.S.
Debra Phair	Mun. of Chatham-Kent	Assoc. R.S.
Rick Rotondo	City of Vaughan	Assoc. R.S.
Glenn Russell	Town of Fort Erie	CRS
Kyle Shaw	City of Pickering	CRS
Jamie Simpson	Mun. of Chatham-Kent	Assoc. R.S.
Jeffrey Sisson	Twp. of Minden Hills	CRS-I
Christopher Stephens	City of Cambridge	CRS
Shaun Thomson	Mun. of Bluewater	CRS
Shane Timmermans	Mun. of South Huron	CRS
Darryl Walker	City of Guelph	Assoc. R.S.
D'Arcy Wheeler	Mun. of Middlesex Centre	Assoc. R.S.
Ken Young	Reg. Mun. of Waterloo	Assoc. R.S.

Certified At Certification Board Meeting May 30, 2023		
Frederic Bourbonnais	Twp. of Russell	CRS
William Pugsley	Norfolk County	CRS
Anthony Leocata	City of Markham	CRS
Sean Thomas	Town of Goderich	CRS-S
Greg Hilts	Town of Milton	CRS-I
Jean-Francois Mainville	UC Prescott & Russell	CRS-I
Jon Harasym	City of Brampton	CRS-I
Scott Hutchison	City of Burlington	CRS-I
Andrew Bell	City of Brampton	CRS-I
John Collison	Twp. of Dawn-Euphemia	CRS
Ryan DeSutter	Twp. of Malahide	CRS
Bruce Hilborn	County of Dufferin	CRS
Jeffery Johnston	County of Grey	Assoc. R.S.
Rejean Lacroix	City of Woodstock	Assoc. R.S.
Shane Lennie	Reg. Municipality of York	Assoc. R.S.
Paul MacKenzie	Twp. of Adjala-Tosorontio	Assoc. R.S.
Trevor Oxley	County of Haldimand	Assoc. R.S.
Adam Rowbotham	Town of Wasaga Beach	CRS
Jonathan Thompson	Twp. of King	CRS
Dennis Walter	County of Oxford	CRS-I
Kyle Williams	Town of Goderich	CRS
Ian Roberts	City of Port Colborne	CRS

START YOUR CERTIFICATION

Kirk Anthony Scarlett	City of Vaughan	CRS
Mario Stallone	Reg. Municipality of Peel	CRS
Claire Tipple	Reg. Municipality of Peel	Assoc. R.S.
Ken Burke	Reg. Municipality of Peel	CRS
Christopher Stephens	City of Cambridge	Assoc. R.S.
Taylor Thomson	City of Markham	Assoc. R.S.
Shane Wallis	Twp. of Enniskillen	Assoc. R.S.

Certified At Certification Board Meeting August 24, 2023		
Alan Babcock	Loyalist Twp.	CRS
Sam Bono	Haldimand County	CRS-S
David Buxcey	Twp. of Scugog	Assoc. R.S.
John Craig	Twp. of Scugog	Assoc. R.S.
Aaron Eden	Reg. Mun. of Waterloo	Assoc. R.S.
Jamie Edwards	Twp. of Chatsworth	CRS
Gregg Furtney	Twp. of North Huron	CRS
Steve Gould	Twp. of Central Frontenac	CRS
Cory Henry	Twp. of Southgate	CRS-I
Marty Herlihey	Twp. of Scugog	Assoc. R.S.
Steven Inwood	Twp. of Greater Madawaska	CRS
Ronald Klingenberg	Mun. of Central Manitoulin	CRS
Adam Knapp	Twp. of Horton	CRS-I
Lance Martens	Haldimand County	Assoc. R.S.
Andrew Maver	Twp. of Warwick	CRS
Dax McAllister	Town of The Blue Mountains	CRS-I
Dean McDonald	Twp. of North Glengarry	CRS
Richard McVeety	City of Brockville	Assoc. R.S.
Justin Metras	Twp. of Oro-Medonte	CRS-S
Adam Middleton	City of Hamilton	CRS
James Moore	City of Hamilton	CRS-I
Shawn Mulder	County of Essex	CRS
Karla Musso-Garcia	Twp. of Oro-Medonte	CRS-I
Curtis O'Brien	U. Counties of Leeds & Grenville	CRS-I
Joshua Oomen	City of Brockville	Assoc. R.S.
Adam Ryan	City of Stratford	CRS-I
Brian Slattery	Haldimand County	Assoc. R.S.
Paul Spoelstra	City of Hamilton	Assoc. R.S.
Steven Sullivan	Twp. of Scugog	Assoc. R.S.
Justin Taylor	Twp. of Perth East	CRS
Marriane Tikky	City of Niagara Falls	CRS-S
Adam Weishar	Mun. of Kincardine	CRS-S
Kevin Winslow	Twp. of Scugog	Assoc. R.S.
Marvin Winter	Twp. of Front of Yonge	Assoc. R.S.
Lisa Wooldridge	Town of Caledon	Assoc. R.S.

ASSOCIATE ROAD SUPERVISOR

- Successfully completed T.J. Mahony Road School courses (Construction and Maintenance) **OR**
- Three (3) years of significant roads related supervisory experience but has not completed T.J. Mahony Road School courses.

CERTIFIED ROAD SUPERVISOR (CRS)

- Successfully completed both sections of T.J. Mahony Road School (Construction and Maintenance) OR successfully taken the challenge exam through AORS; **AND**
- Successfully completed the PWLDP modules (minimum passing grade 70%): Local Government, Leadership and Customer Service (or approved equivalent modules e.g. Loyalist College Municipal Leadership); **AND**
- A minimum of three (3) years significant roads related supervisory experience.

CERTIFIED ROAD SUPERVISOR—INTERMEDIATE (CRS-I)

- Satisfied the CRS requirements; **AND**
- Successfully completed two mandatory C.S. Anderson School Courses: Managing Human Resources **OR** Effective Management **AND**
- Successfully completed Municipal Health and Safety or approved equivalent program; **AND**
- Successfully completed one approved specialized course of your choice; **AND**
- Successfully completed the PWLDP modules (minimum passing grade 70%): Financial Management and Talent Management (or approved equivalent program modules e.g. Loyalist College Municipal Leadership); **AND**
- A minimum of five (5) years significant roads related supervisory experience.

CERTIFIED ROAD SUPERVISOR—SENIOR (CRS-S)

- Satisfied the CRS and CRS-I requirements; **AND**
- Successfully completed mandatory course: Basic Report Writing and Presentation Skills (C.S. Anderson Road School) (or an approved equivalent); **AND**
- Successfully completed the PWLDP modules (minimum passing grade 70%): Process Management, Continuous Improvement and Communications (or approved equivalent program modules e.g. Loyalist College Municipal Leadership); **AND**
- Successfully completed two other approved Technical/ Management courses of your choice; **AND**
- A minimum of seven (7) years significant roads related supervisory experience.

ALL LANES OPEN *TO YOUR PUBLIC WORKS CAREER*

5 BENEFITS OF BEING A REGULATED PROFESSION

CRS

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

CRS PROFESSIONAL DEVELOPMENT PROGRAM

education+experience

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

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

Who is eligible for the CRS?

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

5 STEPS TO CERTIFICATION

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

BOOK 7— **UNPLANNED EVENTS**

AORS is now offering a two-hour training session on the Unplanned Events regulations in the new Book 7. This course focuses only on unplanned events, such as an emergency where traffic may need to be directed away from an incident, first responders, or their equipment. This is a great training session for your local fire departments that would be delivered at your location on a date and time that suits your local needs.

Please share this information with your Fire Chief! If they require more information or to request in-person training, please contact Dennis O'Neil, AORS Member Services Coordinator at ***dennisoneil@aors.on.ca*** or Christie Little, AORS Programming & Training Coordinator at ***christielittle@aors.on.ca***.

E-Blast SUBSCRIPTION

The AORS e-newsletter is the perfect way to stay up to date with all things public works, including job opportunities, upcoming training, advocacy updates and announcements. Scan this QR code to get signed up to have all this information fall right into your inbox!
And of course, you can unsubscribe at any time.

Association of Ontario Road Supervisors

2024 AORS MUNICIPAL PUBLIC WORKS TRADESHOW

JUNE 5–6, 2024
CORNWALL CIVIC COMPLEX AND CONVENTION CENTRE

PROUDLY HOSTED BY

EASTERN ONTARIO ROAD SUPERVISORS ASSOCIATION

YOUR PROFESSIONAL ASSOCIATION

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

AORS

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