THE NEWSLETTER FOR ONTARIO'S PUBLIC WORKS PROFESSIONALS

# ADVANCE

AORS Promoting knowledge ⇒ Pursuing excellence

SUMMER 2022

## PRESIDENT'S MESSAGE

**For over sixty years, the Association of Ontario Road Supervisors (AORS) has represented the interests of municipal public works professionals across the Province of Ontario. Our association and its membership, of both municipal and supplier representatives, play a vital role in the construction and maintenance of the critical infrastructure which serves our local communities. As we celebrate the past achievements of AORS and coming hot off the tails of a reinvigorating trade show, we can look ahead as we plot a course for the future success of the industry and the association.**

I am honored to continue to act as the Association President for the remaining term and to build upon the momentum gained by past presidents, board members and the association's general membership. This will be one of the most important years for the association, as we look to rebound from pandemic laden activities and overcome new adversities facing our industry. These challenges will be faced with a renewed sense of energy following the successes of the 2022 Tradeshow. A quick thank-you to Karla Musso-Garcia and Andy Foster from the Simcoe County Road Supervisors Association, and their team, for their incredible work and dedication in the organization and execution of the event. Thank You! And thank-you to all vendors and delegates who took the time to attend the show, I hope that you found value in it.

AORS understands that there will be challenges ahead; recruitment and retention of skilled public works staff seems to be plaguing much of our municipal membership. Leading into municipal elections, AORS understands the importance of expanding our brand reach so that municipalities are aware of the professional development opportunities, training and educational offerings provided by AORS. We understand the importance of engaging and broadening our

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*Bill Wilson CRS*
*AORS President*

**Association of Ontario Road Supervisors**

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# THE NEWEST MEMBERS OF THE BOARD OF DIRECTORS

**These are your newest board directors for 2022 and AORS would encourage anyone who gets the opportunity to serve as a local association representative to do so. It is a great group to be involved with and provides so much insight into the public works industry. Thanks for stepping up everyone!**

## **Don Huston**, CRS-I, Bruce County PWA

Born and raised in the Bruce County area, Don started his career as an equipment operator in 1992 with the Municipality of Kincardine. In 2007 he was promoted to foreperson and in 2014 to his current position, Operations Supervisor for the Municipality of Kincardine. Don gained his Certified Road Supervisor (CRS) designation in 2012 and currently holds the CRS-Intermediate level designation. Don is married with one child and two grandchildren He has served as Captain of the Kincardine Fire and Emergency Service for 27 years, and in his spare time, Don enjoys camping and working on old trucks. Welcome to the AORS Board of Directors, Don! We look forward to working with you.

## **Chris Mantha**, CRS-S, Renfrew County RSA

In 2005, Chris joined the City of Pembroke Roads and Fleet Department as an operator/laborer. In 2009 he was promoted to Supervisor of Roads and Fleet. Chris achieved his CRS designation in 2014 and proudly received the Marvin D. Halliday Award in 2016. Also in 2016, Chris became President of the Renfrew County Road Supervisors Association. In 2018, he attained his OACETT C.Tech. designation and in 2019 joined the Town of Petawawa as Manager of Public Works. Chris and his wife Sally have three beautiful daughters and live in Pembroke, “The Heart of the Ottawa Valley”. When he is not working, Chris enjoys riding his motorbike, camping, fishing, and hiking. Welcome aboard Chris!

## **Jeff Waldon**, CRS-I, County of Peterborough & City of Kawartha Lakes PWA

Jeff moved to a Municipal career in 2010 as a Foreperson for the Township of Asphodel-Norwood, leaving a 13-year career as a Sewer-Watermain/Road Builder Lead Hand in the private sector. Shortly after making the move to the municipal sector, Jeff took on the role of Manager of Public Works and Environmental services, where he remained for 11 years. Recently Jeff has relocated to the Township of North Kawartha as their Road Supervisor. Jeff obtained his CRS-Intermediate in 2019 and is currently working towards the requirements for the CRS-Senior level designation. Jeff is married and has 3 little girls. The whole family is very supportive of his career. In his spare time, he enjoys hockey, where he plays as a goaltender, and Timbersports, which complements his elaborate saw collection. Welcome aboard Delton! We look forward to working with you.

# AORS update

# HIGHLIGHTS OF BOARD OF DIRECTORS MEETINGS & AGM

## Who knew a handshake would be so missed. Finally, a return to in person meetings!

The AORS Board of Directors met 3 times in the first half of 2022. The meeting that was originally scheduled as in-person, to be held in conjunction with the Good Roads conference, was rescheduled to March 1 as a videoconference when the Good Roads conference was postponed to April due to Covid. Only those urgent matters that could not be delayed to April were addressed at that meeting. A hybrid meeting was subsequently held on April 10 at the Good Roads conference, as was the AORS Annual General Meeting on April 11. And finally, a hybrid Board meeting was held on June 24 in Barrie. Following are highlights from these meetings.

1. **Membership:** In 2021, total membership was 1905, approximately 11% below pre-pandemic levels. The number of municipal and honourary members rebounded slightly from 2020, but supplier members continued to decline as a result of several Local Associations (LAs) not invoicing or renewing supplier memberships in light of little to no activity at the local level through 2021. Most LAs were planning on holding meetings and other in-person events for spring and summer 2022. However, several were struggling to get back up and running for a variety of reasons. It was agreed that a portion of the Local Association Workshop scheduled for June 23 would address these challenges and make recommendations to help all LAs reengage their members. With both AORS and OGRA transitioning to online training since fall of 2020, applications for certification returned to near pre-pandemic levels, and the number of certified members remained steady near 670. Long Service Awards were presented to those who were at the AGM, and the others will be presented at upcoming LA meetings as they resume. The Board agreed to change the criteria for awarding Long Service Awards so that approximately a third of all certified members who are not also LA members will now be eligible to be recognized. Hopefully more of these members will be able to attend the next AGM to accept their award there.

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*On Monday, April 11, 2022, AORS held its Annual General Meeting at the Toronto Royal York in conjunction with the Good Roads Conference. This was the first time since 2019 that an in-person AGM was held.*

continued

# AORS update

Continued from page 3

2. **Finance Committee:** 2021 proved to be another challenging year, with cancellation of the second consecutive Trade Show, and few opportunities to generate leads for Spotlight ads and Trade Show exhibitors. But thanks to strong uptake of online training, the successful launch of the AORS CONNEXIONS online platform, and tight control of expenditures, the year ended with a profit that more than offset the loss experienced in 2020. The Board approved the 2022 budget anticipating a gradual return to normal, with revenues from the Trade Show, offset by increased travel and other expenses associated with in-person training and events.
3. **2022 Trade Show:** The organizing committee worked diligently over the fall, winter and spring, and in spite of changing restrictions and other uncertainties, delivered a very successful Trade Show in Barrie on June 1 and 2, 2022. A wide array of equipment, products and services were on display from 175 exhibitors. A big thank you to the Simcoe County Road Supervisors Association for hosting the show, the municipalities that graciously volunteered their staff, the members of the organizing committee, the sponsors, the exhibitors, and of course all the members and their staff that attended the show.
4. **Spotlight:** Larry Maddeaux, CRS-I, Spotlight Committee Co-chair, reported that the 2022 Spotlight was published in January with 4000 copies printed, 3000 of which were mailed to members and other public works professionals, and the remaining 1000 to be handed out at events throughout the year. The 36th edition had 217 ads, 21 fewer than in 2021, reflecting the difficulty of generating leads when there have been few events over the last 2 years. Work on the 2023 edition has started. Existing advertisers are urged to renew their ads as soon as possible, and all members are encouraged to help by promoting ads to any suppliers they deal with and receive an entry into a draw for a $1000 gift card for each new ad they secure. Mike Alcock, from the Municipality of Morris-Turnberry, was the winner for the 2022 edition.
5. **Education Committee:** The majority of training was delivered online in 2021, the exceptions being chainsaw and the practical component of equipment training. The total number of trainees rebounded to slightly more than those trained in 2019, pre-pandemic. During the first half of 2022, training has been gradually transitioning back to in-person, with most courses expected to be available in-person by the fall, with hybrid or online options for selected courses based on demand.
6. **AORS CONNEXIONS:** With no trade show in 2020 or 2021, and very few Local Association meetings or other events where members could network, in 2021 the Board approved a new online platform, CONNEXIONS, where supplier and municipal members could reconnect and share information. It was launched in November 2021 and ran through the winter of 2022. There were 20 sponsors who showcased their products in virtual exhibits, which garnered over 6000 views. Twelve sponsors conducted live broadcasts which were viewed by over 500 participants. Feedback was very positive, and dependent on staff resources, a relaunch will be considered for the upcoming fall and winter season.

## Upcoming Meetings

- The fall 2022 Board meeting is scheduled for Friday, September 16, 2022. The annual Suppliers—Directors meeting and golf will be held on Thursday, September 15, 2022. Both will be held at the Oakwood Resort in Grand Bend.
- Based on feedback received from members, OGRA has announced their 2023 Annual Conference will be held April 16—19 at the Royal York, rather than late February. As a result, the AORS Board agreed that it will meet late February / early March by videoconference to deal with time sensitive matters (e.g. budget approval), with a spring board meeting to be held in-person on April 16 in conjunction with the Good Roads Conference. The AGM will then be held in-person on April 17, also in conjunction with the Good Roads Conference.
- Local Associations are urged to avoid the above dates when scheduling their own meetings and events, and coordinate with neighbouring associations to pick dates that avoid conflicts and accommodate Supplier members and AORS staff who travel to attend several meetings in a week.

*AORS held the Winter Board of Directors meeting in-person on April 10, in conjunction with the 2022 Good Roads Conference in Toronto. Prior to this, due to the uncertainty at the time and a rescheduled OGRA conference, the Directors met virtually on March 1 to handle some of the more pressing business that could not wait until the rescheduled conference in Toronto.*

# LOCAL ASSOCIATION **WORKSHOP**

**June 23, 2022**

This year, AORS held its annual workshop in-person at the Allure Hotel and Conference Centre in Barrie. The day long workshop delved into two major challenges facing Local Associations and municipalities:

1. How can Local Associations emerge from COVID revitalized and ready to meet the needs of their members?
2. How can municipalities recruit and retain public works staff considering the current labour and skills shortage?

The aim of the workshop was to better understand the scope of these problems, identify some of the underlying causes, and recommend strategies that municipalities might want to consider in order to close any identified gaps. Surveys were sent prior to the workshop to provide the group further insight into the topics to be discussed. The surveys captured information and experiences from municipal members, LA members, and HR professionals. In total 144 surveys were received prior to the workshop. All AORS Directors were encouraged to attend or send another representative from their LA Executive. Each LA was also asked to send one or two other members who could contribute to and/or benefit from these discussions. The workshop was very informative, with attendees contributing excellent information, ideas, and experiences. AORS will be sharing the results of this workshop with its membership in the future. Stay tuned!

# 2022 EXECUTIVE DIRECTORS

Your 2022 Corporate Directors from Left to Right: Joseph Reid, CRS-S, AORS second vice president, District 8 RSA; Bill Wilson CRS, AORS president, Perth County RSA; Mike Alcock, AORS first vice president, Huron County RSA, and Phil Wilson CRS-S, past president, Grey County PWA.

# AORS 60TH ANNIVERSARY CELEBRATION

**Did you know that 2021 was AORS' 60th anniversary? We were forced to wait a bit to properly celebrate this milestone, but on June 1st, in conjunction with the AORS Municipal Public Works Trade Show in Barrie, a 60(+1) Anniversary Luncheon was held. Directors, Past Presidents, staff, and guests were invited to mark this pivotal moment in the history of the Association of Ontario Road Supervisors.**

The event took place at the Horsepower Sports Bar in the Sadlon Arena. 29 people attended the excellent buffet lunch, and with a glass of wine in hand, toasted AORS, all the while sharing stories and experiences. Below is an excerpt from Karla Musso-Garcia's address to the crowd.

I am very thankful to be invited to this 60th anniversary event. While I have the floor, I would like to share how AORS has played an important role in my career.

17 years ago, I was given the opportunity to work in the City of Barrie's Operations department with one of AORS' past presidents, Fred Haughton. Fred was an amazing mentor to me, and he was one of the first to give me many opportunities, one of which was accompanying him to a Simcoe County Roads Supervisor meeting to be his tech support for his presentation on winter operations.

Fred taught me so much and he would often point to his AORS plaque and tell me I should get involved in some way. I started doing just that with the Barrie Roadeo, then the County Roadeo, then training coordination, then the Local Executive, then Local President, and now AORS Director. I am also very proud to be the first woman on the AORS Board of Directors.

As I look back on my 18 years of municipal experience and as I look at all of you in the room, it's important to acknowledge the doors everyone in this room has opened for all of us presently in the industry and the importance of our role in shaping the future of the public works professionals for the communities we serve.AORS has been an integral part of public works in the past, the present, and will continue to do so in the future. To everyone that has been a part of this wonderful association, congratulations on 60 years!

**"Sixty years is a significant milestone for any organization. AORS and their wide-ranging municipal and supplier members can be very proud of how the Association has grown and continues to grow while supporting career advancement and relations amongst its Professional Public Works Community. Best wishes for the Association and its members on their continued endeavours and future successes."** Bill Wilson, AORS President

# AORS 60

**2021** *Promoting knowledge.* ***Pursuing excellence.***

*Karla Musso-Garcia, AORS Director SCRSA, Trade Show committee member, addresses the crowd at the AORS 60(+1) Anniversary Luncheon.*

*AORS Past Presidents and the year(s) they reigned. Back row left to right: Lloyd Nelson, CRS-S, Peterborough County, 2000; Ewen MacDonald, CRS-S, Eastern Ontario RSA, 1999/ 2011; Gary Williamson, CRS-S, Wellington County, 1994; Kevin Boucock, CRS-S, Niagara RSA, 2017; Paul Dalton, CRS-S, Lambton County RSA, 2004/2005; Dennis O'Neil, CRS-S, Oxford County RSA, 2009; Darrell Townsend, CRS-S, District 8 RSA, 2015. Front row left to right: Bryan Clarke, Durham Region PWA, 1997; Neil Murray, CRS-S, Wellington County, 1978; John Cane, CRS-I, Northumberland RBA, 2014; Phil Wilson, CRS-S, Grey County PWA, 2019, Larry Maddeaux, CRS-I, Durham Region PWA, 2007; Bill Wilson, CRS, Perth County RSA, 2020/2021.*

## A few highlights from the early years of AORS.

**1961** At the University of Toronto a tentative constitution was tabled and approved for the "Ontario Road Superintendents Association" on May 8.

**1970** The question of certification of a Road Superintendent was discussed. A committee was formed.

**1972** Association name was changed to the "Association of Ontario Road Superintendents" on February 21.

**1984** AORS first convention display.

**1986** The benefits of certification were presented at the Annual General Meeting by the feasibility taskforce.

**1989** Certification program started with 54 road superintendents certified.

**1990** First newsletter published.

**1991** First fulltime Executive Director hired and first permanent office at Thorndale, ON.

**1994** First Provincial Safety Truck Roadeo held by AORS.

**1996** Bill Pr53, an Act respecting the Association of Ontario Road Superintendents receives Royal Assent on April 25.

**1997** AORS website developed.

**1998** Name change to the "Association of Ontario Road Supervisors" approved by membership.

## Association Trade Show Hosts through the years

**1986** Huron County
**1987** Middlesex County
**1988** Niagara Region
**1989** Wellington County
**1990** Peterborough County
**1991** Bruce County
**1992** Renfrew County
**1993** Perth County
**1994** Oxford County
**1995** Haldimand Norfolk
**1996** Grey County
**1997** Huron County
**1998** District 8
**1999** Simcoe County
**2000** Almaguin & Nipissing
**2001** Niagara Road
**2002** Eastern Ontario
**2003** Kawartha Lakes
**2004** Elgin County
**2005** Haliburton County
**2006** District 8
**2007** Wellington County
**2008** Bruce County
**2009** Essex County
**2010** Northumberland
**2011** Waterloo
**2012** Grey County
**2013** Brantford & Brant County
**2014** Renfrew County
**2015** Huron County
**2016** Nipissing Road
**2017** Perth County Road
**2018** District 8
**2019** Chatham-Kent Road
**2020** Cancelled
**2021** Cancelled

AORS MUNICIPAL PUBLIC WORKS TRADESHOW

Proudly Hosted By

SIMCOE COUNTY ROAD SUPERVISORS

# TRADE SHOW 2022

**2022 AORS Municipal Public Works Trade Show was a huge success! It was great to see so many of our municipal and supplier members reconnect. After a 2-year hiatus, the show was held on June 1–2 at the Sadlon Arena in Barrie.**

**Almost 200 exhibitors of equipment, products and services for the municipal public works sector welcomed over 1400 people to check out their offerings.**

Despite several false starts over the last 3 years, the Simcoe County Road Supervisors Association did a fantastic job hosting the show, including organizing the event and laying out the welcome mat. Thank you to all our exhibitors, sponsors, volunteers, and visitors!

SAVE THE DATE FOR THE 2023 SHOW.
**June 7–8, 2023, Strathroy, Ontario.**

# WELCOME BACK!

## The first face to face AORS Municipal Tradeshow in a new world was a great success!

**Karla Musso-Garcia, C.E.T.**
AORS Director, Simcoe County Roads Supervisor Association

**After many hurdles over the past two years, our Tradeshow Organizing team is now a world class hurdle team!**

A special thank you to the organizing team: Andy Foster, Tradeshow Chair (City of Barrie); Lisa McNiven (New Tecumseth); Peter Ercolini, CRS-I (Retired City of Orillia); Kevin VandeBeek, CRS-I (Bradford West Gwillimbury); Dan Perreault (Clearview Township); Dan Cole, CRS (Town of Collingwood); Scott Haw, CRS-I (Springwater Township); Brad Robinson (Oro-Medonte); Christian Meile (County of Simcoe); Giuliano Duni (Wasaga Beach); Derek Burke, CRS (Township of Severn); Marc Youell (Joe Johnson Equipment); Nick Stewart (RB Enterprises); Scott Schamehorn, CRS (Duncor); Sam Clark (DriveWise); Brian Knight (Valley Blades)

Also, special mention to Paul Girard, Facility Supervisor for the Sadlon Arena who worked with us through all the date changes and vendor adjustments and made it a smooth transition year after year!

The Ross McKenzie Golf Tournament was held at Tangle Creek Golf Course in Essa Township. The sold-out event had wonderful weather and the staff of the golf course were excellent and attentive. We could have not asked for a better day golfing. Thank you to Marc Youell from Joe Johnson Equipment for coordinating the event. A wonderful moment was captured acknowledging Doug Bergman, Paul Kay, Assoc. R.S., and Ray Little as founding members of the Ross McKenzie Golf Tournament and all their work with AORS over the years.

The Tradeshow was well attended, and it was great to see so many faces in real life and not through a computer screen. It was wonderful to network with all the vendors and attendees who were looking forward to mingling during and after the Tradeshow events. It really reignited a lot of relationships that have been difficult to maintain over the last couple of years.

The Tradeshow is such a fantastic event to focus on the services we provide to the communities we serve, and a great opportunity to see all the new as well as the tried-and-true technologies and equipment. What a wonderful chance to focus on what we do best! Seeing so many kids excited to see the equipment was a great insight into the future of Public Works.

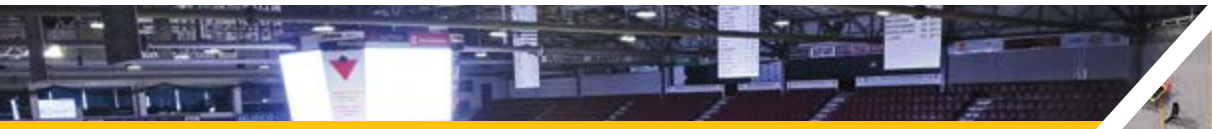
Thank you to all our sponsors and suppliers who pulled together and made this event a success through so many supply chain challenges.

Finally, a special thanks to John Maheu and staff at AORS for your guidance, we appreciated your support through training and keeping us on schedule. To all the attendees who came out, thank you for your participation and efforts!

I encourage all local associations to participate in hosting or helping at an AORS Trade Show. It really is a unique and rewarding experience. We wish the 2023 team all the best!

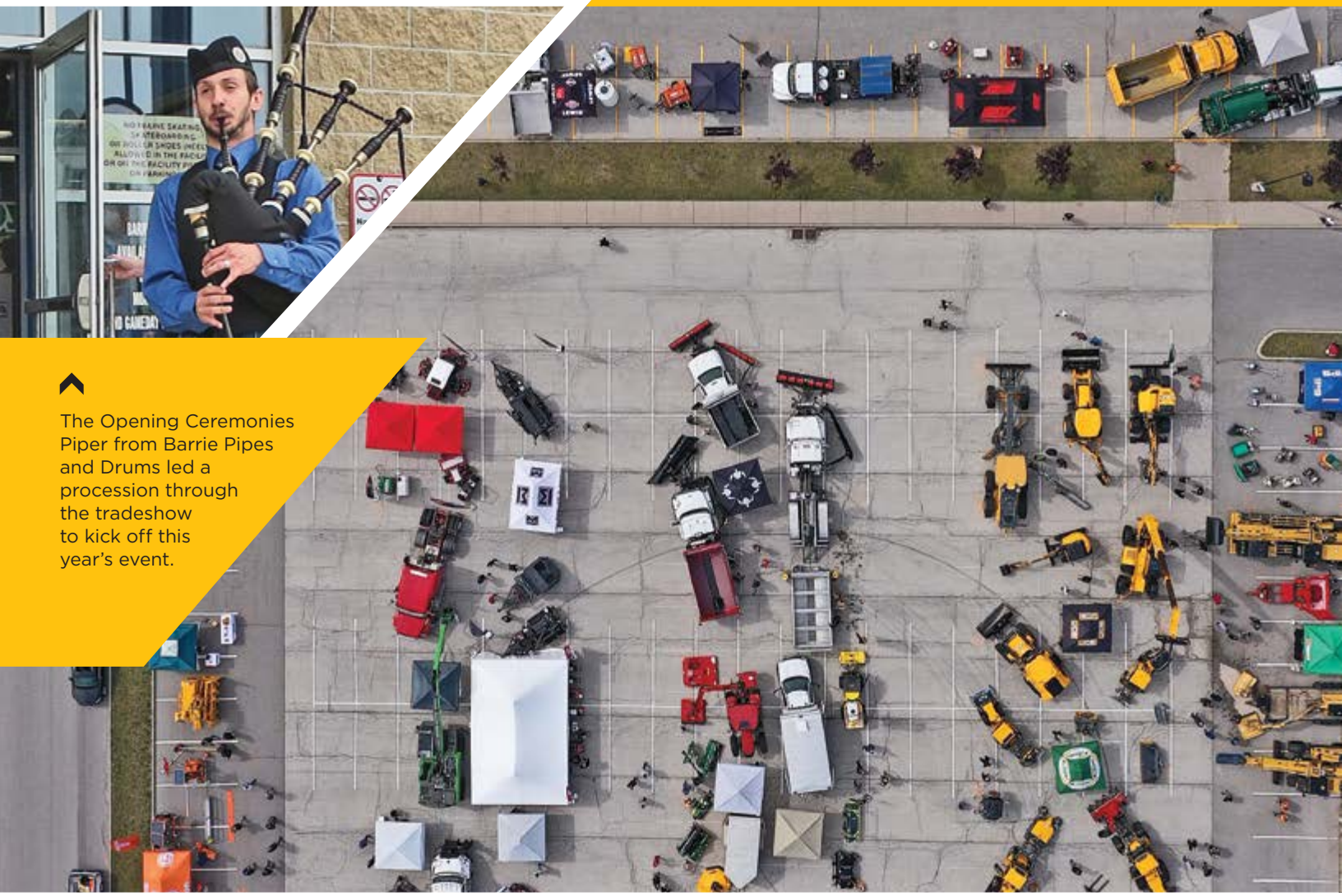
On behalf of myself and the Simcoe County Road Supervisors Association, thank you for a wonderful experience, we will see you all in June 2023 in Strathroy.

AORS MUNICIPAL PUBLIC WORKS TRADESHOW



Arena Floor Indoor Booths

Outdoor Booths



The Opening Ceremonies Piper from Barrie Pipes and Drums led a procession through the tradeshow to kick off this year's event.

1 Day 1 door prize, donated by Charles Jones Industrial, was won by Maguire Clay from the City of Barrie. Seen here presenting the gift is AORS Executive Director, John Maheu

2 Day 2 door prize, a $200 Canadian Tire gift card, was won by Andy VanBeek from the Municipality of Morris-Turnberry. Presenting the gift is Mike Alcock, AORS first vice president, and Director of Public Works, Municipality of Morris-Turnberry.

3 Andy Foster, Simcoe County Road Supervisors Association Tradeshow Chair addresses the brave souls who, despite the rain, gathered at the East Entrance of the Sadlon Arena at 11:00am on June 1st to celebrate the event's opening ceremonies.

4 Bill Wilson, AORS President 2020, 2021, 2022, helps to kick off the Trade Show.

5 Councillor Barry Ward, acting Deputy Mayor of Barrie, was one of the dignitaries to take part in the opening ceremonies.

6 The Best Inside Display Award went to Dican. Shown here, from left to right are: Mike Shirchenko, Dican President; Lucy Woodward, Sales Director; John Falcon, Technical Sales; Bill Wilson, AORS President; Andy Foster, Trade Show Chair.

7 The Best Outside Display was awarded to Jade Equipment. Pictured from left to right: Andy Foster, Tradeshow Chair; Eric Bouchard, JCB Product Manager; Bill Wilson, 2022 AORS President; Ric Ross, Vice President and General Manager; Steve McCoy, President; Bonnie McCoy, Secretary—Treasurer.

AORS MUNICIPAL PUBLIC WORKS TRADESHOW

# ROSS MCKENZIE MEMORIAL GOLF TOURNAMENT

Tuesday, May 31, 2022, was the hottest day Barrie's Tangle Creek golf course had seen this season. It was also the date of the 2022 AORS Ross McKenzie Memorial Golf Tournament, always held the day before the AORS Tradeshow, as a thank you to our exhibitors / sponsors, and a networking opportunity for all.

Despite losing a couple of golfers early on to the challenging weather conditions, everyone thoroughly enjoyed their time on the course, despite the heat. It was immediately apparent why the course has consistently been ranked as one of Ontario's finest golf courses. The course offered challenging holes, with greens said by some to be Ontario's best. All the while being surrounded by the most breathtaking vistas Simcoe County has to offer.

It was a pleasure for all to return to this type of event and the mood on the course reflected this celebration. The day ended with an excellent meal of chicken and ribs served in one of Tangle Creek's windowed event rooms. 2022 Tradeshow committee member, Marc Youell acted as MC and handed out this year's awards. Bill Wilson, current AORS President was also on hand to say a few words and take a few pics. Kudos to Marc and the team for organizing a great event.

1 Winners of the 2022 Ross McKenzie Memorial Golf Tournament, at 10 under par, was the team from Turf Care Products. Left to right are: Tom Fischer, Chris Emerton, Paul Cooper, and Mike Rossi (Dol Turf).

2 Winner of the ladies closest to the pin award went to Erica Baguley, a member of the Charles Jones Industrial team.

3 The ladies longest drive award was won by Hope Blockmore.

4 Winner of the men's longest drive was Troy Grogan.

5 The most honest team (at 22 over par) was presented to the Northern Mat & Bridge team. From left to right: Tim Lee (Northern Mat & Bridge), Kevin Hart, CRS-S (Municipality of Centre Hastings), and Chris Fenlong, CRS-I (Township of Athens). Missing from the photo: Michael Thomas (Northern Mat & Bridge).

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**6** Bill Wilson, current AORS President congratulates the winners.

**7** Men's closest to the pin award was won by Mike Price from the Con Cast Pipe team.

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# LONG SERVICE AWARDS

Did you know that AORS presents Long Service Awards to members when they retire? The criteria are that they have been a municipal member in a supervisory or management role for at least 15 years.

And did you know that being certified under the Certified Road Supervisor program entitles you to all the benefits of AORS membership, including the Long Service Award if you meet the criteria?

If you have retired, or plan on doing so in 2022 or 2023, please advise the office and we will check if you qualify. Likewise, let us know if any of your staff or colleagues who are or were certified under the CRS program have recently retired, or have given their retirement notice.

For more information on the award, how to nominate someone or apply for yourself, please visit the AORS website.

## 2022 Long Term Service Award Recipients

The following is a list of others who retired between January 1, 2021, and December 31, 2021.

| NAME | LOCATION | YEARS OF SERVICE |
|---|---|---|
| **CRAIG D. DECARIE, CRS-S** | **County of Simcoe,** Simcoe County Road Supervisors Association | **22 years of service as Foreman** |
| **WILFRED (TERRY) LAMURE** | **United Townships of Head,** Clara & Maria Renfrew County Road Supervisors Association | **29 years of service as Road Superintendent** |
| **MARTY LENAERS, CRS-I** | **Township of Norwich,** Oxford County Road Supervisors Association | **22+ years of service as Manager of Public Works** |
| **MICHAEL HARE, CRS-S** | **Municipality of Central Elgin,** Elgin County Municipal Supervisors Association | **21 years of service as Operations Superintendent** |
| **DAVE MENARY, CRS-I** | **Township of East Garafraxa,** Dufferin Caledon Road Supervisors Association | **17 years of service as Director of Public Works** |
| **BEN RYZEBOL** | **Township of Amaranth,** Dufferin Caledon Road Supervisors Association | **16 years of service as Director of Public Works** |
| **DAVE YEMM** | **Township of Nipissing,** Almaguin Road Superintendents Association | **22.5 years of service as Operations Superintendent** |
| **DAN TINNEY** | **Township of Oro-Medonte,** Simcoe County Road Supervisors Association | **33 years of service. 18 years as a Supervisor** |
| **PAUL ROCHON, CRS** | **City of Cornwall,** Eastern Ontario Road Supervisors Association | **15 years of service as Roads Supervisor/Manager of Municipal Works** |
| **BRIAN VAN OSCH, CRS** | **Township of Ashfield-Colborne-Wawanosh,** Huron County Road Supervisors Association | **20 years of service as Public Works Superintendent** |

Our long service award recipients have been unable to accept their awards in-person for quite some time. Because of this, we cordially invited both 2020 and 2021 recipients to the Winter Annual General Meeting. For those who were unable to make it to Toronto, AORS will make every attempt to present these awards in-person at an upcoming LA meeting, your place of work, or other location. *AORS would like to congratulate all recipients. Well deserved recognition!*

**1** At the Annual General Meeting, held at the Good Roads Conference in Toronto, Perry Ramsay, CRS-I was on hand to accept his AORS Long Service Award from (far left) Mike Alcock, AORS 1st Vice President, (left) Bill Wilson, AORS President, and (right) Phil Wilson, AORS Past President. Perry retired in 2021 from the Municipality of Meaford after 35 years of service with 21 years as Supervisor.

**2** John Maheu, AORS Executive Director (left) and Chris Mantha CRS-S, Renfrew Local Association President (right) present Tom Renaud, CRS with a Long Service Award. Tom retired in 2019 from the Town of Petawawa with 26 years of service as Road Supervisor.

**3** Chip Wilson, CRS-S (right) accepts a Long Service Award from Dennis O'Neil, AORS Member Services Coordinator (left). Chip retired in 2020 as Director of Operations from the Town of Goderich after 20 years of service.

**4** Alvin Kauffeldt receives his Long Service Award from John Maheu, AORS Executive Director (left), Chris Mantha, Renfrew Local Association President (far right), and Sheldon Keller, Mayor, Township of Brudenell, Lyndoch and Raglan (right). Alvin retired in 2019 from the Township of Brudenell, Lyndoch and Raglan after 24 years of service as Public Works Supervisor.

**5** Ewen MacDonald receives an AORS Long Service Award from Tommy Sauve, CRS. Ewen retired in 2021 from the Township of South Glengarry with 29 years of service as General Manager, Infrastructure Services. Tommy Sauve, Safety, Training and Operations Supervisor, City of Cornwall will be replacing Ewen on the AORS Board of Directors.

**6** Janet Collins receives her Long Service Award from John Maheu, AORS Executive Director (left) and Chris Mantha, Renfrew Local Association President (right). Janet retired in 2019 from the Township of Whitewater Region with 15 years of service as Director of Public Works.

**7** Randy Marriage (right) is presented with a Long Service Award from Dennis O'Neil, Member Services Coordinator (left). Randy retired in 2020 from the Municipality of Central Huron after 21 years of service as Roads Foreperson.

**8** Phil Wilson, AORS past President, receives a retirement gift from the Grey County Public Works Association. Presenting is Bill Wilson, AORS President (right) and Keith Stewart, CRS-S, new member of the AORS Board of Directors (left).

**9** Peter Ercolini, CRS-I (left) receives a Long Service Award from Lisa McNiven, Simcoe Local Association Secretary (right). Peter retired in 2021 from the City of Orillia with 22 years of service as Superintendent of Claims and Fleet.

**10** Dwight Kinsman (right) receives his Long Service Award from Shane Timmermans, Manager of Transportation Services, Municipality of South Huron. Dwight retired in 2020 from the Municipality of South Huron after 28 years of service as Roads Foreman.

**11** John Maheu, AORS Executive Director (left), presents Ron Vankoughnet, CRS-I with a Long Service Award. Ron retired in 2019 from the Town of Greater Napanee with 18 years of service as Public Works Supervisor. Also pictured are (far left) Gord Shermerhorn, former Mayor of the Town of Greater Napanee and (far right) Vern Amey, also retired and member of District 8 Road Supervisors Association.

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# SPOTLIGHT

**By now you should have received and read cover to cover your 36th edition of the Spotlight Magazine.**

This year, of the 4000 copies we had printed, over 3000 copies were mailed out to members, suppliers, government officials, and others related to the Municipal industry.

The 36th edition of Spotlight consisted of 217 ads of which 59 ads were full page colour. Unfortunately, we had 42 ads cancelled but due to the hard work of our committee members we were able to secure 21 new ads. This year we approved a three-year lock in option for suppliers, which 7 Suppliers have already taken advantage of.

**Larry Maddeaux**
**Spotlight Co chair**

Back in 2007 when I was President of AORS, the Spotlight Committee consisted of 4 Directors, 6 Supplier members, and 2 staff. This year I'm proud to announce our committee consists of 7 Directors, 8 Suppliers and 6 staff for a total of 21 members, all of which are hard working and extremely dedicated.

I also would like to give a special shout out to all our suppliers for their dedication not only to Spotlight but also to AORS. Did you know we have over thirty Suppliers that have advertised in Spotlight for over 30 consecutive years? To me that demonstrates how effective and beneficial Spotlight has been to their businesses.

It was great to see and meet all the attending Suppliers at the Trade Show in Barrie. It was like a homecoming get together. Unfortunately, I ran out of time trying to visit all of you, but I want to congratulate Krown Corporation and Paul Kirkup for renewing his Spotlight ad before the show ended and winning a free booth for the 2023 Trade Show. For those of you who have not renewed your ad for the 37th Edition of Spotlight be aware our dedicated Spotlight committee members have you in their sights and will be knocking on your door shortly. Renew now and you could win your ad free at our September meeting.

Amongst those who renewed their Spotlight ad by the end of the 2022 Municipal Public Works Trade Show, one winner was drawn. This year's free Spotlight ad goes to Krown Rust Control. Shown here are left to right: Paul Kirkup, Krown; Bill Wilson, AORS President; Larry Maddeaux, Spotlight Co-chair.

**AORS prepares and presents a plaque to all Spotlight advertisers who have hit the milestone of 20 years with an ad in the Spotlight directory. As we have not had an opportunity to present these for quite some time, we took the opportunity at the 2022 Trade Show to make some of these presentations. Thank you for your support!**

1. Bill Wilson, AORS President (second from right) presents a 20-year Spotlight plaque to Rick Vandersluis, Vice President Business Development, TRY Recycling (second from left). Also pictured are Larry Maddeaux, Spotlight Co-chair (far left), and Chris Humphries, Manager of Safety and Compliance, TRY Recycling (far right).
2. Jim Creighton Sr., Sales and Service, Creighton Rock Drill (third from left) accepts a 20-year Spotlight plague from Bill Wilson, AORS President (fourth from right). Also pictured, from left to right, are Mark Creighton, Olofsfors North America Cutting Edges & Wear Steels; Larry Maddeaux, Spotlight Co-chair; Stewart Ferguson, Territory Manager; Dan O'Brien, Territory Manager; and Scott Creighton, Olofsfors North America Cutting Edges & Wear Steels.
3. Pictured with an AORS 20-year Spotlight plaque are from left to right, Nick Lodde, Project Coordinator, Peninsula Construction; Larry Maddeaux, Spotlight Co-chair; Bryan Huibers, VP of Operations, Peninsula Construction; Jamie West, President, Peninsula Construction / Pen80 Products; Marilena DiGirolamo, Administrator and Sales Support, Pen80 Products; and Bill Wilson, AORS President.
4. Brian Davey, Managing Director, Road Maintenance Equipment accepts a 20-year Spotlight plaque from Bill Wilson, AORS President (right) and Larry Maddeaux, Spotlight Co-chair (left).
5. Rick O'Brien, Secretary/Treasurer Renfrew County RSA (right) presents Smiths Construction with a 20-year Spotlight plaque. Accepting is Gerry Nolan, Customer Service Representative (left).
6. Jim Kerr of Jim Kerr Excavating accepts a 20-year Spotlight plaque from Michelle Poirier, AORS Support Services Coordinator at a recent Bancroft District RSA Local Association meeting.

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# LA News

## At long last we can say, it's Roadeo season!

**With the Provincial Safety Truck Roadeo planned for Wednesday, September 28th, Local Associations across the province are holding their own Roadeos throughout the summer. Each LA can then send their top two drivers to the provincial event. Congratulations to the local winners and on behalf of your hosts, District 8, see you in Napanee.**

## Lanark County RSA

Pictured here is Lanark County RSA's top driver, Brock Vanalstine (centre, 1-below) from the Town of Perth, with Steve Fournier (left), Reeve for the Township of Drummond / North Elmsley, and Kurt Greaves (right), CAO of Lanark County.

Steve Fournier (left), Reeve for the Township of Drummond / North Elmsley, and Kurt Greaves (right), CAO of Lanark County, present Ben Kipp from Mississippi Mills (center, 2-below) with the Lanark Roadeo runner up prize. Lanark County's Local Roadeo was held on May 19th.

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**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!**

# EORSA Roadeo Winners

Pictured here are Eastern Ontario RSA's two top drivers, from left to right, Scott MacKenzie, Roadeo Master; Tommy Sauve, CRS, EORSA President; Top Driver, Derrick Duval, United Counties of Prescott & Russell; Runner up, Roch Aubin, United Counties of Stormont Dundas & Glengarry; and Dennis O'Neil, AORS Member Services Coordinator / Roadeo Master.

# Huron County RSA's Roadeo

Taking home top prize at the Huron County RSA's Roadeo is Matt Shannon, Municipality of Bluewater (1-below). Pictured congratulating Matt is Joe Ryan, CRS-I, Municipality of Huron East, Roadeo organizer (left).

Runner up at the Huron County RSA's Roadeo is Nathan O'Neil, Township of North Huron (2-below). Also pictured is Joe Ryan, Municipality of Huron East, Roadeo organizer (left).

Huron County Roadeo participants (3-below)

# LA News

## TPOWR Roadeo

Matt Ropp, CRS, Treasurer, Transportation Professionals of Waterloo Region (right) presents Claude Hergott, Region of Waterloo (left, 1-below) with the winning prize at the TPOWR Roadeo.

Matthew MacFarland, City of Waterloo (left, 2-below) takes home the runner up prize at the TPOWR Roadeo. Presenting is Matt Ropp, Treasurer, Transportation Professionals of Waterloo Region (right).

## Grey & Bruce Counties Roadeo

Grey County PWA's Roadeo top driver is Steve Mighton from the Municipality of West Grey (left, 3-below). Congratulating Steve on his win is Jeff Follis, CRS-I, President of the Grey County Public Works Association (right).

Len Philippi, Municipality of Arran Elderslie, is Bruce County PWA's top driver (left, 4-below). Pictured congratulating Len is Jeff Follis, President, Grey County PWA (right).

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# EXECUTIVE DIRECTOR'S MESSAGE

**We're thrilled to be publishing our first summer edition of the Advance newsletter since 2019. The last two years, we scaled back to just one edition since there weren't many events to report on. Now that we're back to more in-person meetings and events, including the first AORS Municipal Public Works Trade Show in three years, there's plenty to cover!**

While the worst of the pandemic is hopefully behind us, there are new challenges we must contend with, like supply chain issues, the price of gasoline and inflation. These have a direct impact on municipalities, as operational costs increase and delivery times for equipment and products are delayed by months.

Another post-pandemic challenge that municipalities and other employers are facing is the Great Resignation. Some of that can be attributed to a subset of baby boomers who would have been eligible to retire in any case. But there is also a significant number of employees leaving their jobs in pursuit of greener pastures, possibly lured away by better pay or the ability to work remotely, or to start their own business.

In June, AORS held a workshop with our Board of Directors and other Local Association members. One of the topics we explored is how municipal public works departments could improve recruitment and retention in this challenging labour market. Before the workshop, a survey was sent to members as well as municipal HR managers, to better understand the scope of the problem and what strategies different municipalities are using to address it. A report including the survey results, workshop discussions and recommendations will be issued shortly. But in the meantime, I wanted to share a few of the findings.

First off, as might be expected, not all municipalities are experiencing the same challenges when it comes to recruiting and retaining staff, which could be influenced by their geographic location, the size of their staff, and the demographic profile of their existing staff. For the most part, municipalities are not seeing the mass exodus of employees that is being reported in the private sector, except for perhaps an uptick in retirements which would be expected based on the age profile of their staff. What most municipalities are experiencing, however, is difficulty in recruiting qualified staff to fill vacancies that do occur.

It appears that the chances of recruiting the ideal candidate with the desired training and experience is becoming less likely. Increasingly, municipalities, like other employers, are finding they need to consider new hires that meet the minimal requirements, and then train them to bring them up to the desired level of competency. Fortunately, there are many well-established training programs for public works employees in Ontario that municipalities can use to close the gaps. But it's important that they budget for the additional training time and expense as part of their succession planning and workforce development strategy.

Historically, municipalities have been considered great places to work, with job stability, competitive pay, great benefits, and a strong pension plan. One of the workshop findings was a sense that this competitive advantage is being eroded, in part because private sector employers can more easily adjust pay to offset the increased cost of living. There was also a sense that for some jobseekers, the reality of a bigger take-home paycheck in the short term is more important than the promise of a golden pension 30 years in the future, or medical benefits for family members when the employee is single. While these priorities will change as an individual moves through different life stages, the takeaway for municipalities is that they may need to be more flexible to attract employees with different needs. In the case of public works, some municipalities are being more flexible in how overtime is reimbursed, either in dollars or as paid time off, depending on the preference of the employee. And while "work from home" is not a viable option for most public works positions, municipalities are finding they must be creative in how they schedule their employees during those periods when workloads allow more flexibility, to accommodate their employees' different needs.

The workshop participants also concluded that municipalities, and public works departments in particular, do a poor job promoting themselves as a good career option, especially among youth. It was recommended that as a sector, we need to do more outreach to youth in high school, and even primary school, to expose them to public works and the career possibilities it offers. AORS will develop some resources that members can use as part of local career days or National Public Works Week events.

Another unknown we will have to contend with, sooner than later, is the risk of a recession, which is usually accompanied by layoffs. While no one is wishing for a recession, should one occur, it could temporarily ease the labour shortage. Smart employers will want to use it as an opportunity to build up their bench strength.

Whatever the future brings, AORS will continue to support our members as they navigate these uncertain times.

**John Maheu**
Executive Director

PWAzone

Public Works Academy Training + Professional Certification

# OTM BOOK 7
## TEMPORARY CONDITIONS UPDATE

As previously announced, the Ministry of Transportation has released the 2022 edition of *Ontario Traffic Manual Book 7, Temporary Conditions*.

Find more information about the updated manual on the AORS website, including the official MTO announcement which contains links to download electronic versions of the Office and Field editions, instructions for obtaining print editions when they are available, and a link to a summary of the changes in the 2022 edition compared to the 2014 edition which it replaces.

There will be a transition period until December 16th to allow training to the new requirements. In the meantime, we are updating our Book 7 training materials for rollout this fall.

We are also developing a short presentation highlighting the changes. Stay tuned!

# 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

# CRS-Intermediate

**The provincially recognized designation of Certified Road Supervisor (CRS) is well recognized and respected throughout the public works industry in Ontario. With each quarter the AORS certification board adds more individuals to the rank of CRS and approves many for the Associate Road Supervisor title.**

For many, the level of Certified Road Supervisor (CRS) is well known. To obtain it you need to have successfully completed both sections of the Good Roads T.J. Mahony Road School and the CRS level PWLDP modules. As well, a minimum of three (3) years significant roads related supervisory experience.

The next level associated with the CRS designation is much less known however, and this level, the next step after obtaining your CRS, is the focus here. Let's start with the requirements of the CRS-Intermediate (CRS-I). To qualify for the CRS-I designation, you will have:

- Satisfied the CRS requirements (not necessarily officially obtained your CRS designation but have met all those requirements that were listed above).
- Successfully completed one of two Good Roads C.S. Anderson School Courses—Managing Human Resources OR Effective Management.
- Successfully completed the CRS-I level PWLDP modules (Financial Management & Talent Management).
- Successfully completed Municipal Health and Safety OR 4-Day Basic Certification Program including Part 2 Workplace Specific (make sure the course you have taken or are about to take meet the criteria—call us if you are unsure).
- Successfully completed one approved intermediate specialized course of your choice (there are many options for this one. Here are your current choices):
  - Other C.S. Anderson School courses:
    - Bridge & Culvert Management
    - Fleet Management
    - Roadway Management
    - Municipal Survey
    - Soils and Pavements
    - Signs & Lines
    - Introduction to Plan Reading and Contract Interpretation
  - Good Roads Municipal Infrastructure Training:
    - Bridge and Structure Inspection
    - General Inspection
    - Sewer and Watermain Construction Inspection
    - Storm Sewer Design
    - Sanitary Sewer Design
    - Watermain Design
  - Good Roads Scott McKay Courses:
    - Soils Technology
    - Concrete Technology
    - Bituminous Technology
  - Ministry of Agriculture, Food and Rural Affairs (OMAFRA) Drainage Superintendents Course
  - Good Roads Snow School
  - AORS Winter Maintenance School

AND, with all this knowledge under your belt, you are also required to have a minimum of five (5) years significant roads related supervisory experience to successfully obtain your CRS-I level designation.

Why advance to the next level of the CRS designation? What are the advantages of obtaining the CRS-Intermediate level? With the designation becoming more and more popular in Ontario, and with more and more individuals obtaining their CRS level designation, having a higher-level designation makes you stand out even more. Your present or future employer will feel confident in your abilities, knowing that you have the advanced knowledge, experience, and ethical conduct they seek.

And finally, reaching the next level of CRS designation requires personal drive and persistence. **Why not challenge yourself to advance to the next level? Why not challenge yourself to obtain the AORS CRS-I level designation?**

# ALL LANES OPEN TO YOUR PUBLIC WORKS CAREER

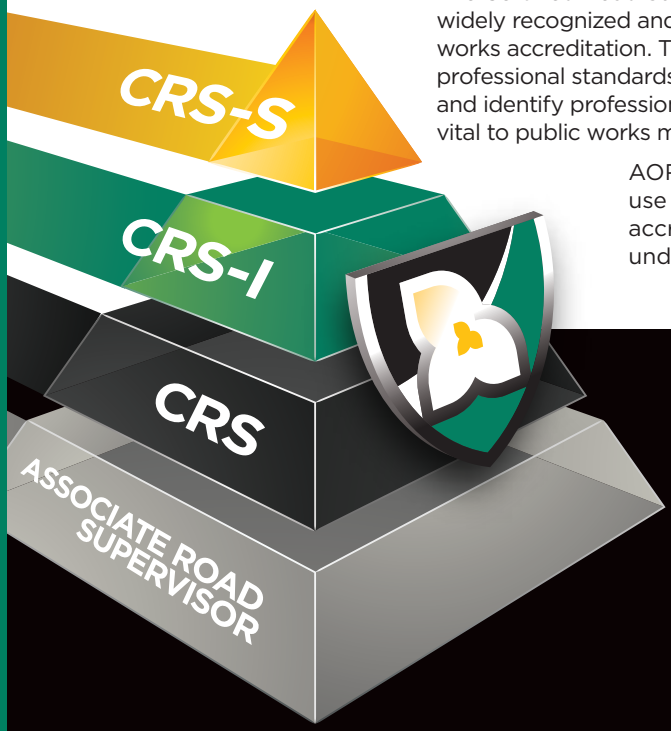
## 5 BENEFITS OF BEING A REGULATED PROFESSION

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

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 certain supervisory experience as well as designated courses. AORS in cooperation with OGRA have strived to make these courses available through the pandemic to allow individuals to continue to pursue their CRS certification or to advance to higher levels of certification. The following lists represent those individuals who have been granted certification or reclassification over the last year.

***Congratulations to all!!***

# 1804

## TOTAL CERTIFIED

TO JUNE 2022

*(including Associate Members)*

## CERTIFIED AT CERTIFICATION BOARD MEETING

### December 2, 2021

**Trevor Airhardt**
Regional Mun. of Niagara.....CRS-I

**Joe Battaglia** City of Vaughan.....CRS-I

**Jeffrey Cawker**
Municipality of Port Hope.....CRS

**Andy Domingos**
Town of Halton Hills.....CRS-I

**Rick Elg** Municipality of North Perth.....CRS-I

**Brad Faught** City of Pembroke..CRS-S

**Rick Lean** Town of Cobourg.....CRS-S

**Kevin Seitz** County of Brant.....CRS

**Rick Trahan** Town of Renfrew.....CRS

**Darren Umpherson**
County of Lanark.....CRS

**Christian Waefler**
Township of Carling.....CRS-I

**Debi Allen** Township of Seguin.....CRS

**Ryan Day** City of Hamilton.....CRS

**Jody Haourt**
Town of Penetanguishene.....CRS

**Dan King**
Town of Halton Hills.....Assoc. R.S.

**Anthony Leocata**
The Miller Group.....Assoc. R.S.

**Brian Marrison**
Town of Greater Napanee.....Assoc. R.S.

**Robbie McClure**
County of Huron.....Assoc. R.S.

**Clinton Taylor** Town of Caledon.....CRS

**Derek Collins** Township of Zorra.CRS-I

**Chris Crowder**
Town of Arnprior.....Assoc. R.S.

**Ryan Dalgity**
Town of Arnprior.....Assoc. R.S.

**Michael Ledgerwood**
Town of Arnprior.....Assoc. R.S.

**Robert MacDonald**
Town of Perth.....CRS

## CERTIFIED AT CERTIFICATION BOARD MEETING

### March 10, 2022

**Daniel Elchuk** County of Grey.....CRS

**Curtis Hammond**
City of Mississauga.....CRS-I

**Jeremy Krueger**
County of Essex.....CRS-S

**Darcy Wayne Mitchell**
County of Lambton.....CRS-I

**Darryl Oliveira** City of Waterloo.....CRS-I

**Richard Petrie**
Regional Mun. of Niagara.....CRS-I

**Jason Redman**
Regional Mun. of Waterloo.....CRS

**Travis Shepherd**
City of Brockville.....CRS

**Brock VanAlstine** Town of Perth....CRS

**Trevor James Williams**
Town of Halton Hills.....CRS-I

**Adam Alessandrini** Town of Bradford West Gwillimbury.....CRS

**Frank Bufalino** Town of Lincoln.....CRS

**Steve Cobean** County of Bruce.....CRS

**Chris Owens** County of Bruce.....CRS

**Chris Cook** Township of Wellesley....CRS

**Morley Mark Curran** Municipality of Chatham-Kent.....Assoc. R.S.

**Chad Drummond**
Municipality of Lakeshore.....CRS

**Ken Froats** Township of North Dundas.....Assoc. R.S.

**Kyle Greenside**
City of St. Catharines.....CRS

**Kaley Harkins**
Township of Georgian Bluffs.....CRS

**Darren Harvey** City of St. Thomas.....Assoc. R.S.

**Adam Ling** Town of Halton Hills.....Assoc. R.S.

**Michael Stanlake**
Municipality of Lambton Shores.....CRS

**Laura Tuin** City of Hamilton.....CRS

## CERTIFIED AT CERTIFICATION BOARD MEETING

### June 7, 2022

**Andrew Neil** City of Brampton.....CRS-I

**Sanford Clause** Onida Nation of the Thames.....CRS-I

**Jeff Fiske** County of Grey.....CRS

**Cory Friars** County of Simcoe.....CRS-S

**Dwayne Gregson** Regional Municipality of Peel.....CRS-I

**Eddie Pereira** Township of WoolwichCRS

Dan Scholman City of St. Catharines..CRS-I

**Theodore Tarquini** Ashland Construction Ltd.....CRS

**Don Coons** United Counties of Leeds & Grenville.....CRS-I

**Ryan Smith** United Counties of Leeds & Grenville.....Assoc. R.S.

**Rob Davie** Municipality of Central Elgin.....Assoc. R.S.

**Marco Eramo** City of Mississauga.....CRS

**Alex Hackenbrook** Township of Georgian Bluffs.....Assoc. R.S.

**Craig Macdonald** Town of Huntsville.....Assoc. R.S.

**Ben Minutillo** Township of Blandford-Blenheim.....CRS

**John Perry** Township of North Dundas.....Assoc. R.S.

**Rick Poels** County of Huron, Hwys Dept...CRS

**Daniel Sepe** City of Vaughan...Assoc. R.S.

**Mimmo Sisto** City of Vaughan.....CRS

**Steve Walker** Municipality of Chatham-Kent.....Assoc. R.S.

**Next Submission Deadline for Certification Applications is Tuesday, November 15, 2022**

# Public Works Leadership Development Program

PWLDP

**With interest in the Public Works Leadership Development Program (PWLDP) strong, and many individuals working towards the four levels of the Certified Road Supervisor (CRS) designation, AORS is confident in the sustainability of these programs. Currently, the PWLDP is being transitioned to another first for AORS training—hybrid offerings!**

Over the last couple of years, while delivering the program online, one thing became clear. The participants expressed their feedback in one of two ways. Either they strongly preferred the online courses, or they strongly preferred in-person training. In the fall of 2022, AORS will offer participants the choice to be an online participant or an in-person participant, and all will learn together as a group.

AORS and the PWLDP instructors are working over the summer, brainstorming, preparing to bring the program participants the best experience possible. We look forward to seeing you in the fall, one way or the other!

The current PWLDP Fall 2022 schedule is on page 28. Registration forms are available through the AORS website.

1 Brad Galka, CRS-I, Town of Oakville

2 Ted Inch, CRS-S, County of Simcoe

3 Brad Hutchinson, CRS-I, County of Wellington

4 Scott Thomson, CRS-I, Township of Oro-Medonte

5 Brady Nolan, CRS-I, Township of Howick

6 Missing from the 2022 AGM presentations were the following graduates. We hope to see you soon to present your awards: **Rob Camelon, CRS, Municipality of Dysart et al; Andrew Dippel, Town of Hanover; John Gaskell, City of Oshawa**

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# MARVIN D. HALLADAY MEMORIAL EDUCATION AWARD

**Every year the student with the highest average mark of all eight modules combined is awarded the Marvin D. Halladay Memorial Education Award. This year's recipient had this award in his sights throughout the program. With an overall average of 96%, Brock Vanalstine from the Town of Perth is this year's award winner.**

Brock Vanalstine, CRS, Town of Perth (centre) was this year's winner of the Marvin D. Halladay Memorial Award. Congratulations Brock!

PWAzone

# Training for municipal managers, supervisors, and those preparing for leadership roles

**Local municipal operations require experienced, highly trained professional personnel who can efficiently execute the corporate blueprint. Strong, committed leadership at all organizational levels ensures the focused development and delivery of essential community services. The Public Works Leadership Development Program (8 modules) is designed to benefit current and aspiring local government and public works managers who want to hone their management and leadership skills.**

PWLDP

## LEARNING APPROACH

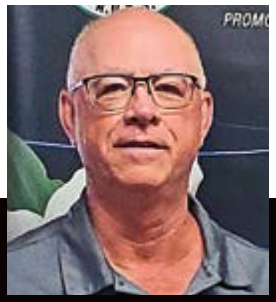
The bottom line is that you are busy and you have selected this program because you are motivated to learn and develop new skills. We have tailored each module to ensure that the content is relevant, the environment is relaxed and that we involve you in the learning process with practical group discussions/activities, functional simulations (i.e. case studies) and problem solving. Our very competent instructors are fun, approachable and use experiential learning methods to tap into your practical knowledge.

## PWLDP Fall 2022 schedule

| MODULE | CLASSIFICATION | DATE | LOCATION |
|---|---|---|---|
| Local Government | CRS | September 27 | Hybrid |
| Customer Service | CRS | September 28 | Hybrid |
| Leadership & Supervision | CRS | September 29 | Hybrid |
| Financial Management | CRS-I | October 12 | Hybrid |
| Talent Management | CRS-I | October 13 | Hybrid |
| Process Management | CRS-S | November 22 | Hybrid |
| Continuous Improvement | CRS-S | November 23 | Hybrid |
| Communications | CRS-S | November 24 | Hybrid |

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

*AORS also offers web-based training solutions for many of our courses, giving you even more avenues to reach your training goals.*



*Dennis O'Neil, Member Services Coordinator, AORS*

# Ontario Reg. 555/06 Electronic Logging devices

The province has amended the HTA through reg 555/06 requiring electronic logging devices (ELD) for commercial vehicles operating in the province. This brings Ontario's regulations in line with Transport Canada's. As pretty much all municipalities operate commercial vehicles, we all need to be aware of this legislation.

There was some concern brought to the attention of AORS early in 2022 and so staff did some research into the legislation and surveyed our membership to gauge the need for education or advocacy.

This legislation was slated for implementation on June 12, 2022 but has since been postponed to January 2023.

Through our survey and discissions with numerous municipal members, AORS was able to determine that most, if not all, municipalities have very few concerns with the new regulation for the following reasons.

1. Sec 23 grants an exemption for entities that operate within a 160 km zone of where the trucks are based, and this would include virtually all municipal operations. It should be noted however that drivers would still need to be able to produce a paper or electronic log of their hours of service if requested.
2. Sec- 3 grants municipalities an exemption if they are responding to an emergency outside the 160 km radius to assist another municipality. Again, logbooks must still be kept, and hours of service regulations observed.
3. If a vehicle requires repairs outside the 160 km radius the municipality can attach a "repair" plate for the trip.

The implementation or installation of electronic logging devices can be expensive, and equipment requires approvals for installation in specific vehicles, but it may make sense to some when replacing trucks. AORS would recommend speaking with other fleet managers and supplier members before making this important decision, one of the many advantages of AORS membership!

ELD legislation was slated for implementation on June 12, 2022 but has since been postponed to January 2023

# Would you be ready if fire struck your municipal garage?

## It happens more often than we would like to think!

**This very thing happened to two AORS member's municipalities late last winter. On March 5th, 2022, it happened to the Municipality of East Ferris.**

Although the fire seemed severe, Antoine Boucher, Director of Public Works for the municipality believed the equipment in the facility could be cleaned, saved, and operated in the short term, which was the case initially. Operators were even equipped with respirators while operating plows to reduce the impact from smoke damage. As time passed however, the trucks began to fail due to damage from the fire, and so had to be taken out of service.

Maintaining services such as snow removal proved to be a real challenge and spring and summer activities looked bleak as replacement of trucks currently is no easy task. Antoine immediately started to look for options for equipment replacement including purchasing neighboring municipalities trucks that were being replaced, while his new plow deliveries were not expected well into the following winter season. Discussions were also held with neighboring municipalities to determine how they might be able to help in the short term. East Ferris also found some surprises in their insurance policy that most of us would not even think of until something like this happened. For instance, the rental option for heavy equipment, to maintain their workload

were covered by the insurer but licensed vehicles were not as they were covered under a separate policy.

Also, once it was established that the building needed to be replaced staff then had to decide whether the existing structure was sufficient or were additional funds required? Was it reasonable to improve the facility during replacement? What will the timeframe be for replacement? Will the municipality be prepared for the next winter season?

Just some of the tough questions that need relatively quick responses.

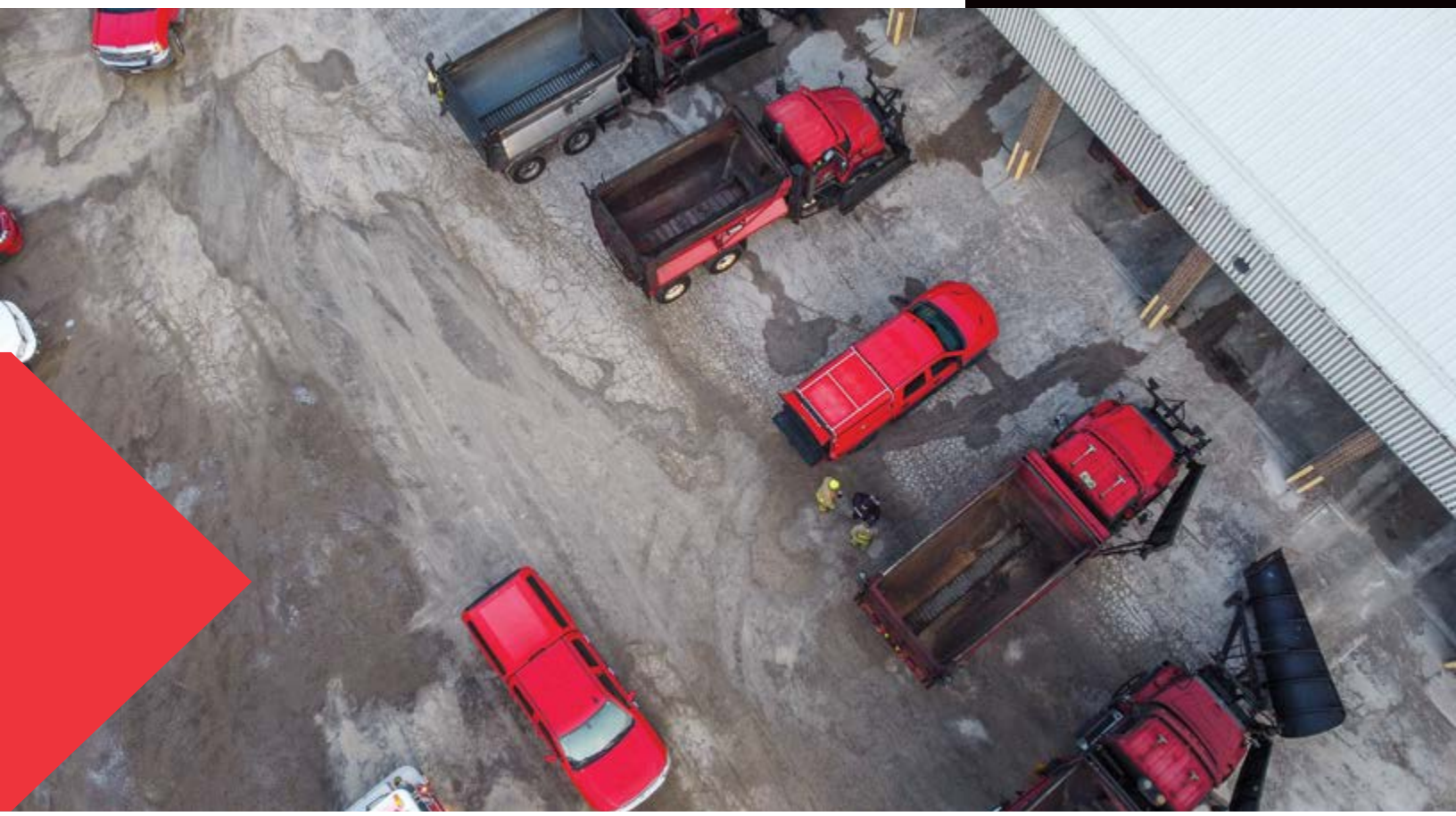
"Even though the damage was extensive the fire department response was excellent. My advice to people would be, the more prepared you are for this kind of situation the better off you will be if it happens to you" Antoine Boucher, Director of Public Works and Engineering, Municipality of East Ferris.

## Other recent PW garage fires we are aware of:

**Gravenhurst—2014**

**Quinte West—2014**

**Geraldton—2019**



**Hamilton Township experienced a similar, but less severe fire in their facility on April 4th, of this year.**

This fire was caused by a malfunction in one of their 8 plow trucks. Their municipality was fortunate. With a quick response from the fire department, the fire was contained to the one truck which was a total loss. Several other vehicles received heavy smoke damage and they are in the process of being cleaned and repaired. In addition, part of the building required gutting and extensive cleaning and repairs.

Still this incident caused extensive research, investigation and planning to continue the delivery of services and ensure the municipality will be prepared for next winter. Again, the replacement of the destroyed truck will require flexibility and time, cleaning of the remaining trucks and equipment demands attention to details and extensive planning on top of an already very busy workload for staff.

"My advice to others would be to keep your insurance policy up to date and if possible, divide your equipment amongst multiple locations so if something does happen, you at least have something to work with. I would also stress the importance of ensuring that the building is in a good state of repair with as many fire protection and mitigation techniques in place as possible." Lucas Kelly, Public Works manager, Township of Hamilton

In 2018, Chatham Kent also experienced a fire at one of their public works locations and were two years before they were able to say things were back to normal or fully operational. These are just a few examples of how quickly your operation could be turned upside down over night.

Public works employees are accustomed to dealing with unplanned events and emergency situations, but this type of an incident can really test your organization.

A good asset management plan will be essential in any situation like this. Knowing what is in the building, the age and value of each item will make life much easier for your staff and Council.

PRESIDENT'S MESSAGE continued from page 1

> **"Often Public Works professionals are humble in nature, we take on the task at hand and move onto the next one without any expectation of recognition—that's how we operate."**

membership, succession planning and connecting our municipal and supplier members. We recognize the value of these relationships. By working collaboratively amongst our membership and with external agency stakeholders, we can find solutions to these challenges. Moving forward, these are some of the strategic priorities that will shape the future of the Association.

Often Public Works professionals are humble in nature, we take on the task at hand and move onto the next one without any expectation of recognition—that's how we operate. Our work is a direct and essential service to every community we serve. Sometimes we need to recognize this, pump our own tires, and indorse our industry as the essential service it is. We need to promote the Public Works profession and the services we provide; it's almost always overlooked or taken for granted; this became even more evident over the last couple of years. Maybe more importantly, we need to promote our industry in consideration of retaining and attracting the next generation of talent. AORS will lead this initiative and we are very much looking forward to it.

One last thank-you to all our supplier/vendor/contractor members, particularly for your dedication over the last couple of years. You provided public works departments across Ontario with the goods and services they required to continue to deliver their services to the communities. We would not have been able to this without you. One of the pillars of the AORS foundation is networking and connecting our membership. We recognize the importance of this and will continue to encourage and promote these opportunities wherever, whenever possible.

I hope that everyone has a safe, fun, and productive summer.

**Bill Wilson**
AORS President

# YOUR PROFESSIONAL ASSOCIATION

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**AORS**

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AORS
P.O. Box 2669, St. Marys
Ontario N4X 1A4
Phone (226) 661-2002
Fax (226) 661-2003
**www.aors.on.ca**
Email: **admin@aors.on.ca**

**Association of Ontario Road Supervisors**