

Township of Admaston/Bromley
Second Monthly Meeting
Thursday, November 20th, 2025 @ 7:30 p.m.

AGENDA

1. Call Meeting to Order
2. Moment of Silence
3. Approval of Agenda
4. Disclosure of Pecuniary Interest
5. Minutes

5a Resolution to adopt Minutes of Council Meetings November 6, 2025
6. Delegations and Guests
7. **Planning and Economic Development Committee** – Chair Keith Gourley, Committee Member Kevin LeGris

7a Consent Application Report B67/25
i) i. Planner's Report
7b Communication from Ministry of Municipal Affairs & Housing
– *Fighting Delays, Building Faster Act, 2025 (Bill 60)*
8. **Community Service Committee** – Chair Angela Field, Committee Member Brian Hamilton

8a Admaston/Bromley Public Library Board?
i) i. Minutes October 14, 2025
ii) ii. CEO's Report October 2025
iii) iii. Treasurer's Report
9. **Operations Committee** – Chair Brian Hamilton, All of Council

None.
10. **Waste Management Committee** – Chair Michael Donohue, All of Council

None.
11. **Finance and Administration Committee** – Chair Michael Donohue, All of Council

11a Alternative Voting Report

12. **Protective Services Committee**- Chair Kevin LeGris, Committee Member Angela Field
 - 12a Fire Chief's Report
 - 12b Fire Department Monthly Report – August – October 2025
13. **County of Renfrew** – Mayor Michael Donohue
 - 13a County Council Summary Report – October 2025
 - 13b EORN Cell Gap Update October 2025
14. **By-Laws**
 - 14a 2025-48 – Alternative Voting
15. **Old Business**
 - 15a Action Tracking List
16. **New Business**

New Deputy Mayor
17. **Closed Session**

None.
18. **Confirmatory By-Law**
 - 18a 2025-49 being a by-law to confirm proceedings of Council Meeting
19. Question Period
20. Adjournment

PLEASE NOTE “Submissions received by the public, either orally or in writing may become part of the public record/package”.

Council Information

Association of Ontario Road Supervisors Advance Fall 2025 Newsletter

Douglas Lions Club Christmas Party

Township of Admaston/Bromley
First Monthly Meeting

Council met for their first monthly meeting on Thursday November 6, 2025. Present were Mayor Michael Donohue, Councillors Keith Gourley, Brian Hamilton and Kevin LeGris.

Deputy Mayor Angela Field sent her regrets.

Staff Members present were CAO/Clerk Jennifer Charkavi, Treasurer/Deputy CAO/Clerk Kelly Coughlin, and Finance Clerk Amanda Ryan.

Also present was Audio/Video System Specialist Nate MacIsaac.

Guests present were Petty Officer First Class Brendan Huber from the Royal Canadian Navy and Lynn Clelland from the 4-H Club.

Agenda Items 1 and 2 – Call Meeting to Order and Moment Silence

Mayor Donohue called the Meeting to Order at 7:37pm. A moment of silence followed.

Agenda Item 3 – Approval of Agenda

Resolution No. 01/11/25

Moved by Brian Hamilton, seconded by Keith Gourley.

BE IT RESOLVED that Council amend the agenda of November 6, 2025, Regular Council Meeting to add the following item:

6a Remembrance Day Presentation

Carried

Resolution No. 02/11/25

Moved by Brian Hamilton, seconded by Keith Gourley.

BE IT RESOLVED that Council approve the amended agenda of November 6, 2025, Regular Council Meeting.

Carried

Agenda Item 4 – Disclosure of Pecuniary Interest

Mayor Michael Donohue declared pecuniary interest for agenda item 7b Deeming By-Law Report. The Mayor stated that Councillor Brian Hamilton would be Chair for Agenda item 7b.

Agenda Item 5 – Minutes

5a Resolution to adopt Minutes of Council Meetings October 16, 2025

Resolution No. 03/11/25

Moved by Brian Hamilton, seconded by Keith Gourley.

BE IT RESOLVED that Council adopt the following Meeting Minutes:

- October 16, 2025, Regular Council Meeting

Carried

Agenda Item 6 – Delegations and Guests

6a Brendan Huber, Petty Officer First Class of the Royal Canadian Navy who works in the department that looks after the vessels, tanks and planes. He's been with the

military for over 27 years. He wanted to share with Council a bit of his personal thoughts on Remembrance Day and why it is important to him. He highlighted that Remembrance Day is about remembering those who made and who continue to make the ultimate sacrifice, but also to remember those who have come back from military action as that changes a person.

6b Lynn Clelland spoke as the President of the Local Not-for-Profit 4H Club. She explained that in the past meetings were held in homes, churches and barns. She highlighted what the group does for the area. The group is thankful that they can use the Barr Line Community Centre to meet, however they are concerned that a leader cannot rent the hall if they are not a resident of the township to use the hall free of charge. CAO/Deputy Clerk Jennifer Charkavi stated that Not-for-Profit Organizations are permitted to use the Barr Line Community Centre free of charge.

Agenda Item 7 – Planning and Economic Development Committee – Chair Keith Gourley, Committee Member Kevin LeGris

7a Zoning By-Law Amendment Report

Resolution No. 04/11/25

Moved by Keith Gourley, seconded by Brian Hamilton

BE IT RESOLVED that Council approves By-Law 2025-46, being a By-Law to amend By-Law Number 2004-13 for the purpose of rezoning Part of Lot 3, Concession 5, 1455 Barr Line Road, Owners Michael Enright and Jerry Enright.

Carried

7b Deeming By-Law Report

Mayor Donohue left Council Chambers. Councillor Brian Hamilton assumed Chair.

Resolution No. 05/11/25

CAO/Clerk Jennifer Charkavi stated that this is not a common request. The deeming by-law allows the piece of property to no longer be an orphaned parcel so that it can be merged. This by-law allows the parcel to be deemed existing.

Moved by Keith Gourley, seconded by Kevin Legris

BE IT RESOLVED that Council adopt By-Law 2025-45, being a by-law deeming Lot 208, Plan 1, Township of Bromley, now in the Township of Admaston/Bromley, not to be a lot on a Registered Plan.

Carried

Mayor Donohue returned to Council Chambers and resumed Chair.

7c Assume Patterson Road By-Law Report

Resolution No. 06/11/25

Moved by Keith Gourley, seconded by Brian Hamilton

BE IT RESOLVED that Council approves By-Law 2025-44, being a By-Law to assume as Common and Public Highway Certain Lands in the Township of Admaston/Bromley, Pursuant to Section 31(6) of the Municipal Act, 2001.

Carried

Agenda Item 8 – Community Service Committee – Chair Angela Field, Committee Member Brian Hamilton

8a Admaston/Bromley Public Library Board

Councillor Hamilton noted that the Library will be having a cheese fundraiser again this year. He also noted that the board is aware of expenses and having to stay in budgets. Discussion was had on the funding that comes in from the Public Library Operating Grant (PLOG).

Resolution No. 07/11/25

Moved by Brian Hamilton, seconded by Keith Gourley.

BE IT RESOLVED that Council receive the following from the Admaston/Bromley Public Library Board:

- Minutes
 - o September 16, 2025
- CEO's Report
 - o September 2025
- Treasurer's Report
 - o October 2025

Carried

Agenda Item 9 – Operations Committee – Chair Brian Hamilton, All of Council

None.

Agenda Item 10 – Waste Management Committee – Chair Michael Donohue, All of Council

None.

Agenda Item 11 – Finance and Administration Committee – Chair Michael Donohue, All of Council

11a ROMA Delegations Report

Councillor Hamilton was wondering if there were any delegations that our neighbouring municipalities were going to present that we would support them on. CAO/Clerk Charkavi stated that she has received out to other municipalities but wondered if there was something that our council wanted to present specifically.

Council directed staff to inquire about a joint delegation concerning OPP costs.

Resolution No. 08/11/25

Moved by Keith Gourley, seconded Brian Hamilton

BE IT RESOLVED that Committee directs staff submission delegation requests for the upcoming 2026 ROMA Conference.

Carried

11b Cost of Living Adjustment (COLA) for 2026

Treasurer/Deputy CAO/Clerk Coughlin spoke to her report.

Resolution No. 09/11/25

Moved by Keith Gourley, seconded Brian Hamilton

BE IT RESOLVED THAT Council approve the COLA increase for 2026 at 1.99%;

AND FURTHER THAT Council adopt the following By-Laws: 2025-42 Employment By-Law and 2025-43 Council Remuneration By-Law.

Carried

11c Finance Stone Road Sand_Salt_Shed

Treasurer/Deputy CAO/Clerk Coughlin spoke to her report.

Resolution No. 10/11/25

Moved by Keith Gourley, seconded Brian Hamilton

BE IT RESOLVED THAT Council accept the Financing Stone Road Sand_Salt_Shed Report as information as submitted and circulated;

AND FURTHER THAT Council direct staff to proceed with finalizing the long term debenture with Infrastructure Ontario for the financing of the Stone Road Sand_Salt_Shed at an upset limit of \$175,000.00

Carried

11d Ontario Municipal Partnership Fund (OMPF) Quarterly notification

Resolution No. 11/11/25

Moved by Keith Gourley, seconded Brian Hamilton

BE IT RESOLVED that Council receive the communication from Ontario Municipal Partnership Fund (OMPF) for the fourth Quarterly notification.

Carried

11e Ontario Community Infrastructure Fund (OCIF) 2026 Allocation Notice

Resolution No. 12/11/25

Treasurer/Deputy CAO/Clerk Coughlin spoke to her report. OCIF Funding is now based on current replacement values for assets. There is a need for basic reporting of assets, and a ultimately will affect the budget.

Moved by Keith Gourley, seconded Brian Hamilton

BE IT RESOLVED the Council receive the communication from the Ministry of Infrastructure concerning the Township's Ontario Community Infrastructure Fund (OCIF) Allocation Notice for 2026.

Carried

11f WSIB Surplus Report

Treasurer/Deputy CAO/Clerk Coughlin spoke to her report. Councillor Gourley asked why we would net leave the credit amount with WSIB instead of withdrawing. Ms. Coughlin stated that she felt it was prudent that we withdraw the funds and accumulate our own interest.

Resolution No. 13/11/25

Moved by Keith Gourley, seconded Brian Hamilton

BE IT RESOLVED THAT Council direct staff to transfer the WSIB rebates in the amount of \$47,449.90 to the Working Fund Reserve.

Carried

Agenda Item 12 – Protective Services Committee – Chair Kevin LeGris,
Committee Member Angela Field

None.

Agenda Item 13 – County of Renfrew – Mayor Michael Donohue

13a County of Renfrew Council Summary Report – September 2025

Resolution No. 14/11/25

Moved by Kevin LeGris, seconded by Keith Gourley.

BE IT RESOLVED THAT Council receive the County Council Summary Report for October 2025.

Carried

13b Renfrew County Resolution – Nation Building 2+1 Highway Program on Hwy 17 & 11

Mayor Donohue stated that it has been a long-standing priority of the County of Renfrew to advance Hwy 17. One of the principal goals of the Federal Government is to advance infrastructure programs across the nation. By calling it a Nation building it would then engage the Federal Government.

Resolution No. 15/11/25

Moved by Kevin LeGris, seconded by Keith Gourley.

BE IT RESOLVED that the Council receive the communication from the Office of the County of Renfrew Warden concerning the Support for a Nation-Building 2+1 Highway Program on Highways 17 & 11, Phased Implementation, and Federal-Provincial Partnership under the Building Canada Act.

Carried

Agenda Item 14 – By-Laws

Resolution No. 16/11/25

Moved by Kevin LeGris, seconded by Keith Gourley.

BE IT RESOLVED that Council approve the following By-laws:

- 2025-42 Employment By-Law
- 2025-43 Remuneration of Members of Council
- 2025-44 Assumption of Patterson Road
- 2025-45 Deeming By-Law
- 2025-46 ZBA – 1455 Barr Line

Carried.

Agenda Item 15 – Old Business

15a Action Tracking List

CAO/Clerk Charkavi spoke to the updates. The tower has started to go up and should be completed in the next couple of weeks. The BLCC was discussed earlier this evening at the Finance and Administration Meeting, and the Strategic Planning quarterly update. Mayor Donohue asked about what the soil samples provided with the Fire Tower. CAO/Clerk Charkavi stated that the test showed that the original thought of placement for the tower was not as stable ground conditions a location five

feet to the base of the hill. This location provided for a saving of money due to the stability of the soil.

Resolution No. 17/11/25

Moved by Kevin LeGris, seconded by Keith Gourley.

BE IT RESOLVED that Council receive the Action Tracking List as information.

Carried

15b Strategic Plan Tracking List

CAO/Clerk Charkavi spoke to the updates on the Strategic Planning tracking list.

Resolution No. 18/11/25

Moved by Kevin LeGris, seconded by Keith Gourley.

BE IT RESOLVED that Council receive the Strategic Plan Tracking List as information.

Agenda Item 16 – New Business

None.

Agenda Item 17 – Closed Session

None.

Agenda Item 18 – Confirmatory By-Law

18a 2025-47 Being a by-law to confirm proceedings of Council Meeting

Resolution No. 19/11/25

Moved by Brian Hamilton, seconded by Keith Gourley.

BE IT RESOLVED that By-law 2025-47, being a By-law to Confirm the Proceedings of the Council of the Township of Admaston/Bromley at the meeting held November 6, 2025, be now numbered, deemed read three times and passed.

Carried

Agenda Item 19 – Question Period

None.

Agenda Item 20 – Adjournment

Resolution No. 20/11/25

Moved by Brian Hamilton, seconded by Keith Gourley.

BE IT RESOLVED that the Thursday, November 6, 2025, Township of Admaston/Bromley Council meeting be adjourned at 8:57 p.m.

Carried

Mayor

CAO/Clerk

Township of Admaston/Bromley
477 Stone Road, R.R. #2
Renfrew, ON
K7V 3Z5
E-Mail Address – info@admastonbromley.com

613-432-2885 Stone Road Office
613-432-4052 Fax

613-432-3175 Stone Road Garage
613-646-7918 Cobden Road Garage

REPORT

Date: November 20, 2025
To: Council
From: Jennifer Charkavi
Re: Consent Application B67/25

Background:

A Consent application has been submitted. The owners are proposing to sever a 1.21 hectare vacant residential lot with 95 metres of road frontage along McPeak Line. The retained lands will be 19.13 hectares in area with 522.2 metres of road frontage along McPeak Line, and 333.5 metres of road frontage on Patterson Road. The retained lands contain an existing barn.

This property falls within the Harris Creek Drain. Some reassessment may be needed. A mutual agreement on the assessment apportionment will be required between the people involved in this application.

MDS1 calculations were completed for the properties listed above, and the results were favourable. A completed Wildland Fire Risk Assessment form has been completed, and the results are favourable. Portions of the retained lands are designated and zoned Environmental Protection. No development is permitted on these lands.

A registered plan of survey is a condition of the Consent application as well.

Financial Implications:

None at this time.

People Consulted:

County of Renfrew – Development and Property Department
Chief Building Official
Public Works Superintendent
Drainage Superintendent

Recommendation for Council:

BE IT RESOLVED that Admaston/Bromley Council accept in principle Consent Application B67/25 submitted by applicant Brendan Enright Agent for Enright Dairy Farms Inc., 1183 Patterson Road, so long as requirements of commenting agencies are satisfied.

e

PART A - BACKGROUND

1. FILE NO.: **B67/25**
2. APPLICANT: Enright Dairy Farms Inc.
Agent: Brendan Enright
3. MUNICIPALITY: Township of Admaston/Bromley
(Geographic Township of Bromley)
4. LOT: Part Lot 12 CON.: 3 STREET: 1183 Patterson Road
5. PURPOSE: Creation of a new lot
6. DESCRIPTION OF APPLICATION: The owners are proposing to sever a 1.21 hectare vacant residential lot with 95 metres of road frontage along McPeak Line. The retained lands will be 19.13 hectares in area with 522.2 metres of road frontage along McPeak Line, and 333.5 metres of road frontage on Patterson Road. The retained lands contain an existing barn.



7. LOT DIMENSIONS AND USE OF LANDS

	Frontage		Area		Structures
Existing Lot	617.2 – McPeak Line 333.5 – Patterson Rd	m	20.34	Ha	Barn
Severed	95.00 – McPeak Line	m	1.21	Ha	None
Retained	522.2 – McPeak Line 333.5 – Patterson Rd	m	19.13	Ha	Barn

8. SEVERANCE HISTORY

Number of new lots from original holding (1971) 1 previous severance: B45/15

9. OFFICIAL PLAN OF THE COUNTY OF RENFREW

Official Plan Designation(s):

Severed Rural

Retained Rural
Environmental Protection

10. ZONING BY-LAW OF THE TOWNSHIP OF ADMASTON/BROMLEY
(2004-13) Zone(s):

Severed Rural (RU)

Retained Rural (RU)
Environmental Protection
(EP)



Zone Requirements:

	<u>Proposed</u> <u>Lot Frontage</u>	<u>Minimum</u> <u>Required</u>	<u>Proposed</u> <u>Lot Area</u>	<u>Minimum</u> <u>Required</u>
Severed	95.00 m	45 m	1.21 Ha	4047 m ²
Retained	522.20 m	45 m	19.13 Ha	4047 m ²

PART B – COMMENTS**1. PROVINCIAL PLANNING STATEMENT and MUNICIPAL PLAN REVIEW DATA**Policies Considered:

2.6.1 On *rural lands* located in municipalities, permitted uses are:

- c) residential development, including lot creation, where site conditions are suitable for the provision of appropriate *sewage and water services*;

2.6.5 New land uses, including the creation of lots, and new or expanding livestock facilities, shall comply with the *minimum distance separation formulae*.

4.1.5 *Development and site alteration* shall not be permitted in:

- c) *significant valleylands* in Ecoregions 6E and 7E (excluding islands in Lake Huron and the St. Marys River);

5.2.9 Development shall generally be directed to areas outside of lands that are unsafe for development due to the presence of hazardous forest types for wildland fire.
Development may however be permitted in lands with *hazardous forest types for wildland fire* where the risk is mitigated in accordance with *wildland fire assessment and mitigation standards*.

2. OFFICIAL PLANPolicies Considered:

- 2.2(2) Minimum Distance Separation from Livestock Facilities
- 2.2(8)(f) Significant Valleylands
- 2.2(9)(d) Wildland Fire Hazard
- 2.2(23)(c) Environmental Impact Study Requirements
- 5.3(1) Uses permitted in the Rural Designation
- 8.3(1) Permitted Uses in the Environmental Protection Designation
- 13.3(3) Municipal Roads
- 14.3(1) Consent Conformity

3. ZONING BY-LAW

Provisions Considered:

- 22.1 – Permitted Uses in the Rural (RU) Zone
- 22.2 – Provisions of the Rural (RU) Zone
- 25.1 – Permitted Uses in the Environmental Protection (EP) Zone
- 25.2 - Provisions of the Environmental Protection (EP) Zone

4. SUBMITTED STUDIES

None

5. AGENCY COMMENTS

Twp. of Admaston *September 23, 2025*
Bromley Favourable comments were received regarding access.

All new septic and buildings to comply with OBC standards/requirements, and municipal By-Laws.

This property falls within the Harris Creek Drain. Some reassessment may be needed. A mutual agreement on the assessment apportionment will be required between the people involved in this application.

TransCanada Pipeline *October 21, 2025*
No comments as the TCPL's pipeline right-of-way is more than 200 metres from the subject site.

6. GENERAL PLANNING COMMENTS

As indicated in Part B, Section 1, the Provincial land use planning matters to be addressed include: Minimum Distance Separation 1 (MDS1) of a new sensitive (residential) land use existing livestock and manure operations, wildland fire hazard, and significant valleylands.

Minimum Distance Separation 1 (MDS1)

The Provincial Planning Statement, the County of Renfrew Official Plan and the Township of Admaston/Bromley Zoning By-law require compliance with Minimum Distance Separation 1 (MDS1). MDS1 must be calculated for all livestock facilities within 750 metres of the proposed severed lot. Our records indicate that the following properties have barns within 750 meters: **131 McPeak Line, 163 McPeak Line, 286 McPeak Line and 1195 Patterson Road.**

MDS1 calculations were completed for the properties listed above, and the results were favourable.

Significant Valleylands

The retained lands are impacted by significant valleylands, as identified on Official Plan Schedule B-Map 4-Natural Heritage Features and Sections 2.2(8)(f). This is a natural feature that is required to be protected from negative impacts from development. Proposed development that occurs in or within 120 metres of this feature is typically required to be supported by an Environmental Impact Study (EIS) that demonstrates there will be no negative impacts on the valleylands.

In this case, the retained lands have large amounts of land outside of the lands impacted by the significant valleylands; therefore an EIS would not be required for the proposed consent application.

Wildland Fire Hazard

The proposed lot falls within areas that pose a wildland fire risk, as identified on Schedule B-Map 1-Hazards, to the County of Renfrew Official Plan. Under Section 2.2(9)(d) development may be permitted in an area with a wildland fire risk, provided the risk is mitigated in accordance with Ministry of Natural Resource and Forestry (MNRF) assessment and standards.

A completed Wildland Fire Risk Assessment form has been completed, and the results are favourable.

Transportation

The severed and retained lands have road frontage along McPeak Line, and the retained lands also have frontage along Patterson Road which are both municipal roads. The Township was circulated, and favourable comments were received.

Environmental Protection

Portions of the retained lands are designated and zoned Environmental Protection. No development is permitted on these lands.

Drain Reapportionment

The Township indicated in their comments that the property falls within the Harris Creek Drain, and some reassessment may be needed. A mutual agreement on the assessment apportionment will be required between the people involved in this application. As a condition of consent, the applicant shall satisfy the Township requirements regarding municipal drain reapportionment.

7. RECOMMENDATIONS

- | | | |
|-----|--|-------------------------------------|
| (a) | Planning concerns have NOT been identified in this report. Therefore, consent can be granted. | ☒ |
| (b) | There are some planning concerns that must be dealt with as follows, before determining whether the consent can be supported or not. | ☐ |
| (c) | The proposal may be acceptable when the following matters are addressed and resolved: | ☐ |

(d) Conditions to the giving of consent should be considered for the following:

- ☒ Registered Plan of Survey:
- ☐ Zoning By-law Amendment:
- ☐ Minor Variance:
- ☐ Private Road Agreement:
- ☐ Development Agreement:
- ☐ Site Plan Control Agreement:
- ☐ Notice on Title:
- ☐ Shoreline Road Allowance Closure / Acquisition:
- ☒ Other: The applicant satisfy the Township requirements regarding municipal drain reapportionment.

(e) There are serious planning concerns, refusal is recommended. ☐

(f) Other Recommendations: ☐

Date: November 13, 2025

Prepared by: Lindsey Bennett-Farquhar, MCIP, RPP
Senior Planner

OCT/2024

234-2025-4857

November 12, 2025

Dear Head of Council,

On October 23, 2025, our government introduced the *Fighting Delays, Building Faster Act, 2025* ([Bill 60](#)). Through this legislation and other changes, we are protecting Ontario's economy and keeping workers on the job by cutting red tape, getting shovels in the ground faster and supporting the construction of homes, roads and infrastructure.

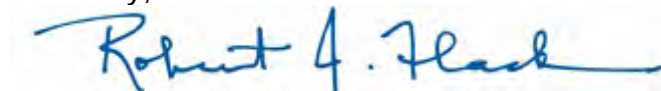
The bill contains bold actions, creating the conditions for building housing and transportation infrastructure faster to support families, attract investments, create good jobs and keep Ontario competitive.

You are invited to review the [Environmental Registry of Ontario](#) and [Regulatory Registry of Ontario](#) posting links provided with this letter and share any feedback you may have.

If you have any questions, please reach out to my Director of Stakeholder and Caucus Relations, Tanner Zelenko, at Tanner.Zelenko@ontario.ca.

In the face of economic uncertainty, we must protect Ontario. I look forward to continued collaboration with you, our municipal partners, to build the more prosperous, resilient and competitive economy that Ontario needs today, tomorrow, and in the decades to come.

Sincerely,



Hon. Robert J. Flack
Minister of Municipal Affairs and Housing

- c. Prabmeet Sarkaria, Minister of Transportation
Doug Downey, Attorney General of Ontario
Todd McCarthy, Minister of the Environment, Conservation and Parks & Acting Minister of Infrastructure
Graydon Smith, Associate Minister of Municipal Affairs and Housing
Robert Dodd, Chief of Staff, Minister's Office
Matthew Rae, Parliamentary Assistant, Municipal Affairs and Housing
Laura Smith, Parliamentary Assistant, Municipal Affairs and Housing
Brian Saunderson, Parliamentary Assistant, Municipal Affairs and Housing
Martha Greenberg, Deputy Minister, Municipal Affairs and Housing
David McLean, Assistant Deputy Minister, Municipal Affairs and Housing
Caspar Hall, Assistant Deputy Minister, Municipal Affairs and Housing
Sean Fraser, Assistant Deputy Minister, Municipal Affairs and Housing
Municipal Chief Administrative Officers

Development Charges Act – Ministry of Municipal Affairs and Housing

Schedule 3 of the Bill would make amendments to the *Development Charges Act, 1997*.

Land Acquisition Costs

A new subsection 7 (3.1) of the *Development Charges Act, 1997* would require development charge-eligible land acquisition costs to be part of a class in a development charge by-law consisting only of those costs. Land acquisition costs would, pursuant to a new section 5.3, be exempted from the historic service level cap, and these costs, for certain services, would be limited to those that relate to the ten-year period after the background study.

A new subsection 35 (1.1) of the Act would provide that money in an existing reserve fund established to pay for growth-related capital costs of eligible services can continue to be used for growth-related land acquisition costs of the applicable service, so long as those costs are not being paid from the reserve fund for the land acquisition class.

Requiring Local Service Policies

A new subsection 59 (2.2) of the Act would require municipalities that levy development charges to establish local service policies for each service to which the by-law relates and for which a part of the service would be provided as a local service.

The local service policy must identify the works or classes of works that are intended to be for the provision of local services. It could also identify works or classes of works that are not intended to be for the provision of local services (e.g. works that would be funded through development charges) or works or classes of works that would only partially be intended to be for the provision of local services.

A municipality could not require a work for the provision of local service to be paid for or constructed as a condition of land division if it is not identified as being intended to be so provided in the local service policy. This rule applies on the earlier of 18 months after Royal Assent or the day on which the local service policy is established.

The municipality would need to send a copy of the local service policy to the Minister of Municipal Affairs and Housing on request, by the date specified in the request.

If a local service policy has been established, it must be reviewed and a resolution passed by council at the same time as a development charge by-law is passed, indicating whether revisions would be needed.

Requiring Treasurer's Statements to be Submitted by a Specific Date

Subsection 43 (1) of the Act is amended to require the municipal treasurer to give council a development charges financial statement (commonly referred to as the treasurer's statement) on or before June 30 annually. Subsection 43 (3) of the Act is amended to require the treasurer to give a copy of the financial statement to the Minister of Municipal Affairs and Housing no later than July 15 of the year in which the statement is provided to council.

Requiring Municipal Documents to be Submitted to the Ministry on Request

A new subsection 10 (5) of the Act would require municipal councils to give a copy of the development charge background study to the Minister of Municipal Affairs and Housing on request, by the deadline specified in the request

A new subsection 13 (5) of the Act, requires municipal councils to give a copy of the development charge by-law passed by the municipality to the Minister on request, by the deadline specified in the request.

You may provide your comments on the proposed changes to the *Development Charges Act, 1997* through the Ontario Regulatory Registry ([25-MMAH018](#)) from October 23, 2025 to November 22, 2025.

Municipal Act – Ministry of Municipal Affairs and Housing

Schedule 7 of the Bill propose changes to the *Municipal Act, 2001*, to transfer jurisdiction over water and wastewater (sewage) services from Peel Region to the lower-tier municipalities of Mississauga and Brampton, and Caledon, effective January 1, 2029, or a different date as prescribed by the Minister. The proposed amendments prevent the transfer of jurisdiction over water and wastewater back from the lower-tier municipalities to Peel Region using existing authority to transfer services in the *Municipal Act, 2001*.

You may provide your comments on the proposed changes to the *Municipal Act, 2001*. through the Environmental Registry of Ontario (ERO) notice and the Ontario Regulatory Registry ([025-1098](#)) from October 23, 2025 to November 22, 2025.

Planning Act – Ministry of Municipal Affairs and Housing

Schedule 10 of the Bill proposes the following amendments to the *Planning Act* that would help create the conditions necessary to support housing and community development. If passed, the proposed changes would:

- Provide authority for the Minister to make regulations that would remove the need for certain minor variances,
- Allow certain official plan amendments modifying the authorized uses of land within a Protected Major Transit Station Areas (PMTSA) to be exempt from Minister's approval,
- Make provincial policy statements inapplicable with respect to all Minister's decisions under the *Planning Act* outside the Greenbelt Area. A transparent and accountable oversight framework would be developed to support implementation,
- Enable all upper-tier municipalities to establish regional Community Improvement Plans (CIPs) without being prescribed, allow municipalities to fund the CIPs of their respective upper- or lower-tier municipalities, and, for upper-tier municipalities without planning responsibilities, to revive CIPs that were in effect on the day before the municipality lost its planning responsibilities, and
- Enable Minister's zoning orders (MZO) to be made by non-regulatory orders and require them to be published on a Government of Ontario website.

We are interested in receiving your comments on these proposed measures. Comments can be made through the Environmental Registry of Ontario and the Ontario Regulatory Registry from October 23, 2025, to November 22, 2025:

- [ERO 025-1097](#) Proposed Planning Act Changes (Schedule 10 of Bill 60 - *Fighting Delays, Building Faster Act*, 2025).

We are also interested in receiving any comments you may have on associated consultation postings:

- [ERO 025-1099](#): Consultation on simplifying and standardizing official plans.
- [ERO 025-1100](#): Consultation to better understand the linkage between minimum lot sizes on urban residential lands and increased housing options and affordability.
- [ERO 025-1101](#): Consultation to understand current municipal practices with respect to green development standards at the lot level (outside of building) in order to assess whether future changes are needed to prohibit mandatory green development standards in order to improve consistency and clarity across Ontario.

The Environmental Registry postings provide additional details regarding the proposed changes.

City of Toronto Act, 2006 – Ministry of Municipal Affairs and Housing

The proposed change would, through a proclamation order, remove the City of Toronto's authority, under the *City of Toronto Act, 2006*, to require green roofs or other alternative roof surfaces on buildings, effective November 3, 2025.

Residential Tenancies Act – Ministry of Municipal Affairs and Housing / Ministry of the Attorney General

Schedule 12 of the Bill amends the *Residential Tenancies Act, 2006* (RTA) to help address delays and support backlog reduction efforts at the Landlord and Tenant Board (LTB) and adjust the balance of landlord and tenant rights and responsibilities. If passed, the proposed changes would:

- Remove the requirement for a landlord to provide compensation to a tenant when evicting for personal use of the rental unit, if the landlord gives at least 120 days' notice of termination, instead of the required 60 days' notice;
- Shorten the notice period a landlord must provide to a fixed-term or month-to-month tenant to evict them for rent arrears from 14 days to 7 days;
- Remove a tenant's ability to raise issues that could otherwise be the subject of a tenant application to the LTB as part of a rent arrears hearing, if the tenant has not paid at least half of the rent arrears claimed in the application filed by the landlord;
- Remove a tenant's ability to raise issues that could otherwise be the subject of a tenant application to the LTB on the day of a rent arrears hearing, if the tenant has not given prior notice in accordance with LTB timelines;
- Specify a 15-day period for a landlord or tenant to request internal review of a final order or decision of the LTB; and

- Create new regulation-making authorities for the government to prescribe:
 - o The form of a notice given by a landlord or tenant to terminate a tenancy.
 - o Rules and guidelines for determining what qualifies as a “persistent” failure to pay rent / monthly housing charges, when they are due, by a tenant / member of non-profit housing co-operative.
 - o Limitations on the LTB’s ability to postpone the enforcement of an eviction order and/or factors the LTB must consider before postponing enforcement.
 - o Limitations, conditions, or tests related to a tenant / member of non-profit housing co-operative making a motion to set aside an eviction order that has been issued, without a hearing, when the tenant/member has given notice of termination to a landlord/co-op, or the parties have entered into an agreement to end a tenancy.
 - o Limits or conditions on the power of the LTB to review its final decisions and orders.

The proposed amendments would come into force on a day to be named by order of the Lieutenant Governor in Council.

You may provide your comments on the proposed change through the Ontario Regulatory Registry from October 23, 2025, to November 22, 2025 at the links below:

- [RR 25-MMAH019](#): Seeking Feedback on Proposed Amendments to the Rules Related to Tenants Raising New Issues at a Landlord and Tenant Board (LTB) Rent Arrears Hearing
- [RR 25-MMAH024](#): Seeking Feedback on Proposed Amendments to Shorten the Rent Arrears Eviction Notice Period
- [RR 25-MMAH025](#): Seeking Feedback on Proposed Amendments to the Compensation Requirements for Landlord's Own Use Evictions
- [RR 25-MAG017](#): Seeking Feedback on Proposed Amendment to the Residential Tenancies Act, 2006 (RTA) to Shorten the Period of Time Available to Request a Review of an LTB order

Water and Wastewater Public Corporations Act – Ministry of Municipal Affairs and Housing

Schedule 16 of the Bill proposes a new Act which sets out a framework for a new delivery model for water and wastewater services. The new framework will include legislative authority for the Minister to:

- Designate corporations as water and wastewater public corporations by regulation.
- Require prescribed municipalities to deliver water and wastewater exclusively through a water and wastewater public corporation beginning on a date as prescribed.

Under the new framework, the Minister will have regulation-making authority, including the ability to:

- o Prescribe duties and responsibilities for the water and wastewater public corporation.
- o Govern the transfer, issuance, redemption and purchase of shares and dividends of a water and wastewater public corporation.
- o Govern requirements related to the nomination, appointment, election, resignation or removal of members of the board of directors of the corporation.
- o Govern powers for the water and wastewater public corporation to impose and collect fees and charges. If required by LGIC regulation, the Minister of Municipal Affairs and Housing would have oversight powers over rate plans (and additional plans that may be prescribed in regulations).
- o Provide for additional transitional matters.

Subject to future regulations setting out the share allocation, the first corporation would provide water and wastewater services in Peel Region and would be jointly owned by Mississauga, Brampton and Caledon. A corporation would be incorporated under the *Ontario Business Corporations Act* at the direction of the Minister that the Minister would designate as a water and wastewater public corporation.

The council of a municipality prescribed by the regulations shall, by the date specified in the regulations, make by-laws transferring employees, assets, liabilities, rights and obligations of the municipality to a water and wastewater public corporation for the purpose of providing water and wastewater services.

You may provide your comments on the proposed changes to the *Municipal Act, 2001*, through the Environmental Registry of Ontario (ERO) notice and the Ontario Regulatory Registry ([025-1098](#)) from October 23, 2025 to November 22, 2025.

GO Transit Station Funding Act – Ministry of Infrastructure

Schedule 4 of the Bill proposes changes the *GO Transit Station Funding Act, 2023*, to enable Municipalities the flexibility to specify payment of a transit station charge, in respect of any part of a development that consists of residential development, upon occupancy and require financial security to secure the payment of any transit station charge that is required to be paid upon occupancy of residential development.

Additional amendments will provide for the determination of a transit station charge that is payable upon occupancy of residential development.

You may provide your comments on the proposed change to the *GO Transit Station Funding Act, 2023* through the Environmental Registry of Ontario (ERO) notice [025-1182](#) from October 23, 2025 to November 22, 2025.

Toronto Waterfront Revitalization Corporation Act – Ministry of Infrastructure

The proposed amendments to the *Toronto Waterfront Revitalization Corporation Act, 2002* would extend the mandate of Waterfront Toronto from 2028 to 2035, and allow for a further extension up to 2040.

The amendments also include provisions relating to a strategic review of Waterfront Toronto in 2031-32 that may inform the extension, a provision requiring the provincial government to consult with the federal government and City of Toronto prior to winding-up the corporation, and the repeal of provisions in the Act that are no longer applicable.

You may provide your comments on the proposed change to the *Toronto Waterfront Revitalization Corporation Act, 2002* through the Environmental Registry of Ontario (ERO) notice [025-1182](#) from October 23, 2025 to November 22, 2025.

Transit-Oriented Communities Act – Ministry of Infrastructure

Schedule 15 of the Bill proposes to amend the *Transit-Oriented Communities Act, 2020*, which may allow the Minister to establish a Transit-Oriented Communities Advisory Panel. The Minister may appoint up to four individuals to this Advisory Panel and appoint a Chair from among them.

The Transit-Oriented Communities Advisory Panel would advise and make recommendations to the Minister, in respect of such matters as the Minister directs, related to infrastructure, transit-oriented community projects, land designated as transit-oriented community land under the Act, and other related matters.

The amendments will also enable the Minister to make an order requiring an owner of land designated as transit-oriented community land to enter into an agreement with a municipality addressing any matters that the Minister considers necessary for the appropriate development of the transit-oriented community land.

Municipalities will also be required to designate a municipal officer or employee to give to the Minister such information as the Minister requests with respect to the implementation of transit-oriented community projects that are located within that municipality.

You may provide your comments on the proposed change to the *Transit-Oriented Communities Act, 2020* through the Environmental Registry of Ontario (ERO) notice [025-1182](#) from October 23, 2025 to November 22, 2025.

Construction Act - Ministry of the Attorney General

Schedule 2 of the bill proposes the following amendments to the *Construction Act* that would, if passed, refine the new annual release of holdback system that was enacted in 2024 but that is not yet in force:

Section 30 is re-enacted in order to apply with respect to the abandonment or termination of a contract or subcontract, rather than to a circumstance in which a contractor or subcontractor defaults in the performance of a contract or subcontract.

Not-yet-in-force amendments to section 31 that would have been made by section 27 of Schedule 4 to the *Building Ontario For You Act (Budget Measures), 2024* – providing for annual lien expiry – are repealed. Section 31 is amended to retain the provisions of those amendments dealing with notice of termination and its effects. The not-yet-in-force re-enacted version of section 26 (payment of basic holdback) is consequently amended to require the annual release of holdback without the expiry of liens.

Section 87.4 is amended by adding a separate transition rule for alternative financing and procurement arrangements (otherwise known as “public-private partnerships”) and to adjust the transition rules respecting amendments made to section 31.

Transitional regulation-making authority in section 88 is made more generally applicable and is transferred from the Lieutenant Governor in Council to the Minister.

The amendments are to come into force at the same time as related amendments to the Act made by the *Building Ontario For You Act (Budget Measures), 2024*, except for the transitional regulation-making authority which comes into force on Royal Assent.

Ontario Water Resources Act - Ministry of the Environment, Conservation and Parks

Schedule 8 of the bill proposes amendments to the *Ontario Water Resources Act* (OWRA) that would, if enacted, would reduce the time and costs with providing on-site sewage treatment to on-farm worker housing by allowing larger systems (comprised of multiple systems with design capacities no greater than 10,000 L/d each and up to 50,000 L/d total per lot or parcel of land) to be regulated under the Ontario’s Building Code and exempting these systems from existing *Ontario Water Resources Act* requirements for environmental compliance approvals.

You may provide your comments on the proposed change to the *Ontario Water Resources Act* through the Environmental Registry of Ontario (ERO) notice [ERO 025-0900](#) from October 23, 2025 to November 22, 2025. In parallel, the government is also consulting on a policy proposal on how the Ontario Building Code will continue to provide protection to human health, the environment, and neighbouring properties in relation to these on-farm systems. You may provide comments on this supporting policy proposal to the Ontario Building Code through Environmental Registry of Ontario notice [ERO 025-0899](#) from October 24, 2025 to December 7, 2025.

Building Transit Faster Act, 2020 – Ministry of Transportation

Schedule 1 of the bill proposes amendments to the *Building Transit Faster Act, 2020* (BTFA) that, if passed, would remove barriers and streamline processes that may otherwise result in delays to the timely completion of provincial transit projects by:

- Reducing the notice period to property owners from 30 to 15 days for Metrolinx to conduct due diligence work (e.g., carrying out inspections, removing obstructions), extending access to municipal right-of-way and third-party lands to the operation and maintenance of projects, and expanding the application of Minister's access orders to additional infrastructure (e.g., tunnels, life safety systems, buildings, bridges). Amendments will also create Minister's regulation-making authorities to name additional infrastructure and to delegate powers for access orders to Metrolinx or to an MTO official.

You may provide your comments on the proposed change to the BTFA through the Environmental Registry of Ontario notice [ERO 025-1035](#).

Highway Traffic Act – Ministry of Transportation

Schedule 5 of the bill amends the *Highway Traffic Act* (HTA) to require applicants for a Driver's Licence, Photo Card and Registrant Identification Number demonstrate that the person is a resident of Ontario, that the person has legal status in Canada and, with respect to an application for a commercial class driver's licence, that the person is lawfully able to work in Canada.

The Schedule also makes amendments to Part II.1 of the HTA to address concerns about the impact of vehicle lane reductions on traffic flow, congestion, and transportation efficiency. Amendments to s.195.3 would prohibit all municipalities from reducing the number of motor vehicle lanes when installing new bicycle lanes. Regulation-making authority is also proposed that would allow the Minister to expand the prohibition to include other municipal activities or provide exemptions to the prohibition altogether.

Finally, amendments to s. 195.9 would streamline the process for reimbursement regarding the existing bicycle lane provisions.

You may provide your comments on the proposed changes through Environmental Registry of Ontario notice [ERO 025-1071](#) and Regulatory Registry notice [RR 25-MTO019](#).

Local Roads Boards Act – Ministry of Transportation

Schedule 6 of the bill amends the *Local Roads Boards Act* to allow owners of certain tax-exempt lands to make voluntary payments to their local roads boards. If approved by the Minister, the voluntary payments would be eligible for matching provincial government funding. The Minister is provided regulation-making authority to prescribe lands for this purpose, as well as to establish an approvals process for such payments. Other related amendments are made regarding record-keeping.

***Photo Card Act, 2008* – Ministry of Transportation**

Schedule 9 of the bill amends the *Photo Card Act, 2008*, to require that an applicant for a photo card establish that they are a resident of Ontario, and that they are in Canada lawfully.

***Public Transportation and Highway Improvement Act* – Ministry of Transportation**

Schedule 11 of the bill adds a new section to the *Public Transportation and Highway Improvement Act* (PTHIA), stating that various things under the Act do not constitute an expropriation or injurious affection.

This Schedule also repeals and replaces s. 117 of the Act. The Minister of Transportation has existing authority under this section to set mandatory standards for highways, including for municipal roads; however, there is no such regulation currently in place. Proposed amendments would support implementation of common road construction standards across the province by creating new regulation-making authorities to allow the province to prescribe requirements for road construction contracts, establish an exemption process, and set reporting requirements pertaining to road standards. Amendments also allow the Minister to require input from stakeholders regarding standards upon request.

You may provide your comments on the proposed change to the PTHIA related to road construction standards through the Environmental Registry of Ontario notice [ERO 025-1140](#).

***Towing and Storage Safety and Enforcement Act, 2021* – Ministry of Transportation**

Schedule 14 of the bill amends the *Towing and Storage Safety and Enforcement Act, 2021*, such that tow operators and vehicle storage operators are not required to submit their rates to the ministry for a service where a maximum amount for that service has been set by regulation.

You may provide your comments on the proposed changes through Regulatory Registry notice [RR 25-MTO017](#).

Admaston Bromley Public Library Board Meeting Minutes

Oct. 14, 2025 7 pm

Attending: Susan Patterson-O'Neil Libby LeBlanc (CEO) Lynn Agnew Jamie Robertson

Lynn Clelland

Brian Hamilton Karen Coulas, Charlene Whattam, Beth McDonald

Regrets: Karen Payne

1. The agenda was accepted on a motion made by Brian and Beth. Carried.
2. There was no conflict of interest declared.
3. The minutes of the September meeting were accepted on a motion made by Lynn C. and Karen. Carried.
4. Business arising from the minutes:
 - a) Ontario Library Week is Oct. 19-25. A Hallowe'en party will be held at our library Oct 25. All Board members are welcome to attend. The Lions Club will be sponsoring a Pumpkin carving contest.
 - b) A discussion around possible participation in Taste of the Valley 2026 provided food for thought.
 - c) On a motion made by Brian and Jamie we will pay \$25 for a used book table at the Ladies' Night Out at the school in Douglas Nov. 7. Carried.
5. New business:
 - a) It was agreed to proceed with the cheese fundraiser again this year. Lynn A. volunteered to pick up the cheese and organize the orders. Order forms are to be in by Dec 1 with pickup on Dec. 10.
 - b) On a motion made by Jamie and Charlene we will obtain 2 \$30 wreaths to be presented at Douglas and Cobden cenotaphs for Remembrance Day services. Carried. These wreaths will be sponsored by Brian and Lynn A.
6. Treasurer's Report:

The report was accepted on a motion made by Lynn A. and Karen C. Carried.
7. The CEO Report is attached.
8. Policy HR-10 was amended and accepted on a motion made by Charlene and Jamie. Carried.
9. There was no correspondence.
10. Libby has volunteered to create a poster which can be used at events to encourage interested people to use the library and possibly become Board members.
11. The meeting was adjourned at 8:41 pm.
12. Next meeting: Nov. 11 2025

Library CEO's Report – October, 2025

- **STATS:** *JASI Checkouts - 279; Books on hold - 258; Libby App Checkouts 260; Total Checkouts 539 (approx.) Inter-Library Loans – 2; FB Reach 2880 –FB Reach is the estimated number of people who saw any content from or about our Page.); Total FB Followers – 425*
- **Collections** – Items purchased for collection– **\$248.30** (Both book and DVD collection.)
- **Programming:** Doulgas Lions' Club help us to host a Hallowe'en Party on October 25. An Author Talks session is planned for Nov. 17. Alison Seely is coming to talk about her three books. I hope you all can attend. Please see attached poster.
- **Fundraising:** I have begun to circulate the Cheese Fundraiser information. I have attached an order form for you.
- **Grants:** No news on the Agri Spirit yet.
- **Policy Review:** OP-06
- **Correspondence:**
 - Bank Statement
 - Bell Phone – Oct.
 - Bell Internet –Oct.

Miscellaneous:

- The Hallowe'en Party was great! The Lions' Club (two members, Donna and Barb) presented three winners with cash prizes for their pumpkins. We had Dara return for a few volunteer hours. Declan and Laura helped run the circulation desk while I helped run the crafts. Four of our board members came to show support. Thank you! We had 26 patrons of all ages attend. Everyone had a great time.
- Don't forget the Volunteer Awards. Please see this link: <https://www.ontario.ca/page/honours-and-awards-volunteering>. Deadline to nominate someone is November 15, 2025.
- I am registered for the Ontario Library Service virtual conference. The conference runs **from November 19-20, 2025**. There are sessions for both library staff and board members, so please see your email for more details.

- I'm looking forward to hosting author Alison Seely on November 17, 2025. I hope you all can attend.
- ILLOs are now back as Canada Post moves to rotating strikes.

November 11, 2025
Admaston/ Bromley Library Treasurer Report
Lynn A Agnew

Deposits

Oct 17/ 2025	deposit	\$270.00
\$60 donation, the rest in fines and photocopying		
Oct 28/ 2025	deposit	\$1,619.40
2024 Connectivity rebate		
Oct 31/ 2025	deposit	\$20.61
Bank interest		
Nov 10/ 2025	deposit	\$187.45
\$20 donation and the rest book sales		

Bills that have been paid

Oct 14/ 2025	cheque # 1100	\$25.00
Cost of table for girls's night out to sell books		
Oct 14/ 2025	ref # 249822	\$854.30
Mastercard bill		
Oct 14/ 2025	cheque # 1101	\$60.00
Purchase of 2 remembrance day wreaths Cobden/ Douglas		
Oct 23/ 2025	cheque # 1102	\$87.70
Buske Equipment maintenance photocopier		

Bank statement Nov 11/ 2025 \$7,706.10

Nov 11/ 2025	ref # 247240	\$25.39
Mastercard annual fee and late fee		
Nov 12/ 2025	cheque # 1103	\$3281.39
Wages period 20, 21 & 22		
Nov 12/ 2025	ref # 307112	\$152.49
Bell internet		

Bank account \$4246.83

Township of Admaston/Bromley
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Renfrew, ON
K7V 3Z5
E-Mail Address – info@admastonbromley.com

613-432-2885 Stone Road Office
613-432-4052 Fax

613-432-3175 Stone Road Garage
613-646-7918 Cobden Road Garage

REPORT

Date: November 20, 2025
To: Council
From: Jennifer Charkavi
Re: 2026 Election – Alternative Voting

Background:

At the resumed Finance & Administration Committee meeting on November 13, 2025, Committee recommended to Council to approve the use of Electronic Voting for the 2026 Municipal Election in combination with a Traditional Paper Ballot available on Election Day.

Municipal and School Board Elections must be held every four years and are administered by the Clerk, as Returning Officer, pursuant to the *Municipal Elections Act, 1996*. The next Municipal Election is October 26, 2026.

In 2022 the Township ran a Mail in Ballot Vote through DataFix and used the Voter's List provided by the MPAC for Mail in Ballot packages. Voter turnout was just over 41.80%, with 1321 voters voting out of 3160 identified voters, over the provincial average of 32.9% and just below neighbouring communities which hovered around 46%.

For the 2026 Municipal Election the CAO/Clerk has reservations about the availability of Canada Post to provide for consistent and reliable mail delivery for Election. The CAO/Clerk would like to run the 2026 Municipal Election without relying on Canada Post.

For 2026 staff want to ensure the same or better Voter Turnout as in 2022. The CAO/Clerk is proposing Alternative Voting again except this time provide for those interested, electronic voting and also traditional paper ballot.

Electronic Voting:

VOATZ is able to provide Electronic Voting to those Voters who would like to use it for the 2026 Election. The Voter can, through their portal, submit the requirements to be provided a Voter Information Letter (VIL). The VIL, delivered through the email that the Voter provides, will then provide the Voter with a PIN that provides access to the VOATZ Electronic Voting Website.

Voters can also visit the Voter Help Centre (Township Office) and request a VIL from Election Staff during the Electronic voting period.

Alternative Voting:

(1) Increases Voter Turnout:

- a. Internet voting was not realistic in the past for Admaston/Bromley due to the area's broadband disadvantages, however it has improved over the last 4 years.
- b. Using alternative voting reduces fears and anxiety associated with the COVID 19 pandemic;
- c. Provides a period of time to vote;
- d. Allows for Snowbirds to vote before their travel dates;
- e. Allows for those who own property but do not live in the Township an opportunity to vote;

(2) Improves Accessibility

Election Officials who are responsible for conducting an election must have regard for the needs of electors and candidates with disabilities. Municipal Elections must provide the public with equal access and an equal opportunity to cast a ballot. By providing electors the choice of alternative voting the voting experience for someone with a disability becomes convenient, improves their access and ability to vote, and ensures that they are able to participate as a member of the community.

By ensuring accessibility the voting process does not limit care givers, guardians or parents from voting and will ensure costs to cover childcare or care for parents/seniors will not be required.

In addition, increasing accessibility may also entice younger and new voters to vote as a specific date and time are not required to vote, but rather a period of time to cast a ballot.

(3) Weather

Weather does not become an issue for voters when alternative voting is provided.

(4) Security

Alternative Voting has established procedures to ensure that administration and control measures are in place. With respect to maintaining the integrity of the electoral process in an unsupervised voting environment, the Act provides that no person shall:

- Interfere or attempt to interfere with an elector who is marking the ballot;
- Obtain or attempt to obtain, at a voting place, information about how an elector intends to vote or has voted;
- Communicate any information obtained at a voting place about how an elector intends to vote or has voted.

An individual who is convicted of an offence under the Act, is liable to penalties provided for in the Act, including a fine of up to \$25,000 and if the offence is committed knowingly, imprisonment for a term of up to six months.

Traditional Voting:

Traditional paper ballot will also be offered to those electors that prefer the Traditional Paper Ballot. The Township Office will be the Voter Help Centre as well as a Voting Location on Election Day (October 26, 2026). Should staff be able to provide a Voting Location at the Barr Line Community Centre, they will endeavour to do so. This will be communicated in advertising in early 2026.

Recommendation:

It is recommended that the Township of Admaston/Bromley utilize Alternative Voting and Traditional Paper Ballot for the 2026 Municipal Elections.

Financial Implications:

Currently in the Election Reserve there is \$21,000 with an additional proposed \$7,000 in the 2026 Budget. The quote from VOATZ to provide all things necessary for Electronic Voting and Voter Management is \$6000. This does not include any postage or printing for the Voter Information Letter (VIL) or voter information that will be circulated throughout the 2026 year, that is captured under Supplies/Postage. Election Volunteers will be required for Election Day and will be required to attend training, (approximately 10 hours). Some Election Volunteers may also be needed to help in the Voter Help Centre if staff are unavailable. Advertising will also be required. There is mandatory training for staff that is taking place in April 2026. The provision of \$28,000 will be sufficient to run the 2026 Election, any surplus will be put back into reserves for the next municipal election.

Proposed Draft Election Budget

Supplies/Postage	\$ 2,000
Miscellaneous	\$ 3,000
Courses & Training	\$ 7,000
Advertising	\$ 4,000
IT Services	\$ 6,000
<u>Total</u>	<u>\$22,000</u>

People Consulted:

Treasurer-Deputy CAO/Clerk Coughlin
Neighbouring Municipal Clerks

Recommendation for Council:

BE IT RESOLVED that Council approve the use of Alternative Voting and Traditional Paper Ballot in the 2026 Municipal Election with the adoption of By-Law 2025-48;

AND BE IT FURTHER RESOLVED that Council authorize the CAO/Clerk to enter into a contract with VOATZ to provide electronic election management and alternative voting for the 2026 Municipal Election.

Township of Admaston Bromley
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613-432-3175 Stone Road Garage
613-646-7918 Cobden Road Garage

REPORT

Date: November, 13 2025
To: Admaston/Bromley Council
From: Fire Chief Bill McHale
RE: Update Report

Background:

This report is for information purposes only, to provide an update of Fire Department and members for the months of August, September and October

1. The Douglas Fire Department (DFD) along with the Township of Admaston/Bromley has welcomed three new members onto the Fire Department: Carter McIntyre, Mason Rowan and Rory Whalen. Carter is the son of Captain Mike McIntyre and Joe-Ann McIntyre. Carter's brother Bailey is also a member of the DFD, and is a professional firefighter with the Renfrew Fire Department. Mason is a third generation Rowan on the team, his Grandfather Pat is also one of the captains on our department. Pat is one of the most respected firefighters in the county with over 35 years' experience. Mason is the son of Darren and Lindsay Rowan. Darren is also a captain at our hall and is a career firefighter at Canadian Nuclear Laboratories. Rory Whalen recently purchased a home in Douglas, very close to where his parents Peter and Cecila raised him. Rory was a volunteer with the Renfrew Fire Department, where his father Peter is a Captain. Rory brings experience and a legacy as his dad started his career with Douglas Fire. Welcome aboard lads!
2. Douglas Fire Units 9658, 9735, and 9875 have all been in for service and have passed safeties with very few issues.
3. Throughout August and the beginning of September, all turnout gear was shipped to Sani-Gear for cleaning and testing. This once again became a challenge as we are essentially taking firefighters out of service when their equipment is away, and of course, we had two large incidents during this time frame. This provides even more reason to push for a second set of gear for every firefighter.
4. Our three new members attended an evening session at the Whitewater Region Cobden Hall and passed their fit testing.
5. Firefighter Seamus McHale has obtained his full DZ driver's license.

6. Douglas Fire has purchased a new positive pressure ventilation fan. The new Temptest Fan rides on Unit 9875. It is 1/3 the weight of its predecessor, runs on 120V or up to 3 rechargeable Milwaukee batteries. This unit was a budgeted purchase and a great upgrade to our arsenal of equipment.
7. The Township of Admaston/Bromley along with most of the County of Renfrew and other regions within the Province evoked a level 3 burn ban again this year. On August 8th Admaston/Bromley went into a total fire ban which remained in effect until September 19th. The Ministry of Natural Resources and Forestry (MNRF) determined at this time that the dew levels would affect the ground moisture content and suggested all bans be removed.
8. Fire Chief Bill McHale attended his first ever Association of Municipalities of Ontario (AMO) event.
9. Unfortunately, Douglas Fire has lost two members. Brandon English served over 6 years and Jeff Cull, who donated over 12 years of service. Both gentlemen have stepped aside due to personal reasons.
10. There has been an abundance of talk at the Chiefs level about communication within the County. Several area fire departments have chosen to go to private dispatch services, and this will directly affect the costs that all the other municipalities pay to Central Ambulance Communication Centres (CACC). The Renfrew County Fire Chiefs Association (RCFCA) is concerned with the upcoming contract and are proactively exploring other dispatch options. A special meeting with the RCFCA and all CAO's from within the county will gather to discuss this matter further.
11. Douglas Fire spent two lively and well received days doing fire safety presentations at Saint Michael's Catholic School and Admaston Public School. A little more money was spent on giveaways for these events, but they were very well received and are definitely items that will get use.
12. Twelve members of the Department participated in the VICARS Golf Tournament on September 19th. The Douglas Fire Fighters Association has been a proud sponsor of this event for over 10 years.
13. The communication tower for the firehall has finally been approved and the project is now underway. At time of writing this report, our new tower is on site at the firehall. The concrete pad has been formed and poured, and the tower is to be erected Tuesday November 18th.
14. On Saturday October 11th Douglas Fire was present and supported a food drive at the NO Frills location in Renfrew. The Templar Knights hosted and requested our presence as Renfrew Fire was already booked for another event. Congratulations to the Knight's on a successful day.
15. Treasurer-Deputy CAO/Clerk Kelly Coughlin has enrolled all members of the Douglas Fire Department and their families into an Employee Assistance Program. This is a huge step for our department and I cannot express my sincere thanks to Capital K for doing this. Douglas Fire has

had a rather tough year with some of our calls. Having the option to reach out for help in a time of need is not only an advancement, it's a must. The entire Fire Department holds Kelly in a special place for this and a large thank you goes to CAO/Clerk Charkavi, the Mayor and Council for allowing this to happen.

16. On October 23rd, Admaston/Bromley participated in what I deem to be a successful County wide Emergency Exercise.
17. The Firefighter 1 Certification Course ended in October with our students performing their final exam on October 25th. The proctor for the course was very impressed with the confidence our members had in their abilities to perform all the evolutions during the practical portion of the testing. The afternoon brought on the written part on the exam, and final marks will be back in the next 3 months. Congratulations to the entire department for working so well together to get this accomplished.
18. On Friday October 31st, fifteen members of the Douglas Fire Department attended the Ontario Fire Marshall's Multi Level Fire Training Unit. Hosted by North Algona Wilberforce (NAW) this year, this unit remains to be one of the best training simulators available to us. It allows our members to perform several different evolutions in a very realistic environment. This training unit presents the crews an opportunity to gain faith and confidence in not only their gear, but the people they are working alongside. The (Ontario Fire Marshall's) OFM's Mobile Live Fire Training Unit (MLFTU) in NAW might not have been the best day weather wise for us, but it was a day the firefighters will talk about for months. Thirteen different departments and over 100 firefighters got the opportunity to experience the unit on this date. Congratulations and thank you to the North Algona Wilberforce staff for a job well done.

****On a side note,** CAO Charkavi attended the site to observe. It was a cold, windy, rainy day and despite this weather, Jennifer still showed interest in what our department was doing. Thank you to our CAO for taking those extra steps. The firefighters absolutely noticed your presence on site.

19. Fire permits are available again, with our burn season running from November 15th, 2025 through to April 15th, 2026.
20. For the 2025 budget, the plan was to purchase a second Thermal Imaging Camera (TIC) for the department. The TIC has various uses on many of the scenes we attend, and a decision was made by staff to budget and purchase a second, updated, newer version TIC. After the passing of my father, Retired Fire Chief Terry McHale, Mark Prendergast of M&L Fire Supply of Ingleside Ontario reached out to me. His text read, "I wanted to do something for the Douglas Fire Department in Terry's memory. Then it came to me, Thermal Imaging is vision for firefighters, and Terry always had a vision for his department. M&L Fire Supply would like to donate a new Bullard TIC in Terry's memory to the Douglas Fire Department. This will keep Terry's memory around for years to come. We will throw in a carrying case, some other stuff and a nights training. This product hopefully will be used in every scenario Douglas runs." WOW!!!! The total value of this unit and accessories is over \$13,000.00 Thank you is not even close enough for Mark and his business.

Personally, I would like to also express my sincere thanks to all of staff for the support my family received during the loss of my father. To Mayor Donohue, your kind and thoughtful words on the Township page were perfectly written and so poignant. From the flags being lowered, to the beautiful flowers and your presence at the visitation. Thank you all. AB STRONG. AB PROUD.

Upcoming Events:

Await exam results for FF1
Enroll and begin FF2 certification
Prepare budget numbers for 2026
Order boots for new members
Hopefully hear back from OFM regarding Cancer Prevention Funding
2 new drivers to get DZ
Discussions on replacement of Douglas 9735
Ongoing plans for the upgrades needed at the current firehall
Safety of Douglas 9659
Douglas Firefighters Association/Barr Family... Foxy's Food Drive December 14th 2025
Firefighter remuneration

Financial Implications:

Any monies spent in the previous months, all were budgeted for. The tower being the biggest project and is partially funded with grant money. All other spending for the project has been approved.

Recommendation To Council:

BE IT RESOLVED THAT Council accept the Fire Chiefs report as information only.

DOUGLAS FIRE DEPARTMENT

MONTHLY REVIEW:

August 2025

Date	Description	Hours
3	Truck checks	6
7	Burn Complaint English Road	2
10	Truck checks	2
11	Burn Complaint Stone Road@Chris Ruddy Road	2
12	Mutual Aid Bonnacere Valley 1633 Flat Road	34
13	MVC 2605 Highway 60	16
15	MVC 2966 Highway 132	18
17	Burn Complaint 2598 Barr Line	20
18	Practice Certification	54
21	Drivers test	6
23	Practice certification	57
23	Fireworks Complaint Fulton Road	16
24	Practice certification	30
23-24	Maintenance Douglas 9658	14
25	Practice certification	38
25	Hay Bales 101 Dunmore Road	24
28	Hydro Lines Down Hwy 60@King Street	20
29	Truck checks	4
30	Maintenance Douglas 9875	5

September 2025

1	Practice certification	4
1	RV fire in trailer park 43 CerarEstLane NAW	30
2	MVC 2594 South McNaughton Road	22
4	Tractor trailer roll over Hwy60@Isabella	112
6	Truck checks	6
8	Practice certification	34
10	Fit testing	6
11	House Fire 1739 Highway 132	134
12	OFM 1739 Highway 132	45
13	Truck checks maintenance Douglas 9735	18
13	OFM 1739 Highway 132	4
13	MVC Buldger Road@McGahran	22
19	CO Alarm 1445 Spence Road	22
21	Truck checks	6

22	Practice certification	24
27	Truck checks	9
27	Practice certification	14
28	Cell phone crash notification Hwy60@Visuskie Lane	22
29	Practice	36
30	Combine fire 1312 Bonnechere Road	14

October 2025

3	Maintenance air compressor	3
6	Certification test prep with NAW	38
8	Car fire 4911 Highway 60	5
10	Truck checks	10
13	Combine fire Kennely Road	24
16	Combine fire 2477 Barr Line	14
18	MVC 1314 Buldger Road	20
18	MVC Haley Road@Highway 60	8
19	MVC 4657 Highway 132	30
19	Truck checks	3
20	Certification	36
21	Douglas 9658 for safety	4
22	MVC with livestock Highway132@Gorra Hill Road	52
25	AS&E Test Day	114
26	Truck checks	8
28	Meeting EAP	42
31	MLFTU	105

Council and Committee

Monthly Summary

October 2025

Below you will find highlights of the County of Renfrew County Council and Committee meetings held October 8 and October 22, 2025.

Please note that this summary does not constitute the official record of the meetings and approved minutes should be consulted for that purpose.

The full [Council and Committee packages](#) can be found online.

The [October 8, 2025](#) and [October 22, 2025](#) meetings are on YouTube.

Warden's Address

Key highlights

- Warden Peter Emon celebrated the success of the Renfrew County Municipal Day Event on September 24. He noted it was wonderful to see so many residents, staff, and service partners come together. He thanked everyone who attended, and also staff, who organized a fun and educational experience for children and adults alike.
- The Warden congratulated the recipients of the Upper Ottawa Valley Chamber of Commerce Business Excellence Awards, including former member of provincial parliament, John Yakabuski, for receiving the lifetime achievement award.
- He highlighted a visit from Klaus Meyer, a paramedic from Germany who spent several days with the County of Renfrew Paramedic Service. He noted Klaus joined the team for ride-alongs, toured our paramedic bases, and had the opportunity to witness the Sierra Team in action. The visit was not only a chance to display the unique challenges and innovative approaches we employ in delivering paramedic care across our county, it was also a meaningful opportunity for research collaboration and partnership building, Warden Emon added.
- Warden Emon celebrated recent graduates of the Rural Ontario Institute (ROI) 2025 Rural Change Makers - a group of 22 young leaders from across rural and northern Ontario. Among them are several from Renfrew County, including Abbie Lakhan (Petawawa), Christina Raddatz (Douglas), Rachel Richer (Laurentian Hills), and Sarah Richer (Eganville). These individuals are making meaningful contributions to their communities, and their involvement in this program speaks volumes about the future of rural leadership.
- He highlighted the ongoing advocacy efforts through the Eastern Ontario Wardens' Caucus (EOWC) as [Parliament Hill Advocacy Day](#) was held on October 21 with meetings with federal officials and Members of Parliament to discuss urgent priorities impacting the 103 small urban and rural eastern Ontario communities that make up the EOWC.

Delegations

- At the October 8 session of County Council Nick Gooderham, General Manager at Ottawa Valley Forest, provided an [update](#) on Ottawa Valley Forest Inc. (OVFI). Established in 1998, OVFI is a forest management company owned by a consortium of local wood processors and logging contractors. It holds the Sustainable Forest Licence for the Ottawa Valley Forest, which spans approximately 322,000 hectares—40% of Renfrew County—with 234,000 hectares actively managed. Key responsibilities include the development and implementation of Forest Management Plans, annual scheduling and reporting of forestry operations, forest renewal activities including tree planting and tending, and compliance inspections and data collection. In terms of the local economic impact, OVFI and its shareholders employ over 500 people directly, 75 jobs with seasonal renewal contracts and a 2025 Deloitte survey estimates 800 forest sector jobs in Renfrew County.
- Dean Felhaber, President, Ben Hokum and Son Limited, accompanied by John Yakabuski, presented the company's proposal for a biomass cogeneration facility in North Algona Wilberforce Township. The plant will generate carbon-neutral electricity using 150,000 green metric tonnes per year of mill residues and low-grade pulpwood, with 12.5 megawatts of electrical energy exported to Ontario's grid and 1 megawatt of electrical energy used on-site. Key highlights of the proposed project include a \$65 million investment with a projected \$53 million/year economic impact, 30 to 40 full-time rural jobs, offsets of 32,000 tonnes of CO₂ annually, utilization of underused biomass, enhanced forest health and reducing fire risk and alignment with Ontario's goals for clean energy, rural development, and sustainable forestry.

Announcements

- There is still time to submit nominations for the 2025 Warden's Community Service Awards. These awards recognize individuals, non-profit organizations, and for-profit businesses that demonstrate exceptional dedication to our community through volunteerism, leadership, and support. The deadline to [submit nominations](#) is October 31 and residents are encouraged to consider nominating someone who makes a difference in Renfrew County. Let's celebrate those who go above and beyond to make our communities stronger.

Operations Committee

Presented by: Glenn Doncaster, Chair

- County Council approved that the General Repairs budget under the 2025 Capital Program be used to increase the budget for Campbell Drive Culvert (County Structure C134) and award contracts as follows:
 - Manufacture, Supply, and Delivery of Mechanically Stabilized Earth (MSE) wall as a Change Order to the existing Contract for the same materials at Robertson Line Twin Pipes (County Structure C136), to Maccaferri Canada Limited, Cambridge, Ontario, in the amount of \$58,504.76, plus applicable taxes;
 - Aggregate Supply and/or Supply and Delivery to Miller Aggregates Limited, McNab/Braeside, Ontario, at an upset contract limit cost of \$82,212.50, plus applicable taxes;
 - Hot Mix Asphalt Supply and Placement to McCrea Excavating Ltd., Pembroke, Ontario, in the amount of \$22,400, plus applicable taxes;

- o Supply, Delivery and Installation of Steel Beam Guiderail and End Treatments to Peninsula Construction Inc., Fonthill, Ontario, in the amount of \$86,020, plus applicable taxes.
- Committee received information about Winter Maintenance Agreements for 2025-2026 as follows:
 - o Township of Carlow/Mayo – for services of 1.2 km on County Road 517 (Dafoe Road) - complete.
 - o Pat Stewart Trucking Inc. for services of 2.49 km on County Road 635 (Swisha Road) - in progress.
 - o Algonquin of Pikwakanagan First Nation for services of County Road 70 (Kokomis Inamo) - complete.
 - o Town of Arnprior for services for services of County Road 1 (Madawaska Boulevard/Elgin Street) and County Road 2 (Daniel Street North and South/ White Lake Road) - in progress.
 - o Town of Deep River for services on County Road 72 (Ridge Road) and County Road 73 (Deep River Road) - complete.
 - o Town of Renfrew for services on County Road 20 (Bruce Street) and County Road 52 (Raglan Street South) - complete.
- The approved contracts/tenders were as follows:
 - o For paving the salt dome entrance as submitted by McCrea Excavating Ltd., Pembroke, Ontario in the amount of \$105,055.00,
 - o For roof repairs at the Calabogie Patrol Yard as submitted by Blackladder Construction, Pembroke, Ontario in the amount of \$2,890.00, excluding taxes.
 - o For the repair of overhead doors at the White Water Road Patrol as submitted by Draper Doors, Harrowsmith, Ontario, in the amount of \$17,888.50.
- Staff is preparing for the upcoming winter season, with the Public Works and Engineering Department targeting 50% operational capacity by November 1, 2025, and full readiness by November 15. Mechanics are ahead of schedule with truck preparations. Night patrols are set to begin November 16, 2025, and continue through April 2, 2026.

Community Services Committee

Presented by: Anne Giardini, Chair

- The Ontario Municipal Social Services Association prepared a [discussion paper](#) regarding EarlyON Child and Family Centres, which provide free, high-quality programs for families with children aged six and under across Ontario. It highlights the importance of EarlyON as a low-barrier, provincially funded program that supports child development, parenting, and community connections. The paper outlines survey findings from municipal service system managers and offers recommendations to the Ministry of Education to address funding gaps, workforce support, curriculum updates, equitable access in rural areas, and IT system standardization. The document emphasizes the critical role EarlyON plays in family well-being and community support while advocating for sustainable investments to meet growing demand.
- As information, the Committee received the [Renfrew County and District Drug Strategy Progress Report](#), outlining progress made during the first three quarters of 2025. The report highlights significant reductions in the number of suspected drug toxicity deaths and opioid-related emergency department visits compared to the same period in the previous two years.

Development & Property Committee

Presented by: Rob Weir, Vice-Chair

- County Council approved a resolution to establish a HYPE Reserve Account to support its regional incentive program – Helping Your Place Excel (HYPE); with funds budgeted for the 2025 HYPE Program being transferred to the HYPE Reserve. Due to the nature of some approved applications under the HYPE Program extending from one fiscal year to the next, staff recommended the creation of a HYPE Reserve to allow for better management of the funds for approved projects.
- County Council endorsed the Township of Whitewater Region's efforts to assess and unlock the economic potential of the former Timminco Mine Site, including evaluating mineral viability, as well as the feasibility of severing uncommitted lands for industrial development. The Township of Whitewater Region has identified the former Timminco Mine Site, located near Haley Station, as a strategic opportunity for future industrial and mineral development. The site contains a high-purity dolomitic marble (magnesium) deposit and is adjacent to existing industrial infrastructure, including Magellan Aerospace, natural gas, high-voltage electricity, and the planned Highway 17 twinning.
- Women in Wood, co-founded by County Forester Lacey Rose, was the recipient of the 2025 Forest Products Association of Canada [Partnership Award](#). Women in Wood is celebrating its 10th year as a network for women who work in, with, and for the woods, with a current membership of more than 3,700 all over the world.
- [Registration is now open](#) for the annual Ottawa Valley tourism conference taking place on November 3, 2025, from 10 a.m. to 2 p.m., at the Ottawa River Barn, Foresters Falls, Township of Whitewater Region. Under the theme – *Valley Voices: Shaping Tourism Together* – presenters will include the Tourism Industry Association of Ontario (TIAO), Ontario's Highlands Tourism Organization (OHTO) and Ottawa Valley Tourist Association (OVTA) staff, who will share information about the recently launched provincial tourism strategy, as well as local and regional tourism marketing opportunities.

Corporate Services Committee

Presented by: Jennifer Murphy, Chair

- The County of Renfrew has been selected to host a youth intern through Environmental Leadership Canada's Municipal Climate Internship (MCI) program for the 2025–2026 cohort. This nationally recognized initiative supports municipalities in advancing climate action while providing youth (ages 18–30) with professional experience in environmental leadership and local governance. The internship will run full-time from January to July 2026, offering a six-month placement.
Participation in the MCI program will enhance staff capacity to advance climate and environmental initiatives. It also provides an opportunity to support and mentor a future environmental leader, contributing to workforce development and youth engagement in the region. Furthermore, the County's involvement in this nationally recognized program reinforces its commitment to climate action and sustainability, increasing its visibility as a proactive and environmentally conscious municipality. The [application deadline](#) is November 3, 2025.

- County Council approved the updated Asset Management Plan and Long-Term Financial Plan. With this resolution, pre-budget approval was granted to proceed with the 2026 projects and purchases contained within the updated Asset Management Plan and Long-Term Financial Plan, totalling \$61,923,112. Similar to 2025, this pre-budget approval allows for early tendering for projects for potential better pricing; earlier start for those projects that have long order times; clarity for staff to allow for workload planning; multi-year carryover projects to proceed uninterrupted by the budget cycle; and for the project list to be circulated to the local municipalities for consideration under the Infrastructure Expansion Policy.
- County Council approved an amended Staff Training and Development Policy. This policy update is part of the Senior Leadership Team's ongoing review of policies, with the goal of making meaningful, positive changes for staff. Aligned with our Why Statement, each policy reflects our commitment to cultivating a compassionate, collaborative, creative, and inclusive environment. The policy is available from Human Resources.
- County Council approved changes to the Non-Union Staff Salary Grid within Employment By-law #1 to increase the student (under 18) wage from \$16.20 to \$16.60 per hour; and increase the student (18 and over) wage from \$17.20 to \$17.60 per hour.
- County Council approved a resolution in support of the [Association of Municipalities of Ontario \(AMO\)'s advocacy](#) around automated speed enforcement (ASE) cameras within Community Safety Zones. The County of Renfrew has paused its plan to bring Automated Speed Enforcement to school zones in Petawawa, Renfrew and Laurentian Valley.

Health Committee

Presented by: Michael Donohue, Chair

- Steve Osipenko, Commander with the County of Renfrew Paramedic Service, was awarded the Governor General's Emergency Medical Services Exemplary Service Medal in recognition of outstanding career accomplishments in the field of emergency medical services. This prestigious national honour is awarded to only 180 recipients across Ontario each year. This recognition reflects Steve's long-standing dedication and professionalism and serves as a testament to the high standard of service provided by our paramedic team.
- County Council directed the Warden to send a detailed letter advocating to the Honourable Doug Ford, Premier of Ontario, the Honourable Sylvia Jones, Deputy Premier and Minister of Health and copied to Billy Denault, MPP, Renfrew-Nipissing-Pembroke regarding predictable and sustained funding for paramedic services and related programs, including the Dedicated Offload Nurses Program; advance notification of funding changes, including reductions or terminations, to allow for responsible planning and service continuity and transparent communication mechanisms between the Province and municipalities regarding health-related funding decisions.
The Warden will also request a formal meeting with the Ministry of Health during the County's Queen's Park Day in November to discuss long-term funding strategies for paramedic services, share local impacts and challenges related to offload delays and staffing pressures and reinforce the County's commitment to collaborative solutions that align with provincial health priorities.

Additional Information

Craig Kelley, Chief Administrative Officer/Deputy Clerk

613-735-7288

EORN Cell Gap Project Monthly Update

October 2025

Regional view

	Planned	Completed	New this month
Upgrades to existing towers	311	311	n/a
New towers in service	258	149	3
New co-locations	75	69	1
Land use authority	257	253	0
Please note that this information is collected monthly and is subject to change as the project moves forward.			

Renfrew County

	Planned	Completed	New this month
Upgrades to existing towers	25	25	n/a
New towers in service	47	34	0
New co-locations	10	9	1
Land use authority	47	46	0
Please note that this information is collected monthly and is subject to change as the project moves forward.			

Note: data is updated by Rogers on the 15th of each month. Data provided for this update was received on October 15, 2025.

Renfrew County Uplifts Build Schedule

Tower identifier	Site name	Municipality	In-service plan
C0367	Chalk River	Town of Laurentian Hills	In-service
C1911	Deep River	Town of Laurentian Hills	In-service
C1948	Petawawa	Town of Petawawa	In-service
C4723	Petawawa Blvd. and Festubert Blvd.	Town of Petawawa	In-service
C4724	Petawawa Blvd and Sharon St.	Town of Petawawa	In-service
C4820	Petawawa and Civic Centre	Town of Petawawa	In-service
C3434	Douglas	Township of Adamston-Bromley	In-service
C3425	Eganville	Township of Bonnechere Valley	In-service
C3439	Constant Lake	Township of Bonnechere Valley	In-service
C3049	Calabogie	Township of Greater Madawaska	In-service
C1910	Mackey	Township of Head, Clara and Maria	In-service
C1912	Bisset Creek	Township of Head, Clara and Maria	In-service
C2382	Renfrew Town	Township of Horton	In-service
C3437	Killaloe	Township of Killaloe, Hagarty and Richards	In-service

Renfrew County Uplifts Build Schedule

Tower identifier	Site name	Municipality	In-service plan
C0377	Cobden	Township of Laurentian Valley	In-service
C0414	Pembroke	Township of Laurentian Valley	In-service
C2706	Barry's Bay	Township of Madawaska Valley	In-service
C2914	Combermere	Township of Madawaska Valley	In-service
C3438	Wilno	Township of Madawaska Valley	In-service
C4077	Barry's Bay Town	Township of Madawaska Valley	In-service
C0410	Renfrew	Township of McNab-Braeside	In-service
C7844	Braeside	Township of McNab-Braeside	In-service
C3436	Golden Lake	Township of North Algona Wilberforce	In-service
C2569	Highway 17 and Haley Station	Township of Whitewater Region	In-service
C4088	Highway 17 and Cobden	Township of Whitewater Region	In-service

Renfrew County Co-location Build Schedule

Tower identifier	Site name	Municipality	In-service plan
C4084	Chalk River at Ottawa River	Town of Deep River	2026
C4087	Deep River Town	Town of Laurentian Hills	In-service
C6629	Meilleurs Bay	Town of Laurentian Hills	In-service
C8544	Janet Road at Granzies Lake	Township of Bonnechere Valley	In-service
C6623	Black Donald Lake	Township of Greater Madawaska	In-service
C8470	Highway 41 and Highway 71	Township of Greater Madawaska	In-service
C8478	Trans Canada Highway and Brent Road	Township of Head, Clara and Maria	In-service
C8487	ON-60 and Cardinal Road	Township of Killaloe, Hagarty and Richards	In-service
C6619	Halfway Lake	Township of Madawaska Valley	In-service
C8265	Highway 41 and Greenlake Road	Township of North Algona Wilberforce	In-service

Renfrew County New Tower Build Schedule

Tower identifier	Site name	Municipality	In-service plan
C8474	Trans Canada Highway at Orange Road	Town of Petawawa	2026
C8265	Colton Road and Quilty Road	Township of Adamston-Bromely	In-service
C8465	ON-60 and Haley Road	Township of Admaston-Bromley	In-service
C8625	Dunmore Road and Barr Line	Township of Admaston-Bromley	In-service
C8623	Opeongo Road West and Klondike Road	Township of Bonnechere Valley	In-service
C8704	O'Connor Road and Wolfe Road	Township of Bonnechere Valley	2026
C8705	Boldt Road and Donegal Road	Township of Bonnechere Valley	In-service
C8511	Perrault	Township of Bonnechere Valley	In-service
C8622	Corrigan Road and Silver Lake	Township of Bonnechere Valley	In-service
C8497	Hardwood Lake	Township of Brudenell, Lyndoch and Raglan	2026

Renfrew County New Tower Build Schedule

Tower identifier	Site name	Municipality	In-service plan
C8533	Highway 28 and Little Ireland Road	Township of Brudenell, Lyndoch and Raglan	2026
C8620	Letterkenny Road and Lost Nation Road	Township of Brudenell, Lyndoch and Raglan	2026
C8621	Heins Road and Quadeville Road	Township of Brudenell, Lyndoch and Raglan	2026
C8702	Schutt Road and Wingle	Township of Brudenell, Lyndoch and Raglan	2026
C8706	Quadeville Road and Murk Lake	Township of Brudenell, Lyndoch and Raglan	2026
C8618	Oscar Boehme Road and River Bend Drive	Township of Brudenell, Lyndoch and Raglan	2025
C8619	Rochefort	Township of Brudenell, Lyndoch and Raglan	In-service
C8703	Gorman Lake	Township of Brudenell, Lyndoch and Raglan	In-service
C8713	Long Point Way and Inglis Road	Township of Greater Madawaska	In-service
C8498	Highway 41 and Doorley Creek Road	Township of Greater Madawaska	2026

Renfrew County New Tower Build Schedule

Tower identifier	Site name	Municipality	In-service plan
C8668	Denzil Lane and Upper Spruce Hedge Road	Township of Greater Madawaska	In-service
C8532	ON-41 and Dunagans Road	Township of Greater Madawaska	In-service
C8711	Glenfield Road and Matawatchan Road	Township of Greater Madawaska	In-service
C8712	Holywell Road and Mt. St. Patrick Road	Township of Grater Madawaska	2025
C8501	Trans Canada Highway and Bissett Creek Road	Township of Head, Clara, Maria	2026
C8531	Trans Canada Highway 17 at Stonecliffe	Township of Head, Clara Maria	In-service
C8637	Jim Barr Road and Mullins Road	Township of Horton	In-service
C8627	Gunns Road and Round Lake Road	Township of Killaloe, Hagarty and Richards	In-service
C8696	Simpson Pit Road and Round Lake Road	Township of Killaloe, Hagarty and Richards	In-service
C6620	Doran and Round Lake Road	Township of Laurentian Valley	In-service
C8473	Forest Lea Road at Pembroke	Township of Laurentian Valley	In-service
C8628	Doran Road and Witt Road	Township of Laurentian Valley	In-service
C8616	Dafoe Road and Micks Road	Township of Madawaska Valley	2026

Renfrew County New Tower Build Schedule

Tower identifier	Site name	Municipality	In-service plan
C8626	Etmanski Road and Paugh Lake Road	Township of Madawaska Valley	In-service
C8707	Stanley Olsheski Road and Hasanville Lane	Township of Madawaska Valley	2026
C8615	Kubesheski Road and Siberia Road	Township of Madawaska Valley	In-service
C4086	Highway 17 and Glasgow Station	Township of McNab-Braeside	In-service
C8515	White Lake Road and Mountain View Road	Township of McNab-Braeside	In-service
C8636	River Road and Lochwinnoch Road	Township of McNab-Braeside	In-service
C8512	Deacon	Township of North Algona Wilberforce	In-service
C8624	Connaught Road and Bulger Road	Township of North Algona Wilberforce	In-service
C8635	Kerr Line and Magnesium Road	Township of Whitewater Region	2026
C8630	Branch Trail and Nangor Trail	Township of Whitewater Region	In-service
C8631	Westmeath Road at Westmeath Provincial Park	Township of Whitewater Region	In-service
C8632	La Passe Road and Hawthorne Road	Township of Whitewater Region	In-service
C8633	Zion Line and Pappin Road	Township of Whitewater Region	In-service
C8634	Grants Settlement Road at Grants Settlement	Township of Whitewater Region	In-service

CORPORATION OF THE TOWNSHIP OF ADMASTON/BROMLEY

BY-LAW NO. 2025-48

**A BY-LAW TO AUTHORIZE THE USE OF ELECTRONIC VOTING AS
AN ALTERNATIVE VOTING METHOD, AND TO AUTHORIZE
ADVANCE VOTING FOR USE IN THE 2026 MUNICIPAL ELECTION.**

WHEREAS Section 42 of the Municipal Elections Act, S.O. 1996, c.32, provides that the Council of a Municipality may, by by-law; authorize the use of an alternative voting method that does not require electors to attend at a voting place in order to vote;

AND WHEREAS Section 42 of the Municipal Elections Act, S.O. 1996, c.32, provides that when a by-law authorizing the use of an alternative voting method is in effect, Sections 43 (Advance Votes) and 44 (Appointment of Voting Proxy) apply only if the by-law so specifies;

AND WHEREAS the Corporation of the Township of Admaston/Bromley approves the use of an alternative voting method to increase voter turnout, increase voter accessibility and to provide for health and safety measures for all who are unable to vote in-person.

NOW THEREFORE BE IT RESOLVED that the Council of the Corporation of the Township of Admaston/Bromley enacts as follows:

- 1) That the use of Electronic Voting as an alternative voting method that does not require electors to attend at a voting place in order to vote, is hereby authorized.
- 2) That Section 43 of the Municipal Elections Act, S.O. 1996, c.32, pertaining to advance voting, is applicable in the 2026 Municipal Election in the Township of Admaston/Bromley.
- 3) That the CAO/Clerk be authorized to establish appropriate procedures for Electronic Voting for the 2026 Municipal Election.
- 4) That the CAO/Clerk be authorized to enter into an agreement with a qualified service provider for Electronic Voting option.
- 5) That this By-Law shall come into force and take effect upon the passing thereof:

READ a first and second time this 20th day of November 2025

READ a third time and finally passed this 20th day of November 2025

MAYOR

CAO/CLERK

ACTION TRACKING LIST

				Updated Information
				NEW
Date	Item	Assigned To	Due Date	Current Status
October. 2020	Fencing By-Law	Clerk/CBO	continuing	Look into updating the fencing by-law.
November. 2020	LEG report to Committee	CAO/Clerk	continuing	The CAO/Clerk is provide Council with Regular updates.
October 2021	Forced Roads	Clerk	continuing	Staff are to investigate a policy for the assumption of forced roads.
Sept. 2023	Douglas Beach	CAO/Clerk	continuing	Investigate ideas to rejuvenate beach
Jan. 2025	Fire Hall Needs Analysis	CAO/Clerk & Fire Chief	2025	Determine the needs and requirements of a Fire Hall for a Volunteer Fire Department
Jan. 2025	Barr Line Community Centre Review	CAO/Clerk	2025	Develop a recommendation of future of BLCC
Jan. 2025	Comprehensive Zoning By-law Review	CAO/Clerk & County Planning Division	2025	Complete a review and revision of the Comprehensive Zoning By-Law
Jan. 2025	Taste of the Valley	CAO/Clerk	2026	Taste of the Valley 2026
June. 2025	Strategic Plan Action Tracking List Quarterly	CAO/Clerk	continuing	quarterly updates
Sept. 2025	Waste Management Update	CAO/Clerk & Public Works Superintendent	continuing	quarterly updates

CORPORATION OF THE TOWNSHIP OF ADMASTON/BROMLEY

BY-LAW No. 2025-49

**A BY-LAW TO CONFIRM PROCEEDINGS OF
THE COUNCIL OF THE TOWNSHIP OF ADMASTON/BROMLEY
AT THE COUNCIL MEETING HELD NOVEMBER 20th, 2025.**

WHEREAS Subsection 5(1) of the Municipal Act, 2001, S.O. 2001, Chapter 25, as amended, provides that the powers of a municipal corporation are to be exercised by its Council;

AND WHEREAS Subsection 5(3) of the said Municipal Act provides that the powers of every Council are to be exercised by by-law;

AND WHEREAS it is deemed expedient and desirable that the proceedings of the Council of the Corporation of the Township of Admaston/Bromley at this meeting be confirmed and adopted by by-law;

THEREFORE the Council of the Township of Admaston/Bromley enacts as follows:

1. That the actions of the Council at its meeting held on the 20th day of November, 2025 and in respect of each motion, resolution and other action passed and taken by the Council at its said meetings, is, except where the prior approval of the Ontario Municipal Board or other body is required, hereby adopted, ratified and confirmed as if all such proceedings were expressly embodied in this by-law.
2. That the Head of Council and proper officers of the Corporation of the Township of Admaston/Bromley are hereby authorized and directed to do all things necessary to give effect to the said action or to obtain appropriate approvals where required, except where otherwise provided, and to affix the Corporate Seal of the Corporation of the Township of Admaston/Bromley to all such documents.
3. That this By-Law shall come into force and take effect upon the passing thereof.

READ a first and second time this 20th day of November 2025.

READ a third time and finally passed this 20th day of November 2025.

Mayor

CAO/Clerk

AORS ADVANCE

FALL
2025

THE NEWSLETTER FOR ONTARIO'S PUBLIC WORKS PROFESSIONALS

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Making History
at the Roadeo!

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Association of Ontario
Road Supervisors

Promoting knowledge ➔ Pursuing excellence

AORS MUNICIPAL PUBLIC WORKS TRADESHOW

Proudly Hosted By



OXFORD COUNTY ROAD
SUPERVISORS ASSOCIATION

LOOKING BACK ON THE 2025 AORS TRADE SHOW AND WHAT LAYS AHEAD

SAVE THE DATE
2026 AORS TRADE SHOW
Renfrew County Road
Supervisors Association
JUNE 3-4, 2026

The 2025 AORS Municipal Public Works Trade Show, held June 4-5 at the Woodstock Fairgrounds in partnership with the Oxford County Road Supervisors Association, was the largest in the event's history. With over 300 exhibitors and well over 2,000 attendees from across Ontario and beyond, the show proved once again to be the premier gathering for municipal public works professionals, suppliers, and industry leaders.

Jim Borton, CRS-S, Trade Show Committee President, praised the collaborative effort that made the event such a success, "this year's trade show truly set a new standard. The energy on the show floor was incredible, and it was inspiring to see the exchange of ideas, the innovative products on display, and the connections being made. Thank you to every exhibitor, attendee, volunteer, and partner who helped make this AORS' biggest and best show yet."

The show featured live demonstrations, including the first-ever Battery Demonstration Booth showcasing cutting-edge equipment from STIHL, Greenworks, and Colvoy Equipment. Networking opportunities and product showcases kept the fairgrounds buzzing throughout the two-day event.

"This event is more than just an exhibition—it's where municipalities and suppliers come together to share knowledge, discover new technologies, and build lasting relationships. The

feedback from attendees and exhibitors has been overwhelmingly positive, and we are already looking forward to building on this momentum," says Dennis O'Neil, CRS-S, AORS Member Services Coordinator, who emphasizes the importance of the trade show to Ontario's municipal public works community.

AORS extends heartfelt thanks to everyone who attended, exhibited, and supported the 2025 show. Your participation is what makes this event a cornerstone of our association's calendar and a vital resource for our members.

The excitement is already building for the 2026 AORS Municipal Public Works Trade Show, hosted in partnership with the Renfrew County Road Supervisors

Association, taking place June 3-4, 2026, in Petawawa, Ontario.

Brad Faight, CRS-S, 2026 Trade Show Committee President, encourages everyone to mark their calendars saying "Petawawa is ready to welcome you! The 2026 show promises to be another outstanding event, with new features and the same great networking opportunities our attendees have come to expect. Save the date—June 3-4, 2026—and don't miss it!"

With over 80% of booth space already sold, exhibitors are encouraged to book early to secure their spot. For exhibitor information, contact the AORS office at admin@aors.on.ca.





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Ross McKenzie Memorial Golf Tournament

This year, the Oxford County Road Supervisors Association hosted the 30th Anniversary of the Ross McKenzie Memorial Golf Tournament that is hosted annually with the AORS Municipal Public Works Trade Show at the beautiful Craigowan Golf Club in Woodstock, Ontario.

Ross McKenzie was a Roads Superintendent with the Township of Lobo and the Township of West Nissouri. He was AORS' very first full-time Executive Director, when he suddenly passed away in 1993. Ross, and Shirley Dufton, worked out of the AORS' office, at 160 King Street in Thorndale (Township of West Nissouri). Both split their time working for AORS and the township.

We were pleased to be joined at the event by Ross' family—his wife Gayle, his sons Cam and Brent, and his grandson Charlie. Shirley Dufton also attended the evening. Gayle was kind enough to bring along some memorabilia that we put on display during the reception and supper for guests to enjoy seeing the history of AORS during Ross' tenure and all enjoyed the evening sharing stories and memories of Ross.

Congratulations to the team from Innovative Surface Solutions who won the Golf Tournament!



AORS
PROMOTING KNOWLEDGE. PURSUING EXCELLENCE



OXFORD COUNTY
ROAD SUPERVISORS ASSOCIATION

Thank You To Our Trade Show Sponsors!

Platinum



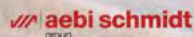
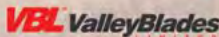
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Gold



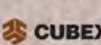
Silver



Bronze



In-Kind Sponsors



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Trade Show Committee

Ross McKenzie Family

Gerald Simpson and Mike Ward
from Viking-Cives

Family and Innovative Solution
Winners



2025

AORS ANNUAL TRUCK SAFETY RODEO

Ontario's Top Municipal Equipment Operator Crowned at Provincial Safety Truck Rodeo

The best of the best competed, and the results are in!

At the AORS Provincial Safety Truck Rodeo held on September 24 in Beckwith Township, Josh Cousins from the City of St. Thomas was crowned "Top Driver of the Year." Taylor Blackburn from Central Frontenac Township earned first runner-up, while Jeff Neilsen from the Municipality of Trent Hills took home second runner-up.

The Rodeo, co-hosted by the Association of Ontario Road Supervisors (AORS) and the Lanark County Road Supervisors Association (LCRSA), brought together elite municipal equipment operators from across Ontario. Competitors had each earned their place at the provincial level by first winning local competitions, proving

their skill and commitment to safety in their communities.

Participants were challenged to complete a series of driving and safety tests designed to mirror real-world scenarios faced on Ontario's roads. Precision maneuvering, obstacle navigation, and vehicle safety checks all tested their abilities under pressure, while showcasing the professionalism and dedication municipal operators bring to their work every day.

"This event celebrates the dedication and expertise of municipal equipment operators," said Karla Musso Garcia, CRS-I, President of AORS. "Congratulations to all competitors—your work keeps Ontario moving."

Local hosts were equally proud to welcome competitors, families, and supporters to Lanark County. "On behalf of the Lanark County Road Supervisors Association, I want to sincerely thank everyone who participated, volunteered, and helped make this year's Rodeo such a success," said Darwin Nolan, CRS-S, AORS Representative for LCRSA. "This event not only highlights the skills of our operators but also builds a sense of pride and camaraderie across municipalities."

The Rodeo is more than a competition—it's a celebration of the men and women who keep Ontario's roads safe, year-round. Congratulations to all participants on a job well done, and especially to this year's champions who have set the bar for excellence in municipal road operations.



Rodeo Champion Josh Cousins, City of St. Thomas





Rodeo Winners: Left to Right, Jeff Neilsen from the Municipality of Trent Hills (Second Runner-Up), Josh Cousins from the City of St. Thomas (Driver of the Year) and Taylor Blackburn from Central Frontenac Township (First Runner-Up)



MAKING HISTORY AT THE ROADEO!



On August 21, the Transportation Professionals of Waterloo Region (TPOWR) hosted their annual municipal equipment rodeo. Among the many skilled operators who put their abilities to the test, one competitor made history. Darby Lehmann, an equipment operator with the Region of Waterloo, secured second place and earned the honour of representing TPOWR at the 2025 AORS Provincial Rodeo in Beckwith Township this past September.

Darby's achievement is groundbreaking—she is the first female operator to compete at the provincial level in the long history of the AORS Rodeo. Her success not only highlights her own skill and dedication, but also serves as an inspiration to other women considering careers in municipal public works.

We had the opportunity to sit down with Darby to learn more about her career path, what she loves about her work, and what advice she has for others looking to follow in her footsteps.

Can you tell us a little about your background and how you first got into municipal public works?

I'm 26 and have been driving with a DZ commercial license since 2018. I began by delivering HVAC, plumbing and electrical supplies to different job sites, but after a few weeks of learning and driving around with a coworker, the company I worked for said I couldn't continue because I wasn't 25. I was too young to be covered by their insurance. That's when I started looking for a new opportunity that would allow me at 19 to drive a commercial vehicle and get more experience. I first got into municipal work with EMCON working on the highway.

What led you to pursue a role as an equipment operator with the Region of Waterloo?

I always wanted to work at the Region, ever since I was 16. It's an amazing workplace because there

are always new opportunities available, and the Region has provided me the support I need to grow as a person and as a professional.

Congratulations on your incredible finish at the TPOWR Rodeo! How did it feel to place second and be able to compete at the Provincials?

I'm excited to have this opportunity. TPOWR and AORS have done an amazing job organizing the rodeos. It is such a neat way to bring municipal workers together. I first heard about the rodeos from my dad, who competed in one 2 years ago and works for Bruce County. He is their grader operator in the summer and plow/patroller in the winter. To say he's proud of me for having come in second would be an understatement.

You're making history as the first female operator to compete at the AORS Provincial Rodeo. What does that mean to you personally, and what do you hope it means for other women in public works?

I'm excited to represent The Region of Waterloo at provincials alongside Kris, who took the top spot. I'm grateful to be representing not only the Region, but my colleagues, especially the other hard-working women. I'm hoping my accomplishment helps motivate other women in public works to try something new, challenge themselves and show everyone how capable they are.

Can you walk us through what it's like to compete in a Rodeo event? What's the most challenging part, and what do you enjoy most?

For me, the Rodeo is a friendly competition, but most importantly also a way to test myself. Yes, there may be



some bragging rights amongst coworkers. But the best part is the opportunity to meet new people from other yards and laugh and joke around and just have fun. It doesn't matter who you work for at the end of the day, we all do the same jobs and when it comes to plowing snow in the winter there is nothing more important than to know we all care for the public's safety when driving our roads.

What do you love most about your job as an equipment operator?

Personally, being 5'1 feet tall, it's fun to just drive a big piece of equipment, whether it's the loader or the plows. Instead of playing in a 4-by-4-foot sand box with Tonkas trucks, I actually get to live the real-life version of it.

What are some of the biggest challenges you face in your role, and how do you overcome them?

My past jobs have helped shape me and helped me adjust to working in this field. In the past, it was very difficult being a young, female driver. I was overlooked and told I can't do something because of my size, or my age, or because I'm a woman. This is changing. Stereotypes are fading, making work easier and more

welcoming, and allowing everyone to stand out and prove themselves. I think my ability to do my job well every day helps overcome these difficulties and I don't face these challenges or obstacles at the Region of Waterloo.

How has your team at the Region of Waterloo supported you in your career journey?

The Region does a great job of being inclusive and making opportunities available to everyone. Never once have I felt uncomfortable or that my ability was not good enough. I'm currently in the Operation Program at the Region, doing bridge washing in the spring and during the summer we are crack sealing on the roads. The people here who I see more than my actual family, have become a second family to me. To go home stress free and wake up in the mornings not dreading going to work is the best.

Why do you think more women should consider a career in municipal public works?

If other women are thinking about municipal work they should give it a shot. There are tons of different job options in municipal work. The Region and Cities have different opportunities,

so there are so many options to find your spot and something you enjoy. It's also a job with opportunities to grow, starting off as a worker to someday becoming a lead hand and then supervisor.

What advice would you give to young women or girls who may be considering a future in this field?

The advice I would give would be the same for anyone who is considering working as an equipment operator. Consider what you want out of a job, and how it can fit with your life. Come in with thick skin and a willingness to learn. Then show people what you can do and that you are good at it.

What does it mean to you to be a role model for other women entering the industry?

I am honoured to be a role model for women in the industry, but truthfully I wouldn't be here if it wasn't for the amazing women I already work with who have paved the way for me. I look forward to being the first of many to compete at provincials. All I can say is: anything is possible, if you're willing to go through with it. You are your biggest obstacle in life.

AORS update

ANNUAL GENERAL MEETING

March 31, 2025

- 1 **Brian Anderson, CRS** received his Long Term Service Award for his dedication to the road sector and the AORS Certification Board.
- 2 **Don Hamly, CRS-S**, received his Long Term Service Award with his retirement notice from the Township of Hamilton as the Foreman of Road Operations.
- 3 **Ron Cooper** retired from the Town of Hanover as the Director of Public Works, and received his Long Term Service Award.
- 4 **Mark Bennett** from the City of London received his PWLDP Certificate of Completion.
- 5 **Sanford Clause, CRS-S** from the Oneida Nation of the Thames received his PWLDP Certificate of Completion.
- 6 **James Lane, CRS-I** from the Town of Caledon received his PWLDP Certificate of Completion.
- 7 **Curtis O'Brien, CRS-I** from the United Counties of Leeds and Grenville received his PWLDP Certificate of Completion.
- 8 **Dax McAllister, CRS-S** from the City of Greater Sudbury received his PWLDP Certificate of Completion.
- 9 **Jamie Simpson, CRS** from the Municipality of Chatham-Kent received his PWLDP Certificate of Completion.
- 10 **Brad Wilson, Assoc R.S.** from the City of Belleville received his PWLDP Certificate of Completion.
- 11 **John Rivers** from Cedar Signs was awarded the Larry Maddeaux Volunteer of the Year Award for his dedication to local associations, including his work putting together trade show brochures like the one from the recent 2025 Oxford County trade show.
- 12 **Dave Lukezich, Assoc R.S.** was awarded the Marvin D. Halladay Education Award for having the highest mark in all eight modules of the Public Works Leadership Development Program (PWLDP).



Thank you to everyone who attended AORS Annual General Meeting in conjunction with the Good Roads Conference on Monday March 31, 2025. For the second year in a row, we had over 200 people in attendance! In addition to normal business, a number of members were recognized including the graduates of the Public Works Leadership Development Program (PWLDP), the winner of the Marvin D. Halladay Memorial Education Award, recipients of the Long Term Service Awards and the winner of the Larry Maddeaux Volunteer of the Year Award.



President Karla Musso-Garcia, CRS-I was joined by her husband, children, brother and parents to cheer for her as she was inducted as President!





YOUR AORS 2025 EXECUTIVE

At the AGM in March, your new AORS Executive was announced.

Your Executive L-R: Immediate Past President Joe Reid, CRS-S (District 8 Road Supervisors Association), 2nd Vice President Jim Borton, CRS-S (Oxford County Road Supervisor Association), President Karla Musso-Garcia, CRS-I (Simcoe County Road Supervisors Association) and 1st Vice President Cyrus Rife, CRS-I (Transportation Professionals of Waterloo Region).



At our 2025 Annual General Meeting, we took a meaningful step in ensuring that one such extraordinary volunteer is never forgotten. Moving forward, the AORS Volunteer of the Year Award will be known as the Larry Maddeaux Volunteer of the Year Award.

Larry Maddeaux, CRS-I is more than just a volunteer; he is a mentor, a leader, and a tireless advocate for AORS and the people behind it. His contributions to AORS are immeasurable, from mentoring new members, being the Spotlight Committee Co-Chair, to being the face of AORS at events that strengthened our network across Ontario. He embodies the very spirit of service that this award represents.

By renaming this award in his honor, we ensure that Larry's passion lives on—not just in name, but in the continued spirit of volunteerism he so deeply values. To every volunteer who follows in his footsteps, this award will serve as a reminder of what true dedication looks like.

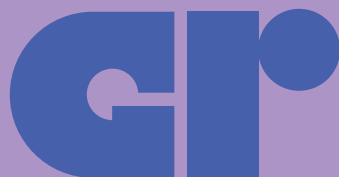
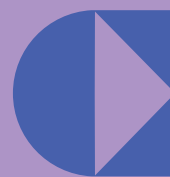
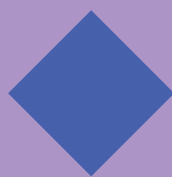
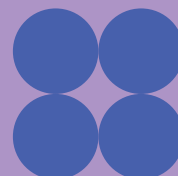
Thank you, Larry, for everything you have done. And thank you to all of our volunteers—past, present, and future—who help make AORS the strong and supportive organization it is today.



Good Roads
Conference 2026

Ideas. Inspirations.
Contacts.

March 29—
April 01, 2026



Good Roads

SPOTLIGHT

Get ready to start raking leaves and putting away all that summer lawn furniture you just pulled out, because fall is just around the corner and the campaign to launch the 40th edition of that most useful and trusting Municipal Magazine “Spotlight” has begun.

Yes, if you missed out renewing your ad in time to be entered into the draw that was held on Sept. 11th, you will probably be contacted by one of our professional and knowledgeable committee members very soon.

I would like to take a moment and congratulate Cornell Construction Limited, a dedicated Spotlight Supplier member since 1992, for renewing their ad at the 2025 Trade Show before it ended and successfully won the free Trade Show booth in next year's 2026 Show in Petawawa.

Again, this year Derek Scholten of Colvoy Equipment, my co-chair and I would be very disappointed if any of our loyal supplier members missed out on the opportunity to advertise their services and/or products in what I would like to believe is one of the most valuable pieces of equipment

a Municipal employee needs in the office or their vehicle.

It is my sincere hope that this 40th edition will break the record for the number of ads, as we have a great team of very dedicated committee members. My call for new members at our last meeting did not fall on deaf ears.

Dan O'Brien from Creighton Rock Drill, Kyle Boulet from Amaco Construction (replacing Larry Andrews), Shawn Blackmore from Charles Jones Industrial, Chris Mantha CRS-S from Petawawa, and Mike Fletcher CRS-I from Niagara Region, all came on board as new committee members with Don Hamly CRS-S and Kyle Lewis stepping down. We thank Larry, Don, and Kyle for their support on the committee. Check out our full list of committee members in the front of the book as well as our special new advertiser's page.

November comes as quickly as summer disappeared, so get online and fill out our easy-to-use Fillable Spotlight Form and miss out on all the annoying emails and phone calls from our numerous committee members.

Remember you not only get your ad placed in a plastic spiral bound, 4000 copy, Canadian Produced and Printed, easily read, high quality, gloss hardcover magazine, at a very



**Larry Maddeaux , CRS-I
Spotlight Committee Co-chair**

reasonable price, but for no extra cost you get included in the Spotlight Searchable Online Directory and your ad placed in a very impressive online flipbook version on the AORS website. This online flipbook version has the look and feel of the hardcopy but with individual ads hyperlinked from the index pages. It also has a database, searchable by company name, product, or keywords.

In closing I would like to thank all our supplier members especially those that have been with Spotlight since 1987. Champion Equipment, Den-Mar Brines, Spriet Associates, Valley Blades, and Viking-Cives Group.

I only have a limited space so please take a moment and check the entire list of Long Term Advertisers in the front of the book and remember when dealing with any or all of our suppliers let them know- “YOU SAW THEIR AD IN THE NEWEST EDITION OF SPOTLIGHT”



Every September, we draw a prize for a \$1,000 gift card of your choice for any member who brings in a new Spotlight ad. This year, the winner was Larry Maddeaux! Spotlight Co-Chair Derek Scholton from Colvoy Equipment presented Larry with his gift card, so he can get a new BBQ! Remember, you don't need to be a Spotlight Committee member to be added to the draw—just make sure your name is listed as the AORS Representative on their Spotlight application!

MEET THE NEWEST AORS BOARD MEMBERS

Your AORS Representative brings forward your concerns, questions and ideas to the Board of Directors, so be sure to reach out to them! Welcome to our new Directors.



David Moncion, **CRS-I**

Public Works Supervisor
for the Township of
Sables-Spanish Rivers

David started his municipal career in 2007 as an intern Project Coordinator for the Township of Sables-Spanish Rivers and was first introduced to AORS for the first time participating in LA meetings with the Manitoulin & Northshore Road Supervisors Association. In 2007 he attained his OACETT C. Tech designation. From 2013 to 2019 he became Manager of Public Works for the Township of Larder Lake. In 2018 he achieved his CRS-I designation with AORS, and his CMM III with an Infrastructure Specialist enhancement with Ontario Municipal Managers Institute in collaboration with Ontario Good Roads. In 2024 he returned to where his municipal career had started, becoming the Public Works Supervisor for the Township of Sables-Spanish Rivers. In 2025 he was nominated President and AORS Representative for the Manitoulin & Northshore Road Supervisors Association.



Kate Walkom

Supervisor of Traffic
Safety & Operations for the
Town of Georgina

I'm the Supervisor of Traffic Safety & Operations for the Town of Georgina where I lead programs that focus on improving road safety, active transportation, and municipal operations. My journey in public works began over a decade ago as a university student working in Operations for the City of Pickering, and I've been passionate about municipal service ever since.

I hold a Masters degree in Bioenvironmental Monitoring & Assessment from Trent University and a Bachelor of Science in Environmental Sciences from the University of Guelph. I look forward to pursuing professional designations like CRS-I that will deepen my understanding of municipal operations and help me continue growing as a leader in traffic safety and public works.

I live in York Region with my husband and our three kids. Being part of the York Region Roads Supervisors Association as both Director and Secretary has been a great experience, and I'm excited to collaborate with Board Members across Ontario and contribute to the AORS team.



Ann Carr

Nipissing Road Association

My grandfather was on council in Monteagle Township, now Hastings Highlands, for 18 years. Although I did not expect to follow in his footsteps, my upbringing provided a deep-rooted sense of community.

I began my municipal career in the Township of Bonfield where I was given opportunity to learn the industry and the importance of working in my community. Eleven years later I am currently the Public Works Superintendent in the Municipality of Calvin. Working in Public Works in small communities such as Bonfield and Calvin, means that roads is not all I am responsible for. The position also entails waste management, parks and recreation, as well as cemeteries. Having the ability to manage diverse responsibilities provides a strong sense of community as well as an opportunity to be committed to public service.

I am proud to represent the Nipissing Road Association on the Board of Directors with AORS where I can contribute to advancing the professional standards and supporting public works professionals across the province of Ontario.

PRESIDENT'S Message

2025 President Karla Musso-Garcia, CRS-I ➤



After what felt like a never-ending winter, we shook off the cold, and before we knew it, we were deep in tree and road maintenance projects and are now already preparing for fall and winter again. With so many events along the way, summer seemed to pass in the blink of an eye. As we turn into fall, our members' focus is on ensuring our roads, equipment, and teams are ready for what's ahead.

Being a public works professional is more than a job, it is an important part of a community and in the current state of the daily news that can feel divisive and uncertain, our profession provides something steady: safety, stability, and connection to the communities we serve. We build, we maintain, we quietly hold communities together, often behind the scenes, out of the spotlight, but always making a real difference. And I know I would hear from Larry Maddeaux, CRS-I if I didn't clarify that you should be in SPOTLIGHT, remember to reach out to Larry for details!

As Past President Joe Reid, CRS-S said, we are "Public Works Superheroes." Not because we occasionally pull off what at times can feel like miracles when we are in the thick of it, but because what we do is essential and we lead our teams to do it with pride.

This year so far has been especially meaningful to me as AORS's first female president. I've had the privilege of seeing the association's strength and opportunities firsthand. Together, we've continued to lay a strong foundation through the development of a new constitution, a new Strategic Plan, Corporate processes reviews, enhanced outreach, and the continued focus on enhancing training programs all designed to support our members and ensure AORS thrives well into the future.

We've also celebrated milestones that reflect the growth in our industry and association. For the first time in our Provincial Rodeo, we had a female competitor, Darby Lehmann representing TPOWR competed at this year's

Provincial Rodeo. Her participation is not just a first, it is an inspiration, showing talent and opportunity within our association. Our board also now has three female directors including Ann Carr from Nipissing Road Association and Kate Walkom from York Region Road Supervisors Association. As well, we are growing and bringing on new local associations.

This year was filled with loss and legacy as we continue to honor those who paved the way. The leadership of past presidents, including the late Paul Dalton, Brian Kral, and Ross MacKenzie continues to be evident as they continue to guide us through our mentorships, collaboration, and strong foundation. Legacy was also felt at this year's AORS Tradeshow and events, held in Oxford County which was bursting with energy and the public works spirit. From being able to honour Ross MacKenzie again with his family present at the golf tournament, to the exchange of knowledge and ideas from vendors and students that will carry us well into the year ahead. Amazing record setting show from Jim Borton, CRS-S and the Oxford County Road Supervisors Association team!

My environmental mindset continues to be a key part of our work and partnerships. From highlighting the great products our vendor members provide, to the practices we use daily, to initiatives training and funding opportunities; we are maintaining sustainable communities with innovative grassroots problem solving our members are known for. And yes, after the ice storm this past spring that left so many communities

damaged, some of us got more "hands-on" environmental exposure than expected.

As a wonderful man once said, "The future is bright for AORS", and with trees constantly being on my mind as of late, I see our work like planting trees for the long term: we are not only planting the seeds, we are growing strong roots now, so that future generations can enjoy the shade, stability, and community we've built together. Programs like the Municipal Public Works Operator Program and the demand for these opportunities is overwhelming, and as our summer students return to school, remember we are already nurturing the next generation of professionals, bringing fresh ideas, energy, and enthusiasm to municipalities across Ontario.

We are entering a chapter full of growth, opportunity, and collaboration, where together as leaders in the industry, we're planting roots that will support our association and the public works community for years to come, roots so strong even the wildest ice storms can't knock them over. I'm proud to be part of this team and grateful for each of the public works professionals, the people who show up, roll up their sleeves, and make the tough jobs look easy. Public works isn't glamorous, but it matters every day to everyone, and I wouldn't want to do it with anyone else. Here's to keeping our roads safe, our teams strong, our trees growing, and our collaboration as neighbours, always along the way, cause we all know it's those small moments that make the biggest difference.

Sincerely,
Karla Musso-Garcia, CRS-I
President, Association of Ontario
Road Supervisors (AORS)

continued **AORS update**

AORS Board and Suppliers Gather in Waterloo Region for Annual Meeting and Networking

On September 11, the AORS Board of Directors, staff, and supplier members were warmly welcomed to the Transportation Professionals of Waterloo Region (TPOWR) area by 1st Vice President Cyrus Rife, CRS-I, for the Annual Supplier-Director Meeting and an afternoon of networking.

The day began with the Annual Past Presidents Advisory Committee Meeting, where AORS Past Presidents came together to reconnect, share their experience, and provide valuable guidance to the current Executive. Their continued engagement helps ensure that AORS remains strong and forward-thinking.

From there, the focus shifted to our valued Supplier members. The open dialogue allowed both AORS leadership and suppliers to explore how we can continue working together to better support our local associations and communities across Ontario.

After a productive morning, it was time to relax and network. Attendees enjoyed their choice of activities: a round of golf at the scenic Grey Silo Golf Club, or a guided bus tour with stops at some of Waterloo Region's highlights, including the St. Jacobs Farmers' Market, Murphy's Law Distillery, and Rural Roots Brewery.

Reflecting on the event, Cyrus Rife shared, "it was an absolute pleasure to host the AORS Board, staff, and suppliers here in the beautiful Waterloo Region. We are proud of everything our community has to offer, and it was wonderful to share that with colleagues while building relationships that strengthen AORS as a whole."

The day was a great reminder of the value of collaboration—bringing together the wisdom of our past leaders, the innovation of our suppliers, and the commitment of our Board and staff to support the future of municipal public works in Ontario.





During the Suppliers-Director meeting, Past-President Joe Reid, CRS-S and 1st Vice-President Cyrus Rife, CRS-I completed a 50/50 draw to raise money for The Food Bank of Waterloo Region. \$330 was donated, providing 660 meals to the Waterloo Region!



BY KELLY ELLIOTT,
MARKETING AND
COMMUNICATIONS
SPECIALIST

BEING AN ELECTED OFFICIAL IS NOT A SHIELD TO PERPETRATE ABUSE

On July 2, 2025, I appeared before the Ontario Standing Committee for Heritage, Infrastructure and Cultural Policy to speak in favour of Bill 9 on behalf of our AORS members. While the need for Bill 9 has become increasingly important, the Bill presented by the Minister of Municipal Affairs and Housing Rob Flack, does not go far enough to protect municipal staff. Below you will find the comments I provided to the Standing Committee with our recommendations.

Good afternoon Chair and Members of the Committee,

Thank you for the opportunity to speak with you today regarding Bill 9. My name is Kelly Elliott, and I am speaking to you representing the Association of Ontario Road Supervisors. I am here to voice strong support for this Bill on behalf of AORS, and to advocate for the critical improvements still needed to protect municipal staff across Ontario.

I would first like to extend my thanks to the Honourable Minister of Municipal Affairs and Housing for once again bringing forward legislation to strengthen codes of conduct for municipal elected officials. This is not the first time legislation has been introduced, and the persistence to address this longstanding issue is appreciated.

But let me be clear: the municipal employees across Ontario that AORS represents, do not have the same rights to a safe and respectful workplace as any other worker in this province does. They are expected to work under the authority of elected officials—mayors, councillors, reeves—who can commit acts of abuse,

harassment, or discrimination without meaningful consequences.

Unlike in the private sector or broader public service, there is no mechanism for removal of elected officials whose behaviour is egregious or violent. There is no protection from retaliation for those who report misconduct, and there is no safety net for staff trying to do the right thing by speaking up.

Right now, the only consequence for an elected official who retaliates against a staff member for filing a complaint is... another Integrity Commissioner complaint. There are no real safeguards, no whistleblower protection, and no assurance that their jobs, their mental health, or that their safety will be preserved. This is unacceptable.

Bill 9 takes an important step in recognizing that gaps exist. But it must go further, particularly when it comes to enabling the removal of officials found to have committed serious acts of harassment or violence.

Previous versions of this legislation proposed a judicial review process, which added a layer of independence and fairness. That safeguard is missing in Bill 9. Instead, the current version returns the decision to municipal councils—many of which

are rife with political alliances or fear of setting precedent.

If Council is to retain this authority, then at a minimum, the threshold for removal should be changed from unanimous consent to two-thirds support. Otherwise, a single colleague can shield an abuser from consequences.

Beyond that, having the decision for removal to go back to Council is not best practice. We believe the government must establish a provincial Integrity Commissioner Panel—an independent body of qualified professionals who can oversee the most serious cases with transparency and objectivity instead of only the Provincial Integrity Commissioner. This distributes power at this level, helping to support a fair and balanced expert recommendation on any Code violation. Council should be removed completely, as relying on local councils to be the last standing tier for the adjudication the most severe breaches of conduct is neither fair to victims nor effective in delivering accountability.

In addition, we urge the Committee to consider these nine critical recommendations:



1. **Whistleblower protection:** Municipal employees must be able to report misconduct without fear of losing their jobs or being targeted. Protection must be embedded in the legislation.
2. **A duty to report:** Safe workplaces are everyone's responsibility. All municipal officials and staff should be required to report known or suspected abuses.
3. **Include workplace discrimination** as a specific violation in Codes of Conduct. Discrimination—whether based on gender, race, disability, or any other protected ground—is a form of abuse, and must be treated as such.
4. **Prioritize egregious acts** of violence, harassment, and abuse that create a hostile workplace and pose a safety risk to others. These cases must move to the front of the line and be resolved swiftly.
5. **Strengthen penalties:** Any councillor removed for a serious code violation should be ineligible to run again for at least two full terms, and must disclose their prior removal when seeking future office.
6. **Expand penalty options:** If removal isn't actioned, there must be a menu of alternative penalties available—greater than simple reprimands or suspensions of pay. Consequences must be proportionate and enforceable.
7. **Dismissal of frivolous complaints:** Integrity Commissioners must have clear authority with specific provisions to dismiss frivolous or vexatious complaints, so the process remains focused and fair.
8. **Minimum standards for Integrity Commissioners:** All ICs should be required to meet consistent professional qualifications and training to ensure consistent application of the code and public trust.
9. **Automatic leave for criminal charges:** If a councillor is charged with assault, they should be placed on leave—just like we expect for police officers, firefighters, teachers, or any other public servant. If convicted, removal should be automatic. It's a basic standard of integrity for holding public office.

In closing, the role of a councillor is a privilege. It is not a shield for the perpetration of abuse. Municipal employees deserve dignity, safety, and respect—just like every other worker in this province. Let's not allow loopholes, politics, or outdated processes to prevent that any longer.

Thank you for your time.

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MARKETPLACE | EVENTS



FROM FACTORY FLOOR TO MUNICIPAL FLEET

Central Elgin Tours Trackless Vehicles Plant

BY **MONIKA PINEDA**,
COMMUNICATIONS MANAGER,
MUNICIPALITY OF CENTRAL ELGIN

The Municipality of Central Elgin recently toured the Trackless Vehicles plant in Courtland, Ontario, to see first-hand how the Municipality's recently purchased Trackless MT7 municipal tractor was built.

For Central Elgin, Trackless equipment is more than machinery; it powers the daily services residents rely on. These versatile units are used year-round for winter sidewalk plowing, sweeping, mowing around guardrails, and even managing invasive phragmites. When our 2010 Trackless sidewalk machine, with 2,500 operating hours, began experiencing significant engine issues, it became clear the unit had reached the end of its service life. Since most machines last 10 to 15 years, depending on maintenance and operating conditions, replacing the 2010 unit was timely and necessary.

Purchasing a new municipal tractor is a major investment. During the plant tour, Mayor Andrew Sloan and staff gained valuable insight into how the equipment is built and the rigorous quality standards behind each unit.

Trackless Vehicles Manufacturing Facility

The Courtland plant spans 110,000 square feet on 28 acres and has been operating since 2002. It features

CNC machines, robotic welding, laser cutting, and an in-house paint line to ensure precision and quality. The assembly line is designed for both safety and productivity, and a 500-horsepower Cummins generator maintains uninterrupted operations during power outages. Trackless Vehicles continues to invest in its infrastructure, including a 10,000-square-foot warehouse expansion in 2017 to support growth and production capacity. Seeing the production process firsthand helps staff make informed decisions about fleet maintenance, replacement cycles, and long-term investments.

Ensuring Value in Municipal Fleet Investments

This kind of due diligence reflects our broader responsibility as stewards of public funds. Every dollar we invest in fleet replacement must balance fiscal responsibility with service reliability. Residents may only see the final product and the service provided—the plow clearing a sidewalk after a winter storm or the tractor mowing roadside grass—but behind that service is a long chain of decisions, partnerships, and factors that influence cost and availability.

In today's climate, those factors increasingly extend beyond Canadian borders. International trade agreements and tariffs have added new layers of complexity to equipment procurement.

Pictured (Left-Right): Joe Lampert, Sales Representative, Work Equipment Ltd.; Cindy Vermeer, Senior Engineering Technologist, Municipality of Central Elgin; Alex Piggott, Manager of Water, Wastewater and Roads Operations, Municipality of Central Elgin; Andrew Sloan, Mayor of Central Elgin; and Kevin Luckhardt, Sales Representative & Factory Support, Trackless Vehicles.

Even when prioritizing Canadian-made products, specialized machinery often relies on globally sourced components, making it essential for public works professionals to understand how these supply chains function and how they can affect local budgets.

Central Elgin's investment in a new Trackless MT7 not only ensures reliable service delivery but also supports a local Ontario-based manufacturer. It's an example of how municipalities can balance the immediate needs of their community with long-term planning, global awareness, and financial stewardship.

For public works, equipment is about trust. Trust that sidewalks will be safe in winter, roads will be maintained in summer, and tax dollars are spent wisely. By understanding the equipment we purchase and the facilities that produce it, we reinforce that trust, ensure fiscal responsibility, and maintain the dependable public services our communities expect.

It's Time to Harmonize How We Build Roads in Canada



BY **STEVEN CROMBIE**, SENIOR
DIRECTOR OF PUBLIC AFFAIRS AT
THE ONTARIO ROAD BUILDERS'
ASSOCIATION.

As we prepare for another winter and another pothole season that will set in, Canadians will once again find themselves questioning the state of our roads. While the freeze-thaw cycle is a natural culprit, the inconsistency in how we design and build roads across our cities is a problem entirely of our own making.

In Canada, every municipality is responsible for its own road design specifications. This might seem like a technical nuance, but it has real and costly consequences. Contractors bidding on public works projects must constantly adjust to unique local specifications, even when working just a few kilometres apart. What's worse, these micro-differences create barriers to trade and mobility not just between provinces—but within them. In no other sector do we tolerate this level of fragmentation.

Compare that to the United States, where state departments of transportation (DOTs) set standardized design frameworks. Municipalities build within them. This alignment fosters competition, creates efficiencies, and reduces costs—an approach we would do well to emulate.

One of the clearest examples is asphalt design. In Ontario alone, municipalities use varying standards for mix types, materials, and performance expectations. By harmonizing asphalt specifications across

jurisdictions, we can unlock measurable cost savings for cities and better value for taxpayers. Contractors would no longer need to retool operations for every municipal job, saving time and money. Material producers could achieve economies of scale. And most importantly, roads would be built to consistent, high-performance standards that stand up better over time.

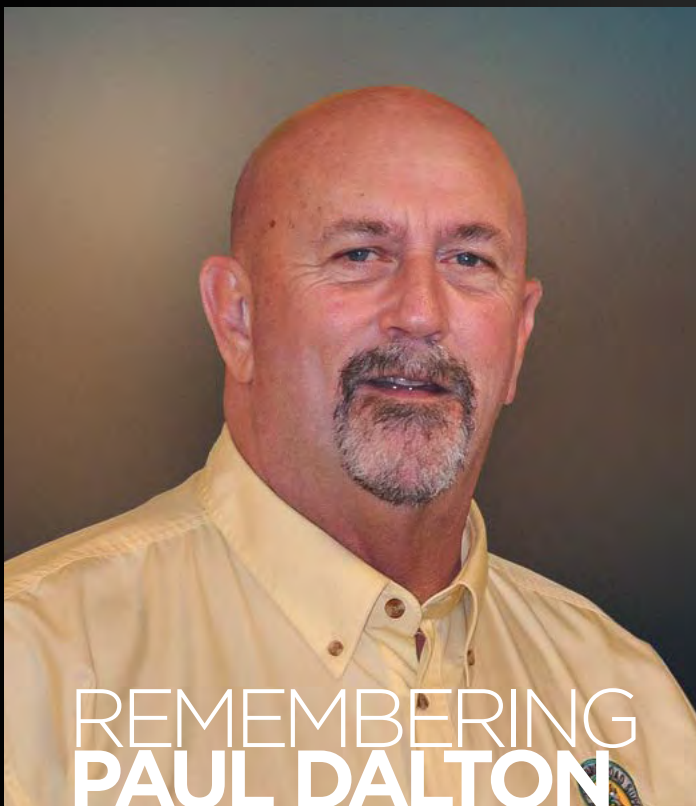
There's also a broader economic benefit. In a global environment increasingly shaped by volatility—think supply chain disruptions and tariffs under Trump-era trade policy—Canada must look inward to improve productivity and reduce self-imposed inefficiencies. Harmonizing road design is low-hanging fruit.

The potential payoff is significant. A standardized approach would support job creation by making it easier for contractors to operate across municipal borders. It would increase project completeness and delivery speed by reducing

confusion and design rework. It would allow municipal staff to focus more on asset management and less on custom engineering. And critically, it would stretch limited infrastructure dollars further at a time when cities across the country are facing mounting fiscal pressures.

We're not talking about handing all authority over to upper levels of government. Municipalities should retain control over priorities and investments. But when it comes to how we design the roads themselves, adopting shared technical standards—just like we do with the national building code—is simply common sense.

Canadians deserve durable roads, efficient use of their tax dollars, and a construction sector that is built to compete. As another winter gives way to the cracks and craters of spring, let's not just patch our roads—let's fix the way we build them in the first place.

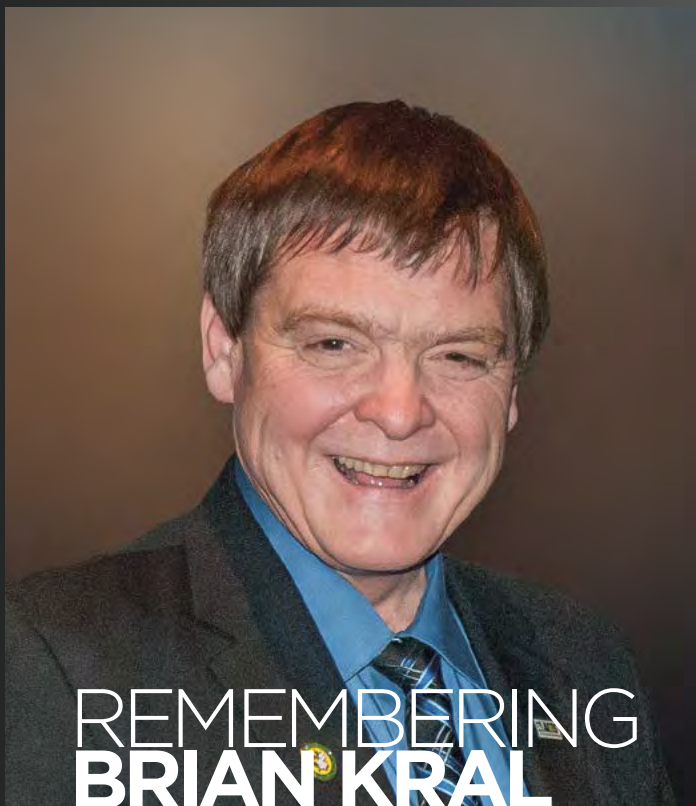


REMEMBERING PAUL DALTON

Paul joined the AORS Board of Directors representing Lambton County Road Supervisors Association in 2000, and served as their representative until 2023. Paul served as the President for two consecutive years in 2004 and 2005.

Paul worked at the Township of Dawn-Euphemia for over 45 years and dedicated himself to the residents. "He was more than just a colleague to his work family—he was a trusted friend, a local legend, and someone who would drop everything to lend a hand. He was well known for his colorful expressions and sharp sense of humor, always bringing laughter and light to those around him. His absence leaves a void not only in the Township but in the hearts of all who had the honor of knowing him," says Mayor Alan Broad from the Township of Dawn-Euphemia.

Paul passed away suddenly on April 16, 2025.



REMEMBERING BRIAN KRAL

Brian Kral served as President of the Association of Ontario Road Supervisors in 2013, and was a dedicated Director on the Board.

Brian dedicated his career to public service with the City of Thunder Bay, where he worked in Public Works for over 30 years, ultimately as Supervisor of Maintenance Operations, Roads North before retiring in 2016. He was known for his professionalism, mentorship, and commitment to strengthening Ontario's municipal public works community.

As President of AORS, Brian championed training, collaboration, and the value of the Certified Road Supervisor designation, inspiring others to take pride in their profession.

EXECUTIVE DIRECTOR'S MESSAGE

Family and Community

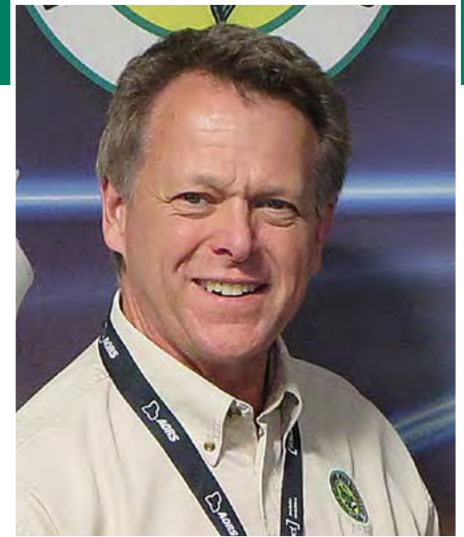
As I previewed the articles for this edition of the newsletter, I noticed a recurring theme: the importance of family and community. In the 13 years that I've been Executive Director of AORS, I've been reminded many times of the importance of community and family. Not just in general terms, but specifically as it applies to our members. The men and women who make it their mission to ensure the roads and other critical infrastructure that their communities depend upon are constructed and maintained to standards that ensure a level of safety and quality of life that so many of us take for granted. As populations age and as they migrate from urban to rural municipalities, expectations change. So do the demands on our members.

They, and their staff, would not be able to deliver these services if it wasn't for the support and sacrifices of their own families. The long hour and the 3 a.m. call-ins. The extreme weather events and the emergency declarations. Not to mention the casual encounters at the grocery store with concerned citizens who expect better service.

This is the third year that AORS has been participating in the Level Up Skilled Trades Career Fairs across Ontario. Not to mention other local

career fairs hosted by municipalities. I've participated in several, and I'm always surprised at how many young people who stop at our booth have no idea what public works is, let alone the critical role it plays in making their communities livable. What can we do to ensure the communities where we work and live understand and appreciate the important roles our members play? And how do we convince families to instill that passion in their children, and encourage them to pursue a career in public works?

While each of us has our immediate family to lean on, we also belong to families in the broader sense, such as the municipality or company that you work for, or the Local Association you belong to. In my case that includes the AORS staff, a small but dedicated team that works diligently to support our members. It also includes the AORS Board of Directors, a devoted group of volunteers who commit their own personal time to represent their Local Association members at the provincial level, and provide leadership and oversight on behalf of their members. And of course, all AORS members are part of a large family that supports one another, whether it means sharing best practices or sharing resources.



As families and communities grow, they become more diverse. AORS is no exception. While most of our members share many common roles and responsibilities, they vary based on several factors, such as large vs small municipalities, rural vs urban, northern vs. southern, and different demographics. How does AORS find the common ground that brings our members together? At their September meeting, the AORS Board of Directors approved a new Strategic Plan for 2026-2030: named *The Future is Bright for AORS*, a phrase frequently used by the late Paul Dalton. The plan was developed by bringing our directors and members from across the province together, to share and prioritize their concerns and challenges, and brainstorm strategies to deal with them.

In closing, family and community are the drivers for so much of what our members do. And I'm honoured to be part of the AORS family.

John Maheu
Executive Director

“As families and communities grow, they become more diverse. AORS is no exception. While most of our members share many common roles and responsibilities, they vary based on several factors, such as large vs small municipalities, rural vs urban, northern vs. southern, and different demographics.”



DESLUDGING IN NORTH MIDDLESEX

The Municipality of North Middlesex is currently completing the Parkhill Lagoon Desludging Project, an important investment in the community's water and wastewater infrastructure.

This preventative maintenance project involves removing built-up sludge from the lagoon system to improve efficiency, protect local waterways, add additional housing capacity, and ensure reliable long-term service for residents. By acting now, North Middlesex is taking proactive steps to safeguard the environment and extend the lifespan of critical infrastructure.

"I want to thank the Canada Mortgage and Housing Corporation for their support, as well as our contractor, consultant, and the entire project team for their hard work in making the Parkhill Lagoon Desludging Project a success. By maintaining the lagoon today, we're protecting our local waterways and making sure Parkhill residents can count on reliable service for years to come, while doing our part to support

ongoing housing development." Said Samuel Shannon, Director of Infrastructure and Operations.

"Routine desludging is essential to maintaining the efficiency and longevity of our infrastructure. It not only prevents blockages and environmental hazards but also ensures safe and reliable service for our communities." Said Faishal Diwan, Manager of Infrastructure. Work is nearly completed at the Parkhill Lagoon, with minimal disruption expected for local residents. Regular lagoon maintenance projects such as this one play a key role in ensuring that municipal wastewater systems continue to operate effectively and meet environmental standards.

Protecting The Environment in Seguin Township

BY **TOM MCLEOD**, DIRECTOR OF
PUBLIC WORKS, SEGUIN TOWNSHIP

Seguin Township is a thriving municipality located in the regional district of Parry Sound with a deep commitment to prioritizing the environment. Seguin has a strong working relationship with the UNESCO designated Georgian Bay Mniidoo Gamii Biosphere (GBB) and Generations Effect, the consulting social enterprise of GBB. Generations Effect (GenE) offers services that advance ecosystem health, collaborative partnerships, climate and energy solutions, and contributes to the financial sustainability of GBB as a non-profit registered charity.

One of the most successful collaborations to date was inspired by events related to the pandemic, when grassy areas at Seguin Township transfer stations became overgrown, revealing an abundance of native wildflowers. Ratepayers, known to have a passion for the natural features of Seguin Township, did not complain about the overgrowth. In fact, the Township received compliments from ratepayers and others in response to this 'return to nature.' This happy discovery inspired collaboration on a robust native species planting project!

Seguin Township, like all municipalities, must cut back roadside growth to enhance visibility and safety.

Unfortunately, this work causes significant wildflower loss. Inspired by the wildflower growth at transfer sites, Generations Effect and Seguin Township launched a planting project that for the last two years, has led to native species plantings at several of Seguin's transfer sites, cemeteries and other public spaces in the spirit of keeping strong wildflower stock present. One benefit of these designated areas is the higher quality milkweed for monarch butterflies that can grow in these protected spots. Milkweed on roadsides can often get covered in dust and calcium and draws monarchs closer to threats of collision with cars.

Native plants matter because they occur naturally in a region, having co-adapted to local conditions alongside other native species, such as pollinators, that rely on them. Across Ontario there are thousands of pollinator species that play a vital role in supporting the overall health of ecosystems and other species, as well as producing many different food crops that people depend upon. But pollinator species are in serious decline, in part due to habitat loss. Native plants are the safest bet when it comes to creating habitat for pollinators!

For the Seguin projects, native plants were sourced by GenE from Grow Wild, a native plant nursery in



Ontario (<https://www.nativeplantnursery.ca/>). Species were selected based on hardiness (ensuring minimal water is needed to get established), and a variety of bloom types and timing, serving both aesthetic and pollinator needs.

Hundreds of individual flowers, ferns, and shrubs have been planted, such as: asters, milkweeds, wild columbine, black-eyed Susan, and dogwoods. After planting, the sites are staked and small signs put in place. Already success is visible as mature plants establish and flower each year!

GBB provides a number of free resources to support natural habitat in the Biosphere region, along the eastern shores of Georgian Bay, such as a "Best for the Biosphere" list, and a "Planting for Pollinators" guidebook available online (<https://georgianbaybiosphere.com/conservation-guides/#plants>).

For more information, visit:

- » www.seguin.ca
- » www.georgianbaybiosphere.com
- » www.generationseffect.com





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A FAMILY LEGACY IN THE AORS LOCAL ASSOCIATIONS A FATHER AND SON'S JOURNEY THROUGH THE AORS COMMUNITY

BY **MIKE FLETCHER CRS-I**
NIAGARA ROADS SUPERVISOR
ASSOCIATION (INCLUDING
HIS DAD, **JOHN FLETCHER—**
BRANT COUNTY ROAD
SUPERVISORS ASSOCIATION)

It's not often you find both a father and son actively involved in different local road associations, but for my Dad and me, it's been a unique and meaningful part of our professional lives. What makes it even more special is the way he's passed the torch, not just in terms of career experience, but in his passion for the connections and camaraderie that come from being involved in organizations like AORS.

Growing up, I watched my Dad build strong relationships through the courses, trade shows, and events held by his local association. He often talked about how valuable those connections were not just for learning and development, but for sharing ideas, solving common challenges, and being part of a community that truly understands the demands of the job.

Now, as he is near retirement, I find myself walking a similar path. Being involved in my own association has given me the chance to experience firsthand the benefits he always spoke about. Whether it's golf tournaments, technical training, or trade shows, these events are more than just dates on a calendar, they're opportunities to grow, collaborate, and carry on a tradition that's served our industry well for generations.

What makes this journey even more meaningful is getting to spend time together on a personal level, doing what we both love on a professional level. Sharing that common passion has brought us even closer, and created memories that go beyond the job itself.

My Dad has always believed in giving back and helping the next group of public works professionals feel welcomed and supported. That's a value I intend to carry forward. It's been a privilege to continue what he started, and I'm proud to be part of a new generation working to build on the foundation he and so many others helped establish.

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



AORS Winner

Aaron Hatton, CRS was the winner of the YETI cooler at the AORS Hospitality Suite during the Good Roads Conference. Aaron is presented the cooler by 2nd Vice-President Jim Borton, CRS-S. A huge thank you to Jeff Convey from Superior Road Products who donated the cooler to giveaway!

Lambton County Road Supervisors Association

Michael Cumming, CRS receives his Long Term Service Award at the Lambton County Road Supervisors Association meeting in June. Michael retired from the Township of Enniskillen as the Road Superintendent.



Our 34 Local Associations (LA) are the basic 'close to home' organizational element of AORS.



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!

Niagara Region Road Supervisors Association

Michael Fletcher, CRS-I and Brandon Brisson, CRS-I receive their PWLDP Certificate of Completion from AORS Training and Programming Coordinator Christie Little at a Niagara Region Road Supervisors Association meeting.



York Region Roads Supervisors Association

Andrew Saltes, Assoc. R.S. from Aurora and Michael Szajner from Vaughan were the top drivers at the York Region Roads Supervisors Association's local roaddeo.

Essex County Municipal Supervisors Association

Essex County Municipal Supervisors Association had over 30 drivers out to compete and made it through the "100 degree heat"!



District 8 Retiree Coffee Social

AORS Past President Darrell Townsend, CRS-I was the driving force behind District 8 Road Supervisors Association's first-ever Retiree Coffee Social back in April at the Loyalist Township Works Garage.

The event was a warm and casual gathering, providing a great opportunity for past and present members to reconnect. It was our way of keeping in touch with the retirees who helped shape roads and communities—and to show appreciation for the years of service they dedicated to the profession and re-connect. About 35 were in attendance for the inaugural event!

20 Year Award

Larry Maddeaux, CRS-I presented Walker Industries with their 20 Year Award for advertising in Spotlight and thanked them for being a dedicated partner of AORS.



Left to right.... Road Superintendent Scott Edwards, Foreman Charles Saunders, and Casual Equipment Operator Morely Matthews

Finding Buried Treasure in Magnetawan!

The Municipality of Magnetawan had a Time Capsule buried 25 years ago and had since lost the maps and location, but it was to be opened during the festivities at the 2025 Canada Day Weekend. The task was given to the Roads Department to find and unearth the time capsule. By using old aerial photos, they were able to determine changes in the landscape and soils and chose a location to do the last "kick at the can" dig. As luck would have it, we found it with dedicated staff and team work!



AORS hosted LA Workshop

AORS hosted a successful LA Workshop in June at Horseshoe Valley Resort where we developed the framework for the 2026-2030 Strategic Plan. Thank you to all of those who attended the workshop!



Building Relationships

The District 8 Road Supervisors Association gathered at the Mohawk Community Centre on the Tyendinaga Mohawk Territory for a special opportunity to learn more about their neighbours, the Mohawks of the Bay of Quinte. Members were welcomed to hear about the culture, history, and traditions of the community, as well as the many programs and services that support their members. A highlight of the day was the delicious lunch, prepared and served by students from the Ohawase Education Centre, showcasing both talent and hospitality.

“This was an incredible opportunity to connect and learn,” said Joe Reid, CRS-S, AORS Representative for District 8 and AORS Past President. “It’s so important for our local associations to build and grow relationships with the First Nations communities in our regions. Understanding their perspectives and celebrating their culture strengthens our partnerships and helps us work better together.”

UPCOMING EVENTS

You can find AORS at these upcoming events:

- » **LEVEL UP CAREER FAIRS**—
Barrie (Oct 1-Oct 2), Sudbury (Oct 8-9), Timmins (Oct 14-6), Windsor (Oct 29-30), Hamilton (Nov 5-6), London (Nov 11-13), Oshawa (Nov 18-20), Mississauga (Nov 25-28), Kingston (Dec 2-3) and Ottawa (Dec 10-12)
- » **WESTERN ONTARIO WARDENS CAUCUS CONFERENCE**—
October 17, London, ON
- » **ONTARIO ONE CALL CONFERENCE**—October 22-24, Blue Mountains, ON
- » **LANDSCAPE ONTARIO**—
January 6-8, International Centre, Mississauga, ON (Use the code ASSO5 when registering to get your complimentary admission!)
- » **DSAO/LICO CONFERENCE**—
January 20-22, London, ON, Lamplighter Inn
- » **AORS ANNUAL GENERAL MEETING**—March 30, Fairmont Royal York, Toronto, ON
- » **GOOD ROADS CONFERENCE**—
March 29-April 1, Fairmont Royal York, Toronto, ON
- » **TRUCK WORLD**—April 16-18, International Centre, Mississauga, ON
- » **NATIONAL HEAVY EQUIPMENT SHOW**—Apr 23-24, International Centre, Mississauga, ON



Public Works Academy Training + Professional Certification

TRAINING UPDATE

Investing in Training

Shaping Winter-Ready and Leadership-Capable Public Works Teams

As 2025 transitions toward winter, this fall is an essential time to highlight how investing in education directly correlates with safer, more effective public works operations—and building a robust leadership pipeline for the future.



Winter-Ready and Safety First

Winter presents high stakes for public works crews—from unpredictable weather to intensive equipment use. Our NEW! Winter Maintenance Safety Review offers a practical, engaging approach that blends theory with hands-on application, including a pre-trip inspection of a snowplow. Offered in compact half-day or full-day formats, it ensures staff are both confident and compliant on the road.

This valuable new offering complements AORS's traditional Winter Maintenance School and the full Winter Operations Training Series, designed to build deep competence across supervisors, operators, and patrollers.



BY **CHRISTIE LITTLE**, AORS PROGRAMMING & TRAINING COORDINATOR AND **DENNIS O'NEIL**, AORS MEMBER SERVICES COORDINATOR

REAL VOICES REAL IMPACT

// The Almaguin Road Superintendents Association put together the AORS Winter Maintenance Safety Review at the Municipality of Magnetawan Roads Yard and had an excellent turnout. The instructor was both knowledgeable and had real life experiences that made the open discussion engaging and a great interaction."

— **SCOTT EDWARDS CRS-S**, PUBLIC WORKS SUPERINTENDENT, MUNICIPALITY OF MAGNETAWAN

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:



- » 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. Good Roads, 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

Cultivating Leadership The PWLDP



Building strong leadership starts now. The Public Works Leadership Development Program (PWLDP) supports current and emerging leaders—managers, supervisors, and even administrative staff—in developing essential skills to guide Ontario’s public works operations into the future.

Why the PWLDP Stands Out

» Comprehensive, modular learning:

Eight focused modules (Local Government, Customer Service, Leadership & Supervision, Financial Management, Talent Management, Process Management, Continuous Improvement, Communications), each aligning with levels of the Certified Road Supervisor (Assoc. R.S., CRS, CRS-I, CRS-S) designations.

» Flexible delivery:

Offered in both in-person and live webinar formats, allowing municipalities to train staff effectively within budget and scheduling constraints.

» Engaging learning format:

Each module emphasizes experiential, interactive learning—case studies, group discussions, simulations—led by seasoned municipal professionals.

» Career-building credential:

Completion of all eight modules earns a PWLDP Certificate of Completion, which satisfies the leadership training requirement for all three CRS designations. Modules can also be taken individually to meet specific needs or timelines.

» Provincially recognized pathway:

The CRS is the only designation for public works supervisors recognized under Ontario legislation (Association of Ontario Road Superintendents Act, 1996). The PWLDP provides a direct, sanctioned route toward achieving this credential.

» Networking opportunities:

Each session brings together peers from municipalities across Ontario, creating valuable opportunities to share experiences, exchange best practices, and build connections that last long after the course ends.

REAL VOICES REAL IMPACT

// The Public Works Leadership Development Program is a valuable addition to my skill set... highly transferable... helps us to better serve the public and the team.”

— **KIM PAYEUR**, ASSOC. R.S.,
CITY OF BELLEVILLE
(ADMINISTRATIVE
PROFESSIONAL)

// Just wanted to thank you for the recent PWLDP courses. I wasn’t sure what to expect but was pleasantly surprised by both the material and the instructors. The Customer Service course was the best I’ve ever taken, and the leadership training provided the foundation I’ve been looking for. I’ve even pulled a few pages from the handouts to review each morning to help calibrate my mindset in how I interact with the public and my coworkers.”

— **JEFF WOLFE**, TOWN OF ST. MARYS, INFRASTRUCTURE SERVICES MANAGER

60⁺

TRAINING
PROGRAMS



1900⁺

MEMBERS IN
ONTARIO



SAVE

ON TRAINING
& EDUCATION



A Call to Action for Fall Budget Planners

Municipal councils and decision-makers: elevate training from the sidelines to the centerpiece of fall budgeting. Programs like the Winter Maintenance Safety Review and PWLDP are investments in operational excellence, community safety, and long-term resiliency.

“Investing now—in safety and leadership—means being ready for every road and every season to come.”

Ready to Learn More or Book?

Explore upcoming sessions and register through the AORS Education portal:
<https://aors.on.ca/education>

For tailored training or bookings contact:

Dennis O’Neil, Member Services Coordinator,
dennisonel@aors.on.ca

Christie Little, Programming & Training Coordinator,
christielittle@aors.on.ca

1900+

TOTAL CERTIFIED
TO AUGUST 2025 (including Associate Members)

Certified At Certification Board Meeting February 21, 2025

Eric Armstrong	Mun.of Marmora and Lake	Assoc. R.S.
Ryan Baker	Twp. of Wellesley	CRS
Giancarlo Barranca	City of Brampton	Assoc. R.S.
Shawn Bromley	Mun.of Huron East	Assoc. R.S.
Alexander Kevin Bryson	Reg. Mun.of Niagara	Assoc. R.S.
Dennis Caddick	City of Belleville	Assoc. R.S.
Rob Camelon	Mun.of Dysart et al	CRS-S
Jeffrey Cawker	Mun.of Port Hope	CRS-I
Sanford Clause	Oneida Nation of the Thames	CRS-S
John Collison	Twp. of Dawn-Euphemia	CRS-I
Stephen Cooper	City of Hamilton	CRS
Jamie Davis	County of Oxford	CRS
Josh Decoste	Twp. of North Glengarry	Assoc. R.S.
Paul Dobias	Town of Gravenhurst	CRS
Travis French	City of Vaughan	Assoc. R.S.
John Gleeson	Mun.of Mississippi Mills	CRS-S
Joseph Gratton	Loyalist Twp.	CRS
Philip Heinen	Town of Grimsby	Assoc. R.S.
Greg Hodgson	Mun.of Chatham-Kent	Assoc. R.S.
James Levac	Twp. of South Glengarry	Assoc. R.S.
Tom Lewis	Town of Ajax	CRS
Adam Ling	Town of Halton Hills	CRS
Matthew MacKay	City of Mississauga	CRS
Javier Marcos	County of Brant	Assoc. R.S.
Greg Maxwell	Twp. of Limerick	CRS-I
Dax McAllister	City of Greater Sudbury	CRS-S
Shawn McGilchrist	Reg. Mun.of Peel	Assoc. R.S.
Allan McLeod	Mun.of York Region	Assoc. R.S.
Ethan Mosley	Reg. Mun.of Niagara	Assoc. R.S.
Kimberly Payeur	City of Belleville	Assoc. R.S.
Stephen Preston	City of Brampton	CRS
Trevor Prevost	Mun.of Tweed	CRS
Ryan Reid	Mun.of Tweed	CRS
Gregory R. Robinson	County of Haliburton	CRS
Daniel Sepe	City of Vaughan	CRS
Paul Spoelstra	City of Hamilton	CRS
Shaun Thomson	Mun.of Bluewater	CRS-I
Shane Timmermans	Mun.of South Huron	CRS-I
Evan Whillans	City of Brampton	Assoc. R.S.
James William Wilkinson	Town of Smiths Falls	Assoc. R.S.

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!!**

Certified At Certification Board Meeting May 23, 2025

Jonathan Angrove	City of Markham	CRS
Mike Dakin	City of Welland	CRS-I
Ryan Deer	Mun. of Kincardine	CRS
Mike Fletcher	Reg. Mun. of Niagara	CRS-I
Scott Hodgson	City of Kawartha Lakes	CRS-I
Robert Douglas Hutchinson	County of Simcoe	CRS-I
Ryan Johnston	Mun. of Middlesex Centre	CRS
Kyle Labbett	Loyalist Twp.	CRS-I
Rejean Lacroix	City of Woodstock	CRS
Steven Lewis	City of Kawartha Lakes	CRS-I
Lance Martens	Haldimand County	CRS
Paul Nicol	Town of New Tecumseth	CRS
Anthony Vani	Reg. Mun. of Niagara	CRS-I
Ken Young	County of Grey	CRS
Jean-Luc Boucher	The Nation Municipality	Assoc. R.S.
Adam Dobson Dobson	Town of New Tecumseth	Assoc. R.S.
Brian Lidster	Town of New Tecumseth	Assoc. R.S.
Tyler Rumble	Town of New Tecumseth	Assoc. R.S.
Phil Dominas	Reg. Mun. of Waterloo	Assoc. R.S.
Robert Fitzsimmons	The Town of The Blue Mountains	Assoc. R.S.
Cody Hannan	Town of New Market	CRS
John Kirk	Twp. of Oro-Medonte	CRS
Ryan Love	City of Thunder Bay	CRS
David Alphonse Moncion	Twp. of Sables-Spanish Rivers	CRS-I
Curtis Neuman	Loyalist Twp.	CRS
Joshawa Ostertag	County of Simcoe	Assoc. R.S.
Jason Pavao	City of Hamilton	CRS
Deanna Ridgley	City of Belleville	Assoc. R.S.
Andrew Saltes	Town of Aurora	Assoc. R.S.
Blake Sceppacerqua	Reg. Mun. of Niagara	CRS
Niall Stocking	Town of Georgina	CRS
Daryl Teeter	Mun. of Grey Highlands	CRS
Matthew Vriens	City of St. Thomas	CRS-S
Scott Wonch	Twp. of Carling	Assoc. R.S.

Certified At Certification Board Meeting August 21, 2025

Dave Lukezich		CRS-S
Bill Finley	Mun. of North Grenville	CRS
John Marshall	City of Brockville	CRS

Dan Rose	Reg. Mun. of Waterloo	CRS
Gregory Paul Dalton	County of Lambton	CRS
Timothy Morris	Twp. of Severn	CRS
James Lane	Town of Caledon	CRS-S
Brandon Brisson	Reg. Mun. of Niagara	CRS-S
Warren Waugh	City of Woodstock	CRS-S
Gary Medeiros	City of Burlington	CRS-I
Dwayne Gregson	Reg. Mun. of Peel	CRS-S
Adam Knapp	Twp. of Horton	CRS-S
Ryan Day	City of Hamilton	CRS-S
Martin Clouthier	Mun. of French River	CRS-I
John Costabile	City of St. Catharines	CRS-I
Ryan Newton	Town of Grimsby	CRS-I
Ronald Klingenberg	Mun. of Central Manitoulin	CRS-I
Andy Dickie	Town of Innisfil	CRS-I
Evan Bancroft	Twp. of South Frontenac	CRS
Alex Brown	County of Oxford	CRS-I
Nigel Bruneau	Town of Bracebridge	Assoc. R.S.
Mary Cutting	Town of New Tecumseth	Assoc. R.S.
Jason Flemming	City of Orillia	Assoc. R.S.
Caroline J. Kirkpatrick	Town of Gravenhurst	CRS
James Knight	Town of Essex	Assoc. R.S.
Kevin Laube	Twp. of Adjala-Tosorontio	Assoc. R.S.
Brett Leggett	Twp. of Wainfleet	Assoc. R.S.
Paul Leonard	District Mun. of Muskoka	Assoc. R.S.
Tyler Pearce	District Mun. of Muskoka	Assoc. R.S.
Mckinley Skrypetz	District Mun. of Muskoka	Assoc. R.S.
Karen Levesque	Town of Caledon	CRS
Dale Lockridge	Twp. of Tyendinaga	CRS
Ryan Ondusko	Town of Orangeville	CRS
John Piccinin	City of Thunder Bay	CRS
Cory Plumadore	U.C. of Stormont, Dundas and Glengarry	Assoc. R.S.
Alexander Saldana	Town of Aurora	Assoc. R.S.
Brian Scott	U.C. of Leeds and Grenville	CRS
Johnathan Spidaleri	County of Essex	Assoc. R.S.
Greg Turnbull	Mun. of South Bruce	CRS
Evan Zinn	City of Kitchener	Assoc. R.S.
Taylor Thomson	City of Markham	CRS
James W. Wilkinson	Town of Smiths Falls	CRS

ALL LANES OPEN TO YOUR PUBLIC WORKS CAREER ➤

5

BENEFITS OF BEING A REGULATED PROFESSION



- 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



PROFESSIONAL DEVELOPMENT PROGRAM

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

SORRY, You Can't Have That Find Another Way!



BY **GREGG FURTNEY**, CRS, CAO OF THE TOWN OF MINTO, **DARREN MACKENZIE**, DIRECTOR OF OPERATIONS FOR THE TOWN OF NIAGARA ON THE LAKE, AND **STEVE GRUBER** AND **SHANE MCCAUSLAND**, COFOUNDERS OF GRUMAC INC.

Collaborating for Smarter Budgets

The Municipal Shared Equipment Model

Budget season always seems to arrive sooner than expected. For municipalities, it brings not just financial analysis and spreadsheets, but also the shared responsibility of balancing fiscal prudence with the expectations of residents. Every department feels the weight of this task—from Corporate Services/Treasury to Public Works and beyond. Communities expect reliable services and strong infrastructure, but no resident is eager to see their tax bill climb.

The Challenge of Capital Costs

For Public Works directors and managers, budgeting can feel like navigating a maze of constraints. Requests for equipment upgrades are often met with a firm, “Sorry, you can’t have that—find another way.” These words, whether from a Treasurer, CAO, or council, reflect a common reality: capital budgets are usually the first to face reductions.

Rising costs only add to the challenge. Inflation, tariffs, and supply chain pressures push prices higher every year. A motor grader now exceeds \$550,000. A tractor starts at \$150,000. Even used equipment, while cheaper, rarely delivers the reliability municipalities need. Yet, who dares propose spending half a million dollars on a machine that may sit idle for months at a time?

Clearly, municipalities need another approach—one that respects taxpayer dollars while still ensuring communities receive high-quality services.

A Collaborative Solution

As Plato once noted, “Necessity is the mother of invention.” Innovation often emerges when constraints demand it. In that spirit, municipalities are embracing a new idea: the Municipal Collaborative Equipment Model.

The concept is straightforward. Municipalities, conservation authorities, utilities, and even educational institutions own expensive equipment that often sits unused for long stretches. Why not share these resources? With short-term lease agreements, one organization can generate revenue from underutilized machinery, while another gains access without shouldering the burden of a large capital purchase.

To simplify the process, a dedicated online marketplace—grushare.com, managed by GruMac Inc.—connects organizations looking to lease out equipment with those in need. The Lessor benefits by turning idle assets into revenue streams, often adding to reserves or funding new projects. The Lessee gains the equipment necessary to maintain or enhance service delivery. It’s a win-win solution, strengthening fiscal responsibility while promoting inter-agency collaboration.

A Tale of Two Towns

This model is already proving effective. Take the partnership between the Town of Niagara-on-the-Lake (NOTL) and the Town of Minto.

Minto needed a motor grader but couldn’t justify the steep capital cost of buying one. Through the collaborative model, they leased the equipment from NOTL, saving significant taxpayer dollars. Meanwhile, NOTL needed a tractor for seasonal work. Instead of buying one outright, they leased from Minto, generating revenue for Minto while ensuring their tractor avoided long idle periods.

These agreements, vetted by municipal legal teams, showcase fiscal responsibility, creativity, and collaboration. Both towns benefited financially and strengthened their partnership in the process.

The Bigger Picture

The Municipal Collaborative Equipment Model won’t solve every budget challenge, but it provides one more tool in the municipal toolkit. By generating revenue, reducing unnecessary capital expenditures, and maximizing the use of existing assets, municipalities can continue serving residents while demonstrating responsible stewardship of public funds.

At its heart, this initiative is about more than money—it is about innovation, collaboration, and leadership. When municipalities work together, they stretch every dollar further, strengthen relationships, and inspire confidence among council members, staff, and residents alike.

That is a story worth celebrating.



Association of
Ontario Road
Supervisors

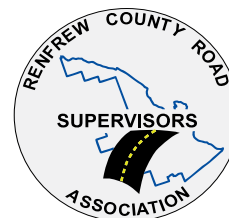
2026 AORS MUNICIPAL PUBLIC WORKS TRADESHOW



➤ JUNE 3-4, 2026
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➤ PROUDLY HOSTED BY



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AORS

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**Association of Ontario
Road Supervisors**



KIDS

CHRISTMAS PARTY

December 7, 2025 12:00-3:00pm

**Free event Sponsored by the Douglas Lions Club
We will be collecting food items for the food bank**

St. Mike's School Douglas

**With Special Guest
"BLUEY"**



ACTIVITIES:

BALLOON ARTIST
CRAFTS
VISIT WITH SANTA
TREAT BAGS
FOOD, DRINKS
BOUNCY CASTLE



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