

# Investing In Our Workforce

## **Self-Reliance:**

Reliance on one's own capabilities, judgment, or resources; independence.



# Liquidating Self-Reliance

The degradation and depletion of our equipment seems to have been systematic.





# Becoming Contractor Dependent

- In the past contractors were used to supplement the city's workforce (ie: in case of emergencies).
- Contractors have been hired to provide full time municipal services



# Providing Municipal Services

- Who should be providing services to our citizens?
- The answer is easy...  
WE SHOULD
- We can't leave ourselves with our backs against a wall with no option but to continue paying others to do our work.
- Council and staff say that our employees are our most valuable assets.

# Our Proposal

- 17 additional staff
- Use existing equipment and replace as necessary using internal cost recovery process established to ensure that money is available to repair and replace equipment.
- No shortage of work that our employees can be completing instead of paying contractors



# Our Employees Can Do:

- Potholes **(\$380,000)**
- Snow Dump **(\$232,000)**
- Fire Hydrant Snow Clearing **(Costs unknown)**
- Catch Basin Clearing **(Costs unknown)**
- Storm Sewer Repair and Clearing **(Costs unknown)**
- Winging back roads to widen them **(\$150,000)**
- Clearing Bus Stops and necessary snow removal **(\$113,000)**
- Clearing Intersections MT's currently plow through **(Costs unknown)**
- Snow Removal at all Community Centres and Arenas
- Plow 74 Lift Stations **(Costs unknown)**
- Winter Ditching, Spring Cleaning **(\$476,000 budgeted to contractors)**
- Push snow dumps in outlying areas **(Costs unknown)**

# Nothing Works Without Public Works

- Roads Winter and Summer
- Water and Waste water
- Solid Waste, Leaf and Yard Waste
- Engineering and Planning
- Mapping and Geographic Information
- Assets and Fleet Services
- Recreational Facilities and Leisure Services
- Transit and Parking
- ***And much more!***

# The Constellation Recommendations

## **#6 Transit service – The Connected City**

The goal is to expand this service, creating more bus stops to outlying areas.

## **#8 Municipal Staff Orientation – The Caring City**

“Public Works crews need to understand the nature of the roads and other infrastructure...”

## **#24 Restoring Rural Road Standards – The Equitable City**

That’s what we want too.





## “We **MUST** do better”

- Our members have a long history of providing quality municipal services
- We **CAN** do better - **Together.**
- Thank you for listening and we will gladly answer any questions you may have.
- Questions?