



City of
Peterborough

To: **Members of the General Committee**

From: **W.H. Jackson,
Commissioner of Infrastructure and Planning Services**

Meeting Date: **August 20, 2018**

Subject: **Report IPSPW18-009
Winter Services - Update Report**

Purpose

To update Council on the success of the changes to winter services implemented in the 2015/2016 winter season based on Report USPW15-012 dated August 31, 2015 and to recommend the continuation of the service improvements together with the amalgamation of temporary staff into full time staff.

Recommendation

That Council approve the recommendation outlined in Report IPSPW18-009 dated August 20, 2018, of the Commissioner of Infrastructure and Planning Services, as follows:

That six existing Summer Seasonal Operators and six existing winter seasonal Operators be converted to six Full-Time Operators and that the \$54,774 cost of this action be included in the 2019 operating budget.

Budget and Financial Implications

The overall budget implication for the recommendation contained within this report is an increase in cost of \$54,774 which is for the increase in the benefit overhead from temporary (10%) to full time (29%). The hourly costs and administrative overhead for each of the six Full Time Operators are already included in the temporary staff allotment for Public Works labour and overhead.

The implementation of the recommendations from Report USPW15-012 resulted in an increase to the winter services budget of approximately \$300,000 resulting in a total winter services 2018 budget of almost \$3.6 million. The \$54,774 to convert the temporary staff to permanent is in addition to this 2018 budgeted figure.

Background

City Council at its meeting of September 8, 2015 in considering Report USPW15-012 dated August 31, 2015 approved the following:

- a. That a 3-year pilot project to augment the existing Winter Control Services by the addition of six Temporary Winter Operators, the leasing of two articulated loaders and the hiring of additional contracted trucks as required be implemented; and
- b. That staff report back on the success of the pilot project after the 2017/2018 winter season.

Update on the Pilot Project to Improve Winter Services

Report USPW15-012 dealt with the need to upgrade the level of winter control service provided to sidewalks, transit stops and adult crossing location. After reviewing the alternatives provided, Council adopted a course of action that:

- increased internal staff through the use of six Temporary Winter Operators;
- provided for the leasing of two loaders; and
- contracting for additional trucks during the winter months.

Union Local 504 representing Public Works staff agreed to the hiring of six Temporary Winter Operators for a 3-year term which expired this past winter season (2017-2018).

With the extra resources available, the time required to complete the removal of snow from sidewalks was reduced by 30 – 40%. This, staff believes, has been the major reason that the last three winter seasons have seen a reduction in complaints regarding the level of winter control applied to sidewalks.

Table 1 provides information on the winter activity over the last 5 years. Although the first season with the additional temporary staff was lighter than normal, the last two winters have been more typical indicating the additional staff/equipment resources have been effective in reducing complaints.

Table 1: Winter Statistics

Item	Winter Season					
	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	Average
Number of Events	88	73	51	72	75	71.8

The addition of leased loaders and contracted trucks have allowed staff to commence bus stop winter services in conjunction with roadway winter services to achieve a much quicker response to normal winter events. As with the sidewalks, the complaints received regarding winter control at bus stops have been reduced from three years ago. The ability to also deal quickly with the adult school crossing locations has seen a reduction in instances where children and crossing guards have to climb over snow drifts and/or windrows to be able to cross the road.

Next Steps

The improved winter services for sidewalks, bus stops and adult crossing locations have been a success based on the reduced times to complete these works and the reduction in complaints received over the last three years.

In consideration of the success of this program, staff is of the opinion that the improved services should remain with one adjustment. It is proposed that the Temporary Winter Operators be converted to Full Time Operators by amalgamating Temporary Winter and Temporary Summer positions.

The summer temporary staff work from April 1 to November 30 and the winter temporary staff work from December 1 to March 31. Accordingly, converting the six additional winter temporary staff to full time by amalgamating with six summer temporary staff will cost no more in wages. The only cost is the increase in the benefit package from 10% to 29% for a total of \$54,774 per year. On a total winter services budget of almost \$3.6 million, this additional increase is an excellent investment to ensure the continuity of service from the summer to the winter operations. It also minimizes the need to re-train and orient new employees to the City's operations as well as to have to go through the hiring process every summer and winter for these six positions.

Summary

The improvements to the winter services for sidewalks, transit stops and adult crossing locations has been a success over the last three years. Consequently, staff is recommending that these improved standards remain in effect.

Submitted by,

W. H. Jackson, P. Eng.
Commissioner of Infrastructure and Planning Services

Contact Name:
Brian Jobbitt
Public Works, Manager, Public Works
Phone 705-745-1386
Fax 705-743-3223
E-mail address: bjobbitt@peterborough.ca
Toll Free: 1-855-738-3755