

**Attendees:** Peter Rowe - North Vancouver - City  
Rene Payer – Langley Township  
Brian Gary – Pitt Meadows  
Elvis Riou - Abbotsford  
Greg Cross - Abbotsford  
Ed Clark - Burnaby  
Jeff Welsh – Surrey  
Lloyd Rash – BCPWA  
Terry Veer – Langley Township

**Chair:** Meeting called to order at 12:45 pm

**Presentation:** Earl Erickson – Tour of Langley Township Civic Facility (LEEDS)

**Next Meeting Locations:**

January 19<sup>th</sup>, 2006 – North Vancouver, District

**Discussions:** BCPWA Leadership Conference – 98 attendees, good feedback, leadership in Public Works seems to be a popular topic, plan to have another session in the Spring, comments about accreditation similar to EOCP or PMAC programs. Comments about the “baby boom” and the effects, the need to do more training and to try and keep employees.  
Fringe Benefits - discussion of fringe benefits rates, how they are calculated. The rates ranged between 37% and 53% with most being in the mid 40% range. Peter to send out a quick survey and share the results.

**Round table:**

- Terry (Langley Township) – discussed change to winter maintenance hours of work, changed from 24/7 to 17/5 with stand-by for truck drivers at \$10 per stand-by shift, discussion about Canada Safety code and working 14 hours in 24 hour period
- Lloyd (BCPWA) – discussed APWA Click. Listen and Learn opportunities for a municipality to host and share the costs.
- Rene (Langley Township) – working with HR and the GVRD to create Utility classes which recognize the different level of certification required. Looking at Asset Management , would like to have some examples of a successful asset management system implementation.
- Greg (Abbotsford) – have 20 GPS units installed on vehicles looking to improve information on vehicle location for liability purposes (snow clearing, etc.). Discussion about Surrey’s system where it improves safety especially for employees with vehicles working alone as well as examples of discipline

Using SAP for more asset specific information, also studying re-organization, looking at GIS Engineering vs. IT, using SAP for 5 year budgets and have a Finance person working in Engineering with good success..

- Ed (Burnaby) – discussed O/T on call-out and the possibility of having an afternoon shift. Examples in Delta and Surrey showed a significant reduction in O/T when afternoon shift was instituted.
- Brian (Pitt Meadows) – Has put together a business plan to increase staff by 3 (currently 10), would like to get information of employee ratios (population, infrastructure, etc.)
- Peter ( North Van City) – moving ahead with Hansen Asset Management system
- Jeff ( Surrey) – talked about succession planning ( or lack of), almost 50% of Streets & Drainage staff are eligible for retirement with-in 10 years.

**ACTIONS:** Fringe benefit questionnaire

**Next Meeting:** January 19<sup>th</sup>, 2006 – North Vancouver, District  
Topic - TBA

Details on location of meeting will sent prior to meeting

**Thanks:** Earl Erickson & Rene Payer– for tour of Langley Township Civic Facility, and for providing the meeting venue and lunch.

**Meeting Adjourned:** 3:30pm