



Municipality of the District of Argyle

Item: Level one West Pubnico –  
succession planning

Date: July 15, 2021

## VISION

We see Argyle as home to a healthy and thriving rural population. Our municipality promotes and supports economic and social opportunities for the region and engages in the active expression of our unique Acadian heritage. We are a place of choice for rural living and are widely recognized for our warm hospitality and joie de vivre. Surrounded by fresh air and cool ocean breezes, we work and play in the great outdoors. People choose to live in Argyle because of our commitment to each other, to our community and to our neighbors. Argyle is a place we are proud to call home.

## **Background:**

Our staff requirements on wastewater management is changing. Currently, we have three level one trained wastewater operators currently employed by the Municipality. A level one operator takes some time to train and is a necessary background for wastewater work in our municipality.

What is changing?

First, we are growing. We have the Wedgeport Wastewater project that will be 50 units larger in a year from now. Also, we are aware of the need to consider retirement. Our Wastewater operator in West Pubnico is approaching this decision, and it would take some time to pass on his depth of experience and knowledge to a new person. Furthermore, the West Pubnico system is uniquely designed (Sequence batch reaction) which requires specified training to do properly. While our other two level one WW operators do assist from time to time, they are not able to be fully trained on the West Pubnico operation for two major reasons – one is time, they are fully booked in their own responsibilities, and second, the facility requires an on-site operator.

The purpose of this RFD is to obtain approval to engage a new person as a level one wastewater operator, who will train under Vaughn over the coming years, as well as support other work in the Municipality until such time as Vaughn takes his partial or full retirement.

These positions are extremely specialized and require forward planning to ensure continuity. The existence of a level one operator in WP is a mandatory one from a legislative perspective.

## **MGA considerations:**

None noted, the engaging of a wastewater operator is an eligible cost. Since it could be considered as a new position for MODA (even if the position actually exists), and since there is no pre-established budget for this, it was considered appropriate to bring to Council for endorsement of the CAO recommendation.

**CAO's Recommendation:**

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Recommend we hire a full time Wastewater operator for the West Pubnico Wastewater system. This position would be supported by the annual operating rate set annually by the committee and endorsed by Council. It would be our intent to inform the West Pubnico Wastewater committee of this requirement.

This recommendation is endorsed by the Director of PW, the Wastewater and Facilities Supervisor and our wastewater operator in West Pubnico.

**Suggested motion:**

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Move that the CAO be authorized to fill a second full time position of wastewater operator, with the principal responsibility in West Pubnico.