

The Corporation of the Town of Ajax

GENERAL GOVERNMENT COMMITTEE

Thursday, April 10, 2014

Open Meeting at 2:00 p.m.

River Plate Room, Town Hall

65 Harwood Avenue South



PRESENTATIONS

Alternative formats available upon request by contacting:

sarah.moore@ajax.ca or 905-619-2529 ext. 3347

Anything in **blue** denotes an attachment/link. By clicking the links on the agenda page, you can jump directly to that section of the agenda. To manoeuvre back to the agenda page use the **Ctrl + Home** keys simultaneously. **OR** use the “Bookmark” icon to the left of your screen to navigate from one report to the next

5. Presentations / Discussion

- 5.1 [Contract Award – Kitney Drive Extension - Construction](#)
- 5.2 [PriorityProperty Certified Site Designation for Business Attraction](#)
- 5.3 [Human Resources Strategy 2014 – 2017](#)
[Great People! Great Culture!](#)



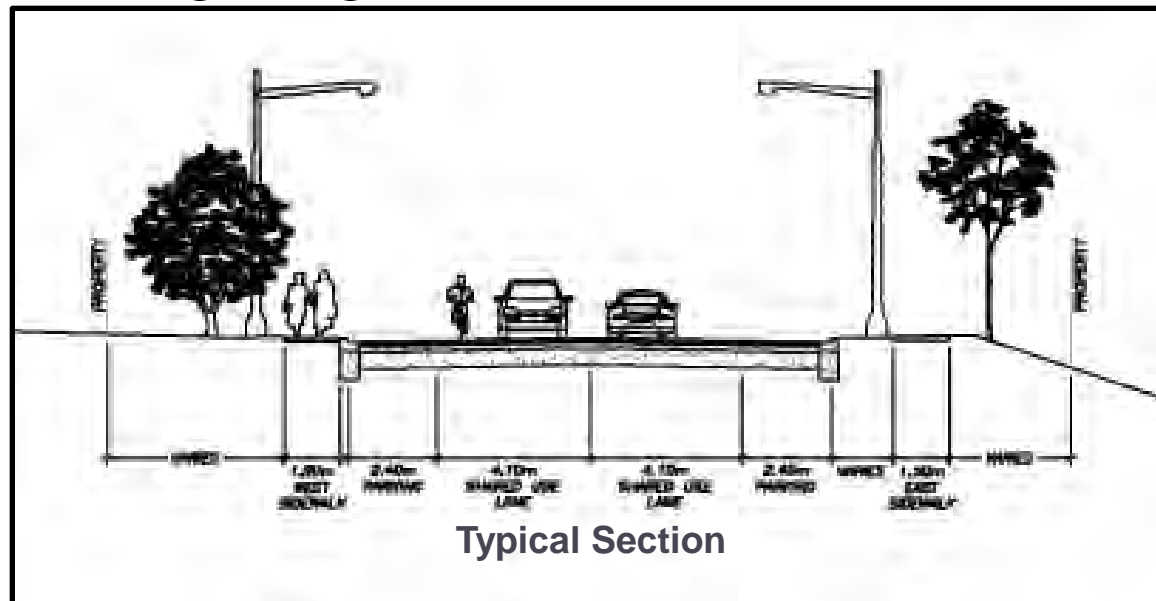
Kitney Drive Extension

Presentation to General Government Committee

April 10, 2014

Kitney Drive Extension

- ▶ Two-lane road with parking and sidewalks on both sides
- ▶ Traffic calming measures and shared bike lanes
- ▶ LED street lighting



Consultation

- ▶ Held meetings on October 25, 2012 with:
 - ▶ Residents of Ashley Manor – over 40 in attendance
 - ▶ Public Open House at Town Hall– one attendee, no comments
- ▶ Met with Operations and Environmental Services, Recreation and Culture, Fire and Emergency Service, and Durham Region Transit

Issues Identified:

- ▶ Increased traffic and potential speeding
- ▶ Safety for pedestrians, cyclists and users of ACC
- ▶ Potential conflicts with perpendicular parking
- ▶ Loss of parking spots
- ▶ Location of parking spots
- ▶ Suitability for transit
- ▶ Access for emergency vehicles

Mitigation Measures

- ▶ Introduce traffic calming measures to mitigate potential for speeding and cut through traffic
- ▶ Provide replacement parking for ACC east of existing north parking lot and on-street
- ▶ Replace rear fence of townhouses along Purcell Lane with 2.5 m noise barrier
- ▶ Install Oil-Grit Separator for storm water quality and quantity control – connect existing outfall for ACC parking

Key Features

► Traffic Calming Measures

- Bump outs
- On-street parking
- All-way stop controlled intersections
- Raised crosswalk opposite ACC entrance
- Median at south parking lot
- Shared bike lanes



Key Features

▶ Traffic Calming Measures

- ▶ Bump outs
- ▶ On-street parking
- ▶ All-way stop controlled intersections at:
 - ▶ Kitney Drive and Centennial Road
- ▶ Raised crosswalk opposite ACC entrance
- ▶ Shared bike lanes



Key Features



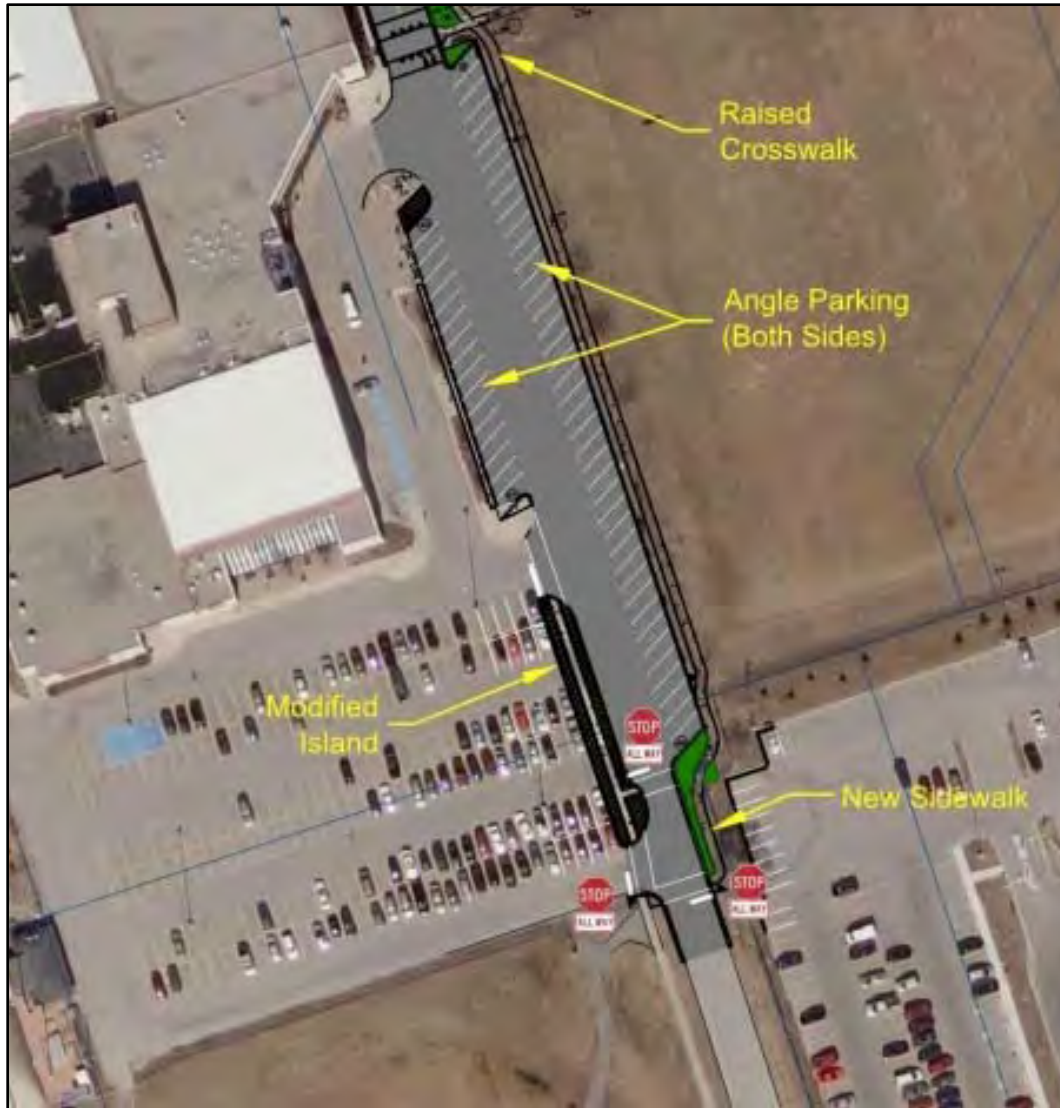
▶ Traffic Calming Measures

- ▶ All-way stop controlled intersections at:
 - ▶ Centennial Road and south parking lot
- ▶ Median at south parking lot
- ▶ Shared bike lanes

Key Features

Parking

- ▶ Convert perpendicular stalls to angled parking to improve *sight lines*, enhance *pedestrian and cyclist safety* and maintain *parking supply*
- ▶ Create 40 new stalls, on street and by expanding north parking lot to replace lost supply



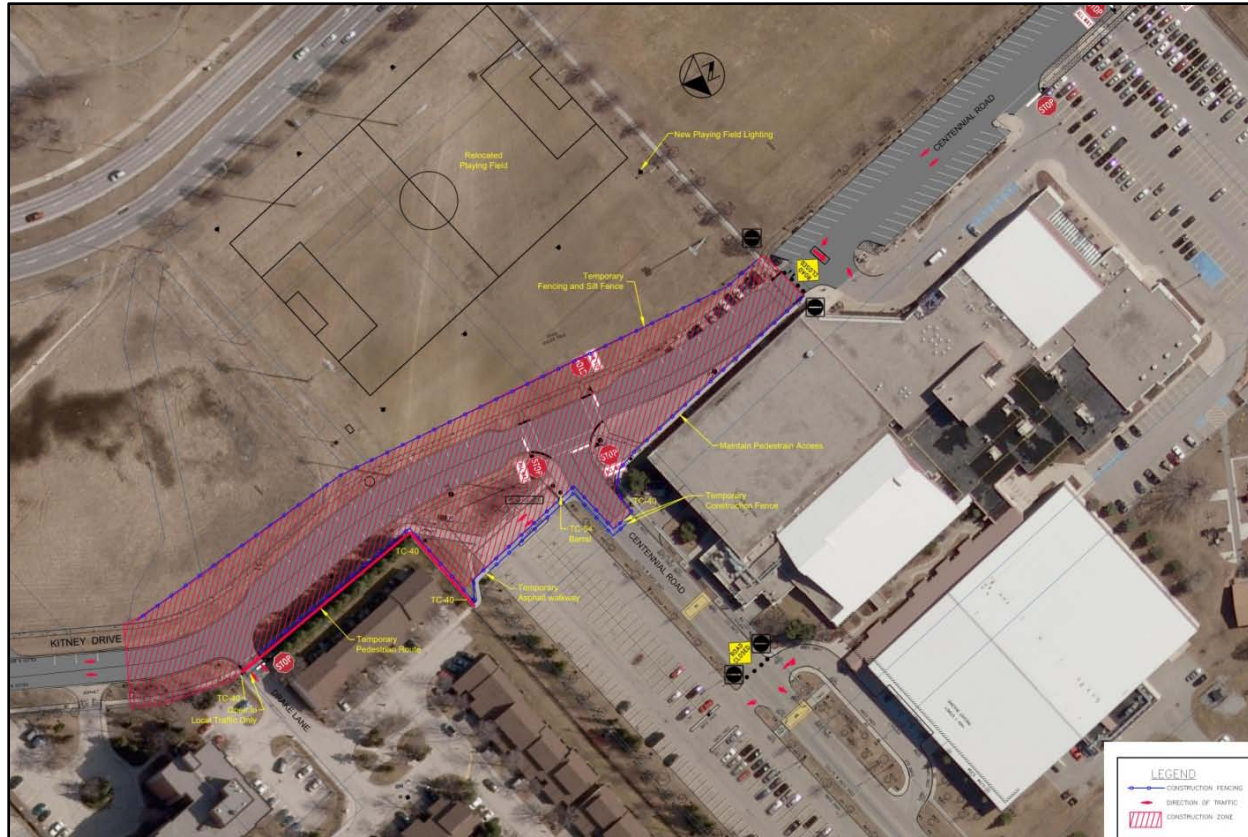
Key Features

► Soccer Field

- Shift soccer field to the east
- Replace outdated “baseball” field illumination with new flood lighting for realigned soccer field



Construction Phasing – Stage 1



- ▶ Contractor to give advanced notice of construction and Centennial Road closures
- ▶ Local traffic access maintained to Drake Lane and Ashley Manor during Stage 1

Construction Phasing – Stage 1



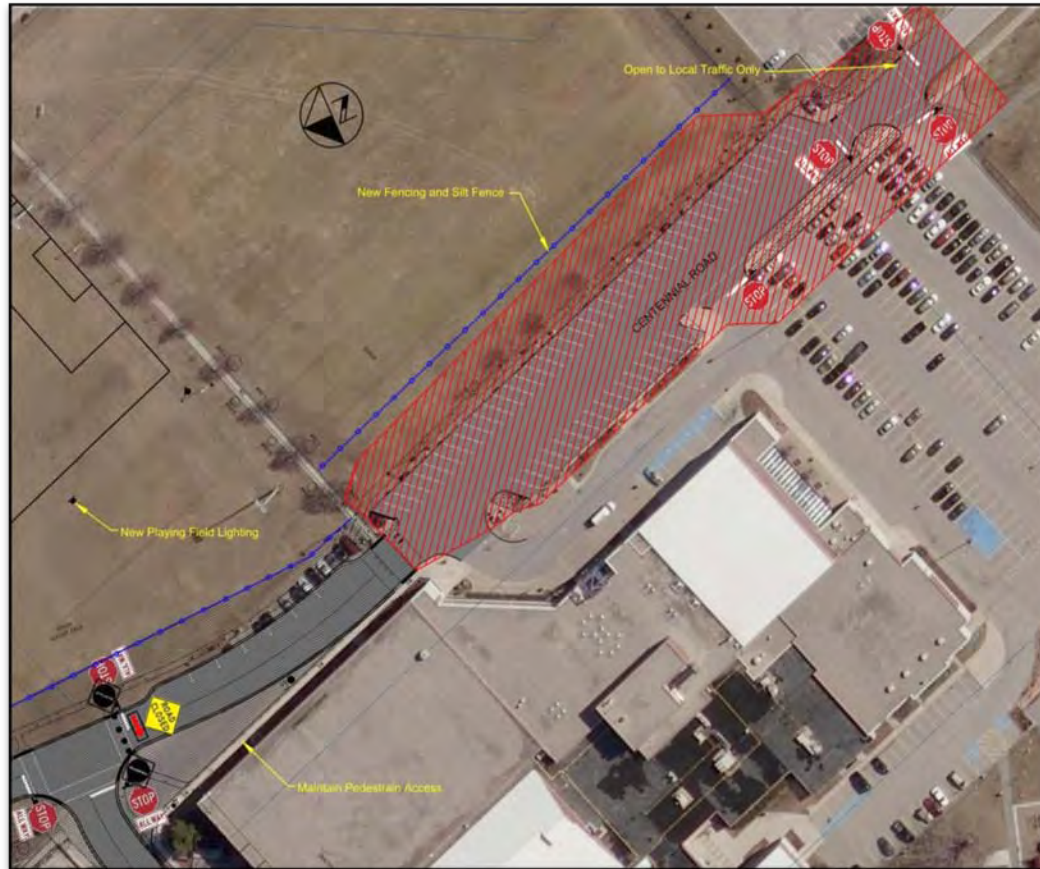
- ▶ Detour route (in red) for pedestrian access from existing Kitney Drive to ACC
- ▶ Temporary construction fence along detour route, across parking lot and adjacent to ACC building for pedestrian safety
- ▶ Access to soccer field from north parking lot around construction site

Construction Phasing – Stage 2



- ▶ Stage 1 open to traffic
- ▶ Closure beyond east/west Centennial Road remains to avoid cut through traffic during construction
- ▶ Stage 2 construction area open to local traffic only

Construction Phasing – Stage 2



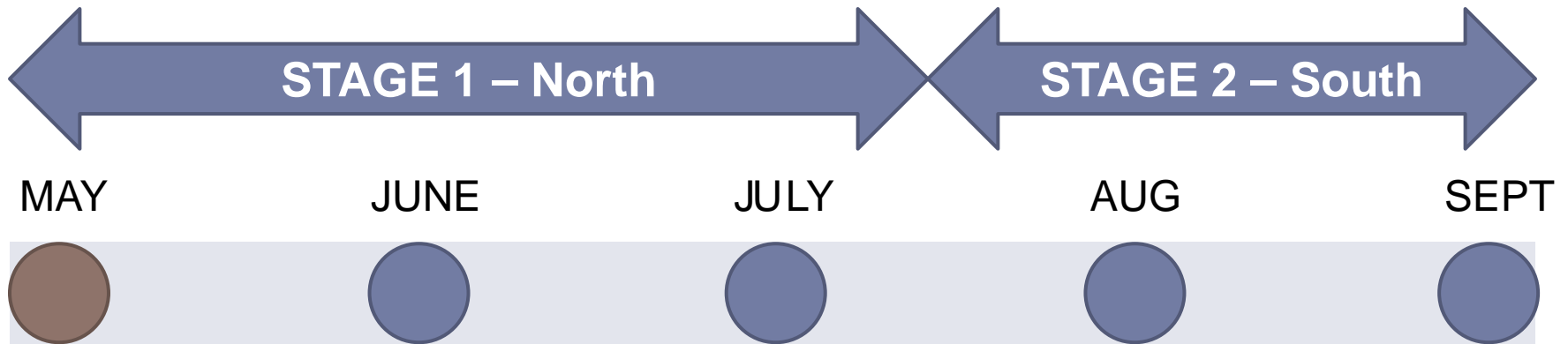
- ▶ Flagging operation at south limit of Stage 2
- ▶ Pavement markings and curb work in phases to maintain vehicle access
- ▶ Areas of work delineated with cones
- ▶ Pedestrian access maintained throughout construction

Communication Plan - ACC Projects

Kitney Drive, Artificial Turf Soccer Fields and Tennis Court Resurfacing

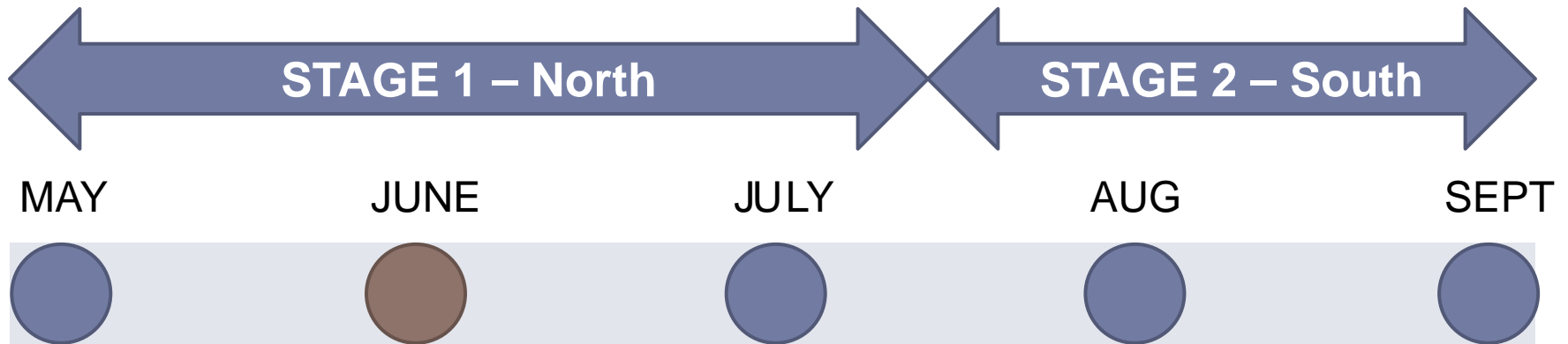
- ▶ Send notices/newsletter to residents and businesses
- ▶ Erect project signs with contact information on site
- ▶ Place information banner at ACC and handouts
- ▶ Provide information on Town website, including drawings and contact information
- ▶ Advertise through:
 - ▶ Article in Ajax Today
 - ▶ News Release
 - ▶ Newspaper Notices

Construction Timeline



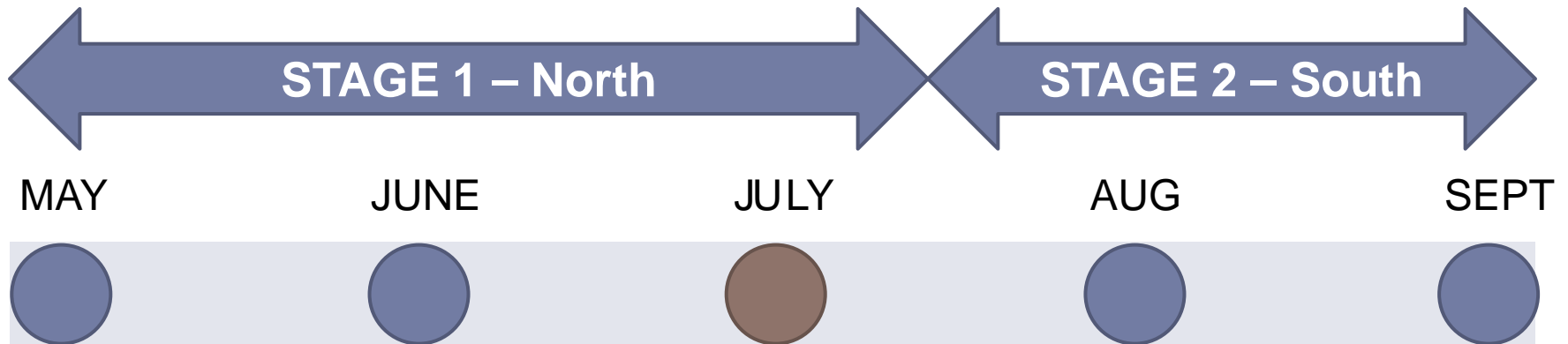
- Mobilize and Install Fencing
- Remove Soccer Field Lighting
- Relocate Soccer Field
- Install Temporary Walkway for Pedestrian detour
- Removals and Earth Excavation (Kitney, Centennial, North Parking Lot)

Construction Timeline



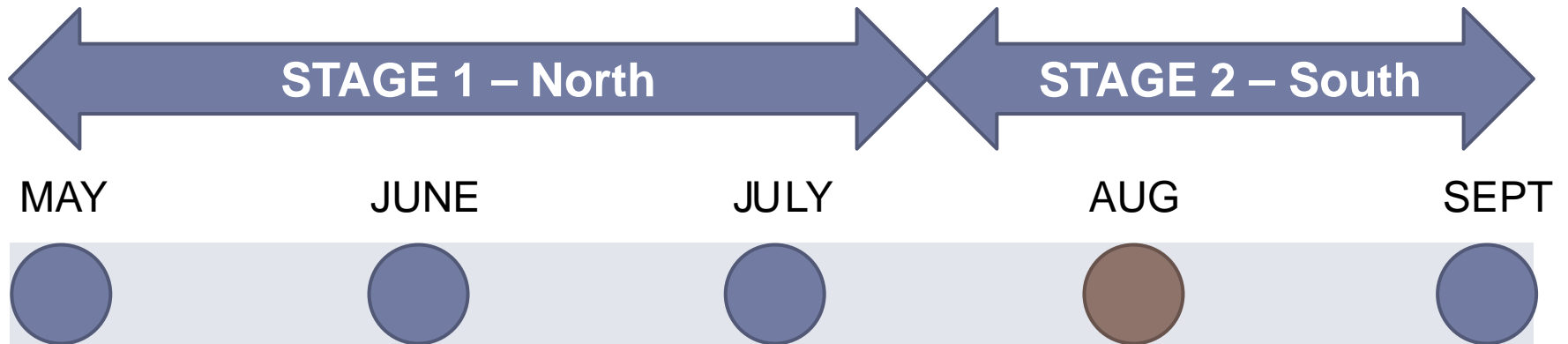
- Install Storm Sewers
- Construct Subgrade and Embankments
- Install new soccer field lighting
- Install new Acoustic Wall
- Install Curb and Gutter
- Construct North Parking Lot Islands
- Construct Sidewalk

Construction Timeline



- Pave to Base Course
- Connect Roads
- Open to Traffic
- Shift to Stage 2
- South Parking Lot Removals and Earth Excavation
- Construct South Parking Lot Islands
- Construct Sidewalk

Construction Timeline



- Illumination
- Construct Boulevards, Signs and Landscaping
- Pave to Top Course
- Apply Pavement Markings
- Open to Traffic
- Demobilize

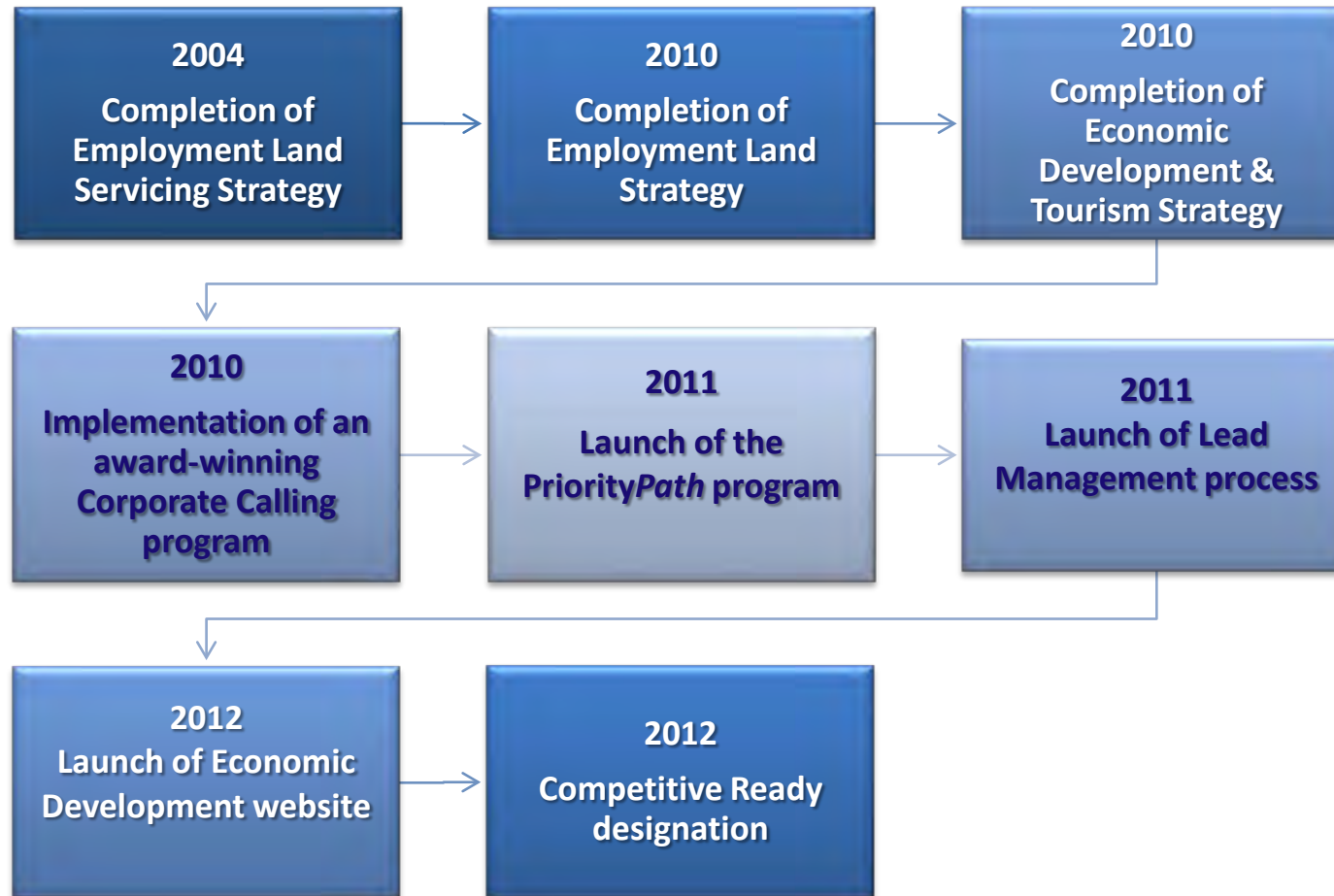
Proposed Construction Timetable

▶ Project Start Date	April 28, 2014
▶ Soccer field light pole removal	May 12, 2014
▶ New Soccer Field Lighting	July 21, 2014
▶ Stage 1 Completion	July 25, 2014
▶ Stage 2 Completion	Sept. 30, 2014

Priority**PROPERTY**TM

Certified Site designation for Business Attraction
April 2014

Background:



Competitive Ready Recommendation:



“Consider pursuing site certification with 3rd party verification of employment lands. Most of Ajax’s sites are fully serviced and would likely be able to earn certification. Site certification is increasingly a ticket to enter the race and by certifying Ajax’s site would enhance competitiveness further.”

July 2012

Pursuit of Certification :

Requirements of a typical Certification:

- Minimum parcel size
- Willing seller
- Road access
- All utilities at the site
- Current zoning in place
- Documented permitting process, timeline and fees
- Free of environmental liabilities or with a mitigation plan on file
- Detailed comprehensive site information

Choosing the property:

- Vacant land size;
- Parcel configuration;
- Location;
- Owner support;
- Work done that meets Certification requirements;





Results:

- **A program** that is clearly defined and can be easily communicated to businesses
- **A detailed** report that substantiates the claim of 'shovel ready' status of the property
- **Marketing plan** to promote PriorityProperty, as it extends the "Priority" brand and adds another key differentiator for locating and/or expanding in the Town.



The Business Development Group at the Town of Ajax understands that a company searching for a new facility is often under compressed time lines and is seeking a site on which they can build quickly and keep development risk low. The **Ajax PriorityPROPERTY designation** was designed to address these needs. Sites branded with the Priority Property designation meet a consistent set of standards that are verifiable and allow the property to be marketed as ready for expedited development.

Ask about the Town of Ajax
PriorityPATH+
A streamlined municipal process
dedicated to successful
business expansion!

A PriorityPROPERTY is a site that has:

- ▶ Zoning in place and current
- ▶ Suitability of the land for the applied zoning designation has been verified
- ▶ An Agreement of Subdivision or Approved Master Plan is in place
- ▶ All utilities on site or to the lot line
- ▶ All utilities are verified to meet or exceed Industrial/Office/Service requirements
- ▶ Adequacy of vehicular access for Industrial/Office/Service use has been verified
- ▶ Environmental Site Assessment (ESA) Phase 1 has been completed, mitigating environmental risk
- ▶ Site grading has been completed to pad ready status
- ▶ Detailed report of comprehensive site information is available

For more information, please contact us directly
at priority@ajax.com or 905.683.3000



Town of Ajax
First for Business

What's next:

Province of Ontario (MEDTE) - new Certified Sites program.

Approved sites will be promoted by the Province as part of a comprehensive international marketing strategy that will include:

- The development of specialized sales materials to be promoted to the site selection community;
- Promotion on the Ministry's international website that targets international investors ;
- Opportunities to be showcased at key global investment attraction trade shows

Promotion of the Ajax Business Park as a PriorityProperty through various channels and directories.



Priority**PROPERTY**TM

Human Resources Strategy 2014 - 2017

Great People, Great Culture!

Presentation to GGC

April 10, 2014



Overview

- Corporation's first multi-year Human Resources Strategy
- Developed over the past 6 months
- Discussions with all levels of staff & management, Council, and bargaining agents
- Research on best / leading practices
- Great People! Great Culture! Builds on several existing corporate programs

Four Key Priorities

1. Attract & Retain Qualified Diverse Talent
2. Organization Effectiveness
3. Safe & Supportive Workplace
4. Be a Preferred Employer

To support

*“Excellence in Service Delivery and Governance”
as outlined in the Community Action Plan.*

Attract and Retain Qualified Diverse Talent

- Pending retirements of baby boomers on horizon will create challenges
- Public sector & private sectors competing for the same qualified talent

Focus Areas:

- Recruitment Modernization
- Workforce Planning
- On-Boarding/Orientation
- Diversity and Inclusion



Organization Effectiveness

- Creating a work environment where people can do their best
- Focus Areas:
 - Performance Planning & Review
 - Employee Self Service Technology
 - Professional Development
 - E-learning
 - Positive & Progressive Employee & Labour Relations
 - Human Resources Key Performance Indicators/Benchmarking



Safe & Supportive Workplace

- Enhancing existing programs to include mental well being, healthy living initiatives & increase the modalities of support available
- Embed the prevention mindset & raise awareness of workplace hazards & safety standards in day to day activities

Focus Areas:

- Corporate Wellness
- Early & Safe Return to Work/Accommodation
- Leaders in Occupational Health & Safety Practices



Be a Preferred Employer

- Continue to monitor & provide up to date technology, challenging career opportunities, fair compensation & meaningful recognition programs.

Focus Areas:

- Employee Value Proposition Strategy
- Total Compensation and Benefits
- Recognition and Awards
- Community Involvement
- Employee Engagement



Conclusion

- The HR Strategy outlines positive and achievable practices
- Designed to ensure the Corporation has the skilled and dedicated talent to deliver high quality services for the years to come.

