

	Report Title	Council-Staff Relations Policy
	Report No.	CLK 19-05
	Author	Donna Wilson, Town Clerk
	Meeting Type	Council Meeting
	Council Date	February 11, 2019
	Attachments	Draft Council Staff Relations Policy

RECOMMENDATION

THAT Council receives Report CLK 19-05 Council-Staff Relations Policy;

AND THAT a By-Law to authorize the policy be brought forward for Council consideration at the February 28, 2019 Council meeting.

BACKGROUND

Bill 68, the Modernizing Ontario's Municipal Legislation Act, 2017, received Royal Assent on May 30, 2017. The Bill made a number of amendments to the Municipal Act, 2001 including a requirement for municipalities to adopt and maintain policies regarding "the relationship between Members of Council and the officers and employees of the municipality". This requirement comes into effect on March 1, 2019.

DISCUSSION

Section 270 of the Municipal Act, 2001, as revised by Bill 68, requires municipalities to adopt and maintain a policy with respect to the Council - Staff relationship.

Town staff serve Council as a whole in order to deliver quality public services and programs and effective management of Town resources in a way that serves the greater good of all citizens. The Council-Staff Relations Policy offers guidance on Council-Staff relationship issues which may arise and will serve as a guide to dealing with circumstances as they may arise from time to time, and should ensure that Council Members receive objective and impartial advice and professional support from Town staff. This Policy should be used and applied in conjunction with other guiding Town documents. The Policy shall apply to all Town staff and Council members.

Staff have provided Council with a policy that:

- details individual roles;
- supports the spirit of a positive working relationship between Council and Staff;
- identifies that both staff and Council are professionals who govern and direct the Town in different ways but are interdependent;
- clearly identifies that the Town functions best when Council and Staff are respectful of each other's roles.

CONSULTATION/COMMUNICATION

A review of a number of municipalities was done to provide some conformity for the practice, particularly within Oxford County, however many municipalities have not yet adopted their policy and will be doing so in February.

FINANCIAL IMPACT/FUNDING SOURCE

N/A

COMMUNITY STRATEGIC PLAN (CSP) IMPACT

Section 1 – Excellence in Local Government – informing citizens of Municipal Policies.

Report Approval Details

Document Title:	CLK 19-05 Council-Staff Relations Policy.docx
Attachments:	- 2-010 Council Staff Relations Policy (2).docx
Final Approval Date:	Feb 1, 2019

This report and all of its attachments were approved and signed as outlined below:



David Calder - Feb 1, 2019 - 8:20 AM

