



Staff Report

Report To: Dan Best, Chief Administrative Officer

From: **Rebekah Msuya-Collison, Director of Legislative Services/Clerk**

Date: February 19 2019

Report: LS10-2019

Subject: Staff Council Relationship Policy

Recommendations:

That South Huron Council receive the report from R. Msuya-Collison, Director of Legislative Services/Clerk re: Staff Council Relationship Policy; and

That Council adopt the Staff Council Relations Policy and that the necessary by-law is forwarded to Council for the required three readings.

Purpose:

For adoption.

Background and Analysis:

The purpose of this report is to ensure compliance with new legislated requirements prescribing that as of March 1, 2019 all municipalities in Ontario must have a Council Staff Relationship Protocol.

Bill 68 was tabled by the provincial government in November 2016 following a period of public consultation in 2015. Bill 68 received Royal Assent on May 30, 2017. Many of the amendments being implemented with the passage of Bill 68 are based on the feedback from municipalities, the public and other organizations during the consultation period.

Bill 68 included an amendment regarding staff council relationships. Subsection 270 (1) of the Act requires municipalities to adopt and maintain

policies with respect to a number of matters. Bill 68 adds a new paragraph 2.1 regarding the relationship between members of Council and the officers and employees of the municipality. This amendment will become effective on March 1, 2019.

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 municipality in different ways but are interdependent;
- clearly identifies that the municipality functions best when Council and Staff are respectful of each other's roles; and
- if issues arise informal discussions will be our starting point to resolve conflict

The Municipality of South Huron promotes a respectful, tolerant and harassment-free relationship and workplace between members of Council and the officers and employees of the corporation. The Council-Staff Relations Policy identifies the legislation, policies, procedures and practices that the Municipality complies with in order to promote a respectful relationship between members of Council and the officers and employees of the Municipality of Centre Hastings.

Operational Considerations:

There is no operation impact associated with the adoption of this policy.

South Huron's Strategic Plan:

There is no direct relationship to the strategic plan. This policy meets legislative requirements under the Municipal Act, 2001.

Financial Impact:

There are no financial figures associated with the approval of this policy.

Legal Impact:

There is no legal impact associated with the adoption of this policy however, staff note that a policy based on best municipal practice can help aid in mitigating legal costs for both the municipality, Staff and Council Members.

Staffing Impact:

There is no staffing impact associated with the adoption of this policy.

Policies/Legislation:

Municipal Act

Consultation:

D. Best, Chief Administrative Officer

Related Documents:

Staff Council Relationship Policy

Respectfully submitted,

Rebekah Msuya-Collison, Director of Legislative Services/Clerk