

Concept: How Might We Adopt a Policy to Govern Council/Staff Relationships?

Background:

The Municipal Act, 2001, as revised by Bill 68, requires Council to adopt and maintain a policy with respect to the relationship between Members of Council and the officers and employees of the corporation. This Council-Staff Relations Policy identifies legislation, policy, procedures and practices to promote a respectful relationship between Members of Council and the officers and employees of the Town of Pelham.

The Challenge:

Council is required to adopt a policy to set out guidelines for council/staff relationships. This policy will augment existing policies presently in place such as: Council Code of Conduct; Respectful Workplace Policy; Code of Ethics; Council Rules for Procedure; Human Resources Philosophy; and Accountability and Transparency.

A review of various Council-Staff Relations policies has been conducted, taking into consideration policies from across Ontario falling under the Municipal Act legislative requirements, and finding the right balance for the Town of Pelham. The policy presented is staff's recommendation of a policy that is clear and concise, while incorporating the various nuances appropriate for this municipality.

Council, as the policy-making body of the Corporation, may amend the proposed policy.

Our Recommended Solution:

THAT the Policy and Priorities Committee receive the Council-Staff Relationships Policy Report; and THAT Committee recommend that the Policy be submitted to Council for approval at their next regular meeting scheduled for May 6, 2019.

