

Report to Council

Report Title:	Council and Staff Relations Policy		
Prepared By:	Fiona Hamilton, Clerk		
Department:	Clerks		
Date:	February 12, 2019		
Report Number:	CLK2019-02	File Number:	C11CL
Attachments:	Draft Council and Staff Relations Policy		

Recommendation:

That the Council of the Municipality of Brockton hereby approve Report Number CLK2019-02 – Council and Staff Relations Policy, prepared by Fiona Hamilton, Clerk and in doing so authorizes a By-Law to come forward adopting a Council and Staff Relations Policy.

Report:

Background:

The *Modernizing Ontario's Municipal Legislation Act, 2017* introduced a number of amendments to the *Municipal Act, 2001*, S.O. 2001, c. 25. One of these amendments is section 270(1)(2.1) which requires municipalities to adopt and maintain a policy with respect to the relationship between Members of Council and the Officers and Employees of the municipality. The Act requires that Council adopt this policy by March 1, 2019.

Council already passed By-Law 2018-076 Council Code of Conduct Policy on September 10, 2018 and By-Law 2019-092 – Procedural By-Law, both of which include a number of provisions relating to Council and Staff relations. Council have also already approved a number of additional relevant policies, many of which were also required by legislation, such as the Respect in the Workplace Procedures, the Workplace Harassment Policy, the Workplace Violence Policy and the Employee Code of Conduct.

The documents described above already provide a strong framework for positive Council and Staff relations. Rather than reinvent the wheel, so to speak, or risk any potential conflict with these existing documents, the proposed required Council and Staff Relations Policy directs individuals to the existing documents for more guidance and information. The relevant sections policies and procedures have been identified and included in the Council and Staff Relations Policy.

Analysis:

The Municipality of Brockton staff have drafted a policy with respect to Council and Staff Relations as required by the legislation for Council’s review based on existing policies. Once approved by Brockton Council, the policy will be adopted by By-Law.

Sustainability Checklist:

What aspect of the Brockton Sustainable Strategic Plan does the content/recommendations in this report help advance?

- Do the recommendations help move the Municipality closer to its Vision? N/A
- Do the recommendations contribute to achieving Cultural Vibrancy? N/A
- Do the recommendations contribute to achieving Economic Prosperity? N/A
- Do the recommendations contribute to Environmental Integrity? N/A
- Do the recommendations contribute to the Social Equity? N/A

Financial Impacts/Source of Funding:

- Do the recommendations represent a sound financial investment from a sustainability perspective?
N/A

Reviewed By:



Trish Serratore, Chief Financial Officer

Respectfully Submitted by:



Fiona Hamilton, Clerk

Reviewed By:



Sonya Watson, Chief Administrative Officer