



## **MUNICIPALITY OF ARRAN-ELDERSLIE**

### **Special Council Meeting**

### **MINUTES**

**Meeting No. 18-2022**  
**Thursday, July 21, 2022, 9:00 a.m.**  
**Council Chambers and via Teleconference**  
**1925 Bruce Road 10, Chesley, ON**

Council Present: Mayor Steve Hammell  
Deputy Mayor Mark Davis  
Councillor Doug Bell  
Councillor Brian Dudgeon  
Councillor Melissa Kanmacher  
Councillor Ryan Greig - Present Electronically  
Councillor Ryan Nickason

Staff Present: Sylvia Kirkwood - CAO  
Christine Fraser-McDonald - Clerk

#### **1. Call to Order**

Mayor Hammell called the meeting to order at 9:00 am. A quorum was present.

#### **2. Adoption of Agenda**

The Mayor requested that an additional personal matter about an identifiable individual be added to Closed Session.

Council agreed to the addition.

Council passed the following resolution:

**235-18-2022**

**Moved by:** Councillor Nickason

**Seconded by:** Councillor Bell

Be It Resolved that the agenda for the Special Council Meeting of Thursday, July 21, 2022 be received and adopted, as distributed by the Clerk.

**Carried**

#### **3. Disclosures of Pecuniary Interest and General Nature Thereof**

#### **4. Delegation(s)**

#### **4.1 Harold Elston - Integrity Commissioner**

Mr. Elston presented his report to Council.

He discussed the Council Code of Conduct and his role of Integrity Commissioner and how he must apply the code to any incidents.

He feels this was an unfortunate event and through a series of circumstances, the employee is no longer working at the Municipality. He was looking for facts to substantiate the complaint regarding harassment and bullying from a member of Council.

He did not receive sufficient evidence from the employee to substantiate the allegations.

He feels the CAO was caught in the middle and was faced with a young employee that was leaving and had no choice but to make the complaint to the Integrity Commissioner.

Mr. Elston, upon completion of his investigation, dismissed the complaint.

Mr. Elston added that individual Councillors should not be providing direction to staff. Direction must come from Council as a whole. Council must be very careful of the ethical and professional reputation of staff. They should appreciate that staff are trained professionals and be respectful of staff and their expert advice.

The Mayor noted that this incident has affected several different families and that it could be expediated if there are any future issues.

Councillor Kanmacher noted that two months prior to the employee leaving, she had spoke to the CAO, advising that the employee was rude to her and questioned if there was an issue. She wishes that she would have had a chance to address the things that were allegedly said. She is sorry that the stress and frustration as part of this Council has tainted her words and she is sorry that the employee felt this way.

She is sorry that staff is upset and it is not conducive to team building and staff is overworked and short staffed. She wishes that there had been a full investigation. She hopes that the employees legacy is her good work and not this investigation.

She further noted that she is glad this has been resolved and out in the open. Enough money and time has been spent and it is time to move on with the business of Council.

Subsequent to further discussion, Council passed the following resolution:

**236-18-2022**

**Moved by:** Deputy Mayor Davis

**Seconded by:** Councillor Dudgeon

That Council receives and adopts the report and recommendations of the Integrity Commissioner dated July 12, 2022 as it relates to the matter of a complaint lodged against Councillor Melissa Kanmacher.

**Carried**

**5. Closed Session (if required)**

The Mayor advised that Council go into Closed Session at 9:32 a.m. for the purpose of matters identified in the motion below.

**237-18-2022**

**Moved by:** Councillor Dudgeon

**Seconded by:** Councillor Kanmacher

*Be It Resolved*, That the Council of the Municipality of Arran-Elderslie does now go into closed session to discuss an item(s) which relates to:

( ) the security of the property of the municipality or local board

(X) personal matters about an identifiable individual, including municipal or local board employees

(X) proposed or pending acquisition or disposition of real property

( ) labour relations or employee negotiations

( ) litigation or potential litigation, including matters before administrative tribunals, affecting the municipality or local board

( ) advice that is subject to solicitor-client privilege, including communications necessary for that purpose

( ) a matter in respect of which a council, board, committee or other body has authorized a meeting to be closed under another act

( ) education or training of members of Council

Staff Authorized to Remain: CAO Sylvia Kirkwood and Clerk, Christine Fraser-McDonald

**Carried**

**6. Resolution to Reconvene in Open Session**

Mayor Hammell confirmed that Council discussed only those matters identified in the above motion.

Council passed the following resolution:

**238-18-2022**

**Moved by:** Councillor Bell

**Seconded by:** Councillor Nickason

Be It Resolved That Council of the Municipality of Arran-Elderslie does now return to the Open Session at 11:18 a.m.

**Carried**

**7. Adoption of Recommendations Arising from Closed Session (If Any)**

Direction was given to staff in Closed Session for items 2 and 3.

**8. Confirming By-law**

Council passed the following resolution:

**239-18-2022**

**Moved by:** Councillor Dudgeon

**Seconded by:** Councillor Ryan Greig -  
Present Electronically

Be It Resolved that By-law No. 47-2022 be introduced and read a first, second and third time, signed by the Mayor and Clerk, sealed with the Seal of the Corporation, and engrossed in the By-law Book.

By-law 47-2022 being a By-law to confirm the proceedings of the Special Council meeting of the Municipality of Arran-Elderslie held Thursday, July 21, 2022.

**Carried**

**9. Adjournment**

Council passed the following resolution:

**239-18-2022**

**Moved by:** Councillor Dudgeon

**Seconded by:** Deputy Mayor Davis

Be It Resolved that the meeting be adjourned to the call of the Mayor at 11:22 a.m.

**Carried**

**10. List of Upcoming Council meetings**

August 8, 2022

September 12, 2022

September 26, 2022

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Steve Hammell, Mayor

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Christine Fraser-McDonald, Clerk