

THE CORPORATION OF THE CITY OF SARNIA
People Serving People

CITY MANAGER'S OFFICE

OPEN SESSION REPORT

TO: Members of Sarnia City Council

FROM: J.P. André Morin, Acting City Manager

DATE: October 24, 2016

SUBJECT: Workplace Investigation Report – Follow-up information:
Elimination of 1992 Directive Regarding Attending Senior
Management Meetings

Recommendations:

For Council's Information

Background:

At its October 6, 2016 Closed Meeting, Council provided the following direction to staff:

That Sarnia City Council direct staff to rescind the letter dated June 10, 1992 from Commissioner Ann Tuplin to Mayor Bradley regarding the "Communications between Council and Staff" at the October 24, 2016 Council Meeting.

Comments:

The following is quoted directly from the "Workplace Investigation Report", page 16:

"Mayor Bradley threatened to insert himself between Ms. Misek-Evans and the department heads"

Years prior to Ms. Misek-Evans' arrival, Council passed a resolution which allowed Mayor Bradley to attend department head meetings. I find that on at least one occasion Mayor Bradley threatened to insert himself between Ms. Misek-Evans and her management of the department heads who reported to her as a way to intimidate her and usurp her managerial authority"

This was brought to Council's attention as an inappropriate power given to Mayor Bradley in 1992, which was being used as an intimidation tool against Ms. Misek-Evans. It was recommended to Council by our legal counsel Mr. Jamie Knight that this authority should be revoked.

Attached to this report is the letter dated June 10, 1992, in which it is explained that Council at that time, in an in-camera meeting, came to a consensus authorizing Mayor Bradley, if he chose to do so, to attend Staff Department Head Meetings.

Consultation:

Based on the discussion at the in-camera meeting of October 6, 2016 and the direction to staff by the majority of Council, this report was prepared for Council's consideration and deliberation at open Council.

Financial Implications:

There are no financial implications with this report.

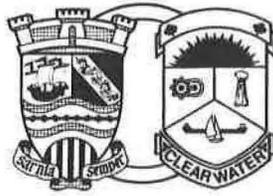
Prepared and Approved by:

A handwritten signature in black ink, appearing to read "J.P. André Morin". The signature is fluid and cursive, with the first letters of each word being capitalized and prominent.

J.P. André Morin
Acting City Manager

Attachment(s): Correspondence dated June 10, 1992, written by Ann Tuplin

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Kenneth Douglas

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June 10, 1992 CITY OF SARNIA-CLEARWATER

Mayor M. Bradley
City Hall
255 N. Christina Street
Sarnia, Ontario
N7T 7N2

Your Worship:

At a Committee of the Whole (In-Camera) Meeting of Sarnia City Council held on June 1, 1992, some discussion took place with respect to communications between the Council and Staff. Among other things, it was the consensus of Council that you be authorized, if you choose to do so, to attend Commissioners meetings and meetings of the Chief Administrative Officer and Commissioners at which the Council Agenda is reviewed.

In addition, a very brief discussion took place with respect to whom Departmental memos intended for Council's Agenda should be addressed. The Chief Administrative Officer referred to the process by which reports are placed on the Agenda, and no concern was expressed with this process. It did appear to be a consensus that Agenda correspondence, at least from Commissioners, should be addressed to the Mayor and Council.

Although some members of Council expressed a wish to have the Agenda package earlier than we are presently able to produce it, it was the consensus to maintain the present timetable. In order to alleviate some concerns, we will attempt, to the best of our ability, to ensure that lengthy reports are delivered as soon as possible to Council, rather than holding these reports until the Agenda is delivered, and, in addition, I will try to provide Council with the dates of Planning Hearings or other potentially contentious items on the monthly list of Council meetings. We will also attempt to notify Ward Aldermen of any Staff meetings with the Public within their Ward.

Yours truly,

Ann Tuplin, Commissioner
Administrative Services

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c.c. R. J. Chowen
Members of Council
Commissioners