

**THE CORPORATION OF THE CITY OF SARNIA**  
**People Serving People**

**CORPORATE SERVICES**

**OPEN SESSION REPORT**

TO: Members of Sarnia City Council

FROM: Dianne Gould-Brown, Acting City Clerk  
Kelly Edwards, Acting Human Resources Manager

DATE: October 24, 2016

SUBJECT: Workplace Investigation Report – Follow-up information:  
Governance and Related Training

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**Recommendations:**

For Council's Information

**Background:**

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

*That Council direct staff to provide a report at the regular council meeting on October 24, 2016 regarding options for coaching and sensitivity training on harassment, effective management techniques, and anger management for Mayor Bradley and;*

*That Council direct staff to provide a report at the regular council meeting on October 24, 2016 with options for governance training regarding the role of Mayor and Council and that the training be provided at the next Corporate Priorities Meeting on November 7, 2016.*

**Comments:**

**Coaching and Sensitivity Training on Harassment & Effective Management Techniques:** In 2015, the City provided mandatory Harassment Training sessions for all staff and made provisions for an extra session available for all members of Council to attend. Mayor Bradley chose not to attend the session. Another session could be arranged with the same facilitator here in Sarnia at a cost of approximately \$1,000. This training would deliver the same messages and content as the seminar delivered in 2015 and could also provide the opportunity for individual feedback and training on the use of proper communication techniques with City management, which do not constitute harassment.

**Anger Management Counseling:** There are various options available for anger management counseling. Staff are able to provide a list of resources to the Mayor in the Sarnia area that specialize in this type of counseling from which a counselor may be chosen. The cost of this type of counseling varies and is dependent upon the counselor chosen and duration of sessions.

**Governance Training:** There are various trainers that offer specialized training with respect to municipal governance and the role of Mayor and Council. Staff are able to provide a list of consultants as well as a training outline and associated costs. Council may also decide that all Council members attend this training unless there are extenuating circumstances.

**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. The Acting City Manager and City Solicitor were consulted.

**Financial Implications:**

The financial implications of the training on harassment and effective management techniques would be approximately \$1,000. The financial implications of the anger management counseling would vary depending on the counselor chosen and duration of sessions. The financial implications of the governance training would depend on the trainer and training plan selected.

Prepared by:



Dianne Gould-Brown  
Acting City Clerk

Approved by:



J.P. André Morin  
Acting City Manager

Prepared by:



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Acting Manager of Human Resources

Attachment(s): none