



Minutes

The Blue Mountains Special Meeting of Council

Meeting Date: November 15, 2017
Meeting Time: 11:00 a.m.
Location: Town Hall, Council Chambers
Prepared by Corrina Giles, Town Clerk

A. Call to Order

Mayor John McKean called the meeting to order with all members of Council present, save Councillor Michael Seguin absent due to approved leave of absence.

Also present, Acting CAO and Director of Community Services Shawn Everitt, Director of Finance and IT Services Ruth Prince, Director of Planning and Development Services Michael Benner, Director of Infrastructure & Public Works Reg Russwurm, Manager of Human Resources Jennifer Moreau and Director of Enforcement Services & Fire Chief Rob Collins.

The Clerk announced that, as approved by Council through the 2017 budget process, staff have been working on the installation of a webcasting system for Council and Committee of the Whole Meetings held in the Council Chamber. At today's Special Meeting of Council, staff will be testing the webcasting system, including the sound quality. Today's meeting will not be saved on the website or broadcasted. Staff are aiming to have the webcasting system live in December.

▪ Approval of Agenda

Moved by: R.J. Gamble

Seconded by: John McGee

THAT the Agenda of November 15, 2017 be approved as circulated, including any items added to the Agenda, Carried.

▪ Declaration of Pecuniary Interest and general nature thereof

None

B. Deputations / Presentations / Public Meeting

Mayor McKean noted under the authority of the *Municipal Act, 2001* and in accordance with Ontario's *Municipal Freedom of Information and Protection of Privacy Act* (MFIPPA), The Corporation of the Town of The Blue Mountains wishes to inform the public that all information including opinions, presentations, reports and documentation provided for or at a Public Meeting, Public Consultation, or other Public Process are considered part of the public record. This information may be posted on the Town's website and or/ made available to the public upon request.

B.1 Deputation: Alar Soever

Re: The Role of the Chief Administrative Officer (“CAO”), the CAO Job Description and Issues around the hiring of a CAO

Mr. Soever thanked Council for hearing his deputation. Mr. Soever noted that the person hired as CAO has a profound effect on the community, further noting that this presentation was presented to the Citizens Forum on Monday evening and received unanimous support from those present.

Mr. Soever noted that at the November 8 Committee of the Whole meeting, the Committee made the recommendation to proceed with Option 1, to hire a recruitment firm to complete the recruitment process. Mr. Soever noted that Option 1 relies on outsiders to determine who would be hired by the Town. Mr. Soever noted that Option 1 would have the CAO hired by this Council. Mr. Soever asked that Option 5 be selected, and to leave the selection of the CAO to the new Council, following the election.

Mr. Soever then spoke regarding the role and attributes of a good CAO, noting that having a good CAO, working with Council and the community is vital to the proper functioning of our municipal government. Mr. Soever noted that it is the CAO's prime responsibility to implement the policies of the elected officials for whom the CAO works, further noting that the CAO is the top administrator that directs a team of supervisors to manage the affairs of the municipality. Mr. Soever noted that the CAO will work with Council and the community to implement the strategic plan and implement policies. Mr. Soever noted that the CAO must be a skilled, effective and honest communicator with Council, staff and the public.

Mr. Soever spoke noting that moving forward, Council should reexamine and update the CAO job description, further noting that communication skills and the ability to understand issues and challenges for small towns should be stressed. Mr. Soever noted that the CAO should have problem solving skills, integrity and the ability to keep the line of communication open in the community.

Mr. Soever noted that he has seen many changes in the community in 60 years, moving from a tight knit, hard-working, largely agricultural based community, to a rapidly growing area dominated by developers, tourism and recreation. Mr. Soever noted that with rapid change, some feel that they have been ignored and left behind, further noting that it is difficult to manage the expectations of all.

Mr. Soever noted that the municipality is “working just fine” with the current Acting CAO, further noting that this has been the situation off and on since September 2016. Mr. Soever noted that staff have demonstrated that they can continue to perform at a high level with the Acting CAO, further noting that his personal experience is that staff are a highly professional group.

Mr. Soever asked that Council select Option 5, leaving the selection of the new CAO to the next Council, further noting that Council's decision today will have a profound effect on the community.

Councillor McGee thanked Mr. Soever for his presentation, further noting that he has made some good points. Councillor McGee noted that he disagrees that the decision to hire a CAO should be made by the next Council, further noting that it will take time for the next Council to understand the needs of the municipality, further noting that we want a CAO that will last longer than one term of Council.

Moved by: Michael Martin

Seconded by: Joe Halos

THAT Council receive Staff Report FAF.17.137, entitled “Chief Administrative Officer Recruitment”;

AND THAT Council direct staff to move forward with Option 5 referenced in Staff Report FAF.17.137, as the authorized process, as follows:

Option 5

Consider the placement of an internal candidate to take on the CAO duties on an interim basis. This option essentially extends the current arrangement with the recruitment option for selecting a permanent CAO to be determined at a later date. Council could consider the possibility of interviewing interested staff and determine if there is a preferred candidate to take on the interim CAO duties on a longer-term basis. Placement of an Interim Internal CAO could be done in a 1 to 1 ½ month time frame with backing filling of the successful Candidate’s position to be arranged.

Councillor McGee then requested a recorded vote:

Deputy Mayor Ardiel	Yay
Councillor Gamble	Nay
Councillor Halos	Yay
Councillor Martin	Yay
Councillor McGee	Yay
Mayor McKean	Nay

The motion is **CARRIED**.

D. Closed Session

Moved by: Michael Martin

Seconded by: R.J. Gamble

THAT, with regard to subsection 239 of the Municipal Act, 2001, this Council does now move into closed session in order to address matters pertaining to:

- i) the receiving of advice that is subject to solicitor/client privilege, including communications necessary for that purpose, litigation or potential litigation, including matters before administrative tribunals affecting the municipality or local board, personal matters about an identifiable individual, including municipal or local board employees and with regard to personnel matters; and
- ii) labour relations or employee negotiations, and with regard to personnel matters, Carried.

Council moved into closed session at 12:05 p.m.

Council moved into public session at 1:02 p.m.

E. Adjournment

Moved by: Gail Ardiel

Seconded by: R.J. Gamble

THAT this Council does now adjourn at 1:03 p.m. to meet again at the call of the Chair,
Carried.

John McKean, Mayor

Corrina Giles, Town Clerk